



IDEAL FOUNDATION'S
IDEAL COLLEGE OF LAW
AT POST- POSHERI, TALUKA- WADA, DISTRICT- PALGHAR, MAHAHRASHTRA 421303
Phone:02526-297267.

CRITERIA 6.3.2

AVERAGE PERCENTAGE OF TEACHERS PROVIDED WITH
FINANCIAL SUPPORT TO ATTEND
CONFERENCES/WORKSHOPS AND TOWARDS MEMBERSHIP
FEE OF PROFESSIONAL BODIES PUBLICATION AND OTHER
ACADEMIC INCENTIVES DURING THE LAST FIVE YEARS

Dr. Ramesh Chandra Rai
I/C Principal



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A. 6.2.3 IMPLEMENTATION OF E-GOVERNANCE IN AREAS OF OPERATION

6.3.2.1. - NUMBER OF TEACHERS PROVIDED WITH FINANCIAL SUPPORT TO ATTEND CONFERENCES/WORKSHOPS AND TOWARDS MEMBERSHIP FEE OF PROFESSIONAL BODIES YEAR-WISE DURING THE LAST FIVE YEARS

Year	2018-19	2019-20	2020-21	2021-22	2022-23
No.	2	4	2	5	9

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B. POLICY DOCUMENTS ON PROVIDING FINANCIAL SUPPORT TO TEACHING FACULTIES

Making arrangements to allocate financial assistance to faculty members in a law college encompasses a comprehensive evaluation of multiple factors that play a significant role in their overall welfare and career development. This undertaking demands meticulous contemplation and a thorough comprehension of the distinctive requirements and hurdles encountered by the teachers, with the objective of ensuring that the support extended is both impactful and meaningful. In the process of formulating a plan for financial aid disbursement, it becomes imperative to take into consideration the specific needs of the faculty and the challenges they face on a day-to-day basis, thereby guaranteeing a tailored approach that effectively addresses their concerns and contributes to their professional growth.

Here is a system for such an approach: This may involve setting specific and measurable targets so as to reestablish a vision for the ideal end result. This provides a clear target to aim for and helps to focus efforts in the right direction. By following this systematic approach, individuals and organizations can achieve their goals in a clear, structured, and effective way. This approach can be applied to a wider range of situations, from personal development to business strategy, and can help to ensure success even in the face of challenges.

Competitive Salary Structure: - The college took the initiative to create a straightforward and competitive compensation structure after taking into consideration the capabilities, potentialities, and performance of other additional obligations by teaching staff in their individual capacities. This initiative aimed to create a fair and motivating system that recognizes and rewards the hard work and dedication of teaching staff while also ensuring that their contributions are valued and respected. The college conducted a thorough analysis of the skills, expertise, and overall responsibilities of the teaching staff and designed a compensation structure that reflected their individual contributions. By doing so, the college not only motivated the teaching staff to perform at their best but also established a culture of fairness and transparency within the institution. Additionally, the competitive nature of the compensation structure served as an incentive for the teaching staff to continuously improve their skills and meet the evolving demands of the academic environment. Overall, the creation of this new compensation structure demonstrated the college's commitment to nurturing and supporting its teaching staff and ensuring that their efforts are duly recognized and rewarded.



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Merit-Based Increases: - To ensure the fair recognition and reward of exceptional achievements in teaching, research, and service, it is of utmost importance to establish and effectively implement a comprehensive system for merit-based compensation increments. This framework plays a pivotal role in providing a methodical approach to acknowledge and appropriately compensate faculty members for their outstanding contributions in various areas. By implementing this system, it becomes possible to recognize and reward individuals who consistently demonstrate excellence in their teaching methodologies, produce impactful research, and actively engage in meaningful service to the academic community.

Professional Improvement Stipends: - The allocation of funds to support teachers in attending conferences, workshops, and other educational programs relevant to their field is essential for their professional development. This initiative aims to provide educators with opportunities to enhance their skills and knowledge through participation in these events. By allocating resources specifically for proficient advancement, we can ensure that teachers are equipped with the latest pedagogical techniques and content knowledge, ultimately benefiting the students they teach. Indeed, investing in the continuous development of teachers is a win-win for both the educators and the students. It not only helps teachers stay current in their field, but it also enhances their job satisfaction and motivation. Additionally, it demonstrates a commitment from educational institutions to support and invest in the growth and success of their teaching staff. This can lead to a positive and thriving educational environment where students receive the best education and support possible. Therefore, providing funds for professional development opportunities for teachers is a sound investment in the future of education.

Retention Bonuses: - Ideal College of Law has made a conscious effort to recognize and acknowledge the contributions of its teaching and administrative staff by introducing a system of maintenance rewards. The objective behind this initiative is to cultivate a sense of enthusiasm and energy among the workforce and ultimately retain their valuable expertise within our esteemed law college. These rewards serve as a motivating force, encouraging the staff members to continue their dedicated service and contribute actively.

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Wellbeing and Wellness Benefits:- This law college takes great care to ensure that its faculty members have access to a comprehensive range of healthcare coverage. This includes not only extensive wellbeing protections but also wellness programs and a variety of other health-related benefits. These offerings have been specifically designed to prioritize the physical and mental well-being of the faculty members. The college recognizes the importance of providing a holistic approach to healthcare, encompassing both preventative care and treatment for existing conditions. In addition to traditional medical coverage, faculty members also have access to mental health services, addiction support, and resources for managing chronic conditions. The college understands that the well-being of its faculty members directly impacts their ability to excel in their roles and is committed to ensuring that they have the necessary support and resources to stay healthy and thriving. This comprehensive healthcare coverage is a vital aspect of creating a positive and supportive work environment for all faculty members at the college.

