



# R&D: Incentive Policy

## Incentive scheme for faculty motivations

POLICY No: APN/ 2016/ 3.2

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## *Vision*

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Empowerment through quality technical education

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## *Mission*

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M1: To excel as a center of excellence in technical education

M2: To impart skill based education to meet the needs of industry and Society

M3: To achieve excellence in teaching, learning and research

M4: To inculcate social & ethical values among the students

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## *Quality Policy*

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We strive to impart the quality technical education through academic excellence and provide best of facilities to satisfy the need & expectations of the students & stakeholders.

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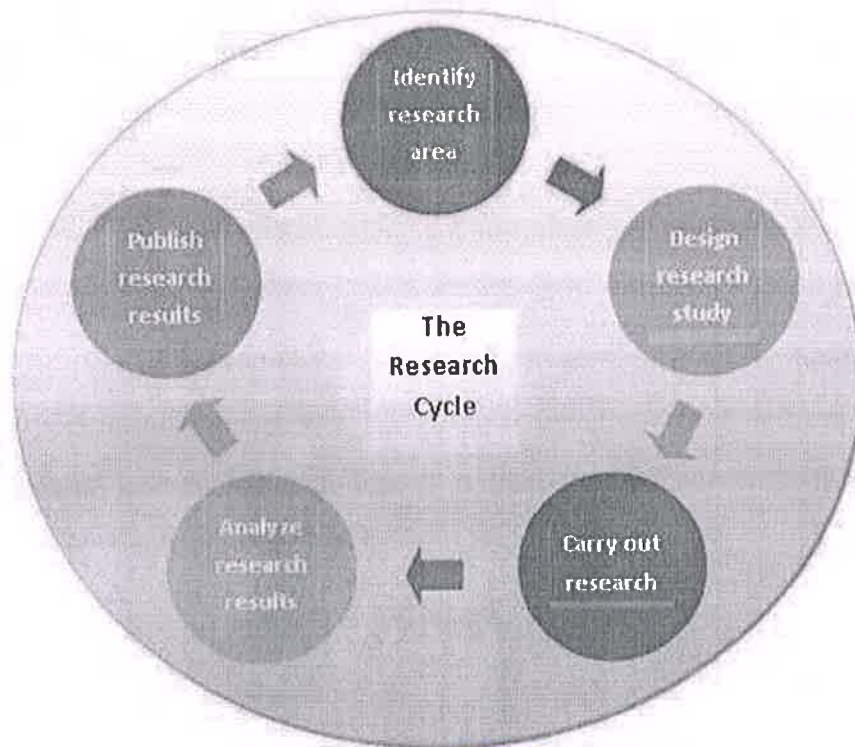


## 1. Introduction:

Teaching and Research are the main functions assigned to any institute. Teaching is a prime function and needs to be performed at the highest level of competence; that is possible only when the faculty is involved in the research activity.

Research is an original contribution to the existing stock of knowledge making for its advancement. It is the pursuit of truth with the help of study, observation, comparison, experiment, collection of facts or data, analyzing the facts to reach certain conclusions either in the form of solution(s) towards the concerned problem or in certain generalizations for some theoretical formulation. In short, the search for knowledge through objective and systematic method of finding solution to a problem is research.

Research essentially nourishes the academic program and such engagement helps teachers to remain at the cutting edge, with advances in their own subject. It also sustains the interest in academic activities and widens the scope of learning. Importantly, it helps the institute to stand at the global level.



## 2. Objectives

- The primary objective of the proposed incentive scheme is to motivate the faculty members of our college to undertake quality research, consultancy and other research related activities.
- To pursue efforts to write books, monographs for publication by International and National publishers of repute.
- To encourage our faculty members to submit proposals and secure funded research projects from various funding agencies in India and Abroad.
- To undertake consultancy projects sponsored by Government & Private, Industrial and other organizations.
- To encourage creativity in the minds of faculty members, so that they make original contributions by way of products, concepts etc. and obtain patents.

## 3. Incentives for Presentation of Research Papers in Conferences/Seminars in India

- The International/ National conference must be of repute (viz. IEEE, Springer/Wiley etc.) and the hosting Institutions must be of Institutes of repute IITs/IISc/NITs/IIITs/ Universities/ Deemed Universities etc.
- The paper/article must be published in any National/International Journal/Conference proceedings.
- The faculty would be allowed OD + Registration fees on actual basis or up to Rs. 10,000/- whichever is less.
- In case of joint authorship only one faculty can avail the facility.
- Maximum number of ODs is limited to one week during academic year.
- Number of ODs during the academic period is subject to prior approval of Principal.
- Only Oral presentation of research papers is acceptable.

