



ALPHONSA COLLEGE

Palai, Kottayam

Reaccredited to A Grade by NAAC with CGPA 3.24

POLICY ON PROFESSIONAL DEVELOPMENT GRANT FOR FACULTY

Alphonsa College Pala is committed to equip our students with deep knowledge and globally acceptable skills. College ensures continuous professional development of faculty to keep updated with changes in technology, research and new learning strategies and to gain deeper subject knowledge. The college visions its teaching faculty to be erudite scholars and play an active role in the development of the student community and thereby the institution. Professional development programs are necessary in updating the faculty in the current academic pedagogy and opens windows to interdisciplinary as well as multidisciplinary areas. Seminars and conferences help in exposing oneself in the areas of research interest, helps peer-interaction and develops more professionalism. This will certainly reflect in the overall development of the faculty and an improved performance in teaching, learning and research.

Scope:

Alphonsa College supports its faculty by (1) extending leave facilities as stipulated by government and university rules and (2) offering financial assistance as an incentive for their professional development. The assistance can be for participation in professional development programs, participation in research related programs, travel expenses, memberships fees etc. The College supports face to face and online courses which promote individual progress of faculty members.

This policy is applicable to all faculty members.

Objectives of scheme:

1. To encourage research and inculcate research values in professional areas
2. To promote teaching-learning enrichment and professional development
3. To enable peer interactions leading to future collaborations in fields of interest
4. To improve professionalism through participation in professional bodies activities
5. To offer incentives as part of welfare measures.

Terms of scheme:

1. Applicant should be a full time faculty (Permanent/ on contract).
2. This grant can be received by the teaching faculty only once in an academic year.
3. Application should be submitted to the College Office. It should be supported by brochure of the course, and receipt of the fee paid. Applications will be processed only after all of the documents have been received in the College Office.
4. A Committee with Principal as the Chairperson will scrutinize the application and decide upon the amount to be awarded.
5. Requests are scrutinized by the College Administrative Council and the applicant will be notified of the decision on the amount to be awarded after the review by the Committee.
6. The course must be related to professional development: to gain deeper subject knowledge or Pedagogical and educational content, ICT enabled teaching, establishment of partnerships with industries, entrepreneurship, mentoring etc .