

DHANALAKSHMI SRINIVASAN
INSTITUTE OF RESEARCH AND TECHNOLOGY
(Deemed to be University under section 3 of UGC Act, 1956.)
PERAMBALUR – 621 212, TAMIL NADU, INDIA.

Research Promotion Policy

(Applicable from 2026 onwards)

Centre of Research & Innovation

Dhanalakshmi Srinivasan Institute of Research and Technology (DSIRT)

Research Promotion Policy

1. Preamble

Dhanalakshmi Srinivasan Institute of Research and Technology (DSIRT) is an acclaimed educational institution committed to promoting academic and research excellence. Research plays a crucial role in fulfilling the mission of the DSIRT. DSIRT is dedicated to advancing research excellence, maintaining the highest ethical standards, and fostering collaboration with industry partners. This policy establishes the framework for promoting research, ethics, collaborations (both inter and intra-institutional), consultancy, and related activities within the University. The initiative seeks to offer support and incentives, encompassing both financial and non-financial benefits, to faculty members to encourage their active participation in research and consultancy endeavours, while maintaining a commitment to ethical and responsible conduct in all activities.

2. Purpose

Through this policy, the University aims to foster a culture of research excellence and ethical integrity among its faculty members.

3. Promoting Research Excellence

The University is committed to promoting research excellence among its faculty members, scholars and students. To achieve this goal, the University has implemented a range of initiatives to support and encourage research activities.

- a) Faculty members who publish research papers in SCI/Scopus-indexed journals will be eligible for bonus points and monetary incentives as prescribed in **Annexure 1(a)**.

- b) The UG/PG students who publish research articles in SCI/Scopus-indexed journals will be eligible for a Cash Award and Certificate.
- c) Faculty members contributing to the h-index of the DSIRT and also having a considerable citation in the academic year will be considered for the additional bonus points and cash award as outlined in **Annexure 1(b)**.
- d) The University recognises the value of scholarly writing in the form of books, book chapters, and monographs. Such outcomes can make important contributions to the advancement of knowledge in a particular field and can enhance the reputation of both the author and the University. To encourage and support faculty members in writing books, book chapters, and monographs, the University will provide a range of incentives. These may include financial rewards and other forms of support as described in **Annexure 1(c)**.
- e) Monetary incentives will also be provided for filing/publishing/obtaining patents and developing new technologies, commercialising products, technology transfer etc., as prescribed in **Annexure 2**.
- f) Royalty sharing, IP ownership, etc., will be guided by the Intellectual Property Rights (IPR) Policy of the University.
- g) Faculty members are encouraged to apply for internal and external research grants to support their research activities. Institutional support and cash rewards, as outlined in **Annexures 3(a) and 3(b)**, will be given to faculty members who successfully secure extramural research grants. The faculty members who are receiving the national and international projects will be suitably considered by providing a cash award and a certificate of appreciation, as outlined in **Annexure 3(b)**
- h) Furthermore, to support preliminary research and strengthen project proposals, grant applications submitted to external funding agencies, the University will provide seed grants ranging from **50,000/- to 2,00,000/-** to faculty members. A formal research proposal is required to be submitted internally, which will be evaluated by an expert committee constituted by the Vice-Chancellor/Registrar. These seed grant proposals will be sanctioned subject to the Vice-Chancellor's/Registrar approval, based on recommendations of the expert committee constituted for the purpose.

4. Collaborative Research

4.1 Collaboration with Industry

- (a) The University encourages and supports collaboration between faculty members and industry partners.
- (b) Such collaboration can take many forms, including joint research projects, consultancy work, co-creation of labs, appointing research co-supervisors, and student internships.
- (c) The University will facilitate the establishment of partnerships between faculty members and industry partners and provide support for the development of collaborative projects as per the University policies.
- (d) Any intellectual property developed as a result of collaboration with industry partners will be managed in accordance with the University's Intellectual Property Rights (IPR) policy.
- (e) The revenue sharing for the consultancy project for the various categories of the consultancy project is enumerated in **Annexure 3(c)**.

4.2 Student Involvement in Industry Collaborative Projects

- (a) The University recognises the value of involving students in collaborative projects with industry partners. Such involvement can provide valuable opportunities for students to apply their knowledge and skills in real-world settings and to gain practical experience.
- (b) Faculty members who are involved in collaborative projects with industry partners are encouraged to involve students in their projects, where appropriate. The University will provide support to faculty members to facilitate the involvement of students in their projects.
- (c) Any intellectual property developed by students as a result of their involvement in collaborative projects will be managed in accordance with the University's IPR Policy.

