



**SSCT**

**FACULTY DEVELOPMENT**

**PROGRAM**

**2018-2021**

# **SSCT VISION-MISSION-GOALS**

## **Vision**

An excellence-driven institution of higher learning committed to produce holistic and globally competitive individuals.

## **Mission**

To provide relevant, high quality and sustainable instruction, research production and extension program and services within a culture of credible and responsive governance.

## **Goals**

1. Foster application of the discipline and provide it's learners with industry-based training and education particularly in engineering, technology and fisheries.
2. Conduct and utilize studies for the development of new products, system and services relevant to Philippine life and of the global villages.
3. Promote transfer of technology and spread useful technical skills, thus empowering its learners and their activities.

## **The SSCT Faculty Development Program**

Aligned with its vision-mission-goals as a leading learners-centered research college, the SSCT Faculty Development Program provides appropriate and relevant educational experience to SSCT faculty members who are the forefront of teaching, research and community engagement in their specific discipline. Challenged by globalization and the increasing demands of industry, SSCT is committed to develop, nourish and support a pool of faculty who are academic frontrunners – abreast with cutting – edge development and innovation in their fields of specialization and pursue holistic growth as person, learners and scholar. While the Faculty Development Program has the faculty member's integral growth as its immediate end, ultimately it is the student who will benefit from the presence of highly trained faculty members whose pursuit for excellence is at the heart of the Program. Likewise, high quality research and publication can only come from faculty with doctorate degrees and post-doctoral training. Thus, this is the crux of SSCT's Faculty Development Program.

The Program is only one of SSCT's continuing efforts that seek to ensure the vitality, relevance and effectiveness of its educational mission. Similar projects that likewise aim to enhance faculty are the many capability-building and enhancement programs sponsored by PASUC, SUCTEA, PMASUC and BIOTA to name a few endorsed by the Commission on Higher Education (CHED). The Faculty Development Program, along with these efforts, is anchored on an over-arching principle of SSCTinian education, i.e., to develop and sustain quality faculty committed to life-long personal and professional improvement and services.

### **Philosophy**

In its quest as a research college, SSCT views its mission as aligned with other developing higher educational institutions in “transcending the boundaries of the nation – state, educating for global perspective and advancing the frontiers of knowledge worldwide” (Emerging Global Model of Research University, Mohrman, et al. 2008, p.7). With accelerating globalization, borderless education has produced numerous and diverse avenues for knowledge sharing and creativity to make individuals locally and globally competitive. The SSCT's Faculty Development Program, thus, provides a variety of training opportunities that are premised on the following principles:

1. Training develops and empowers the individual.
2. Training is a learning (not only a teaching) mode.
3. Training focuses on the needs of faculty.
4. Training, both formal and on the job is continuous.
5. Training is an investment in human capital that integrates appropriate incentives individuals (i.e., the faculty) perceived beneficial; thus, motivates them.
6. Training benefits the institution as a whole.

The SSCT Faculty Development Program is an integral part of the Faculty Manual. Cognizant of the changing needs of the faculty members and the imperative to cope with the trends and demands of education in general and faculty development in particular, the program shall be reviewed every three (3) years.

### **Framework**

The SSCT Faculty Development Program is designed to assist individuals and departments in the area of human resource development. The Program aims to facilitate the college's goal of academic excellence through the development of the competencies and professionalism of its faculty. Hence, efforts directed towards the quality of training shall be sustained at a high level and training relevancy shall be valued increasingly in accordance with the broad range of current and emerging needs of faculty, both for today and in the future. Furthermore, the SSCT Faculty Development Program is grounded on the principles that:

1. The individual's professionalism competence is integral to the College's overall human resources.
2. One way to achieve academic excellence is to integrate the desires of individuals in the community for growth and development aligned with the College's goals.
3. The College, as an educational institution, is a learning organization where expansion, production, and nurturance of knowledge remain in a fundamental priority.
4. In today's knowledge-based society, training is imperative for the faculty to be producers of new knowledge that can be best attained with opportunities that expose them to global perspective, approaches, international collaborations and linkage (against the tendency for academic inbreeding).

Built on the aforementioned principles, SSCT is committed to sustain a dynamic academic community where members share collective aspirations that are mutually beneficial, driven, and the need to learn together is primordial.

### **How to Avail of the Program**

Application forms for the Faculty Development Program grants can be accessed from the Office of the Vice-President for Academic Affairs (VPAA).