

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

Response:

The analysis of an employee's recent successes and failures, personal strengths and challenges, and suitability for promotion or further improvement is known as performance appraisal. As a result, as the need arises, training and mentoring are required. In terms of teacher performance evaluation, CUTM adheres to NEP-2020. The University eco-system is open, collaborative, and data-driven. The employee's API score and interaction with technical experts in relation to the job description are crucial.

Teaching innovations/contributions are evaluated based on contributions to curriculum design, teaching methods, laboratory experiments, evaluation methods, resource material preparation (including books and reading materials), laboratory manuals, and remedial teaching/student counselling.

Non-teaching staff are evaluated based on their academic qualifications, work experience, the job role they are assigned, as well as deliverables and targets. During the appraisal process, the employee's leadership qualities are valued, as are the contributions made to the University/school/department/function, Co-curricular Activities, Enrichment of Campus Life (Hostels/sports/games/cultural activities), Students Welfare and Discipline, Membership/Participation in Committees/Fora on Education and National Development, and so on.

The performance of faculty and staff members is evaluated on a regular basis. Salary and other benefits are increased or promoted based on the individual's performance. Increment has a fixed component and a performance component that is linked as a part (incentive) based on performance.