

By Post/E-mail/Portal

From

Director General Higher Education, Haryana,
Shiksha Sadan, Sector-5, Panchkula.

To

1. The Registrars of All State Universities in the State of Haryana
2. The Principals of Govt. Colleges in the State of Haryana
3. The Principals of Govt. Aided Colleges in the State of Haryana.

Memo No. 9/57-2023 Co.(3)

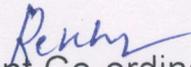
Dated Panchkula, the 19.01.2024

Subject:- Recognition of meritorious services of faculty working in Government, Government Aided Colleges and State Funded Universities in Haryana

Kindly refer to the subject cited above.

Please find enclosed herewith a copy of drat teacher's award policy. You are requested to seek suggestions of teaching faculties working in your respected institutions and send these suggestions to this office through E-mail at hechrycoordination@gmail.com by 05.02.2024, please.

Enclosed : As above.


Superintendent Co-ordination
for Director General Higher Education,
Haryana, Panchkula

CC:- In-Charge IT Cell to upload on the portal

REVISED DRAFT POLICY OF SCHEME FOR STATE AWARDS TO THE BEST FACULTY WORKING IN STATE-FUNDED UNIVERSITY/GOVERNMENT COLLEGES/GOVERNMENT-AIDED PRIVATE COLLEGES IN HARYANA FOR MERITORIOUS SERVICES.

1. PREFACE:

The State has human capital of about thousands of teachers in various Government Colleges, Government aided colleges and state universities under the Directorate of Higher Education, Haryana. Their contribution towards the academic, curricular and extra-curricular assignments have been inspiring and tremendous. In order to scale-up this momentum, the Directorate proposed the scheme for State Teacher Awards for Excellence.

Lessons learnt from educators remain with their students throughout their lives. But there have been teachers who cover an extra mile, break down barriers and mould the lives of their students. The influence of a good instructor can never be erased. The State Government takes it as its duty to give due recognition and show its gratitude to such deserving mentors. With an objective to bring quality to higher education, the government has decided to honour the college teachers who have accomplished the job of imparting education in a commendable manner. This decision will bring a new dawn for teachers in terms of striving for excellence in academic and pedagogic pursuits.

The purpose of these awards is to honour faculty members for outstanding performance in the areas of teaching. The faculty members so honoured would have demonstrated exceptional abilities in communicating and stimulating students' desire to learn. In addition, these teachers would have recognized their teaching responsibilities, by crossing the classroom doors, and would have aided and motivated students even outside the classrooms.

2. VISION

- i) To identify and recognize outstanding teachers in higher education for grant of state award.
- ii) To motivate the State Awardees to further enhance their performance.
- iii) To help the first-timers to imbibe the performance and quality dimensions set by the awardees. The scheme will be of utmost importance for them to discover mentors and their best practices.
- (iv) To be a catalyst in moulding students with potential for all-round excellence, innovation, creativity and socially useful productivity.

3. MAIN CONSIDERATIONS FOR AWARDS

The scheme envisages that those faculties of higher education who show exceptional academic efficiency, quality of teaching and professional competence, good conduct & team spirit, engagement with the local community, utilize innovative teaching methods and command respect in the community are to be recommended for the awards. Main considerations are:

(I) Academic Efficiency and Personal Achievements

- Academic Excellence based on annual results

- Higher academic qualifications
- Good ACRs

(II) Co-curricular Achievements and Involvement in Society

- Contribution for community
- Promotion of Nation Building and National Integration.
- In-service trainings
- Mobilization of society for institute/college/university Infrastructure and spreading social awareness among students.
- Personal achievements and organization of co-curricular and extra-curricular activities.

(III) Academic Research

- Publications (Research papers/articles in International/National journals).
- New & appropriate pedagogic approaches in day-to-day teaching activities.
- Use of Teaching-Learning Material/Low-cost Teaching Aids etc.

4. TOTAL NUMBER OF STATE AWARDS FOR EXCELLENCE: 11 (Eleven)

Every year, 11 State Awards for Excellence shall be awarded, including two from State Universities under the purview of Higher Education, six from Government colleges, and three from Government-aided private colleges of Haryana.

The description of awards is as follows:

A. State Universities:

- | | |
|--|-----|
| i – Faculties of Sciences/ Engineering & Technology/ Health Sciences | – 1 |
| ii – Faculties of Humanities/ Social Sciences/ Commerce & Management | – 1 |

B. Government Colleges:

- | | |
|--|----|
| i – Faculties of Sciences | -2 |
| ii – Faculties of Languages/ Humanities/ Social Sciences | -2 |
| iii – Faculties of Commerce & Management | -2 |

C. Government-aided Private Colleges:

- | | |
|--|----|
| i – Faculties of Sciences | -1 |
| ii – Faculties of Languages/ Humanities/ Social Sciences | -1 |
| iii – Faculties of Commerce & Management | -1 |

5. DECORATIONS:

The following incentives will be given by the government to the State Awardee faculties:

1. A citation
3. A shawl
4. A memento

6. **ELIGIBILITY CRITERIA FOR TEACHERS' AWARDS :**

- (i) The applicant/ nominated teacher should be from the State Universities/ Government Colleges/ Government-aided Colleges situated in the jurisdiction of Haryana State.
- (ii) All regular faculty members who have taught for at least 15 years with an outstanding record in teaching, research and contribution to students in general/ society are eligible for the award. Retired/ re-employed teachers are not permitted to apply for the award.
- (iii) His/ her integrity must not have been graded as doubtful at any stage of his / her career.
- (iv) The teacher should not have been held guilty/ charge sheeted under Rule 7/ no criminal case should be pending.
- (v) Once awarded teacher will not be eligible for next five years.
- (vi) Nominations received after the due date will not be considered.

The applicants with the above said qualifications will send their applications through the mode fixed by the Directorate for this purpose. Vice-Chancellors/ Directors/ Officers posted at the DHE/ Principals are not eligible to apply.

7. **NOMINATION PROCEDURE:**

- Applications will be invited every year by the Directorate from State Universities, Government Colleges & Government-aided Private Colleges through online portal.
- The Head of Institute will recommend the names of candidates through online portal on the basis of the criteria mentioned in Parts A, B & C.
- Documentary proof is mandatory for all the claimed achievements and activities in Parts A, B & C.
- The nominations of Government/Government Aided Colleges should be scrutinized at Head Quarter by the Committee constituted for this purpose.

8. **SELECTION PROCEDURE:**

(i) **Government/Government-Aided Private Colleges:**

A **Screening Committee** at the district level comprising of the following members will scrutinize the applications after initial screening on the basis of the eligibility criteria and selection procedure.

1. Deputy Commissioner/Additional District Commissioner/Sub Divisional Magistrate-Chairperson
2. Additional/Joint Director/Deputy Director as DHE nominee-Member
3. DHEO (District Higher Education Officer)-Member
4. One senior most Professor from any government/government-aided college of the District-Member
5. Principal of the college of the candidate-Member

(ii) State Universities:

A **Screening Committee** at the University level comprising of the following members will scrutinize the applications after initial screening on the basis of the eligibility criteria and selection procedure.

1. Vice-Chancellor of the University of the candidate - Chairperson
2. One DHE nominee from Directorate of Higher Education, Haryana - Member
3. One Dean from the same University (nominated by V.C.) - Member
4. One senior most Professor from the same University (nominated by V.C) - Member
5. One Chairman /Director /Head of the Department /Institute of the candidate - Member

(iii) Directorate-level Committee :

The Screening committee will forward the scrutinized applications to the **Directorate**. A committee comprising of 5 members at the Directorate will finalize the list of awardees.

This committee will consist of the following members:

1. Additional Chief Secretary/Principal Secretary to Government of Haryana, Department of Higher Education – Chairperson.
2. Director/Director General Higher Education – Member
3. Additional Director /Joint Director Administration – Member
4. Joint Director Colleges- Member Secretary
5. One Deputy Director (nominated by the HOD) – Member

- Note:**
1. **Presence of any 3 members is required to complete the quorum of each committee.**
 2. **Presence of DHE nominee is mandatory in Screening Committees of State Universities.**

PART-A: ACADEMIC EXCELLENCE and PERSONAL ACHIEVEMENTS				
Sr.	Criteria	Marks details	Max.	Total

1.	<p>Academic Excellence- Average Annual Result of the last 10 years(result of one tear will be average of results of all classes/ papers in relevant subject,taught by the teacher in an academic year Request per subject</p>	<p>Practical subjects/ Non-practical subjects: Total Marks</p> <p>90% - 100% : 5/6 80% - 89% :4/5 70% - 79% : 3/4 60% - 69% : 2/3 50% - 59% : 1/2</p> <p>Total Marks = Average annual result x 0.7(Practical subjects) Total Marks = Average annual result x 0.583(Non -Practical subjects)</p> <p>For example: Average of 10 annual results of a teacher is 40, Then for a practical subject 40x0.7 score will be 28 marks and, For a non-practical subject 40x0.583, score will be 23.32 marks</p>	35	35
2.	HigherQualification	<ul style="list-style-type: none"> • PDF - 5.0Marks • D.Litt.intherelevantsubject– 3.0 Marks • Additional Diploma/Degreein the Relevant/concerned/Allied subject– 1.0Marks <p>Note: Marks will be granted only for qualification gained during service and from a recognized University.</p> <p>*PDF- Post Doctoral Fellowship</p>	05	05
3.	Annual Confidential Reports (ACRs) of last 10 years will be considered	<ul style="list-style-type: none"> • ForOutstanding/Excellentgrade- 1.0 Markperyear • ForVery Goodgrade -0.5Markperyear 	10	10
SubTotalPART-A			50	

