



ಕೃಷಿ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ, ಬೆಂಗಳೂರು

ಗಾಂಧಿ ಕೃಷಿ ವಿಜ್ಞಾನ ಕೇಂದ್ರ, ಬಳ್ಳಾರಿ ರಸ್ತೆ, ಬೆಂಗಳೂರು-560065, ಕರ್ನಾಟಕ, ಭಾರತ

UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

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INFORMATION

Criteria6 : Governance, Leadership and Management

Key Indicator : 6.3 Faculty Empowerment Strategies

Metric : 6.3.1

Metric Description : The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Write description in a maximum of 500 words

The university values its staff and actively seeks to enhance their physical, intellectual, emotional, and economic well-being. The performance appraisal system provides a systematic evaluation of individual staff members regarding their job performance and development potential. In the university, the performance of teachers is assessed through annual evaluation reports, which detail their contributions in teaching, research, and extension activities. For non-teaching staff, performance evaluation is based on annual confidential reports submitted by department heads.

Teachers are eligible for promotion under the Career Advancement Scheme (CAS) when they meet the specified criteria. Faculty members are encouraged to pursue higher studies, present research papers at seminars and conferences, and attend faculty development programs, with permissions and entitlements for travel and dearness allowances provided as per relevant rules. To recognize outstanding faculty, the university presents an Award for Best Teacher each year during the Foundation Day celebration.

In accordance with the university statutes and KCSR rules, staff members are entitled to benefits such as maternity and paternity leave, study leave, child care leave, festival advances, medical reimbursement, children's allowances, and extraordinary leave, in addition to the regular leave structure. The university hosts felicitation and farewell functions for retiring staff through the faculty club.

The staff room is well-equipped, providing individual seating arrangements for each faculty member within their respective departments. Regular technical lecture series and motivational talks by experts are conducted to enhance faculty knowledge. Medical and canteen facilities are available for both teaching and non-teaching staff through an on-campus dispensary, which also addresses medical emergencies. A women's safety cell has been established to ensure the well-being and safety of female faculty members. Non-teaching employees benefit from the Employees Credit Cooperative Society, which offers hassle-free loans at nominal interest rates. Additionally, a nationalized bank (Canara Bank) operates on campus to meet banking needs.

Details	Supporting Documents
Provide the link for additional information	View Document
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