



CHRIST COLLEGE, BHOPAL

(A CMI Institution)

Recognized by NCTE & Higher Education
Affiliated to Barkatullah University
Raisen Road, Bhopal -462022 (M.P.), India

Mob. No. : 9425691997
Email : christbhopal@gmail.com
Website : www.christcollegebhopal.com



Systems and Procedures for Maintaining and Utilizing Physical, Academic and Support Facilities

For facility upkeep and use, the College has tie up with its sister concern, St. Paul's Co-ed School. Essential facilities are regularly maintained and periodically replenished under the direction of the College Advisory and Development Committee and Supervisor (appointed by St. Paul's Co-ed School). These committees are presided over by the Manager, Principal and Director.

To guarantee adequate upkeep and utilization of physical, academic, and support facilities—laboratories, libraries, sports facilities, classrooms, seminar halls, computers, etc.—college has implemented strict protocols and processes along with personnel monitoring. Separate personnel have been hired to keep the entire campus, including the offices, labs, library, clean and sanitary. The College regularly maintains its computer systems, LAN and similar technical equipments, regularly with the help of technical assistant.

- For both new and existing facilities, repairs, and upkeep, budget allocations are created.
- The College Governing body and School management both participate in broad planning for the infrastructural development and maintenance.
- Suggestions from stakeholders are also taken into account.
- The teachers in charge of the various laboratories assess the need for maintenance and repairs.
- Physical, academic, and support facilities as well as other equipment are regularly maintained.
- The Smart Classrooms receive routine maintenance.
- The teaching staff is the professor in charge of the Library Advisory Committee, while the librarian and Student representative are also part of the committee.
- The library has internet connection, which students may use to access online materials and other web-based information. Additionally, photostat services are available in the library as well college office for a small fee.

Principal
Christ College, Bhopal
Ahand Nagar, Bhopal-462021 (M.P.)



CHRIST COLLEGE, BHOPAL

(A CMI Institution)

Recognized by NCTE & Higher Education
Affiliated to Barkatullah University
Raisen Road, Bhopal -462022 (M.P.), India

Mob. No. : 9425691997
Email : christbhopal@gmail.com
Website : www.christcollegebhopal.com

NAAC
Accredited
A
GRADE

Teacher Welfare Policy

Introduction

One of the important factors in realizing educational aims and objectives in student's academic performance is the role of the teacher's welfare within the educational set up. Teachers' motivation to undertake a task depends on their expected reward. Motivation may be aroused by either extrinsic or intrinsic stimuli both of which are important in directing and regulating the learner's behaviour towards attainment of the desired goals. Teachers must therefore be motivated through various ways which may include the organization of seminars and workshops, upgrading test, performance appraisal, timely payment of salary and wage, providing the required physical facilities like laboratories and verbal encouragements.

Policy Statement

This policy envisages teacher's welfare within the educational set up. It ensures professional development, academic advancement and career development.

Objectives:

The basic objectives of teacher welfare policy are as follows:

- To motivate teachers.
- To provide opportunities for Professional Development, Capacity Building, Faculty Development.
- To encourage research aptitude and upgrade academic and administrative skills of the teachers.
- To ensure the wellness of its employees and enable them to optimize their potential.

Welfare Scheme

Education

- Preference to the children of teaching and non-teaching staff for admission in sister concern institute.
- Educational assistance to children of economically weak non-teaching staff
- Scholarship to the meritorious children of staff
- Fee concession to staff children
- Wi-Fi facility

Avenues for career development/progression

- Freedom to attend/organize national workshops/conferences
- Leave to attend workshops/Seminars/Conferences in national Universities
- Seed money for research
- Financial assistance to attend conferences/workshops/seminars
- Paid leave for attending an academic programme

Cont..... 2


Principal

Christ College, Bhopal
Ahand Nagar, Bhopal-462021 (M.P.)



CHRIST COLLEGE, BHOPAL

(A CMI Institution)

Recognized by NCTE & Higher Education
Affiliated to Barkatullah University
Raisen Road, Bhopal -462022 (M.P.), India

Mob. No. : 9425691997
Email : christbhopal@gmail.com
Website : www.christcollegebhopal.com



2.

- Paid vacation for one month summer holidays and other holidays including, Onam, Deepavali, Holi and Christmas.
- Computers, laboratories, and separate research room for research.
- Leave to engage in extension and community work.
- Encouragement to aided faculty for FDP
- Autonomy in academic matters
- Computerized Digital Lab to enhance the use of Digitized Platforms

Medical

- Medical assistance for hospitalization
- Free annual medical check up
- Maternity Benefits for women employees.

