



## 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

The sole objective of Dhule Charitable Society's, A. R. A. College of Pharmacy is to empower the employees with welfare measures, all possible efforts and initiatives have been taken to develop welfare schemes for the betterment of our stakeholders, especially students and employees. The institute has prepared a policy for the effective implementation of performance appraisal and welfare measures for teaching and non-teaching staff. Institute implements an academic and administrative performance appraisal in a structured form every year to evaluate the academic skills and performance of the staff. Achievements in curricular, co-curricular, and extracurricular activities are considered and critically evaluated by HOD and then by the Principal to encourage the overall development of the staff.

#### ❖ Objective: -

- To provide sufficient opportunities for welfare of staff.
- To provide opportunities to acquire higher education in continuation with service.
- To provide opportunities to excel academic/administrative excellence through
- To enhance the overall development of staff.
- To provide facilities to carry on Research/PhD work.

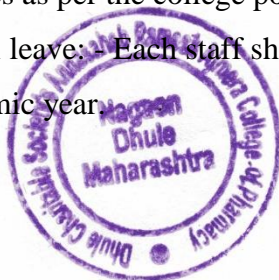
#### ❖ Who can avails these facilities: -

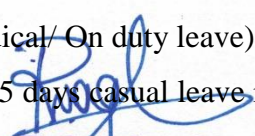
Full time Teaching/Non-teaching staff.

#### ❖ These welfare measures are including different financial and non-financial support mechanisms for teaching and non-teaching staff members.

➤ Leave facilities as per the college policy (Casual /Medical/ On duty leave)

- i) Casual leave: - Each staff shall be entitled to 15 days casual leave in an academic year.



  
Principal  
Dhule Charitable Society's  
Annasaheb Ramesh Ajmera  
College of Pharmacy, Nagaon, Dhule

**ANNASAHEB RAMESH AJMERA COLLEGE OF PHARMACY**



Approved by PCI, New Delhi and affiliated to KBC North Maharashtra University, Jalgaon.  
Accredited by NBA (B. Pharmacy)

**President**  
**Hon'ble Ashishji R. Ajmera**  
(B.Com, MBA)


**Principal**  
**Dr. Rajendra D. Wagh**  
(M.Pharm. Ph.D.)

Ref No.: DCS/ARACOP/

Date:

- ii) Medical leave: - Each staff shall be entitled to 15 days medical leave in an academic year.
  - iii) Duty leave: - The teacher attending the official meeting/ conference/ seminar/ any other non-remunerative official business of the university/Institute.
  - iv) Vacations: - Staff who are in regular service are eligible for a vacation of university and institute.
- Financial support for skill gradation- attending seminars / workshops / conferences / FDPs / training programs/poster presentations/oral presentations etc.
  - Festival bonus was given to non-teaching staff.
  - For eligible staff members, a Gratuity scheme is applicable as per the Government act.
  - Provident Fund is given to employees as per the norms.
  - Women's grievance redressal cell: The Institute has an internal complaint committee to handle staff issues.
  - To Encourage non-teaching staff to attend laboratory training programs, fire safety training, library training, etc.
  - In the afternoon break college provide the tea for all teaching and non-teaching staff. (02:00 pm to 02:30 Pm)



  
**Principal**  
**Dhule Charitable Society's**  
**Annasaheb Ramesh Ajmera**  
**College of Pharmacy, Nagaon, Dhule**

**ANNASAHEB RAMESH AJMERA COLLEGE OF PHARMACY**



Approved by PCI, New Delhi and affiliated to KBC North Maharashtra University, Jalgaon.  
Accredited by NBA (B. Pharmacy)

**President**  
**Hon'ble Ashishji R. Ajmera**  
(B.Com, MBA)

**Principal**  
**Dr. Rajendra D. Wagh**  
(M.Pharm. Ph.D.)

Ref No.: DCS/ARACOP/

Date:

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

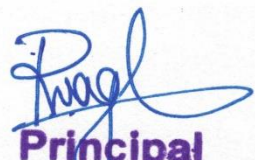
6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years.

**Policy Guidelines**

Finances committee of DCSARACOP has allotted budget towards reimbursement of amount spent on attending various faculty development programmes, seminars, symposia, workshops, conferences and for membership fees for professional bodies.

- 1) The financial support is available to attend or participate in seminars, workshops, conferences, training programmes both in online and offline mode, in India and abroad and also, to pay membership fees of professional bodies.
- 2) The financial support covers reimbursement of the registration fee/TA/DA to encourage faculty development.
- 3) The faculty members should have completed at least one year of service in order to be eligible to seek financial support to attend or participate in the faculty development programmes at state level.
- 4) Faculty members who are permanent will be eligible to seek financial assistance to attend or participate in national or international programmes.
- 5) Only 20% of the faculty in a department can avail of this facility in a year.
- 6) Faculty members are provided funding on rotation basis.
- 7) Financial support to attend international conferences or development programmes is limited to one programme once in four years by a faculty.



  
**Principal**  
**Dhule Charitable Society's**  
**Annasaheb Ramesh Ajmera**  
**College of Pharmacy, Nagaon, Dhule**