



Martin Luther Christian University

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Financial support for faculty and staff development

In terms of Section 22, sub section (2) of the Martin Luther Christian University Act 2005, read with Statute 6.3.1 of the Martin Luther Christian University Statutes and Rules 2016, and as recommended and approved by the Academic Council meetings held on July 18, 2022 and Board of Governors meeting held on November 24, 2022, the Financial support for Faculty and Staff development is, hereby, notified:

Reimbursement/payment for additional qualifications, licensure/registration, articles, and grants

Several policies of the university deal with faculty and staff development. Apart from the HR policy provisions for academic allowance, support for conferences, and sabbatical and professional leave there are policies and provisions contained in:

1. Credentialing of Professional Training and Experience
2. Continuing Professional Development for Faculty
3. Screening and Support for Faculty Publications

Financial support may be provided as follows:

1. Reimbursement of up to 100% of fees paid for formal degrees, diplomas and certificates obtained by faculty/staff in service, after completion of the course, subject to determination that such a qualification is in the interest of the university by enabling the starting of a new department, degree, or specialization. Generally, this new qualification would have been obtained after the PhD. Applications are to be made to the Dean, Academics, who will consider the application for approval, and the quantum of reimbursement if approved.
2. Reimbursement of up to 100% of accreditation/licensure/registration fees for professional credentialing such as provided for in the National Commission for Allied Health Act 2021. Applications are to be made to the Dean, Academics, who will consider the application for approval, and the quantum of reimbursement if approved.

3. Reimbursement of up to 100% of author's fees to a journal upon publication, provided the journal is in the UGC CARE list or approved by the Dean, Research. Applications are to be made to the Dean, Research, who will consider the application for approval, and the quantum of reimbursement if approved.
4. Payment to the Principal Investigator and Co-Investigator of a percentage of an external grant received. The percentage may be fixed on a slab/prorated basis. Applications are to be made to the Dean, Research, who will consider the application for approval, and the quantum of payment if approved.



Dr Larilin Kharपुरi
Dean, Research