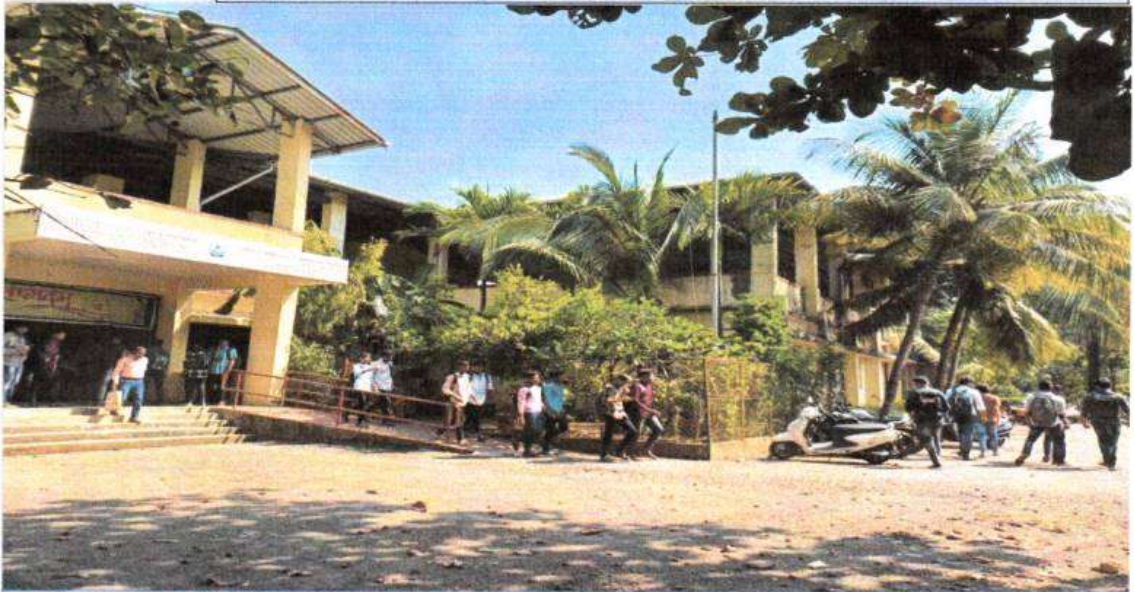




**KONKAN UNNATI MITRA MANDAL,S  
VASANTRAO NAIK COLLEGE OF ARTS AND COMMERCE  
BARRISTER A.R.ANTULAY CAMPUS  
MURUD-JANJIRA DIST.RAIGAD 402401**



**NAAC  
Reaccreditation  
Cycle III**

**Criterion VI  
Governance, Leadership  
And Management**

6.3.1-The institution has effective welfare measures and performance

Appraisal system for teaching and non-teaching staff.

- Welfare Policy
- Document of welfare activities

### 6.3.1 2022-2023

Welfare scheme	Detail of welfare scheme	Faculty
Employee welfare fund	Governed by the parent institution. Some amount contribution deducted per month salary of each employee compensation is paid in case hospitalization or any accident	All
PF and Gratuity	Implement according to the rule of the Government of India rules	All
Provision of advance payment	For new recruitment staff and Diwali festival	Non- Teaching
LIC	Deduction from salary for premium.	All
Financial support	The college provides financial support to attend four conference workshop /seminars to professors	All
Felicitation	Felicitation on birthday, wedding anniversary and on achievements	All
For Loans	The college has helps to all staff for avail loans through personal, housing	All

## **Welfare Policy**

**The institution has the following Welfare Measures for Teaching and Non-Teaching Staff:**

- Financial help is provided to the staff member in case of emergency.
- The college reimburses the TA expenses of the staff who represent the college insports, cultural, NSS, and other activities.
- The College has a Medical Room for staff & and students. Medical assistance at the OPD Emergency ward in adjoining KUMM's Vasantao Naik College of Arts & Commerce.
- The Faculty Development Programmes are arranged to enhance teaching learning and improve the ICT skills of staff for ICT-based teaching.
- Duty leaves/study leave are assigned to the staff for educational gradation.
- The institution provided training to staff for the effective implementation of the Quality assurance procedure.
- The support staff is motivated and encouraged to complete their higher education.
- Principal, IQAC, and Administrative Registrar provide time-to-time guidance and instructions to the support staff.
- EPF facility is provided to staff as per eligibility.
- The institution has the following Welfare Measures for the students:
- Students Group Insurance under the Yuva Raksha Scheme.
- Book Bank Scheme, Earn and Learn Scheme, Prizes and Awards for Meritorious Students.
- Medical assistance at OPD & Emergency ward in adjoining Kumm's Vasantao Naik College of Arts & Commerce /GHC Hospital for staff & students. Scholarship for Handicapped students. First Aid boxes are maintained in the Lab, Gymkhana, and NSS room.
- Freeships/ scholarship girls from the Trust.
- Free ship and Scholarships for deserving students. Government & University Scholarships /Freeships for Reserved Categories students.
- The college reimburses the TA expenses of the students who represent the college in sports, cultural, NSS, and other activities.
- Entry fees for participating in intercollegiate events are paid by the college.
- Medical Room available in case of emergency.



### 6.3 Faculty Empowerment Strategies

6.3.1 The Institution has effective welfare measures and a Performance Appraisal System for teaching and Non-Teaching staff

Response:

The staff being an asset for its overall development and progress, the college offers several welfare measures for the teaching as well as non-teaching staff which are in addition to their regular salary package.

The institution has the following Welfare Measures for Teaching and Non-Teaching Staff:

Financial assistance is provided to teaching and non-teaching staff for attending Faculty Development Programs/workshops/webinars/seminars to enhance ICT skills and promote the self-development of staff.

Financial help is provided to the staff member in case of emergency.

The college reimburses the TA expenses of the staff who represent the college in sports, cultural, NSS, and other activities.

Long leave/ Duty leaves/ study are assigned to the staff for educational gradation.

Special leaves were also provided to staff during the pandemic.

EPF facility is provided to staff members as per the eligibility.

Support staff are motivated and encouraged to complete their higher education.

The college has a Medical facility near by college for staff and students. Medical assistance at the OPD Emergency ward adjoining with Rural Hospital.

College has successfully conducted stress Management during Lockdown (Pandemic).

The principal, IQAC, and Administrative Registrar provide time-to-time guidance and instructions to the support staff for behavior etiquettes with stakeholders and multitasking of work. This helps in the smooth conduct of daily work in the institution.

Parking facility is provided to teaching and non-teaching staff.

Ro water facility is provided to staff.

The Performance Appraisal for Teaching Staff is conducted from time to time.

IQAC reviews the nature and quality of work of the faculty performance annually based on parameters such as knowledge of the sphere of work, analytical ability, initiative taken, ability to inspire and motivate, supervisory ability, Inter-Personal Relations, and Teamwork.

The Principal and IQAAC appraise and evaluate the staff in accordance with which the staff takes on the training for further skill development.



Feedback received from students and stakeholders is further considered and incorporated into the decision-making process for continuous improvement.

The Promotions of Teaching Staff are as per the standard code of promotion & and policies of the University of Mumbai and the Government of Maharashtra.

Teaching staff are encouraged to complete the CAS/API process as per the UGC guidelines.

The performance of teaching staff is also appraised through their contribution to the working and functioning of Committees and their services in Extension activities.

The institute at regular intervals also trains its office and supporting staff to make them informed stakeholders.

Administrative staff members are oriented on all the official procedures like noting, drafting filling, etc.

The Principal and Registrar reviews the work of office staff at regular intervals.

Punctuality, politeness, performance, and willingness to task are some of the qualities on which the nonteaching staff are appraised.

File Description

Document

Upload Additional Information

View the Document

Provide a Link for Additional information

6.3.2. Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fees of professional bodies during the last five years.

Response: .....

6.3.21.1. Number of teachers provided with financial support to attend conferences/ workshops and towards membership fees of professional bodies year 5 wise during the last five years.

2022-23	2021-22	2020-21	2019-20	2018-19
14	02	07	13	11

File Description: Document Scan copy attached with year-wise pdf form.

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programs (FDP), professional development/ administrative training programs during the last five years

Response:

