# FACULTY EMPOWERMENT POLICY

## Introduction:

Teachers are also students; in the sense they constantly learn and update themselves to suit the modern system of education. To be relevant and updated in the educational system, teachers are to be constantly equipped by the educational institutions with all supportive measures. Chinmaya Vishwa Vidyapeeth – Deemed to be University also an institution with highest care and welfare, the faculty and students are empowered in order to create a conducive environment. The University takes several measures from the time, teachers are recruited.

In our efforts to empower the faculty, the cycle of activities starting with planning of human resources, recruitment, professional development programmes, performance appraisal, feedback and analysis are carried out. These measures ensure that the faculty are equipped to develop strategies to upgrade the professional competence by various mechanisms evolved.

Efforts are continuously made to enhance the professional development of faculty through strategies for empowerment which include training, retraining and motivating the faculty in their roles they perform and the responsibilities they undertake.

## Objectives

- To encourage faculty to attend seminars, conferences, workshops and faculty development programmes by providing financial support of 50% of the travel as well as the programme registration.
- To encourage faculty to take up research projects in various fields of interest by providing seed money up to Rs 40000/-.
- To motivate faculty to become members of Professional Bodies by providing membership fee of 50%, to participate in their programs and to organise technical programs in association with them.



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- To provide incentives for faculty who receive national and international awards and publications based on impact factor and h-index.
- To recognize faculty who have obtained major research projects.
- To provide financial share in the revenue generated due to consultancy and corporate training.
- To organize training programmes for non-teaching staff such as computer proficiency and use of technology in their respective field of work. They are also motivated and encouraged to take up higher education in the field of their interest and required support from the institution is extended for the same.
- To motivate faculty to publish at least two research papers every year.
- To motivate faculty members to register for Ph.D. programme with a reasonable time frame.

**Implementation**

The Institute has taken a number of measures for attracting and retaining eminent faculty to improve the service quality to the students. Good infrastructural facilities and positive work environment are offered to the faculty members. Encouragement is given to the faculty members in pursuing research and consultation activities. Competitive remuneration is offered for all levels of faculty. Opportunity is provided to participate in programmes organized by the institution. Training and Faculty development programmes are organized for the professional development of the faculty. The faculty are encouraged to present papers in conference, seminars etc. organized by other institutions.

Recognition for the faculty members with an incentive reward of Rs.5,000/- along with an appreciation certificate is given annually for those receiving an International/National award for their outstanding performance in their field of work. The Institute also recognises the efforts of faculty members who publish research article in National/International Journals indexed in Scopus with a cash incentive of Rs. 3,000/- with a certificate of recognition.



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Similarly, the faculty who receive project grants are also given incentives. The Institute also recognises the efforts of the members who apply for patents by paying the entire fee towards the cost of patenting and giving a certificate of appreciation. Further, various welfare schemes such as Free Transport Facility, Canteen, Medical Facility, Health Insurance, privileged leave and vacation are provided to the faculty. Scholarships for the children of faculty and non-teaching staff, maternity leave for women employees are also provided.

01.09.2022

CHINMAYA VISHWA VIDYAPEETH * VELIYANAD, ERNAKULAM-682 313 *

**Registrar**

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