

Criterion VI Governance, Leadership and Management



RCMAS
RAJAGIRI COLLEGE OF MANAGEMENT &
APPLIED SCIENCES

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

6.5

Internal Quality Assurance System

6.5.1

FACULTY EMPOWERMENT

Submitted to



FACULTY EMPOWERMENT

The Internal Quality Assurance Cell (IQAC) implements a range of quality assurance strategies and processes to enhance the overall educational environment and institutional effectiveness. The IQAC employs a multifaceted approach to quality assurance for empowering faculty and supporting their professional growth. These strategies collectively contribute to the continuous improvement and excellence of the institution.

Staff Welfare Initiatives: The Internal Quality Assurance Cell (IQAC) at Rajagiri College of Management and Applied Sciences oversees and suggests a comprehensive array of welfare initiatives to cultivate a supportive and positive work environment. In partnership with the Staff Welfare Association of Rajagiri College of Management and Applied Sciences (SWAR), IQAC is dedicated to enhancing staff satisfaction and well-being. SWAR's initiatives encompass health and wellness workshops, counselling services, and recreational activities, all designed to promote the economic stability, career advancement, and holistic welfare of both teaching and non-teaching staff. By advocating for a balanced approach of monetary and non-monetary welfare measures, IQAC ensures that staff members are empowered and motivated to excel in both their professional and personal pursuits.

1. **SWAR** (Staff Welfare Association of Rajagiri College of Management and Applied Sciences)
 - The welfare measures are listed as Monetary Welfare Measures and Non - Monetary Welfare Measures.
 - These financial supports are designed to reward staff achievements, cover medical expenses, and facilitate further professional development, thereby enhancing their overall job satisfaction and financial security. It includes life insurance policy, health insurance, maternity leave, salary advances, seed money for attending FDP, festival allowance, personal accident benefit, provident fund for non- teaching staff, academic grade pay, city compensatory allowance, dearness allowance, house rent allowance, employees' state insurance, honorarium paid, staff welfare expenses, gratuity and privilege

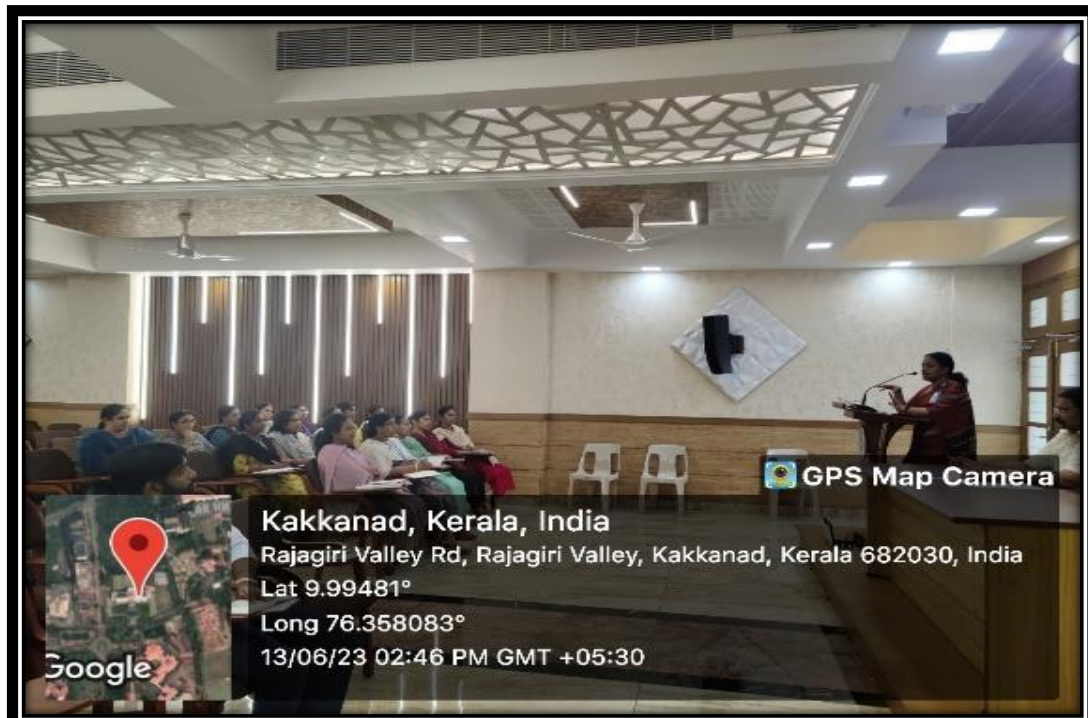
card.

