

6.3 Faculty Empowerment strategies (30)

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression. Provide the list of existing welfare measures for teaching and nonteaching staff in maximum of 500 words.

We as an Institution have evolved an excellent work culture of respecting each other and thus creating an ambience congenial for academic and personal growth. We believe that when the staff grows the Institution also grows.

The institute has set high standards for imparting quality education and thus induct faculty with higher academic profiles, urge to excel in their respective fields and serve the students and the institution with dedication and high quality standards. All the faculty members inducted are qualified and competent teaching in all the academic courses.

The institution has established a professional development allowance for a variety of academic activities for all levels and has encouraged faculty to participate in conferences, symposia, workshops, training programs etc. The institution provides seed money for research and also encourages the faculty to register for their Ph.D.

For the non teaching staff, the institution has organized computer proficiency upgradation programmes, training on equipment, preparation of reagents, cleaning and maintenance of glassware, equipment etc, to achieve the desired standards. The non teaching staff has been motivated to undergo for demonstration programmes to handle the equipment as per SOP.

Along with these, the institution provides welfare measures like:

- Incentives to teaching and non teaching staff on the basis of their performance.
- Research awards for well worthy projects and publications.
- Staff's pursuing higher studies are allowed to avail study leave for carrying out their examinations.
- Health insurance and accidental insurance as applicable.
- House loans and Provident fund to teaching and non teaching faculty.
- Salary advance, loans to desired teaching and non-teaching staff.
- Medical leave, supporting staff for hospital expenditure.
- Health insurance to one companion of non-teaching staff.
- Research / academic awards to teaching staff.

