Policy on Research Promotion and Incentives

A unified policy on research promotion and incentives provides faculty with both monetary and non-monetary benefits to encourage and support research activities, including seed grants, patents, publications, books, book chapters, and e-content development. It also recognizes faculty achievements at state, national, and international levels, fostering a culture of academic excellence. Additionally, the policy outlines financial assistance for faculty participation in professional development opportunities such as conferences, seminars, workshops, short-term training programs, and professional memberships, thereby promoting continuous learning and scholarly growth.

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1. Preamble:

Siddhartha Academy of Higher Education, Deemed to be University, has undertaken various initiatives over the years to leverage knowledge resources for outcome-based education, research, innovation, and social empowerment. To encourage faculty members for their consistent contributions and outstanding achievements, a policy on **Incentives** has been formulated. This policy covers research projects, publications, patents, books, book chapters, e-content development, state/national/international recognition and awards, as well as financial support for professional development programs such as conferences, seminars, workshops, short-term training programs, and the acquisition of professional memberships. The policy has been in effect since the academic year 2025-26.

2. Objectives of the Policy

The Incentives Policy of Siddhartha Academy of Higher Education, Deemed to be University aims to promote excellence in research, innovation, and professional growth among faculty members, Students and research scholars. The objectives of the policy are to:

- Motivate faculty to engage in research alongside teaching, publishing in reputed international and national journals with impact factors.
- Encourage writing books and monographs for publication by esteemed national and international publishers.
- Promote collaborative research with reputed institutions, universities, and laboratories.
- Support faculty in securing funded research projects from Indian and international agencies, focusing on socially impactful outcomes.
- Foster creativity and innovation, leading to patents and interdisciplinary research contributions.
- Inspire faculty to develop e-content and contribute to government-led higher education initiatives.
- Recognize and encourage faculty to achieve state, national, and international awards.
- Facilitate participation in faculty development programs, including conferences, seminars, workshops, and short-term training.
- Encourage researchers to apply for memberships and fellowships in prestigious national and international societies.
- Encourage Students and research scholars to present their innovations or research outputs in reputed institutes like IIT's and NIT's.

Finally this policy fosters a culture of innovation and academic excellence, ensuring faculty members receive due recognition and motivation for their contributions.

3. Incentives for external funded Research Projects:

In order to encourage the faculty members, incentives are provided for the research projects. The incentive amount will be released upon the submission / certification of Utilization Certificate. The incentive distribution aims to encourage faculty members to secure grants, engage in impactful research, and contribute to innovation and societal development.

The incentive amount for research projects received from National Funding Agencies (UGC, AICTE, DST, SERB, etc.) will be structured based on the funding received. The distribution will be as follows:

- ≤ ₹ 25Lakhs → 10% of the sanctioned amount
- ≤ ₹ 50Lakhs → 10% of the 25Lakhs + 7.5% of the sanctioned amount above 25Lakhs
- > ₹50Lakhs to 100Lakhs → 10% of the 25Lakhs + 7.5% of the 25Lakhs + 5% of the sanctioned amount above 50Lakhs and less than 100Lakhs.
- > ₹100Lakhs→ 10% of the 25Lakhs + 7.5% of the 25Lakhs + 5% of the 50Lakhs + 2.5% of the sanctioned amount above 100Lakhs.

4. Incentives for patents granted (Utility Patents):

To encourage faculty members to secure more patents, the university provides incentives for granted patents, in addition to covering the expenses for patent filing. For each patent granted, faculty members will receive an incentive of ₹10,000 as a token of appreciation and encouragement.

5. Incentives for Publications:

Incentives are awarded for the research articles published in SCI/SCIE indexed journals. This is in order to motivate the faculty members to publish their research articles in SCI/SCIE indexed journal.