## 4. R&D Incentives for Presentation of Research Papers in Conferences outside India/Abroad.

- The faculty has to approach AICTE (which provides 100% funding subject to meeting their norms) for Travel Grant or other Funding Agencies of Govt. of India.
- It has been observed that some of the proposal may not meet AICTE norms besides paucity of funds with them because of their All India Scope. Therefore ADYPSOE may also consider funding for International Conferences on case to case basis, subject to 50% to be paid by the candidate and 50 % by ADYPSOE or up to Rs. 25,000/- whichever is less.



- The staff who wish to apply for incentives for paper presentation in the International conferences abroad need to get approval from Principal at least one Month in advance.
- The Incentive under the category of Presentation of Research Papers in Conferences in India/Abroad (6.3 & 6.4) will be paid only after submission of duly filled application and attaching copies of evidence countersigned by the HOD.

#### 5. Incentives for attending Workshops/FDPs

- The Workshops/Symposium/FDPs hosting Institutions must be Institutes of repute- IITs/IISc/NITs/IITs/IIM/Universities/Deemed Universities etc.
- The faculty would be allowed OD+ Registration fees on actual basis or up to Rs. 5,000/- whichever is less, when the Workshops/Symposium/FDPs have minimum of 3 days duration.
- The faculty would be allowed OD+ Registration fees on actual basis or up to Rs. 3,000/- whichever is less, when the Workshops/Symposium/FDPs have less than 3 days duration.
- Maximum number of ODs is limited to one week during academic year. Number of ODs during the academic period is subject to prior approval of Principal.
- Minimum service clause is not applicable to attend conference/symposium/FDP.
- Faculties going for attending FDPs outside need to disseminate knowledge / information by organizing faculty Development Program (FDP)/ Student Development Program (SDP)/ Student Workshop/ Summer etc for the benefit of Faculty and Students in their respective departments.

#### 6. Incentives for Research Publications:

If a research paper is published based on his/her work in hard copy or in electronic form in a refereed journal, he / she will pay an incentive as indicated below.

Paid : SCI Journal / Scopus Journal: 50% of total publication charges.

The publications will be considered only if they are indexed in Web of Science or in Scopus. If the paper is contributed by more than one author the incentive will be shared proportionally.



## 7. R&D Incentives

The institute follows a unique point based incentive scheme to reward the research work carried out by faculty in the respective year. This is a one of its kind scheme initiated with the patronage of Management and serves as an effective motivation for faculty, to undertake research in their chosen areas of interest. The various points considered for R&D incentives are tabulated below,

Category: Research & Development						
Sr. No.	Type	Details & Scale	Points		Self-Evaluation	Evaluation by HOD
01.	Research Projects Completed	More than 10 lakhs	15	Principal Investigator & Co-investigator or would get 50% each		
		Less than 10 lakhs	10			
	Research Projects Ongoing	More than 10 lakhs	10			
		Less than 10 lakhs	05			



- The points mentioned are for PI and Co-PI. In case of multiple CoPIs, the points shall be divided equally amongst all Investigators.
- All such projects that receive funding and grants from apex bodies, government or non- government funding agency, R&D organizations, industry, university, etc. are eligible to be considered.
- The points for external funded projects shall be based on the actual amount received, and not on the amount sanctioned.

Outstanding performance in the form of funds received in the excess of Rs. 25 lakhs, will be directly awarded certificate of appreciation on submission of progress report/s / utilization certificate.

02	Publications :			
	a) Research Papers	Peer Reviewed or UGC Listed Journals	08per Paper	
	b) Translation works in Indian & Foreign Languages by qualified faculties	Chapter or Research Paper	03 per chapter / paper	
		Book	08 per book	





- Publications in journals, with an ISSN No., Peer Reviewed, approved by UGC/AICTE/ Indexed in Scopus / WOS / ISI shall only be considered.
- The institute's name should appear in the affiliation of the author/s; for consideration of incentive points or API.
- Two authors: 70% of total value of publication for each author.
- More than two authors: 70% of total value of publication for the first / principal / leading / corresponding author & 30% of total value of publication for each of the joint authors.

