

6.2.2: The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules and procedures, etc

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#### Content

- [Link for Additional Information](#)

# Policies & Processes established by Marwadi University for Efficient and Effective functioning

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## **Faculty Industry Immersion Program**



### **Industry Immersions**

Industry Immersions offers collaborative and real-world learning experiences for faculty members at the Department. It explores take-away opportunities for students at the Departments. It also gives access for collaborative network and renders opportunities to engage and learn from top industry leaders and practitioners.

### **Highlights of Faculty Industry Immersion Program (FIIP)**

- Gain hands-on experience from multiple departments in the organization with problem solving insights
- Learning sessions from senior executives
- Access to curriculum design to match with the current industry needs along with live case studies
- Exploring placement and internship opportunities for students
- Avenues to new areas of research and pursue professional development

### **Applicants of FIIP**

- A regular faculty member of Marwadi University with relevance to industry or company his/her background and discipline
- Faculty member who offers potential for understanding industry practices and technical challenges
- With this Immersion, the faculty member will have improvement in classroom instructions, defining road map to address one or more technical challenges as Research Project and will have interdisciplinary/interdepartmental research
- Matching with the Teaching & Research activities of the Department

### **Application Form**

- A faculty member shall apply in a prescribed format to his/her Head of the Department showcasing willingness to undertake industry immersion
- Preferences of (upto 3) company/organization, expected duration of immersion, what will be possible outcomes shall be presented in the application form
- Assistance requested from the Institutes shall also be described the concerned faculty member
- If any dialogue has been initiated with the organization/company may be share by the faculty member

### **Guidelines at the Department/Institute**

- 5% of the total faculty members in the Department/Institute shall be encouraged and motivated to undertake Industry Immersion Program during the Academic Year
- Upon the receipt of willingness of Faculty member to undertake FIIP, the Head of the Department/Program shall present to Department Research Committee to evaluate the merits of application
- The recommendations of Department Research Committee shall be forwarded to Faculty Board of the Faculty for its approval

  
**Registrar**  
Marwadi University





**Form for Faculty – Industry Immersion Program**

**BASIC DATA** (to be filled by faculty member)

Employee code	
Name of faculty member	
Department	
Email address	
Faculty contact number	
Highest degree obtained	

**INDUSTRY/ORGANISATION DETAILS** (to be filled by faculty member)

Preferences for the Company/Organization where immersion may be sought (upto 3)	1)
	2)
	3)
Expected duration of immersion	
What would you do as a part of immersion and what are the possible outcomes/takeaways	
Assistance sought from the institute, if any	
Dialogue initiated with the company/organization, if any	
Faculty member's signature & date	

**RECOMMENDATIONS BY DEPARTMENT RESEARCH COMMITTEE**

Date of receiving application	
Is company or organization relevant to faculty member's background and discipline	
Potential for understanding industry practices or technical challenges	
What way Industry Immersion will help faculty member (Teaching-Learning, Research, Projects) please describe	
Forwarded/Not Forwarded (give reasons)	
Signature of Chairperson and other members of Department Research Committee, with date	

**RECOMMENDATIONS BY FACULTY BOARD**

Recommended/Not Recommended	
Reasons, if not recommended	
Duration (Start Date & End Date)	
Additional support, if any	
Signature of Chairperson and other members of Faculty Board, with date	
Approval of Competent Authority, with date	



Reference No: 17GB(D)7

Date: 19<sup>th</sup> August, 2021**CIRCULAR****Policy for encouraging and promoting Industry Association Membership**

The Governing Body of Marwadi University in its 17<sup>th</sup> meeting held on 2<sup>nd</sup> June, 2021 vide captioned reference number has Accepted and Approved the proposal of introducing the policy for Industry Association Membership for the faculty members of Marwadi University.

The University on an annual basis shall contribute Rs. 5,000/- or actual membership fees whichever is less towards fees for one membership body for its faculty members. The detailed document is attached herewith.

