

Maharaja Agrasen Institute of Management Studies

(A unit of Maharaja Agrasen Technical Education Society)

Affiliated to GGSIP University; Recognized u/s 2(f) of UGC

Recognized by Bar Council of India; ISO 9001:2015 Certified Institution

Sector- 22, Rohini, Delhi- 110086, India



CRITERION 6



6.3 FACULTY EMPOWERMENT STRATEGIES

Metric 6.3.2



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Maharaja Agrasen Chowk, Sector 22, Rohini, Delhi - 110086, INDIA

Tel. Office: 8448186947, 8448186950 www.maims.ac.in

Criteria 6- Governance, Leadership and Management

Key Indicator- 6.3 Faculty Empowerment Strategies

Supporting Documents 6.3.2

Policy of Financial Support

(As extracted from Service Rules)

MAHARAJA AGRASEN INSTITUTE OF MANAGEMENT
STUDIES, ROHINI, DELHI



Service Rules & Regulations

Maharaja Agrasen Chowk,
Sector-22, Rohini, Delhi-110086
Ph. 91-11- 8448186947, 8448186950
Email Address: maimsrohini@yahoo.co.in
Website :<https://www.maims.ac.in>

Revised w.e.f. Sept. 5, 2019

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05.9.19



CHAPTER 5: INCENTIVE TO FACULTY MEMBERS

The Institute gives the following incentives to faculty members:

i) **Certificate of Appreciation:**

A Certificate of Appreciation is awarded to a faculty member annually on the basis of the following parameters:

- a) Research and Academic achievements during the year.
- b) Contribution towards Administrative activities at department as well as Institute level.
- c) Feedback of the faculty given by the students.

ii) **Incentive for Academic accomplishments :**

- a) **Ph.D:** A faculty member will get two increments on award of Ph.D. degree. It will be given with effect from the date of declaration of result.
- b) **Publications:** Every faculty member is expected to publish at least one Research Paper every year in a UGC approved, peer reviewed journal, which is a pre-requisite for annual increment. For every additional Research Paper published in UGC approved, peer reviewed journal, a cash award of Rs.5000/- will be given.
- c) **Book Writing :** A faculty member is awarded cash prize of Rs 5000/- for writing a book on technical subject of his/her area of specialization.
- d) **Consultancy and Research Projects:** Faculty is expected to bring Consultancy/Research Projects.
For consultancy work 90% of the amount received will be given as incentive to the concerned faculty.
For Research Projects, 75% of the overhead charges (payable to the Institute) shall be given to the concerned faculty to be used by him/her for professional growth.
- e) **Financial assistance for attending Faculty Development Programs/Conferences/Seminars:**
To encourage the Faculty to write Research Papers and attend



Seminars / Conferences / Faculty Development Programs,
Financial assistance of 50% of the Registration amount and travel
cost limited to 2 AC train fare shall be provided by the Institute.

iii) Incentive for non-academic activities:

An award of Rs.3000/- is given to the faculty for extra ordinary performance in fields like sports, co- curricular activities, extra-curricular activities etc. on the express approval of the competent authority.

iv) Incentive for :

- a) Conducting Add on courses : The coordinators & faculty members taking at least 20% of the classes are given a Certificate.
- b) Getting extra qualification like CFA : Any faculty member willing to do CFA is provided free coaching through the Add on course on CFA and will be awarded Rs. 1 lakh as cash prize on successful completion of CFA level 3.

v) Following facilities are available to all faculty and staff members

- a) Employee Benevolent Fund
- b) Group Insurance of Rs. 10.00 Lakhs on accidental death
- c) Paid maternity leave
- d) Long term meritorious service (15yrs) award
- e) Subsidized Laptops
- f) Rs. 5,100/- is given as Gift on the occasion of the wedding of the staff members and their Children.
- g) Reimbursement of 50% of the amount spent on mediclaim subject to a maximum of Rs.4000/- per annum.

