

A close-up photograph of a field of bright yellow flowers, possibly buttercups, with green leaves and stems. The background is softly blurred, creating a bokeh effect. The overall scene is bright and cheerful, suggesting a sunny day in a meadow.

Good Afternoon



FDP & Future in Nursing

Ms. Achla Dagdu Gaikwad

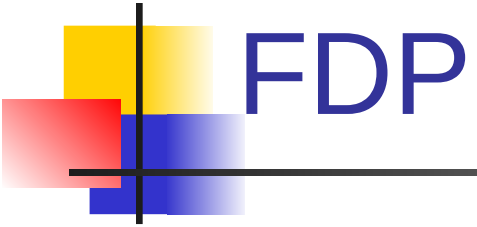
20.01.2016



PresenterMedia



PresenterMedia



FDP





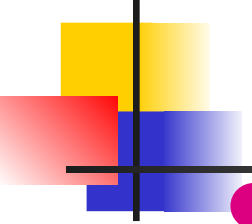
Faculty Development?????

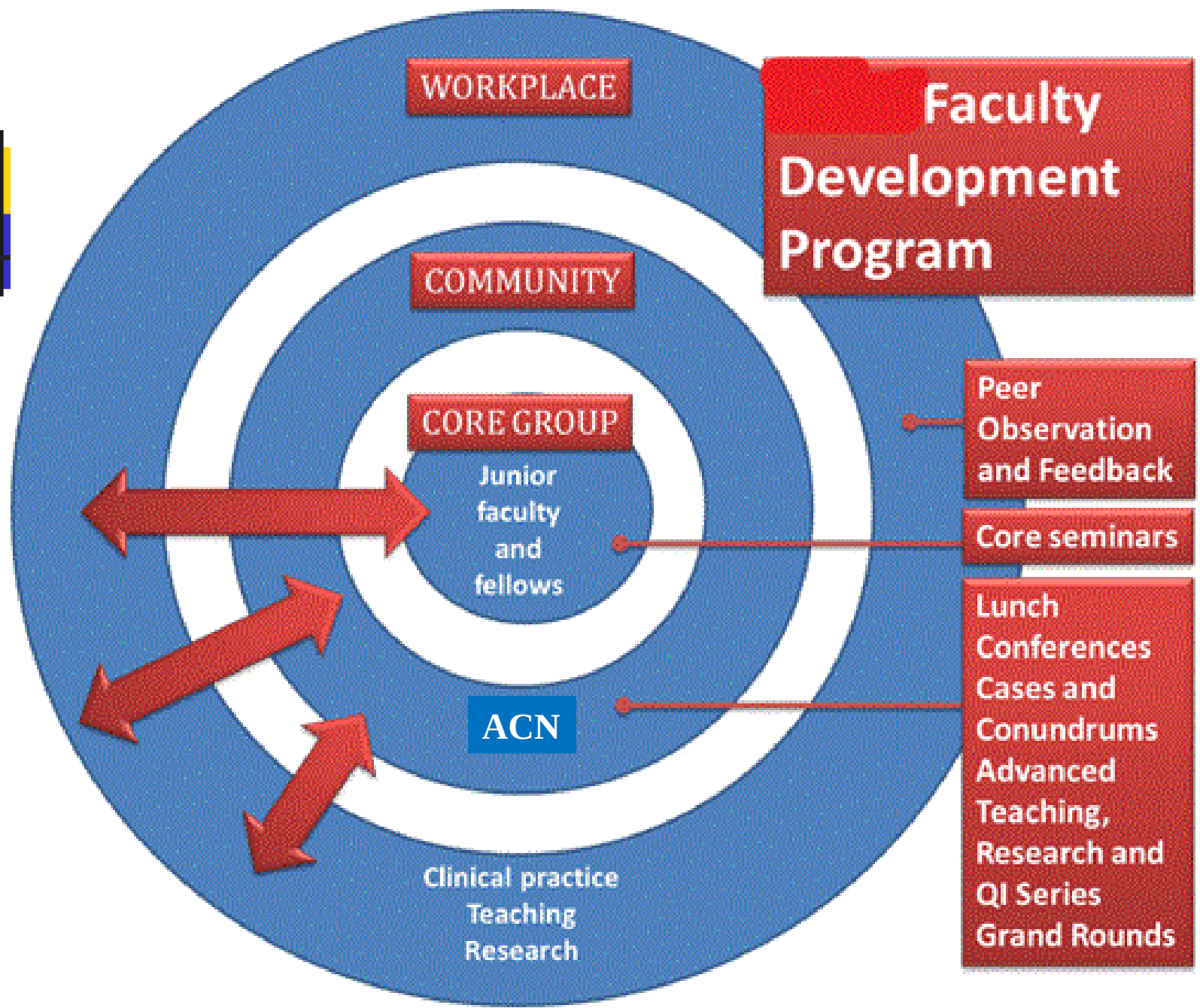


- The American Association of Higher Education (AAHE) has defined

“Faculty development as the theory/practice of facilitating improved faculty performance in a variety of domains including institutional, intellectual, personal, social, and pedagogical.”