Lodging and Migration Bolster:- In situations where it is applicable, this law college offers accommodation or travel assistance to support and help teaching faculties, particularly those who are relocating to areas with a high cost of living. This initiative entails providing financial aid or allocating resources such as affordable housing alternatives or transportation options, with the primary aim of alleviating the financial burdens and challenges faced by the faculty members. By doing so, it aims to mitigate the potential hardships they may experience.

Conference and Workshop Subsidizing:- In this context, the term "subsidizing" refers to the allocation of financial resources to facilitate educators' attendance and involvement in conferences, workshops, and seminars. This law college uses this practice to promote professional networking and academic cooperation among teaching professionals. The provision of financial assistance empowers instructors to enrich their expertise, engage in knowledge exchange with colleagues, and establish a robust professional support system.

Additionally, subsidizing allows educators to stay current on industry trends and best practices, ultimately benefiting students by providing them with a more well-rounded and comprehensive education. The law college recognizes the importance of investing in its faculty members and believes that by supporting their continued professional development, it enhances the overall quality of education provided.

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Through subsidizing, the college aims to foster a culture of continuous learning and growth for its educators, ultimately contributing to the success of both the institution and its students.

Innovation and Investigate Framework - Ensuring that all individuals are provided with access to cutting-edge technology, sufficient research resources, and the necessary infrastructure to support effective teaching and research is incredibly important. This involves offering innovative technological tools, reliable research facilities, and the fundamental framework needed to strengthen valuable academic and research endeavours. Accomplishing this creates an atmosphere where the sharing of knowledge and scholarly explorations can thrive, ultimately contributing to the advancement of academic pursuits as a whole. This commitment reflects a dedication to equipping individuals with the essential resources vital for fostering productive academic and research pursuits.

Vacation Openings:- The implementation of a holiday take-off method enable teachers to step away from their typical responsibilities in order to dedicate time to research, writing, or other academic endeavours. This policy affords educators the opportunity to explore intellectual interests, fostering professional growth and academic contributions.

Additionally, it fosters an environment that encourages the pursuit of scholarly activities and supports the overall advancement of academic pursuits. By allowing teachers to take time off for research and writing, the holiday take-off method promotes a culture of continued learning and academic development within the education system. It acknowledges the importance of scholarship and gives educators the necessary time and resources to pursue their intellectual passions. This ultimately leads to a more informed and engaged teaching force, benefiting both the educators themselves and the students they instruct. Furthermore, it contributes to the overall advancement of academic pursuits by providing a supportive framework for scholarly activities and promoting the dissemination of knowledge. In essence, the holiday take-off method serves as a valuable tool for enhancing the professional and academic development of educators, ultimately leading to a more enriched and robust educational environment.

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Acknowledgment and Grants:- Ideal College of Law also provides a framework for recognizing and fulfilling extraordinary commitments by instructors through grants, open affirmation, or other forms of acknowledgment. In order to recognize and foster extraordinary commitments made by instructors, a framework needs to be established. This framework can include various means of recognition and support, such as grants, open acknowledgment, awards, and other forms of appreciation. By creating a structured system for identifying and honouring these exceptional contributions, instructors will feel valued and motivated to continue their dedication to their students and their profession. This framework can also serve as a way to inspire and encourage other educators to strive for excellence in their own work. Overall, by establishing a framework for recognizing and fulfilling extraordinary commitments by instructors, the educational community can create a culture of appreciation and support for those who go above and beyond in their roles.

Adaptable Work Courses of action: - This law college permits for adaptable work courses of action, such as part-time positions or further educational alternatives, to suit the assorted needs of staff individuals. This may include providing flexible work hours, allowing employees to work remotely, offering opportunities for job sharing, and allowing for career development through further education or training opportunities. By allowing for adaptable work arrangements, employers can better accommodate the diverse needs of their employees, leading to increased job satisfaction, retention, and overall productivity. Additionally, offering flexible work arrangements can also make a company more attractive to potential job candidates, helping to create a more diverse and inclusive workforce. Overall, implementing adaptable work arrangements can lead to a more satisfied and productive workforce, benefiting both the employees and the organization as a whole.

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Collaboration Activities:- Ideal Foundation's Ideal College of Law energizes collaboration with legitimate experts, faculties, and organizations, giving openings for instructors to lock in with the broader legal community. By facilitating collaboration with credible experts, educators, and organizations, the law college provides opportunities to engage with the larger legal community. This enables those faculties to not only gain knowledge and expertise from established professionals but also to contribute to the legal field through meaningful interactions and partnerships. This exchange of ideas, resources, and experiences energizes and propels the legal community forward, ultimately benefiting constituents and society at large. Such collaborative efforts foster a dynamic and resourceful environment that is conducive to ongoing learning and professional development.

Moral and Proficient Improvement Programs: Bolster programs and activities that improve the moral and proficient advancement of instructors, adjusting to the values and guidelines of the lawful calling. Implementing ongoing professional development opportunities for teachers that focus on both ethical decision-making and effective teaching practices. Providing resources and support for educators to continually improve their skills and knowledge in their field. Promoting a culture of collaboration and reflection among teachers to continuously evaluate and improve their teaching methods. Encouraging educators to embody the values and principles of the legal profession as role models for their students. Creating opportunities for teachers to engage in ethical discussions and dilemma-solving to enhance their moral and proficient growth. Routinely survey and overhaul the arrangement to guarantee that it remains competitive, adjusts with the institution's objectives, and addresses the advancing needs of instructors within the law college. Consider looking for input from staff individuals to create the arrangement more responsive to their particular needs and concerns.

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