

# **SRI SIDDHARTHA ACADEMY OF HIGHER EDUCATION**

**(DEEMED TO BE UNIVERSITY)**

**Accredited 'A' Grade by NAAC**

## **POLICY ON SALARY INCREMENT AND CAREER ADVANCEMENT FOR THE AWARDEES**

### **OBJECTIVE:**

The primary objective of the proposed scheme is to motivate the faculty members of our Institution to undertake quality research, consultancy and other related activities.

### **SCOPE OF THE SCHEME:**

This scheme covers all faculty members of all Constituent colleges of Sri Siddhartha Academy of Higher Education. The scope of the scheme envisages in particular:

- To motivate faculty members to concentrate on research related activities in addition to the teaching.
- To pursue efforts to get recognized at state, national and international forum.
- The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.
- Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum criteria as required.

### **PERIOD OF RECKONING**

The Calendar year is the period for calculating receipt of awards by a faculty member that is, from 1<sup>st</sup> January to the 31<sup>st</sup> December of the year.

### **Rewards:**

At the end of every calendar year, the total awards earned by a faculty member will be assessed based upon the evidence produced and the Increment to the faculty member will be arrived at and disbursed.

### **CAREER ADVANCEMENT SCHEME:**

- Faculty members who wish to be considered for promotion under Career Advancement Scheme of SSAHE are invited to apply to the Head of concerned Institution stating that s/he fulfils all qualifications under CAS and submit the Self Appraisal System (SAS).
- Supporting documents for the promotion under CAS required:
  - Proof of Impact factor of Journal in which research paper is published.
  - Proof of ISBN/ISSN number of Journal/ Conference Proceeding in which research paper is published.
  - Copies of Certificates of Refresher course, Orientation Programme attended.
  - Copies of certificates related to National/International Conference / Seminar / Workshops etc. attended.
  - Copies of evidences of session chair/ Invited Lectures/talk given in National / International Conferences, Workshops, Schools, and Seminars etc.
  - Copies of evidence of Text/Subject book or reference book or chapter(s) in a edited book written.
  - Proof of Major/Minor Research project sanction letter (ongoing/completed).
  - Patent if any.



# SRI SIDDHARTHA ACADEMY OF HIGHER EDUCATION

("Declared as Deemed to be University u/s 3 of the UGC Act, 1956")

**Accredited 'A' Grade by NAAC**

Agalakote, B.H.Road, Tumkur – 572 107. KARNATAKA, INDIA.



No. SSAHE/ACA/RC/48/2019

Date: 18/01/2019

## NOTIFICATION

Subject: Policy on Incentive and Awards for Research and Publication

Ref: Proceedings of Advisory Committee of R&D meeting held on 14/01/2019  
vide Agenda No. SSAHE/R&D/20-II/2019.

Sri Siddhartha Academy of Higher Education has notifying the policy on Incentive and awards for research and publications to promote Research activities of the faculties at the constituent colleges of SSAHE.

### 1. Rationale:

The University aims to improve overall research performance and promote research activities undertaken by various departments/ faculty members and students. The Research Incentive Scheme (RIS) provides the means to assist with research activities or reward staff for successful publication or presentation of research outputs.

### 2. Incentive for publication

Category Type of Publication	Category	Research funding support for open access Publication
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A). <u>International Publication</u> in Peer Reviewed Indexed Journal from faculty of Sri Siddhartha Academy of Higher Education (Deemed University)		
Original Article	Scopus / PubMed	Actual or Rs.20,000/- which ever is less
	Other Index	Actual or Rs.10,000/- which ever is less
Review Article	Scopus / PubMed	Actual or Rs.6,000/- which ever is less
	Other Index	Actual or Rs.4,000/- which ever is less

B). <u>National / University Publisher Publication</u> in Peer Reviewed Indexed Journal		
Original Article	Scopus / PubMed	Actual or Rs.10,000/- which ever is less
	Other Index	Actual or Rs.6,000/- which ever is less
Review Article	Scopus / PubMed	Actual or Rs.4,000/- which ever is less
	Other Index	Actual or Rs.2,000/- which ever is less

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### 3. Faculty Recognition Incentives:

Category	Points	Incentives
Citation Index	< 50	Rs.1000/-
	51-100	Rs.2000/-
	101-200	Rs.3000/-
	201- 400	Rs.4000/-
	More than 400	Rs.8000/-
h-index	1 to 5	Rs.2000/-
	6-10	Rs.4000/-
	11-20	Rs.6000/-
	21- 50	Rs.8000/-
	More than 50	Rs.10000/-
i 10 Index	1 to 5	Rs.500/-
	6-10	Rs.1000/-
	11-20	Rs.1500/-
	21- 50	Rs.2000/-
	More than 50	Rs.2500/-

**Criteria: Incentives will be awarded once every year for each faculty**

### 4. Faculty Incentives for Projects:

Category	Paid leave to attend meetings for Principal Investigator (PI) or Co-Investigator (CI) Maximum per project per year	PI Privileges	Incentives for PI & CI on completion of project		
Projects with funding from International agencies	12	100 % of Investigator fee	Project value < 50 Lakhs	Project value > 50 Lakhs	
			Bonus of 1 month salary	Bonus of 2 month salary	
Project with funding from National / State Agencies	12	100 % of Investigator fee	Project value < 10 Lakhs	>10 Less than 25 Lakhs	> 25 Lakhs
			Rs. 10,000/-	Rs. 15,000/-	Rs. 20,000/-
Project funded from SSAHE	2	Not Applicable	Not Applicable		

### 5. Paper Presentation in Conferences: Criteria for availing incentives:

- 1) Faculty should present paper / poster
- 2) Faculty can avail incentives for maximum of one conference per year
- 3) 50% of the Registration fees will be provided subject to maximum limit of Rs, 20,000/- per year
- 4) Heads of the Department of the constituent colleges can avail 50 % of Registration fee for attending any **One Conference** conducted in India once every five years without the need for presenting paper / poster. Subject to maximum limit of Rs.20,000/-
- 5) Registration fee will be reimbursed after submission of Certificate of attendance and original receipt of registration fee.

