



Nallamuthu Gounder Mahalingam College

(An Autonomous Institution, Affiliated to Bharathiar University)

90, Palghat Road, Pollachi - 642001, Coimbatore, Tamil Nadu, India.

95th Rank in NIRF – 2023 - Among Colleges in India.



POLICY DOCUMENT ON PROVIDING FINANCIAL SUPPORT TO TEACHERS



Estd : 1957

NALLAMUTHU GOUNDER MAHALINGAM COLLEGE

(AUTONOMOUS AND AFFILIATED TO BHARATHIAR UNIVERSITY)

Re-Accredited by NAAC

An ISO 9001 : 2015 Certified Institution

Aided by the Government of Tamilnadu

POLLACHI - 642 001.

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Policy on Financial Support for Teachers

Name of the Organisation : Nallamuthu Gounder Mahalingam College, Pollachi
Policy Title : Financial Support Teachers
Sanctioning Authority : Principal
Suggestive Body : IQAC

That's a great initiative by Nallamuthu Gounder Mahalingam College (Autonomous) to support faculty development! Investing in faculty is an investment in the quality of education offered to students. Here are some of the potential benefits:

- **Enhanced Teaching:** Faculty who participate in professional development programs and conferences often gain new knowledge and teaching methods, leading to a more engaging and effective learning experience for students.
- **Improved Research:** Faculty development can also encourage research activities, contributing to the college's academic reputation and potentially attracting more research funding.
- **Collaboration and Networking:** Attending conferences and forums allows faculty to connect with colleagues from other institutions, fostering collaboration and knowledge sharing.
- **Increased Expertise:** By acquiring new skills and competencies, faculty can become leaders in their respective fields, further enhancing the college's reputation.




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By offering financial support for faculty development, the college is demonstrating its commitment to:

- **Faculty Growth:** Supporting faculty members in their professional aspirations.
- **Institutional Excellence:** Investing in faculty development directly contributes to achieving higher academic standards and rankings.
- **Attracting and Retaining Talent:** Financial support can be a valuable incentive for attracting and retaining top-notch faculty.

Overall, Nallamuthu Gounder Mahalingam College's initiative to provide financial aid for faculty development is a commendable strategy that can lead to significant benefits for both faculty and students.

Aspects included for Financial Support:

College-Endorsed Activities:

- **Conference Participation and Presentations:** Financial support is provided when faculty present research or participate in conferences representing the college. This promotes the college's reputation and fosters faculty expertise.
- **Management-Suggested Conferences:** The college identifies specific conferences it deems valuable for faculty development, offering financial aid for participation. This ensures faculty attend conferences aligned with the institution's strategic goals.
- **College-Deputed Workshops:** The college identifies and finances workshops that specifically address faculty capacity building needs, leading to improved teaching and research skills.

Professional Development and Networking:



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- **Professional Body Membership:** Financial support is available for faculty memberships in professional organizations recommended by the college. This encourages faculty to stay current in their fields and network with colleagues.
- **Capacity Building Trainings and Forums:** The college offers financial aid for faculty to participate in various training programs and forums that enhance their capabilities.

This approach ensures faculty development aligns with both individual interests and the college's strategic goals. It fosters a culture of continuous learning and professional growth, ultimately benefiting both faculty and students.

The College offers a comprehensive set of welfare measures for both teaching and non-teaching staff. Here's a breakdown of the benefits:

Financial Security:

- **EPF (Employee Provident Fund):** Contributes to a retirement savings plan.
- **Gratuity:** Provides a lump sum payment upon retirement or resignation.
- **Group Health Insurance:** Covers medical expenses for the employee and their dependents.
- **ESI (Employee State Insurance) for Teaching and Non-Teaching Staff:** Provides medical benefits and financial aid during sickness, maternity, and disability.
- **Earned Leave Encashment:** Allows staff to encash unused leaves for additional income.

Leave and Well-being:

- **Medical Leave:** Provides paid leave for illness or medical emergencies.
- **Maternity Leave:** Supports new mothers with paid leave.



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- **Faculty Orientation Programmes for Mental Health:** Promotes mental well-being among staff.

Professional Development:

- **Incentives for Research Publications:** Encourages faculty to engage in research and scholarly activities.
- **Career Growth Incentives:** Rewards and motivates staff for professional development.
- **Promotions:** Provides opportunities for career advancement.

Additional Benefits:

- **Staff Priority Admission for their Wards:** Makes it easier for staff members to get their children admitted to the college with concession of fees.

Overall, the College prioritizes the well-being of its staff by offering a well-rounded package of benefits that cover financial security, health, professional development, and work-life balance.




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