



*Dayanand College of Law, Latur*

**DAYANAND COLLEGE OF LAW, LATUR**

## **FACULTY RETENTION POLICY**

Considering the need of an hour and professionalism in particular field, the College prefers to employ highly qualified, dedicated academicians and professionals.

Following are some of the strategies adopted by the College in retention of its human resource.

- The College is a grant-in-aid educational institution. Hence, the recruitment process is well-guided by the procedure laid down by the competent authority including the Joint Director of Education, Government of Maharashtra and the affiliating University Swami Ramanand Teerth Marathwada University, Nanded. All the rules, regulations and guidelines prescribed by the UGC with respect to qualification of faculty, are strictly adhered to. These guidelines are followed in letter and spirit during the recruitments in the College.
- Transparency in recruitment process, is the salient feature of our parent body a briefing session is conducted by the Principal at the time of recruitment. In the recent recruitment process, the beneficiaries endorsed the fact and appreciated the same. The goodwill of the College and parent body makes the good teachers particularly interested in being recruited.
- College makes all efforts to retain good teachers. The payment given to the visiting faculty in self-financing courses is also comparatively high. The newly appointed employees feel at home when they join their duties. Friendly approach of management gives them moral support to advance swiftly on career path.



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- For grantable section, time bound promotions, P.F., Gratuity, encashment of earned leaves as per rules, pension facility, facility of the credit society, support for attending FDPs as well as National and International Conferences, funding for Minor and Major Research Projects through different funding agencies, facility of teachers fellowship, reimbursement of medical expenses, are some motivating factors. Teachers are given opportunity to participate in the administration of the college through various committees.
- Various kind of Leaves can be availed by the staff as per the Govt. Leave rules and UGC.
- The parent body appreciates and felicitates the faculty for their achievements.
- Infrastructural facilities are provided to them to complete their task and improve their performance
- Counselling/Mentoring is provided to the teachers for their overall professional development
- Teachers are provided with freedom to plan and conduct co-curricular and extra-curricular activities
- When a probable vacancy due to retirement is expected, the College initiates all necessary steps well in advance to recruit qualified teachers. As and when post becomes vacant, ad-hoc appointments are also made for temporary positions.

**I/C Principal**

**Dr.Nathani P.P.**