



KARNATAK LAW SOCIETY'S

RAJA LAKHAMGOUDA LAW COLLEGE, BELAGAVI

(AFFILIATED TO KARNATAKA STATE LAW UNIVERSITY, HUBBALLI & RECOGNISED BY BAR COUNCIL OF INDIA)




Criterion - 2

METRIC 2.4.4 - POLICY FACULTY RETENTION

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Policy Measure Taken by The Institution to Combat Faculty Attrition and To Retain Experienced and Quality Faculty.

- I. **POLICY DESCRIPTION:** The college management is concerned for Faculty satisfaction and retention as it is one of the key areas that most of the educational institutions are focused. Faculty retention is an integral part of the employment relationship between the college management and its academic faculty. It provides college faculty with job security, stability and professional development opportunities that promote the mission and objectives of the management. This policy outlines the rules and regulations for faculty retention. The institute creates opportunities for faculty to act independently in their respective allotted departments. The management considers leave and other policies on an individual basis to best meet faculty needs and supports Faculty Professional Development. The management recognizes diverse contributions and outstanding performance of the faculty. It also encourages faculty to pursue research and intellectual interests.
- II. **POLICY STATEMENTS:** The College Management is committed to hiring and retaining diverse and talented faculty. The institution


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attracts and retains the eminent faculty by providing facilities. The Management follows the UGC, Government of Karnataka and Karnatak Law Society Rules for providing various benefits to the employees towards their commitment of faculty retention.

1) Annual Increment:

- a. When a KLS Employee is confirmed in the services in the same scale, he /she is eligible for Annual increment after twelve months from the date of confirmation.
- b. When a KLS Employee is confirmed in the services in higher scale, he/she is eligible for Annual increment from one year from the date of confirmation.
- c. When the confirmation of an employee is deferred, he /she is eligible for the Annual increment in the existing scale, considering his / her date of joining.
- d. When an employee is promoted, he / she is eligible for Annual increment from the date of promotion.

2) Payment of TA and DA for participating in Seminars and Conferences: Faculty is motivated to participate in academic conferences, seminars, workshops, etc., and also to present papers on different subjects and TA and DA is paid by the college. Temporary faculty are also motivated to participate and present papers at various levels.

3) Study Leave: Permanent faculty are encouraged to pursue Ph.D. and higher studies by granting study leave.

4) Timely Promotions: The faculty are promoted to higher positions after meeting the eligibility requirements as per UGC Rules and Regulations as well as KLS Service Rules.

5) Provident Fund and other benefits: Staff members are entitled to the benefits of Provident Fund, Gratuity, ESI or any other benefit, as applicable and as provided by the respective laws.

6) Leave: Service Rules are employee friendly. Apart from the casual and earned leave, the staff members are given special leave like, Maternity leave, Medical Leave, Study Leave, etc.

III. SUCCESS OF THE POLICY

- a. The college has retained its faculty to the maximum. Most of the faculty who have joined college at their inception of teaching job have continued to give the services to the college. Faculty members who left the institution have joined back the college to continue their services. The below table shows the teaching experience of the full-time faculty in the same institution:

NAME OF THE FULL-TIME FACULTY	YEARS OF EXPERIENCE IN THE R. L. LAW COLLEGE
Shri Girish M Wagh	24
Shri S. S. Hegde	28
Dr. D. Prasannakumar	22
Dr. Anilkumar Hawaldar	21
Mrs. Madhuri S. Kulkarni	16
Shri Prahalad Acharya Yajurvedi	11
Shri Chetankumar T.M.	9
Shri Rahul Bhandurge	8
Mrs. Jyoti Kulkarni	8
Dr. Samina Nahid Baig	6
Mrs. Ashwini Parab	6
Mrs. Shilpa A Raikar	6
Shri Satish Anil Anikhindi	5
Shri Manjunath Kale	2

- b. The Management has facilitated higher studies for the faculty. There are three faculties who completed their Ph.D. and three faculties who have registered for Ph.D.

NAME OF THE FULL-TIME FACULTY	PhD
Dr. Anilkumar Hawaldar	Completed
Dr. D. Prasannakumar	Completed


Dr. Samina Nahid Baig	Completed
Shri Prahalad Acharya Yajurvedi	Registered
Shri Chetankumar T.M.	Registered
Mrs. Shilpa A Raikar	Registered

- c. The faculty is motivated to participate in academic conferences, seminars, workshops, etc., and also to present papers on different subjects and TA and DA is paid by the college.

