



**DWARAKA DOSS GOVERDHAN DOSS VAISHNAV COLLEGE
(Autonomous)**

**College with Potential for Excellence, Linguistic Minority Institution
Affiliated to University of Madras
Arumbakkam, Chennai – 600 106.**

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development

- ✚ **Rewards for Academic Achievements**
- ✚ **Leave and Vacation**
- ✚ **Retiral Benefits**
- ✚ **Financial Support & Ex-gratia**
- ✚ **Welfare Measures [Official]**
- ✚ **Safety & Security**
- ✚ **Sports & Recreation**
- ✚ **Extended Support**



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Affirmative:

Being a pioneer in higher education, the institution believes that providing a conducive atmosphere for the faculty members to work and grow in their career is of paramount importance. In this regard, a plethora of welfare measures were implemented to support and nurture the physical and mental well-being of the members of the faculty.

Academic Advancement & Rewards:

Faculty members are:

- ✚ encouraged to pursue their part-time Ph.D.s in the college with a fee concession.
- ✚ granted “ON-DUTY” permission for professional development programmes [in house and external]
- ✚ rewarded for significant contribution in research publication and paper presentation
- ✚ honoured with ‘Beyond the Call of Duty’ award for their exemplary services.
- ✚ 118 members of the Faculty availed the scheme for laptops offered at subsidised rates [25%]. by the management
- ✚ offered free in-house training programmes/ courses such as Faculty Orientation / Induction Programmes organised by the IQAC
- ✚ 195 faculty were granted reimbursement of delegate fees, membership fees of professional bodies and seed money for research activities over the period of five years.
- ✚ permitted to deliver guest lectures at other institutions

Leave and Vacation Benefits:

- ✚ Staff are eligible for leave benefits as per the service rules of Tamil Nadu Government.
- ✚ Maternity Leave and Special Medical Leave are granted for medical exigencies

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Retirement Benefits:

- ✚ Staff under Grant in Aid Scheme are covered by Provident Fund, Contributory Pension Scheme, Gratuity and Leave Encashment benefits.
- ✚ Staff under Management / Self Supporting streams covered by Employees Provident Fund Scheme.

Financial Support & Ex-gratia:

- ✚ Need based interest-free loans to staff
- ✚ Bonus / festival gift to staff during Deepavali

Official Welfare Measures:

- ✚ Group medical insurance policy with HDFC ERGO General Insurance Company & National Health Insurance.
- ✚ Staff provided with e-mail using the institution's domain.
- ✚ Retiring staff are invited as guests of honour during Republic Day celebrations and are extended the privilege of hoisting the national flag. They are also felicitated on College Day.
- ✚ A separate seating-space is available for the staff in the canteen. The staff are also permitted to dine at the hostel mess.
- ✚ Reverse Osmosis [RO] plant has been installed to provide potable drinking water
- ✚ Internet facilities are made available to staff
- ✚ All blocks/buildings of the campus provided with ramps / elevators

Safety & Security Benefits:

- ✚ Adequate safety measures are in place to check the visitors entering the college
- ✚ Ample parking facilities available for faculty

Sports & Recreational Activities:

- ✚ Yoga sessions are conducted for spiritual and physical well-being of the staff.
- ✚ Free Master Health Check-up offered in collaboration with Swami Vivekananda Diagnostic Centre
- ✚ Sports events held for staff and the winners honoured during Sports Day

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- ✚ Apollo Shine Card issued to staff
- ✚ Gymnasium facility extended to staff.

Extended Support:

- ✚ The newspapers *The New Indian Express* and *Dinamani* delivered to all staff members
- ✚ The wards of the staff are offered admission on a priority basis under the ambit of the management with scholarships /free education in the college and the other educational institutions under the same management.

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