4.3 Collaboration with other Academic/Research Institutions

Research collaborations and exchanges can play an important role in promoting research excellence within the University. Faculty members are encouraged to take advantage of the support provided by the University to establish and participate in collaborations leading to interdisciplinary/multidisciplinary and transdisciplinary research outcomes.

- (a) The University encourages and supports research collaborations with other leading academic institutions nationally and internationally. Such collaborations can provide valuable opportunities for faculty members to work with researchers from other institutions, share knowledge and resources, and develop new research projects.
- (b) The University will facilitate the establishment of research collaborations with other leading academic/research institutions, by providing support for the development of joint research proposals, organising research exchanges (Student and/or faculty exchange), and hosting visiting researchers.
- (c) The University will also provide financial support for faculty members to participate in research exchanges with other academic institutions. This may include funding for travel, accommodation, and other expenses.
- (d) The Memorandum of Understanding arising from the collaborative research conducted at Industry or Academic/Research organisations will undergo legal review by the Legal Officer and must be processed through the office of the Centre of Research and Registrar.

5. Support for hosting Conferences, Workshops, and Training Programs

a) The University recognises the value of hosting and participating in national and international conferences, workshops, and training events. Such events provide valuable opportunities for faculty members to share their research findings, learn about new developments in their field, and network with other researchers.

- (a) The University also provides support for the dissemination of research findings, including funding for attending and presenting the research works at the

conferences of repute (**For details, please refer to Annexure 4**). Faculty members are encouraged to present their research at national and international conferences and to publish their findings in reputed journals/proceedings indexed in Scopus.

- (b) The University is committed to providing training and professional development opportunities for its faculty members. This includes training in grant proposal writing, research methods, and other skills relevant to research activities. These training programs will be led by experienced professionals, industry and academic experts, and globally recognised researchers and will cover a range of topics relevant to research activities. The University recognizes the importance of ongoing professional development for faculty members in niche areas and is committed to providing the support and resources necessary to facilitate such development.
- (c) The University provides financial support for faculty members to organise national and international conferences, workshops, and training events. This may include funding for travel, accommodation, and other expenses of the experts as detailed in **Annexure 5**.
- (d) The University also provides administrative support for the conduct of conferences, workshops, and training events. This may include assistance with event planning, marketing, and logistics.

6. Ethics & Safety

- (a) All research conducted by the faculty members, research scholars and students must adhere to the highest ethical standards and follow the norms laid down by Policy on Plagiarism, Institutional Animal Ethics Committee (IAEC)/Institutional Ethics Committee (IEC)/ Research Advisory Committee.
- (b) Any research involving human/animal subjects must be approved by the Institutional Ethics Committee (IEC) before it can be conducted.
- (c) Any conflicts of interest must be disclosed and managed appropriately. Faculty members must disclose any potential conflicts of interest to the University, and the University will take appropriate steps to manage such conflicts.
- (d) Where appropriate, faculty members should follow safety guidelines and norms laid down by the Institutional Biosafety Committee (IBSC) and ensure compliance.

- (e) Where appropriate, faculty members should follow safety guidelines laid down by the Institutional Committee on Laboratory Safety (ICLS) and ensure compliance.

7. Recognition and Incentives for Awards - Faculty

The University will honour and incentivise faculty members who are recipients of prestigious awards for their academic and research activities from well-reputed State/National/international bodies. These awards should demonstrate the excellence and impact of the faculty members' work in their respective fields. Faculty members who receive such awards will receive monetary incentives as per **Annexure 6**. The office of Research will establish the categorisation of the awards based on their level and significance in consultation with the Vice-Chancellor / Registrar.

8. Institutional Fellowship for Ph.D. Candidates

- This Fellowship is open only to candidates opting for the PhD programme of DSIRT as full-time candidates. All candidates applying for this fellowship have to appear for an interview conducted by the respective school. Those who qualify in the interview will be offered a fellowship of Rs. 31,000/- p.m. for a period of 3 years.
- Scholars with a valid score in GATE/SET/NET/ICAR/UGC will get a stipend of Rs. 35,000/p.m. for a period of 3 years.

