

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3 FACULTY EMPOWERMENT STRATEGIES

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

Response:

Well being of the institution depends significantly on the basis of the welfare measures and the support system provided by the institution. With this, as the focus, the institution has a tradition of offering provision of multiple welfare measures to its major stakeholders. Following are College has several welfare measures for the staff to develop and upgrade their professional and administrative competency. Apart from, encouragement for their excelling in academics and research, due care is taken to ensure their wellness, enabling them to optimize their true potential.

Welfare schemes for academic and research Enhancement

1. Duty Leave for attending conferences and seminars
2. Financial support to attend and present research papers at conferences and seminars or attend workshops in the domain subject
3. Free wi-fi facility on campus and email address using the domain name of the institution are provided to all the staff members.
4. Research cubicles and specialized labs for research
5. Awards and certificate of appreciation for exemplary work in research.
6. Sabbatical leave and study leave to Pursue PhD or higher education.
7. Leave for undertaking research Project or attending national/international conferences.
8. Adjustment of timetable for faculty pursuing PhD and also research assistance for research/Project work.
9. Duty leave and financial support for faculty accompanying students under international exchange Programme.

Welfare schemes : Wellness and financial

1. Group Insurance schemes.
2. Child care Leave
3. Jobs on compassionate grounds are given to family members of the non-teaching staff.
4. Availability of Loan facility through Margao School Complex-
5. Financial Support to needy Non teaching staff through fund raising.

6. Awareness programmes for Teaching and Non-Teaching Staff especially health and wellness
7. Personal Counseling for teaching and non teaching staff.
8. Commutation of Pension.
9. Reimbursement of fees and medical bills
10. Training for improving computing, communication skills and office filing systems. (Non-Teaching)
11. Workshops and training Programmes for teaching staff on Wellness.
12. Earned Leave encashment.
13. Concession in fees for fitness center and physiotherapy center.
14. Reimbursement of medical bills and tuition fees.
15. Safety gadgets like lab Coats, hand gloves, safety goggles to all teaching and non-teaching staff working in laboratories.
16. Separate bed rest rooms facility for female faculty and male faculty, both teaching and non-teaching staff.
