16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.2.6. Academic freedom policy

Have a policy on supporting academic freedom (freedom to choose areas of research and to speak and teach publicly about the area of their research)

Academic freedom at the institution creates a supportive environment that allows faculty to teach, research, and engage in academic activities freely. KARE is committed to protecting and promoting academic freedom and freedom of expression across the university. These freedoms are core values, forming the foundation of KARE's efforts to pursue truth, understanding, and knowledge. This policy protects the fundamental rights and freedoms of all members of the university without discrimination.

1. Research Freedom for Junior Academics

Kalasalingam Academy of Research and Education (KARE) provides a supportive platform for young faculty to begin and grow their research careers. The University encourages early-career academics to explore new ideas through its ***Research Promotion Policy (RPP 2020)**, **Policy on Code of Ethics in Research*** and ***Academic Regulations**.* These policies ensure that all faculty—regardless of designation—can conduct independent research without bias or restriction.

KARE's *International Research Centre (IRC)* and advanced instrumentation **facilities are open to all faculty and students**, allowing junior staff to experiment and collaborate freely. The University also provides internal **research fellowships, seed grants, and guidance to apply** for external funding. Regular Faculty Development Programs (FDPs) and mentoring by experienced researchers help young faculty learn research planning, proposal writing, and publication ethics.

KARE's ***Research Incentive Scheme 2025*** further motivates early-career academics by recognising and rewarding publications and funded projects. Through these initiatives, the University ensures that junior academics enjoy not only freedom but also institutional support to develop as independent researchers and contribute to national and international research goals.

![Kalasalingam Academy of Research and Education logo and header]

KALASALINGAM
ACADEMY OF RESEARCH AND EDUCATION
(DEEMED TO BE UNIVERSITY)
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade

Anand Nagar, Krishnankoil, Srivilliputtur (Via), Virudhunagar (Dt) - 626126, Tamil Nadu | info@kalasalingam.ac.in | www.kalasalingam.ac.in

2. Research Freedom for Senior Academics

KARE values and protects the autonomy of its senior faculty in defining their research direction and academic engagement. Senior academics are free to select research areas, supervise scholars, publish results, and lead national or international collaborations. With over 220 PhD-qualified faculty and several ongoing funded projects worth more than ₹14 crores, KARE demonstrates a research culture built on trust and independence.

The *Research Promotion Policy 2020* and *Research Incentive Scheme* **recognise senior faculty who secure external grants, patents, and high-impact publications**. KARE supports **sabbatical** and **study leave provisions** to help faculty undertake research or consultancy in India and abroad. Senior professors also lead interdisciplinary projects and initiate partnerships through MoUs with foreign universities and industries.

Through strong governance, transparent funding, and advanced research infrastructure, the University ensures that experienced academics enjoy full intellectual freedom to innovate, explore, and mentor the next generation of researchers.

3. Teaching Freedom for Senior Academics

Teaching at KARE is guided by a flexible and innovative *Teaching-Learning Policy* that empowers senior faculty to design effective learning environments. Professors and senior academics serve as course coordinators, mentors, and members of Boards of Studies, **giving them a leading role** in developing syllabi, assessment strategies, and new pedagogical models.

Senior faculty are encouraged to integrate project-based learning, simulation tools, and interdisciplinary modules into their teaching. They can choose appropriate instructional methods, evaluation patterns, and technology platforms according to course needs. Regular curriculum reviews through the Academic Council ensure that their inputs shape new programs and reforms.

This freedom helps maintain academic excellence while promoting creativity and continuous improvement in pedagogy. The institutional climate at **KARE ensures that senior teachers exercise autonomy responsibly**—linking teaching with research and social impact to achieve the University's vision of holistic education.

4. Teaching Freedom for Junior Academics

KARE **nurtures its young faculty by allowing them to apply innovative methods** within a structured academic framework. The *Teaching-Learning Policy* encourages activity-based, experiential, and problem-driven teaching, enabling junior staff to design interactive lessons and projects under the guidance of senior mentors.

While course objectives and syllabi are approved by the Board of Studies and Academic Council, **junior faculty enjoy flexibility in classroom methods,** laboratory design, evaluation techniques, and use of modern teaching tools. They are trained through orientation and faculty development programs to integrate technology-enabled learning, outcome-based education, and continuous assessment practices.

Departments also assign mentoring and tutorial responsibilities to junior faculty, allowing them to connect closely with students and refine their teaching style. Through this balanced structure of guidance and autonomy, KARE ensures that young academics gain confidence, professional growth, and academic independence while maintaining quality and consistency in curriculum delivery.
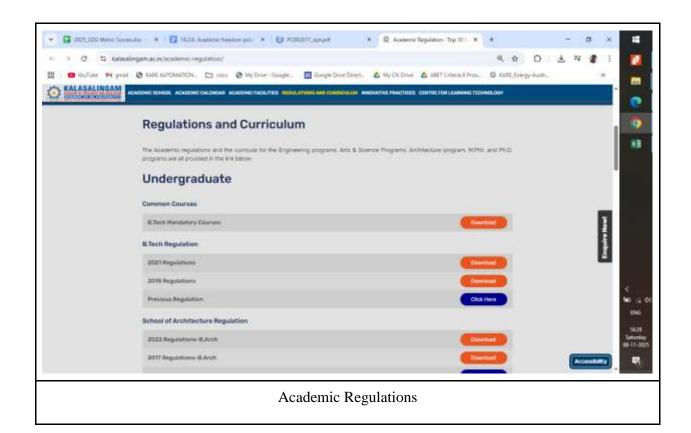
Policy Details

KARE follows the following policies to protects the fundamental rights and freedoms of all members of the university without discrimination.

