RV Institute of Management®
CA 17, 36th Cross Rd, 26th Main, 4th T Block East, Jayanagar, Bengaluru - 560041, Karnataka, India

Autonomous Institution Affiliated to Bangalore City University

Approved by AICTE, New Delhi, Accredited by NAAC with 'A+' Grade

QS I-Gauge Diamond Rated

contact.rvim@rvei.edu.in
www.rvim.edu.in
Tel: 080 42540300
080 26547048

Ref: 421/RVIM/MBA/2025-26 Date: 21.11.2025

RASHTREEYA SIKSHANA SAMITHI TRUST No: 6056 Date: 22/11/25

INSTITUTE OF MANAGEMENT 351 2025-26 25/11/2025

To
The Hon. Secretary,
RSS Trust,
II Block, Jayanagar,
Bangalore

Respected Sir,

APPLICATION FOR FINANCIAL ASSISTANCE TO ATTEND INTERNATIONAL CONFERENCE/ SYMPOSIA/ WORKSHOP / OUTREACH (CONSULTANCY ETC.

Sl No	Particulars	Details
	A. APPLICANT DETAILS	
1	Name of the applicant & Employee ID	Dr Tamizharasi D, 7559
2	Date of Birth / Date of Joining / Service	30/07/1977, 22/10/2022
3	Designation / Department	Professor / Finance and R & C
4	Contract / Probation / Permanent	Permanent
5	Basic Pay	87300
6	Membership of National / International Bodies	-
7	Indicate the field of paper to be presented (to be evaluated by subject expert)	General Management
8	List of publications in the specified field	To be published in Scopus indexed Conference proceedings
	B. CONFERENCE / SEMINAR / SYMPOSIA / WORKSHOP / OUTREACH / CONSULTANCY / FDP / MDP ETC - DETAILS	
1	Name / Title	4th International Conference on Economics, Business and Sustainability (ICEBS 2025) in collaboration with EuroMid Academy of Business and Technology, Qatar.
2	Name of the Organizers with address / Contact	Department of Economics, Kristu Jayanti (Deemed to be University), Bengaluru, India.
3	Duration	October 16-17, 2025
4	Role of the Applicant (Specify)	Author
5	Whether the material has been accepted for presentation? and Mode of presentation?	Yes, **Online**
6	Whether the paper is co-authored? Furnish details	Yes, Dr Purushottam Bung

PAID & CANCELLED Dt. No.

Alg + Tamizharasi
Pl. proceed
26/11

1900000615
1500000851

(PTO)

7	What are the benefits Outcome to be achieved by the Proposed Visit?	Paper is accepted for publication in Scopus indexed conference proceedings by Springer
	C. TRAVEL PLANS	
1	Is the Trip Funded / Sponsored, if so furnish details	No
2	Indicate complete Travel plan from proposed date to the date of return. Details of Tickets Booked	NA
3	Is the applicant having VISA?	No
4	Is there any foreign hospitality Involved by way Funding/ Providing concession Etc.?	No
5	Is there any private visit involved? If so furnished details	No
6	Estimated Expenses Towards (Registration Fee / Details of Air Fare / Local Travel / Daily Allowance / Visa Charges/ Travel Insurance / Lodging Charges Excess Bagage for Conference Etc.	Regitsration and Publication fee Rs 27,924 & **50% Sharing with Dr. Purushottam Bung**
	D. GENERAL	
1	Is the employee accompanied by family or any other person? Specify	NA
2	Any other details the employee would like to provide	No

E. CAREER DEVELOPMENT POLICY CLAIM DETAILS (to be filled by Office)

1	High Impact International Conference (Outside India)	
	High Impact National / International Conference (Within India)	Approved Rs.50,000/- Already utilized Rs.0,00/- **Proposed Rs.13,962/-** each.
	FDPs / MDPs / Seminars / Workshops / Summits / etcs., in India / abroad	

Recommendation by HOI

Research paper is accepted for presentation and publication in the proceedings indexed by Scopus. Total Regn fee is ₹ 27924/- divided betn two authors; myself and Prof Jamiharagoi (13962/- each). As per CDA policy each permanent faculty is eligible upto ₹. 50000/-. Both haven't used so far. For your kind consideration and approval.

