



AUXILIUM COLLEGE (Autonomous)

(Accredited by NAAC with A+ Grade with a CGPA of 3.55 out of 4 in the 3rd cycle)
Gandhi Nagar, Vellore – 6.

6.3 Faculty Empowerment Strategies

Faculty Development Policy



Auxilium College (AUTONOMOUS)

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4.3 Faculty Development Policy

Auxilium College is committed to supporting continuous learning for faculty members through faculty development initiatives related to excellence in teaching-learning, research, consultancy and extension thereby transforming faculty members into effective and knowledgeable leaders to make Auxilium College a Knowledge Centre.

The following are the Guiding Principles:

1. All the faculty members are strongly encouraged to pursue Ph.D. within five years after joining, if not already awarded. All the promotions and other recognitions shall be strictly based on the quality and performance of the faculty.
2. Fostering the development and continuance of excellence among the Faculty.
3. Aiding the administration of the College in understanding the motivations, strengths, accomplishments, goals and plans of individual faculty members.
4. Furtherance of communication and understanding between the faculty and the College administration.
5. It is the responsibility of senior faculty to encourage and facilitate the development of junior faculty members as they strive to achieve excellence in research, teaching and service to the College.

The faculty with Ph.D. should get the guide-ship for enhancing research within five years of service in Auxilium College.

4.3.1 Financial Assistance

Partial financial assistance/encouragement to faculty shall be provided for the following:

- a) Presenting research papers in International seminars and getting them published in peer-reviewed journals.
- b) Providing seed money for major/minor projects; ₹50,000/- for Humanities and ₹ 1,00,000/- for Science subjects.
- c) Authoring academic value-added books.
- d) Attending workshops/symposiums/seminars nominated by the College.

Recognising Scholarly Contributions

To encourage the scholarly contributions of faculty members, Auxilium is committed to devoting a day as "Research Day" every academic year. The scholarly contributions of the following type are recognized.

- a) Acquiring/producing Ph.D. degree.
- b) Papers presented in International Conferences/Seminars.
- c) Publishing research articles in international journals with high impact factors.
- d) Authoring academic value-added books.
- e) Delivering academic lectures as resource persons outside the College.
- f) Moderating paper presentations in international seminars / conferences.
- g) Any other academic contributions that the Research Cell considers necessary to be honoured and recognized.

The staff member each from Humanities and Science, who excels in research contributions will be recognized by giving the Sr. Ethelvina Distinguished Researcher Award which consists of a certificate and ₹ 5,000/-

Faculty Development Fund

The College shall maintain the Auxilium Research Fund to which the Management, staff, students, alumnae and well-wishers contribute.

To get financial assistance from Research Cell, one should apply to the Principal in the prescribed format writing briefly in not more than 200 words as to how the College will benefit if the financial assistance for research is provided.

Poster Presentations

1. Faculty can apply only once a year under this incentive scheme.
2. The duly filled form signed by the applicant shall be approved and signed by the respective HOD and Principal adding their remarks on the application.
3. The application shall be submitted directly to the Research Cell of the College through the Principal's office only.

4. The Research Cell shall scrutinize the application and may approve or reject it as per College Research Policy. The letter of approval/rejection will be issued to the faculty by the Research Cell through the Principal and a copy of the same will be submitted to the College office for documentation.
5. General Guidelines:
- The main author presenting the paper shall be eligible for the incentive.
 - The research work being presented must have been carried out by the faculty/research scholar at the College.
 - The research must have been conducted under the banner of Auxilium College, which should be mentioned and highlighted.
 - The research work must have been conducted only after due written permission from Research Cell.
 - Benefits of the scheme shall be available to those faculties who have rendered a minimum continuous three-year service at Auxilium College.
 - Paper Presentation outside Tamil Nadu but within India:
 - Registration fees for the conference up to ₹1,000/- per faculty (excluding accommodation) will be sanctioned under this incentive scheme. (or)
 - Travelling by AC 3 Tier via the shortest route or ₹ 7/km. if travelled by road will be sanctioned as T.A. (or)
 - Maximum up to ₹ 500/- per day as D.A. can be sanctioned for the actual day/s of the event on submission of accommodation documents.
 - Paper Presentation outside India:
 - For representation at the International level in the form of a speaker, presentation, resource faculty, expert or attending a professional development course, the faculty will receive an incentive in form of academic leave with the monetary support of a maximum of up to ₹10,000/-
 - The faculty must have completed a minimum of five years of service at the College.
 - The applicant has to submit a duly filled and signed Post Presentation Incentive Form along with necessary documents (as stated in the form) within 15 days of attending the event through the Principal to the Research Cell.
 - The Research Cell will recommend the final incentive as per the rules of the College and forward it to the Secretary for further processing.
 - The processing time for application at Research Cell is up to 15 days in a normal situation.

Sr. Joseph

SECRETARY
AUXILIUM COLLEGE (Autonomous)
Gandhi Nagar, Vellore - 632 006.
Vellore District, Tamil Nadu.

Sr. Jeyaraj

PRINCIPAL
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Vellore District, Tamil Nadu.