PART-B: CO-CURRICULAR ACHIEVEMENTS and INVOLVEMENT IN SOCIETY

Sr. No	Criteria	Marks details	Max Marks	Total Marks								
4.	Participation by the teacher in Extra-curricular Activities Viz. Sports, Adventure Camps, Mountaineering Expeditions, NCC, NSS, Red Cross, Eco-Club, Self-Defence, Beti Bachao Beti padhao, Swachh Bharat Abhiyan, Ek Bharat Shreshtra Bharat, Career Guidance/Placement, Contribution in Unnat Bharat Abhiyan, Contribution in Parivar Peh han Patra Scheme, CRID Survery, Member of any Initiative/Committee in Government of India or any other such significant contribution etc. .	Participation during last ten years:- <table border="1" data-bbox="472 688 813 943"> <thead> <tr> <th>Position □</th> <th>Marks</th> </tr> </thead> <tbody> <tr> <td>NationalLevel</td> <td>2.0</td> </tr> <tr> <td>StateLevel</td> <td>1.5</td> </tr> <tr> <td>DistrictLevel</td> <td>1.0</td> </tr> </tbody> </table> <p>Note: Marks will be granted event-wise and year-wise participation separately.</p>	Position □	Marks	NationalLevel	2.0	StateLevel	1.5	DistrictLevel	1.0	20	20
Position □	Marks											
NationalLevel	2.0											
StateLevel	1.5											
DistrictLevel	1.0											

5.	In- Service Relevant Trainings	<p>Training should have been organized by the Central/State Government Agencies</p> <table border="1" data-bbox="553 303 1172 825"> <thead> <tr> <th data-bbox="553 303 896 580">Training Period (Training Programs for more than 2 days only will be considered)</th> <th data-bbox="896 303 1172 580">Marks</th> </tr> </thead> <tbody> <tr> <td data-bbox="553 580 896 693">3 Training programs & above</td> <td data-bbox="896 580 1172 693">05</td> </tr> <tr> <td data-bbox="553 693 896 758">2 Training programs</td> <td data-bbox="896 693 1172 758">03</td> </tr> <tr> <td data-bbox="553 758 896 825">1 Training program</td> <td data-bbox="896 758 1172 825">02</td> </tr> </tbody> </table> <p data-bbox="493 881 1182 970">Note: Separate marks will be awarded for such programme attended during service.</p>	Training Period (Training Programs for more than 2 days only will be considered)	Marks	3 Training programs & above	05	2 Training programs	03	1 Training program	02	05	05
Training Period (Training Programs for more than 2 days only will be considered)	Marks											
3 Training programs & above	05											
2 Training programs	03											
1 Training program	02											
SUB TOTAL		PART:B	25									

PART – C: ACADEMIC RESEARCH					
Sr. No	Criteria	Marks details		Max. Marks	Total Marks
Sr. No.	Academic/Research Activity	Faculty of Sciences/ Engineering/ Agriculture/Medical/ Veterinary Sciences	Faculty of Languages/ Humanities/Arts/Social Sciences/Library/ Education/Physical Education/Commerce/Management & other related disciplines		
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
2.	Publications (other than Research papers)				
	(a) Books authored which are published by ;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	Chapter or Research paper	03	03		
	Book	08	08		
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In	20	20		

	case of MOOCs of lesser credits 05 marks/credit)				
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Contentwriter/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrants for a complete course/e- book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
	Contribution to development of e- content module in complete course/paper/e-book (at least one quadrant)	02	02		
	Editor of e-content for complete course/ paper /e-book	10	10		
4	(a) Research guidance				
	(b) Research Projects Completed				
	More than 10 lakhs	15	15		
	Less than 10 lakhs	10	10		
	(c) Research Projects Ongoing :				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
	(d) Consultancy	03	03		
5	(a) Patents				
	International	10	10		
	National	07	07		
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State				

	Government)			
	International	10	10	
	National	07	07	
	State	04	04	
	(c) Awards/Fellowship			
	International	07	07	
	National	05	05	
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)			
	International (Abroad)	07	07	
	International (within country)	05	05	
	National	03	03	
	State/University	02	02	
Total Academic Research - Score				
Total Marks (Part –C)		Max Marks	Total Marks	
Total Academic Research – Score x 0.15		75		
Sub Total(PartC)				

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor -5 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- (a) Two authors: 70% of total value of publication for each author.

- (b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- ▯ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ▯ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- ▯ For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b): Policy Document and 6: Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- ▯ The research score shall be from the minimum of three categories out of six categories.
- ▯ While calculating Research Score, Instructions of the government issued from time to time shall be applicable.

Grand Total	Max Marks	Total Marks
Part B	25	
Combined Total(PartA+PartC)	125	
GrandTotal(Part A+B+C)	150	

Note:- Candidates scoring minimum 75 marks out of 150 marks (from the combined total of Part A+B+C) shall be eligible for the State Award.

1. In case, more than one candidate has same marks, then the candidate who scores more marks in the Combined Total of Part A + Part C, will be considered as the awardee.
2. If still there are candidates with same marks, seniority in age will be considered. The older candidate in age, will get precedence.
3. If the candidates are still abreacted together, the total length of regular service will be counted. The candidate with the longer service period, will be chosen for the award.