Financial assistance

- Interest free Loans to faculty and staff to meet emergency situations
- College Credit Society loans up to Rs 500000/
- **Financial support for the construction of houses**

Financial Incentives

- Annual trip allowance of Rs 1000 for common trip
- UGC norms in the promotion of Self-financing faculty
- Annual staff picnics, occasional tours and common celebration of festivals.
- Terminal Benefits in terms of redeployment or financial compensation.
- Jobs on compassionate grounds to family members of the non-teaching staff

Principal
Christ College, Bhopal
Ahand Nagar, Bhopal-462021 (M.P.)

Christ College, Bhopal



Research Promotion Support And Incentive Policy

Preamble

The college is committed to promote research culture among faculty and students. The research policy of the college aims to develop and promote scientific temper, exploratory skills and research aptitude : to realize the vision and mission of the college (Excellence & Empowerment). The college also motivates the staff members to identify thrust areas of research thus contributing to social and national development. It also aims at ensuring the maximum participation of faculty in research based activity including seminars, workshops, conferences, paper publication, projects and outreach activities.

Objectives

1. To provide a proper coordination of all research activities of the college and aligning all such activities to the vision and mission of the college and the national interest.
2. To encourage faculty to write and publish quality research papers in peer reviewed/UGC care/ Scopus etc., journals.
3. To motivate students (Specially M.Ed. Scholars) for participating in the research based activities.
4. To create healthy environment by facilitating the research work through academic events including presentations, seminars, workshops etc.
5. To organize events at college level for enhancing research aptitude of staff as well as students.
6. To facilitate staff members with duty leave and academic resources including library for participating in events based on research.

Extent and Applicability

This shall apply to all the staff members (permanent/adhoc/probationary/visiting etc) participating in research based activities.

Research Promotion

Research Support for faculty includes:

1. Duty leaves for attending workshops, presenting paper at the seminars and conferences.
2. College level fund for projects (Fund provided by CMI Seva Sangh, Sagar).

Process for availing financial support at college level for projects (not exceeding Rs.10,000)

1. The faculty members in the college are eligible to make application for getting financial support.
2. Individual/ Joint Proposals can be submitted any time throughout the year
3. All Research proposals submitted by the faculty are forwarded to Expert committee (Principal plus Research Cell coordination and One Experienced staff member).
4. Based on the theme (educational/social/national importance) the project/s is/are shortlisted and forwarded to the management.
5. Following the approval, a sanction letter indicating the title of the project, name of PI and Co- PIs, duration, sanctioned amount and tentative date of the commencement is communicated to the successful applicant/s.
6. Principal Investigator should acknowledge the receipt of the sanction letter mentioning the actual date of commencement of the project and the budget outlay.
7. PI and his/her team are collectively responsible in achieving the proposed objectives within the estimated time period.
8. A copy of the project report on completion should be submitted each to the research cell and Principal.

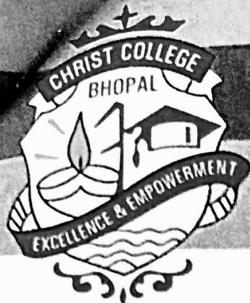
Incentives for faculty members to accelerate research promotion

The college has already applied for the UGC 2f and 12B status. So, the college is not eligible for applying for the major and minor projects funded by govt. agencies such as UGC or ICSSR or similar type. Still the promotion of research is given due weightage by the college and Governing body (Dept. Of Education, CMI Seva Sangh, Sagar. The following incentives are given :

1. The PI and Co-PIs shall get all types of support from the college including internet, laptop, library services, conveyance, psychology tests etc to prepare research proposals
2. Rs 10000 (maximum) for the college level projects is given by CMI Seva Sangh to enhance the project proposal, execution and reporting skills of the faculty members, so that after getting 2(f) & 12 (B) status, the faculties are encouraged to actively participate in applying for research grants from outside agencies.
3. The PI and Co-PIs shall get study leave for research field work and time table will be adjusted as per the requirement.
4. Education visits will be organized to provide exposure to the faculty members so that they can enhance their academic and research skills, the same can be used for collaborative activities.



Principal
Christ College, Bhopal
Anand Nagar, Bhopal-462021 (M.P.)



CHRIST COLLEGE, BHOPAL

(A CMI Institution)

Recognized by NCTE & Higher Education
Affiliated to Barkatullah University
Raisen Road, Bhopal -462022 (M.P.), India

Mob. No. : 9425691997
Email : christbhopal@gmail.com
Website : www.christcollegebhopal.com

NAAC
Accredited

A

GRADE

Environment Policy

Introduction

Christ College envisions a Clean and Green Campus where environmentally friendly practices and education combine to promote sustainable and eco-friendly practices in the campus and beyond the campus. The green campus concept offers the institution an opportunity to take the lead in redefining its environmental culture through instilling environmental ethics among students and staff. The Institute also promotes Clean and Green campus through adopting, practicing and promoting environmental friendly practices among students and staff to generate Eco-consciousness among them and in the world around them.

