



**NMSM
GOVERNMENT
COLLEGE KALPETTA**
NAAC ACCREDITED B+

**POLICY OF
NMSM GOVT. COLLEGE KALPETTA
ON PROVIDING FINANCIAL
SUPPORT TO TEACHERS TO
PARTICIPATE IN FDP/SEMINAR/
WORKSHOP ETC**




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1. Preamble

The academic and professional development of faculty members is essential to the growth and sustainability of educational excellence at NMSM Government College Kalpetta. In alignment with the institution's mission to foster continuous learning, this policy outlines the provisions for offering financial support to faculty members for participation in workshops, Faculty Development Programmes (FDP), seminars, conferences, and other related professional activities.

2. Objective

To provide structured financial assistance for the faculty to engage in professional development opportunities that enhance their teaching and research capabilities, thereby contributing to institutional excellence.

3. Scope

This policy applies to all full-time permanent teaching faculty members of NMSM Government College Kalpetta who wish to participate in professional development activities such as:

- Workshops
- Faculty Development Programmes (FDP)
- Seminars and conferences
- Symposiums, webinars, and training programs

4. Financial Support Structure

Considering the financial limitations as a government institution, the following structure shall govern the financial support:

- **Adherence to Government Norms:** All financial assistance shall be governed by the prevailing government rules and regulations for educational institutions. Reimbursement and advances for participation fees, travel, and accommodation expenses will be provided in accordance with government directives.
- **Limited Availability of Funds:** Due to limited funds and the government's financial constraints in recent years, priority will be given to programs directly benefiting the institution or enhancing the faculty's core competencies.

5. Internal Fund Mobilization

Given the financial constraints, the college shall make efforts to mobilize funds internally to support faculty development through:

- **Parent-Teacher Association (PTA):** Collaboration with PTA for financial assistance to organize workshops, FDPs, and seminars locally, reducing the need for external travel.
- **Staff Club Initiatives:** The college's staff club may initiate and fund periodic development programs, such as workshops, peer-learning sessions, and conferences, in collaboration with other departments.
- **Resource Pooling:** Faculty members can seek external grants, fellowships, or funding from professional bodies, and the college will assist in facilitating these opportunities.

6. Criteria for Financial Support

The allocation of financial support will be subject to:

- **Relevance:** The program should be directly related to the faculty member's teaching or research field.
- **Institutional Benefit:** Preference will be given to programs that bring clear benefits to the institution or align with its strategic goals.
- **Limited Support:** Financial assistance may cover full or partial expenses, depending on the availability of funds.

7. Application and Approval Process

Faculty members seeking financial assistance must:

- Submit a formal application to the Principal through the concerned department, detailing the event, its relevance, and estimated expenses.
- The Principal, in consultation with the College Council, will review applications based on the availability of funds and the criteria outlined in this policy.

- Approvals will be granted on a case-by-case basis, subject to government norms and fund availability.

8. Monitoring and Reporting

The College Council will periodically review the effectiveness of the policy and assess fund utilization to ensure fair and equitable support. A record of all financial support provided under this policy shall be maintained for transparency and audit purposes.

9. Conclusion

NMSM Government College Kalpetta remains committed to fostering an environment that supports faculty development. By adhering to government regulations and mobilizing internal resources, the college aims to continuously uplift the capabilities of its teaching staff.




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