

***6.3.1. The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression***

- To encourage faculty, University has a practice to felicitate the teachers for their teaching excellence and student reach. Identification of Best Teacher is meticulously done through a survey that covers all academic dimensions including the utility of ICT tools in teaching and learning. Every year on the occasion of Teacher's Day, these awards are presented. The analysis report will be shared with all the teachers to identify their strengths and weaknesses.
- The University offers various welfare measures for teaching and non-teaching staff, including advances for medical treatment, medical cost reimbursement, insurance coverage for all staff and students, and funeral expenses for deceased employees. University has an established enabling unit for Higher Education for Persons with Special Needs (HEPSN) with the vision to create inclusive institution, accessible infrastructure and ensuring equity in higher education.
- Presence of Womens' Cell and ICC play a crucial role in addressing gender-based issues, providing support and redressal mechanisms for grievances, and promoting gender sensitivity and equality. These measures guarantee in providing an inclusive cum safe environment by ensuring that all members of the institution can work and study without fear of harassment or discrimination and also foster a culture of respect and dignity.
- Under welfare schemes, the University has established a Child Care Centre for the children of employees. Additional amenities include canteen facilities, gyms, a Day Care Centre, and a Health Centre, AYUSH-Siddha Unit with ambulance support. University has provided adequate number of quarters for both non-teaching and teaching staff within the campus premises. Further, as per the GoI guidelines, University adopts the schemes such as paternity, maternity, child care leave etc., For better wellbeing and recreational mode, the Directorate of Physical Education organizes various sports and games for all stakeholders including the wards of the employees.
- The campus also features a shopping complex, post office, and ATMs. Moreover, the University has a Cooperative Credit Society that offers loans at reasonable interest rates.
- Career development fosters professional growth, encourages adoption of innovative teaching methodologies, and enhances their academic contributions which ultimately benefits the student community. For non-teaching staff, career development ensures the development of essential administrative skills that improves institutional efficiency, and enhances job satisfaction. The University takes care of career development of teaching and non-teaching staff through the different courses conducted like Orientation, Training programs, Faculty Development Programme, Refresher Courses, Workshop, Short-Term Courses and Webinars through UGC- Malaviya Mission Teacher Training Centre (MMTTC).
- The University has enhanced the Career Advancement Scheme (CAS) evaluation process to align with UGC guidelines and uphold academic integrity of the faculty members. The performance of non-teaching staff is assessed through Confidential Report for career advancement and increments. The Recruitment Rules (RR) Policy provided by the UGC/GoI for the direct recruitment and promotion of non-teaching staff, has been adopted and implemented by Pondicherry University. For non-teaching staff, the Modified Assurance Career Progression (MACP) will be conducted as and when the employees satisfies the eligibility. Compassionate appointments will also be given the wards of the deceased employees.