



ANJUMAN KHAIRUL ISLAM'S
POONA COLLEGE
OF ARTS, SCIENCE & COMMERCE
CAMP, PUNE-411001



**POLICY
DOCUMENTS**



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Faculty Empowerment

The college teaching faculty has to play a greater role in the planning, decision-making and implementation of college policies. They are to be offered greater autonomy, confidence and freedom in making decisions making the system democratic in nature. This will empower them to work comfortably with all their colleagues and be responsible to their assigned duties without any follow up or supervision. The confidence acquired by the teachers in such a setup will help provide varied learning experiences to the students with ease and happiness.

The empowerment of the faculty is to be achieved through:

1. The process of planning and decision-making to involve the faculty members.
2. Timely dissemination of information through regular meetings, official communications etc.
3. Apprising of latest updates in the policies and demands in the higher education sector to be achieved through seminars and group discussion sessions. In the light of these, sessions on the plans, mission and goals of the college is also to be included.
4. The college work environment has to be conducive and competent to provide self-fulfillment, satisfaction and promoting the inner drive.
5. To ensure reliable performances of routine works, feedback from the faculty may be taken whenever and wherever possible.
6. The faculty members who are interested in attending research related events such as seminars, conferences, symposia, workshops etc. which is being conducted outside the college, in the same city or any other location in India would be reimbursed complete/partial registration fee, transport allowance (T.A.), dearness allowance (D.A.) as applicable. This will be subject to the following conditions:
 - i. The request for permission and sanction of reimbursements (of registration fee, T.A., D.A. as applicable) is to be submitted in advance. The proposal would be sanctioned after due proposal feasibility evaluation/recommendation by the Principal.
 - ii. After the return from successful attendance at the event and subsequent submission of its report, the amount would be reimbursed.
 - iii. In case of any faculty member being interested in attending an event being organized in the college itself, then subsidy in the registration fee would be offered. However no T.A./D.A. would be applicable in such case.
7. In the wake of imminent and challenging societal changes, the mission of the college has to be realized at all cost. To impart consistency in such issues, special brainstorming sessions may be arranged.
8. Teachers to be encouraged for perpetually upgrading their teaching and learning methods preferably by using the latest ICT tools available.
9. The infrastructural facilities being the skeletal of the college, adequate care is to be taken in propping up timely addition, renovation and maintenance.