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

Response:

The University has well defined career advancement scheme that is effective for the time of career advancement of teachers. Similarly, the non-teaching staff is promoted as a routine through Assured Career Promotion Scheme. The University has well defined annual confidential report (ACR) system that provides opportunities to the officers to evaluate the work and efficiency of all the employees on yearly basis. This is also an important consideration for providing service benefits to the employees.

For evaluation of faculty, university is adopting comprehensive curriculum monitoring mechanism which includes teachers' self-reflection, surveys on teaching effectiveness, lesson observation, regularity in classroom teaching and anonymous feed backs from students. Annual appraisal system is a regular feature being adopted in our university with a purpose to evaluate employee's skill, achievements and over all contribution to the organization. Annual performance appraisal is seen as an opportunity to provide feedback on areas for improvement and address behavioral problems if any. All faculty members have the opportunity of their personnel promotion under Carrier Advancement Scheme (CAS). At present all the backlog of promotions has been cleared.

The teachers are deputed for higher studies both in the University and also for other Universities to pursue M.Sc. or Ph.D. course under the faculty improvement programme. In-service teachers who possess only Master's degree at the time of their appointment in the University are encouraged to improve their academic qualification on deputation. In addition, the teachers are deputed for short term training programmes at regular intervals.

To promote academic excellence in teaching, research and extension, the University has established incentives and rewards to the teachers, scientists and extension workers. The following awards are being presented at the annual convocation, Krishi Mela with a citation and /or cash prizes:

- ICAR Best Teacher Award
- Best Research Worker Award
- Best Extension Worker Award

There is a provision of appointment of dependents of the deceased employees on compensation ground to support their family. At present, there is no pending case of the employment under compensation ground. The employees are provided with financial & social support like group insurance scheme. For physical, mental and social welfare, University provides medical aids for staff and family members through university hospital.

The students and employees are provided free medical care. In addition to the University hospital, one 100 bed hospital has been established by the state government in the University campus where super specialty facilities are available. University has free sports units, gymnasium and yoga centre for physical and mental welfare of its students and employees. The University also provides guest house facilities on nominal charges for the students and employees. However, the farmers are provided free of cost boarding facilities during their training programmes.

The campus is well equipped with banks (SBI, PNB), post office, shopping complex, consumer cooperative society, community centre, children's park and telephone exchange. The University provides its agricultural produce to students and employees on subsidized rates.