## **6. Project leading to Patent**

The principal Investigator will be given cash award of Rs. 20,000/- and a certificate.

## **7. Incentives for Postgraduate and Undergraduate Students**

- a) A reward of Rs.1,000/- for international publication and Rs.500/- for national publication in indexed journal as a first author.
- b) A reward of Rs.1,000/- for international project and Rs.500/- for national project as Principal Investigator with funds generated from outside. For postgraduate students, the project should not be duplication of dissertation.
- c) A reward of Rs. 1,000/- for Best Paper / poster award

## **8. Recognition for Faculties Getting International Research award:**

A reward of Rs.20,000/- will be given along with certificate for international award received by faculty for their outstanding performance and innovative work.

## **9. Recognition for Faculties Getting National Research award**

A reward of Rs.10,000/- will be given along with certificate for national award received by any faculty for their outstanding performance and innovative work.

## **10. Recognition for Faculties getting any regional or other award recognized by University**

A reward of Rs.5,000/- will be given along with certificate for national award received by any faculty for their outstanding performance and innovative work.

## **11. Budding Researcher Award**

Each Year University will give this award to one student, either postgraduate or undergraduate, for their outstanding performance in research. It will contain a certificate along with cash award of Rs.1,000/- after completion of research project.

The student should not be more than 30 years of age, should have at least 1 research paper in international or national referred indexed journals under his/her name as first author and at least 1 research project as PI with funding from outside agency apart from his dissertation work. If he/she is invited for presenting a paper he/she will be given incentives of Rs.1000/-

## **12. Young Researcher Award**

Each year University will give this award to young researcher for their outstanding performance in research. It will consist of a certificate along with cash award of Rs.5,000/-. The researcher should not be more than 40 years of age, not above Associate Professor level, should have at least 3 research papers in international or national indexed journals under his/her name as first author and at least 2 project as PI with funding from outside agency.

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### **13. Best Researcher Award**

Each Year University will give this award to researcher for their outstanding performance in research. It will contain a certificate along with cash award of Rs. 15,000/- The researcher should have at least 03 international publications and 05 national publications in indexed journal under his/her name and at least 03 projects as PI with funding outside agency.

### **14. Incentives for organizing Research Conference of the students / by the students.**

Student organizing conference every year by inviting experts from outside will be given financial assistance for organizing the conference.

### **15. International Level conference conducted by the College / Departments**

- a) University will sponsor Rs.50,000/- to the constituent Colleges of SSAHE / Departments for conducting International Level Conferences
- b) University will sponsor Rs. 20,000/- to the constituent Colleges of SSAHE / Departments for conducting National / State Level Conferences.

### **16. Conduct of Seminar / Training of Trainers (ToT) / Continuing Medical Education (CME) / Continuing Dental Education (CDE) / Guest Lecture programmes / Workshops / Faculty Development Programme / Symposium.**

University will sponsor Rs. 5,000/- per programme (maximum of five per year per constituent colleges) to the constituent Colleges of SSAHE / Departments for conducting Seminar / CME/CDE/ToT/Guest Lecture/Workshops/ Faculty Development Programme / Symposium.

### **17. Book/ Book Chapter/ Monograph**

The e-book and hard copy books are considered for research incentive. The pocket books or booklets and books having less than 20 pages are not considered for research incentive.

- I. For each Book (Reference or Text) authored/edited singly or jointly and published by International Publisher (McGraw Hills, Talyer Francis, Springer, Elsevier, CBS Publisher etc. or Apex bodies/Societies with ISBN (International Standard Book Number), the Authors/Editors will be given one time incentive maximum of Rs. 30,000/-
- II. For each Book (Reference or Text) authored/edited singly or jointly and published by SSAHE / National Publisher (McGraw Hills India, JP publisher, Springer India, Elsevier India, CBS Publisher etc. with ISBN, the Authors/Editors will be given one time incentive maximum of Rs. 20,000/-

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- III. For each Book (Reference or Text) authored/edited singly or jointly and published by Local/ Regional Publisher with ISBN, the Authors/Editors will be given one time incentive maximum of Rs. 15,000/-
- IV. For each "Chapter/ monograph" in Book published by International Publisher with ISBN, the Author/s will be given one time incentive maximum of Rs. 10,000/-
- V. For each "Chapter/monograph" in Book published by National Publisher with ISBN, the author/s will be given one time incentive maximum of Rs. 8,000/-

**18. Patent Granted:**

The incentive maximum of Rs. 50,000/- for International and maximum of Rs. 25,000/- for Indian Patent will be given for successfully granted patent. For more than one investigator, the disbursement of incentive will be as per Advisory Committee of R&D

*Note: All research proposal project / claiming of incentives / conducting research activities / conducting CME/CDE/TOP etc., must submit to The Coordinator (R&D), SSAHE for further actions through institutional Peer Review Committee or Institutional Research Committee.*

By Order



*H. Z. Kumar*

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