



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

THE - Impact Rankings 2026

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.

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 protect 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



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

The screenshot displays the 'Regulations and Curriculum' page on the Kalasalingam University website. The page is titled 'Regulations and Curriculum' and includes a sub-header 'Undergraduate'. It lists various regulations and provides download links for each. The page is organized into sections: Common Courses, B.Tech Regulation, and School of Architecture Regulation. Each section contains a list of regulations with corresponding download buttons.

Regulation	Action
B.Tech Mandatory Courses	Download
B.Tech Regulation	
2021 Regulations	Download
2018 Regulations	Download
Previous Regulation	Click Here
School of Architecture Regulation	
2022 Regulations-B.Arch	Download
2017 Regulations-B.Arch	Download

Academic Regulations



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CODE OF CONDUCT FOR TEACHERS



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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



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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.



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<div><p>Ref: KARE/CECOM/2023-24/02 05.03.2024</p><h3>MINUTES OF THE MEETING OF THE CODE OF ETHICS COMMITTEE (CEC)</h3><p>Meeting Date: 05.03.2024 Venue: Meeting room, R&D Office</p><p>The Code of Ethics Committee (CEC) meeting was conducted on 5th March 2024 at 11.00 AM in Meeting room of Director R&D.</p><p>Following members were present:</p><ol style="list-style-type: none">Dr. M. Pallikonda Rajasekaran, Director(R&D) - Convener<p>Committee Members:</p><table><tbody><tr><td>Dr. K. Sundar, Senior Professor, Biotech</td><td>- Member</td></tr><tr><td>Dr. C. Ramalingam, Dean (SAS)</td><td>- Member</td></tr><tr><td>Dr. M.C. Janaki, HoD/FS</td><td>-Special Invitee</td></tr><tr><td>Mr. Rohit Kumar Verma, Faculty, FS</td><td>-Special Invitee</td></tr></tbody></table><p>Meeting Schedule: 11.00 AM</p><p>Agenda:</p><ol style="list-style-type: none">Issuing Ethical Clearance certificate for the Research<p>Research Topic: Determination of Sulfite in fruits and Vegetables and stability of organophosphate in beverages.</p><p>Authors: Dr.M.C. Janaki, HoD/FS and Mr. Rohit Kumar Verma, Faculty - FS</p></div>	Dr. K. Sundar, Senior Professor, Biotech	- Member	Dr. C. Ramalingam, Dean (SAS)	- Member	Dr. M.C. Janaki, HoD/FS	-Special Invitee	Mr. Rohit Kumar Verma, Faculty, FS	-Special Invitee	<div><p>Meeting Date: 05/03/2024</p><p>informed the members about the request of Faculty members who are doing research to ensure food safety and regulatory compliance.</p><p>Item No.1:</p><ol style="list-style-type: none">Dr.M.C. Janaki, HoD/FS and Mr.Rohit Kumar Verma, Faculty, FS presented the purpose investigating the stability of organophosphates in beverages serves multiple purposes, primarily concerning food safety and quality assurance.The committee members thoroughly examined and deliberated on their requirements. This assessment is crucial for maintaining beverage safety standards and adhering to regulations concerning pesticide residues. Moreover, investigating organophosphate stability assists in refining storage protocols and prolonging shelf life, thereby enhancing product quality and consumer satisfaction.After clearing all the queries raised in the meeting, the committee granted ethical clearance for the study.Research Topic: Knowledge Attitude and Practices Level towards COVID-19 Pandemic in Tamil Nadu, India.Authors: Dr.M.C. Janaki, HoD/FS and Mr.Rohit Kumar Verma, Faculty-FS<p>Item No. 2:</p><ol style="list-style-type: none">No other matter was taken for discussion.<p>Meeting End</p><p>Thus, the meeting of the Committee ended at 12:00 noon.</p><p>Date of Submission: 05.03.2024</p><p>Submitted By:</p><table><tbody><tr><td>Convener</td><td>Dr. M. Pallikonda Rajasekaran</td></tr><tr><td>Member</td><td>Dr. K. Sundar</td></tr><tr><td>Member</td><td>Dr. C. Ramalingam</td></tr><tr><td>Special Invitee</td><td>Dr. M.C. Janaki, HoD - FS</td></tr><tr><td>Special Invitee</td><td>Mr. Rohit Kumar Verma, Faculty-FS</td></tr></tbody></table><p>Copy submitted to:</p><ul style="list-style-type: none">The Vice Chancellor and The Registrar in force of informationDirector R&D</div>	Convener	Dr. M. Pallikonda Rajasekaran	Member	Dr. K. Sundar	Member	Dr. C. Ramalingam	Special Invitee	Dr. M.C. Janaki, HoD - FS	Special Invitee	Mr. Rohit Kumar Verma, Faculty-FS
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Ethics Committee																			
<div><p>(RPP-2020)</p><p>(Revised version of RPP-2017)</p><p>Document No. KARE/REPROPP/RPP/04/2020</p><p>KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University) (Under the section 3 of UGC act 1956) Anand Nagar, Krishnankoil-626126, Srivilliputtur(Via), Tamilnadu, India. Phone: 04563-289042. Fax: 04563-289022 www.kalasalingam.ac.in email: info@kalasalingam.ac.in</p></div>	<div><p>KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION (Deemed to be University) Anand Nagar, Krishnankoil 626 126.</p><p>No. KARE/VC/Circular/095/2023/110 Date: 21.09.2023</p><p>CIRCULAR</p><p>The following committee is constituted to finalize the equipment for purchase under the approved Seed Money Grant Project Proposal Scheme. In this regard Standing Purchase Committee meeting will be held on 22nd September 2023 in the Board Room of R&D Office at 11.00 am. All are requested to attend the meeting.</p><ol style="list-style-type: none">Dr. M. Pallikonda Rajasekaran, Director (R&D), KARE (Convener)Dr. Krishnan Batri, Professor and Deputy Director, Course and Delivery, School of Computer Science and Engineering, Jain University, Bangalore (External Expert)Dr. S. R. Srikanth, Director-Procurement, KARE (Member)<p>Principal Investigator (PI) and Co-Principal Investigator (Co-PI) of the approved Seed Money Grant Project Proposal</p><ol style="list-style-type: none">Dr. Vanshil, Department of Biotechnology, KARE (Member)Dr. Jalensadhig, Department of Business Administration, KARE (Member)Dr. S. B. Inayath Ahamed, Department of Business Administration, KARE (Member)Dr. PL. Mervynopon, Department of Civil, KARE (Member)Dr. Josephine Selie Jayanathan, Department of ECE, KARE (Member)Dr. P. Nagaraj, Department of CSE, KARE (Member)Dr. B. Veerasamy, Department of CSE, KARE (Member)Dr. Janaki M C, Department of Forensic Science, KARE (Member)Dr. K. Karpaga Sundaram, Department of Vocans, KARE (Member)<p>Page 1 / 1</p><p>VICE CHANCELLOR</p></div>																		
Research Promotion Policy	Seed Money proposal circular																		