

FEEDBACK OF FACULTY

1. **Salary as per norms** : Current salary structure of the institute is comparable to and aligns with others in similar roles.
2. **Leaves** : Comprehensive leave and vacation policy is in place that ensures well-being and overall job satisfaction.
3. **Research Facility** :
 - 1) Access to skill lab
 - 2) Permission to acquire equipment in departments as per requirement
 - 3) Comprehensive facilities supports collaboration and interdepartmental projects viz.
In our case STS project collaborated between Physiology & Neurology.
4. **Recognition of their Contributions** :
 - Appreciation letters (in part one orders)
 - Appreciation awards every year (Commendation cards)
 - Awards for best research by faculty member
5. **Respect** :
 - Culture of respect is evident in the form of continuous support
 - Uphold the dignity and significance of all faculty Members , senior and junior
6. **Promotions** : As per NMC guidelines and requirement
7. **Overall Academic Environment** : Efficient Teacher student engagement has led to many laurels in programmes at institutional and national levels. Distraction free clarity in routine of students has created a disciplined way of learning. Ample opportunities provided for both student and faculty growth.

FEEDBACK OF FACULTY

1. Salary as per norms : The scales are as per norms but due to reduced allowances the overall salary is lower .

2. Leaves : Are adequate and as per leaves in other medical colleges.

3. Research Facility :

1. The college has research laboratories in all departments and adequate and timely funding is given for any research initiatives /projects

2. Encouraging collaboration across departments and disciplines has led to innovative research projects

3. A well equipped Skills Laboratory is available for simulation based research .

4. Educational research projects are being done by various faculty trained in Advanced courses in Medical Education.

5. Faculty actively mentor junior colleagues and graduate students, providing guidance that supports their development and enhances the overall research environment.

4. Recognition of their Contributions :

1. The faculty are given incentives like Best Teacher awards & Best Researcher awards and COAS commendation card for devotion to duty /exemplary service.

2. During faculty meetings and in Part one published weekly faculty are praised for their noteworthy contributions to the institute and personal academic achievements.

3. Faculty members are praised for fostering inter department partnerships that enhance the institution's research profile.

4. The contributions of faculty to the institutional journal, Journal of Medical Academics ,The official journal of ACMS are recognized and given token monetary incentives.

5. Respect : There is a mutual feeling of respect among all faculty members. Senior faculty members mentor junior faculty members fostering an environment of growth and respect. Diverse perspectives/views of all faculty are taken into consideration.

6. Promotions merit/performance : Is based on candidates

The promotion process involves individual applications and suitability decided by a designated board of specialists by an interview process.(subject to availability of vacancy.)

7. Overall Academic Environment :

1. Is professional and collaborative encouraging team work.
2. Open communication during various meetings faculty can express ideas and are given constructive feedback
3. There is an emphasis on regular updatation of knowledge and skills by way of guest lectures /workshops/CMEs
4. Encouragement and support is given to New methods of teaching and assessment and such activities are regularly shared in the college official Whatsapp group to inspire each other.