Approved 22/11

Lokam: 21.11.2025

RASHTREEYA SIKSHANA SAMITHI TRUST No: 7550 Date: 22/11/25

Ch No ..... Date 13/12/25

R V INSTITUTE OF [illegible]

Head of A/c ..... Entry & Registration fee

Passed for Rs 27,924/-

Rupees ..... Twenty seven thousand Nine hundred & Twenty four.

AORVIM

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18/11/2025

From

Dr Tamizharasi and Dr Purushottam Bung

RV Institute of Management

Bangalore

To

The Director

RV Institute of Management

Bengaluru

Subject: Request for Reimbursement of Publication Fee

Respected Sir,

I am pleased to inform you that I have presented a research paper on " Corporate Governance and Board Gender diversity of Startups in India" at *the 4th International Conference on Economics, Business and Sustainability (ICEBS 2025) on October 16-17, 2025* , organized by the Department of Economics, Kristu Jayanti (Deemed to be University), Bengaluru, India.

I am also glad to share that the paper has been accepted for publication in the Scopus-indexed conference proceedings by Springer. This publication adds significant academic value and contributes to the research visibility of our institution.

In this regard, I kindly request you to reimburse the registration and publication fee of **Rs. 27,924** as per the CDA policy dated 01/02/2025.

I request you to kindly consider my application and grant approval for the reimbursement.

Thank you for your support.