The score for paper in peer reviewed or UGC Listed Journals shall be augmented as follows; ( Impact factor to be determined as per Thomson Reuters List)

- Paper in referred journal without Impact factor: 05 points
- Paper with Impact factor less than 1 : 10 points
- Paper with Impact factor between 1 and 2 : 15 points
- Paper with Impact factor between 2 and 5 : 20 points
- Paper with Impact factor between 5 and 10 : 25 points
- Paper with Impact factor > 10 : 30 points

03	Creation of ICT mediated Teaching Learning pedagogy & content and development of new and innovative courses & curricula	i. Development of Innovative Pedagogy	05		
		ii. Design of new curricula & courses	02 per curricula /course		
		iii. Development of complete MOOC's in 4 quadrants 4 credit course	20		
		iv. MOOC's ( developed in 4 quadrant) per module / lecture	05		
		v. Course coordinator for MOOC's for 4 credit Course	08		

		vi: Content writer / subject matter expert for each module of MOOCs ( at least one quadrant)	02		
04	Courses/ Programs Organized for Faculty (Max: 10 points)	i. International	05		
		ii. National/ State/ University	03		

- Refresher Courses, Training Courses, Conferences, Seminars, Workshops, STTPs, FDPs, etc are included.
- The points for organizing conferences, workshops, STTPs, etc. shall be claimed only by the Convener/ Coordinator of the event.
- For all such events that are funded by some agency, the points shall be increased to 08 and 05 respectively. The funding in this case has to cover minimum 70% of the total expenses for consideration of additional points.
- For international minimum 10 participants shall be from abroad.
- For national minimum 25 % shall be from out of Maharashtra.

05	Research Guidance	Ph. D.	10 per degree awarded		
			05 per thesis submitted		
		ME / M Tech / MS dissertation	02 per degree awarded		



- The points for PG shall be awarded only on award of degree by the university.
- The student should contribute to the institution in the form of lecture, seminar, publication..... etc.

06	Invited lectures / Resource Person / Paper Presentation in Seminars	➤ International (Abroad)	07		
	/ Conferences / Full paper in Conference Proceedings.	➤ International (India)	05		
		➤ National	03		
		➤ State / University	02		
Paper presented (Seminars / Conferences) if part of edited book or proceeding then it will be counted only once / claimed only once.					

07.	Consultancy	Private/Government Organization/ Industry...etc	03	
08.	Awards / Fellowship	• International	07	
		• National	05	
09	Books and Chapters in Books	i. International Publishers	12	
		ii. National Publishers	10	
		iii. Local Publisher	03	
		iv. Chapter in Edited Book	05	



		v. Editor of book by International Publishers	10
		vi. Editor of book by National Publishers	08
	<ul style="list-style-type: none"> <li>• In case of multiple authors, equal weightage to all the authors.</li> <li>• Publications with an ISBN No. shall only be considered.</li> <li>• The institute's name should appear in the affiliation of the author/s;for consideration of points.</li> <li>• Original contribution is required for writing the books or chapters in books.</li> </ul>		
10	Patent	i. International	20
		ii. National	10
	<ul style="list-style-type: none"> <li>• The points shall be equally distributed amongst all; if the number of people registering the patent is more than '1'.</li> <li>• The patent shall irrevocably be registered in the name of institute with the researcher's name prominently featuring as the inventor. The commercial aspects shall be mutually worked out between the institute and the researcher on a case-to-case basis.</li> </ul>		
11	Innovative Product Development		10
	<p>The product designed should be commercially viable one, and have had received acceptance from the industry with National / International recognition.</p>		



## 8. Mode of Execution


The R&D Incentive scheme shall follow a transparent, multi-tier process with the following authorities;

Evaluating Authority : Head of Department  
Reviewing Authority : Dean (R&D)  
Recommending Authority: The Principal  
Approving Authority : Management

### Policy Details

Policy Name	R&D Incentive Policy
Policy Number	APN/ 2016 /3.2
Version Number	3.2.2
Effective Date	1 <sup>st</sup> June 2016
Policy drafted by	R&D Cell
Policy Applies to	The staff of the Institute
Approved by	Management & IQAC
Responsible Authority	R&D Cell
Superseding Authority	Principal
Date of last revision	8 <sup>th</sup> June 2020
References	1. Guidelines for R & D Cell _ UGC _ March 2022 2. www.aicte-india.org


Version History				
Version	Approved By Management / Trustee	Revision Date	Description of change	Author
3.1.1	Dr. Kamaljeet Kaur	15.07.2021	--	Dr. S. M. Khaimar
3.1.2	Dr. Sushant Patil	20.09.2022	Reformatted for Standardization	Dr. S. M. Khaimar

  
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Approved by  
Trustee