



Y B N UNIVERSITY

RAJAUlatu, NAMKUM, RANCHI (Jharkhand)

Established by the Act. of Government of Jharkhand Act. 15, 2017

Gazzate Notification No. 505, Dated 17 July 2017

As per Section 2(f) of UGC Act. 1956

Faculty Promotion and Recognition Policy Document in Excellence in Teaching, Research and Professional Growth

1. Introduction

The institution is committed to promoting and recognizing excellence in teaching, research, and professional growth. As part of our faculty development initiatives, the institution seeks to reward teachers who receive state, national, or international recognitions or awards for their outstanding contributions. This policy outlines the various incentives provided to such teachers to encourage continued professional development and inspire other faculty members.

2. Scope

This policy applies to all full-time faculty members of the institution who receive formal recognitions, awards, or honors in the fields of education, research, innovation, or any other relevant discipline from recognized bodies at the state, national, or international level.

3. Incentives for Recognized Faculty Members

A. Career Advancement

- **Eligibility:** Faculty members who receive state, national, or international recognitions/awards will be eligible for a significant consideration for career advancement within the institution.
- **Promotion:** Faculty members who receive such recognitions will be given priority in consideration for promotions, subject to fulfillment of other institutional promotion criteria.
- **Academic Leadership:** Award recipients may be considered for leadership roles in various academic committees, including curriculum development, research initiatives, and faculty development programs.

B. Salary Increment

- **Eligibility:** Faculty members who receive state, national, or international awards will be considered for a salary increment as a direct recognition of their achievement.

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- **Increment Details:** The salary increment will be based on the nature of the award, the level of recognition, and the impact of the award on the institution's academic standing. The increment can range from 5% to 15% of the current salary, subject to approval by the governing body.
- **Implementation:** Salary increments will be applied within the next fiscal year following the receipt of the award and will be reflected in the salary structure.

C. Recognition by Institutional Website Notification

- **Eligibility:** Teachers receiving awards at state, national, or international levels will be publicly acknowledged through the institution's official website.
- **Details:** A dedicated section on the website will feature award recipients, detailing their achievements, the awarding body, and the impact of their work. This public acknowledgment serves as an inspiration to other faculty and enhances the institution's reputation.
- **Frequency:** Award recipients will be featured on the website within one week of receiving their recognition.

D. Commendation Certificate with Cash Award

- **Eligibility:** Faculty members who receive state, national, or international awards will be presented with a commendation certificate from the institution, along with a cash award.
- **Commendation Certificate:** The certificate will acknowledge the individual's contribution to education, research, and academic excellence.
- **Cash Award:** The cash award will vary based on the level of the recognition:
 - **State-level Award:** ₹10,000
 - **National-level Award:** ₹25,000
 - **International-level Award:** ₹50,000
- **Award Presentation:** The commendation certificate and cash award will be presented during an official institutional event or faculty gathering, ensuring proper recognition and visibility for the awardee.

4. Criteria for Recognition

- **State-level Recognition:** Must be awarded by a recognized state body, university, or educational authority.
- **National-level Recognition:** Must be awarded by a recognized national body, government department, or a professional organization.
- **International-level Recognition:** Must be awarded by a globally recognized institution or authority, such as UNESCO, WHO, or other prestigious international bodies.

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5. Implementation Process

1. **Application Process:** Faculty members must inform the institution's administrative office upon receiving recognition/award. The faculty member should submit the official award notification or certificate to the Human Resources department for verification.
2. **Evaluation Committee:** A committee comprising senior academic staff, administrators, and external experts will review and approve eligibility for incentives. This committee will evaluate the award's significance and impact.
3. **Incentive Disbursement:** After approval, salary increments, cash awards, and certificates will be processed. The recognition announcement on the institutional website will follow within one week.

6. Responsibilities

- **Faculty Members:** To inform the administration promptly upon receiving any award or recognition and to provide necessary documentation for processing.
- **Institutional Administration:** To ensure the timely disbursement of incentives and facilitate proper recognition.
- **Evaluation Committee:** To review the documentation, assess eligibility, and ensure transparency in the process.

7. Review and Amendments

This policy will be reviewed annually by the administration and may be amended to align with evolving institutional priorities or external policies. Changes will be communicated to all faculty members through official channels.

8. Conclusion

By providing these incentives, the institution aims to encourage and support teachers who demonstrate outstanding performance and commitment to the academic community. These rewards not only acknowledge their contributions but also motivate other faculty members to pursue excellence in their professional careers.