

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

Various welfare measures are put in place by this institute, as a way of recognizing the services and the commitment of all the employees. An indicative list.:

1. Social security benefits
2. Casual Leave, Earned Leave, Medical Leave, Maternity Leave, Unearned Leave , Extra-ordinary Leave, Study Leave
3. Interest free festival advance for supporting staff
4. ESI facility for supporting staff members
5. Fee waiver/concession for the wards of the employee
6. Subsidized tariff for University transport facilities
7. Semi-furnished & Rental concession staff quarters
8. In-house medical facilities
9. TA&DA Allowance provided when they visit other Countries
10. Cash incentives to faculty for research publications, patents, funded projects, book-writing etc.,
11. Remuneration & Additional honorarium for consultancy & training
12. Cash award & merit certificate for Best faculty, Best Young faculty research award, excellent teacher, Innovative ideas for teaching, Best School award, Potential School award, Best paper in conference, Effective contribution to the Institute, Lifetime Achievement award etc.,
13. Study leave to complete Ph.D.
14. Permission to avail on-duty to attend Ph.D. at IIT, Anna University, etc.,
15. Sponsored to attend National / International Conferences of repute, in terms of 100 % registration fee, one-way air fare, per diem allowances etc.

#### **Career Advancement Scheme (CAS):**

Promotion under Career Advancement Scheme (CAS) The Institution follows the UGC guidelines for the promotion of faculty to a higher cadre under the Career Advancement Scheme (CAS). The circular regarding application from faculty members for promotion under CAS is invited from Office of Registrar regular intervals. The eligible faculty members submit the CAS application to the Registrar through the HoD of the Department / Dean of the school. The Institution reviews and evaluates the performance

of faculty members in three categories viz., Academic, Curriculum, Infrastructure & Professional Development, and Research & Extension activities and is evaluated in terms of the Academic Performance Index (API) as per UGC guidelines. The Dean of the School / HoD of the Department scrutinises the received applications for the eligibility as per UGC guidelines and recommends the CAS application for further processing by the Office of Registrar. The promotion to the subsequent cadre in the Assistant Professor category is based on the submitted documents and the fulfilment of the eligibility norms.

**Details of faculty members obtained promotion through CAS in the assessment period is given below.**

**ss**

S. No	Name of the Faculty	Existing Cadre	Promoted Cadre
1	Dr. C. Dineshkumar	Assistant Professor	Assistant Professor (Senior Grade)
2	Mr. M. Magesh	Assistant Professor	Assistant Professor (Senior Grade)
3	Dr. N. Indumathi	Assistant Professor	Assistant Professor (Senior Grade)
4	Dr. A. Fathima	Assistant Professor	Assistant Professor (Senior Grade)
5	Ms. M. Ayisha Sidiqia	Assistant Professor	Assistant Professor (Senior Grade)
6	Dr. S. Shafeer Ahamed	Assistant Professor (Senior Grade)	Assistant Professor (Selection Grade)
7	Dr. S. Kalaivani	Assistant Professor (Senior Grade)	Assistant Professor (Selection Grade)
8	Dr. A. Ambika	Assistant Professor (Senior Grade)	Assistant Professor (Selection Grade)
9	Dr. V. Muthupriya	Assistant Professor (Sel. Grade)	Associate Professor
10	Dr. Neesar Ahmed	Assistant Professor (Sel. Grade)	Associate Professor
11	Dr. Shazia Jamal	Assistant Professor (Sel. Grade)	Associate Professor
12	Dr. M. Mohamed Sheik Sirajudeen	Assistant Professor (Sel. Grade)	Associate Professor



**Dr. N. RAJA HUSSAIN**  
Registrar

**PROCEEDING NO: 610: B1: 2023, DATED 11.05.2023**

Sub: Estt:-Movement from Assistant Professor (Sr. Gr) to  
Assistant Professor (Sel. Gr.) – Under Career Advancement  
Scheme Orders Issued – Reg.

Ref: Vice Chancellor's approval dated 05.05.2023.

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**Dr. A. Ambika**, Assistant Professor (Senior Grade) in the Department of Electronics and Communication Engineering is moved to the post of **Assistant Professor (Selection Grade)** under Career Advancement Scheme with effect from **10-12-2019**.

Her Basic Pay is fixed at Rs. 34,150/- (Rupees Thirty- Four Thousand One Hundred and Fifty Only) in the Pay Band Plus Academic Grade Pay of Rs. 15600-39100+8000.

However, the Monetary Benefit will be effective from **01-04-2023**.

*N. Raja Hussain*  
**REGISTRAR**

To  
Dr. A. Ambika,  
Assistant Professor (Selection Grade)/ECE  
Through the HOD/ECE

Copy to HOD/ECE  
Copy to Finance Office/DRF/Accounts Section/PF



Dr. N. RAJA HUSSAIN  
Registrar

**PROCEEDING NO: 663 ; B1: 2023, DATED: 11.05.2023**

Sub: Estt: Movement from Assistant Professor (Sel. Gr.) to Associate Professor – Under Career Advancement Scheme Orders issued – Reg.

Ref: 1. Vice Chancellor's approval dated 12.04.2023 and 05.05.2023  
2. This Office Proceeding No. 465: B1:2023 dated 17.04.2023

In partial modification of this office reference second cited, Dr. V. Muthupriya, Assistant Professor (Selection Grade) in the Department of Computer Science and Engineering is moved to the post of Associate Professor under Career Advancement Scheme with effect from **13-02-2018**.

Her Basic Pay is fixed at Rs. 46,400/- (Rupees Forty-Six Thousand Four Hundred Only) in the Pay Band and Academic Grade Pay of Rs. 37400+67000+9000.

However, the Monetary Benefit will be effective from **01-04-2023**.

*N. Raja Hussain*  
**REGISTRAR**

To  
Dr. V. Muthupriya,  
Associate Professor /CSE  
Through the HOD/CSE

Copy to Finance Office/DRF/Accounts Section/PF  
Copy to HOD/CSE



**Dr. N. RAJA HUSSAIN**  
Registrar

**PROCEEDING NO: 608: B1: 2023, DATED 11-05-2023**

Sub: Estt:-Movement from Assistant Professor to Assistant Professor  
(Sr. Gr) – Under Career Advancement Scheme Orders issued – Reg.

Ref: 1. Vice Chancellor's approval dated 12.04.2023 and 05.05.2023  
2. This Office Proceeding No.463:B1:2023 dated 17.04.2023

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In partial modification of this office reference second cited, **Dr. C. Dineshkumar**, Assistant Professor in the Department of Automobile Engineering is moved to the post of **Assistant Professor (Senior Grade)** under Career Advancement Scheme with effect from **15-06-2019**.

His Basic Pay is fixed at Rs. 28,390/- (Rupees Twenty-Eight Thousand Three Hundred and Ninety Only) in the Pay Band Plus Academic Grade Pay of Rs. 15600-39100+7000.

However, monetary benefit will be effective from **01-04-2023**.

  
**REGISTRAR**

To  
Dr. C. Dineshkumar,  
Assistant Professor (Senior Grade)/Automobile Engineering  
Through the HOD/ Automobile Engineering

Copy to HOD/ Automobile Engineering  
Copy to Finance Officer/DRF/Account Section/PP