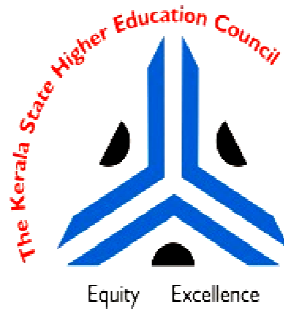


# **REPORT OF THE COMMITTEE ON INCENTIVES FOR TEACHERS**



**THE KERALA STATE HIGHER EDUCATION COUNCIL**

**Science & Technology Museum Campus,  
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# **REPORT ON INCENTIVES FOR TEACHERS**

## **BACKGROUND**

The present higher education system in the state does not have a system of providing incentives for meritorious and performing teachers. The continued absence of any incentives for performance might lead to either complacency or even de-motivation of the performing individuals. Therefore, there is need to assess the performance of teachers and link it with incentives in the form of recognition and rewards. Hence the Kerala State Higher Education Council appointed a Committee to study the feasibility of granting incentives to Teachers.

## **OBJECTIVES:**

1. To establish a mechanism for objective assessment of teachers in higher education and for linking performance with rewards.
2. To recognize and felicitate teachers in Higher Education on the basis of their performance according to various criteria like; teaching, research, extension and innovative practices and thereby incentivizing the performance.

## **GOALS:**

1. To prepare the criteria for measuring performance of college teachers.
2. To decide the form of incentives of the rewards for teachers.
3. To constitute a panel of experts who can act as members of jury for the above awards.
4. To institutionalize the mechanism of linking performance with rewards in the higher education sector in Kerala.

## **ACTION PLAN:**

- Finalization of nomination form.
- Finalization of processes of different stages of implementing this scheme of awards.
- Inviting nomination for the awards.
- Calling the meeting of panel of experts for screening and selection for awards.
- Notification of awards.
- Felicitation of teachers with rewards.

The Committee, after due deliberation, makes the following recommendations:

## **1. NATIONAL LEVEL**

The most important incentive, which can be given to the best teachers, is the creation of a separate cadre for them. The proposal for the formation of an All India Service, designated as the Indian Education Service has been lying dormant. The Committee recommends that this may be revived to create a cadre of professional educationists to shoulder high responsibilities, both academic and administrative, in education.

## **2. CATEGORIES OF AWARDS:**

Following categories of awards may be given:

### **A. AWARDS FOR PRINCIPALS:**

- i. Best Principal Award from each university: (Guru Vishisht)
- ii. Best Principal Award at State level\*: (Guru Ratna)

\*A person cannot be given an award more than once.

### **B. AWARDS FOR BEST YOUNG TEACHERS OF COLLEGES:**

- i. Young Teacher Award from each university\*: (Guru Shersht)
- ii. Young Teacher Award at State level: (Guru Ratna)

\*Teachers with minimum five years of service and maximum of ten years can apply.

\*Age limit: 45 years.

### **C. AWARDS FOR OUTSTANDING TEACHERS OF COLLEGES**

- i. Best Teacher Award for each university\*: (Guru Vishisht)
- ii. Best Teacher Award at State level: (Guru Ratna)

\*Teachers with more than ten years of experience can apply.

## **3. GENERAL ELIGIBILITY:**

The prospective recipient of the awards shall be a permanent faculty for teachers' awards and a regular Principal for Principal's award\*.

. Awards can be given only once in the category of Principal or Teacher\*.

. A time limit of five years to be followed.

### **CRITERIA FOR EVALUATION FOR TEACHERS AWARD:**

Teachers may be assessed based on a 100 point scale with the following components:

Sr. No.	Criteria		
1	Academic Background	20	
2	Teaching	20	
3	Research and Consultancy	30	
4	Extension Activity	15	
5	Participation in co/extra-curricular activities & Contribution to College/University	15	

#### **REGARDING POINTS 1 TO 5:**

##### ***1. Academic Background-***

***Maximum: 20marks***

- a. ***5 marks*** for the highest degree,
- b. ***5 marks*** for M.Phil and
- c. ***15 marks*** for PhD (M.Phil+P.hD15 marks only)

##### ***2. Teaching-***

***Maximum:20marks***

- a. At least 80% and above classes engaged as per time table, as certified by the Principal in the time frame stipulated by Universities- ***4 marks***
- b. Conducted two assessments and conveyed results within 10 days. ***4 marks***
- c. Use of modern teaching aids and tools like computers, audio-visu-als, multi-media, ICT, - to be assessed by the Screening Committee- (2) Internet and other materials-to be assessed by the Screening Committee -(2).  
***4 marks***
- d. Awards/recognition by recognized agencies- to be assessed by the Screening Committee – (State (2), National or International (2)) during last five years.  
***4 marks***
- e. Significant contribution in teaching and research (to be assessed by the Screening Committee)\*

**i. Participation and Paper Presentation in Seminars/ Conferences**

✓ International level/National level/State level- one mark each –

Maximum **2 marks**

**ii. Resource Person:**

a. International level

b. National level

c. State level

d. Regional/University level- one mark each-

**Maximum-2marks**

**3. Research and Consultancy**

**Maximum :30marks**

**Research Projects completed (during the last five years):**

*(Funded by external funding agency like UGC/ICSSR/DST/ISRO/BARC/State Govt.)*

1. Major Research Project-1mark each }

2. Minor Research Project-½ mark each}-

**Maximum 4 marks**

**Ongoing Research Projects:**

*(Funded by external funding agency like UGC/ICSSR/DST/ISRO/BARC/State Govt.)*

1. Major Research Project-1mark each }

2. Minor Research Project-½ mark each}-

**Maximum 4 marks**

**Ph.D. Guidance :**

Number of Ph.D. Degrees Awarded @½ each

**Maximum 3 marks**

**Project consultancy/ Patents- during the last 5 years**

a. Number of consultancy projects completed with funds - International/ national/state level-one mark for each consultancy service