9. Article Processing Charges

9.1 Introduction

The Q scores, or quartile rankings, serve as a crucial analytical tool for scientific journals, enabling the assessment of journal rankings based on their scientific rigour. This metric reflects the journal's standing within its specific category and is regarded as a significant factor for researchers when considering publication options. The Q scores of a journal indicate the 25th percentile, derived from dividing the total number of journals in the respective field into quartiles. The first quartile comprises the top 25% of journals, receiving a Q1 score in their respective domain, while the last quartile is assigned a Q4 score. Similarly, the subsequent 25% is allocated to the Q2 score, while the following 25% pertains to the Q3 score. The badge derived from quartile ranking utilises the most advantageous metrics for evaluation. Q1 categories are recognised as quality journals and are the most cited within the scientific community; Q2 is also esteemed similarly to Q1.

Journals are frequently classified into various sub-disciplines, resulting in differing quartile rankings depending on the specific sub-discipline. A journal may possess multiple Q scores if it encompasses more than one scientific category.

9.2 Research areas covered

Quartile Ranking covers all the domains including, but not limited to: Arts & Humanities, Business, Management & Accounting, Chemical Engineering, Chemistry, Mathematics, Physics, Astronomy, Computer Science, Mechanical Engineering, Aerospace Engineering, Architecture, Automotive Engineering, Biomedical Engineering, Medical Sciences, Agricultural Sciences, Civil and Structural Engineering, Computer science & Engineering, Computational Mechanics, Control and Systems Engineering, Electrical and Electronic Engineering, Industrial and Manufacturing Engineering, Ocean Engineering, Safety, Disaster Management, Earth & Planetary Science, Economics & Econometrics, Energy, Engineering, Health care, medicine, Environmental Science, Material Science and Engineering, Psychology, Social Sciences.

9.3 Policy of support for open access fee to publish in Q1 & Q2 Journals

The quartile rankings based on the JCR-Clarivate report are used as the primary indicator to decide on the funding support. Quartile ranking covers all the areas spanning from Science, Humanities, etc., and hence this is considered to be the right indicator to cover all the domains. The quartile journals will be updated every year, and hence authors should check the recent release from Clarivate, and the latest list is to be maintained at the School/Centre for reference.

If a faculty member publishes in Q1 and Q2 journals, the open access fee will be supported by DSIRT with the following conditions.

- (i) DSIRT shall consider and pay a maximum of 50% of the open access (OA) fee for the OA and hybrid journals (where the open access option is available) or up to a maximum of Rs. 20,000/- whichever is less, for the publications in the Q1 and Q2 journals only.
- (ii) If the publication arises from the scholarly work of the PhD scholar (First Publication for the Scholar as first author) will not be eligible for funding.
- (iii) Ph.D. Scholars are not eligible for such claims under any circumstances.

- (iv) The open access fee can be claimed for Q1 and Q2 journal publications with an impact factor of equal to or greater than 2 ($IF \geq 2$).
- (v) This is applicable for communications, research and review articles only.
- (vi) A maximum of 1 publication per faculty per year can be claimed; however, under extraordinary cases, the Vice-Chancellor/Registrar shall approve the funding for another publication.
- (vii) The work for which open access fee support is claimed should have been carried out at DSIRT, and the faculty claiming should be the corresponding author of DSIRT. This will be verified at the School by the Dean by forming an Open Access Journal Review Committee.
- (viii) The claim can be made for a Q1/Q2-ranked journal (from the JCR 2020 report) irrespective of the subject domain. Eg, If a journal is listed as Q1 or Q2 in the JCR list, the faculty can claim the OA fee irrespective of the subject domain of the work.

(ix) Procedure for Claim

- (a) The authors are required to submit the proof of acceptance of publication to commence the process.
- (b) A request should be submitted to the journal office to seek a full or partial waiver; if a partial waiver is granted, the remaining amount can be covered accordingly. The submission of the request, along with the response, should be provided as evidence. If the journal denies the waiver, this can be retained as evidence for requesting full fee support from DSIRT.
- (x) The Open Access form will be available in the office of Research and will be centralised. The support will be extended till the funds are available for the approved year.

The committee will be established to review the policy after one year, as this is a pilot project of DSIRT. Based on the outcomes, additional policy decisions and guidelines will be developed.

