



SKYLARK FOUNDATIONS ARTS, SCIENCE & COMMERCE COLLEGE

Khed Shivapur, Tal. Havell, Dist. Pune - 412205

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Recognized by Govt. of Maharashtra
Affiliated to Savitribai Phule Pune University

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Key Indicator – 6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and performance Appraisal system for teaching and non-teaching staff.

Faculty and Staff Development at the Institution

The institution places a strong emphasis on the professional growth and well-being of both teaching and non-teaching staff. Under the leadership of the Principal and management, various initiatives are implemented to support staff development and promote a healthy work-life balance.

1. Research Encouragement and Support

The Principal and management actively encourage teachers to pursue higher academic qualifications like Ph.D. and M.Phil. Faculty members are also motivated to submit proposals for Major and Minor Research Projects to UGC and BCUD, Savitribai Phule Pune University. The institution provides necessary resources such as internet access, library facilities, and laboratory infrastructure to support research activities, ensuring that faculty have the tools they need to engage in academic exploration.

2. Participation in Seminars and Workshops

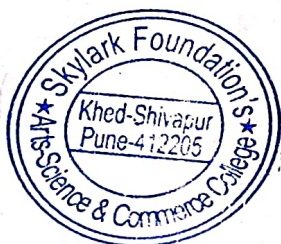
To foster professional growth, the management encourages faculty to attend and participate in various seminars, conferences, workshops, and training programs. Additionally, the faculty are motivated to organize such events, creating opportunities for knowledge exchange and professional networking, which enhances their teaching and research capabilities.

3. Gym and Wellness Facilities

To promote staff and student well-being, the institution offers gym facilities. This initiative supports the physical health of faculty and students, encouraging a balanced lifestyle that enhances both academic performance and overall personal well-being.

4. Recognition of Retired Employees

The institution recognizes the contributions of retiring staff members by organizing a formal felicitation ceremony. The Principal and management express gratitude for the dedicated



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service of retiring faculty, reinforcing a culture of respect and acknowledgment within the institution.

5. Leave and Welfare Benefits

In accordance with government and university norms, the institution provides various leave options, including maternity leave, medical leave, earned leave, casual leave, and duty leave. These benefits ensure that staff can manage their personal needs while maintaining a healthy work-life balance.

6. Professional Development and Career Advancement

The institution encourages both teaching and non-teaching staff to participate in training programs such as Orientation Programs, Refresher Courses, Short Term Courses, and Faculty Development Programs. These initiatives are essential for career advancement and fulfilling the criteria for Career Advancement Scheme (CAS) promotions, as per UGC guidelines.

7. Allowances for Non-Teaching Staff

Non-teaching staff receive allowances such as uniform and washing allowances annually, in accordance with Maharashtra Government norms. These provisions help ensure that non-teaching staff are supported and maintain a professional standard of work.

8. Encouragement for Examination Work

The Principal encourages faculty to participate in examination-related activities, allowing them to contribute to the institution's academic processes and gain further experience in academic evaluation.

Conclusion

The institution is committed to the continuous professional development and well-being of its staff. By providing research opportunities, professional development programs, wellness initiatives, and welfare benefits, the institution creates a supportive environment that enhances faculty and staff effectiveness, contributing to the overall success of the institution.



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