

**Assessment Period 2016-2021**



**B.M.S. COLLEGE OF LAW, BENGALURU**  
Bull Temple Road, Basavanagudi, Bengaluru-560019



**CRITERION 2 – Teaching- Learning and Evaluation**  
**Key Indicator – 2.4 Teacher Profile and Quality**

**Metric No- 2.4.4**

Measures taken by the institution for faculty retention.

*Submitted to*



**THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**



# B.M.S. COLLEGE OF LAW

(Estd.: 1963)

Affiliated to Karnataka State Law University and Approved by Bar Council of India  
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.  
Phone : 080-26679336, 26602430  
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## 2.4.4 Measures taken by the institution for faculty retention.

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## BMS COLLEGE OF LAW

Bull Temple Road, Basavanagudi, Bangalore-19

### POLICY MEASURE FOR FACULTY RETENTION

BMS College of Law is a unit of BMS Educational Trust. The Institution is affiliated to Karnataka State Law University, Hubballi and is recognized by the Bar Council of India. The College is one of the finest institutes in the country. The college is committed to protect the interest of its faculty catering to their needs from time to time. To encourage the faculties for a long career at BMS College of law the following are the some of the Policy Measures that the Institute has undertaken:

- I. **RECOGNITION TO THE EDUCATIONAL QUALIFICATION:** The institute gives importance to the educational qualification of the faculty and maintains the standard prescribed by the UGC, KSLU and BCI.
- II. **ENCOURAGEMENT TO ENHANCE ACADEMIC PROFILE:** The institute encourages the faculties to undertake higher education, research studies and research projects etc. that help faculties to upgrade their academic profile.
- III. **PROTECTION OF SENIORITY:** The Institute maintains the precedence in academic matters. Senior faculty is given prime importance; their experience is taken into consideration in the matters of academics and any such other matters that help develop the institute.
- IV. **FINANCIAL SAFEGUARDS:** The Institute maintains the pay rolls of its faculty as per UGC norms.  
**Protection of pay-**The faculties educationally qualified as per UGC/KSLU/BCI norms are paid with UGC pay scale.  
**Increments-** the faculties are paid annual increments as per the existing policy of the government /management  
**Gratuity and other benefits-** The institute maintains the standard payment of gratuity to its entire staff as per the entitlements under Payment of Gratuity Act, 1972



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**Loan facilities-** The institute helps its faculty financially by providing a facility to avail loan from BMS cooperative society.

**Fee concession to the wards of staff-** The institute also encourages its faculty to allow their wards to join any courses under any institute of BMS Educational Trust. The institute also provides fee concessions to such wards. The institute also provides a one-time educational grant to its group-D staff and encourages their wards to undergo educational studies.

- V. **LEAVE:** The institute maintains a standard in leave policy. It follows the state government policy in entitling Earned leave/ casual leave/ maternity leave/paternity leave/medical leave etc. to its staff.
- VI. **PROMOTIONS:** The institute gives importance to the length of service of its staff. The faculties are promoted to next higher grades as per the management policies from time to time. It also protects the pay of such promoted staff/faculties.
- VII. **MEDICAL INSURANCES:** The institute has adopted a common system in provisioning medical insurance to its staff.
- VIII. **MEDICAL FACILITIES:** The BMS Educational Trust has its own hospital. The staff and their families of all the educational institutes of BMS educational Trust are given treatment on priority and also concessions are made in the medical bills.
- IX. **WELFARE MEETINGS WITH MANAGEMENT:** The institute organizes welfare meetings of its staff with the management that provides an opportunity to its entire staff to raise their concerns if any with the institute and the management where a remedy can be drawn accordingly.
- X. **MISCELLANEOUS:** The Institute Monitors course and service commitments to ensure faculty have feasible workloads. The Institute Examines data for faculty appointments, promotions, and resignations for any disparities, reviews decision-making processes, checking for any biases. The Institute Connects faculty to campus resources both within and outside the department and facilitates networking opportunities for faculty. It Considers leaves and other policies on an individual basis to best meet faculty needs. The institute Celebrates and recognize diverse contributions and outstanding performance of the faculties and also creates opportunities for faculty to participate in department governance. The institute Support faculty development for continued improvement in teaching practices.

  
**PRINCIPAL**  
**BMS COLLEGE OF LAW**  
Bull Temple Road, Basavanagudi,  
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