



Avinashilingam Institute for Home Science and Higher Education for Women
Coimbatore - 641 043, Tamil Nadu, India
(Deemed to be University under Category 'A' by MHRD)
Re-accredited with 'A+' Grade by NAAC
Recognised by UGC under Section 12B

Policy on Incentives to Staff and Career Advancement

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and Higher Education for Women
Coimbatore - 641 043
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Policy on Incentives to Staff and Career Advancement

A) Policy on Incentives

1) Preamble

The Faculty Assessment and Development Scheme is being introduced in the Academic Performance Indicator (API) scoring of UGC for promoting excellence in teaching, research and extension activities and the same has been in force in Avinashilingam Institute for Home Science and Higher Education for Women from 2016 to promote teachers who receive awards from State/National/International agencies.

2) Objectives: (Purpose)

- i) To motivate teaching faculty to receive awards and recognition at State, National and International level for career advancement
- ii) To enhance the academic credentials on par with the UGC expectations by actively participating in Teaching-Learning, Research, Administrative as well as Extension Activities
- iii) Honouring of the awardees in the Thanksgiving Day function held every year in the Institution and also in the Staff Assembly Meetings

3) Eligibility

- i) The Faculty should be a full time employee of the Institution
- ii) Contribution in terms of Teaching, Research, Administrative and Extension Activities form the main criteria for selection of Incentives

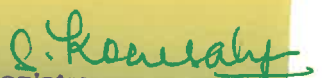
4) Types of Incentives/Recognition

- i) In terms of Money – the amount will be decided based on the weightage of the award
- ii) In terms of Award/Medal/Prizes
- iii) In terms of Certificate
- iv) Other types of Recognition that include announcement in the Newsletter/Website/Staff Assembly.

5) Expert Committee : The expert committee comprises of

- i) Vice Chancellor
- ii) Dean of the Faculty
- iii) Director, Research and Consultancy

6) Procedure in selecting the Awardees for Incentives: The Awards recognized by the expert team comprises of the following State Awards:


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- Life Time Achievement Award from the State Universities / State Government
- Science and Technology Award by the State Government
- Women Scientist Award by the State Government

National Awards:

- Young Scientist Award in Science and Technology
- Women Scientist Award in Science and Technology
- Outstanding Faculty in Management
- Outstanding Scientist Award
- Best Women Faculty Award
- Best Researcher Award
- Awards of Central Universities / Institutes

International Awards:

- In the field of Education, Research and Development
- Fellowships by International Bodies / Universities / Institutions

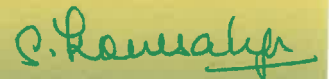
Any Other Awards:

Awards relevant in the particular field of research given by any other Private organizations recognized by the government could be considered.

7) Outcome

- (i) Expert committee will prepare the final list of awardees for various types of incentives and submit for approval by the Vice Chancellor.
- (ii) After approval by the Vice Chancellor, the selected awardees will be provided with appropriate/relevant incentives on the Teachers Day every year.

8) Review of the Policy: After 5 years



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B. Policy on Career Advancement

The UGC Regulations for the Career Advancement of Teachers depends on the individual performance (API scoring) of the teachers which is based on Teaching-Learning Activities, Seminars/Conferences/Workshops attended and conducted, Research publications, Extension Activities, etc. We follow the same procedure of UGC for the CAS promotion. But this policy on Career Advancement could increase the quality of a teacher which is related directly to the educational process of teaching, learning and carrying out research.

Objectives:

- i) To enhance the professional development of a teacher
- ii) Annual increment given to teachers to help them achieve more in their career
- iii) The Vice Chancellor will discuss with other expert committee members and evolve a reward policy to encourage teachers at both individual and institution level
- iv) Success of the Institute could be linked to the Faculty remuneration, thereby achieving the strategic goals of the Institute

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