

## CRITERION VI - GOVERNANCE, LEADERSHIP AND MANAGEMENT

### KEY INDICATOR - 6.3 Faculty Empowerment Strategies

#### 6.3.1 The institution has effective welfare measures for teaching staff and non teaching staff

##### 6.3.1 (i) The institution has effective welfare measures for teaching staff Response:

##### Statutory Welfare Measures –

1. Teaching load of average 2-3 periods per day, so that the Faculty members can effectively manage other activities Like monitoring, assessments checking, mentoring the students under TWG group, preparing study material, spending time in their own research and higher studies.
2. Conference, Seminars, FDPs and Workshops are conducted to update Faculty and give exposure also institute motivates faculties to attend workshops, conferences, seminars, short term courses, refresher courses, orientation programs organized by other institutes.
3. The institute motivates and support the faculty to pursue higher studies leading to Ph.D. by way of granting permission as either fully or partially sponsored.
4. Maternity leaves are provided as per the government and university rules.
5. Healthy and hygienic work environment.
6. Well maintained, cubical in staff room.
7. 50 days' vacations as per norms.
8. Staff quarters.
9. Casual leaves and medical leaves are given as per policy.
10. Duty Leaves are given if required.
11. Annual and Special Increments are made as per policy.
12. Holidays are given as per university calendar.
13. Canteen Facility.
14. 24 Hours security.
15. Free hospital and medicine facility.
16. Playground.
17. Library facility.
18. Hostel facility.
19. Interaction with resource persons from industries, researchers and academicians

##### Non- Statutory Welfare Measures for Teaching staff–

1. Free ICT Infrastructure.
2. Financial support to faculty members for publications.

3. Free medical treatment.
4. 3 additional increment is given if the Faculty member gets Ph.D. awarded.
5. Gym.
6. Indoor and outdoor games facility.
7. Generator backup.
8. Uniform for security guards.
9. Sanitary napkin dispenser machine.
10. Wi-Fi connectivity.

**6.3.1 (ii) The institution has effective welfare measures for non-teaching staff Response:**

**Statutory Welfare Measures –**

1. Library facility.
2. Maternity leaves are provided as per the government and university rules.
3. Healthy and hygienic work environment.
4. Well maintained, cubical in staff room.
5. Earn Leaves can be availed for vacations as per norms.
6. Staff quarters.
7. Casual leaves and medical leaves are given as per policy.
8. Duty Leaves are given if required.
9. Annual and Special Increments are made as per policy.
10. Holidays are given as per university calendar.
11. Canteen Facility.
12. 24 Hours security.
13. Free hospital and medicine facility.
14. Play ground.
15. Hostel facility.
16. Training for staff.

### **Non- Statutory Welfare Measures for non-teaching staff –**

1. Free medical treatment in Smt. Kashibai Navale Medical College & Hospital.
2. Gym.
3. Indoor and outdoor games facility.
4. Generator backup.
5. Uniform for security guards.
6. Sanitary napkin dispenser machine.
7. Wi-Fi connectivity.
8. Compensatory Off facility available.
9. Employment to relatives.

### **6.3.1 (iii) The institution has effective welfare measures for Students:**

#### **Statutory Welfare Measures –**

1. Free medical treatment.
2. Healthy and hygienic work environment.
3. Library facility.
4. Holidays are given as per university calendar.
5. Canteen Facility.
6. 24 Hours security.
7. Free hospital and medicine facility.
8. Playground.
9. Indoor and outdoor games facility.
10. Uniform for security guards.
11. Grievance cell.
12. Hostel facility.
13. Anti-Ragging cell
14. Preparatory leave for students after the syllabus completion at the end of semester.

### **Non- Statutory Welfare Measures for students–**

1. Gym.
2. Generator backup.
3. Sanitary napkin dispenser machine.
4. Wi-Fi connectivity.
5. Industry Visit.
6. Sponsoring students to various seminars, sports & cultural events.
7. Expert Visiting faculty
8. Industry project
9. Accidental insurance