



ISO 9001:2008 Certified & NBA Reaccredited B. Pharm Course

Mahatma Gandhi Shikshan Mandal's

**Smt. Sharadchandrika Suresh Patil College of Pharmacy**

Chopda-425107, Dist. Jalgaon, (M.S.), India.

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(Affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Approved by Govt. of Maharashtra and Pharmacy Council of India, New Delhi.)



**Dr. Suresh G. Patil**  
Founder President

**Adv. Sandeep S. Patil**  
President

**Dr. G. P. Vadnere**  
Principal

## 6.3 Faculty Empowerment Strategies

### 6.3.2.1 Number of Teachers Provided with Financial Support to Attend Conferences/Workshops and Towards Membership Fee of Professional Bodies Year Wise During the Last Five Years

#### **Policy Document on Providing Financial Support to Teachers**

The financial support to attend conferences/ workshops/ seminars/ symposia/ faculty development programs/training programs/membership of professional bodies/conducting research activities will be applicable to all the full-time permanent faculty members of the Institute. Teachers who have completed at least one year of service will be eligible to seek financial support to attend or participate in the faculty development programmes at University/State/National level. It intends to promote improvement of research attitude among faculties and researchers by expanding facilities by providing a forum for quality of education for benefit of students in terms of exchange of knowledge, experience and research.

#### **Objectives**

- To upgrade educational qualification and knowledge of teaching staff and also for increasing efficiency and ability.
- To provide excellent teaching staff with good ICT skills, communication skills, teamwork and the ability to provide students with quality and value- based education.
- To keep up-to-date with the latest developments in their specific subject of teachers.
- To inculcate in-depth research skills of the teachers for better progress.
- To acquire and improve art of teaching at the institute level to achieve goals of higher education.
- To improve interaction of the teachers with allied professionals from other National/International institutes and industries.



  
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- To promote the teacher regarding research in their subjects for betterment in quality level education.
- To arrange training, workshops, conferences, seminars, symposia, membership for teaching staff and for that purpose to arrange guest lecturers in relevant subjects.

#### **Nature of assistance provided under the scheme**

- If any staff of institute has registered for Ph. D. to the concerned University and desires to use Lab. facility along with chemicals for Ph. D. research work, then staff must have to apply and get permission from Principal for above said purpose.
- If the Principal allows the concerned teaching staff, that staff may utilize the said facility.
- The faculty members who are willing to attend University/College/ State/ National level conferences/ workshops/ seminars/ symposia/ faculty development programs/ training programs/ membership of professional bodies/ short-term training programs, must submit their application to the Principal of institute.
- After submission of the said application, if the principal satisfied and come to conclusion regarding financial facility avail to faculty members then he will recommend for approval to CDC.

#### **On-duty Leave**

- Teaching staff who participate in university/college/ state/ national level conferences/workshops/ seminars/ symposia/ faculty development programs/ training program membership of professional bodies/ short-term training programmes, etc. are entitled to get on-duty leave with prior permission from Principal.
- If holidays/non- working days fall during this period, no special compensatory off will be granted to attendee.
- On-duty leave will not be granted to attend irrelevant seminars, workshops, conferences, professional development programs, etc.
- If an attendee remains absent during this period (for an event/seminar), his/her on-duty leave will be cancelled by the Principal.



  
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### Registration Fee /Travelling Expenses

- This financial assistance facility will be provided to concerned staff only one-time in academic year subject to fulfillment of terms and conditions of this policy.
- The financial assistance provided by the institute will neither be transferrable nor will the benefits of same be carried forwarded to the subsequent year.
- If college feels that University/college/ state/ national level conferences/workshops/seminars/ symposia faculty development programs/ training programs/ membership of professional bodies/short- term training programmes, etc. are useful for students of college, for the benefit of better-quality education, in that case institute will approve either registration fees or travelling expenses as per the Santha's rules to the concerned staff.
- It is not sole right of concerned faculty to claim both expenses at a time. The copy of certificates, TA/DA bills etc., need to submit to the accounts department by the faculty for all financial claims and proof of expenses incurred by them.
- In the event of any genuine expenses without bills, the concerned faculty has to take written approval from the Principal and submit the same to the accounts department. The institute will not consider the claim or make reimbursement, if the relevant documents are not submitted as per terms and conditions of this policy
- The Management/Principal has full right to change/alter the policy from time to time and same will be final and binding to all.



  
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