Yours sincerely,

18/11/25

Dr. Tamizharasi D and Dr Purushottam Bung

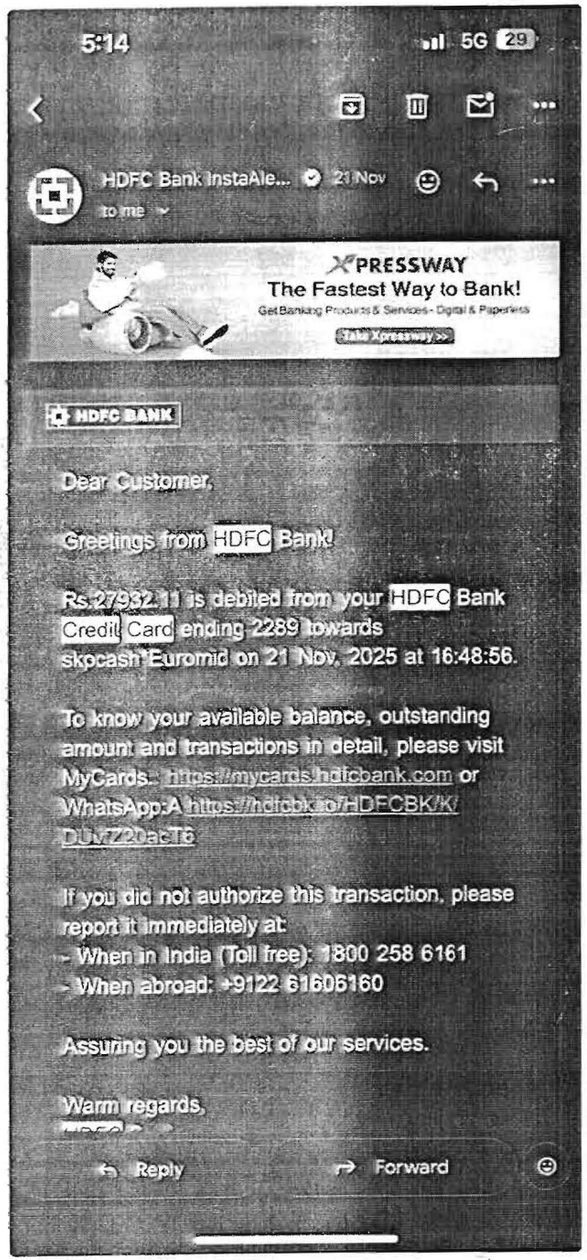
Professor

RV Institute of Management

A/c

Pl. process it further

18/11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XPRESSWAY
The Fastest Way to Bank!
Get Banking Products & Services - Digital & Paperless
Take Xpressway >>
HDFC BANK
Dear Customer,
Greetings from HDFC Bank!
Rs.27932.11 is debited from your HDFC Bank Credit Card ending 2289 towards skpcash Euromid on 21 Nov, 2025 at 16:48:56.
To know your available balance, outstanding amount and transactions in detail, please visit MyCards:- https://mycards.hdfcbank.com or WhatsApp:A https://hdfcbk.io/HDFCBK/kDUvZ20acT6
If you did not authorize this transaction, please report it immediately at:
- When in India (Toll free): 1800 258 6161
- When abroad: +9122 61606160
Assuring you the best of our services.
Warm regards,
Reply
Forward


5:40
As Per CDA Policy
Rs. 50,000
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21 NOV
OTHERS
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NOTES
Add a note
NARRATION
skpcash euromid

- Research papers submitted after 14/10/2025 will not be considered for publication.
- Paper should be submitted in Springer Format and the Template is available for download on the Submission website.
- Participation/Presentation of paper should be confirmed on or before 14th October 2025 by submitting the completed Registration Form, along with the Registration Fee.
- Registration Link :https://portal.kristujayanti.edu.in/register-4th-international-conference-on-economics-business-and-sustainability-icebs-2025-business-beyond-borders-global-trade-sustainability-and-the-new-economy
- All joint participants must register and virtually participate for the paper to be considered a part of the Conference.

IMPORTANT DATES

Submission of Full Paper Intimation of Acceptance Submission of Full Paper with payment

Submission of Full Paper	12/10/2025
Information of Acceptance	14/10/2025
Submission of Full Paper with acceptance	15/10/2025
Date of Conference	16/10/2025-17/10/2025

Intimation of acceptance of the papers will be mailed to the respective author within six days if the full paper is received before the due date.

REGISTRATION FEE

Participant Profile	Participation and presentation in rupees (Inclusive of GST)	Particpation in Rupees (Inclusive of GST)	Publication In Scopus indexed Springer Book Series (in dollars)
Professionals, Academicians & Part-time Research Scholars	1100	900	315$
Full-time Research Scholars & Students	950	800	262$

CHIEF PATRON
Fr. Dr. Augustine George CMI
Vice Chancellor
CO-PATRON
Fr. Ljo P Thomas CMI
Pro Vice Chancellor
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Dr. Bahaaeddin Alareeni
Middle East Technical University, Turkey
Dr. Doris Padmini Selvaratnam
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Dr. Aziza Abdallah Humaid Alqamashoui
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Universiti Technologi MARA, Malaysia

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Dean, School of Commerce, Accounting and Finance
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Head, Department of Economics
CONFERENCE CONVENER
Mr Jaheer Mukthar K.P
ORGANIZING COMMITTEE
Ms. Preethi SJG | Mr. Tinto Tom
Dr. Nirmala MM | Dr. Syama U.S
Dr Rohith S | Dr Arya Gopan

For Further Communication
The Conference Convener
School of Commerce, Accounting and Finance
Kristu Jayanti (Deemed to be University)
K. Narayanapura, Kothanur Post Bengaluru - 560077, Karnataka, India.
e-mail: jaheer@kristujayanti.com
Mobile No: 9895539948
Visit us www.kristujayanti.edu.in

