



ALPHONSA COLLEGE, PALA

Reaccredited to A Grade by NAAC in the
4th Cycle of Accreditation (CGPA 3.24)

Affiliated to Mahatma Gandhi University, Kottayam



POLICY DOCUMENT

POLICY ON PROFESSIONAL DEVELOPMENT GRANT FOR FACULTY

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Alphonsa 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. Participation in Professional development programs 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 professional development as stipulated by government and university rules and (2) offering financial assistance as an incentive for their upgradation. The assistance can be for participation in professional development, 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. Applications to be invited by IQAC. It should be supported by brochure of the course, certificate of participation, receipt of the fee paid.
4. Requests are scrutinized by the College Administrative Council and the applicant will be notified of the decision on the amount to be awarded or reimbursed.
5. 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.