



# SINDHI COLLEGE

#33/2B, Kempapura, Hebbal, Bengaluru - 560024  
Permanently Affiliated to Bengaluru City University  
Approved by AICTE, NAAC Re-accredited

**Ph.no: 080-23637544    E-mail: [mail@sindhicollege.com](mailto:mail@sindhicollege.com)**

## FACULTY DEVELOPMENT POLICY

Sindhi College is committed to fostering a culture of continuous learning and academic excellence. We recognize that the professional growth of our faculty directly impacts the quality of education provided to our students. This policy outlines the support provided for Faculty Development Programs (FDPs).

### 1. Participation in External FDPs

To encourage exposure to global academic trends and diverse teaching methodologies, the college incentivizes participation in programs organized by other reputed institutions.

- **Fee Reimbursement:** The college will provide a **100% refund** of the registration fees for FDPs, workshops, and certifications, provided they are relevant to the faculty member's domain.
- **On-Duty (OD) Leave:** Faculty members are eligible for "On-Duty" leave for the duration of the program, ensuring their attendance does not impact their leave balance.
- **Sample certificate**

SINDHI COLLEGE  
On Office Duty Form  
Seminars/ Conference/ FDP/Workshop

Date: 2/12/2025

Name of the employee: NANDINI-S	Designation: Asst. HOD & Asso. Professor
Department : management	Purpose: FDP

Details of the Programme

Title of the Programme with Documents Attached	Cyber Security Awareness for Educators		
Date of the Programme	From: 13/11/25	To:	
Registration Fees (If Required)	NA		
Title of the Research paper presentation	—		
Publication Charges (If Required)	—		
Duration of OOD	From: —	To: —	No of days: —

Work Adjustment

Date	Class	Hour	Work Adjustment		Signature of the HOD
			Faculty Name	Signature	
			NA		

\*Attendance Certificate to be submitted within a week from the date of completion of the Programme.

Signature of Faculty

Signature of HOD

Signature of Principal

2

### Payment- Bank Voucher

**Dated : 21-Nov-2025**

**₹ 1,600.00**

IDFC First Bank A/c 10071949188

FDP's attended by Mgmt dept -  
Annapurneshwari & Moocs exam cleared by  
Nandini - Title : Psychology of Every day - Ch  
no: 000710

Indian Rupees One Thousand Six Hundred  
Only

**Secretary**

SINDHI COLLEGE  
On Office Duty Form  
Seminars/ Conference/ FDP/Workshop

Date:

Name of the employee: <u>Annapurna Shah</u>	Designation: <u>AMH professor</u>
Department: <u>Management</u>	Purpose: <u>FDP</u>

Details of the Programme

Title of the Programme with Documents Attached	<u>Applied Research Techniques - A pragmatic approach</u>		
Date of the Programme	From:	<u>24/10/25</u>	To: <u>17/11/25</u>
Registration Fees (If Required)	<u>₹500/-</u>		
Title of the Research paper presentation	—		
Publication Charges (If Required)	—		
Duration of OOD	From:	—	To: —
			No of days: <u>05</u>

Work Adjustment

Date	Class	Hour	Work Adjustment		Signature of the HOD
			Faculty Name	Signature	

\*Attendance Certificate to be submitted within a week from the date of completion of the Programme.

Annapurna Shah  
Signature of Faculty

Seminala  
Signature of HOD

Amer  
Signature of Principal



**JAIN COLLEGE (AUTONOMOUS)**

Affiliated to Bengaluru City University

Accredited with 'A+' Grade by NAAC

Recognized by UGC under 2(f)

ISO 21001:2018 Certified



# CERTIFICATE OF PARTICIPATION

This certificate is proudly presented to

## V ANNAPURNESHWARI



ASSISTANT PROFESSOR, SINDHI COLLEGE

has participated in the National Level 5 Day Faculty Development Program on

**"APPLIED RESEARCH TECHNIQUES - A PRAGMATIC APPROACH"**

from 13<sup>th</sup> October 2025 to 17<sup>th</sup> October 2025, organised by

the Research And Development Cell, Jain College, VV puram, Bengaluru-560004

Naveen Kumar C.M  
PRINCIPAL

Prof. Karthik N L  
CO-ORDINATOR

Dr. Aparna Patil  
CO-ORDINATOR




Sindhi College BU

Payment- Bank Voucher

No. : 2025-26\IDFC PYT\72

Dated : 21-Nov-2025

Particulars	Amount
Account :	
WORKSHOP&SEMINAR EXPENSES	100.00
WORKSHOP&SEMINAR EXPENSES	250.00
WORKSHOP&SEMINAR EXPENSES	250.00
WORKSHOP&SEMINAR EXPENSES	100.00
Through : 	
IDFC First Bank A/c 10071949188	
On Account of :	
FDP's attended by English Dept - Indian Knowledge system/Empowering educators through research, AI & Innovation - Padmavathy K & Raheela Roohin - Ch no: 000709	
Amount (in words) :	
Indian Rupees Seven Hundred Only	
	<b>₹ 700.00</b>

