



**Shobhit
University**

EDUCATION EMPOWERS



Top 101-125 Band
in Pharmacy

CRITERION 3 – RESEARCH, INNOVATIONS AND EXTENSION

3.4.2 The Institution provides incentives for teachers who receive state, national or international recognitions/awards..

Option

- 1. Career Advancement**
- 2. Salary increment**
- 3. Recognition by Institutional website notification**
- 4. Commendation certificate with cash award**

To reduce enormous use of paper and printing the ensure data, sign and a seal by the Competent Authority for all the papers, we have used the Class-3 Digital Signatures where a Registration Authority i.e. Dr. Mahipal Singh, Registrar of our University authenticate the documents and responses claimed in this pdf file.



SHOBHIT UNIVERSITY, Gangoh

[Notified by Government of U.P. Act No.3 of 2012, Established u/s 2(f) of UGC Act 1956]
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35 YEARS
OF ACADEMIC
EXCELLENCE





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Policy on Salary increment and Career advancement for the awardees

**Policy for Providing Incentives to Faculty Receiving State, National, and International
Recognitions/Awards**

Objective

This policy aims to incentivize and reward faculty members who bring prestige to the university by receiving state, national, or international recognitions and awards. These incentives are designed to acknowledge their excellence and contributions in teaching, research, community service, and professional development.

Eligibility for Incentives

Faculty members who receive the following types of recognitions are eligible for incentives under this policy:

- **State-Level Awards:** Awards conferred by state governments or recognized state institutions in various fields of academics, research, or professional excellence.
- **National-Level Awards:** Awards from central government bodies, national academies, or recognized national organizations in India for contributions to teaching, research, or community engagement.
- **International Awards:** Recognitions from internationally recognized bodies, organizations, or academies for exceptional contributions in their respective fields.

1. Special Allowances and Benefits

- **Annual Honorarium:** Faculty members recognized at any of the three levels (state, national, or international) will receive an annual honorarium of 10% of their base salary for a period of 3 years following the award.
- **Additional Research Funding:** Awarded faculty will be given priority for research grants and additional financial support will be provided for research projects, conference attendance, or other academic endeavors.



2. **Salary Increment and Promotion**

- Award-winning faculty members will be considered for **fast-track promotions**, provided they meet other university requirements.
- They will also be eligible for an additional salary increment in the following academic year after receiving the award.

3. **Recognition and Commendation**

Faculty members who achieve state, national, or international recognition are formally acknowledged and honored by the university. The name of such faculties are displayed on the university website. Their accomplishments are celebrated during key university events. The university further promotes their achievements through various channels, including official publications, the website, and social media platforms. Highlighting their contributions and raising their profile both within and beyond the university.

Conclusion

This policy is intended to encourage faculty members to pursue excellence in their fields and bring prestige to Shobhit University, Gangoh, through state, national, and international recognitions. By providing a structured incentive system, the university aims to foster a culture of high achievement and ensure the retention of top faculty talent.

