



THIAGARAJAR SCHOOL OF MANAGEMENT (AUTONOMOUS)

**Accredited by NAAC with 'A' Grade
PambanSwamy Nagar, Thirupparankundram,
Madurai - 625005**



POLICY ON PROFESSIONAL DEVELOPMENT GRANT FOR FACULTY

**(Financial Grants for Faculty Participation in Faculty Development Programmes, Workshops,
Conferences and Membership Fees of Professional Bodies)**

Version Number: 1

Date: 01 August 2021



Introduction

Thiagarajar School of Management, Madurai is committed to impart continuing professional development of faculty that increases their knowledge and skill set, which in turn impacts students' performance. This includes gaining deeper understanding of their subject matter, learning new and better ways to educate students and keep up-to-date with changes in technology and research. This clearly aligns with the mission of the College, which is providing a quality educational experience for students and research scholars.

Underlying Principle

Faculty members in higher education institutions have to be responsive enough to adapt their curriculum and pedagogy to account for those changes in technology and learning styles of students. This policy provides opportunities to promote the individual progress of all faculty members that comes through improvements in efficiency and effectiveness. This inculcates positive feelings in faculty about themselves, their jobs, and their skills and creates a supportive environment towards the mission of the College.

Scope

This policy is applicable to all full-time faculty members. The College supports face-to-face and online courses as long as the purpose explains how this training is beneficial to the individual teacher, department, Institution and specifically to the student community.

This policy is limited to the financial grants for faculty participation in Conferences, Faculty Development Programmes, Workshops and membership fees of the professional bodies.

Terms And Conditions:

- Applicant should be a full-time faculty
- The professional development course proposed should be in align with College's Mission, programme outcomes, to inspire student learning through improving the quality of education and services provided to students
- Meets the needs of the applicant's discipline or research area



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- Plan to share knowledge gained with colleagues via presentation, workshop, discussion and/or report
 - The course can be Local, out-of-state, and online professional conferences;
 - The course must be related to gain deeper understanding on the subject or Pedagogical and educational content, ICT-enabled teaching, and establishment of partnerships with industries;
 - Requests are evaluated based on equitable access to training and development opportunities to the faculty members of the College.

Application

Application by email along with a description on how this training impacted student learning, how it is beneficial to the institution in general, should be submitted to the Director along with the programme brochure.

After approval from the Director, the administrative office will do the needful for the payment of the programme fees.