

Policy On Faculty Development Programmes (FDP)

This policy details out RIM's approach on faculty development programmes (FDPs) for the faculties of RIM. While RIM is keen that, every faculty must attend FDPs as an institutional requirement, contribution to their own faculty development as well as institution requirements must be kept in view. There must also be a proper balance between professional development as well as institutional requirements. We propose to follow the below policy parameters: -

Type of FDPs in terms of duration and conducting agency:

- The FDPs must be conducted by reputed agencies like IIMs and IITs.
- The programme which is more than 3 weeks are categorized as long duration programmes.
- Any FDPs less than 3 weeks, but more than 6 days are called short term programmes.
- Programmes less than 6 days are called very short term programmes.

Eligibility:

- The faculties will be permitted to attend the programme only during semester breaks.
- Restricted to one FDP per faculty in a calendar year.
- The faculty must have completed minimum 1 year of service in the Institute to avail the FDPs exceeding 7 days.

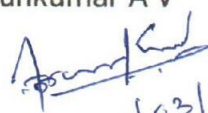
Reimbursement of expenses:

- Long duration programmes: Sponsorship to be restricted to Rs.50,000/- or 50 percent of the cost, whichever is lower (including fee, travel and other expenses).
- Short/Very short duration programmes: Sponsorship to be restricted to Rs.25,000/- or 50 percent of the cost, whichever is lower (including fee, travel and other expenses).
- The faculty will be on OOD.
- No reimbursement will be entertained, if prior approval of the Dean is not taken.

Other Requirements:

- The faculties going for long duration programmes will not be eligible for vacation leave during the year concerned.

- In order to ensure that, sufficient number of faculties are available at the Institute during most of the time, not more than 3 faculties will be permitted to attend one programme at a time, unless the organizing agency will be willing to offer bulk discount.
- In an Area/Department, not more than 2 faculties will be permitted to attend the short term/long term FDP a time to ensure that the institutional requirements are progressed without delay.
- The faculties after attending the programme, must conduct a 1-day orientation programme to the rest of the faculties.
- The Dean will have the authority and discretion to depute faculties keeping in view the programme contents, institutional requirements and faculty planning.

Approved and issued by	Name : Dr. Arunkumar A V
	Signature : 
	Date : 05/03/2025

