



# ST. FRANCIS DE SALES COLLEGE

## BANGALORE - 560 100

### **Policy for Employee Research Support Program**

St. Francis de Sales College aims to impart quality higher education and to offer professional skills to the students. To impart holistic development for students, the teachers need to evolve into erudite scholars. The development of the teachers play a crucial role in the student life as well as the development of the institution. The aim of the college is to create a centre of excellence and to create such an ambience in the college, the staff is encouraged to attend regular Professional Development Programs.

#### **Need for Professional Development Programs:**

Continuous Professional Development Programs are essential for the teachers as it aids in their scholarly growth. The professional training programs help the staff to develop themselves at various stages of their professional career according to their need and necessity. These training programs facilitate the quality improvement of the teachers as well as instigate them to pursue research activities.

The management of St. Francis de Sales College, supports the faculty in their professional development by providing financial support as well as paid leave policies. The need for this policy is to assist the faculty members in improving performance in teaching, scholarly activity and service to the institution as well as the society.

#### **Goals of this Policy:**

- Fostering the development and continuance of excellence among the faculty.
- To captivate the research hunch of the faculty
- To recognize the continuous professional development of the faculty and to facilitate the same

#### **Policy for Professional Development:**

The management of St. Francis de Sales College is extending financial support for the teaching faculty of the college to encourage them to pursue research and publish papers and to mould themselves into erudite scholars. The financial support is provided for the staff for the following:

1. Rs. 2000 will be provided for staff who publish research papers in ISSN/ISBN/UGC Listed Journals. The staff has to submit a copy of their publication to the HR office for the same.
2. Registration amount to be refunded to the staff attending Seminars/Conferences/Guest Lectures/Any Academic/Research related programs on submission of the registration receipt.
3. Rs. 1000 will be provided for staff who Participate and Present research papers in State/National/International Seminars and Conferences.
4. For staff who receive State Award/Recognition Rs.2000 will be awarded, for National award/Recognition Rs. 5000 will be awarded and for International Award/Recognition Rs. 10,000 will be awarded to recognize their achievements.
5. Seed funding will be provided to the staff for minor/major research projects to encourage the spirit of research. Up to Rs. 20,000 will be released in installments for the research. For receiving the funds, research proposals have to be submitted in the prescribed format to the Research Cell and the final decision for the selection will be done by the management and the Academic Council.
6. The college will pay or reimburse the staff the Membership fee of Professional bodies for which he/she applies to be a member. The amount will be granted for professional purposes only.
7. The staff can avail two OOD's every semester to attend Seminars/Conferences/Guest Lectures/Any Academic/Research related programs. The proof of attendance has to be submitted for availing the same.

If any question arises relating to the interpretation of this Policy, it shall be referred to the MANAGEMENT whose decision shall be final.

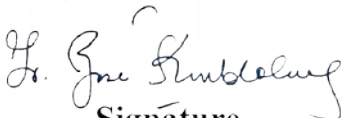
The Employee Research Support Program was approved in the Governing Body meeting of St. Francis de Sales Educational and Charitable trust on 02.05.2015.

Date: 02.05.2015

Place: Electronic City, Bangalore – 560100

President:

Rev. Dr. Jose Kumblokal MSFS  
[General Manager]

  
Signature

(GENERAL MANAGER)

**THE GENERAL MANAGER**  
St. Francis De Sales College  
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