



R. C. Patel Educational Trust's
R. C. Patel Arts, Commerce and Science College
Shirpur-425405, Karvand Naka, Dist.- Dhule (Maharashtra)
E-mail - principal@rcpasc.ac.in

Affiliated to: K. B. C. North Maharashtra University, Jalgaon-425001

Self Study Report (SSR): 2024 (4th Cycle)



Criteria - 6
Governance, Leadership and Management

Key Indicator - 6.3
Faculty Empowerment Strategies

Metric No. - 6.3.2 (QnM)
Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Submitted to
National Assessment and Accreditation Council, Bangalore



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President

Hon. Bhupeshbhai Patel

Principal

Dr. D. R. Patil

Date: 15/06/2024

Declaration

This is to declare that, the information, reports, true copies of the supporting documents, numerical data etc. submitted in these files is verified by Internal Quality Assurance Cell (IQAC) and it is correct as per the office record.

This declaration is for the purpose of NAAC accreditation of the HEI for the 4th cycle assessment period 2018-19 to 2022-23.

Place: Shirpur

Date: 15/06/2024

Dr. Sandip P. Patil

IQAC Co-ordinator

IQAC Coordinator

R. C. Patel Educational Trust's

R. C. Patel Arts, Commerce and Science College

Shirpur, Dist.-Dhule (M.S.) 425405



Dr. D. R. Patil

IQAC Chairman & Principal

PRINCIPAL

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RCPET's R. C. Patel Arts, Commerce and Science College, Shirpur-425 405 Dist.- Dhule (Maharashtra)

Policy Document for Support to teachers to attend various seminars, conferences, and workshops

Scope of Financial Support:-

The teachers are provided with Financial Support for professional development activities like participation in seminars, workshops, and conferences.

- Publishing research papers in highly reputed journals.
- All the full-time and part-time teachers and avail the financial support.

Forms of Financial Support:-

The financial support to the teachers can be provided for:

- Registration fees for seminars, workshops, and conferences.
- Traveling and accommodations allowances in case of outstation seminars, workshops, and conferences.
- Membership fees of professional bodies.
- Enrolling in professional development courses.
- Development courses.


Procedure for Application and Approval:-

The teacher needs to follow the following procedure for application and approval for availing the financial support:

1. Teachers are deputed for seminars, workshops, or conferences by the department. The head of the department should submit an application to the Principal regarding the teacher participation, their registration fees, and any allowances, if applicable. After the approval by the Principal, the funds are released for the same by the Account section.
2. In case the fee is paid by the teacher, the amount is reimbursed after following the proper application and approval procedure.
3. The teacher should submit the relevant receipts and copy of the attendance certificate to the Account section for their records.

4. In the case of financial appreciation for research paper publication and Ph.D. award, the convenor of the Research and publication cell makes recommendations about the same to the Principal at the end of every academic year. The copy of research papers published by the teacher and the degree certificate of the Ph.D. awarded are maintained by the cell for their record. After the approval of the Principal, the approved application is submitted to the Account Section for the release of funds.
5. The college may sanction the membership fees of professional bodies. Teachers who intend to become members of a professional body need to submit an application by the concerned teacher to the Principal. If approved by the principal will be forwarded to the Account section for release of funds.
6. The college may sanction course fees for teachers who enroll in development courses. Teachers who intend to participate in any development course need to submit his / her application to the Principal via the head of the department. After the approval of the Principal, the approved application is submitted to the Account Section for the release of funds.




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Shirpur Education Society's R. C. Patel Educational Trust

Resolution (22/06/2022)

Faculty Development Schemes

1] President-SES Research Motivational Scheme (PSRMS):

Under, **the President-SES Research Motivational Scheme**, young faculty of colleges will be given a grant of ₹ 25,000/- to encourage them to carry out their proposed research.

This grant will be offered to maximum two faculty/ College.

