

**FACULTY DEVELOPMENT AND
RESEARCH POLICY (FDRP)**



KHARUPETIA COLLEGE, KHARUPETIA



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DARRANG, PIN-784115**



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1.0 PERSPECTIVE OF FDRP

The Faculty Development and Research Policy (FDRP) aims at providing faculty members with the enough opportunities to pursue research and also to participate in Seminar/ conferences/ workshops/ symposium and other professional development program as because participation in such academic activities will enhance the ability of the faculties to carry out innovative research skill. It also prepare teachers with the latest teaching methods as well as use technology to impart effective education methods to improve the academic and intellectual environment.

The idea behind the setting up of Faculty Development and Research Policy (FDRP) in the college is to improve the tool for improving the educational vitality of institutions by providing attention to the competencies needed by individual teachers. Adapting this policy required to promote academic excellence and also to face the challenge with the paradigm shift in pedagogical world.

Kharupetia college is located in the Minority community dominated area , where field of research is still virgin and area is having multiple social issues to be address for the up liftmen of the community. Under such circumstances college have decided to adopted Faculty Development and Research Policy (FDRP)

2.0 AIMS AND OBJECTIVE OF FDRP

- (1) To provide opportunity to the faculty members to participate in the international/ National Conferences and Seminar , Workshop Symposium and allows college faculties to meet people from different parts of the country.
- (2) To Provide opportunity to exchange views amongst the scientific community coming from different parts of the country as well as from outside world and also to make new relationships and strengthen existing ones.
- (3) To provide opportunity to the faculty members to participate in the Orientation Program, Refreshers Course, Faculty Development Program, Short term courses organized by the UGC, Summer School and Winter School of their Choice for academic exposure
- (4) To provide opportunity to the faculty members of the college to pursue their research activities leading to the awards of M. Phil/PhD/ Post-Doc/ D. Lit Degrees.



- (5) To provide opportunity to the faculty members to carry out Minor Research Project/ Major Research Project etc sponsored by UGC, ICSSR, DST, DBT, DAE, DOEd and Ministry of Environment and Forest, etc.
- (6) To provide financial support by the way of incentives/ encouragement to the faculty members to take part in the International/ National Conference , Seminars, FDP Programs and towards the membership fee in the professional organization.
- (7) To encourage upcoming brilliant students of the college to undertake research project/ field based study to gain first hand and practical knowledge so that they can go to their respective villages and pickup social issues for resolution.
- (8) To undertake collaborative efforts with the neighboring institutions/ organization/NGOs in the field of research, faculty exchange and faculty enrichment program.
- (9) To built scientific cooperation by meeting and connecting with researchers from different countries.

3.0 MANAGEMENT CELL OF FDRP

For proper implementation of Faculty Development and Research Policy (FDRP), of Kharupetia College a management Cell is to be formed with due approval from the Governing Body Of the College. The Management Cell of the College will consist of the following :

- (a) Chairperson: Principal, Kharupetia College
- (b) Member of Convener: IQAC Coordinator
- (c) Member: Five Senior faculty member will be included(at least one from each stream)

4.0 SCOPE OF THE POLICY:

The FDRP of the Kharupetia College aims at to accommodate the following area:

4.01 Participation in the International/ National Conference/ Seminar/ Work shop and FDP Program organized by different agencies such as UGC, ICSSR, CSIR, EDII, FDS , ISRO etc: The FDRP will cover the facilities provided to the faculty members for presentation of paper in academic conference/ seminar as well as participation in the symposium, workshop for exchange of Knowledge and idea. Above an all it provides an ample opportunity and encouragement to the faculty members to participate in Orientation Program, Refreshers Courses FDP Programs short-Term Courses summer School s and Winter Schools for Professional Development to elevate your **career** to new heights



4.02 Financial Assistance: The FDRP will make provision for financial assistance/encourages to the faculty members for presenting research papers in the National and international conferences/ Seminars, Publishing research paper in the National and International Journal as well as policy document, authoring academic books attending FDP Program and members ship fee for different professional organizations but subject to availability of fund. However, professional advancement helps in career growth In addition to this, FDRP earmarks fund in the college budget for providing financial assistance to the brilliant students as well as students of Sports Award recipients in athletics

4.03. Research Endeavors: The initiative of FDRP is to provide opportunities and also motivate the faculty members of the college to carry out their research activity like higher degree by research leading to the awards of M.Phil/PhD / Post-Doc/ D. Lit degree. The policy also facilitates the faculty members to conduct Minor Research Project, Major Research Project and other sponsored research projects of the UGC, ICSSR Project focusing on field based study under the guidance of faculty members to investigate, explore, and contribute knowledge to a specific field or topic and also gain first hand and practical knowledge which is equally pivotal.

4.04 Collaborative Initiative in Research: The FDRP will cover long term collaborative activities and initiatives for undertaking collaborative academic activities with neighboring institutions / organizations/ NGOs in the field of research, faculty exchange program and faculty enrichment Endeavour that contribute to achieving an initiative's goals.

Dr Mausumi Saha Kalita
Principal
Kharupetia College, Kharupetia

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