



6.3.1 *The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression*

The University **Annual Performance Appraisal Report** of each faculty is collected in the month of August every year as per the Performa. The details of teaching load, examination work, number of research projects as PI, list of publications and extension activity are taken into account. The administrative activities viz. curriculum development, making manual, involvement into co-curricular activity, are taken into account by the committee nominated by the Vice Chancellor for grading. The faculty appraisal by the students is through feedback performa to be filled by the students after the end of every semester. The staff appraisal method is on a different format, with duty quality, capacity and intelligence, devotion to duty, attitude towards the senior and juniors and punctuality. The Performa is filled by the initiating authority i.e. office in-charge. The grading is outstanding, very good, good, average, and below average. The promotion avenues are as per the UGC rules, i.e. the time period required for the next promotion of the faculty. Every year the faculty is asked to submit the biodata if eligible as per UGC guidelines for promotion. In this process in the last five years' faculty promoted to professor, Assoc. Prof and Asstt. Prof is 1, 5, 7 respectively. Nearly 20 faculty members have been regularized.

Welfare measures

- Safe, secure and eco-friendly environment is provided for staff.
- Casual, Privilege, Medical and Maternity-paternity leaves, Deputation are sanctioned as per eligibility and requirement of the applicant faculty.
- Charitable hospital with highly qualified Doctors.
- Advance salary to the needy.
- Concession of time to lactating and pregnant women.
- Reimbursement of IPR filing charges.

- Fee concession for the children of faculty studying in academy school.
- Subsidised meal is provided to staff of the University.
- Financial support to the faculty who have published research papers, books and book chapters in reputed Journals.
- Sports facilities including multipurpose open Gym, playgrounds, Lawn-tennis, Volleyball, Basket Ball Courts, Cricket and Hockey grounds are available at the campus.
- Gratuity benefit is also provided to the staff.
- Felicitating our Teaching fraternity with Best Teacher and Researcher awards on during convocation (cash Rs 10,000/-)
- Transport facility to all around the clock.
- Milk at subsidized rates.
- Staff quarters are provided to both teaching and non-teaching staff of EU at nominal rates.
- Guest House facilities for staff, resource persons at a very minimal price. Function halls are provided free of cost to staff.
- Yoga Camps are organized regularly.
- Bank, Post-office and shopping complex and canteen facilities available.
- Crèche facilities are available for the staff's children.

Avenues for career development:

- Incentives for Research & Publication: Provides cash incentives to the faculty based on the points earned by the faculty members for their research publications.
- Research incentives: Provides honorarium for research grants and consultancies.
- For enriching the professional growth of staff, TA/DA, conference fee and duty leave is provided to the staff.
- Time scale promotion to faculty.
- Laptops/ desktop to every faculty member is provided for academic purposes.
- Seed money limited to Rs. 20000/- for faculty with innovative ideas for research work.