- This award will be offered to faculty who is having experience above 2 Yrs and less than **5 Yrs** in SES/RCPET.
- The grant will be provided just once throughout the faculty's tenure. The faculty shall submit the research proposal in the format specified.
- The **Research Advisory Committee (RAC)** of institute will accept research proposals from faculty, and the chosen proposals will be forwarded to the SES, Shirpur central committee for final scrutiny. Based on the research project work, faculty will have to publish one research paper of minimum **1.0 IF**. The publication of the research paper will be considered as outcome of the scheme.

2] Best Teacher Award &

Best Supporting Staff Award (Registrar, Accountant, Librarian, Laboratory staff, Clerk and Peon)

Every year on 5th September, SES will announce the Best Teacher Award and the Best Supportive Staff Award. The award consists of a memento, a citation, and a cash prize of ₹ 5100 (Best Teacher Award) and ₹ 2100 (for Best Supportive Award).

- The faculty & Supportive staff of all colleges are eligible for respective award.
- Each college can forward maximum **two applications from each category** (for Student strength above 500 total 02 proposal from each category and strength less 500 total 01 proposal from each category)
- for Best Teacher Award **-02 proposal** and for (Best Supportive Staff Award) i.e., Clerk / Lab Assistant **-01 proposal** and & Peon **- 01 Proposal**
- The applications should be submitted by faculty/ Supporting staff in given format through Principal/ Director.
- The eligibility for application of this Awards ____.
- For faculty, **minimum 10 Years** of Service in Shirpur Education Society /R. C. Patel Educational Trusts is required.

The details of Scrutiny for Award is as Follows;

Details	Schedule for submission Every Year
▪ Submission of Application to College	1 st – 20 th June
▪ Submission of selected applications to SES	20 th - 30 th June
▪ Scrutiny of Application at SES	1 July – 20 th July
▪ Declaration of result	1 st August every year

3] **Research Excellence Award – Funding**

Award comprised of prize of **Rs. 1100**, Certificate and Memento. Every year, this Award will be given to two faculty members of each college.

Faculty members shall meet the following requirements ;

- Recipient of **5 Lakhs or above Research/ Conference/ Seminar/ FDP grant** from various funding agencies in a calendar year.
- Recipient of **5 Lakhs or above** research grant from industries in a calendar year.
- Faculty who has received this award earlier can apply **after 3 Years** for this award.

The award proposal will be sent through the institute's principal or director

4] **Incentive**

- **5 % of Research Grant amount** received will be given as an incentives from institute funds (in research grant, Principal investigator will get 70 % and 30 % to Co-investigator if it is shown in the proposal; in research grant Principal and Vice- Principal share will not be applicable). This amount will be excluding JRF/SRF Stipend.

5] **Research Excellence Award- Publication**

Award comprised of prize of **Rs. 1100**, Certificate and Memento. Every year, this Award will be given to **two faculty members** per college having **highest IF in a academic year**

Faculty members shall meet the following requirements;

- Having publications of total impact factor more than 3 in academic year
- Main author or guide will be eligible for nomination.
- Faculty who have received this award can apply after **3 Years for this award**.

The award proposal will be sent through the institute's principal or director.

6] Shirpur Education Society, Shirpur, will provide funding for patenting their innovations. This grant will be given only for investigator. The funding will be provided as follows.

Particular	Grant sanction
▪ Filling Patents	₹. 2000
▪ Publication of patent	₹. 5000
▪ Granting Patent	₹. 10,000 (Including all above)

- Faculty will receive grants at each stage of the patent application process, with a maximum sanctioned amount of **₹ 10,000/-** (In Financial Year)
- The affiliation address for the patent shall exclusive to that institute, with no additional affiliations considered.

7] A grant of **₹ 50,000/-** will be given to a faculty member, a student, or both for a start-up initiative. The scheme is open to **both faculty and students**. (After 2 years' service in teaching and for students TY, Final Year and PG Students)

- Every year, two projects will be approved per college.
- The project funding will be approved based on the **recommendations of the RAC**.