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EuroMid

SCHOOL OF COMMERCE, ACCOUNTING AND FINANCE
DEPARTMENT OF ECONOMICS

In Collaboration with

EUROMID ACADEMY OF BUSINESS AND TECHNOLOGY, QATAR

4th International Conference

on

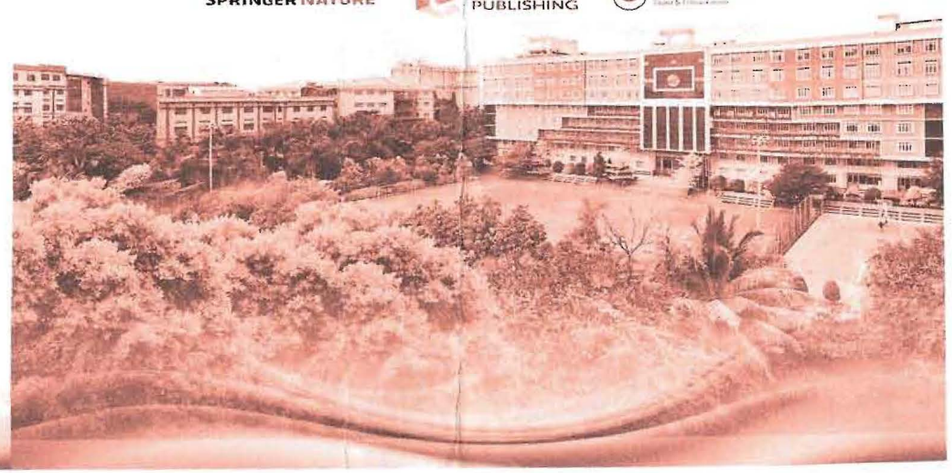
Economics, Business and Sustainability (ICEBS 2025)

Business Beyond Borders:
Global Trade, Sustainability, and the New Economy

16th and 17th October 2025

Publication Partners

SPRINGER NATURE | emerald PUBLISHING | Taylor & Francis



TAX INVOICE

EuroMid of Business and Technology and Conferences W.L.L

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Al-Nejma, Area No. 26, Doha, Qatar.
Commercial Registration No.:209783
Tax No.: 5007321771
Email: icbt@embta.com

Invoice No.:	Invoice Date:	Due Date:
37796	01/11/2025	08/11/2025

Bill To:

Tamizharasi D
Corresponding Author: Tamizharasi D
RV Institute of Management, CA 17, 36TH CROSS, 26TH MAIN, India.

Description:	Amount:	PayPal Fee %5	Disc. %0	Net amount
4th International Conference on Economics, Business and Sustainability (ICEBS'2025) conference fee	$300	$15	$0	$315
			Total	**$315**
			Amount Due	**$315**

Paper Title:	Corporate Governance and Board Gender diversity of Startups in India
Paper ID:	ICEBS'2025_0073

To make the payment, log in to ConfManage, go to 'My Bills,' and click the 'Pay' button next to the paper you are submitting. You can pay using your credit / debit cards and many other online payments methods.

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Thank you for your business....!!!

CONF MANAGE

4th International Conference on Economics, Business and Sustainability (ICEBS'2025)

Organizer's Report

Paper Details

Paper ID	ICEBS'2025_0073
Paper Title	Corporate Governance and Board Gender diversity of Startups in India
Submitted by	Dr. Tamizharasi D
Date	2025/10/12
Status	Accepted
Total Mark	73 / 100

Dear Tamizharasi D,

On behalf of the 4th International Conference on Economics, Business and Sustainability (ICEBS'2025) Committee, we are pleased to inform you that your submission with ID: (ICEBS'2025_0073) entitled "Corporate Governance and Board Gender diversity of Startups in India", has been **ACCEPTED** for the presentation and publication in the conference Book/Proceedings. Congratulation!

The conference committee is delighted to include your research in the conference Proceedings/Book, which will be published by Springer and indexed by Scopus. Your participation enhances the conference's focus on exploring new ideas and transformative developments in various fields.

We appreciate your commitment to academic excellence and look forward to your participation in 4th International Conference on Economics, Business and Sustainability (ICEBS'2025). This conference will undoubtedly benefit from the insights and expertise you bring to the table.

Should you have any questions or require further information, please do not hesitate to contact us at icbt@embta.com

Congratulations once again, and we eagerly anticipate your presentation at the conference !!.

Please find your Conference Fee Invoice attached.

