



LALA LAJPATRAI COLLEGE OF LAW

(Affiliated to University of Mumbai and Approved Bar Council of India)

Lala Lajpatrai Marg, Mahalaxmi, Mumbai - 400 034.
Tel. : 2354 8240 / 2354 8241 • Fax : 2353 2896
E-mail : principal.llcl@gmail.com • Gram : LAJCOL

Faculty Retention Policy

PRINCIPAL
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At Lala Lajpatrai College of Law, we are committed to academic excellence. Our faculty members are the backbone of our institution, and their expertise, dedication, and innovative teaching methodologies are vital to the success of our students and the college as a whole.

In line with our vision to provide a conducive environment for both professional and personal growth, we have established a comprehensive Faculty Retention Policy. This policy is designed not only to attract and recruit the best legal minds, but also to retain them by offering a supportive and enriching academic environment.

Our Faculty Retention Policy encompasses a range of strategies and initiatives aimed at recognizing, rewarding, and retaining talented faculty members.

We are confident that this policy will continue to foster an environment, where our faculty members can thrive, innovate, and contribute to the overall growth and success of our institution.

Objectives:

1. To ensure transparency in the recruitment process.
2. To encourage qualified faculty to continue to associate with the LLCL.
3. To provide support to staff in availing opportunities for academic growth.
4. To foster a congenial and inclusive work atmosphere.
5. To provide freedom to faculties to plan departmental activities
6. To encourage faculty to attend FDPs and research methodology workshops.
7. To encourage faculty to attend seminars and conferences and publish papers.
8. To provide various kind of permitted leaves for the staff as per the UGC rule.
9. To provide financial assistance to teachers for attending workshops and seminars.

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To Fulfill the above-mentioned objectives, the Institution ensures and engages the following practices:

1. The recruitment process is well-guided by the procedure laid down by the competent authority including the University of Mumbai and Government of Maharashtra.
2. All the rules, regulations and guidelines prescribed by the UGC with respect to qualification of faculty, are adhered to.
3. The Principal and IQAC Coordinator regularly meet the faculty members to receive and provide feedback.
4. The Management believes in open door policy and free two-way communication in college at all levels.
5. Teachers have freedom to make use of various teaching methodologies as per the institutional guidelines.
6. Institution policies shall be clearly communicated to all faculty members during orientation.
7. Teachers are encouraged to carry out research, pursue Ph.D., attend conferences and publish research papers.
8. All outstanding contributions and achievements of the faculty are recognized and commended.

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9. Positive approach of the management gives faculty a moral support to advance swiftly on career path.
10. Teachers are given opportunity to participate in the administration of the college through various committees.
11. Infrastructural facilities are provided to them to complete their task and improve their performance
12. Teachers are provided with freedom to plan and conduct co-curricular and extra-curricular activities
13. Various kinds of leaves can be availed by the staff as per the Govt. Leave rules and UGC.

Dr. Smita Karve

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