

OFFICE OF THE PRINCIPAL  
**GOALPARACOLLEGE, GOALPARA**

An ISO 9001:2015 Certified Institution

Affiliated to Gauhati University, Guwahati, Assam

The College is covered under Section 2(f) and 12(B) of the UGC Act, 1956

P.O. : Goalpara, Dist. : Goalpara, (Assam) Pin : 783101

*Dr. Subhash Barman, M.A.Ph.D*  
Principal & Secretary  
Goalpara College, Assam

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### **Faculty Empowerment Policy**

The college has to corroborate the effective participation of teaching faculty in the planning, decision-making and implementation of college policies. A democratic environment in the campus to be nurtured by offering the faculties greater autonomy, confidence and freedom in decision making. The college has to mould a comfortable working habitat for the faculty to lead the way to excellence with ease.

1. The faculty members to be involved in the process of planning & decision making.
2. The college has to ensure the timely dispersal of information by conducting regular meetings or via official communications.
3. The college has to encourage faculties by providing opportunities to attend research related events such as seminars, conferences, symposia, workshops etc. either in or outside the campus, national or international location and to assist with complete/partial registration fee, transport allowance (TA), dearness allowance (DA) as applicable. This need to be fulfilled by following criteria:
  - i. The request for permission and reimbursements (of registration fee, TA, DA as applicable) is to be made in advance. This will be verified by the principal and necessary amount will be sanctioned as per recommendation.
  - ii. For reimbursements submission of the attendance details of the event along with the certificates of achievements would be required.
  - iii. For attending any event within the college, no TA, DA would be provided, yet the registration fee would be offered.



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4. The faculty members to be inspired for organizing national/international seminars, bidding for research projects and to be offered with necessary administrative/infrastructural assistance.
5. The college has to ensure a work environment enough conducive and competent to offer self-fulfillment and satisfaction and to brace one's individual growth.
6. Feedback from the faculties to be communicated to direct better institutional practice.
7. The college has to endow the latest teaching-learning facilities and to encourage the faculties for upgrading teaching methods preferably by making use of ICT tools.
8. The college has to ensure the participation of the faculties in different faculty development programmes (FDPs), Orientation programmes, refresher course etc. and provide assistance to update their research and pedagogical skills.
9. The college has to supervise the convenient addition, renovation and maintenance of the infrastructural facilities.

Approved by the Governing Body Meeting  
held on 4/3/20

  
Principal  
Goalpara College, Goalpara