- The non-monetary welfare measures aim to support staff's physical and mental well-being, promote work-life balance, and create a positive and enriching work environment. It includes health and wellness workshops, access to counselling services, and various recreational activities. It includes preference to the family members of the staff for admission, preference to the family members of the staff for admission to sister concerns of RCMAS, covid special medical leave, leave for faculty improvement program, professional counselling facility, recognition for faculty achievements, annual academic retreat, annual staff tour, subsidized staff quarters for men, free commutation on the college bus, festival celebrations for staff members, freebies, honouring retiring teachers at farewell meetings in the presence of the manager and the whole staff fraternity, birthday celebrations, recognition of doctoral degree and publications.
- Other Welfare facilities include free wi-fi, computer lab facility, parking facility, open gym, chayapedika, canteen and staff dining area, sickroom (Ashraya), gymnasium and yoga training centre, EV charging point, snacks vending machine, grievance redressal cell, surveillance system for campus security etc.

2. Supportive Decentralized Governance

- **Decentralized Governance System:** The IQAC supports and is supported by a governance structure where responsibilities are distributed among the college management, principal, Heads of Departments (HODs), staff, and students. This system ensures that different facets of the institution are effectively managed and that there is shared responsibility and accountability.
- **CREW:** Committed Rajagirians for Excellence in Workforce is the organizational structure at RCMAS. This dedicated team works tirelessly to ensure the seamless operation of the college, bringing together all clubs, cells, and committees under a unified framework. By fostering collaboration and synergy, CREW enhances the overall functioning of the institution while

- **Teachers Happiness Survey:** Evaluates faculty satisfaction and well-being to create a supportive and productive work environment.



Sample Photo of SAAMARIK, Annual Strategic Meet and IQAC Annual Meeting



Sample Photo of Workshop on Mastering Research Methodology with AI Tools



Sample Photo of Administrative Training programme for Quality Audit and Workshop on Professional Reporting in Higher Education



**Sample Photo of Faculty Training and Capacity Building Programme
Riding the Waves: Embracing Serenity through Challenging times**



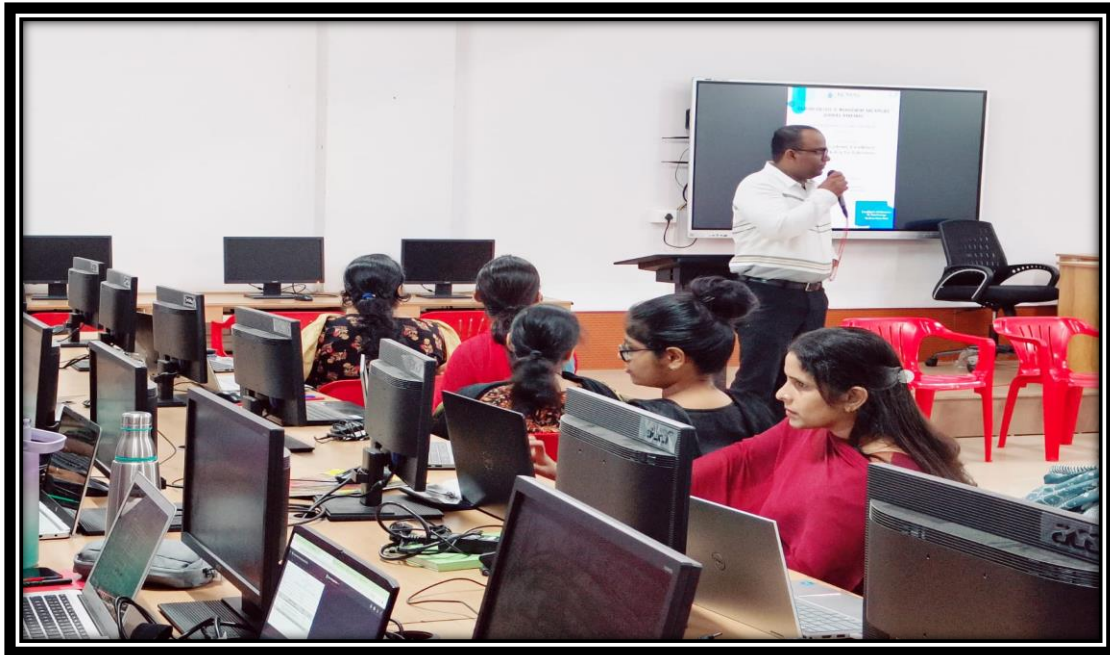
Sample Photo of Workshop on Documentation for NAAC Assessment