The Conference Fee is now due for payment. You can make the payment using one of the following methods:

1. **ConfManage:**
   - Login to ConfManage and click "**My Bills**."
   - If you pay the conference fee through ConfManage, there is no need to upload proof of payment.
2. **Bank Transfer, Western Union, or Other Means:**
   - If you pay the conference fee via bank transfer, Western Union, or any other method, you will need to upload proof of payment.
   - To do this, click on "**My Bills**" and then find the "Upload Receipt" option in the upper right corner to upload your proof of payment.
   - Once we verify that we have received your fee, we will issue a payment receipt.

Thank you for your prompt attention to this matter.

We look forward to seeing you join the conference !!

Secretariat, 4th International Conference on Economics, Business and Sustainability (ICEBS'2025)
Email: confmanage@confmanage.com
Website: www.kristujayanti.edu.in

This message was generated automatically by
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PAYMENT RECEIPT

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Email: icbt@embta.com

Payment Date.:	Receipt No.:	Invoice No.:
18/11/2025	17843b2e-80d9-4065-8677-6b57368e1752	37796

From:

Tamizharasi D, Dr.Purushottam Bung
Corresponding Author: Tamizharasi D
RV Institute of Management, CA 17, 36TH CROSS, 26TH MAIN, India.

Payment For:

Description:	Amount:	PayPal Fee %5	Disc. %0	Net amount
4th International Conference on Economics, Business and Sustainability (ICEBS'2025) conference fee	$300	$15	$0	$315
			Total	**$315**
			Amount Paid	**$315**

Paper Title:	Corporate Governance and Board Gender diversity of Startups in India
Paper ID:	ICEBS'2025_0073

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18/11/2025

To
The Director
RV Institute of Management
Bengaluru

Respected Sir,

Subject: Request for Permission and Reimbursement for Presenting Research Paper at ICASF 2025, Abu Dhabi University, UAE

I am pleased to inform you that my research paper titled "Women's Decision-Making Empowerment on Climate-Smart Agricultural Practices in India" has been accepted for presentation at the 3rd International Conference on Advancing Sustainable Futures (ICASF 2025), scheduled to be held on **10–11 December 2025** at **Abu Dhabi University, UAE**.

The conference offers a prestigious international platform, with publication opportunities in any one of **56 Scopus-indexed journals [mostly Q1–Q2] (35 Wiley + 21 partner journals)**, and **6 Scopus-indexed Springer conference proceedings**. It also provides an exceptional opportunity to **engage with 60+ university leaders, policymakers, and industry experts** through keynotes, panel discussions, and technical sessions.

In view of the professional and academic benefits associated with this conference, I kindly request your permission to attend ICASF 2025 and to reimburse the expenses incurred as per the institution's CDA policy.

I look forward to your approval and support.

Thank you.

Yours sincerely,

RV Institute of Management
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Jayanagar, Bengaluru - 560041, Karnataka, India

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Ref NO: U31/RVIM/MBA/2024-25

19/12/2024
26

RASHTREEYA SIKSHANA SAMITHI TRUST
No: 6399
Date: 26/12/24

299
2024-25
30/1/2025

To
The Secretary, RSST
Through The Director
RV Institute of Management
Bangalore

Subject: Seeking Approval for Career Development Allowance Policy

Dear Sir/Madam,

I am pleased to seek your kind approval for the implementation of the **Career Development Allowance Policy** as suggested by the Research Advisory Committee (RAC) members. These initiatives have been designed to encourage and reward academic excellence, promote professional growth, and enhance the research output of faculty members at our institute.

The Career Development Allowance Policy aims to provide financial assistance to faculty members for attending conferences, workshops, and other academic events, thereby fostering continuous learning and development. These initiatives are in line with our institution's commitment to fostering an environment of academic and professional excellence. I kindly request you to approve this policy for implementation from 01.01.2025. Detailed policy have been attached for your reference and consideration.

Thanking you.

