



SWAYAM SIDDHI MITRA SANGH'S DEGREE COLLEGE.

(Affiliated to University of Mumbai, Recognised by Govt. of
Maharashtra)

(An ISO 9001-2000 Certified Institute)

Sonadevi Compund, Near Octroi Naka, Kalyan Road, Bhiwandi, Dist-Thane-421302.

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POLICY DOCUMENT ON FINANCIAL SUPPORT TO STAFF:

POLICY FOR FINANCIAL SUPPORT TO TEACHING STAFFS TO ATTEND FDPs, RESEARCH WORKS, CONFERENCES, WORKSHOPS, SEMINARS, AND MEMBERSHIP FEES:

Swayam siddhi MitraSangh's degree college and management feel that Research and quality improvement in the teaching and learning process, we believe, contribute to classroom excellence. Substantial changes in educational structure have happened both nationally and globally, making learning more accessible. Teachers must be more adaptable, versatile, and diverse as a result of these developments. Internal faculty members can improve their academic knowledge by using the platforms given by well-designed Financial Support Policy.

POLICY STATEMENT:

This initiative aims to help faculty members advance their academic careers. The purpose is met through providing financial help to educators and encouraging them to attend seminars, symposia, conferences, workshops, and training sessions held in India and around the world. This would help with knowledge sharing, academic progress, collaboration, and networking. This also contributes to the creation of a conducive environment for academic learning. Such interactions and interventions would increase teachers' professional and personal efficacy, resulting in institutional, individual, and student academic success.

OBJECTIVES:

Provide financial assistance to all teaching faculty for the following:

1. Attending or participating in seminars, symposia, conference workshops, refresher courses, PhD programme course works, book publishing, and training workshops both in India and abroad.



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2. International cooperation and exchange programmes, which may include international internships.
3. Advising faculty members to apply for travel grants.
4. Programs for all teaching faculty members in India and overseas.
5. Provide financial help to faculty members in the form of registration fee reimbursement and DA/TA to encourage their participation in various professional development conferences/workshops. Professional Development Programs (PDPs), Capacity Building, Faculty Development Programs (FDPs),
6. Offer and facilitate training programmes for faculty members offered by the College's corporate partners/collaborators as part of collaborative programmes conducted in India or overseas.
7. Organize academic exchange programmes for faculty members with recognized academic institutions as needed.
8. To encourage and push academic members to seek financing from various funding agencies for research, outreach/extension efforts, or nationally acclaimed UGC programmes.
9. Provide qualifying teaching faculty members/members with training programmes and financial assistance as needed for programmes provided by corporate partners for software's/courses required for the smooth running of the Institution's joint programmes.
10. To plan career and skill development programmes.
11. To offer departmental money for guest lectures, seminars, and field trips, as well as to perform association events, collaborative activities, and outreach programmes.
12. Planning and implementing staff training and development programmes to improve professional competency.

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Mahesh Soni
(I/C Principal)

