



Sardar Vallabhbhai Patel University of Agriculture & Technology, Meerut - 250110

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

Response:

The university has adopted a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff.

The university has a well-defined Annual Assessment Report (AAR) and Annual Confidential Report (ACR) for teaching and non-teaching staff, respectively. Each faculty member of the University is assessed based on the various indicators in teaching, research, extension and administration. Each faculty member is required to submit an AAR annually based on the three broad parameters: Teaching, Research, Extension and Administrative Support. The annual increment is awarded to the teaching and non-teaching staff based on AAR and ACR, respectively.

In the University regular promotions of the teaching fraternity are based on the Career Advancement Scheme as per the regulations of UGC/VCI/ICAR/AICTE and endorsed by the Government of Uttar Pradesh. The University ensures timely promotions of eligible teachers as per the rule. The University has completed all the processes of faculty promotions well in time as per norms and no due promotion case under CAS is pending as of date. Apart from CAS, the university has several provisions for faculty development which includes study leave for higher studies; grant for attending national/ international conferences, need based financial support for research, and organizing national & international seminars/ workshops/ conferences/ orientation and refresher courses, etc. This opens new avenues for growth and career enhancement. The university follows the Assured Career Progression policy of the state government for the promotion of non-teaching staff. The class four employees, based on of seniority and performance are promoted to class three. The University has several effective welfare measures for teaching and non-teaching staff such as:

Staff Welfare Fund: A corpus fund has been created under the aegis of the university to facilitate the University employee as per need.

Compensatory appointment: In case of casualty of teaching or non-teaching employees, compensatory regular appointment is done to the ward of the employee.

University employee's wards reservation: Ten percent seats are reserved for the wards of university employees in admissions in the university.

Group Insurance

Maternity & Child-care Leave to the women employees

Old as well as New Pension Schemes as per the government orders

General Provident Fund scheme

Conveyance allowance to non-teaching staff working at Farm

Medical facility along with free medicine to the employees and students through the university Hospital

Staff Club for family functions,

Guest Houses

Gymnasium for faculty and staff etc.

An ambulance for medical emergency is available 24/7 at the university hospital.

The university offers to its employee's immediate-withdrawal facility from their Provident Fund, and loans against PF.

Residences: In the university campus, enough residences are available for both teaching and non-teaching staffs with around the clock security arrangement.

This shows the commitment of the university to supporting staff and promoting their professional growth to attract and retain high-quality staff. As a result, the university can maintain a highly skilled and motivated workforce, which is essential for achieving its mission and goals.

Signature

R
Registrar

S.V.P. Uni. of Agri. & Tech.

Meerut-250110