



चौधरी महादेव प्रसाद महाविद्यालय
C. M. P. DEGREE COLLEGE
(A Constituent P.G. College, University of Allahabad)
Under the Strengthening Component of DBT Star College Scheme
Website: www.cmpcollege.ac.in



Policy on Faculty Development

Introduction

C. M. P. Degree College is a constituent college of the University of Allahabad. The sanctioned strength of faculty members is 212. The recruitment, promotion and retirement of faculty members are governed by the Government of India/ University of Allahabad rules and UGC regulations issued time to time. The college is committed to provide suitable environment to every faculty member so that they may develop themselves to the maximum possible extent depending upon his/ her abilities and capabilities.

Need of Development Program

A development program describes the steps involved in improving somebody's knowledge, performance, and skills. An organization can develop automatically if the human resources working therein are provided with suitable environment for their development.

The faculty members should, not only, equip themselves with the latest changes by updating in the concerned discipline/ subject/ area but they should learn and update themselves in the general administrative and financial matters also. The faculty members are also required to contribute to the overall corporate life of the college in addition to their academic excellence. There is need to provide suitable mechanism to the faculty members to develop themselves academically as well as to contribute and support the college.

Objectives:

The objective of the Faculty Development Policy is to provide suitable and conducive environment to each faculty member for his/ her maximum development so that he/ she can contribute to the college and society in the best and effective way.

Policy on Faculty Development:

1. Incentive to newly recruited faculty

The UGC Regulations 2018 provides advance increments as an incentive; to the newly recruited faculty members for holding Ph.D. degree / M.Phil./ Professional courses like LLM, M.Tech , MD etc.

2. Start up grants for newly recruited faculty

The UGC and other funding agencies provide start up grants to newly appointed faculty members. The faculty members are encouraged to get start up grants from the funding agencies to sharpen their research skills.



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**3. Chaudhary Mahadeo Prasad Encouragement Program (CMP-EP)
for newly recruited Faculty Member**

The faculty members who have not been successful in receiving start up grants from funding agencies may apply under CMP-EP for financial support within five years from joining as an assistant professor to pursue research activities. After evaluation of the proposal of the concerned faculty member, the steering committee may recommend financial support to the extent of Rs. 50000/- to the concerned faculty member of the department under Art, Commerce and Law Faculties and to the extent of Rs. 100000/- for the department under Science Faculty. The research outcome shall be joint assets of the college and concerned faculty member. Under this program financial sanction will be provided to concerned faculty member one time only.

4. CMP Research Promotion Scheme (CMP-RPS)

As the Ph.D. degree is compulsory for promotion as an Associate Professor and Professor, the faculty members (without Ph.D. degree) will be encouraged to pursue and complete Ph.D. degree within 09 years of joining. The concerned faculty members will be relieved as per rule and an alternative arrangement will be made for classes during absence of faculty members pursuing outside programs.

5. Promotion

- (a) The faculty members are promoted as per the UGC Regulations issued time to time. The faculty members have four opportunities for vertical progression during his/her entire career as per following table:

Existing Post / Level	No. of service years required for promotion	Post after promotion /Level
Assistant Professor (Level 10)	Ph.D. Holder : 4 year	Assistant Professor (Level 11)
	M.Phil. : 5 year	Assistant Professor (Level 11)
	Non-Ph.D./ M.Phil.: 6 Year	Assistant Professor (Level 11)
Assistant Professor (Level 11)	5 Year in Level 11	Assistant Professor (Level 12)
Assistant Professor (Level 12)	3 Year in Level 12 having Ph.D. degree	Associate Professor (Level 13A)
Associate Professor (Level 13A)	3 Year in Level 13A having Ph.D. degree	Professor (Level 14)
A faculty member will get four opportunities of promotions in 15 years		

- (b) The college facilitates timely promotion of its faculty members and they are encouraged to apply for promotion three months in advance, so that the formalities of promotion as per rule can be completed timely. The college organizes Screening/



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Selection Committees for promotion of eligible faculty members at least twice a year.

6. Chaudhary Mahadeo Prasad Mid-Career Encouragement Program (CMP-MEP)

The faculty members after completing 15 years of regular service may apply under CMP-MEP for travel grant support / book publication. The steering committee after evaluation of the proposal may recommend to the extent of Rs. 10000/- for travel grant or book publication. In the case of book publication, the college shall be included as joint copy right holder. Under this program financial sanction will be provided to concerned faculty member one time only for one activity.

7. Development Programs

A. Outside Programs

(a) As per the provisions of the UGC Regulations the eligible faculty members are required to complete Induction/ Orientation/ Refresher Programs/ Short term courses etc. for promotion under career advancement scheme (CAS). These programs are conducted at universities and/ or other designated institutes. The faculty members will be encouraged to complete the courses required for promotion timely and the college will relieve them as per rule.

The alternative arrangement will be made for classes during on duty absence of faculty members pursuing outside programs.

(b) **Seminars/ Conferences/ short term programs:** The faculty members will be encouraged to participate and present papers in various national / international Seminars/ Conferences etc. organized by outside institutions so that they become aware about the latest trends and development in the discipline.

(c) The college will provide financial support for travel expenditures, incurred by the faculty members, invited by the seminar/ conference's organizer, as a key note address/ Resource Person/ Subject Expert to the extent of Rs. 3000; only to those faculty members who have not received reimbursement of travel expenditure from the organizer. This support will be provided for only those seminars/ conferences which are sponsored by the Central funding agencies of the Government of India.

B. In house Programs

(a) The college designs and organizes FDP/ Capacity Building Programs on research, financial and administrative matters for its own faculty members internally. The college provides infrastructural and financial support to the internal programs.

(b) The college also provides infrastructure and financial support in organizing seminars and conferences internally.

8. Financial Support for Patent Registration



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The college promotes innovation and research activities. It provides financial assistance to apply for Patent registration to the extent of Rs. 50000/- subject to condition that the college shall be co-patent holder.

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