The table below shows the average percentage of teachers provided with financial support to attend conferences and workshops.


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Year	Name of teacher	Name of conference/ workshop attended for which financial support provided	Amount of support received (in INR)
2015	Shri Rahul Bhandurge	One Day National Level Seminar on 'Emerging Trends in Rural Entrepreneurship p in India' at Shri L. K. Khot College of Commerce, Sankeshwar	300
2015	Mrs. Madhuri Kulkarni	One Day National Seminar on 'The Image of India in Postcolonial Indian English Literature - Issues and Challenges at RPD College of Arts and Commerce, Belgaum	300
2016	Mrs. Jyoti Kulkarni	Two-day National Conference on 'Gandhian Philosophy: Recent Trends in India' at University College of Arts, Tumkur	600
2016	Shri Chetankumar T. M.	International Conference on Global Economic Growth and Sustainability: NA 3734 Prospects and Challenges at SDM Institute of Management Development, Mysore	3734
2016	Shri Chetankumar T. M.	International Conference on Global Economic Growth and Sustainability: Prospects and Challenges at SDM Institute of Management Development, Mysuru	2740
2016	Shri Chetankumar T. M.	Conference on 'International Women's Rights' at Yadam Institute of Research, Odisha at New Delhi	4500
2017	Shri D. Prasannakumar	Two-day State Level Workshop on 'Research Methodology' at Gogte College of Commerce, Belgaum	500
2017	Shri P. A. Yajurvedi	Two-day State Level Workshop on 'Research Methodology' at Gogte College of Commerce, Belgaum	500
2017	Shri Rahul Bhandurge	One Day Faculty Development Programme on 'Services, Marketing and Management' at Gogte Institute of Technology, Belagavi	600
2018	Shri S. S. Hegde	One Day Faculty Development Programme at Vivekananda College of Law Bengaluru	1750
2018	Shri S. S. Hegde	One Day State Level Workshop on 'Revised Methodology of NAAC Accreditation' at Vaikuntha Baliga College of Law, Udupi	2550
2018	Mrs. Safalya Tilak	One Day State Level Workshop on 'Revised Methodology of NAAC Accreditation' at Vaikuntha Baliga College of Law, Udupi	1678
2019	Shri Chetankumar T. M	International Conference on Global Economic Growth and Sustainability: Prospects and Challenges at SDM Institution of Management Development, Mysuru	3250
2019	Shri P. A. Yajurvedi	National Conference on Development of Human Rights at Karnataka State Law University, Hubballi	212

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2019	Shri D. Prasannakumar	2nd Regional Consultation on Strengthening and Promoting Law School Clinics in India at V. M. Salgaocar College of Law, Goa	2000
2019	Mrs. Safalya Tilak	One Day Faculty Development Programme at Vivekananda College of Law, Bengaluru	1718

IV. ADDITIONAL INFORMATION

The management of the college believes in welfare measures to be given to faculty. The management give priority and Fee concessions to the children of employees who are seeking admissions for education in Society's institutions. Medical facility is provided to staff through health care centre located in the campus. At the institutional level and at the govt. level the staff and the faculty members are entitled to utilize some welfare measures extended to them. Leave Travel Concession (LTC) for both teaching and non-teaching staff as per KCSR. The Head of the institution creates a conducive atmosphere for working. The institution has adopted the policy of self-evaluation. Apart from the assessment of faculty by students, teachers themselves assess their performance towards the end of the academic year. Self-appraisal forms will be supplied to each of the faculty members. The Head of the institution gathers information from different sources regarding the performance of the faculty. This enables the Principal to assign and assess the duties, of the staff, performed both in the academic and administrative section. Generally, every activity of the faculty is measured and monitored, suggestion and proper directions are also provided by Principal. If any faculty is required to update in certain area, Principal always motivate and guide them. The Institute has designed its own performance appraisal format based on which the performance of the members of the staff is appraised. The Performance appraisal report are used for the following purposes- · For regularizing the staff after probation period · Deciding the regular increments. · To offer additional appreciation and rewards. · To avail suggestions from the evaluators for improvement. · The decisions of performance appraisal are communicated to stake holders.


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