

# Faculty Research Promotion & Incentives Policy



**AJEENKYA** | THE INNOVATION  
D Y PATIL UNIVERSITY | UNIVERSITY

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## Introduction

At Ajeenkya DY Patil University, we focus on 'Innovation' where we strive to solve complex global & local problems by way of discovering sustainable solutions. As a university, research forms a robust backbone for enhancement of quality-oriented teaching-learning. Every faculty, student and scholar of Ajeenkya DY Patil University are encouraged to collectively focus on problems of global significance and provide innovative and impactful solutions. For which, a conducive research environment is essential for all faculty and scholars from all academic disciplines to collaborate and create the most compelling interdisciplinary research experiences. The policy document summarizes various research incentives to promote a robust and stimulating research culture among all internal stakeholders.

## Aims & Objectives

The policy applies to all the faculty from varied ADYPU Schools for the promotion of conducive research environment:

- a) To motivate the faculty to pursue any form of research-driven activities.
- b) To publish research papers in national and international journals of repute with high impact factor and attain highest number of citations.
- c) To file and publish patents having good commercialization potential through collaborative academia-industry consulting projects.
- d) To encourage faculty to author books, book chapters, monographs etc. in national and international academic publishing books of repute.
- e) To encourage faculty members to take up collaborative academic research projects with top ranking Indian and global universities.
- f) To encourage the faculty to submit research proposals and seek research funding opportunities with leading universities and research organizations.

## Expected Outcomes

- a) To promote quality-oriented research and innovation activities in the sphere of ADYPU Research sub-themes which are enlisted below:
  - i. Technology for the Futures
  - ii. Digital Futures
  - iii. Entrepreneurship & Innovation
  - iv. Healthcare & Well-being
  - v. Community & Livable Societies
- b) To contribute to the new frontiers of knowledge and contribute to nation building by way of patents & copyrights.



## Eligibility

- a) All full-time teaching and research staff on the rolls of Ajeenkya DY Patil University are eligible.
- b) For calculation of incentives, the start and end dates shall be defined by ADYPU Academic Calendar, i.e. August 1 to July 31 every year.
- c) Any research award, grant, cash incentive or leave benefits is a privilege offered by the University. It cannot be claimed as a right.
- d) All the achievements requested for incentives should bear the affiliation of 'Ajeenkya DY Patil University' for research-driven projects. It comprises of the following aspects:
  - i. Publication
  - ii. Book Chapters
  - iii. Book (E-book/Hard copy)
  - iv. Monographs
  - v. Patent & Copyright
  - vi. External Funded Research Project
  - vii. Presented/invited as Guest speakers for research national and international conferences.
  - viii. Chairperson for technical sessions in renowned academic conferences.
- e) All incentives and benefits shall lapse if the faculty member resigns from the University.
- f) For any research project, which is done in collaboration with other University or research organization, only ADYPU faculty members shall be entitled for Research incentives. The external member shall not be entitled for any benefits.
- g) The policy can be withdrawn or changed at any point without any formal notice. The University reserves the right to modify or amend or delete wholly or partially at any given point of time.
- h) The decision of the Research Promotion and Incentive Committee (RPIC) shall be final.

## Research Promotion and Incentive Committee (RPIC)

ADYPU Research Promotion & Incentive Committee shall comprise of the following members who shall conduct quarterly meeting and submits its final recommendations to the Vice Chancellor for final approval.

The composition of the Committee is as under:

- i. Dean-Research
- ii. HOS-ADYPU School of Doctoral Studies
- iii. Lead Coordinator-IQAC Committee
- iv. Representative of the Finance & Planning Division
- v. Registrar



The Committee may seek the expertise of Heads of the Schools in case of any specific discussions pertaining to research. The main role and responsibility of the committee is to set determine high standards in terms of quality of research publications, grants, projects and participation in leading academic national and international conferences. The Committee shall time to time suggest attractive incentives for the promotion of research.

### **Incentives for Research Publications & Projects**

To achieve the objectives of this Policy, ADYPU firmly believes in motivating the faculty, students and scholars to undertake active research publications, projects and allied research activities.

