



6.3.2.1: Policy to provide financial assistance to Faculty

Since Teaching faculty has the continuous and direct, contact with students and they are the ones who have considerable control over what is taught in the class and the Governing Body at M.S.Ramaiah College of Arts, Science and Commerce has created an environment for learning, improving teachers' knowledge, skills and dispositions through professional development which in turn is a critical step in improving student achievement.

The Management of M.S.Ramaiah College of Arts, Science and Commerce also believe in Faculty members updating their knowledge. Regarding this issue the college strives to promote an environment in which the faculty will be motivated to participate enthusiastically in FPDs, Conferences, Seminars and Events calling for presentation/ publication of research papers.

Faculty Development Programs: This environment permits both the faculty and administration to plan so as to obtain the desired results from the program. Faculty development is the process of providing professional development training and coaching to faculty members to help them improve their work performance, particularly in specific areas such as teaching and research. In the case of the individual faculty member, faculty development essentially means the improvement of that individual's teaching skills as well as the improvement of their course content and design.

Guidelines for preparation, review and approval of financial assistance is given to the teachers in the manual Registration fee for participating seminars and workshops is given to the participating faculty. Junior teachers below 5 years of services will be given preference for attending FDPs. In the absence of junior faculties, the applications of seniors also are considered.

Participation in Conferences/Seminars: Attending an academic conference is an opportunity to build networks with other academics and experts in the same or similar field of studies all around the world and to share thoughts on recent advances and technological breakthrough. It is an opportunity to expand the knowledge that one has and upgrade performance in accomplishing institutional objectives. Conferences bring together people who share a common discipline from different parts of the world, bringing different forms of ideas which build into something greater. As you step up and attend conferences you build a network of people who can raise your caliber of work to greater heights as you achieve shared objectives.

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M S Ramaiah College of Arts, Science and CommerceRe-accredited 'A' by NAAC, Permanently Affiliated to Bengaluru City University,
Approved by Government of Karnataka, Approved by AICTE, New Delhi,
Recognized by UGC under 2f & 12B of UGC act 1956

Another common reason for attending a conference is no doubt publication. Conference proceedings are always a good way to have your research published and indexed. You'll also have the opportunity to publish your research in one of the GAI journals. Please note that only selected papers are published in GAI journals for free of charge while all papers/abstracts accepted for the conferences are published in the conference proceedings with an ISBN.

The institution encourages its faculty to attend conferences and Seminars. The faculty presenting paper will be given full registration fee by the college. Registration fees for the faculty members who just attend conferences/seminars and don't present papers are also given financial assistance. If the registration fee is less than 500 then entire amount paid in lieu of registration fees is reimbursed but if the registration fees are more than 500, then 50% of the money spent is reimbursed.

Member Ship fees for professional organization:

When faculty members take life membership of professional organization college has various criteria to reimburse the money.

Travel within India for National or International Conferences / Seminars/Symposia/Workshops

Symposia/ Workshops:

a. The eligible employee shall be provided with 100% assistance generally once in 3years. In case, the number of applicants is too high and there is paucity of funds, competent authority will decide on the quantum of assistance to be provided.

b. TA/DA will be admissible as per rule

c. Registration fee not exceeding Rs. 5000/- will be fully covered. Late registration fee will not be reimbursed.

Note: If the lodging and boarding charges are included in the registration fee, DA shall be regulated accordingly. This will apply to both categories of travel.

Preference is given to Faculty Presenting/Publishing papers. If the Faculty receives best paper award then entire amount is reimbursed.

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Criteria to Apply for attending FDP/Seminar/Conferences

Employees shall apply in the prescribed format to the Principal well in advance, at least 30 days before the date of commencement of international / national event respectively. The application shall be routed through the respective Head of Department and/or Dean of that discipline. In case of Office staff, these are routed through respective Controlling Officers.

Selection for and Allocation of Assistance

- A Standing Committee, if any or the concerned Department of the college shall
- scrutinize the applications to be forwarded to the competent authority.
- Preference will be given to those applicants who have not availed any financial assistance during the last 3 years.
- The applicant's proven record of research output will be one of the most important criteria.
- Preference will be given to those who apply for assistance for programmes scheduled during summer and winter recess.
- Some preference will be given to those applicants who have secured partial assistance from external sponsors / sources.
- Granting of financial assistance will depend on the grant received from Governing body for the purpose.
- The decision of the Vice-Chancellor shall be final and binding in all respect.

Leave Policy for attending FDP/Seminar/Conference:

Special Leave is granted to all the participants who attend these programs after acquiring permission from the Principal. If the event is out of Bengaluru then time required to travel is also considered. Leave is granted if and only if the faculty members produce proof of attendance.

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