

6.3.1 The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff Qlm (4)

Empowerment in education refers to giving all faculty members the chance to participate in the decisions that affect them. Teacher empowerment is the process in which faculty members develop the competence to take charge of their own growth, solve their problems and meet the needs they require for institution. Considering this, University runs a cycle of activities starting with planning of human resources, recruitment, performance appraisal and professional development programmes, The University believes in value-based, culture oriented and quality education which are based on faculty empowerment strategies and for this purpose University organize various programmes such as Conferences, workshops, Faculty Development Programmes, Seminars, etc. in which the faculty are actively involved. Beside this, University encourage faculties to attend seminars, conferences, workshops, faculty development programmes (Refresher, Orientation and Short term Course) organized by other institutions. The University encourages its faculty to publish at least two research papers every year. The idea and plan for these papers are evolved in programs conducted in the University. The University improves the competence of the faculty in their own subjects by preparing the study materials on their own which are used as course material by students in the subjects taught by them. These programmes successes pave the way for faculties for promotion under Career Advancement Scheme. Empowerment of non-teaching staff plays a pivotal role in execution of plans and policies of university for the overall development. For this purpose University organizes training programmes for non-teaching staff such as computer proficiency and use of technology in their respective field of work. They are also motivated and encouraged to take up higher education in the field of their interest and required support from the institution is extended for the same. The University follows effective welfare measure for teaching and non-teaching staff which provides them various opportunities for their pedagogical and professional progression with assurance of financial security.