Receiver's Signature:

Treasurer

  
Secretary

SINDHI COLLEGE  
On Office Duty Form  
Seminars/ Conference/ FDP/Workshop

Date: 10/11/2025

Name of the employee: <i>Dr. Padmarathy</i>	Designation: <i>HOD &amp; Professor</i>
Department : <i>English</i>	Purpose: <i>FDP</i>

Details of the Programme

Title of the Programme with Documents Attached	<i>Indian Knowledge System</i>		
Date of the Programme	From: <i>10/10/2025</i>	To: <i>-</i>	
Registration Fees (If Required)	<i>Rs. 100/-</i>		
Title of the Research paper presentation	<i>-</i>		
Publication Charges (If Required)	<i>-</i>		
Duration of OOD	From: <i>-</i>	To: <i>-</i>	No of days: <i>01 day</i>

Work Adjustment

Date	Class	Hour	Work Adjustment		Signature of the HOD
			Faculty Name	Signature	

\*Attendance Certificate to be submitted within a week from the date of completion of the Programme.

*Padmarathy*  
Signature of Faculty

*Padmarathy*  
Signature of HOD

*Aer*  
Signature of Principal

*a*



# CERTIFICATE OF PARTICIPATION

This is to certify that

Dr. Padmavathy K  
of Sindhi College

has participated in the one-day FDP on “**Indian Knowledge System**” Organised by the  
Department of Languages in association with IQAC, T. John College (Autonomous),  
Bangalore on 17th October 2025.

**Dr. Renu Kukreti**  
HOD

**Dr. Felcy Judith**  
IQAC Director

**Dr. Shailesh G**  
Principal



ATAL/2025/1764828587



## ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Nelson Mandela Marg, Vasant Kunj, New Delhi -110070

AICTE Training and Learning (ATAL) Academy

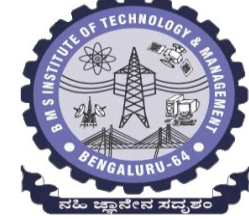
### ***Certificate***

*It is certified that Mrs. Shiwani, Assistant Professor of Sindhi Degree College, Bangalore has successfully participated & completed AICTE Training And Learning (ATAL) Academy Faculty Development Program on Securing the Future: Cyber-Physical Systems and Cybersecurity in the Digital Age at ST. CLARET COLLEGE from 08/12/2025 to 13/12/2025.*

PRAKASH CHANDRA BEHERA  
Associate Professor Level (AICTE Institute), Coordinator  
ST. CLARET COLLEGE

Dr. Sunil Luthra  
Director & Bureau Head  
Training and Learning Bureau, AICTE

ATAL/2025/1758254374



## ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Nelson Mandela Marg, Vasant Kunj, New Delhi -110070

### *Participant Completion Certificate*

*It is certified that Mrs. T Lakshmmamma, Assistant Professor of Sindhi College has successfully participated & completed Workshop under AICTE - Vibrant Advocacy for Advancement and Nurturing of Indian Languages (VAANI) on GREEN MOBILITY AND SMART INFRASTRUCTURE FOR FUTURE CITIES in Kannada language at BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT from 10/10/2025 to 11/10/2025.*

Dr BHUVANESHWARI C MELINAMATH  
Professor Level (AICTE Institute), Coordinator  
**BMS INSTITUTE OF TECHNOLOGY &  
MANAGEMENT**

Dr. Sunil Luthra  
Director & Bureau Head  
**Training and Learning Bureau, AICTE**



# PRIMAX FOUNDATION

Registered Under Karnataka Societies Registration Act 1960  
Reg. No. JNR-S211-2015-16, MSME Reg. No.: UDYAM-KR-03-0144791  
Bengaluru, Karnataka, India



Association with  
PG & Research Department of Commerce  
**VIVEKANANDA COLLEGE**



College with Potential for Excellence, Re-accredited with 'A+' CGPA and Grade IV Cycle by NAAC  
Tiruvudakam West, Madurai, Tamil Nadu