#### **Research Publications**

Efforts are made for the faculty, student and scholars to publish in Scopus Indexed, Web of Science, National & International High Quality Indexed Journals of Repute with high-ranking Impact factor as per Thomson Reuters. By Research Publications, it encompasses either of the following:

- i. Original Research Article
- ii. Review Article
- iii. Guest Editorials in mainstream publications
- iv. Case Studies, Series and Reports
- v. Book Reviews

#### **Publication by Faculty Members**

Every faculty member is required to publish minimum two research papers during the academic year in UGC Care Listed Journal, Scopus Citation Indexed (SCI), Scopus Indexed Journals, Social Sciences Citation Index (SSCI), Arts & Humanities Citation Index (A&HCI) Journals. It must be authenticated by Clairvate Analytics. They shall be incentivized accordingly based on the quality of the journal which

#### **For Publication (Research / Review / Editorial / Case Report & Studies)**

For the Policy, the standard for impact factor is as per the Journal Citation Report or Thomson Reuters Indexing Agency.

#### **With Impact Factor**

S. No.	Range of Impact Factor	Amount in (INR)*
1	0.01 to 1	10,000
2	More than 1 to 5	15,000
3	More than 5 to 10	25,000
4	More than 10	40,000

\* Subject to the approval of the ADYPU RPIC Committee



### No Impact Factor

Paper published in UGC Care Listed Journals	Rs 3,000 per paper
Paper published in SCI / Scopus / WOS / SSCI / A& HCI Journals	Rs 5,000 per paper
Editorial / Case Report & Studies	Rs 5000 per editorial / Case report & studies

\* Subject to the approval of the ADYPU RPIC Committee.

### Distribution of Incentive Disbursement Among Authors (for all types of research publications, book, book chapter, monograph etc.)

Number of Authors from ADYPU	Distribution of Incentives
<b>Single authored</b>	100 percent
<b>First &amp; corresponding or co-corresponding authors (two authors) from ADYPU</b>	First author: 50 percent Corresponding author: 50 percent
<b>First, corresponding &amp; middle author (three authors) from ADYPU</b>	First author: 40 percent Corresponding author: 40 percent Middle Author: 20 percent
<b>First author, corresponding/co-corresponding authors and two middle authors from ADYPU</b>	First author: 40 percent Corresponding author: 40 percent Middle Author: 20 percent each

\* Subject to the approval of the ADYPU RPIC Committee.

### Book / Book Chapter / Monograph

The e-book and hard copy books are considered as part of the research promotion and incentive policy. The booklets and pocketbooks having less than 50 pages does not fall in the ambit of this policy. The book / book chapters / monographs should have the mandatory publishing bearing of the International Standard Serial Number (ISSN) or International Standard Book Number (ISBN) for the purpose of incentive disbursement.

Type of books	Published by	Maximum incentive (INR)*
<b>Reference or textbooks (Solely or jointly) author / Editors</b>	International Academic Publishers ( <i>Mc Graw Hills, Taylor Francis, Springer, Elsevier etc.</i> )	40,000
	National Academic Publishers ( <i>Mc Graw Hills India, JP Publisher, Springer India, Elsevier India etc.</i> )	30000
	Local or regional publisher of repute	10000
<b>Chapter / Monograph</b>	International Publisher	15000



	National publisher	10000
<b>Teaching manual preparation with more than one hundred pages</b>	International and national publisher	8000
<b>Editor-in Chief</b>	Scopus Indexed Journal	20000
<b>Chief Editor /</b>		15000
<b>Editorial Board Member</b>		10000
<b>Editor-in Chief</b>	UGC Care listed Journal	10000
<b>Chief Editor /</b>		8000
<b>Editorial Board Member</b>		5000

\* Subject to the approval of the ADYPU RPIC Committee.

### **Incentives for Paper Presentation in Nationally and Internationally Recognized Conferences / Seminars / Symposiums / Workshops / Faculty Development Programs**

