



HARYANA STATE HIGHER EDUCATION COUNCIL

No.:- 12/5-2020 P-XVI Adv./HSHEC

Dated:- 24/01/2025

To,

The Director
Department of Higher Education
Haryana, Panchkula

Subject:- Regarding Tasks and Outputs Identified under NEP para no. 13 i.e., Motivated, Energized, and Capable Faculty

Respected Sir,

Namaste

Greetings from Haryana State Higher Education Council!

Kindly refer to the subject cited above.

As you are already aware, HSHEC as per mandate given by the State Govt., has been designated as the nodal agency for the mentoring and monitoring the implementation of NEP-2020 in the State. For this State Govt. has already constituted 03 committees and the first meeting of the State Implementation Committee was organized by the Council on 14.12.2023. As a next step, a meeting of the State Advisory Committee of which Hon'ble CM is the chairman and Hon'ble Education Minister is co-chairman will be held soon.

There are various actionable parameters of NEP 2020 on which Department of Higher Education need to implement for achieving the vision of NEP 2020. For facilitation, Council drafted posers and suggestions pertaining to Department of Higher Education which already stand shared with your department. Further, to achieve the vision of NEP 2020 in a structured way, Council is now focusing on each and every para of NEP 2020.

Hence, a request to kindly go through the format of tasks and outputs defined under NEP para no. 13 of **Motivated, Energized, and Capable Faculty** and share the Action taken report with the Council for the same at email id hshecadvisor@gmail.com

Regards

K.K. Agnihotri
Advisor, HSHEC

CC:-

1. PS/CP HSHEC for kind information of the Chairperson HSHEC
2. PS/ACSHE for kind information of the Additional Chief Secretary to Government of Haryana, Higher & Technical Education Department, Chandigarh
3. PA/VCP HSHEC for kind information of the Vice-Chairperson HSHEC
4. Expert NEP-III, HSHEC for uploading on Council's website

Motivated, Energized, and Capable Faculty

| Relevant NEP Para | Task | Outputs | Timeline to be filled by Deptt. | Action taken by Deptt. |
|-------------------|--|--|---------------------------------|------------------------|
| 13.1 | Professional Development opportunity for faculty | Initiative taken for Professional Development opportunity for faculty | | |
| 13.2 | Basic infrastructure and facilities for the faculty | Policy implemented to ensure the basic infrastructure for faculty | | |
| 13.3 | Teaching duties also will not be excessive | Any Instruction issued regarding teaching duties | | |
| 13.3 | Student-teacher ratios not too high | Any instruction for Student-teacher ratios | | |
| 13.3 | Faculty appointed to individual institution will generally not be transferable across institutions | Guidelines/policy frame for appointment of faculty regarding their transfer | | |
| 13.4 | Freedom to faculty to design their own curricular and pedagogical approaches within the approved framework | Framework for faculty to design their own curricular and pedagogical approaches | | |
| 13.5 | Incentivizing excellent teachers through appropriate rewards, promotions, recognitions, and movement into institutional leadership | Framework for reward and excellence in teaching | | |
| 13.6 | A 'tenure-track' i.e., suitable probation period for faculty | Instructions/plan for faculty recruitment process including probation period, promotion etc. | | |
| 13.7 | Training faculty with high academic and service credentials for leadership positions | Framework for Institutional leadership programme for HEIs | | |

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