



C.S.I., K.N.D., B.M.H.E.C.'s

C.S.I. COLLEGE OF COMMERCE, DHARWAD

ESTD. 1973

NAAC accredited at 'B' Grade with CGPA 2.87

DHARWAD - 580 001, KARNATAKA

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Dr. (Smt.) K. D. DHAWALE

M.A., M.Phil, Ph.D.

PRINCIPAL

Ref. No. :

Date : ..15/06/2016.....

Policy for Financial Assistance for Professional Development Activities

Over the years, there has been a significant change in the structure of education throughout the whole world. Keeping with the changing scenario, CSI College too has taken initiative to keep abreast when it comes to the enhancement of the faculty. The college believes that improvement in research and learning will contribute significantly towards classroom excellence. With this in mind staff of the college are encouraged to adapt to the ongoing changes, upgrade and update themselves to the professional arena. With the active support of our esteemed Management college has framed a policy to extend financial support for professional upgradation.

Policy Statement

The intention of this policy is to provide financial assistance to staff members to aid them in advancing their knowledge, skills and professionalism. The staff members of the college are encouraged and promoted to attend professional development activities conducted by different organizations. This will certainly benefit every staff personally and professionally which will enrich the qualitative effort in every activities of the college.

Objectives and Scope of the Policy

- To establish belongingness of the Institution among staff.
- To motivate and encourage staff to be on the pace of current trend of professionalism.
- To inculcate quality consciousness and to become role moral.
- To enhance the goodwill of the Institution.
- To enable to upgrade professionalism as per the guidelines which will facilitate active participation of staff for their promotional benefit.



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Guidelines of the Policy

- Financial assistance includes conduct of professional development programme by the college for both faculty and non-teaching staff.
- Faculty and Administrative staff including management recruited full time staff is eligible for this provision of getting financial assistance by the college only for the purpose of professional development programmes organized by competent organizations.
- Teachers are given scope to avail this provision only for attending State, National and International level seminars, conferences, workshops twice in a year only.
- Financial assistance to the faculty is provided irrespective of nature of appointment to the maximum extent of Rs.5,000/- towards registration fees.
- To inculcate research culture, seed money of Rs.5,000/- is earmarked. The concerned faculty is provided this scope based on the area of survey, study tours, micro projects.

Procedure for Availing Grants

- Faculty members who intend to attend seminars, conferences, workshops conducted at different level need to apply at least 5 days prior to commencement of such programmes to the Principal.
- Faculty must not claim this as their rights but the sanction of this provision is purely based on Principal discretionary and based on availability of financial resources at the college.
- In case of multiple applicants, decision of the Principal is final.
- In case the event is for paper presentation, and it is co-authored, the first author will be given priority.

Reporting

- The faculty who has availed the grant should submit a detailed report along with the relevant bills
- They are required to share their learning experiences with other colleagues
- Photocopy of the participation certificate along with all other relevant documents should be handed to the office.
- The original attendance certificate should necessarily be submitted to the office.



K. Dhawale
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