



GOVERNMENT COLLEGE OF ENGINEERING AMRAVATI

(An Autonomous Institute of Govt. of Maharashtra)

"Towards Global Technological Excellence"

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स्वातंत्र्याचा अमृत महोत्सव

No: GCOEA/R&D/2022/ 4585

Date:- 08/12/22

Faculty Empowerment Schemes/Policy - R&D (November 2022)

(With effect from 01 December 2022)

Preamble: The Faculty is the most important stakeholder of an institute. While students spend their four years in the institute, by large teacher spends 30 -40 years with the institute. Empowerment of faculty is an empowerment of the student. While investment on empowerment of a student is recurring the investment on the empowerment of faculty gives long term Returns. Institutions need to ensure continuous value addition of each and every faculty. To encourage this Following schemes/policies are framed for various activities under the broad umbrella of faculty empowerment R&D

1. Participation in conference/ Seminar / Workshop/ Exhibition/ Technical festival /FDP/ training program/ STTP/CEP etc. (organized by Centrally funded institutions, State funded institutions and other institutions in the category of NIRF of 1 to 200 ranking.

The faculty members are encouraged to participate in the quality conferences arranged by the institute of repute, Central Government Institute, State government funded institutions and other institutions in the category of NIRF of 1 to 200 ranking.

Faculty members publishing/ presenting papers in the conference, workshop, Congress etc. will be reimbursed total expenditure toward this which includes permissible travel expenses, stay arrangement, permissible dearness allowance and registration fee. Every faculty will be supported for this. The faculty members (who are not authors) but interested in attending this prestigious conference will also be supported at actual expenses. The Principal may accord sanction to the additional conference/ event for a particular faculty as a token of appreciation to work as a valuable contribution of an individual to the institute. **Maximum allowed expenditure will be Rs 20000.00 per person per financial year.**

Every faculty deputed for external event shall submit a report and give a brief seminar in the department to the colleagues/ students regarding the event/ topic/ paper

International conferences (Organized in other countries) of repute (SCOPUS/SCI/ Well reputed publisher) such support shall be extended once in every 2 years. For International event, that support will be limited to rupees 1,50,000/-. Faculty Willing to present a research paper at international events outside the country should apply with due Recommendation of the HoD to Dean R&D. Institute level committee will scrutinize the application and will make recommendations to the Principal. The proposal will be placed in the forthcoming BoG meeting. After approval of the proposal will be forwarded to the Government for necessary sanctions.

After the approval from the Government only, then the faculty should proceed. However the faculty applying for the support should make possible attempts to fetch external support from various Central and state funding Agencies such as AICTE, SGBAU, UGC DST, DoT, BARTI, SARTHI etc. Every faculty for deputed for such external events shall submit a report and give an open talk in the institute inviting on faculty/ students

2. Professional membership of Technical society such as IET, IEEE, ASME, ASCE, IE (I), IETE, CSI, ASM, any other society recommended by the respective HoD.

Every Faculty will be encouraged to be a member of the professional societies in their respective domain. Institute will support at actual of the membership fees every financial year for every faculty **maximum limit up to Rs. 10000.00**. Faculty will take only Life membership of professional bodies.

3. Assistance for registering Patent/ Copyrights/ IPR etc.

The IPR and Patents have become very important in today's context for any higher education institute, in particular the technical educational Institute. The faculty need to be encouraged to innovate the thing. Attempts to be made to make them more innovative and creative. Projects, mini projects give students and faculty the opportunity to work together on new ideas. It may lead to the start of entrepreneurship. To encourage innovative work of the faculty 100% financial support to word the expenses incurred in registering the new ideas of patent will be provided by the institute. Application in this regard to be forwarded through the head of the department. Institute level committee under Dean R&D will evaluate these within a week. This committee will consist of 5 members across the institute covering broadly all domains of learning. The committee will meet once in every month and scrutinize the proposal scrupulously. Based on the merit of the proposal Decision will be made whether to extend the financial support or not. **Financial support extended will be 100% of total expenses** covering the entire stages such as (finding the patent, first examination, response to all queries, all the government fees and official charges of patent attorney, charges towards certificate of award of paper. The patent will be property of the institute. It will be in the name of the institute. The faculty will be the author for the patent.)

This entire procedure to be completed through the agency with which the institute has signed the MOU for filling the patents/copyrights/ trademarks etc.

4. Assistance for Industrial visits/ Reputed Institute for R&D

Faculty Members are encouraged to visit the Industry/Reputed Institute and will be financially supported for this activity. Every faculty will be supported once in every year for a maximum of 5 days. **The Permissible traveling and dearness allowances and permissible expenses toward stay will be reimbursed at actual.**

5. Organization of Seminar/ Workshop/ Conference under R&D

Faculty/ Department interested in the organization of events will make a detailed proposal to the Dean (R&D). The institute level committee will scrutinize the proposal and make its recommendation to the principal. If the amount requested is below Rs 100000, the Principal will accord the sanction to the proposal. Other proposals will be placed in the BoG meeting for sanction. However the interested faculty should use this support as a seed money and fetch external funding from various state and central funding agencies such as DTE, AICTE, SGBAU, UGC and industries. One event per department per semester will be supported by the institute. If there are more proposals, the department will prioritize and recommend only one proposal in one semester.

6. Support for Purchase of books.

Teachers are expected to refer to good quality learning material. Teacher is expected to refer several world class books while preparing for the course to be taught. This is a continuous process and demands the Awareness of recent Publication and literature. To facilitate every teacher encouraged to procure the books. **Financial support of 75% of actual amount** spent on the books **limited to Rs. 5000 per year** will be extended to every faculty member

7. Research Support to Faculty

The faculty will be supported by seed money of Rs.200000 for the research project to begin/to continue the journey of research. This will enable the faculty to continue the research work after joining the institute. The faculty will write a research proposal which will be scrutinized by the departmental committee specially constituted by the head of the department for this purpose. The departmental approved proposal will be forwarded to Dean (R&D) and Principal for recommendation. After recommendation the proposal will be placed in the forthcoming BoG meeting for sanction. Faculty will be eligible for this support only once in his career.

8. Assistance for enrolment for MOOCS courses

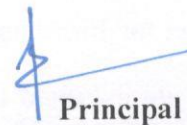
Open learning platforms such as NPTEL/ Swayam, Coursera, edX etc. offer great learning opportunities for today's learner. This is the enriching education, content beyond syllabus. Courses beyond structure, Interdisciplinary courses can be studied on this platform from the best universities in the world. The best teachers of these universities make such courses available to the worldwide learners. Anytime, anywhere and at the individual pace are very distinctive and attractive features of these courses.

There are often more than 500 courses on NPTEL/ Swayam platform. Many of these courses are live courses and offered semester to semester. IITs also take Procter examinations and offer certificates to the students who have successfully completed the registered courses. All the faculty in the institute are encouraged to register for these courses and increase the bandwidth of the learning. **To facilitate these, every faculty will be supported to the tune of at actual registration fee for such MOOCS courses from any platform.** Teachers are expected to

register for the courses related to new technology, interdisciplinary courses and other value addition courses. Every Faculty will be supported to register for one course per semester.

If any expenditure excluding of above policy, decision will be taken by the Principal on the Recommendation of R&D committee

ALL FACULTY ARE APPEALED TO TAKE MAXIMUM BENEFIT OF THESE SCHEMES

 08/12/22

Principal
Government College of Engineering
Amravati