

6.3 Faculty Empowerment Strategies

6.3.2 HEI Policy document for providing financial support for teachers

Participation in Workshops, FDP, Conferences/ Seminars/ and Publications in Journals

- Each faculty member should participate in at least 1 conference/seminar/workshop/FDP, etc., in a semester subject to a maximum of 2 such participations.
- The college will sponsor the registration fee, boarding expenses, Lodging expenses and travel expenditure (actual Bus fare / Train fare – to and fro) for participation in Regional/National/International conferences, Workshops and FDP.
- Each faculty member must present/publish at least one paper per year in National/International Conferences/Journals.

Participation in Sponsored Research and Consultancy work

Every faculty member in addition to the regular academic work shall participate in carrying out sponsored research and consultancy work. They should singly/jointly prepare project proposals in emerging areas and submit to various funding agencies for grant. After receiving the fund, they should execute the project and complete it successfully as per the terms and conditions of the sponsoring agency. The institute shall award an honorarium to the chief coordinator/co-coordinator or principal investigator/co-investigator of the funded project with an amount equal to 2% of the total grant (1% at the time of receiving the grant and the remaining 1% after successful completion of the project). The honorarium will be subject to a maximum ceiling of Rs.2,00,000/-.

For consultancy grants, the coordinator/investigator shall be eligible for an honorarium of 40% of the revenue earned and the remaining 60% of the revenue has to be retained by the college for providing infrastructural facilities such as power, water, machinery/equipment, etc., to accomplish the consultancy activities. If any man power such as lab technicians, office assistants, co-staff are utilized in carrying out the consultancy activity, the Coordinator / Investigator has to pay 10% of the revenue from his share as honorarium to them.