

NEHRU GRAM BHARATI

(Deemed to be University)



RESEARCH INCENTIVE POLICY

NEHRU GRAM BHARATI (DEEMED TO BE UNIVERSITY) PRAYAGRAJ

Research Incentive Policy

1.0 Objective

The underlying objective of the Research Incentive Policy is to motivate the faculty members to undertake quality research, consultancy, and other research-centric activities. NGB(DU) aims to improve overall research performance and promote research activities across all departments. The purpose of the Research Incentive Policy (RIP) is to provide the means to assist with research activities and/or reward faculty members for successful publication of research output, in quality research journals of national and international repute and recognition.

2.0 Scope of Research Incentive Policy

The scope of the Research Incentive envisages, in particular:

- i. To motivate faculty members to concentrate on research related activities, in addition to the teaching, so as to publish research articles in reputed refereed international and national journals with impact factor.
- ii. To pursue efforts to write books, monographs for publication by International and National publishers of repute.
- iii. To evince interest among the members of faculty to undertake efforts to establish collaborative research projects with their counterparts in reputed foreign/national Universities.
- iv. To encourage our faculty members to submit proposals and secure funded research projects from various funding agencies in India and abroad.
- v. To undertake consultancy projects sponsored by Government & Private, Industrial and other organizations.
- vi. To encourage creativity in the minds of faculty members, so that they make original contributions by way of products, concepts etc. and obtain patents.

3.0 Details of the Incentive Policy

3.1 Research Publications

3.1.1 If a research paper is published based on his/her work in hard copy or in electronic form in a reputed /refereed international journal as recommended by the Research Development Advisory Committee (RDAC) of NGB(DU), incentive(s) will be paid to the faculty member as indicated below:

Incentives for Publications: The following incentives are provided for publishing research papers / text books by the faculty members.

- I. International Journals with Impact factor/SNIP above 2.00 - Rs 5,000
- II. International Journals with Impact factor/SNIP > 1.00 & < 2.00 - Rs 2500
- III. International Journals with Impact factor/SNIP > 0.5 & < 1.00 - Rs 1500
- IV. International Journals with Impact factor/SNIP > 0 & < 0.5 - Rs 1000

The publications will be considered only if they are indexed in Web of Science, Scopus, Humanities International Complete, EBSCO Host or Dare Database-International Social Sciences Directory. If the paper is contributed by more than one author, the credit points will be shared by all the authors equally. Faculty members are encouraged to publish papers only in reputed journals and avoid publications in paid journals. Faculty members are also required to submit a "Self-Declaration" stating that publication fee was not paid to the Journal.

3.1.2 If a research paper is published based on his/her work in hard copy or in electronic form in a reputed /refereed national journal as recommended by the RDAC of NGB(DU), incentive will be paid to the faculty member as indicated below:

- ✓ Reputed/referred national journal that is empanelled in the UGC Care List - Rs 500

Faculty members who have taken efforts to write and publish books or monographs are encouraged and incentive will be given to the faculty member as indicated below.

3.2 Publication of Books

| Details | Publisher | Incentive/Award |
|------------|--|-----------------|
| Full Book | Renowned International Publisher | 5000 |
| Full Book | Renowned National Publisher | 2000 |
| Chapters | Renowned International/International Publisher | 1500 |
| Monographs | National/International Level | 1000 |

3.3 Collaborative Research Project with Foreign NGB(DU)/ Agency

- Any Collaborative research project undertaken by our faculty as Chief Investigator /Co-investigator and with a foreign Institution & NGB(DU) with tangible outcome, the faculty member is eligible to get an incentive of 20% of the project grant, if provisioned in the grant sanctioned by the funding agency. The tangible outcome shall be endorsed by the RDAC.
- If the project involves more than one faculty from the institution, the total amount will be shared among the participating faculty members.
- The year in which the collaborative project commenced is the criteria for including this into the scheme. A project cannot be included more than once in the scheme.
- Any publication arising out of this collaborative research will also be eligible for incentives as per the norms of the publication.

