



Faculty Welfare Policy

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Galgotias College of Engineering & Technology (GCET) is committed to fostering an inclusive, progressive, and supportive work environment for its faculty members. The institution recognizes that faculty welfare is essential for academic excellence, research innovation, and institutional growth.

Objectives

- To promote continuous professional development and career advancement.
- To provide financial and academic support for research and higher education.
- To ensure the well-being and job satisfaction of faculty members.
- To encourage innovation, research, and industry collaboration.

Policy Details

Professional Development & Career Growth

- Regular organization of Faculty Development Programs (FDPs), seminars, and conferences.
- Encouragement and support for participation in national and international academic events.
- Provision of academic leave for higher studies and professional growth.
- Institutional support for conducting and participating in FDPs, workshops, and conferences.

Financial Support & Reimbursements

- Financial assistance for paper presentations, workshops, and academic activities.
- SWAYAM/NPTEL reimbursement policy:
 - 50% reimbursement for moderate performance.
 - 100% reimbursement for high performance.
- Reimbursement of patent registration fees as per institutional norms.

Educational Benefits

- Fee concessions/exemptions for wards of faculty studying in group institutions.
- Financial assistance or fee waivers for faculty pursuing higher education (e.g. Ph.D.).

Research Support, Incentives & Student Seed Funding

- Strong encouragement for research publications, patents, and funded projects.
- Monetary incentives for:
 - SCIE/Scopus indexed journal publications
 - Conference papers and book chapters
 - Patents and funded research projects
- Annual incentives for top 5% performing researchers.
- Consultancy opportunities with revenue sharing (up to 70% share for faculty).

Recognition & Awards

- Recognition of research contributions through certificates and monetary rewards.
- Institutional appreciation through awards, honors, and formal letters.



Healthcare & Well-being

- Medical facilities through tie-ups with reputed hospitals.
- Healthcare benefits extended to faculty members and their immediate family on merit basis.

Work Environment & Academic Engagement

- Promotion of a research-driven, innovative, and collaborative culture.
- Mandatory participation in seminars and knowledge-sharing sessions.
- Maintenance of a supportive, inclusive, and growth-oriented workplace.

Additional Benefits

- Incentives for consultancy services and external collaborations.
- Opportunities for interaction with industry experts and researchers.
- Transparent policies ensuring ethical practices and structured career progression.

NOTE : Based on the need / requirement, if any, few more initiatives may be incorporated through circulars / notices, after taking approval of competent authorities.

(Dr. Brijesh Singh)

Director (Officiating)

Copy for information and necessary action to :

1. Hon'ble Chairman and CEO sir
2. All the Deans and HODs, COE
3. IQAC, Registrar, ERP, Accounts, Library

Draft Policy for Feedback - GCET IQAC