



SINCE 1881

# **THE AMERICAN COLLEGE, MADURAI**

(An Autonomous Institution Affiliated to Madurai Kamaraj University)  
Re-accredited (2<sup>nd</sup> Cycle) by NAAC with Grade "A" CGPA – 3.46 on a 4 - point scale

## **SSR Cycle – 3**

### **Criterion VI – Governance, Leadership and Management**

#### **6.3 Faculty Empowerment Strategies**

##### **6.3.2. Average Percentage of Teachers Provided with Financial Support to Attend Conferences/Workshops/Membership Fee of Professional Bodies during the Last Five Years**

#### **6.3.2 – Policy Document on Providing Financial Support to Teachers**



## **Policy Document for Financial Assistance to Faculty**

### **Introduction**

The American College is committed to innovation. The best way to promote innovation is to invest in research activities by the faculty. Investment in technology is necessary but the faculty remains critical to research. It is the faculty that determines the success of all our efforts to transform our institution and society to meet the challenges of our competitive, global, and increasingly digital economy. It encourages faculty to undertake (action) research with a view to creating and disseminating knowledge that benefits industry, government and society. It also encourages with all possible help to share their research findings at national & international conferences/seminars, and to invite peer reviews and collaborations.

### **Strategy One: Recruitment and Retention of Faculty with Research Credentials**

Transforming our institution and society for the digital age require that we recruit and retain faculty with research credentials. Differential pay is fixed for the recruited faculty with research degrees at the entry point and an increment is awarded to the faculty who acquire research degrees while in service. Its policy is to ensure that

- i. teaching and research cross and connect academic disciplines;
- ii. their backgrounds have different, normative academic training and career paths;
- iii. teaching and research are in emerging fields with inter-disciplinary and trans-disciplinary approaches; and
- iv. teaching and research promote innovation.

### **Strategy Two: Provision of Financial Resources and Infrastructure**

Recruiting and retaining faculty members with aptitude for research and innovation is, however, is not adequate since it has its own limitations. The administration therefore adopts following support system to provide faculty with

- i. adequate resources and time to pursue experiment in teaching and learning;
- ii. financial support to get their articles published in journals with high impact factor value;
- iii. budgeted amount for the departments to organize national and international conferences/seminars every year;
- iv. encouragement to apply to different funding agencies for projects;
- v. financial assistance to attend and present scholarly papers at national and international conferences;
- vi. financial support and logistics to prepare lab manuals and textbooks for use by our students;
- vii. opportunities for partnership through memoranda of understanding for hands-on experience, field studies, projects for both faculty and student-scholars; and
- viii. chances and opportunities to carry out research and learn cross-cultural communication and research abroad with study leave and financial support.

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Principal & Secretary  
The American College  
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**Strategy Three: Infrastructure for Innovation**

Faculty members of all academic departments are encouraged and required to prepare annual budgets for the expansion of more ICT enabled teaching-learning in classrooms, laboratories and studios.

**Financial Support for Research Activities**

1. Registration fees for Individual Participation and presentation of research papers in conferences/seminars/symposiums/workshops at national and international levels.
2. Financial support for organizing national & international conferences by departments.
3. Membership fees for joining professional bodies and associations.
4. Travel-cum-registration to attend international programs outside the country.

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