S.No	Category	Incentive Amount in ₹
1	**Science Citation Index / Science Citation Index Expanded (SCI / SCIE)**	
	• Impact Factor < 1.0	14,000/-
	• 1.0 ≤ Impact Factor < 3.0	16,000/-
	• Impact Factor ≥ 3.0	20,000/-
2	**Scopus / ESCI Indexed Journals**	
	• Impact Factor < 1.0	7,000/-
	• 1.0 ≤ Impact Factor < 3.0	8,000/-
	• Impact Factor ≥ 3.0	10,000/-
3	**Books/ Book Chapters**	
	Full Book – International Publisher (McGraw Hill, Prentice Hall, Oxford University Press or other internationally reputed publishers) with ISBN number	20,000/-

	• Full Book – Reputed National Publisher with ISBN number	10,000/-
	• Scopus Indexed Book Chapters	7,000/-

For publications:
- *1st author / Siddhartha University student as 1st author and faculty as 2nd author = Full Amount*
- *2nd author = 1/2 of the amount (1st author from other institute)*
- *3rd author = 1/3 of the amount (1st author and 2nd author from other institutes)*

6. **Financial Support to attend Professional Development programs like Conferences, Industrial training programs, FDPs, seminars, workshops, short term training programs etc., and acquisition of professional memberships**

S.No	Category	Incentive Amount in ₹
1	**Scopus Indexed Conferences with in India**	
	• For faculty	Registration amount up to **10,000/-** can avail **one time in the year**. TA & DA as per norms.
	• For PG/UG Students and Research Scholars (Full time)	50% Registration amount and NO TA & DA
2	**International Conferences outside India once in three years**	
	• For faculty	Registration fee maximum of **$ 800** and both sides TA and DA as per norms. Registration amount and TA and DA **should not exceed 2Lakhs. Permitted once in 3 years**.
	• For Research Scholars (Full time)	50% Registration amount and NO TA & DA
3	**Industrial training programs, FDPs, seminars, workshops, short term training programs etc.,**	
	• One Week Industrial training programs, One week FDPs, seminars, workshops, short term training programs	Registration amount up to **10,000/-** can avail **once in the year**. In case of training on emerging technologies amount will be decided on case to case basis. TA & DA as per norms.
4	**Professional Memberships**	
	• Faculty can avail this facility irrespective of the number of years of experience in Siddhartha University.	**50% membership fee** for one professional society may be reimbursed with a **maximum of 5,000/-** per faculty per year.

7. **Financial Support for Journal Publications (Open Access)**

Financial support for open access fees is available to all faculty members of Siddhartha University who are supervising scholars under Siddhartha University. Only high-quality open access journals with an impact factor will be considered. Siddhartha University will cover **maximum of 25,000/-** of the open access fee for one publication per student. In the publications, the research scholar shall be the first author and the guide shall be the corresponding author. Faculty members shall obtain written approval from the Dean Research and Development concerned before submitting his/her paper to open access journals. **There is no incentive for this type of publications.**

8. Incentive for development of E-content

To encourage innovation and enhance digital teaching resources, the university will provide incentives to faculty members who develop high-quality e-content. This includes, but is not limited to, video lectures, virtual labs, interactive modules, digital textbooks, and online assessment tools.

Eligible content must meet the following criteria:

- Align with the university's prescribed curriculum.
- Be original, pedagogically sound, and technically well-produced.
- Be hosted on approved platforms such as the university's LMS, national repositories (e.g., SWAYAM, NPTEL), or other recognized educational platforms.

Undergo review and approval by the E-Content Review Committee constituted by the university.

Faculty will receive an **incentive amount of 25,000/-** for complete course and certificates of appreciation.

9. Seed Money for Faculty Members

A grant of the research seed money **up to Rs.3 Lakhs** is given to the full-time faculty members of Siddhartha University **once in three years**. This support is intended to facilitate high impact research that can lead to quality publications and patents. The call for seed grant research proposals would be made by Dean Research, Technology & Development, twice in a year in the months of January and July. All proposals received would be evaluated for their quality by a committee headed by Dean Research, Technology & Development and recommended applicants will receive the seed grant. The **Project period is maximum of two years** from the date of sanction and is expected to be conducted by the faculty member himself or herself.

10. Incentives to faculty members who Receiving Awards

S.No	Category	Incentive Amount in ₹
1	National Awards (e.g., Shanti Swarup Bhatnagar, Indian National Science Academy (INSA) awards, MoE awards)	50,000/-
2	Awards instituted by government agencies like UGC, AICTE, CSIR, DBT, ICMR and Overseas training / fellowship awards / Collaborative research funding awards.	20,000/-
3	Awards instituted by Professional societies (IEEE India, ISTE, ISCA, IEI, etc.)	10,000/-
4	Awards instituted by State Governments and state government agencies.	5,000/-

Note: All collaborative work by faculty members including publications, patents, and research projects with external institutions will be subject to review prior to the release of incentives to ensure authenticity.

30/4/25

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