



Faculty Motivation Policy

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Objectives of Faculty Motivation Policy

1. To motivate and retain faculty members
2. To attract experienced and expert faculty to join DBCOP

Policy Guidelines

1. Flexible Leave Structure

Under this, faculty members shall be facilitated with flexible leaves for their academic career enhancement. Faculty members can avail special leaves for their Ph D, Post Doctorate Studies. They can also avail special leaves for Faculty Development program, Conference presentations, etc.

2. Performance Based Incentives

Every year performance of faculty members shall be evaluated on the basis of set parameters. Incentives shall be provided on the basis of performance of faculty members. Their performance shall also appreciated by honoring them with certificates.

3. Research Promotion Scheme / Research Incentives

Faculty members shall be encouraged to carry out and publish / present their research work in reputed journals and conferences. Monetary incentives shall be provided in the form of conference registration charges and publication charges.

Monitory incentive is given for outstanding publication, patent, and research.

4. Staff Council

Staff Council shall set up to facilitate weekly group meetings of all faculty members. Issues, problems related to staff members shall be discussed and addressed in weekly meeting of staff council.

5. Group Insurance / Health Insurance

In order to provide security, DBCOP is committed to provide Life Insurance / Health Insurance for every staff member.

6. Advance Salary

Faculty members can avail benefits of advanced salary whenever they need.

7. Support for Children's education

Under this scheme, faculty members can avail 50% reduction in tuition fees for admission of their ward at DBCOP.

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