

6.3.2: Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years.

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Contents

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Financial Support Provided to Teachers to attend Conferences, Workshops and Membership Fees

Contents

1. Policy for encouraging and promoting Industry Association Membership
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Reference No: 17GB(D)5

Date: 18th August, 2021

CIRCULAR

Incentive Policy for Research Publications

The Governing Body of Marwadi University in its 17th meeting held on 2nd June, 2021 vide captioned reference number has Accepted and Approved Incentive Policy for Research Publications with effect from 1st July, 2021.

Incentive policy is aimed at encouraging and motivating faculty members to undertake quality research and publications. The detailed policy document is attached herewith.


Registrar 

To

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

Reference No: 17GB(D)7

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


The Governing Body of Marwadi University in its 17th meeting held on 2nd 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 st April to 30 th September	In the month of October
Membership fees paid between 1 st October to 31 st 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.


Registrar



To

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

Marwadi University Incentive Policy for Research and Publications

Objective

The primary objective of the proposed incentive scheme is to motivate the faculty members to undertake quality research, consultancy and publications.

	Amount ₹
With impact factor International Journal with indexing in Scopus or SCI (Science citation index) or SSCI (Social science citation index) or AHCI (Arts and Humanities citation index). Case Study with Teaching Notes published in SCOPUS or ABDC Listed Journal, UGC Care Group II	2,000
Without impact factor International Journal with indexing in Scopus or SCI (Science citation index) or SSCI (Social science citation index) or AHCI (Arts and Humanities citation index). Case Study with Teaching Notes published in SCOPUS or ABDC Listed Journal, UGC Care Group II	1,000
EBSCO, HBR or similar like UGC Care Group I	500
All the amount equally divided amongst all Marwadi University authors listed in the paper. The Marwadi affiliation is must for granting the reward	
Other Publications-	
Text /Reference Book Publication with a publisher of repute* and if included in the syllabus of any university as reference/recommended text book	2,000
Maximum Incentive per author in an academic year from all categories	10,000
* To be approved by the Departmental Research Committee	
Conferences National / International	
For international conferences (Outside India) Author is encouraged to apply for the grant through DST/AICTE or similar organizations of concerning fields. If person is getting grant through any of the funding organization than institute may the researcher by providing financial assistance upto 25% of the total expenditure to meet the expenses for Accommodation, Food, and others with a maximum support of 35K. (reward is for one author per paper)	35,000
In case no external grants are received for the international conferences (Outside India) then author may be supported by sanctioning 60% of the Conference Registration and travel expenses with a maximum support of 35K. (reward is for one author per paper)	35,000
For all the international conferences held in india, the researcher may be supported by an amount of Rs. 15K. (reward is for one author per paper)	15,000
Maximum Travel grant**	50%
Maximum Accommodation**	50%
Registration**	100%
**Including all the three grants, total grant should not exceed the support amount for individual under different categories.	
NOTE: The grants may be once in two years, and the researcher should complete his probation period.	

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Registrar
Marwadi University



Professional Body Membership
Academic Year 2021-22

Objective

It is important that employee grow. Professional Body membership has innumerable benefits. It allows an individual to upgrade her/his knowledge in the field. The individual has access to the publications of the professional body and often are given priority /discount to attend professional development seminars and conferences. It also helps individual to get easy access mentors /experts of their field. Membership in such organizations facilitates in developing network with like-minded individuals.

Scope

All the current full time confirmed faculties of the organization

Givens

1. Membership allowance is a privilege and not a right. It would be reviewed every two year and may change based on the organization's Strategies.
2. If an employee does not avail his/her Membership allowance, it lapses and depletes over the years proportionately.

Professional Membership Allowance

It is important that each one grow professionally. The organization also grows if an individual working in it grows. It is a mutual benefit.

Organization will contribute INR 5000/- or at actual, whichever is less as per Academic Year (July to June) towards the membership fees of the faculty.

Employee may enroll for the professional body with higher membership fees, however the organization will bear maximum up to INR 5000/-

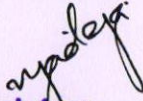
Process for availing the benefit

1. Organization may identify the professional body that the employee need to be part of.
2. An employee too can propose the professional body s/he would like to be a part of, to their Dean/HoDs
3. Employee to submit a proposal to the respective Dean/HoD in case if the employee is choosing relevant professional body. Proposal should include at least the following:
 - i. Details of the professional body
 - ii. Relevance with the role
 - iii. Benefits that the employee will gain and pass on to the organization
 - iv. Fees of the membership
4. The Dean/HoD to evaluate proposal and approve the same.
5. Employee may then enroll on their own and pay the membership fees.

6. The organization will bear upto INR 5000/- or at actual membership fees whichever is less. Any extra fees need to be borne by the employee.

On Leaving

1. If employee leaves within 6 months of the realization of membership fees, s/he needs to repay the full fees to the organization
2. If employee leaves between 6 and 9 months of the realization of membership fees, s/he needs to repay the 25% fees to the organization
3. If employee leaves after 9 months, s/he need not repay anything


Registrar
Marwadi University





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



A Brief Report on Research Initiatives at Marwadi University

1. Policy on Promoting Industry Association Memberships

The University realizes importance of professional and industry membership and to encourage faculty members to be a member of professional body a policy for promoting industry association membership has been introduced.

Under this policy the institute on an annual basis contributes ₹. 5,000 or actual membership fees whichever is less towards fees for one membership body for the faculty members.

2. Research Promotion Policy

Research Promotion Policy aims in encouraging faculty members to publish high quality research findings, submit research proposals and deliver timely doctoral research work at the University.

It aims in awarding & rewarding for publications, support for attending national and international conferences, grant for undertaking research projects, award for PhD supervisors for High Quality and Timely Research and awards for best PhD supervisor.

3. Faculty Industry Immersion Program

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. It acts as a bridge between industry & academia to bring in expertise, know the problems of the industry and bring in those examples in teaching-learning practices.

Every year 5% of faculty members undertake Industry Immersion Program either during the summer/winter breaks. Faculty members are encouraged to opt for different industries rather than focusing on specific industry. Projects from the industry are brought-in from the companies for students, undertake community projects and also convert these projects into products.

Upon completion of Industry Immersion Program, faculty member submits a report and also present a workshop for the faculty members in the institute to share the take-aways from the program.