## Certificate of Participation

This is to certify that **PRATHIMA R** has participated in the 3 Day- Virtual Workshop on **"DATA ANALYSIS USING SPSS" FOR BEGINNERS** jointly Organized by Primax Foundation, Bengaluru and PG & Research Department of Commerce, Vivekananda College, Madurai between 13-10-2025 to 15-10-2025

*T. Rajeswari*

**Prof. T. Rajeswari**  
President, Primax Foundation  
Bengaluru, Karnataka

*Dr. V. Selvaraj*

**Dr. V. Selvaraj**  
Secretary, Primax Foundation  
Bengaluru, Karnataka

*Dr. K. Karthikeyan*

**Dr. K. Karthikeyan**  
Principal (I/C), Vivekananda College  
Tiruvudakam West,  
Madurai, Tamil Nadu



## SURANA EVENING COLLEGE

KENGERI CAMPUS  
RECOGNISED BY GOVERNMENT OF KARNATAKA  
AFFILIATED TO BANGALORE UNIVERSITY | AICTE APPROVED  
ACCREDITED BY NAAC WITH B+ | ISO CERTIFIED

### FACULTY DEVELOPMENT PROGRAM

# Certificate Of Participation

This is to certify that

**SHIVAKUMAR R**

Dr/Mr/Mrs/Ms ..... from

**Sindhi College, Hebbal**

..... institution has participated and successfully completed 5 Days Faculty Development Program on **“Write, Refine, Publish : A Practical Approach to Scientific Paper writing in Indexed Journals”** organized by IQAC and Research & Development Cell, Surana Evening College, Kengeri, Bangalore from **17th November to 21st November 2025.**

Dean, Research & Development Cell,  
Surana Educational Institutions

Principal,  
Surana Evening College





KK DEGREE COLLEGE  
CHANNASANDRA RR NAGAR BANGALORE 98

## *Certificate of participation*

This is to certify that **KRUTHIKA N S**, **Management, Sindhi College** has actively participated in One day webinar on “Innovative Teaching Methods & Pedagogies in the Digital Era” Conducted by Department of Commerce and Management of KK Degree College on 24-10-2025

*sumalatha k*

Secretary  
KK Degree college

*prathap*

Principal  
KK Degree college

*Ramya*

*U.S. Soundarya*  
Event co-ordinators





**ACHARYA PATHASHALA COLLEGE OF COMMERCE**  
**N.R Colony, Bengaluru - 560004**  
**Affiliated With Bengaluru City University**  
**NAAC Re-accredited 'B++' Grade**



This Certificate is Presented to

**KRUTHIKA N S**  
**MANAGEMENT**  
**SINDHI COLLEGE**

has actively participated in the One Day Faculty Development Program (FDP) on **"Cyber Security Awareness for Educators"** organized by the Department of Commerce and Management, **Acharya Pathashala College of Commerce**, Bengaluru, held on 13th November 2025

Jeevan N S  
Convenor

Dr. Shalini N  
HOD

Dr. B. Paramesh  
Prof and Principal

Sangeetha Subramanian  
Managing Director of Pencilbitz



# CERTIFICATE

OF ACCOMPLISHMENT



**This Certificate is Proudly Presented to**

**Mrs. KRUTHIKA N S**

**Assistant professor**

**Sindhi College , Bengaluru**

**has participated in the “Five Days International Online Workshop on  
Research Methodology held from 20th - 24th September 2025.**

*Abilasha . N*

**Dr. ABILASHA . N**  
Resource Person

*Karthikeyan . V*

**KARTHIKEYAN. V**  
Organiser



AI FOR DIGITAL READINESS & ADVANCEMENT

## CERTIFICATE OF PARTICIPATION

This is to certify that

**DR.SASHIKALA**

has participated in the training under the **AI for Digital Readiness & Advancement (ADiRA)** programme.

ADiRA, led by **DataLEADS**, aims to equip healthcare practitioners and media professionals across India with practical AI skills to enhance efficiency, boost productivity, and support the adoption of technology for a future-ready workforce.

This programme is part of the **AI Opportunity Fund: Asia-Pacific**, in collaboration with **AVPN** and supported by **Google.org** and the **Asian Development Bank**.

Date: 07-NOVEMBER-2025

Participant ID: ADiRA-20251107172429-OV2

A handwritten signature in black ink, reading 'Surbhi Pandit'.

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**SURBHI PANDIT NANGIA**

Group Vice President, DataLEADS



WITH SUPPORT FROM

