



SHRI SHIVAJI EDUCATION SOCIETY AMRAVATI'S  
**DR PANJABRAO DESHMUKH COLLEGE OF LAW**

120, Morshi Rd, Amravati, Mah. 444603 Ph. (Off.) 0721-266707

Affiliated to Sant Gadge Baba Amravati University

Website: [www.drpdclamtorg.in](http://www.drpdclamtorg.in) E-mail :



[drpdclamt13@gmail.com](mailto:drpdclamt13@gmail.com)

**Principal**

**Founder**

**President**

Dr. Varsha N. Deshmukh

Dr. Panjabrao alias Bhausahab Deshmukh

Shri. Harshwardhan P. Deshmukh

### **Faculty Retention Policy**

*Preamble: This Faculty Retention Policy is intended to ensure the retention of talented and experienced faculty members at Dr. Panjabrao Deshmukh College of Law, thereby promoting the continuity and quality of academic programs. It recognizes the importance of a supportive work environment, professional development, collaboration, and recognition in fostering faculty retention.*

**Short Title:** Faculty Retention Policy

**Extent:** This policy applies to the administrative body of Dr. Panjabrao Deshmukh College of Law and is implemented for the benefit of all faculty members employed therein.

**Intent:** The policy is designed to promote faculty retention and create a supportive and inclusive work environment for faculty members.

**Definitions:**

College: The term college shall mean and include the Dr. Panjabrao Deshmukh College of Law.

Faculty Members: Refers to the teaching staff employed by Dr. Panjabrao Deshmukh College of Law.

Job Satisfaction: The overall contentment and fulfilment experienced by faculty members in their roles.

Professional Development: Activities aimed at enhancing the knowledge, skills, and competencies of faculty members.

Work-Life Balance: The equilibrium between work-related responsibilities and personal life commitments.

**Policy:**

**Supportive Work Environment:**

- The college shall strive to create a supportive and inclusive work environment that fosters professional growth and job satisfaction.
- Policies and initiatives shall be implemented to promote work-life balance, providing faculty members with flexibility and support.



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**Professional Development:**

- Faculty members shall be provided with opportunities to attend conferences, workshops, and training programs relevant to their field of expertise.
- Adequate resources and support shall be provided to encourage faculty members to engage in research, publication activities, and other scholarly pursuits.

**Collaboration and Teamwork:**

- Faculty members shall be encouraged to collaborate on research projects, curriculum development, and other academic activities.
- Opportunities for interdisciplinary collaboration and engagement with colleagues shall be promoted.

**Recognition and Appreciation:**

- The contributions and achievements of faculty members shall be recognized and appreciated by the institute.
- Efforts shall be made to acknowledge and celebrate faculty members' accomplishments, including publications, research grants, and awards.

**Periodic Review and Feedback:**

- The institute shall conduct periodic reviews to assess the effectiveness of the faculty retention measures implemented.
- Feedback from faculty members shall be actively sought to identify areas for improvement and address concerns.



  
Principal  
Dr. Panjabrao Deshmukh  
College of Law, Amravati

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