**Maximum 3 marks**

b. Number of patents registered- two marks for each patent

**Maximum6marks**

**4. Publications:**

**A. Research Papers**

i. International Refereed Journals @½ mark/paper

ii. National Refereed Journals @½mark/paper

**Maximum 4 marks**

**B. Books: (Independently or in Joint Authorship)**

i. National/ International Publisher@½ mark/book

**Maximum 2marks**

**C. Edited Books**

- i. National/ International Publisher(with ISSN)@½ mark/book` Maximum **1 mark**  
ii. Regional/ Local Publisher(with ISBN)@½/book maximum **1 mark**

**D. Membership in the Editorial Board of**

- i. International Journals Maximum **2 marks**

**5. Extension Activities:**

Maximum **15 marks**

**E. NSS Activities**

- i. As Programme Officer/ Programme Coordinator- Maximum 1 mark

**F. NCC Activities**

- i. As Commissioned officer (Rank) Maximum 1 mark

**G. Member in the selection committee as an expert in public service commission/public sector board/aided colleges** Maximum 2 mark

**H. Invited member on the Board of Public Sector Undertakings** Maximum 1 mark

**I. Services rendered as Expert Member in NAAC /UGC/ AICTE** Maximum 2 marks

**J. NCTE / Central / State Government academic bodies** Maximum 2 marks

**K. Membership in University Syndicate** Maximum 2 marks

**L. Membership in Academic Council, University** Maximum 2 marks

**M. Membership in Expert Committee Nominated by Govt.** Maximum 2 marks

**6. Participation in Co/Extra-curricular activities & Contribution to College**

**University:**

**Maximum 15**

**marks**

**N. Chairman/Convener/Member of different committees at college level**

Maximum 3 mark

**O. Chairman/Dean/ Member of different committees at University level**

Maximum 3 mark

**P. Coordinator /Member of NAAC Co ordination Committee/ IQAC**

Maximum 3 marks

- |   |                 |
|---|-----------------|
| Q. <b>Contribution to college administration as Convener<br/>Of College level/University level exam Committee/Examiner<br/>in University Examinations etc</b> | Maximum 2 marks |
| R. <b>Contribution in extracurricular activities as Convener/<br/>Member of admission Committee</b>   | Maximum 2 marks |
| S. <b>Contribution to Quality Enhancement Activities<br/>As Convener of academic/research Committee</b>   | Maximum 2 marks |

### SELECTION COMMITTEE

Selection /Screening Committee shall consist of *seven* members including the Chairman. The Vice Chairman of the KSHEC shall be the Chairman of the Committee. The sitting Vice Chancellors of the a. University of Kerala, Trivandrum b. Mahatma Gandhi University, Kottayam, c. Calicut University, Calicut and, d. Kannur University, Kannur and Secretary, Higher Education shall be the members of the Committee. The Member Secretary of the KSHEC shall be the Secretary of the Committee. Decisions are taken on majority basis. In the event of equality of votes at any meeting of the Selection Committee/Screening Committee, the Chairman shall have the right to exercise a casting vote.

### MODE / FORM OF AWARDS:

#### Common for all awardees:

Following forms of awards shall be common for all the awards.

1. Certificate
2. Citation/ Memento

**Guru Vishisht:** Sponsorship for two weeks training on higher education management at institutions located in India.

**Guru Ratna:** Visit to an institution of excellence pertaining to the subject/specialization of the teacher or seed money for Research Project preferably relevant to Kerala: up to Rs.

**Guru Shreshta:** Visit to an institution of excellence pertaining to the subject/specialization of the teacher (after the visit the awardees shall submit a report of best practices prevalent in the institution and the strategy of their implementation in the state HEIs)

**The quantum of the award will be determined by the Executive Council of Kerala State Higher Education Council.**

**Nominating Procedure:**

1. Nomination- self nomination or by others.
2. Nomination forms to be verified and forwarded through proper channel-
  - a. For teachers- through Principals.
  - b. For Principals- through DCE/Managers concerned.\*
  - c. For Universities Teachers- through University Registrars.
3. Nomination proforma can be obtained from the KSHEC web site.

\*The decision of the Council shall be final in case of a dispute.



## **The Committee on Incentives for Teachers**

<b>Dr. Poulouse Jacob</b> Pro -Vice Chancellor, CUSAT., Cochin.	<b>Chairman</b>
<b>Prof .D.K John</b> Member, Executive Council, KSHEC.	Convenor
<b>Dr. Sudheer</b> Director, Academic Staff College, University of Kerala.	Member
<b>Dr. P. C Aniyankunju</b> Principal, St.Aloysius College, Edathala, Alappuzha	Member
<b>Dr. M. Usman</b> Principal, Amal College of Advanced Studies	Member
<b>Dr. Zainul Abid Kotta</b> Associate Professor, Dept of English, Govt. College Malappuram	Member
<b>Dr. Sherly P Anand</b> Principal, S N College for Women, Kollam.	Member
<b>Dr. Ambat Vijayakumar</b> Professor, Department of Mathematics, Cochin University of Science and Technology, Cochin	Member