



Shiv Chhatrapati Shikshan Sanstha's

# Rajarshi Shahu Mahavidyalaya, Latur

(Autonomous)



## COMPENDIUM OF INSTITUTIONAL POLICIES

Address:

**Rajarshi Shahu Mahavidyalaya, Latur**  
(Autonomous)

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## INTRODUCTION

The policy document of Rajarshi Shahu Mahavidyalaya, Latur (Autonomous), provides specifics of the institution's policy commitments for what must be done through the exploitation and development of various resources inside the institution. It is essentially a set of rules that serve as a guiding principle for the institution's path of transforming youth through holistic education towards an enlightened society. These rules and regulations are guided by the institution's policy commitments. Based on a review and analysis of the institution's vision, mission, motto, core values, outcomes, policies, strategies, and provisions, the institution's policy document was created.

The institution's policies are defined so that those who work within it have a framework for action that will enable them to carry out their duties.

This policy statement is a tool for raising standards. It is intended that the document will assist in meeting accreditation requirements. The Rajarshi Shahu Mahavidyalaya, Latur (Autonomous), policy document is disseminated to the stakeholders by a variety of channels and posted on the institution's website for faculty, staff, students, and all other stakeholders as well as the community to access and become acquainted of. The policy document is predicted to continuously assist in fulfilling the institution's objectives and vision.



  
**Principal**  
**PRINCIPAL**  
Rajarshi Shahu Mahavidyalaya, Latur  
(Autonomous)





Shiv Chhatrapati Shikshan Sanstha's  
**Rajarshi Shahu Mahavidyalaya, Latur**  
(Autonomous)

**Policy on Financial Assistance to Faculty Members**

**1. Preamble:**

Rajarshi Shahu Mahavidyalaya, Latur serves to cater higher educational needs with the motto ||आरोह तमसो ज्योतिः|| (Rise from Darkness to Light) and mission 'Pursuit of Excellence'. The institution is dedicated to provide faculty with continuous professional development that broadens their knowledge and skill set and, in turn, benefits students' performance. This entails deepening their knowledge of the subject matter, discovering cutting-edge and improved methods for instructing students, and being current with advancements in technology and research. This is clearly in line with the institution's aim to offer students and research scholars high-quality educational opportunities. This Policy on Financial Assistance to Faculty Members offers opportunities to support the personal development of every faculty member, which develop positive attitude about their identities, work and abilities, resulting in increase in productivity and effectiveness. Financial assistance shall be provided to faculty members to attend conferences, seminars, workshops, and publish research papers, or even conduct field study.

**2. Scope:**

All faculty members shall come under purview of this policy.

**3. Composition of Committee:**

Composition of Committee on Financial Assistance to Faculty Members:

Sr. No.	Designation	Position
1	Principal	Chairperson
2	Vice Principal	Member
3	RAC Representative	Member
4	IQAC Coordinator	Member
5	Registrar	Member
6	Senior Faculty Nominated by Principal	Member Secretary (Ex-Officio)

#### **4. Roles and Responsibilities:**

- 4.1 To formulate rules and regulations for providing financial assistance to faculty members.
- 4.2 To monitor participation of faculty members in professional development activities.
- 4.3 To encourage faculty members to present research papers in conferences/seminars/workshops.
- 4.4 To assist faculty members in publishing their research in reputed journals.

#### **5. Objectives of the policy:**

- 5.1 To provide financial assistance to faculty members for presentation of research papers and attending Conferences, Seminars, Workshops, Refresher courses, Induction programmes, Orientation Programmes, FDP, STC, etc.
- 5.2 To enrich academic and research profile of faculty members.
- 5.3 To support faculty members towards academic growth and career advancement.
- 5.4 To promote the research and increase the quality of publications.
- 5.5 To provide seed money to faculty members for research projects.
- 5.6 To equip and upgrade the research laboratories.
- 5.7 To encourage participation in MOOCs/SWAYAM-NPTEL courses by providing financial assistance towards registration fee.
- 5.8 To encourage faculty members to join professional bodies by providing membership fees.

#### **6. Terms and Conditions:**

- 6.1 The financial assistance shall be limited towards registration fee, TA and membership fee of professional bodies.
- 6.2 The financial assistance shall be provided as incentives for publication of research papers in Scopus/Web of Science/UGC Care List indexed research journals and registration of patents.
- 6.3 The seed money grant with a ceiling of Rs. 1.5 Lakh may be provided to faculty members to initiate research project.
- 6.4 The outcomes of professional development program completed by the faculty member shall align with the Institution's Mission, Programme Outcomes, and Objectives.
- 6.5 For MOOCs, the financial assistance may be limited to faculty members who have mentored the students in the course.

#### **7. Mechanism:**

- 7.1. The faculty member should submit the request for financial assistance towards Principal well in advance.
- 7.2. The faculty member shall submit TA form/course completion certificate/ paper presentation certificate/registration fee receipt/MOOCs fee receipt in the office immediately after completion of Conferences, Seminars, Workshops, Refresher courses, Induction programmes, Orientation Programmes, FDP, STC, etc.

- 7.3. The amount and nature of financial assistance shall be at the discretion of Principal.
- 7.4. For research seed money, the guidelines of research advisory committee shall be followed.

**8. Review and Implementation:**

- 8.1 The policy will be displayed on the institutional website.
- 8.2 The policy will be reviewed time to time.
- 8.3 The policy will be implemented in letter and spirit.



  
~~Principal~~  
**PRINCIPAL**  
Rajarshi Shahu Mahavidyalaya, Latur  
(Autonomous)





शिव छत्रपती  
शिक्षण संस्था  
लातूर

॥ आरोह तमसो ज्योतिः ॥

स्थापना - १९७०

