



Faculty Welfare and Empowerment Policy

Universal Engineering College

June 2020





1. Introduction

At Universal Engineering college, we are dedicated to creating an empowering environment for our faculty and staff. This policy outlines the benefits and opportunities we provide to support professional growth, work-life balance, and overall well-being.

2. Group Insurance

All staff and faculty members are covered under a comprehensive group insurance. This coverage is designed to ensure that employees and their families receive necessary support and protection in case of medical emergencies and accidents.

3. Comp Offs (Compensatory Offs)

To support work-life balance, faculty members are entitled to compensatory offs (comp Offs) for extra hours worked beyond their regular schedule. These comp Offs can be utilized at a mutually convenient time, allowing faculty to balance their professional and personal responsibilities effectively.

4. Expert Training Sessions

We are committed to the continuous professional development of our faculty. Expert training sessions focused specifically on teaching methodologies and pedagogical strategies will be regularly organized. Participation in these training sessions is encouraged to enhance teaching effectiveness and educational impact.

5. Encouragement for Faculty Development Programs (FDPs)

Faculty members are encouraged to participate in Faculty Development Programs (FDPs) that focus on enhancing their technical skills and also to make them updated about the recent trends and changes in technology. Support in terms of funding and duty leave will be provided to facilitate attendance at these programs.





6. Maternity Leave

Female faculty members are entitled to a maternity leave of three months with half salary. This policy is intended to provide adequate time for recovery and bonding with the newborn, ensuring a supportive work-life balance.

7. Weekly Leave for Higher Studies

A weekly leave day will be sanctioned upon request for faculty members pursuing higher studies or research work. This leave allows faculty to balance their teaching responsibilities with their academic pursuits, contributing to their professional development.

8. Wellness Programs

To promote physical and mental well-being, wellness programs such as fitness sessions, stress management workshops, and counselling services will be available. Faculty are encouraged to participate in these programs to maintain a healthy and balanced lifestyle.

9. Flexible Working Arrangements

Flexible working arrangements, including remote work options and adjustable work hours, may be discussed and implemented wherever feasible. These arrangements aim to support faculty members in managing their professional and personal commitments effectively.

10. Recognition and Rewards

Outstanding performance and contributions of faculty members will be recognized through awards, public acknowledgments, and other forms of appreciation. This recognition aims to motivate and reward excellence in teaching and service to the institution.

Rewards are given to faculty publishing in Scopus/SCI indexed journals and also to those who got patents.





11. Open Communication Channels

An open communication channel will be maintained to address faculty concerns and feedback. This includes:

- **Faculty Grievance Redressal Cell:** A dedicated cell will handle grievances and ensure timely resolution.
- **Women's and Sexual Harassment:** Policies and support systems are in place to address issues related to sexual harassment and ensure a safe working environment for female faculty members.
- **SC/ST Cells:** Special cells will support and address the concerns of faculty members belonging to Scheduled Castes and Scheduled Tribes, ensuring an inclusive and equitable work environment.

12. Conclusion

This Faculty Empowerment Policy is designed to create a supportive and enriching environment for our faculty members. By providing various forms of support and addressing key concerns, we aim to enhance job satisfaction, performance, and overall contribution to the institution.

For any queries or further information regarding this policy, please contact the Human Resources Department.

