



ST. XAVIER'S COLLEGE MAHUADANR

Estd: 2011. Affiliated to Nilamber-Pitamber University, Medininagar NPU/R/953/11

P.O- Mahuadanr, Dist. Latehar, Jharkhand 822119

Accredited with 'B' Grade by NAAC, Recognized by UGC

AISHE-C-42763

ISO-9001:2015

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POLICY ON INCENTIVES & OTHER BENEFITS FOR FACULTY MEMBERS

Faculty members are entitled to the following incentives and financial benefits:

- Attendance at Seminars / Conferences / Workshops
- College covers the registration fee.
- All travel and personal expenses are the individual's responsibility.

Resource Mobilization Policy

St. Xavier's College, Mahuadanr is dedicated to assisting its students in realizing their full potential. The college emphasizes freedom in innovative teaching and learning methods, research and extension activities, as well as other academic pursuits like excursions, fieldwork, internal innovative examinations, and evaluation. This commitment ensures the quality of education imparted by the college. To support these endeavors, substantial resource mobilization is necessary to meet the growing needs of students and faculty each year. In light of this, the institution follows a Comprehensive Resource Mobilization Policy for all members of the SXCM community.

Policy Statement

The policy aims to support the institution's strategic plans through systematic analysis and identification of required resources for programs, prioritization of needs, allocation of resources within available means, and the ability to effectively manage relationships with resource providers. This encompasses utilizing skills, knowledge, and capacity for optimal resource utilization.

Objective of the Policy

The primary objectives include:

- Ensuring a clear, systematic, and coordinated approach to resource mobilization.
- Encouraging and increasing the influx of resources to the institution for its development.

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- Engaging society's participation in the development process through resource contribution.
- Augmenting resources via consultancy opportunities with industries, government bodies, and society on a commercial basis.

Scope of the Policy

The Resource Mobilization Policy encompasses the following aspects of resource acquisition:

- Financial funds from donations and scholarships.
- Material resources including equipment, books, periodicals, and donated journals.
- Physical resources such as land and buildings, human resources, and resource allocation procedures.
- Ensuring optimal allocation of resources as per established procedures.
- Maintenance of records of all monetary resources in accordance with legal and UGC mandates, both electronically and manually.
- Establishing a procedure for non-monetary resource mobilization.
- Ensuring effective resource utilization for teaching, learning, and training.

Resource Mobilization

Types and methods of resource mobilization are deliberated in staff and finance committee meetings and are only valid upon approval by the college's Governing Body. These discussions also extend to Alumnae Association meetings.

- Primary sources include management funds.
- Student fees as per institutional regulations for routine non-salary expenses.
- Interest from management investments.
- Contributions from the Alumni Association, alumni, NGOs, and corporate entities to enhance higher education quality.
- Financial aids and scholarships from government and corporations.
- Specific earmarked funds for management development, staff gratuity, scholarships, awards, and recognitions.
- Interest on corpus funds and donations from alumni.



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Resource Utilization Strategies

- Resource mobilization and utilization are overseen by the Principal/Finance Officer.
- Funds are strategically allocated based on their purpose, such as infrastructure enhancement, knowledge resources, and seminars/workshops.
- Corpus funds from alumni associations and guardians are directed toward student awards and endowments.
- Scholarship funds from corporations are disbursed to deserving students annually.
- Government and non-government grants are used as directed, prioritizing stakeholders' interests.
- Management funds and earmarked funds are allocated for salaries, research, and relevant expenses.
- Collected student fees are used in accordance with institutional rules.
- The college's physical and academic infrastructure is optimally utilized.

Allied College Resources

Allied College Resources encompass physical assets, including furniture, learning tools, office equipment, electrical, electronic, and security devices. Monitoring, maintenance, and reconciliation of these resources fall under the Maintenance Manager's purview (refer to the Repair and Maintenance Policy). Planning for implementation is conducted annually, guided by the Principal, with the Maintenance Manager responsible for upkeep. At the end of each semester, a list of required work is prepared, submitted to the Principal/Finance Head for approval and execution.



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