

College of Industrial Technology Faculty Profiling and Learning and Development Plans towards an Enhanced and Sustainable Faculty Development Program

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ABSTRACT

This study investigated the faculty profile and Learning and Development (L&D) plans of the College of Industrial Technology over the past three years, aiming to enhance and sustain its faculty development program. The findings revealed that the majority of faculty members are aged 51-60 years, with females being the dominant gender, and the highest educational attainment being a Master's degree with additional units. Most faculty members specialize in shop or major subjects, with only a few focusing on academic subjects. The common academic rank is Instructor I, held by a minority of faculty, with a salary grade of 12 being the highest reported. Faculty members typically have 26-30 years of service, with many holding additional designations within the college. Data indicated that all faculty members participated in seminars, trainings, or conferences related to their specialization, with most events lasting 1-3 days over the past three years. Additionally, a number of faculty members attended managerial and supervisory development programs. In terms of scholarships, three faculty members received institutional funding, two for Master's degrees and one for a doctoral degree. The study also highlighted the need for a comprehensive L&D platform that encompasses professional, instructional, leadership, and organizational development to empower faculty in their roles as educators. Lastly, a plan of activities was developed to enhance the implementation of the L&D program, particularly in facilitating faculty access to scholarships and professional development opportunities.

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