

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

Response:

Performance Appraisal is the analysis of an employee's recent successes & failures, personal strengths, challenges and suitability for promotion or further improvement therefore requirement of the training & mentoring. CUTM is aligned to the NEP regarding the performance appraisal system. The performance analysis is done based on academic qualifications, teaching experience, feedback, research experience, Research projects and consultancy, Seminars, Conferences etc. attended & publications, products and patents, as well as their command on communication skills. Innovations/Contributions in Teaching are evaluated based on contribution made towards Design of Curriculum, Evaluation methods, Preparation of resource material ,Laboratory manuals etc., & Remedial Teaching/Student Counseling. The leadership qualities of the employee are considered by taking into account the contribution made to the University,Campus Life, Students Welfare, Membership in Bodies/Committees on Education & National Development etc.. Salary increment & other benefits or promotion is based on the performance of the Individual. Increment has a fixed and a performance component which is linked as a part (incentive) depending on the performance. An incentive scheme is developed for the faculty to encourage faculty involvement in research & consultancy. Faculty are also encouraged to get involved in Gram Tarang activities to improve practical exposure and quality of teaching & research holistically