

**ADARSH ARTS and COMMERCE COLLEGE,
DESAIGANJ (Wadsa) DIST- GADCHIROLI**



Criterion-VI

**6.3.2- Number of Teachers provided with
Financial Support to Attend Conferences/
Workshops etc.**

**The Policy Document on Providing
Financial Support to the Teachers.**

Nutan Shikshan Prasarak Mandal's
ADARSH ARTS AND COMMERCE COLLEGE,
Desaiganj, Di- Gadchiroli
POLICY DOCUMENT

ON

EFFECTIVE WELFARE MESURES FOR TEACHING AND NON-TEACHING

Introduction :

The institution knows well that it is imperative to have quality teachers to ensure quality teaching. It also knows that in today's digital era it is imperative on the part of teachers to be more knowledgeable, equipped with new teaching methodology and tools. Hence every faculty needs to attend the Refresher, Orientation, Seminars, Conferences, Webinars, Workshops, Trainings and similar faculty development programmes within and outside his/her discipline not only to enhance his knowledge of the subject but also to update his/her teaching methodology with new teaching-learning tools to be able to discharge his/her responsibility aptly in modern setup. The same is applicable to non-teaching staff. So the institution has tried to organize faculty development / professional development activities on its own and also encouraged them to participate in such events.

The institution is also enough sensitive and humanistic regarding the satisfaction, health and overall welfare of its teaching and non-teaching staff. It has adopted various welfare measures to satisfy as well as to motivate the faculty and the staff for better performance.

Objectives :

1. To provide financial assistance and grant leaves to the teaching faculty and non-teaching staff for participation in professional development programmes.
2. To appreciate/felicitate the teaching and non-teaching staff for academic/professional achievements.
3. To avail more and more welfare schemes for teaching and non-teaching staff.

Composition of the committee :

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|--|-------------|
| 1. Principal of the college | Chairperson |
| 2. One senior faculty | Coordinator |
| 3. Two senior faculties | Members |
| 4. IQAC coordinator | Member |
| 5. One non-teaching staff representative | Member |

Functions of the committee :

1. The committee will meet twice an academic year.
2. The committee will plan and suggest the institution to organize faculty development/professional development programmes for the teaching faculty and non-teaching staff.
3. The committee will encourage the teaching faculty and non-teaching staff for participation in professional development programmes.
4. The committee will plan and suggest the institution to appreciate/felicitate the teaching and non-teaching staff for academic/professional achievements.

Conditions :

1. The financial assistance and leaves for participation in faculty development/professional development programmes will be granted only to the regular, full-time faculty and non-teaching staff member.
2. The payment for amount below Rs. 2000/- will be made in cash only. The payment for amount above Rs. 2000/- will be made through cheque.
3. The appreciation/felicitation of the faculty and non-teaching staff will be conducted only for genuine academic achievement or noteworthy professional development.


Co-ordinator
(Dr H B Dhote)




PRINCIPAL
Adarsh Arts & Commerce College,
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