

**TAMIL NADU TEACHERS EDUCATION UNIVERSITY**  
**CHENNAI-600 097**

**WELFARE MEASURES**

The Tamil Nadu Teachers Education University has a well-defined procedure for performance appraisal system for Teaching and Non-teaching staff. PBAS is followed to assess the performance of the teaching staff members. The system has different parameters that **systematically evaluate** the faculty member's performance and thereby showing their progress in their respective field of expertise.

The PBAS proforma has been developed based on the guidelines framed by the UGC. The promotions of the faculty under the **Career Advancement Scheme** are based on the API scores. It forms the primary means of assessing a faculty for promotion. The PBAS Proforma of the staff members are initially submitted to the Heads of the Departments and after assessment they provide a confidential report to the Registrar.

Every faculty member has the opportunity to self-appraise their efforts towards **teaching, learning and evaluation related activities and professional development related activities and research and academic contribution**. The faculty members are **encouraged** to write books and publish research articles. The teaching staff are permitted to undergo orientation, refresher, and short-term courses to upgrade their skills, while the non-teaching for their departmental examinations.

The Welfare Measures and various schemes for teaching and non-teaching staff are detailed below:

1. NAAC A++
2. NIRF Ranking
3. Multi-Disciplinary University
4. Introducing New Programmes
5. Requirement of Additional posts for Teaching and Non-Teaching Staff
6. Promotions to Teaching and Non-Teaching Staff Members
7. Educational Research at Global level
8. Collaboration with other institutions for research
9. Inviting visiting Professors with updated knowledge to teach our students/scholars
10. Develop or install an Educational Studio in the standard of Global Level.
11. Providing best research facilities for teachers and students
12. CAS Career Advancement Scheme
13. Leave for attending Overseas Project/ Conference
14. Grant of Study leave
15. To put in place a well-equipped Gymnasium
16. Internet and free Wi-Fi on the campus
17. Maternity Leave

18. Sabbatical Leave
19. Facilities for the employees with special needs – Ramps, etc.
20. Yoga practice for University community
21. Employment on compassionate grounds.
22. Health Checkup Camps having tie-ups with hospitals.
23. Faculty Development Programmes, Faculty Enrichment programmes for skill up-gradation and training are organized for both teaching and non-teaching staff.
24. Permission is granted to participate in Refresher Courses/ Orientation Programmes/Short Term Courses to the teaching staff for professional development.

The Vice-Chancellor takes note of all teaching and non-teaching staff who does commendable work and presents with a congratulatory message, and thus motivates the Teaching and Non-teaching staff.

In order to achieve these goals, the faculty members are further trained in administrative related work. Like one big family, everyone works for the common good of the institution.

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