



# OUR LADY COLLEGE OF EDUCATION

(A Christian Minority Institution)

(Approved by NCTE (1) M.Ed. - F.No.SRC / NCTE / TN / APSO6241 / M.Ed. / 392nd / 2020 / 121887

(2) B.Ed. - F.No. SRC / NCTE / TN / APSO 3023 / B.Ed. / 392nd / 2020 / 121878

NAAC Accredited with "B" Grade (CGPA of 2.89)

Our Lady Nagar, Maduravoyal, Chennai - 600 095. Phone. 044-2378 0899

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## Key Indicator

### 6.3 Faculty Empowerment Strategies

#### Metric No. 6.3.1

*Effective implementation of welfare measures for teaching and nonteaching staff is in place*

**List of welfare measures provided by the institution with seal and signature of the principal**



**Dr. Y. STANLY SELVAKUMAN**  
PRINCIPAL  
Our Lady College of Education  
Our Lady Nagar,  
Maduravoyal, Chennai-600 095



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## 6.3.1 List of welfare measures provided by the institution with seal and signature of the principal

The institution adopts several measures for ensuring the welfare of the staff members.

### Academic Facilities for Professional Development

Faculty members are provided opportunities to take part in the orientation programme, refresher course, seminars, webinars, hands on training, panel discussion and workshop to obtain wide exposure. In addition, free wi-fi facilities, laptops and LMS platform are given to the staff members. The faculty is trained to utilize the latest ICT infrastructural facilities available in the institution. Faculty members are encouraged to upgrade their professional qualification for career growth and advancement. Special permissions are given to staff to pursue their Ph.D. work. On-duty facilities for teaching staff and non-teaching personnel to attend academic-related and official responsibilities. The staff members cherish the decentralised and democratic environment as they are included in various committees and also play an active role in policy making and its implementation in the institution level. The Institute's administrative system is decentralized as a result, all activities are planned and carried out in a way that fosters collaboration, knowledge sharing, new ideas, and staff empowerment. Non-teaching staff are also provided the privilege to participate in training courses to develop their professional skills.

### Physical Facilities

Safe and secure environment is provided in the college. CCTV monitoring is done for 24/7 in the campus. Water dispensers with cold and hot options are available in the staff room. A Parlour facility has been provided for guest faculty to refresh. Separate parking slots are available for the staff members towards safe parking of vehicles. A canteen with healthy food and refreshments is available for the staff and students.

### Financial Facilities

Staff members receive funding for carrying out in-house research projects and attend seminars and conferences. Every year, free uniforms are offered to the entire staff. Compliments are given to the staff during festival times. Festival advance and annual increments are provided

Dr. Y. S. ...  
Principal  
Our Lady College of Education  
Maduravoyal, Chennai-95

to the management teaching and non-teaching staff. Housing loans for non-teaching staff without interest is given.

### Medical Facilities

Routine medical examination is provided for all the teaching and non-teaching staff in the campus. Casual Leave, Earned Leave, and Medical Leave are available to both teaching and non-teaching staff. Maternity leave is availed by the staff. Special permission is granted to nursing mothers for child care. A clean and sound working environment is provided to the staff to enable efficiency in work. Proper sanitation facilities are provided in and around the campus.



A handwritten signature in black ink, appearing to read "Dr. Y. Stanly Selvakumar".

**Dr. Y. STANLY SELVAKUMAR**  
**PRINCIPAL**  
Our Lady College of Education  
Our Lady Nagar,  
Maduravoyal, Chennai-45