Annexure 1(a)

Publications in Refereed Journals

Publications in Refereed Journals *(Applicable to all the Schools)*

Description	Points	
(i) For the first and corresponding author		
Scopus Indexed, ABDC Journals	Yes	No
	Non-paid & refereed	Journal Paid
	5 points	5 points
SCI / TR Impact Factor (Q1 to Q3 Journals)	0< IF ≤0.5	7 Points
	0.5<IF≤1	8 Points
	1<IF≤2	10 Points
	2<IF≤3	12 Points
	> 3 IF	15 Points
(ii) Co-Author	(Points = Score Point/Number of DSIRT authors)	

- (i) Full points for the first author and the corresponding author shared points for other co-authors of DSIRT.
- (ii) In a paper, if the first author is the corresponding author, points can be claimed either for being the first author or the corresponding author, but not for both.
- (iii) Only published articles with volume/issue/page numbers are to be considered. If the paper is accepted and published online, but not yet assigned volume/issue/page numbers is not considered
- (iv) If UG/PG students are involved in the research publication and serve as first author in the SCI journals, special incentives will be given to the students. A cash award will be given to the UG / PG students as First Author with a Certificate entitled "Dhanalakshmi Srinivasan Institute of Research and Technology (DSIRT) Special Achiever".

2) Bonus Points: (applicable only for first and corresponding authors)

(i) High-impact journal papers:

- ✓ For every paper published in a journal with more than 5 impact factor, the first and corresponding author will get **10 bonus points** each.

(ii) Collaborative research publications:

Papers in Scopus-indexed (refereed, non-predatory) journals without impact factor:

- ✓ Papers with National collaboration: **3 Bonus points per paper.**
- ✓ Papers with International collaboration: **4 Bonus points per paper.**

Papers in Impact Factor journals:

- ✓ Papers with National collaboration: **5 Bonus points per paper**
- ✓ Papers with International collaboration: **10 Bonus points per paper**

Note:

- i) Bonus points for collaborative research publication will be for the first and corresponding authors only.
- ii) Scopus-indexed journal papers, but predatory in nature, will not be considered for Bonus points under collaborative research publications.
- iii) Publications with an External part-time scholar as co-author or publications with a Research advisor from outside DSIRT are not considered for the collaborative publication category.

Cash Award for Publication in Journals (Proposed) based on points – Annexure 1(a)

Points	Cash Award
0.0 to 5.0	COA + CA
5.1 to 9.9	COA + CA
10.0 to 19.9	COA + CA
20.0 to 29.9	COA + CA
30.0 to 39.9	COA + CA
40.0 to 49.9	COA + CA
50 and above	COA + CA

Cash Award to the Students – Publishing in SCI Journals

*** To foster and enhance the research culture among undergraduate and postgraduate students, as well as to encourage quality publications and patents stemming from their mini-projects, capstone projects, and research endeavours, a cash award of Rs. 5,000 will be granted for articles published in SCI journals with a Zero Impact Factor, and Rs. 10,000 for those with a Positive Impact Factor.

Annexure 1(b)

Citations and h-index

h-index:

Those whose papers have contributed to the h-index of DSIRT will be considered for the award. Faculty members whose papers have contributed to the h-index of DSIRT during the period January to December will be awarded 10 points, if the first and corresponding author are the same, anyone will be considered

h-index	Cash Award
Raise of h-index by 1	COA + CA

Faculty members whose h-index improvement (is >2) in the last 3 years additional bonus of 5 Points will be awarded. All faculty members having current h-Index is in double digit will get a bonus point of 5.

Citations:

To be eligible for receiving a monetary incentive under this category, all the following conditions must be met.

1. Only citations from the Scopus database will be considered.
2. Self-citations will not be included. Citations received from publications without DSIRT's affiliation will not be included.
3. Citations received in the immediate previous year (January to December) will be considered.
4. Only citations for those research articles/review articles that were previously published with the affiliation of DSIRT will be considered.

If there is more than one contributor for the citations, then the monetary benefits will be equally shared among them.

No. of Citations	Cash Award
Less than 100	COA + CA
100 to 199	COA + CA
200 to 499	COA + CA
500 to 999	COA + CA
1000 and above	COA + CA

Annexure 1(c)

Publications of Books/Book Chapters/Monographs

Books/Chapter/ Monographs

Category	Points	Restricted to a maximum
Per Chapter	05	10
Per Edited Book	10	20
Per Book	20	No Ceiling

- (i) The quality of publishers will be verified by a school-level committee. List of publishers of repute will be disseminated in due course.
- (ii) One who claims for an edited book cannot claim for his/her contribution to a chapter in the same book.
- (iii) Thesis as a book and manuals will not be considered.
- (iv) Conference proceedings published as Lecture notes are not considered as a Book chapter.

