

Policy

for the award of Performance Based Increment to the TTS Faculty



University of Swat

Khyber Pakhtunkhwa, Pakistan.

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PREFACE

The University of Swat is committed to providing an environment of excellence in education and research. To achieve this goal, the University recognizes the importance of rewarding and incentivizing its highly motivated and dedicated TTS faculty members who consistently demonstrate outstanding performance in teaching, research and service. The Performance Based Increment (PBI) policy is designed to encourage and reward the TTS faculty members who consistently demonstrate excellent performance in their respective fields. The aim of this policy is to motivate and recognize the contributions of the TTS faculty members toward achieving the University's strategic goals and objectives.

This policy document outlines the criteria, process, and guidelines for the award of Performance Based Increment to the Tenure Track System (TTS) faculty members of the University of Swat and is committed to providing a fair, transparent, and objective evaluation process for the award of Performance Based Increment.

The University hopes that this policy will serve as a tool to support and promote the culture of excellence and innovation in teaching and research and will play a vital role in enhancing the academic and research excellence of the University of Swat, which ultimately benefits the students, the academic community, and the society at large.

This policy has been developed through a consultative process involving various stakeholders, including distinguished/Senior faculty members and administrative staff. The Syndicate, University of Swat expresses its sincere appreciation and gratitude to the incumbent Vice Chancellor and to the committee members who worked tirelessly to frame this policy and recognizes their hard work and dedication. Their contributions and commitment to the University's success are greatly appreciated.

Prof. Dr. Hassan Sher (SAARC Gold Medalist)
Vice Chancellor, University of Swat

ACKNOWLEDGMENT

The Syndicate would like to acknowledge the following committee members for their valuable contributions, expertise and experience in developing a fair, transparent, and objective policy under the dynamic leadership of Prof. Dr. Hassan Sher, Vice Chancellor, University of Swat:

- i. **Prof. Dr. Zabta Khan Shinwari** – Distinguished National Professor, Quaid-i-Azam University, Islamabad
- ii. **Dr. Shahid Ali** – Associate Professor, University of Swat
- iii. **Dr. Sanaullah**, Chairman Department of Computer & Software Technology
- iv. **Mr. Fayyaz Ahmed Khan**, Treasurer, University of Swat
- v. **Mr. Imtiaz Ali**, Registrar, University of Swat
- vi. **Mr. Muhammad Arshad Ali Khan** – Assistant Registrar Establishment/Academics

University of Swat

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INTRODUCTION

The economic and social prosperity of a country is directly proportional to the skill and expertise of the human resources of that country. Though mere acquisition of knowledge is necessary for human resource development, it is not sufficient to achieve the desired level of human resource expertise. In order to harness potential of fertile minds, it is imperative to channelize and accelerate the research ventures by rewarding such endeavors.

The program HEC TTS **Performance Based Increment** will be implemented by University of Swat (UoS) to improve the quality of output and efficiency in the field of research and innovation. The program aims to instill and promote a culture of research by recognizing and rewarding genuine research efforts. The opportunity to be duly acknowledged and rewarded will encourage scholars to devote more time and effort to research.

OBJECTIVES

- To recognize and reward achievements in research, innovation and publication in all areas of knowledge.
- Establish a transparent, competitive and acceptable mechanism for selection.
- Accelerate research & development by motivating scholars.

GENERAL ELIGIBILITY CRITERIA

- Applicant must be TTS faculty of University of Swat.
- Submissions must be based on original work in the field of specialization of applicant.
- Research work must have been initiated in University of Swat and at least **80%** work/ research has been done in University of Swat.

REVIEW COMMITTEE

- The review committee will be designated by the syndicate of University of Swat, comprised of a senior Professor of Pakistan preferably Prof. Emeritus or Distinguished National Professor as Convener.
- The committee may include at least two faculty members, Registrar and Treasurer of University of Swat.
- The committee may nominate judges/evaluators for every specific field.
- The committee will review the feedback of judges and finalize the awards.
- The committee will be authorized to review and modify the policy of the Program when required.

CRITERIA FOR PERFORMANCE-BASED INCREMENT:

- Relevance of the topic and originality of research.
- Freshness of ideas, insights and thinking, analytical framework, quantitative and or qualitative framework for analysis.
- Recognition of the paper by the peers/professional community.
- Reliability, validity, quality and rigor of data analysis.
- New lead/ideas of direct benefit to the industry/corporate sector/managers in practice. Solid incremental contribution to further advancement of theory/ knowledge. Does it open new avenues of exploration?
- Journals in which the paper has been published.
- **Novelty:** Is the technology, method, or application new? Does it enable novel research, offer new treatment possibilities to patients, or uniquely solve a marketing problem?
- **Originality:** The freshness of aspect, design or style utilized to produce the invention.

- **Intellectual Achievement:** The degree of intellectual achievement or quality of ingenious thinking and experiment to discover, create or conceive the innovation.
- **Feasibility:** Will the idea, device, or technology work? Has it been demonstrated in the lab, or even beyond?
- **Commercialization:** Potential for successful commercialization and marketing of the innovation (must provide a business plan or market research data).
- **Impact:** How big a deal is it? How much potential does the innovation have to improve economy, accelerate discovery, or create new markets?

The above points will be quantified through a point system score as described in the attached Table.

The faculty must score at least three of the above parameters without any negative report from students' evaluation or more than one negative report from Ph.D. thesis examiner.