3.4 Generation of Research Grants

Faculty members are expected to submit proposals for research grants from funding agencies. It is quite likely, that these projects may involve modernization

of laboratories, acquiring of equipment required specific to the research study or conducting of surveys etc. The incentive will be linked to the total amount of research grant sanctioned by the sponsoring agency. The incentive will be 10% with a maximum amount of the research grant received from the funding agency. Since the amount being released in phases, the incentive(s) paid is also proportional to the amount received by the NGB(DU).

3.5 Undertaking Consultancy Projects

- If there is a substantial contribution by the faculty member and the staff in the consultancy project and no resources of the NGB(DU) (like laboratory, computer, software etc. utilized), the members involved in the consultancy project will take 60% of the total value of the consultancy of the amount received and 40% will go to the institution.
- If the resource of the institution such as laboratory facilities, computing facilities, drafting and other facilities are utilized in the consultancy project, the share of NGB(DU) will be 60% of the total consultancy amount received and 40% will go to the faculty and other staff involved in the consultancy work.

3.6 Presenting research papers at National & International Conferences

- For the faculty attending and presenting research a paper in national conferences as a first author, the institute will pay the registration charges as per the eligibility criterion for presenting the paper as recommended by the RDAC of the institution provided the conference is hosted by a reputed institution.
- Maximum of 2 faculty members from each department per academic year will be considered as recommended by the RDAC of the institution.
- For the faculty attending and presenting research a paper in international conferences held in India as a first author, the institute will pay the registration

charges (maximum ceiling of Rs, 5000/- per paper) as per the eligibility criterion for presenting the paper as recommended by the RDAC of the institution provided the conference is hosted by a reputed institution.

- For the faculty attending and presenting research a paper in international conference held abroad, the Institute shall pay full registration fee, as recommended by the RDAC of NGB(DU), provided the conference is hosted by a reputed institution. The ceiling of faculty members will not apply when the travel expenses have been provided for in the research project. Preferably, such expenses should have been factored into the project/research grant.

3.7 Faculty Development Programme (FDP)

- Members of the faculty are encouraged to participate in Workshops/FDP as may be decided by the institution from time to time.
- Faculty members attending a program of more than three days duration shall plan their participation in the semester break/summer vacation so that the academic schedule of the students remains undisturbed.
- Eligibility for such programs shall be restricted to two faculty members per semester from a department. In general, programmes sponsored by UGC/AICTE/ISTE/DST and other institutions where the host institution takes care of significant portion of the training cost, the faculty will be given Academic Leave for the period.

4.0 PERIOD OF RECKONING

At the end of every semester, every year.

5.0 PAYMENT OF INCENTIVE

At the end of every academic year, based upon the evidence produced and

recommendations of the RDAC, the incentive will be paid to the faculty members.

6.0 OTHER CONDITIONS / GUIDELINES

- When a research publication has multiple authors, the cash incentive shall be divided equally among the first two authors. Only NGB(DU) authors shall qualify for the incentive.
- It is the responsibility of the faculty member to produce evidence of having published paper in the refereed journal and the impact factor of the journal. Faculty has to produce a printed copy of the SCOPUS or other evidence and the RDAC of the institution should attest the same.
- The incentive shall apply to a maximum 2 paper/faculty member/year, subject to the condition of Intellectual Property Rights. Plagiarised works, claims on duplicated papers with different titles of the same content in different journals, seminars or dailies and such other irregularities shall attract severe disciplinary action, including recovery of incentives paid earlier and may lead loss of faculty position at the institution.
- An application form is already prescribed for this purpose is available with Dean (R&D). The faculty member is expected to submit duly filled in application as per the prescribed format attaching copies of evidence duly countersigned by the HOD.
- When a paper being presented in National/ international conferences and has multiple authors from NGB(DU), the right of travel for presentation of the paper will be restricted to the first author; and if the first author so permits to the second author in lieu of the first.
- After verifying the claim and approval by the RDAC, incentive amount will be disbursed to the faculty member(s).

- Appeals, if any, relating to the application of the incentive system, will be addressed by the RDAC of the institution, with oversight by the Vice Chancellor.

Note: *Since this is a tentative scheme, the criteria and modalities may be amended from time to time, with the approval of concerned authorities, keeping in mind the interests of faculty members, students and the institution.*