Cash Award for Books/Book Chapters/Monographs (Proposed) based on points – Annexure 1(c)

Points	Cash Award
Up to 5	COA + CA
> 5 up to 10	COA + CA
>10 up to 20	COA + CA
> 20 up to 30	COA + CA
> 30 up to 40	COA + CA
> 40 up to 50	COA + CA
Above 50	COA + CA

Annexure 2

Patents Filed/Published/Granted and Commercialisation

Only designs that have been filed or registered, along with copyrights and patents that have been filed or granted with DSIRT as the applicant, will be eligible for points consideration. Full fees will be borne by the DSIRT from registration till the grant of a patent with DSIRT as the applicant. Inclusion of co-inventors from other institutes/organizations require prior approval from the Vice-Chancellor/Registrar.

- Equal points for the Inventor and the Co-inventor

Design Filed / Copyright Registered

Design Filed	Copyright Registered
04	04

Patent Filed / Granted

Filed		Granted	
National	International	National	International
10	20	25	30

Cash Award for the Bonus Points:

Points	Cash Award
Up to 10	COA + CA
>10 to 25	COA + CA
>25 to 49	COA + CA
50 and above	COA + CA

Annexure 3(a)

Institutional support & incentives for submission of extramural grant applications and securing grants

To facilitate and promote impactful research, the University will establish state-of-the-art research Laboratories with all the basic infrastructure required for different domains. The lab space will be provided equitably to all faculty, students/scholars of DSIRT who intend to use the facilities. The University will also develop a Core Instrumentation Facility to support the research and development activities of the faculty, access to external researchers'/institutions/ industry on a chargeable basis and/or by a formal agreement.

Grant Application	Support	Support from the Institute
Submission	Training/Mentoring/Peer-Review	NIL
Approved	a) Lab/Infrastructural support b) Workload reduction for the smooth execution of the project based on the funding grant and duration. c)Administrative support (Procurement/recruitment/Documentation/Approvals etc.) d) Matching grant to an extent of 25% of the sanctioned grant amount to provide additional support for the execution of the project. Out of the matching grant, 75% shall be used for equipment/asset purchase and the remaining 25% shall be used for consumables, accessories or as contingency. Matching grants normally cannot be used for manpower expenses.	75% of Overhead Charges will be provided as an Incentive in all cases where the sanctioned budget has a provision for overhead expenses.

Annexure 3(b)

Cash Awards for the Faculty securing National and International Project Grants, Industry Consultancy

- a) Both PI / Consultant and Co-PI / Co-Consultant are eligible for a cash award.
- b) For the sanctioned amount not received by DSIRT, the investigator will receive only CoA.

Project Amount	Points			
	National	International	National	International
	Submitted Proposals		Sanctioned Proposals	
Less than 5 Lakhs	1		20	
5.0 to 19.99 Lakhs	2		25	
20 to 39.99 Lakhs	3		30	
40 to 49.99 Lakhs	4		40	
> 50 Lakhs	5		50	

Cash Award and COA will be considered and given to those who received the sanctioned order.

Cash Award

Project Amount	Submitted	Sanctioned
Less than 5 Lakhs	NA	COA + CA
5.0 to 19.99 Lakhs	NA	COA + CA
20 to 39.99 Lakhs	NA	COA + CA
40 to 49.99 Lakhs	NA	COA + CA
> 50 Lakhs up to 99 Lakhs	NA	COA + CA
1 Crore and above	NA	COA + CA

- Principal Investigator: 60% of Cash Award
- Co-Principal Investigator (Co-PI): 40% of Cash Award ; (If there are two Co-PIs in the proposal, the calculation would be [(40% share) / 2].

Annexure 3(c)

Consultancy Projects - Revenue Sharing Policy

Earnings	PI Team	DSIRT
Personal Consultancy	70%	30%
DSIRT Consultancy	60%	40%
Testing, Evaluation, Standardization and Calibration	30%	70%
Retainership Fee	70%	30%

- Personal consultancy refers to consultancy undertaken in a private capacity outside office hours without using any of DSIRT's facilities.
- DSIRT consultancy refers to consultancy work undertaken on behalf of DSIRT, and DSIRT facilities are used.
- Retainership fee refers to the fee offered by the client to use the services of the PI and Co-PI (during the consultancy period or immediately after the execution of the consultancy work) after DSIRT office hours and during vacations only.
- Testing the external samples using our lab facilities and conducting a training program will not be considered under consultancy projects unless your work order clearly mentions consultancy.