There shall be 2 payment cycles in a Year.

Period	Reimbursement Month
Membership fees paid between 1 <sup>st</sup> April to 30 <sup>th</sup> September	In the month of October
Membership fees paid between 1 <sup>st</sup> October to 31 <sup>st</sup> March	In the month of April

The Head of the Department shall compile list of faculty members & professional body membership that is being availed and will submit to Registrar Office through Dean/Principal of the Faculty.

*Mudaya*  
Registrar



To

- i. All staff members of MU
- ii. EA to Provost



# National Pension System (NPS)

## for Marwadi University Employees

Marwadi University always works towards the benefit of the employee

We all work towards pleasant present and secure future

Keeping that in mind, Marwadi University has introduced NPS option for all its employees

If you wish you can enroll for the same

1. What is NPS

The National Pension System is a voluntary defined contribution pension system in India. National Pension System, like PPF and EPF is an EEE instrument in India where the entire corpus escapes tax at maturity and entire pension withdrawal amount is tax-free.

2. Who is eligible for NPS?

All employees whose gross salary is above 15000/- are eligible to enroll for NPS

3. I already have a PF account, can I enroll for NPS?

Yes, you can surely enroll for NPS even though you have a PF account

4. What happens to my PF account if I enroll for NPS?

Your PF account continues even if you enroll for NPS

5. Can I opt out of PF and join NPS?

If you already have a PF account, you cannot opt out of PF but you can simultaneously enroll for NPS

6. What is the contribution that I need to make in NPS? And what will be organization's contribution?

NPS allows contribution as per individual ie Both; organization and Employee or either can contribute and the amount also can be different

Like PF, employer and employee contribution doesn't need to be equal

Yes, you need to put the same amount every month, once you decide the amount till you are employed with the organization.

7. If I enroll in NPS what would be difference in my salary?

The Employee and employer contribution towards NPS will be deducted from your CTC. So you will get that much less amount in your hand

For eg. If your CTC is 30,000/- pm and net in hand is 28000/- and you decide to put total contribution of 3000/- (**Total Contribution of Employee's share & Employer's share**) in NPS, your in hand amount will be 25000/-



8. How and when can I enroll for NPS?

You will first need to let us know in response to this mail that you are interested in enrolling for the NPS account latest by 20 June 2021

Meanwhile attached are the registration form, contribution slip and KYC form. You will need to keep it filled and ready

We will be having a camp on campus where our PoP agency would come to open the account

9. What is the safety of my money in NPS?

NPS is a government scheme, however returns on contribution is depends on scheme selected by employee.

10. What if I don't want to enroll for NPS?

It is completely your choice and you may not enroll for it

11. How does the NPS account work

It works almost similar to PF, once you register, your PRAN number will be generated which functions same as UAN number of PF

12. What are the benefits of NPS?

The benefits of NPS are

- a. It is voluntary - A Subscriber can contribute at any point of time in a Financial Year and also change the amount he wants to set aside and save every year.
- b. It is simple - Subscriber is required to open an account with any one of the POPs (Point of Presence) or through eNPS (<https://enps.nsdl.com/eNPS/>).
- c. It is flexible - Subscribers can choose their own investment options and pension fund and see their money grow.
- d. It is portable - Subscribers can operate their account from anywhere, even if they change the city and/or employment.
- e. It is regulated - NPS is regulated by PFRDA, with transparent investment norms and regular monitoring and performance review of fund managers by NPS Trust
- f. The employer contribution upto 10% of Basic + DA is tax free
- g. NPS invests in Corporate Bonds, Government treasury & some portion in Equity, so return will be more in compare to PF.

13. What is I already have an NPS account?

You may submit your PRAN number to HR and it will be transferred

For more information visit : <http://www.npstrust.org.in/content/benefits-nps>

  
Registrar  
Marwadi University

