



POLICY FOR REASERCH PROMOTION AND FACULTY DEVELOPMENT


By Research and Development Cell, Kamakhya Pemton College

In response to the growing emphasis on research and faculty development in higher education, as highlighted by the National Assessment and Accreditation Council (NAAC) and the National Education Policy (NEP) 2020, Research Development Cell (RDC), Kamakhya Pemton College, Hiyangthang recognizes the need to establish a comprehensive policy for fostering a culture of academic excellence. The "Policy for Research Promotion and Faculty Development" aims to create an environment that encourages knowledge creation, innovation, and professional growth, ultimately enhancing the quality of education and research at the institute.

1. Enhancing Research Awareness and Promoting Faculty Development:

- ❖ The institution shall organize discussions with eminent researchers and conduct national and international conferences, seminars, symposia, faculty development programs, and workshops on research methodology, IPR, and patenting to enhance research awareness among faculty.
- ❖ The institution shall provide a conducive environment and motivation for faculty to pursue doctoral and post-doctoral assignments at reputed national and international universities and organizations duly recognized by UGC or AICTE.
- ❖ The institution shall encourage faculty to undertake research projects in thrust areas in various subjects funded by various national and international agencies.
- ❖ The institution shall explore new horizons of knowledge and ensure its practical implementation through collective efforts and quality research work.
- ❖ The institution shall provide a creative atmosphere, complemented by adequate facilities and resources, in which higher studies and research thrive amongst the faculty and students.
- ❖ The institution shall establish Centers of Excellence in thrust areas and set up Incubation Centers to motivate innovations and startups.
- ❖ The institution shall mentor academic and industry-based research projects.
- ❖ The institution shall publish research works in renowned journals.
- ❖ The institution shall develop products and file IPR.

2. Financial Assistance for Faculty Development:


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- ❖ The institution shall provide financial assistance to teachers for attending conferences, workshops, and seminars, as well as for membership fees in both national and international professional bodies (sponsored by government-accredited organizations). The maximum assistance provided shall be INR 3,000 per year.
- ❖ The Cell shall ensure the proper allocation of funds from the institution before the starting of the academic session.
- ❖ The Cell shall audit the utilization of the fund and ensure that proper documentation and evidence are provided by faculty members (receipts, certificates).
- ❖ The purpose of the Cell is to strengthen the collaboration between academia and industry, with a focus on fostering innovation, enhancing skill development, and promoting entrepreneurship.

3. Plagiarism Prevention:

- ❖ The institution shall adopt strict measures to prevent plagiarism in research work.
- ❖ Faculty members shall be required to submit their research work through a plagiarism checker tool before publication or presentation.
- ❖ The institution shall provide training and workshops to faculty and students on proper citation practices and plagiarism prevention techniques.

4. Implementation and Monitoring:

- ❖ The Research and Promotion Cell shall be responsible for implementing and monitoring the various policies outlined in this document.
- ❖ Periodic reviews and evaluations shall be conducted to ensure the effectiveness of these policies and to make necessary adjustments as needed.


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