Incentives for Collaboration

Industry Consultancy Grants: Faculty members who successfully receive the consultancy grants from the industry will also receive the cash award.

- Principal Consultant: 60% of Cash Award
- Co-Principal Consultant (Co-PC): 40% of Cash Award; (If there are two Co-PCs in the proposal, the calculation would be $[(40\% \text{ share}) / 2]$).

Project Amount	Sanctioned
Less than 5 Lakhs	COA + CA
5.0 to 19.99 Lakhs	COA + CA
20 to 39.99 Lakhs	COA + CA
40 to 49.99 Lakhs	COA + CA
> 50 Lakhs	COA + 20,000

DSIRT Research Awards will be arranged annually, and a cash award will be given based on these criteria to the faculty in March every year.

[DSIRT Research Awards will be considered for: Journal Publication(s) + Contributions to h-index+ Citations + Patents Filed/Granted + Publication of Books/Chapters + Grant of Funded Projects + Grant of Consultancy Projects]

Annexure 4

Institutional support & Allowances for participating in conferences/workshops/training programs and Membership in Professional Bodies.

Activity	Registration Fee	TA	DA
Participating in the National/International Conference (within India) of repute	NIL	NIL	As per the University norms
Presentation of Research Article at a national/international Conference of repute (within India)	100% of Registration Fee [10% per school per semester]	Applicable	As per the University norms
Presentation of Research Article at an international Conference of repute (outside India) (If external funding support is secured)	50% of Registration Fee [10% per school per semester]	External Funding + 50% of Travel Cost	As per the University norms
Presentation of Research Article at an international Conference of repute (within India) (If external funding support is secured)	50% of Registration Fee [10% per school per semester]	50% of travel cost	As per the University norms
Participation in the Training Program/Workshops in niche areas organised by the Societies/ Research Organizations / Professional Bodies / Academic	100% of Registration Fee [10% per school per semester]	Nil	As per the University norms

Activity	Registration Fee	TA	DA
Institutions of national and international repute			
Presentation/Resource person at Training Program/Workshops in niche areas organised by the Societies/ Research Organisations / Professional Bodies / Academic Institutions of national and international repute	100% of Registration Fee [10% per school per semester]	Applicable	As per the University norms
Best Paper/Poster Award at Conferences of National / International Repute	--	Applicable	
Keynote/Invited Speaker	-	Yes	As per the University norms
Membership in Professional Bodies/Societies (Life Membership) in Societies and Professional Bodies of National / International Importance	50% of the Fee [10% per school per semester provided if the faculty has completed his 3 years of service at DSIRT and contributed to the professional bodies and also helps in establishing the societies/clubs/chapters through the same.]	NA	NA

- Approval must be secured in advance to attend conferences or workshop training programs by applying to the Dean of Research, using the designated format through the Dean of the respective school.
- If approval is granted, the faculty member is required to submit a post-visit report upon completion of the event, accompanied by supporting documentation, to qualify for monetary incentives and bonus points.
- The support for the presentation and participation in the National / International Conferences of repute will be extended based on the recommendations from the Deans of the respective schools and after the due approval from the Dean (Research)

Bonus Points and Cash Award for Annexure 4

Activity	Bonus Points	Cash Award (INR)
Participating in the National/International Conference (within India) of repute	5	NIL
Presentation of Research articles at a national/international Conference of repute (within India)	20	NIL
Presentation of Research articles at an international Conference of repute (outside India) (If external funding support is secured)	30	NIL
Presentation of Research articles at an international Conference of repute (within India) (If external funding support is secured)	25	NIL
Publication in Conference Proceedings (Scopus Indexed) with National / International Collaborations	5	NIL
Participation in the Training Program/Workshops in niche areas organised by the Societies/ Research Organizations / Professional Bodies / Academic Institutions of national and international repute	5	NIL
Presentation/Resource person at Training Program/Workshops in niche areas organised by the Societies/ Research Organizations	20	NIL

Activity	Bonus Points	Cash Award (INR)
/ Professional Bodies / Academic Institutions of national and international repute		
Best Paper/Poster Award at Conferences of National / International Repute	5	₹5000 for National and ₹10,000 for International [Shared to all the Authors]
Keynote/Invited Speaker	30	NIL
Membership in Professional Bodies/Societies (Life Membership) in Societies and Professional Bodies of National Importance	5	NIL

Note

- All the faculty members are encouraged to participate and/or present the research works in the conferences/ participate in workshops, training programs, FDPs, MDPs, and Corporate Trainings
- Support will be extended to every faculty once a semester

Annexure 5

Institutional support & incentives for organising Conferences/Workshops/training programs.

