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

Sri Venkateswara University is poised to assess the quality of faculty and provide promotions in time as per the regulations of UGC, Government of Andhra Pradesh and the University. Keeping this in view, the University has devised a proper mechanism for performance appraisal and promotion towards rendering the required welfare measures as per the established rules in force.

Performance Appraisal System:

The academic and research performance of each faculty is appraised by adopting a robust feedback mechanism centrally obtained from students and other stakeholders by the Internal Quality Assurance Cell (IQAC). The suggestions of IQAC enable the promotion of members of faculty by mapping their professional success and recognizing their strengths and limitations. Their performances are assessed by a panel under the Career Advancement Scheme. The self-appraisal method is employed for the assessment of faculty performances and the external academic audit reviews the overall performances of the University departments for corrective measures and action.

Promotional Avenues:

There are a lot of promotional avenues available within and outside the University for both academic and administrative staff. Opportunities are available for getting recruited to the higher position in the University, other universities, national laboratories, institutes of eminence and other institutions. Besides, faculty are also promoted through career

advancement scheme. During the period 2017-22, 78 members of faculty were promoted to the next level as per established rules.

Promotion of the non-teaching staff is governed by the act, statutes, regulations and rules of the University and the fundamental rules of the Government of Andhra Pradesh. The non-teaching staff (170) were promoted as per the completion of departmental examinations. They have the opportunities in universities, government and civil services.

Effective Welfare Measures:

The following are the staff welfare measures undertaken to keep the employees in a conducive atmosphere:

- Sanctioning of all applicable leave /Providing subsidized transport facilities/
Canteen facilities
- One-year sabbatical leave
- Permission to work in other institutions on lien for one year
- Health Insurance
- Part Final Loan from GPF account
- Leave Travel Concession
- Summer and Winter Holidays for members of the faculty
- On campus healthcare facilities
- Yoga and Gymnasium facilities
- Library facilities
- Access to e-Journals
- Vehicle parking shed
- Co-operative store
- Post Office branch
- Union Bank of India & State Bank of India Branches
- Staff quarters
- Mental health and nutritional counseling
- Festival advance
- Food at subsidised rate at University guest house

- Preferential admission to the wards of employees
- Day Care Centre and Children's park
- Two automated Teller Machines