RASHTREEYA SIKSHANA SAMITHI TRUST
No: 8254
Date: 29/1/25

Yours faithfully,

Dr Tamizharasi D
Professor, RVIM

Forwarded to Hon'ble Secy Sir, RSST.
As requested by Registrar Sir, we have developed career development Allowance Policy after consulting the RVU and RVCE and keeping their policies as reference.
Framing such policies will help the Institute in increasing its research output and ensure that more faculty make use of the opportunity. It is reqd for NAAC & other accreditations.
For your kind consideration & approval.

Registrar

- Perused the CDA Policy
- Revised copy enclosed for perusal and approval please.

Approved on copy
28/01/25
Hon. Secretary
RSST

D,

26.12.2024

Director/RVIM: for u/a pl.

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CAREER DEVELOPMENT ALLOWANCE POLICY

Policy Name:	Career Development Allowance Policy
Date of Policy	w.e.f. 01.02.2025
Objectives:	RV Institute of Management aspires to become a leading research-driven institute, where teaching is led by research, and the faculty undertake meaningful and relevant research. • To build required capability in the faculty to emerge as a better teacher/researcher/consultant. • RVIM encourages faculty members to disseminate outcomes of their research as widely as possible, by publishing in reputed journals, as book chapters, books, etc., and also discussing the same in appropriate platform including conferences/seminars/colloquium. • This policy supports expenses incurred by faculty members towards participation in national and international conferences organised by **institutions of repute** (NIT/IIT/IIM/IISc, etc.)
Scope and definition:	• Conference, for the purposes of this policy means conferences, seminars, workshops, symposiums (in which the applicant shall present a research paper), relevant training programmes and visiting scholar programmes.
Eligibility and maximum limit of CDA funding allowed in a financial year as per employment type	• All full-time faculty members at positions of Professor, Associate Professor, and Assistant Professor are eligible to avail benefits under this policy. • To become eligible for benefits under this policy, the faculty member should have spent at least SIX months of continuous employment with the institute. Calculated from the date of application. However, under exceptional circumstances, the Management / Director may waive off this requirement. • A regular faculty member of RVIM can avail funding for 1(One) international and 1 (one) national conference per financial year.

S. No.	Type of event	Funding cap for confirmed faculty	Funding cap for the employee on probationary (75%)	Funding cap for the employee on contract (50%)
1	High impact International Conferences(Outside India)	₹ 1,00,000	₹ 75,000	₹ 50,000
2	High impact National/International Conferences (Within India)	₹ 50,000	₹ 37,500	₹ 25,000
3	FDPs/MDPS/Seminars/Workshops in India and abroad	₹ 50,000	₹ 37,500	₹ 25,000

28/01/25 28/01/25

How to apply for financial support and conference leave:	Faculty members seeking to apply for financial support and conference leave shall submit the application and follow the procedure outlined below. The following information must be mentioned in the application and follow the process. 1. Name of the conference organizer. 2. Place and venue of the conference. 3. Title of the paper. 4. Travel itinerary. 5. Acceptance letter from the conference Organisers. Verbal request for participation in conferences shall not be accepted as formal requests. 6. The head of the department/account section/head of the centre shall keep records of all the Career Development Allowance funds sanctioned to the faculty members of the department/centre during the financial year, and ensure that the eligibility and financial support criteria as mentioned in the policy are adhered to.
Process to be followed for approval	• A faculty member who wishes to avail CDA funding must submit the application form with complete details and all supporting documents to the Director. The Director, after scrutiny, forward the application to • **RVIM HR:** To check the eligibility of the employee w.r.t. their employment and any other remarks • **RVIM Accounts:** To indicate the CDA funding availed by the faculty member in the particular calender year and to check the eligibility of travel expenses indicated and their entitlement as per the policy. • If the application meets the institute standards, the Director shall forward the file to the Management for approval. • The decision will be conveyed to the applicant. • **The decision of the Management shall be final and binding.**
Cancellation of Conference /failure to attend the events:	In case of failure by the faculty member to attend a conference / cancellation of a conference after funding has been disbursed by the institute. The disbursed amount shall be refunded by the concerned faculty and an explanation for non - attendance shall be furnished.

28/01/25

28/01/25