



SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

**FINANCIAL SUPPORT FOR FACULTY
DEVELOPMENT PROGRAMMES POLICY**

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This policy is a guideline for providing financial support to the teaching staff for attending conferences / seminars / workshops and / or publishing articles, research papers, chapters, books, etc.

Authority:

Approved by the competent authority of LSRC.

Applicability:

This policy is applicable to the teaching staff of LSRC.

Policy Statement:

LSRC believes that academic & intellectual growth of a teacher is imperative for effective teaching-learning. Teachers are encouraged to further their academic & intellectual growth by participating in conferences / seminars / workshops or indulging in research activities and publish research papers or articles or write chapters or books. This furtherance of academic growth might involve a cost for the teachers. The management of LSRC believes in the overall development of the teachers. This policy lays down broad guidelines for providing financial assistance to the teachers for various academic pursuits.

1. For participation/publication in international level Conferences, 50% of the fee will be reimbursed.
2. For participation/publication in National level Conferences, 40% of the fee will be reimbursed.
3. For participation/publication in Local / State level Conferences, 30% of the fee will be reimbursed.
4. For participation in Refresher / Orientation Courses by UGC HRDC, 100% fee will be reimbursed.

5. For publication in UGC CARE listed journals, 50% fee will be reimbursed.
6. For publications in other Refereed and / or Peer-reviewed journals and / or ISBN / ISSN no., 40% fee will be reimbursed.
7. If the research paper is published by
Two authors-50% of printing fee.
Three authors-33% of printing fee.
Four authors-25 % of printing fee.

The total reimbursement per teacher per academic year should not exceed a sum of Rs.5000/-or as per 1 to 7, whichever is less.

Documents to be submitted

- ✚ Teachers are required to provide proof of payment and publication* along with the application for reimbursement.
- ✚ If it is published in -E- journal the printout and the first page with ISSN/ISBN number and copy of the paper.
- ✚ The decision of the Principal will be final and binding.

*If published as a hard copy, photo-copy of first page with ISSN/ISBN number and a photocopy of the paper.



Principal