

## EDITORIAL

### Faculty Development Cell In A Technical Institution-A Must

That the teacher in a technical Institution occupies a key position in Educational sub system, is an accepted fact. But the implications of this, it appears have not been carefully studied. A fresh graduate BE, ME or Phd is appointed as a teacher in an Engineering College or Polytechnic and he is expected to play the role of a teacher which has many dimensions. A teacher of yesterday, had only to teach in a class room or give instructions in a Lab. But today, a teacher has to attend to many new aspects that are associated with the activity known as Engineering Education. He may be called upon to design, implement and evaluate curriculum; design & develop instructional material using modern methods of audio-vedio communications, interact with industry & keep in touch with industrial practices, keep a watch over technology changes & introduces new technologies in curriculum, always maintain the relevance of the acadamic programs, arrange for cummunity services, carry out Innovations, Research & development & so on. How can a fresh graduate recruited as a teacher, undertake these tasks, unless he is trained for his job?

A teacher is an important resource of an educational system. Development of this important resource should be the major concern of any management of an Institution. For this a staff development Cell has to be added to the present administrative set up of the Institute. Today, we have Departments like Civil, Mech. Eļectronics with a Professor in charge of it, for acadamic programs; we have Incharge Professors for Gymkhana, Social Gathering, training & placement; for equipment Purchase, & Building; to this, now, we should add a Cell for Faculty development; rather it may be called human resource development cell whose major concern should be faculty development. This cell should command faith & respect of all tecchers & help shape their career once they join as teachers. It should be the responsibility of this cell to make the newly recruited teachers aware of the professional oblligation, help them to increase their competence, train & retrain them both academically & pedagogically so as to enable them to make maximum contributions for the growth & development of the institution. The individuals and Institution should grow side by side in an conscions, integrated, planned & determined way. It is only this way, we can ensure alround growth of the individuals, Departments, Institutions, & hence of the total educational System in the Country. Hence, the necessity of a Human Resource Development Cell in every Educational Institution, particularly a technical Institution like an Engineering College or a Polytechnic.

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