Sample Photo of Administrative Training Programme on Competitive Teaching Process



Sample Photo of Beyond the Curriculum: Transformative Practices in Outcome Based Education



Sample Photo of Workshop on Driving Academic Excellence: OBE Workshop for Educators



Sample Photo of International Online Workshop on AI for Academics: 75 Essential Tools



Sample Photo of Teachers practicing Yoga



Sample Photo of Seminar on Art and Science of Research



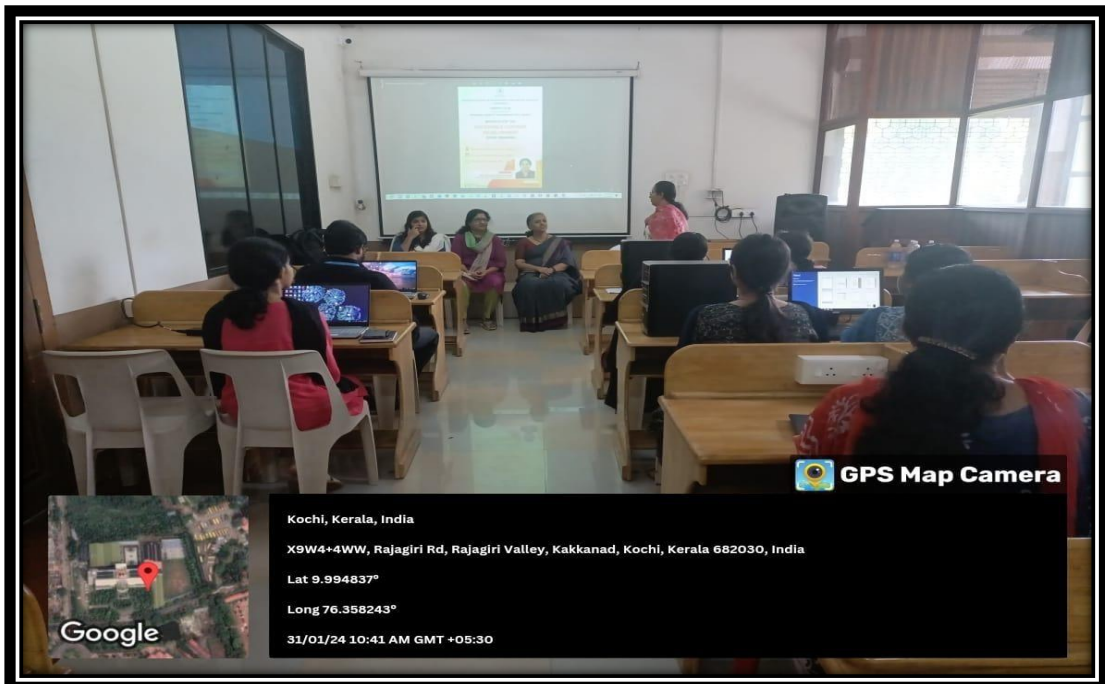
Sample Photo of Annual Academic Retreat



Sample Photo of Staff Onam Celebration



Sample Photo of session on Bloom from Within: Nourish to Flourish



Sample Photo of Workshop on Accessible Content Development: EPUB Training



Sample Photo of Teachers Day Celebration at College

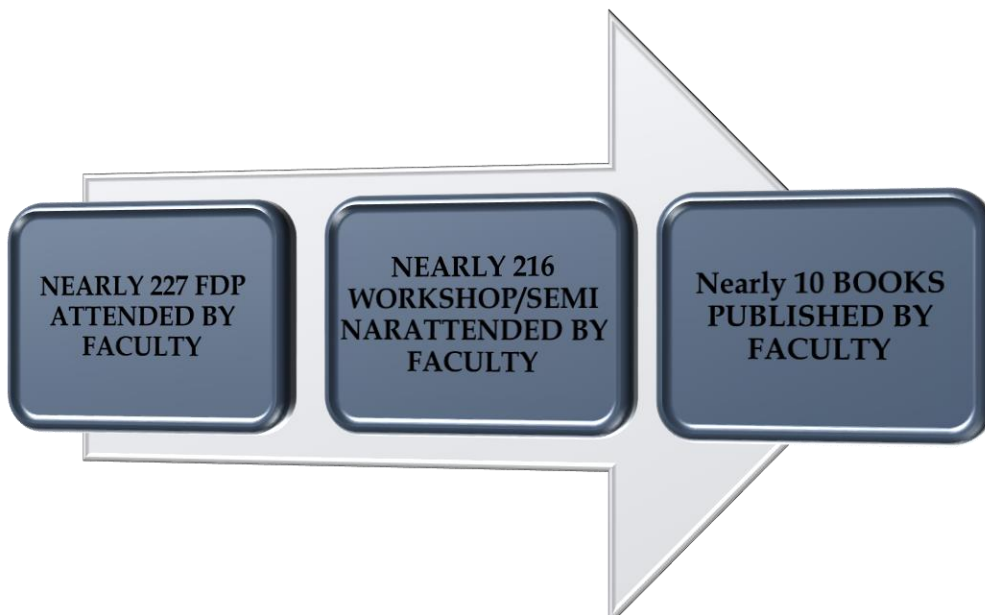


Sample Photo of Book Publication of Ms. Anupa Stanly



Sample Photo of Book Publication of Ms. Elsa Jacob and Merleena Antony

- Facilitate Financial Incentive:** Financial assistance and seed money is provided to faculty for attending faculty development programs, workshop, seminars. In addition to that membership fee towards professional bodies and assistance for book publishing are provided. Nearly 216 faculty received financial assistance in the last five years.



- 5. Research and Academic Credentials:** IQAC actively encourages and supports faculty in their pursuit of excellence through research and participation in state and national-level assessments. As a testament to this commitment, 65% of the faculty are pursuing research or have doctorates in their domain. Additionally, many faculty members have successfully cleared the National Eligibility Test (NET) and the State Eligibility Test (SET), further solidifying their academic credentials. These achievements underscore the institution's dedication to fostering a culture of academic rigor and professional growth among its faculty.

In conclusion, the IQAC at RCMAS plays a pivotal role in fostering an environment that prioritizes the welfare and professional growth of its faculty. By facilitating welfare initiatives, promoting decentralized governance, and empowering faculty through Faculty Development Programs (FDPs) and specialized training, the IQAC ensures a robust support system that enhances both teaching and research capabilities. Financial incentives further motivate faculty to excel, while a strong emphasis on research and academic credentials underscores the institution's commitment to academic excellence. Together, these efforts create a dynamic and nurturing academic community that drives both individual and institutional success.