Academic Regulations	https://www.kalasalingam.ac.in/academic-regulation
Policy on Code of Ethics in Research	https://www.kalasalingam.ac.in/wp-content/uploads/research/PCER2017_opt.pdf
Research Promotion Policy	https://www.kalasalingam.ac.in/wp-content/uploads/research/RPP2020_opt.pdf
Teaching Learning Policy	https://www.kalasalingam.ac.in/wp-content/uploads/docs/Teaching-Learning%20Policy-Version%202-2018.pdf
KARE Code of Conduct for Non Teaching Staff	https://www.kalasalingam.ac.in/wp-content/uploads/2025/05/KARE-Code-of-Conduct-for-Non-Teaching-Staff.pdf

By protecting academic freedom, University ensures that its members can contribute to the university's mission of innovation, education, and service to society.
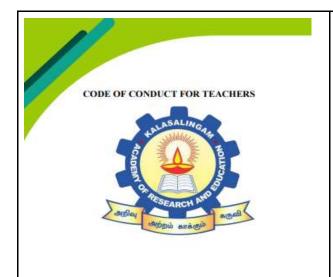

Academic Regulations

KALASALINGAM
ACADEMY OF RESEARCH AND EDUCATION
(DEEMED TO BE UNIVERSITY)
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade

Anand Nagar, Krishnankoil, Srivilliputtur (Via), Virudhunagar (Dt) - 626126, Tamil Nadu | info@kalasalingam.ac.in | www.kalasalingam.ac.in
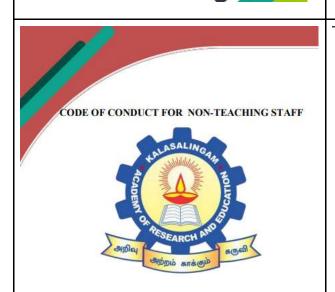
CODE OF CONDUCT FOR TEACHERS

CODE OF CONDUCT FOR FACULTY/TEACHERS

PURPOSE

The purpose of having a formal 'code of conduct' is to enhance and guide all the faculty members to be able to interact with stakeholders, either in the classroom or in work-related settings such as meetings, conferences, library, laboratory etc. The policy applies to all forms of verbal and written communication. Another purpose of the Code is to provide Faculty with a framework that states and brings awareness to other policies that are applicable to them. This is a reference tool to help Faculty to understand and know their rights and responsibilities, as well as know where to take their concerns relating to those rights and responsibilities. Any breaches of the Code and policies will be investigated and determined in compliance with the relevant policies that govern them.

STATEMENT

1. Statement of Values

Concerning the Code, the Faculty is committed to providing all its members a welcoming, collegial environment conducive to optimal education, and research and to maintaining the highest levels of ethical and professional standards and following work ethics. In particular, the faculty is committed to promoting and maintaining the highest standards of behaviour of all its members to provide a healthy and safe learning environment and to better serve society. The faculty should value integrity, honesty, fairness, and respect other's rights and strive to integrate these into their teaching, research, administration, and other activities.

2. Honesty

All faculty members are informed to conduct themselves honestly and with integrity in their day to day work, which involves conducting classes, clinics/ lab work or research work. All Faculty members are expected to follow the highest standards of integrity and follow professional ethics, which may be applicable about confidentiality and consent concerning

---

CODE OF CONDUCT FOR NON-TEACHING STAFF

KALASALINGAM
ACADEMY OF RESEARCH AND EDUCATION
(DEEMED TO BE UNIVERSITY)
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade

Anand Nagar, Krishnankoil, Srivilliputtur (Via), Virudhunagar (Dt) - 626126, Tamil Nadu | info@kalasalingam.ac.in | www.kalasalingam.ac.in

CODE OF CONDUCT FOR NON-TEACHING STAFF

As valued members of Kalasalingam Academy of Research and Education, non-teaching staff play an essential role in maintaining the integrity, productivity of our institution. To uphold the standards of professionalism, respect, and collaboration, all non-teaching staff are expected to adhere to the following code of conduct:

1. **Professionalism**
   (a) Demonstrate professionalism in all interactions with students, faculty, and fellow staff members
   (b) Uphold the values and mission of the university in daily activities and tasks
   (c) Dress appropriately and maintain personal hygiene standards while on duty.

2. **Manifesting respect in interactions**
   (a) Treat all individuals with dignity, respect, and courtesy, regardless of their position, background, or status.
   (b) Refrain from engaging in discriminatory behavior, harassment, or bullying of any kind.
   (c) Listen actively and communicate respectfully in all interactions.

3. **Punctuality in assigned tasks**
   (a) Adhere to designated work hours and schedules.
   (b) Notify supervisors promptly in case of unavoidable absences or delays
   (c) Ensure timely completion of assigned tasks and responsibilities.
   (d) Take regular back-up of data and information to prevent data loss due to unseen circumstances

4. **Maintaining confidentiality, accountability and integrity**
   (a) Maintain the confidentiality of sensitive information related to students, faculty, and university operations.
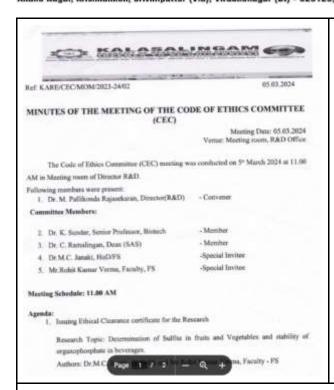
KALASALINGAM
ACADEMY OF RESEARCH AND EDUCATION
(DEEMED TO BE UNIVERSITY)
Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade

Anand Nagar, Krishnankoil, Srivilliputtur (Via), Virudhunagar (Dt) - 626126, Tamil Nadu | info@kalasalingam.ac.in | www.kalasalingam.ac.in

Ethics Committee	
Research Promotion Policy	Seed Money proposal circular