What is faculty development?

- 
- Assists faculty in acquiring the knowledge, skills and values needed to succeed in their academic roles
 - as educators
 - as scholars
 - as members of the academy
 - Strengthens organizations so they can fulfill their educational mission





How to achieve it???



- Providing teachers with training opportunities to achieve maximum effectiveness;
- Ensuring that employees develop their skills and capabilities to be able to work efficiently and respond rapidly to changes within their organisations;



How to achieve it???

- Improving performance of their present duties;
- Ensuring that the best use is made of the natural abilities and individual skills of all employees for the benefit of the organisation and their career.



Focus of FDP



- A second frequent focus of such program is the faculty member as **scholar and professional**.
- These programs offer assistance in career planning, professional development in scholarly skills such as grant writing, publishing, committee work, administrative work, supervisory skills, and wide range of other activities expected of faculty.



Focus of FDP



- A third area on which faculty development programs focuses is the faculty member as **person**. This includes wellness management, interpersonal skills, and a host of other programs address the individual's well-being.



Focus of FDP



- A forth area is development of skills for successful **research careers**, getting funds, conducting innovative research, getting published and giving scientific presentations are all crucial to building a successful career in academic medicine.



Types of Faculty Development

- Professional Development
- Organizational Development

Four major areas of faculty development according to Professional and Organizational development Network in Higher Education are:

- ✓ Staff development
 - ✓ Instructional development (Improving teaching skills, Connecting teaching and learning)
 - ✓ Organizational development
 - ✓ Change management
-
- Leadership Development





Staff Development

- Staff development in general refers to those programs which focus on the individual member
- Consultation on teaching,
- Including class organization,
- Evaluation of students,
- Class presentation skills,
- Questioning and all aspects of design and presentation.
- They also advise faculty on their aspects of teacher/student interaction, such as advising, tutoring, discipline policies and administration and give some instructions and information about curriculum development.



Professional Leave



- The Professional Leaves Policy allows faculty to be released from their normal duties to pursue development and improvement in the many ways expected of them.

Professional Travel



- There is a professional travel budget, administered by the budget dean, which is used to enhance the individual faculty member's professional development (Faculty travel whose primary purpose is promotion of the college or representing the college is funded through a separate budget.)



Professional Publication

- Funds should be available to help support manuscript preparation for professional publication.



PresenterMedia

Sponsored Research



- There should be some legislature to support what it calls "departmental research" of the faculty.

Sponsored Research Awards involving **paid leaves** which may not exceed one quarter in the regular academic year or two months

Grants-In-Aid to support an ongoing professional agenda that has already been judged from within and without the college to be of high quality.



- **Recipients of any kind of award from research funds must submit a report to the provost describing the results of the sponsored activity. These reports will also constitute a required part of the application of a person seeking other than first-time award from these funds.**



Travel

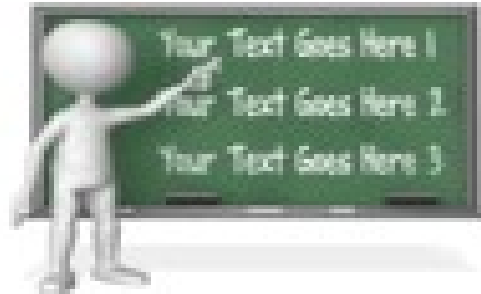


- A small additional travel fund (equal to 10% of the total faculty professional travel budget) supports faculty traveling at the request of the institution to attend in-state meetings such as the Council of Faculty Representatives, organizational board meetings etc.



Guest Speakers

- Program budgets should provide the main source of support for guest speakers.



PresenterMedia



Workshops

- Faculty can often participate in a range of workshops (and occasionally elsewhere) either as leaders or participants.
- Computer Workshops and other emerging technology workshops.





Exchanges

- The experience of teaching temporarily at another institution has proved very rewarding for numerous faculty over the years.





Barriers in FDP

- Intrapersonal vs interpersonal barriers
- Insufficient knowledge/ training/ exposure
- Insufficient manpower
- Lack of interest (to do new things/ change)
- Inadequate Time/ poor time management, and
- Insufficient incentives



Future in Nursing



PresenterMedia

A purple rectangular tag with a hole on the left side is the central focus. It is placed on a rustic wooden surface. A light-colored string is looped around the hole. Three white daisies with yellow centers are scattered around the tag: one in the foreground to the right, and two in the background, one slightly to the left and one to the right. The background is softly blurred.

Thank
you!