



Criterion 6- Governance, Leadership and Management

Key Indicator- 6.3 Faculty Empowerment Strategies

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

Performance-based management systems play a very important role in the development of the institute. Accordingly, the institute is using the **AICTE-recommended appraisal scheme**. Each faculty member provides the data for the various categories in the format specified by AICTE at the completion of the academic year. **API scores are computed** for every category based on the gathered data. Additionally, students receive feedback forms for every course they studied after the completion of every semester. The feedback forms collect data regarding the teacher and other aspects of the instructional process. The committee, led by the Department's Head and a Senior Professor, assesses the student feedback forms and provides recommendations for appropriate ways to enhance the teaching-learning process.

The Institute is of the view that implementing **assessments of performance for non-teaching staff members is essential** for the accomplishment of the institute's mission of providing all students with a high-quality education. Following this, the performance appraisal procedure encourages professional development for non-teaching staff. The institute's administrative department is in charge of conducting evaluations of the performance of non-teaching staff.

There are a good number of welfare measures that have taken shape because of the sympathetic and benevolent nature of the management and the institute administration.

- The institute has **centralized AC**, a hygienic working environment, and a full-fledged canteen facility.
- The institute has security in service, a **Wi-Fi-enabled campus**, CCTVs at strategic locations, fire and safety precautions, lift facilities, etc.
- The institute grants all types of leave as per the policy of the institute to all staff.
- The institute provides **financial assistance as well incentive for Conference/Journal publication and workshop/FDP participation** outside the institute following its research policy.
- The wards of the staff members studying in any of the SVKM institutions are given a **25% discount on the tuition fees**.
- The Institute employee is covered under the **Group Medical Insurance policy** up to the limit of Rs. 2 lakhs. Institutes have medical staff to provide first-aid and medical help in emergencies.
- The Institute has developed a **staff quarter for faculty members** where fully furnished accommodation is provided.
- The **retirement benefit scheme** covers all employees who have worked with one or more of the SVKM. for a minimum period of 10 years and have superannuated on reaching the retirement age.
- As per the guidelines, the **pay of faculty shall be fixed according to their designations and experience**. For promotion, completion of NITTTR modules is essential for faculty.
- All the non-doctoral teaching staff members are **encouraged to enrol for Ph.D.**

As a part of the career development of faculty members, the institute allows them to carry out **consultancy work**. The institute also provides leaves to faculty members for doing research work and attend conferences for their career progression. The institute arranges technical programs for staff members for their development.