

### **3.3.1 - Institution has created an eco-system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge**

Faculty members are encouraged to enhance their teaching skills, research skills, and administrative skills, as well as social services, through the annual performance appraisal system. Faculty members are encouraged to participate in professional development programs and organize and present at conferences, seminars, and workshops. Participants in India and abroad are granted leave of absence and receive financial support. Both teaching and non-teaching staff are encouraged to upgrade their qualifications by pursuing part-time Ph.D. programs. There is a well-defined and published policy for promoting research at the department. Faculty members are encouraged to carry out quality research. In the past few years, a good number of students have enrolled in M.Phil, Ph.D. programs, and these numbers keep increasing.

SVU has created an ecosystem for Research and Innovation by (i)recruiting and developing desirable human resources, (ii) taking initiative for creation and dissemination of knowledge and(iii) establishing the state-of-the-art infrastructure:

**Human Resource Development** At the entry-level, SVU recruits meritorious, dynamic, and enterprising young faculty through an elaborate selection process that involves careful scrutiny of applications, testing of knowledge, and teaching skills through seminars and selection interviews. The annual performance appraisal system encourages faculty to enhance their teaching, research, and administrative skills, as well as social services to the desired level of promotion. Faculty members are encouraged to undergo professional development programs and organize and participate in Conferences, Seminars, and Workshops. Leave is granted and financial support is provided to participate in India and abroad. Research Fair is organized on the campus where all research scholars across the institute demonstrate their research work. The Institute has identified Nine Broad Research Divisions with several sub-divisions.

The main objectives of these research divisions are to contribute to society through their research. The research may not lead to publications but the research output will definitely help society. 2. Excellent research infrastructure has been created, both through extramural sources that include, UGC, DST, MHRD, and DBT and also through intramural funding. Seed funding is provided to pursue specific research programs. Central facilities and advanced Research Centres and Laboratories have been established that are accessible to all. It is ensured that they are optimally utilized. The Institute has developed several research labs in the respective area of research.

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