

Institution has the provision of various welfare schemes for both teaching and non teaching staff. The University has well designed rules and activities for promotional and effective development for teaching and non-teaching staff like – CAS (Career Advancement Scheme for teachers), Leave Benefits (As per University rules), Retirement Benefits (As per the University Rules), Medical Benefits etc.

One important thing to mention that during Covid University has come forward and reimbursed the medical expenses to the all faculty and staff members who were in need of it.

At Devi Ahilya University, we follow the welfare practices for teaching and non-teaching employees. These practices are unique feature of any of the state statutory University. The list of welfare measures are

Performance Based Appraisal System and Career Advancement Scheme (CAS)

The University functions with the imbibed human resource in following categories:

1. Teaching Staff appointed in regular mode,
2. Teaching Staff appointed in other than regular mode
3. Non-teaching Staff appointed in regular mode,
4. Non-teaching Staff appointed in other than regular mode

Performance Appraisal for Teaching Staff appointed in regular mode

The University, being a State University, follows the mandatory Performance Based Appraisal System (PBAS) as recommended by UGC for its teaching staff. University adopts to all the UGC regulations and its revision on time to time basis for promotion. Teachers are required to fill the PBAS/Self-appraisal Report on annual basis, which is forwarded to the establishment section of University after the observations/comments of Head/Director of the concerned department, for the needful action and record. The performance of the regular teachers is assessed on the basis of API scores obtained on the basis of various parameters included in PBAS/Self-appraisal report. The API score obtained by the faculty, as endorsed and verified, forms the very basis of promotion of teachers under Career Advancement Scheme (CAS). Necessary action, if required, is taken by University administration with the support of Head/Director of the concerned department. Details are available at <https://www.dauniv.ac.in/cas>

Performance Appraisal for Teaching Staff appointed in other than regular mode

The performance of the teaching staff appointed on contractual basis is appraised at the time of renewal/extension of the contract. A review committee on the proposal of the Head/Director of the concerned department is proposed as per applicable ordinance/rules, and is finalized by Hon'ble Vice Chancellor. The committee reviews the performance of the teacher and summarized the findings. Based on the findings of the review committee, the renewal/extension of the contract of the teacher is recommended and executed. The performance appraisal of visiting faculties is undertaken by the concerned HoD on the basis of student feedback and work

done by them during previous tenure and other observations in course of her pervious semester assignment

Performance Appraisal for Non-teaching Staff appointed in regular mode:

Performance appraisal of the Non-teaching staff appointed in regular mode is undertaken by the Establishment department of the University. There are well-structured forms for assessing the performance of regular non-teaching staff working at different levels. These forms are to be forwarded by the concerned departmental heads to the registrar after writing confidential reports. The registrar forwards the same to Hon'ble Vice Chancellor after noting his observations. On the basis of appraisal, confidential report/observations, necessary action, if required is taken by the establishment department.

Performance Appraisal for Non-teaching Staff appointed in other than regular mode:

The performance of the Non-teaching staff appointed on contractual basis is appraised at the time of renewal/extension of the contract. A review committee on the proposal of the Head/Director of the concerned department is proposed as per applicable ordinance/rules, and is finalized by Hon'ble Vice Chancellor. The committee reviews the performance of the teacher and summarized the findings, based on the findings renewal/extension of contract of the teacher is recommended and executed.

Welfare measures for teaching and non-teaching staff

Employee Ward Quota

In various courses (professional and traditional) subject to the rules of regulatory body, there is employee ward quota for teaching and non-teaching employees. For example, for all the courses covered under the CET (excluding those governed by external regulatory agencies like Pharmacy/Medical/Bar Council of India, there is one seat reserved for teaching and one seat for non-teaching employee.

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/CET-2020_CAP-2020.pdf

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/CET-2021.pdf

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/nonCET-2021.pdf

Fee Waiver for Employee Ward

There is fee waiver for ward of non-teaching employees (class III and IV) in all courses. It implies that the wards of non-teaching employees are availing free higher education in various University teaching departments. For wards of teachers and officers, there is the concession of fees and they need to pay only 30% of total fees.

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/EW_concession.PDF

Concessional housing

It is available for regular teaching and non-teaching staff of the University. Separate bungalows, quarters etc. are been constructed by University for its teachers/employees falling in different categories on the cost of their house rental allowance.

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/6.3.1_QuarterAllotmentnNotice06102018.pdf

Group Health Insurance & ESI

University has adopted the group health insurance for all its employees and there is also provision of ESI

(Employee State Insurance).

<https://www.dauniv.ac.in/public/frontassets/statute/Statute-38.pdf>

<https://www.dauniv.ac.in/public/frontassets/statute/Statute-31.pdf>

Day Care Facility

University has provided the day care center (Creche) for the wards of faculty and staff members on nominal rates.

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/Day_Care_Facility.pdf

<https://www.dauniv.ac.in/day-care-centre>

Health Center Facilities

University also provide the facility of healthcenter to the faculty and staff members and students. Free health-check camps and also organized frequently in the University.

<https://www.dauniv.ac.in/healthcenter>

Concessional Cafeteria Facility

India Coffee House facilities are made available for all the students, teachers and staff and a 15% discount is extended to them on their bill amount.

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/Indian%20Cofee%20House.jpg

Bank and ATM facilities

These facilities available in all three Campus of University viz.

- Takshashila Campus (State Bank of India, DAVV Branch, Branch code-30389)
- IET Campus (State Bank of India, IET Campus, Branch code-30470)
- Nalanda Campus (State Bank of India, RNT Marg, Branch code-60180).

Indian Postal Services

Post office facility is also available in Takshashila Campus.

https://naac.dauniv.ac.in/~davv/AQAR_2020-21/Criteria06/6.3.1/Post%20Office.pdf

Teacher welfare fund (TWF)

All the remunerations other than the salary like valuation bills for paper setting, evaluation of examination answer sheets. as per the University norms, the fund is deducted from the remuneration and the corpus is being made. It is utilized as per the University norms for teachers.

Medical reimbursement

Medical reimbursement for the regular faculty is also a part of University welfare policy and this amount is approved by the University.

Devi Ahilya University Staff Cooperative Society Indore established in 21.10.1970 for the welfare of non teaching and teaching employees. All the employees get registered in the society. The society provides various kind of loans to the employees of the University