

FINANCIAL SUPPORT TO TEACHING STAFF FOR PROFESSIONAL DEVELOPMENT POLICY DOCUMENT



St. Xavier's College, Burdwan

A Jesuit Institution

(Affiliated to the University of Burdwan)

Policy for Financial Support to Teaching Staff for Professional Development

St. Xavier's College, Burdwan (SXCB), recognizes the importance of continuous professional development for its teaching staff to enhance teaching quality, promote research, and foster academic growth. This policy aims to provide financial assistance to faculty members for attending various academic events and activities both within India and abroad.

Policy Statement

The financial support programme is designed to facilitate and encourage the faculty members to participate in a range of professional development activities. These include seminars, symposia, conferences, workshops, faculty development programmes (FDPs), research works, and membership fees for academic societies. The policy supports endeavours that contribute to enhancing teaching effectiveness, promoting research excellence, and fostering academic collaborations.

Objectives:

1. Financial Assistance for Academic Events:

- Support faculty participation in seminars, symposia, conferences, workshops, and refresher courses in India and abroad.
- Cover expenses related to registration fees, daily allowances, and travel (DA/TA) to facilitate participation in professional development activities.
- Encourage faculty to apply for travel grants and international internships.

2. Collaborations and Exchanges:

- Promote collaborations by providing financial aid for faculty participating in international conferences, workshops, and exchange programmes.
- Facilitate partnerships with other institutions to enhance global exposure and academic exchange opportunities for faculty members.

3. Research and Development Initiatives:

- Encourage faculty members to seek funding for research and outreach activities from national and international funding agencies.
- Support participation in UGC-approved programmes and initiatives aimed at research enhancement.

4. Training and Skill Development:

- Collaborate with corporate partners to deliver training programmes for faculty members, both domestically and internationally, to enhance their professional skills and knowledge.
- Provide financial support for faculty to undergo essential software or course training necessary for the institution's collaborative programmes.

5. Academic Exchange Programmes:

- Facilitate academic exchange programmes with reputed institutions to broaden faculty members' academic perspectives and teaching methodologies.

6. Departmental Support:

- Allocate funds at the departmental level for organizing guest lectures, seminars, field visits, and association events that enrich academic discourse and professional networking.

7. Policy Scope:

- The policy covers all levels of academic and research activities aimed at enhancing teaching quality, research productivity, and professional development.
- Participation in supported activities is subject to local needs assessment, approval processes, and alignment with institutional academic and research standards.

Conclusion: St. Xavier's College, Burdwan's policy on financial support for teaching staff underscores its commitment to fostering a conducive environment for continuous professional development and academic excellence. By enabling faculty members to engage in diverse academic activities and collaborations, the institution aims to enhance the overall quality of education and research outcomes.

This comprehensive policy is intended to guide faculty members in seeking financial assistance opportunities effectively to advance their academic careers and contribute significantly to institutional growth and student success.



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