

Annual Awards for Best Performance in Research, Teaching, Administration and Technical Fields

1. Title of the Practice

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2. Objectives of the Practice

Healthy competition among peers and constant motivation to perform better is the cornerstone of a successful organization. The mission of the Central University of Punjab is to create a highly competitive research and teaching environment where every stakeholder should feel motivated to contribute to this endeavour. Further, it is a public-funded university where most of the faculty and staff members are working on a regular basis with assured career progression. To motivate the students, faculty members and staff to achieve the desired performance, the university conceived a scheme of awarding the best performers in teaching, research, administration and technical fields. This scheme is being implemented from the academic session 2014-15 without any break.

3. The Context

Right from the inception, the university envisions to become a research-centric university and impart quality training to the students enrolled in PG and PhD programmes to make them globally competent, socially relevant and economically self-reliant. To realize this vision, it becomes imperative that faculty members across the disciplines conduct cutting-edge research and publish their findings in reputed journals, bring extramural research funding, file patents and impart innovation-driven teaching. Besides, the PG students and the research scholars are also required to be motivated to proactively participate in the learning and creation of knowledge. Best Performer Award under ___ categories of teaching, research, technical support and administration has been instituted to address this issue. These awards are conferred annually on the foundation day of the university i.e. 28th February since 2015 without any break.

4. The Practice

The salient features of the Indian Higher Education System include teaching-learning, research, collaboration and professional practices, innovation, perception of the stakeholder, governance, leadership and management. These features also form an integral part of rankings and also in accreditation by NAAC. It's well known that the NIRF rank and NAAC grade are the reflections of the quality of teaching, research and innovation happening in higher education institutions. To promote these contexts of the Indian higher education system, a unique scheme of recognizing best performers in various categories of learning, teaching, research and non-teaching has been started. Using the principle of positive reinforcement, these awards promote the best quality teaching and research.

These awards are awarded annually under multiple categories. Awards for the Best Student at Master's and Doctoral Level respectively and Best Girl Student at Master's Level are awarded based on academic merit, participation in sports and cultural events, general behaviour and overall participation in the growth of the university. CUP Outstanding Research Award under

two categories, Sciences and Humanities, is awarded to the best researcher based on the score obtained for receiving Research Grants as Principal Investigator, Papers published from CUPB and Patents filed. Further, faculty members are recognized for their publications in journals with more than 10 Impact Factor or Cumulative Impact Factor of 15 in a year. The winners are awarded certificates and research grants. Similarly, Best Teachers are recognized based on the feedback of students, heads, deans etc. and services of non-teaching employees are recognized in their respective domains like the administrative, technical and supporting staff. Awards of Best Teacher and Best Non-Teaching Employee carry certificates and cash prizes. These awards are given on the occasion of Foundation Day of the university i.e. on the 28th of February every year.

5. Evidence of Success

The university achieved the first rank among the new Central Universities in the National Institute Ranking Framework (NIRF) in 2019 and 2020 and has the best Faculty to Research Project ratio in the country. The university has also consistently remained at the forefront of new Central Universities as per Scopus and Web of Science indices. All these parameters suggest the importance of research-related activities at the university. Consistent motivation and encouragement through research awards and other incentives have played their part in this success. Similarly, the promotion of teaching through Best Teacher awards reflects the high percentage of students qualifying for national-level competitions. Services of the University library are well received by all the stakeholders and it is no coincidence that library personnel have regularly won awards under the Best Non-Teaching employee category. So, these awards really motivate faculty and staff members to give their best.

6. Problems Encountered and Resources Required

Keeping in view the diversity of disciplines, the formulation of suitable parameters for each category of awards is always a work in progress. Especially in humanities and social sciences, impact factors and other objective parameters are still not fully developed. Similarly, it is quite difficult to measure the work output of a non-teaching employee. So, there is a need to design a much more comprehensive set of parameters and evaluation techniques for the measurement of teaching/research output or administrative productivity. Funding of such initiatives is also an issue. If more financial resources are available, especially in the form of research grants, then the impact of these incentives can be much more.