Christ College since its inception in 2001 has shown its concern towards the environment and intends to contribute to Environmental Conservation, preservation, protect and promotion. It pledges to create and sustain a green campus and develop Eco Friendly behavior among its staff and students. Through practical and theoretical knowledge pupil teachers will be trained to conserve, preserve, protect and promote environment.

Various boards that promote environmental awareness and ethics - noise control, tobacco free campus, conservation of energy, recycling of resources, tree plantation etc. are displayed for all the stakeholders.

The Environmental policy will develop exciting co-curricular and extracurricular practices which will encourage students to bring positive changes.

Objectives of the Policy

- To make student teachers understand the importance of environment and its problem areas.
- To educate student teachers to create awareness amongst public.
- To protect and conserve ecological systems and resources within and outside the campus.
- To work with the local community to enhance the environment protection practices and among the community.
- To ensure judicious use of environmental resources to meet the needs and aspirations of the present and future generation.
- To integrate environmental concerns into policies, plans and programs for social development and outreach activities.
- To work with the stakeholders and the local community to raise awareness and adopt good environmental practice.
- To continuously improve the efficient use of all resources including energy and water and to reduce consumption and the amount of these waste produced covering and recycling waste where ever possible
- To make campus smoke free and plastic free.

Principal
Christ College, Bhopal
Anand Nagar, Bhopal-462021 (M.P.)

The focus areas of this policy are:

- Clean Campus Drive
- Clean air initiative – Smoking free campus
- Water Management
- Energy Conservation
- Waste Management- Plastic free campus
- Green initiative- tree plantation

POLICY

Clean Campus initiative

Christ College pleasures to actively conduct cleanliness activities in the college and beyond the campus. The college has following plans for the same:

1. Generating awareness on cleanliness and hygiene amongst students not only from the campus but also from the neighborhood.
2. Rally on spreading awareness about cleanliness will be organized
3. Message of cleanliness will be spread through various competitions
4. Removal reuse and recycle of all kinds of waste material
5. Segregation of dry and wet waste by using separate bins.
6. Collect paper waste produced on campus and collaborate with scrap Dealers for recycling
7. Reduce the use of paper by digitization of the work by the students as well as teachers
8. Reduce requirement of printed books by updating the e books and e journals in the library
9. Encourage the students and teachers to use online mode for submission of assignments
10. Spread awareness amongst the students about:
 - a. Food wastage and ways of reutilizing it.
 - b. The habit of reusing and recycling Non-Biodegradable products.
 - c. Organizing workshop for students on solid waste management.
 - d. Liquid Waste Management
 - e. Maintain Leak proof Water fixtures
 - f. Minimize the use of water by constructing more Indian style toilets

Clean Air Drive

This intends to reduce pollution by

- Encourage the use of public transport
- Vehicles are parked near the gate far away from the college building
- Pressure horns are not allowed within the campus
- To create awareness about environmental ethics the students through periodic notices are asked to go for PUC certification of their vehicles
- Tobacco and Tobacco products are strictly prohibited.
- No one is allowed to smoke within the campus. It is a punishable act.
- Everyone is asked to maintain silence especially in the library.



Principal
Christ College, Bhopal
 Anand Nagar, Bhopal-462021 (M.P.)

Green Campus

Policy Preamble

Christ College, takes the responsibility of maintaining a green campus, take environmentally friendly initiatives and increase environmental awareness among its faculty, students and general public.

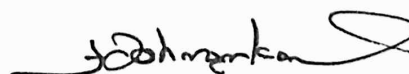
Objectives

- To develop specific policy to promote, improve and monitor environmental practices and work towards reducing the carbon footprints in the campus
- To ensure compliance with all environmental legislations among its stakeholders and maintain the building and lawns in environmentally conscious manner
- To mitigate the environmental responsibility
- To perform green audit once a year
- To plant sufficient number of trees, potted plants every year and keep the campus green.

Action Plan

Christ College plans to

- Make the campus plastic free
- Have trees, lawns and potted plants.
- Have a herbal garden
- Motivate students and staff for vehicle pooling
- Use cotton and jute bags instead of plastic bags
- Gift saplings instead of bouquets
- Organize Environmental awareness programs and competitions
- Reusable banners to be made
- Environmental Education to be taught as a part of curriculum as well as beyond curriculum
- Conduct educational tours to Eco Parks etc
- Encourage Gardening on and outside the campus.



Principal
Christ College, Bhopal
 Ahand Nagar, Bhopal-462021 (M.P.)