

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

EXCELLENCE AWARDS FOR FACULTY

(The scheme was approved the Board of Governors in its second meeting held on 19th September 2010, the guidelines adopted by Senate in its eight meeting held on 10th September 2011 and revised by the Board of Governors in its 30th meeting held on 17 December 2020)

In addition to “Chaired” Positions for experienced faculty members and “Research Fellowships” for young faculty members with promise of outstanding research, it is proposed to set up excellence awards for faculty members for outstanding contributions in each of the categories of teaching, research, institution building, and outreach (service to the profession, e.g., through committee work, consulting and continuing education). For this purpose, the Institute proposes to create four separate, “Outstanding Contribution” awards to be given at the end of each academic year to the deserving faculty; Teachers’ Day celebration on September 5 every year may be a very appropriate occasion for honouring the faculty. The recognition of their efforts will foster increased motivation among the faculty members to pursue and implement ideas in the fields of their passion.

These awards will carry a certificate of felicitation and a financial reward of Rs 1,00,000/-. In addition, a sum of Rs 1,00,000/- will be contributed to the faculty member’s Professional Development Fund to allow the faculty member to grow further and explore novel ideas.

In the proposed structure of the award, a faculty member can only win an award in any one of the four categories in one academic year. He / she may however be considered for any number of categories. In addition, once a faculty member has won the award in a particular category, he/she will not be eligible for the award in the same category for the next three years.

For these awards to be effective means of encouraging excellence, the selection process must be transparent and above board. The precise mechanism for setting the criteria and evaluation of the award will be decided by the Academic Senate at IITGN in consultation with the faculty and periodically revised in view of experience gained. It is understood that these awards will be based on actual contributions carried out at IITGN, and admittedly, lasting contributions require a longer time scale to measure, at least two years. Hence, the Senate may choose to start only with a few awards in the beginning, say Excellence in Teaching Award and the Excellence in Research Award.

Norms for Excellence in Teaching Award

- Excellence in Teaching Award will be open to all the regular faculty members who have completed at least two years of teaching at IIT Gandhinagar and have contributed to the teaching of at least 3 different courses at IIT Gandhinagar. In the initial phase, because of the small number of faculty members likely to fulfill this criterion, this could be restricted to 2 courses.
- A weighted average of the overall course evaluation by the students feed-back will be considered as cut-off parameters for a faculty member to become eligible for consideration for Excellence in Teaching Award. Suggested cut-off criterion at present is: a weighted average of the overall course evaluation 3.20 (minimum) on the scale of 4.00. For this purpose, the course evaluation data of only those courses will be considered for which feedback has been received from at least 40% of the students registered.
- The Visiting / Adjunct Professors will be kept outside the ambit of this award.

- A course Instructor nominated for consideration of Excellence in Teaching Award should have taught at least one Institute level compulsory course (with minimum class strength 75) or a department level compulsory course (with minimum class strength 20) in the span of 2 years period under consideration.
- For the time being there will be only one award under individual category.
- The award will be based on actual contributions of the faculty member for his teaching work carried out at IITGN, and admittedly, lasting contributions require a longer time scale to measure, at least two years.
- The Central Award Committee may consider the following norms for evaluation of Excellence in Teaching:
 - ✓ Sustained record of excellence in teaching, supported by records of evaluations of courses by students, as well as feedbacks from the past and the present students whenever available, be collected, evaluated and recognized;
 - ✓ Ability to present complex information with precision and clarity with due emphasis on the fundamentals;
 - ✓ Ability to inspire, stimulate and touch upon a responsive chord in the students on the subject matter and also to encourage creative thinking in them through constructive criticism;
 - ✓ Ability to generate students' interest in the subject by excellent teaching methodologies and continued use of state of the art educational technology for teaching;
 - ✓ Ability to respond spontaneously to inquisitive questions and queries from the students and thus enhancing the students' confidence in understanding major underlying concepts / fundamentals / issues;
 - ✓ Demonstrated zeal for, and innovation in, teaching;
 - ✓ Demonstrated caring for learning by students;
 - ✓ Ability to become role model for the students in their pursuit of knowledge and personality development.
- It is desirable that the principle components for assessment of excellence in teaching include:
 - ✚ Unqualified acclaim a faculty member receives from the student community;
 - ✚ Meticulous planning of the course material, its efficient delivery and its inspiring impact on the minds of students;
 - ✚ The current and the past teaching records of the faculty member.

Excellence in Teaching Award shall be conferred preferably on Teacher's Day, (**September 5**) every year. Each conferment should be accompanied by a citation and cash award as approved by the Central Award Committee from time to time. The format of the citation has to be left flexible enough so that it could be in accordance with the nature of achievement and the personality concerned and the text of the citation should highlight the specific nature of the outstanding contributions in pursuit of Excellence in Teaching by the awardees.

