



Criterion 6 - Governance, Leadership and Management

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

Response:

The Parent Institution Shikshan Prasarak Mandal, Anadur and Jawahar Arts, Science & Commerce College, Anadur has provides welfare measures to the Teaching & Non-Teaching Staff.

Our institute offers the following range of benefits and welfare measures for its teaching and non-teaching staff.

- Our institute offers various types of leave to attend Faculty Development Programme (FDP), Refresher Course, Orientation Programme, Short Term Course, Workshops, Seminars and Conferences.
- **Medical Claim:** All staff members are eligible for the government health scheme and medical reimbursement scheme for their entire family.
- **Group Insurance:** Group insurance from LIC, State Bank of India SGSP Account, and also from Government group insurance is provided for accidental claims as well as natural death of the staff member.
- **Loan Facility:** Shikshan Prasarak Mandal Anadur's staff credit Co-operative Society provides a long-term loan of Rs.5 Lakh to the staff members and also provides an emergency loan of Rs. 50,000/-, approval of the College Principal.
- The College supports the staff members to avail of personal loans, home loans, educational loans for Child's education, and vehicle loans from any nearby National, cooperative or Private Banks.
- Female employees are eligible for maternity leave.
- We have a canteen facility available for staff and students.
- Staff is provided with Casual Leave, Compensation Casual Leave, Earn Leave and Medical Leave.
- Staff can participate in the provident fund scheme as per government provisions.
- New pension scheme (NPS)/ DCPS is available to staff who were appointed after November 2005.
- Free Wi-Fi is available on campus.

PERFORMANCE APPRAISAL SYSTEM FOR STAFF:

The institute has a performance appraisal system in place for both teaching and non-teaching staff with the following key features

TEACHING STAFF

- The performance of teachers is evaluated through the PBAS and ASAR systems.
- Placement and promotion decisions are based on the API scores of teachers through the CAS system.
- The parent University has developed an Academic performance system.
- The college has a separate mechanism for the assessment of the performance of the faculty through IQAC.
- The College follows guidelines laid down by UGC and the parent university regarding the assessment performance of the teacher.
- The College has an API scrutiny Committee that suggests the desirable activities to be done by the teachers to increase the score.

The Assessment of the faculty is done on the following basis

1. Teaching and Learning
2. Co-curricular activities
3. Research Activities
4. Extension activities

- The Committee collects PBAS format with required documents of the faculties at the end of every year.
- The results of the evaluations are then referred to an expert committee (screening-cum-selection committee) of the university, for final approval. The institute regularly assesses the performance of both teaching and non-teaching staff.

Assessment:

- For the assessment self-appraisal proposals are submitted by the faculties and scrutinized by the Appraisal Scrutiny Committee. The Principal gives suggestions to the faculties for improvement.
- At the time of placement by the University, the committee makes the list of teachers and their due dates of placement. The placement of the 24 staff done successfully in a higher grade in the last five years.

NON-TEACHING STAFF

Non-teaching staffs performance is evaluated based on various criteria such as the staff's present nature and habits, departmental competence, hard work, office peace and cooperation with other staff. The evaluation is based on the ranking from the annual confidential report of the administrative staff.


IQAC Coordinator
IQAC Co-Ordinator
Jawahar Arts, Science & Commerce College,
Anadur, Tq.- Tuljapur, Dist.- Osmanabad.




Principal
Principal
Jawahar Arts, Science & Commerce College
Anadur. Tal. Tuljapur. Dist. Osmanabad.