



UNION CHRISTIAN COLLEGE

ALUVA-2



SSR 5th CYCLE 2023



Criterion 6

6.3.2 Policy Document



REWARD POLICY

A reward policy in an educational institution is a set of guidelines and principles that define the criteria and processes for recognizing and rewarding achievements, performance, and contributions of students, teachers, and staff members. The reward policy aims to promote a positive learning environment, encourage excellence, and recognize individuals who demonstrate exceptional abilities, skills, and qualities.

Objectives:

- a) Encouraging excellence: The reward policy aims to motivate students, teachers, and staff members to strive for excellence in their academic, extracurricular, and professional activities.
- b) Recognizing achievement: The reward policy aims to recognize and celebrate the achievements of individuals who demonstrate exceptional abilities, skills, and qualities.
- c) Fostering a positive learning environment: The reward policy aims to promote a positive learning environment by creating a culture of recognition and appreciation.
- d) Attracting and retaining talent: The reward policy aims to attract and retain talented individuals by providing incentives and rewards that recognize and value their contributions.
- e) Enhancing institutional reputation: The reward policy aims to enhance the institutional reputation by recognizing and promoting the achievements of its students, teachers, and staff members.
- f) Promoting collaboration and teamwork: The reward policy aims to promote collaboration and teamwork by recognizing the contributions of individuals who work together to achieve common goals.
- g) Supporting professional development: The reward policy aims to support the professional development of teachers and staff members by providing opportunities for training, development, and career advancement.

The reward policy of Union Christian College depends on the specific college's policies and procedures. The following are the guidelines and principles given by Union Christian College in the reward policy

1. Recognition of academic excellence: The college may recognize students who have demonstrated outstanding academic performance through awards, certificates, and scholarships.

Objectives of offering scholarships to students includes:

- Encouraging academic excellence: Scholarships can motivate students to achieve academic excellence by providing them with recognition and financial support for their hard work and dedication.
- Attracting and retaining students: Offering scholarships can help attract and retain high-performing students who might otherwise be unable to afford the costs of education.



- Supporting diversity and inclusivity: Scholarships can support diversity and inclusivity by providing opportunities for students from underrepresented groups or with financial need to access higher education.
 - Promoting community engagement: Scholarships can encourage community engagement and service by requiring recipients to participate in community service or other extracurricular activities.
 - Enhancing institutional reputation: Offering scholarships can enhance the institutional reputation by demonstrating a commitment to supporting students and investing in their education.
 - Promoting career readiness: Scholarships can support career readiness by providing financial support to students pursuing degrees or programs that lead to high-demand careers.
2. Encouragement of research: The college may offer incentives to faculty and students for conducting research in their respective fields.
- Cash awards: Teachers who publish their research in reputed journals may be awarded cash prizes or research grants. The limit per year is fixed as 5 papers.
 - Certificates of recognition: Teachers who publish in reputed journals may receive certificates of recognition from their institutions.
 - Promotion and tenure: Publications in reputed journals may be considered as a factor for promotion and tenure decisions.
 - Travel grants: Teachers who publish their research in Reputed journals may be awarded travel grants to attend conferences or present their research at other institutions.
 - Research collaborations: Teachers who publish their research in reputed journals may be offered opportunities for research collaborations with other institutions or organizations.
3. Promotion of creativity and innovation: The college may offer rewards for creative and innovative projects that contribute to the development of society.
4. Acknowledgment of community service: The college may recognize students who have contributed to community service through volunteer work and social initiatives.
5. Support for extracurricular activities: The college may encourage and reward students who participate in sports, cultural events, and other extracurricular activities.
6. Recognition of faculty contributions: The college may acknowledge faculty members who have demonstrated excellence in teaching, research, and service.
7. Professional development: The college may support the professional development of its faculty and staff by providing opportunities for training, workshops, and conferences.
8. Rewards to NCC and NSS student achievements
9. The National Cadet Corps (NCC) and National Service Scheme (NSS) are two popular extracurricular programs in India that aim to develop leadership qualities, social responsibility, and national integration among young adults. Some rewards that may be offered to NCC and NSS students for their achievements include:



- a) Certificates of recognition: Students who participate in NCC and NSS programs and excel in their activities may be awarded certificates of recognition by their respective colleges or universities.
- b) Medals and trophies: Students who win competitions or excel in their NCC and NSS activities may be awarded medals or trophies at the local, state, or national levels.
- c) Scholarship opportunities: Some colleges and universities may offer scholarship opportunities to NCC and NSS students who have demonstrated outstanding leadership, academic excellence, or social service.
- d) Opportunities for higher education: NCC and NSS students may receive preference or special consideration in college admissions or job placements.
- e) Community recognition: NCC and NSS students may receive recognition from their local communities for their social service activities.
- f) Special training and workshops: NCC and NSS students may be offered special training and workshops to enhance their leadership skills, team-building abilities, and communication skills.

The reward policy of Union Christian College aims to foster a culture of excellence, innovation, and service among its students, faculty, and staff. Overall, awards to teachers for their publications in reputed journals and to attend international conferences can help foster a culture of research and scholarly activities among the faculty members and students enhance the institution's reputation, and contribute to the advancement of knowledge in their respective fields.

