

Faculty reward system for implementation of innovative education technologies in teaching

Yanka Kupala State University of Grodno conducts its activity in accordance with the state legal acts, acts of the Ministry of Education of the Republic of Belarus including Conceptual approaches to the Development of the Education System in the Republic of Belarus until 2020 and up to 2030.

The university has developed the Strategy of Yanka Kupala State University for 2016–2020 (version 3).

The Strategy is an upper level document of the university management system in prospective planning of its activity.

The Strategy covers the period of up to 2020, it was recommended for approval by the University Council (protocol 10 dated November 28, 2018) and approved by the Rector's order on December 26, 2018. The Strategy specifies long-term development goals, general commitments and activities, officially enunciated by the university senior management.

The document highlights the strengths of YKSUG with **systematic work with personnel** being among them. YKSUG has implemented staff development system, staff motivation mechanism by attestation and ranking of the performance, Manager School and Council of Young Specialists, reserve of managerial staff and a group of promising personnel reserve.

The University has developed and implemented the Regulation on the ranking of faculty members (Rector's order 1163 dated September 5, 2019).

One of the main aims of the faculty ranking system at YKSUG is the enhancement of the staff provision of teaching, educational and research activities by creating a motivating and challenging environment for professional qualification growth and development of creativity of teaching staff.

The ranking index is assigned yearly on the basis of the performance of an employer during the previous calendar year. The ranking score is based on the performance in four areas: teaching activity; research and innovation activity; internationalization; ideological and educational activity, public work. Each area of activity brings some points to an employer. The ranking score is the sum of the points for each area of activity which are assigned automatically from the automated data system and corrected basing on the reports from employers.

The following ranking indexes are used for the classification of the faculty performance: A – high productivity; B – successful productivity; C – standard productivity; D – insufficient productivity; E – low productivity. These indexes influence the salary increments and bonuses of the faculty.

The main trend in the high-quality development of academic process is the focus on the implementation of innovative technologies in teaching. Consequently, the calculation of the performance outputs contains the criteria aimed at active implementation of innovative forms of teaching and learning and dissemination of best practices at all university faculties. For example, the results of classes, students' works created during the lessons conducted with innovative technologies can be published in the electronic journal "University of Educational Innovations".

The rewards for the ranking winners are awarded by the Rector's order annually.

Calculation method of faculty ranking index based on faculty report from the year under review

PERSONAL RANKING

1. Classification of the ranking scores and assignment of ranking indexes to the faculty members are carried out in accordance with the following rules:

1.1 Index A is attributed to the faculty personnel who achieved the highest results in the year under review, up to 10% of the total number of staff taking part in the ranking who have the highest scores.

1.2 Index B is attributed to the faculty who have the highest ranking scores but were not awarded index A, up to 25% of the total amount of staff taking part in the ranking.

1.3. Index C is attributed to the faculty members who have high ranking scores but were not awarded indexes A and B, up to 30% of staff taking part in the ranking.

1.4 Index E is attributed to the faculty members who have gained less than 800 points.

1.5 Index D is awarded to all other faculty members.

2. Index A is not attributed to the faculty members who have gained 200 or fewer points in one of the activity areas (teaching; research and innovation; internationalization; ideological and educational, public).

3. Index B is not attributed to the faculty members who have gained 100 or fewer points in one of the activity areas (teaching; research and innovation; internationalization; ideological and educational, public).

DEPARTMENT RANKING

4. Classification of the ranking scores and assignment of ranking indexes to the departments are carried out in accordance with the following rules:

Index A is attributed to 20% of the total number of the university departments which have the highest ranking scores;

Index B is attributed to the university departments which have the ranking scores of an average level at university but were not assigned index A;

Index C is attributed to the departments which have the ranking scores lower than an average level at university.