



Faculty Development Policy

Faculty Development Fund (approved by the Steering Committee on September 27, 2019)

- a) The faculty development fund supports paper presentation in international and national conferences. Additionally, it supports faculty development activities of other types.
- i) It was decided that INR 3,00,000 be allocated to an individual's faculty development fund for a two year block, where the block is defined as per prevailing policy starting from the date of joining. In this two year block a faculty member has a budget of INR 3,00,000 that can be spent on presenting papers in international conferences, national conferences, or undergoing self-development workshops/training programs that would help in any of their institutional activities of research, teaching, training, or consulting. The international and national conferences they can attend would be as per prevailing conference norms. The specific self-development programs they would like to undergo would be recommended by the FSDEC (Faculty Selection, Development and Evaluation Committee) and approved by the Director General/Director. Any money left over from this budget after the end of a two year block would lapse and would not be carried over to the next year. As per prevailing policy, if a faculty member leaves the institute before the end of a two year block, then the amount spent by the faculty member during that two year block will have to be refunded to the institute.
- ii) It was further decided that for additional flexibility, faculty should be allowed to add all or part of their annual incentives earned to this faculty development fund. The incentives earned could be carried forward to at the most one more two year block after the block in which it is added. If any incentive money is left over after the end of the next two year block, it would be paid out to the faculty member after deducting taxes as per law. No interest would be paid on the incentive money held in the faculty development fund.