- a) It is applicable to all faculty who have completed one year of service at ADYPU.
- b) The faculty paper presenter, guest speaker/Keynote speaker invitation, chairing of technical sessions in reputed UGC recognized national and international conferences, seminars, symposiums, workshops etc. are entitled to receive travel allowances as well as registration fees on submission of the true copy of the certificate.
- c) In case of international conference, the maximum amount will be Rs 50,000 (Registration + Travel Allowances).
- d) In case of national / state conference, the maximum amount shall be Rs 30, 000 (Registration + travel allowances).
- e) Only two international conferences in an academic year and two national / state conferences / seminars in one academic year are permissible for the individual faculty.
- f) Prior approval or permission is required subject to the final decision of the Dean-Research and Head of the School is mandatory to claim for incentive.
- g) Acceptance of papers from organizers should be received and the prior intimation of paper contribution approved by Dean-Research.
- h) The faculty who are attending the national and international conferences should verify the level of the program and the reputation of the host institutions where new knowledge and skills could be enhanced.
- i) The financial assistance may be provided in the following order or preferences:
  - a. Faculty delivering keynote address / lecture
  - b. Faculty chairing a technical session



- c. Faculty presenting a research paper
- d. Faculty invited as resource trainer under the collaborative faculty development program.
- j) The financial assistance shall be determined as per the yearly ADYPU Budget allocation for Research Driven Activities.

### Research Project Grants by Extramural Funding Agencies

- a) All ADYPU Professors, Associate Professors & Assistant Professors with Doctorate Degree shall endeavor to submit research projects for award of grants from external national as well as international funding agencies such as Department of Science & Technology, UGC(university Grants Commission), Council of Scientific & Industrial Research (CSIR), Indian Council of Social Science Research (ICSSR) , All India Council of Technical Education (AICTE) and other international funding agencies/Universities as per the specializations across ADPYU Schools.
- b) It is desirable that submission of one extramural research project should be submitted/applied by each ADYPU School.
- c) The Principal Investigator (PI) or Co-Principal Investigator together in the ratio of 60: 40 will be given one time during the first year of the project.
- d) The incentive sharing of the project shall be determined by the Research Promotion and Incentive Committee depending upon the funding received from the project. Ideally, a range of 15 to 20 percent of the overhead amount shall be given as an incentive.
- e) **Seed Money:** For promotion of initiation of a research project, ADYPU shall disburse the seed money to all ADYPU faculty to the maximum of fifty thousand per faculty depending on the innovativeness of the interdisciplinarity of the research project, subject to the research project recommendations by the ADYPU Dean-Research & Research Committee. ADYPU will consider of increasing this amount of seed money from time to time depending on the uniqueness.

### Promotion of Filing of Patents & Copyrights

#### Patents

- a) ADYPU shall bear the cost of registration for filing patent by Faculty members, undergraduate / masters students & doctoral scholars.
- b) The patent registration cost shall be filed with the condition that Faculty members, undergraduate/Masters students & doctoral scholars shall be considered as inheritor and ADYPU shall be considered as Owner in Patent Application.
- c) The inventor's incentive for granting patent would be Rs 50, 000 for International Patent and Rs 25, 000 for Indian Patent for successfully granted patent, subject to the final approval of the RPIC & Vice Chancellor. This shall be shared equally to all inventors.



- d) In case of technology-transfer for commercial purpose, the royalty earned from the awarded patent may be shared between ADYPU and the inventor on mutually agreed terms and conditions as proposed by the RPIC, with the inventors share not exceeding 70 percent.

## Copyrights

- a) ADYPU shall bear the cost of registration for filing copyright by ADYPU Faculty members, undergraduate/Masters students & doctoral scholars.
- b) The copyright registration cost shall be filed with the condition that Faculty members, undergraduate/Masters students & doctoral scholars shall be considered as Authors and ADYPU shall be considered as Owner in Copyright Application.
- c) The inventor's incentive for granting patent would be Rs 30, 000 for each copyright which shall be given to ADYPU faculty and disbursed equally.
- d) In case of knowledge-transfer for commercial purpose, the royalty earned from the awarded copyright may be shared between ADYPU and the inventor on mutually agreed terms and conditions as proposed by the RPIC, with the inventors share not exceeding 40 percent, with the condition that the entire cost of development of copyright to be borne by ADYPU.

## Annual Research Excellence Awards

- a) Subject to the suggestions and recommendations of ADYPU Research Promotion & Incentive Committee, the five awards shall be instituted in different categories as listed below:
  - i. Best Research Author Award
  - ii. Most Funded Researcher Award
  - iii. Best Innovator Award
- b) These awards shall be awarded based on highest cash (actual or notional) incentive earned by the faculty member in a particular category.
- c) Cash incentives shall be disbursed once as a year at the time of annual performance appraisal.