

## FACULTY ENTITLEMENTS

### 1. Medical Facilities:

- (a) Faculty are covered under Group Medical Insurance policy of the Institute.
- (b) Out-patient expenses are paid for by allowances subject to the limit set by IIM Indore BoG.
- (c) A dedicated medical centre with consultant doctors, nursing staff and ambulance facility is also there inside the campus.

### 2. Leave Rules of the Institute

**Casual Leave** - 8 days per annum.

**Restricted Holidays** - 2 days per annum.

**Half Pay Leave** - 20 days per annum.

**Vacation Leave** - 60 days of vacation per year. However, faculty members can avail vacation to a maximum of 30 days at a time (except summer vacation) and are encouraged to take summer vacation between 15<sup>th</sup> April and 1<sup>st</sup> June.

**Earned Leave** - The unavailed portion of the vacation period will be converted to EL at the ratio of 2:1 at the end of June every year as per the applicable rules.

### 3. Leave Travel Allowance (LTA):

- This allowance is payable at the end of every year along with the December salary.
- The amount payable will be equivalent to one month salary. Salary for this purpose would include Basic Pay + GP + DA.
- If Husband and Wife are employed both of them will get the LTA.
- Those who leave the services of the Institute in less than a year or those who have not completed one year in service as on Dec 31 would not be eligible for this allowance.
- The tax obligations arising out of this (if any) are the responsibility of the individual employee.

### 4. Academic Allowances

#### 4.1 Faculty Development Allowance (FDA):

Reimbursement of an amount up to Rs.100,000/- per annum for the following:

- Purchase of books, periodicals; or datasets for research purpose
- Membership fees of one or more professional bodies
- Recruiting and retaining research assistant/computer programmer
- TA/DA for visiting business / companies for study, case writing etc.

- Attending national level conferences/ workshops/ seminars/courses etc.
- Medical/travel insurance during outstation work
- Cover cost of publishing (Journal submission fee, Postage/Courier/Fax/Publication charges/'over page limit' charges etc.)

Support to present a paper in International Conferences:

Faculty member can use FDA to plan for international visits. FDA funds can be used for travel, stay and visa expenses related to such visits. However, for the utilization of fund, the concerned faculty member is expected to prepare a broad outline of work that s/he proposes to do during the planned international visit(s).

- 4.2 Full funding, once a year, to attend one international conference as per institutional norms.
- 4.3 Full funding to attend and present papers in national conferences.
- 4.4 A faculty member can do consulting for 52 days a year. The Director may, at his discretion, extend this beyond 52 days.

## 5. Transfer T.A.

Faculty members joining the institute will be entitled to Transfer T.A. as per the applicable Government of India rules which may be in force from time to time.