

## **Draft for Policy of reward to teachers receiving various National and International Awards/Acclaims**

To motivate and encourage faculty in order to publish quality research and innovative work along with participation in different professional, social activities, the Institute provides incentives to those who receive State, National and International awards.

### **Objective (Purpose)**

1. Recognition of hard work is the most important factor in motivating the teachers of an organization for promoting teaching, research and extension activities.
2. It also motivates the faculties to receive awards for career advancement.
3. These awards/acclaims to an individual, lead and contribute to the growth of an individual and the Organization as a whole.
4. The decision will be made at end of session.

### **Eligibility**

1. Acclaims will be awarded to faculty members who are assigned to and working in the respective roles on 15<sup>th</sup> August and 5<sup>th</sup> September of each year.
2. Faculties must have completed at least 6 months working in that particular role.
3. The faculty should be full time employee of the Institute.
4. Role related awards are recognised for faculty members in various academic (includes teaching-learning and research) and administrative departments.

### **Category of Awards/acclaims**

1. Monetary rewards based on the weightage of the award received
2. Awards in form of Medals/prizes
3. Certificates from Governor, VC or Director of the Institute.
4. Recognition by announcing names on university website/newsletter.

### **Procedure in selecting the Awardees for incentives**

- **Best Dean Award (Dean, Associate Dean, Deputy Dean)** for each academic year will be given maximum of Rs. 10,000 along with Letter of Appreciation/Appreciation certificate based on the evaluation done by Head of the institution.
- **Best Head of Department Award** – Maximum of Rs 8,000/- along with Letter of Appreciation/Appreciation certificate (The reward would be based on

performance judged through the Department's research strategy and quality, quality of programme delivery (including time adherence), and optimal resource deployment and other such criterias).

- **Best Programme Co-ordinator/Incharge award** – Maximum of Rs 5,000/- along with Letter of Appreciation/Appreciation certificate (The reward would be based on student feedback, quality and timeliness)
- **Faculty of the Year award**-maximum of Rs.3000/- along with Letter of Appreciation/Appreciation certificate (based on the student feedback and result analysis along with the feedback from the head of the department).
- Faculties having **Best Paper award** in any reputed International/National conference will be given Letter of Appreciation/Appreciation certificate by the Head of the Institution.
- Faculties having **Best Poster Presentation** award will be felicitated with Letter of Appreciation/Appreciation certificate by the Head of the Institution.
- Faculties having paper published in SCI/Scopus/UGC listed journals will be considered for recognition as Letter of Appreciation/Appreciation certificate from the VC of the University.
- Faculties having Patent awarded or published will be given maximum of Rs. 2000/- along with Letter of Appreciation/Appreciation certificate.
- Teachers working on funded projects as PI or Co-PI will be felicitated with Letter of Appreciation/Appreciation certificate.