

## **Best practice-1**

### **Title of the Practice: Continuous efforts for quality evaluation and assurance in academics and administration**

#### **1. Objectives of the Practice**

For promotion of innovations in teaching-learning process, inter-disciplinary studies and research, CUH has introduced the measure of Annual performance presentations of each faculty member and the Department. The University has also initiated Annual Awards for faculty members as well as non-teaching staff to motivate and encourage them for quality research and teaching and to strive for excellence in performance of their assigned works respectively.

The primary objective of the practice of Annual review performance is to assess and review the academic and research progress of the individual departments. This practice also provides an opportunity to reflect upon the shortcomings and corresponding necessary action required to improve the academic and research activities in the Department. The whole exercise of annual presentations and the step of annual awards incentivize the faculty members and non-teaching staff and encourage healthy competition among them. It also helps to measure the potential capabilities of all faculty members, non-teaching staff and departments to think and work hard to improve their performance continuously.

#### **2. The Context**

The University has committed itself to the development and implementation of a continuous improvement process in academics and administration. Moreover, the New Education Policy (NEP) 2020 also emphasizes on Continuous Professional Development of an individual through proper assessment their performance and contribution. To fulfil this purpose, the IQAC of the university initiated this process of annual review performance in 2016 as a mechanism to give the teachers and non-teaching staff continuous opportunities for their self-improvement through periodical presentations of performance and contribution. The practice of Annual Departmental Presentation and Annual Awards was conceived in the light of the vision of making Central University of Haryana a pre-eminent University, and the objectives of promoting innovations in teaching-learning process and inter-disciplinary studies and research, and encouraging efficiency in performance of administrative support.

#### **3. The Practice**

Annual Departmental Presentations and Annual Awards functions are organized by Internal Quality Assurance Cell (IQAC), CUH. The departments are asked to submit the Departmental as well as individual faculty presentations in advance for circulation to the members of Jury/expert committee. Nominations are invited from the teaching and non-teaching staff of CUH, in the prescribed forms, for the Annual Awards of “Best Researcher” and “Best Performing Non-Teaching Staff”.

The Jury/Expert Committees are constituted to examine and judge the departmental performance, achievements and contributions of the faculty members and to recognize the “Best Researcher” and “Best Performing Non-Teaching Staff” of CUH for the year of award.

The departments as well as faculty members are graded on the basis of 08 criteria. The schedule of School-wise Departmental and Individual Faculty Presentations is notified by the IQAC. A time slot of 20-30 Minutes is provided to each department. The Jury/expert committee submits its report after the presentations. The Jury/expert committees in their reports also provide their critical inputs/observations highlighting the short-comings, and also recommend required actions for improvement of departmental as well as individual faculty members’ performance.

The Annual “Best Researcher” and “Best Performing Non-Teaching Staff” Awards are given for various categories of teachers and non-teaching staff. The categories of the Annual Awards are decided by the IQAC reflecting upon the distinction in academic disciplines, kinds of research works, and dedication to the assigned work by non-teaching employees.

#### **4. Evidence of Success**

Internal Quality Assurance Cell (IQAC), CUH has successfully organized four cycles of Annual Departmental Presentations and five cycles of Annual Awards for Teaching and Non-Teaching Employees. The IQAC is continuously taking steps for streamlining the practice of Annual Departmental Presentations and Annual Awards making the practice more effective.

From the last five years a jump in the publication profile, research grants have been observed. This practice has created a healthy competition where each department is making efforts to excel in one or more parameters.

#### **5. Problems Encountered and Resources Required**

It has been very difficult to decide who is the “best researcher” of the year for the purpose of Annual Award in the light of basic differences in the nature of various subjects/disciplines, the prevalent methodology of research writings in different discipline, variation in the use of impact factor method, H-Index, average size of project funding etc. Therefore, new guidelines for incentives in the Form of Awards to the teachers of the University for Promotion of Quality Research and Teaching” were notified by IQAC on 09.02. 2022, The “Best Researcher” Awards are given under different categories such as publications, impact of research, h-index of the faculty, number of research projects, innovations and extended collaboration. Nevertheless, to mention, the awards are categorized separately for Sciences & Engineering and Humanities & Social Sciences.

Being a new University, the number of teachers and non-teaching staff in CUH is relatively small. The turnout of the number of nominations for Annual Awards has been low resulting in repetition in the Award recipients. Therefore, in 2022 the University had to make a rule to bar nomination from the teachers and non-teaching staff who were recipients of Awards in previous year i.e. 2021.