Norms for Excellence in Research Award

- The award will be based on actual contributions / research work carried out at IITGN, and admittedly, lasting contributions require a longer time scale to measure at least two years.
- The Visiting / Adjunct Professors will be kept outside the ambit of this award.
- The Central Award Committee (CAC) may consider the following norms for evaluation of *Excellence in Research Award*.
 - Consistent publication record in peer-reviewed journals
 - Meritorious citations /awards

- Significant research support generated through sponsored/consultancy projects
- Other publications (*Monographs, Review articles, books and book chapters, editorials etc.*)
- Patents, Software and tools developed etc.
- Peer-reviewed research presentations (*invited lectures, panel memberships etc.*)
- Significant impact of research on the research community in the area of research
- Research work for social relevance
- Significant impact of research on societal benefits / relevance

Recognition

- Peer reviewed journal positions such as Editor/Associate Editor etc.
 - Membership of national and international committees for research grant reviews
 - Membership of Advisory and Organizational Committees for national and international symposia, workshops and conferences etc.
 - Prestigious Research Awards
- Excellence in Research Award shall be confirmed preferably on the Foundation day of the Institute, every year. Each conferment should be accompanied by a citation and Cash award as approved from time to time. The format of the citation has to be left flexible enough so that it could be in accordance with the nature of achievement and the personality concerned and the text of the citation should highlight the specific nature of the outstanding contributions in pursuit excellence in Research.

Norms for Excellence in Institution Building Award

- Award for Excellence in Institution Building will be open to all the regular faculty members who have completed at least two year of stay at IIT Gandhinagar.
- The award will be based on actual contributions made by the faculty member at IITGN, and admittedly, lasting contributions require a longer time scale to measure, at least two years.
- The Visiting / Adjunct Professors will be kept outside the ambit of this award.
- The Central Award Committee may consider the following norms for evaluation of *excellence in Institution Building*:
 - Consistent Contribution in establishing / acquiring common / central facilities for the Institute
 - Consistent Contribution as a functionary in capacity building in academic and non-academic activities of the Institute.
 - Consistent Contribution in governing and strengthening the students' activities on campus of the Institute.
 - Consistent contribution in administrative and/or socio-economic activities of the Institute in improving efficiency and effectiveness of various stake holders of the Institute.
 - Consistent contribution in strengthening the existing infrastructure and also managing efficient use of the infrastructure of the Institute.
 - Significant research support generated through sponsored / consultancy projects
- Excellence in Institution Building Award shall be confirmed preferably on the Foundation day of the Institute, every year. Each conferment should be accompanied by a citation and Cash award as approved from time to time. The format of the citation has to be left flexible enough so that it could be in accordance with the nature of achievement and the personality concerned and the text of the citation should highlight the specific nature of the outstanding contributions in pursuit of excellence in Institution Building.

Norms for Excellence in Outreach Award

- Award for Excellence in Outreach will be open to all the regular faculty members of the Institute who have completed at least two year of stay at IIT Gandhinagar.
- The award will be based on actual contributions of the faculty member concerned while his/her stay at IIT Gandhinagar, and admittedly, lasting contributions require a longer time scale to measure, at least two years.
- The Visiting / Adjunct Professors will be kept outside the ambit of this award.
- The Central Award Committee (CAC) may consider the following norms for evaluation of excellence in Outreach:
 - Consistent contribution towards outreaching nationally and internationally and connecting IIT Gandhinagar to the societal needs.
 - Consistent contribution in bringing highlights to IIT Gandhinagar in pursuing its goal of sustainable and all-inclusive growth, including community outreach programmes in the capacity as a faculty member of the Institute.
 - Consistent contribution in governing and strengthening the outreach programme of the Institute.
 - Consistent contribution in connecting the student body of the Institute with the local societal needs such as contributions to local schools and community at large.
 - Significant support generated for outreach programmes through fund generation and creation of infrastructure etc. during the period under review.
 - Significant contributions through refresher courses such as Continuing Education Programme (CEP) etc and/or workshops / Seminars / Symposiums etc.
- Excellence in Outreach Award shall be conferred preferably on the Foundation day of the Institute, every year. Each conferment should be accompanied by a citation and Cash award as approved from time to time. The format of the citation has to be left flexible enough so that it could be in accordance with the nature of achievement and the personality concerned and the text of the citation should highlight the specific nature of the outstanding contributions in pursuit excellence in Research.
- The following provisions apply to each of the above awards:
 - A faculty member can only win an excellence award in any one of the four categories (viz. Teaching, Research, Institution Building and Outreach) in an academic year. He / she may however, be considered for any number of categories.
 - Once a faculty member has won an award in a particular category, he/she will not be eligible for the award in the same category for the next three years. However, his/her candidature can be considered for the remaining category of awards.