

POLICY ON RESEARCH PROMOTION AND INCENTIVES 2026-27



SIDDHARTHA
ACADEMY OF HIGHER EDUCATION

An Institution **DEEMED TO BE UNIVERSITY**

(Under Section 3 of UGC Act, 1956)

(Sponsored by Siddhartha Academy of General & Technical Education), Vijayawada, A.P.

SIDDHARTHA ACADEMY OF HIGHER EDUCATION

(An Institution Deemed to be University)
Vijayawada, Andhra Pradesh – 520007



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.

Policy on Research Promotion and Incentives

TABLE OF CONTENTS

S.No	Description	Page No
1	Preamble	03
2	Objective of the Policy	03
3	Incentives for external funded Research Projects	04
4	Incentives for patents granted	04
5	Incentives for Publications	04
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	05
7	Incentives for development of E-content	06
8	Seed Money for Faculty Members	06
9	Research Awards	07
10	Incentives to faculty members who Receiving Awards	08

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:

- $\leq ₹ 25\text{Lakhs} \rightarrow 10\% \text{ of the sanctioned amount}$
- $\leq ₹ 50\text{Lakhs} \rightarrow 10\% \text{ of the } 25\text{Lakhs} + 7.5\% \text{ of the sanctioned amount above } 25\text{Lakhs}$
- $> ₹ 50\text{Lakhs to } 100\text{Lakhs} \rightarrow 10\% \text{ of the } 25\text{Lakhs} + 7.5\% \text{ of the } 25\text{Lakhs} + 5\% \text{ of the sanctioned amount above } 50\text{Lakhs and less than } 100\text{Lakhs}.$
- $> ₹ 100\text{Lakhs} \rightarrow 10\% \text{ of the } 25\text{Lakhs} + 7.5\% \text{ of the } 25\text{Lakhs} + 5\% \text{ of the } 50\text{Lakhs} + 2.5\% \text{ of the sanctioned amount above } 100\text{Lakhs}.$

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 Indian 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.

Sno	Level of the Research Paper	Category	Incentive Amount in ₹
1	Peer Reviewed Scopus Q1 Journal	Impact Factor ≥ 5.1	20,000/-
		$3.1 \leq \text{Impact Factor} \leq 5.0$	16,000/-
		Impact Factor ≤ 3.0	14,000/-
		Without Impact Factor	12,000/-
2	Peer Reviewed Scopus Q2 Journal	Impact Factor ≥ 3.1	14,000/-
		$2.1 \leq \text{Impact Factor} \leq 3.0$	12,000/-
		Impact Factor ≤ 2.0	10,000/-
		Without Impact Factor	8,000/-
3	Peer Reviewed Scopus Q3 Journal	Impact Factor ≥ 3.1	10,000/-
		$1.1 \leq \text{Impact Factor} \leq 3.0$	8,000/-
		Impact Factor ≤ 1.0	6,000/-
		Without Impact Factor	4,000/-

4	Peer Reviewed Scopus Q4 Journal	Having Impact Factor	5,000/-
		Without Impact Factor	3,000/-
5	ABDC (Australian Business Deans Council) Journals Management/English	A* category with Scopus	20,000/-
		A* category without Scopus	12,000/-
		A category with Scopus	14,000/-
		A category without Scopus	8,000/-
6	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 (Max 2 Per Faculty)	4,000/-

For publications:

- **1st** author / Siddhartha University student as **1st** author and faculty as **2nd** author = Full Amount
- **2nd** author = 1/2 of the amount (1 **st** 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

(For attending FDPs, conferences, training programmes, workshops, seminars, etc., the host institution must be ranked within the top 200 institutions in the latest NIRF rankings.)

S.N	Category	Incentive Amount in ₹
1	Scopus Indexed Conferences with in India	
	For faculty	Registration amount up to 10,000/- can avail <u>one time in the year (OffLine)</u> TA & DA as per norms.
	For PG/UG Students and Research Scholars (Full time)	50% Registration amount and NO TA & DA (OffLine)
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. <u>Permitted once in 3 years.</u>

	✓ 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, Oneweek good Quality FDPs, seminars, workshops, short term training programs Emphasis on Quality	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. Reputation is very important	50% of the membership fee for one reputed professional society, subject to a maximum reimbursement of ₹5,000/- per faculty member per year.

* If the Faculty does not stay for 3 years, he/she has to refund the partial amount on pro-rata basis

Within 6 months:100%, 6 months-1 year :75%, 1-2 years:50%, 2-3 years: 25%

7. 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.

8. 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.

Note: For seed grant project proposals involving high-end objectives, advanced research, or significant expected outcomes, the funding amount shall be determined on a case-by-case basis. Such proposals shall be evaluated by a duly constituted committee, which will assess their technical merit, feasibility, expected impact, and budget justification before recommending the appropriate funding amount.

9. Research Awards

Siddhartha Academy of Higher Education, Deemed to be University recognizes the research carried out by its faculty members and students by granting “Research Awards” based on different parameters. