Gokhale Education Society's
Sir Dr. M.S. Gosavi College of Pharmaceutical Education & Research, Nashik.
Prin. T. A. Kulkarni Vidynagar, Nashik - 422005. (M.S.), India

Affilated to SPPU, Pune & MSBTE, Mumbai ● Approved by PCI, New Delhi and DTE, Mumbai ● Recognized by Govt. of Maharashtra

An ISO 9001:2015 Certified Institute

Key Indicator: 6.3

<u>Faculty Empowerment Strategies</u>

Metric No. 6.3.1

<u>The institution has effective welfare measures and performance Appraisal system for teaching and non-teaching staff</u>

<u>LINK FOR SUPPORTING DOCUMENTS:</u>

https://msgpharma.org/wp-content/uploads/2023/05/6.3.1.1-Supporting-data.pdf

The college has following welfare measures for teaching and nonteaching staff

- **Provident Fund -** (Teaching and Non-Teaching)
  All employees at the college are covered by the EPF scheme. The stated sum is taken out of employees' salaries each month and deposited into their employee provident fund account along with the institute share.

- **Promoting Teaching Staff to attend Faculty Development program / Seminars / Conferences**
  The teaching faculty members are urged to attend faculty development programs, workshops, orientation programs, seminars and conferences. Attending such programs is permitted with official absence.

- **Updating skills of Non-Teaching & administrative Staff**
  Non-teaching, lab, and administrative staff are also urged to participate in need-based training relevant to their job duties, such as software, firefighting or good laboratory practices.

- **Laboratory Facilities are provided to Faculty Member to carry out research work**
  The college supports personal qualification advancement and also inspires teachers to conduct their doctoral research in-house as well as other research projects for research competitions of regional, national and international repute.

- **Leave support**
  Staff members can avail the leave facilities as per the eligibility criteria and norms of Gokhale Education Society's management. Casual Leave: The teacher shall be entitled to 15 days casual leave in an academic year. **Duty leave:** The teacher attending the meeting/conference/seminar/any other non-remunerative official work. **Vacation Leave:** Faculties who are in regular service are eligible for a vacation leave

as per the norms of university and institution. **Permission/Movements:** Depending on urgency of the matter Principal/faculty/staff may leave campus for personal reasons.

- **Financial support**

  Teachers will receive financial aid to attend seminars, workshops, conferences, and symposiums on the topic of pharmaceutical sciences that are held at the state, national, and international levels.

  o **Institute has well- established performance appraisal system** for teaching and non-teaching staff on yearly basis.

  o **Self-appraisal for teaching faculty**: The faculty members describes his or her own performance, major areas of success, faculty initiatives, percentage of success in each topic, participation in faculty development programs, publications, and presentations in reputable journals. Faculty members can note tasks completed, extracurricular activities, and programmes planned for that academic year. Faculty members are requested to submit supporting documentation.

  o **Self-appraisal for non-teaching staff**: the society has begun using a performance-based appraisal method. The evaluation of the performance index takes into account a number of factors, including communication and behaviour with co-workers as well as attitudes towards the job profile, punctuality and attendance, job expertise and performance, and dependability. These variables are regularly monitored.

  o **Appraisal by HOD/Principal**: The Head of the Department comments on the performance of the faculty in relation to personal traits, proven performance, and information from classroom and laboratory and of non-teaching on regular monitoring. The papers are turned in to the principal for final grades. The principal then assigns final scores based on faculty evaluations, HOD's comments, and routine observations. The management receives performance evaluation files for further processing.

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