



SINDHI COLLEGE

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

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: 21/11/2025

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

Sindhi College BU

Payment- Bank Voucher

No. : 2025-26\IDFC PYT\73

Dated : 21-Nov-2025

Particulars	Amount
Account :	
WORKSHOP&SEMINAR EXPENSES	500.00
WORKSHOP&SEMINAR EXPENSES	1,100.00
Through : <i>Pay 21/11/2025</i>	
IDFC First Bank A/c 10071949188	
On Account of :	
FDP's attended by Mgmt dept - Annapurneshwari & Moocs exam cleared by Nandini - Title : Psychology of Every day - Ch no: 000710	
Amount (in words) :	
Indian Rupees One Thousand Six Hundred Only	₹ 1,600.00

Receiver's Signature:

Treasurer

X
Secretary

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

Date:

Name of the employee: <i>Annapurneshwari</i>		Designation: <i>AMH professor</i>
Department: <i>Management</i>	Purpose: <i>FDP</i>	

Details of the Programme

Title of the Programme with Documents Attached		<i>Applied Research Techniques - A pragmatic approach</i>	
Date of the Programme		From: <i>13/10/25</i>	To: <i>17/10/25</i>
Registration Fees (If Required)		<i>₹500/-</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>05</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.

Annapurneshwari
Signature of Faculty

Seminars/
Signature of HOD

A...
Signature of Principal



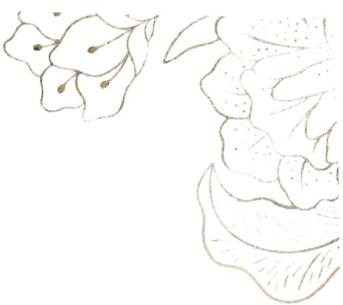
JAIN COLLEGE (AUTONOMOUS)

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 13th October 2025 to 17th October 2025, organised by

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

Dr. 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 PYT72

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	₹ 700.00

Receiver's Signature:

Treasurer

Secretary

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

Date: 10/10/2025

Name of the employee: Dr. Padmarathy	Designation: HOD & Professor
Department: English	Purpose: FDP

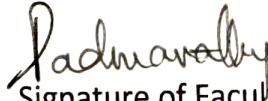
Details of the Programme

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

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.


Signature of Faculty


Signature of HOD


Signature of Principal



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.

A handwritten signature in black ink.

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

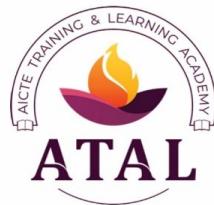
A handwritten signature in black ink.

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

ATAL/2025/1758254374



Skill India
कौशल भारत - कुशल भारत



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Nelson Mandela Marg, Vasant Kunj, New Delhi -110070

Participant Completion Certificate

It is certified that Mrs. T Lakshmamma, 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



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



Association with

PG & Research Department of Commerce

VIVEKANANDA COLLEGE

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
Secretary, Primax Foundation
Bengaluru, Karnataka

Dr. K. Karthikeyan
Principal (I/C), Vivekananda College
Tiruvedakam 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

Dr/Mr/Mrs/Ms **SHIVAKUMAR R** 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
21.8. 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.

Abhilasha . N

Dr. ABILASHA . N
Resource Person

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

SURBHI PANDIT NANGIA
Group Vice President, DataLEADS



WITH SUPPORT FROM

