



**CRITERIA 6.3.1**

**FACULTY EMPOWERMENT  
STRATEGIES**

For Shri L P Raval College of Mass Media  
& Management Studies

  
Principal





**6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

**Response :**

Effective implementation of welfare measures for teaching and non- teaching staff is in place Existing welfare measures for teaching and non-teaching staff –

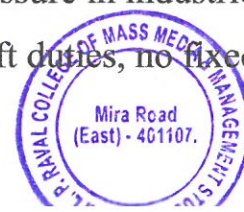
1. Employment
2. Salary
3. Secure workplace
4. Limited work hours
5. Work culture
6. Platform to excel
7. Library as knowledge resource
8. Identify in society as teacher
9. Soft skill development
10. Creative progression
11. Career development

**Employment-** It is a significant welfare measure by the education trust, management. The trust provided employment to many teaching staff as well as non-teaching staff.

**Salary-** To meet needs of income and expenditure in non-granted institutes, self finance institute is very difficult. The management can not provide all welfare measures like ‘amount’ of salary to the employees. Even though, governance body pays respectful salaries to all employees.

**Secure workplace-** The college, TEI is providing a secure, tension free, pollution free workplace to employees. To work under tremendous work pressure in industries is very stressful. In TEI's, work pressure is comparatively less, no shift duties, no fixed timings of work to get complete.

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**Limited work hours-** Every Sunday- holiday; National, state celebrations are holidays, festival breaks, festival-traditions celebrations with students are in the limited work hours- 5 to 7 work hours work. It is a welfare measure for the health of employees.

**Work culture-** Management provides employment to staff in such work culture where only 'Youth' energy is preferred. It helps to develop personality, skill development being an educational work culture.

**Platform to excel-** Teaching is a noble job, teaching is a white collar job. It provides a platform to excel for the employees while teaching. Teaching means he/herself is learning first. This learning everyday for every academics, every class, various subjects to excel himself or herself.

**Library-** as knowledge resource- Management provides free entry, free access to e-library, e-content, e-books, e-databases, e-thesis with free access. Employees can utilize the library section as a knowledge resource. It improves their abilities as teacher/s.

**Identify in society as a teacher-** Teacher's identity is an evolving process of negotiation and interpretation within the context in the classroom and their social positions. Understanding a teacher's professional identities is important because they are sources of meaning for them. It is a rational and emotional aspect which is not quantitative. The TEI, educational trust provides the identity in society as a teacher.

**Soft skill development-** Teacher everyday improves himself/herself. The soft skill development such as vocabulary, presentation, knowledge, teaching skill, etc develops. It is due to management who appoints the teaching staff.

**Creative progression-** Teaching skills progression, research skills progression, communication skills progression are welfare measures to the teachers.

**Career development-** Junior clerk to senior clerk to head clerk to Admin in-charge are career advancement. Similarly, Assistant Professor to Associate Professor to Professor are the career advancement indirectly provided as welfare measures for TEI staff.

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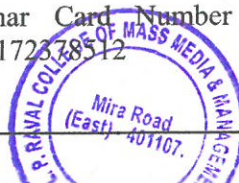
2021-22

**Details of Teaching and Non - Teaching Staff**




Sr No.	Name	Designation	Photo of Staff	Aadhar Card /PAN No	Mobile No.
1	Dr. Reena Arbune	Principal		Pan Card Number :ACCPH2604R Aadhar Card Number : 399480692047	9222130874
2	Mrs. Lizy Joes			207442968886	79775 93021
3	Mrs. Suparna Roy	Asst. Professor		Pan Card Number : AZTPR2146N Aadhar Card Number : 357447356918	9820506042
4	Mrs. Akanksha Asar	Asst. Professor		Pan Card Number : ARYPA2618M Aadhar Number : 870166055640	9769849089
5	Mr. Shrishyam Mishra	Asst. Professor			9773393216
6	Mr.Nagendra Kangralkar	Asst. Professor		853908197544	8355894713
7	Mrs. Ruksana Carvello	Asst. Professor			9158238870
8	Mr. Kiran Chavan	Asst. Professor		Pan Card Number : AHNPC3076E Aadhar Card Number :850172348512	9833663553

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9	Mrs. Mayuri Shinde	Asst. Professor		383130518343	8369544116
10	Mrs. Ravina Soni	Asst. Professor		Pan Card Number : EIYPS4120P Aadhar Card Number :831524587668	8450974286
11	Mr. Sachin Bhosale	Clerk		980917967108	80820 04394

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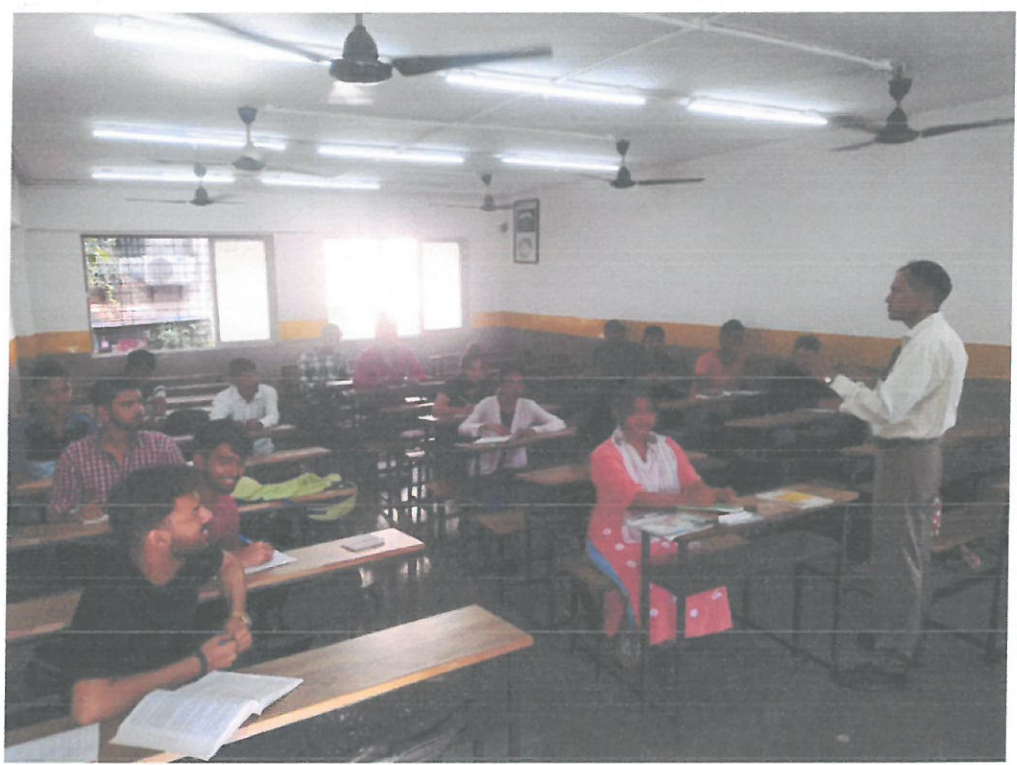








**FACULTY MEMBER ADDRESSING THE CLASS**



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**BEST WORK CULTURE**



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