

## NAAC-Criterion 6: Governance, Leadership and Management

### M. S. Ramaiah University of Applied Sciences

#### HEI CLAIM SHEET

Details		Weightage
<b>Criterion</b>	<b>Governance, Leadership and Management</b>	<b>100</b>
<b>Key Indicator</b>	<b>6.3 Faculty Empowerment Strategies</b>	<b>25</b>
<b>Metric Number</b>	<b>6.3.1 The institution has a performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression</b>	<b>4</b>

M.S.Ramaiah University of Applied Sciences(MSRUAS) has well established performance appraisal system for teaching and non-teaching staff. The University has constituted "Staff Performance Appraisal Committee" chaired by the Vice Chancellor, implement the Regulations for appraisal and promotion incorporating the Annual Performance Indicators (API) in the Performance Based Appraisal System(PBAS) at all levels. Performance Appraisal is completed at the end of every academic year based on the work carried out during previous calendar year. MSRUAS is an equal opportunity employer, Appointments and Promotions to all positions in the University are based on UGC guidelines.

MSRUAS encourages teaching faculty to participate in FDP's and MDP's to enhance their teaching and learning capabilities. Also, Annual Exemplary awards are given to staff members for outstanding achievements .Non- teaching staff are also trained regularly for skill enhancement.

MSRUAS provides the following welfare measures for the benefit of the staff members:- 25% Fee Concession for higher education, Group Medical Insurance, Group Personal Accident Insurance, Higher Education Support, Education Support to Children of Employees.

  
Registrar  
M.S. Ramaiah University of Applied Sciences  
Bangalore - 560 054  
**Registrar**

**List of Documents and links for Metric 6.3.1**

Sr. No	Name of the Document	Weblink
<b>Additional Information</b>		
1.	Provident Fund	<a href="#">View Link</a>
2.	Medical Leave	<a href="#">View Link</a>
3.	Maternity Leave	<a href="#">View Link</a>
4.	Paternity Leave	<a href="#">View Link</a>
5.	Gratuity provision and EL Encashment	<a href="#">View Link</a>
6.	Fee concession	<a href="#">View Link</a>
7.	Study Leave	<a href="#">View Link</a>
8.	Insurance	<a href="#">View Link</a>
9.	EL Encashment	<a href="#">View Link</a>
10.	Medi claim Policy	<a href="#">View Link</a>
11.	Seed Money Grants	<a href="#">View Link</a>
12.	HBS	<a href="#">View Link</a>
13.	Increments for Ph.D	<a href="#">View Link</a>
14.	Special Staff Welfare measures	<a href="#">View Link</a>
15.	Sample Filled Appraisal forms for faculty (Teaching Staff)	<a href="#">View Link</a>
16.	Comprehensive Promotion Appraisal(CAP)	<a href="#">View Link</a>
17.	Comprehensive Promotion Appraisal (CAP)	<a href="#">View Link</a>
18.	Sample Filled Appraisal forms for faculty (Non-Teaching Staff)	<a href="#">View Link</a>
<b>Link for Additional Information</b>		
19.	Employment Regulations	<a href="#">View Link</a>
20.	Annual faculty awards	<a href="#">View Link</a>