

### **6.3.1 - The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff**

IQAC cell collects self-appraisal reports and Academic Performance Index (API Score) from the individual teachers every year. Based on this the faculty members are considered for CAS Promotions.

FDPs, Webinars, and workshops are conducted for the faculty members. A financial loan facility is provided for the faculty members and supporting staff. Free medical facilities are available for all the staff and students.

The university provides adequate opportunities for the professional development of the faculty and non-teaching staff. Some of the steps taken in this direction include; Conducting workshops, seminars, orientation programs for faculty and students wherein the staff develops professionally not only with regard to the respective disciplines but also in terms of event organization management and teamwork. Providing financial support by sponsoring faculty members to attend national/international seminars, workshops, and conferences. Encouraging the faculty to publish research articles in reputed journals by conducting annual performance appraisals and providing feedback. Grant of OD leaves for paper presentation and participation in seminars/workshops/ conferences. Permitting study leave to faculty for carrying out research projects. Faculty members are encouraged to associate with state, National, and International professional bodies. Sanctioning of Special Casual Leave to facilitate faculty participation in selection committees, examination boards and serve as members of various committees constituted by the state and central governments and other institutions of repute both at national and international level. The faculty are also encouraged to take up research projects by mobilizing funds from different sources Providing access to computers with internet facilities and other equipment and infrastructure required to carry out research. The non-teaching staff has been trained in the office automation process and the university is now getting ready to move on to e-governance. The university takes sustained interest in recruiting temporary staff and promotion of its staff, both teaching, and non-teaching.