Activity	No. of Days	External Funding/Sponsor	Institutional Support
Organising a One-Day Seminar / Workshop with 5 External Speakers and 50 External Participants	1-2 days	Nil	As per the norms
		2 lakhs	
Organizing National Level Conference with Societies / Chapters with National Speakers of Repute	2-3 days	Nil	As per the norms
		5 lakhs	
Organising an International Level Conference with Societies / Chapters with International Speakers of Repute (Min. 5)	2 or 3 days	Nil	As per the norms
		8 lakhs	
Organizing Workshop/Training Program/FDP/EDP with 5 academic/industry leaders	Variable	Nil	As per the norms
		3 lakhs	

- Prior approval must be sought from the appropriate authorities in the prescribed format through the proper channel.
- If there is more than one convener/chair/organising secretary/coordinator, the monetary incentives and bonus points will be shared equally between them according to the specific role.

Bonus Points and Incentives for Annexure 5 contd...

Bonus Points

Role	Level	Bonus Point	
		Without external funding	With external funding
Convener/Chair/Organizing Secretary	National	10	15
	International	15	20
Coordinators	National	5	10
	International	8	12

Incentives

Activity	Incentive	
	Without External Funding / Sponsor	With External Funding / Sponsor (INR)
Organising a One-Day Seminar / Workshop with 5 External Speakers and 50 External Participants	Nil	As per the norms
Organizing National Level Conference with Societies / Chapters with National Speakers of Repute	Nil	As per the norms
Organising an International Level Conference with Societies / Chapters with International Speakers of Repute	Nil	As per the norms
Organizing Workshops/Training Program/FDP/EDP	Nil	As per the norms

- The Certificate of Appreciation will be issued to the organising committee after the successful conduct of the events
- Bonus points will be counted in the performance appraisal to consider for promotion.
- The incentive amount for the aforementioned activities with external funding/sponsor will be shared amongst the coordinators/chairs/organising secretary; Deans/Associate Deans of the Schools are not eligible for the same, even if they are the Coordinator/Organising Secretary/Convenor/Co-Convenor

Annexure 6

Cash Award for receiving awards/fellowships of high repute.

Award/Fellowship	Incentive	Bonus Point
- International awards by UN, WHO, UNESCO etc., - President of India special awards such as B.C. Roy award etc., - Padma series of awards, Sahitya Academy Award, Jnanapith Award, Shanti Swarup Bhatnagar Prize, etc.	Cash Award + Commendation Certificate + Medal	100
- Awards instituted by the Government of India and government agencies like UGC, AICTE, CSIR, DBT, ICMR, National Academies, MCI, ICSSR, ICHR, etc., and are not associated with any societies /NGOs - Overseas training/fellowship awards/collaborative research funding awards (not covered in incentives for externally funded research projects)	Cash Award + Commendation Certificate + Medal	40
- Awards instituted by State Governments and state government agencies - Awards instituted by the Government of India and government agencies like UGC, AICTE, CSIR, DBT, ICMR, National Academies, MCI, ICSSR, ICHR, etc., in association with any societies/NGOs. - Fellowship titles of International/National Academies	Cash Award + Commendation Certificate + Medal	20
- Recognition from the Government of India and government agencies like UGC, AICTE, CSIR, DBT, ICMR, National Academies, MCI, ICSSR, ICHR, etc. - Recognitions from the State government and state government agencies - World's top 2% scientists ranking by Stanford University	Cash Award + Commendation Certificate + Medal	10

• Membership titles of International/National Academies • Awards of Societies of National/International repute		
• Awards from Institutions/Organisations/Universities of repute; • Research/Social Awards with cash/citation/medal • Awards established by State/Regional societies. • Awards on completion of a major sponsored research project • Awards in a conference of the International Society of repute • Recognitions from a reputed National/International Societies	Cash Award + Commendation Certificate	05

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