8] The faculty is eligible for a grant of up to ₹ 5,000 to attend the National Conference/Seminar. This will include either travel expenses **OR** conference registration fees **OR** both.

For attending an **International conference outside of India**, a grant up to ₹25,000/- would be sanctioned against air fare/registration costs, whichever is less (*if financial assistance is not available from any government funding agencies*).

9] The consultation services provided by the faculty & team are eligible for getting remuneration of services as follows.

Particulars	% Amount will be remunerated
Project Investigating faculty	15 %
Supportive staff	4 %
Principal/ Director	3 %
Clerical work	2%

A total of **24 %** will be paid out of total revenue generated.

10] Shirpur Education Society will provide a grant of ₹ 50,000/Year to organize **seminars or conferences** on the subject.

- Two departments of the college will get the same grant amount.
- This financial assistance will not be provided for two years in a row for the same departments.

11] Faculty who publishes their research in a journal with a high Impact Factor (IF) (Thomson Reuter) are eligible for a ₹ 5000/- **Prize** for research articles with an impact factor greater **than 5**. If a research publication's impact factor exceeds 5, faculty will be paid a multiple of ₹1000/-for each additional **1 IF**. This award will go to faculty (the paper's author/co-author). If, for example, two or more than two research papers (IF more than 5) are published by faculty in a calendar year then maximum of ₹ 10,000/- **prize** will be given to the faculty. Same faculty will not receive the prize for the two consecutive year in a row.

12] If the faculty has received award/Prize in **sports** at **National/ State level**; then, such faculty is entitled to get cash prize of ₹5,000 as motivational/promotional.


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SHIRPUR EDUCATION SOCIETY

- 13] SES will offer its employees a loyalty Incentive. Faculty who has completed at least **10 years** of service in SES/RCPET are eligible to apply for the Incentive Scheme. This scheme is applicable to non- grant faculty, supportive staff, and peon (Applicable to those who are on regular scale)

The detail of the scheme is as given below. (Advanced Against Gratuity -AAG)

Experience exclusively at SES's College/ RCPET College	For computer engineering & other faculty of computer specialization Faculty only ₹/ month	For all non- Grant colleges & other branches of engineering (Teaching/ Registrar) ₹/ month	Supportive staff (excluding peon) & TPO ₹/ month	For Peon ₹/ month
▪ 5 Yrs & above	3000/-	2000/-	-----	-----
▪ 10 Yrs & above	5000/-	3000/-	300/-	200/-
▪ 15Yrs & above	6000/-	4000/-	500/-	300/-
▪ 20 Yrs. & above	7500/-	5500/-	1000/-	500/-
▪ 25 Yrs. & above	9000 /-	7000/-	1500/-	1000/-
▪ 30 Yrs. & above	12000/-	9000/-	2500/-	1500/-

The above amount shall not be considered in basic and should be mentioned in other column as AAG. w. e. f from **1st July 2022**.

*For Principal apply as Computer Engg AAG amount.

*For Registrar: Effective from the date of Appointment as Registrar

- 14] Faculty who publishes a book with National or International publishing houses (*Elsevier, Springer, Wiley, Taylor & Francis* etc), are eligible for a monetary benefit of **₹ 3000** (national) or **₹ 7000** (International). Hard copy of the book shall be submitted by author.
- ✓ If there are multiple authors/ co-authors from the same institute, then only one of them will be eligible to receive this grant or it can be shared among the authors/co-authors.
 - ✓ This cash benefit will not be applicable to author who have published book chapter.

Note: 1] Consideration of all above schemes will be subject to final decision of the Shirpur Education Society Expert committee.

- 2] Either - President Research Motivational Scheme -1 or Start Up Scheme-7 will be considered for final sanction.


July 2022
Shri R. C. Bhandari
VICE PRESIDENT
SHIRPUR EDUCATION SOCIETY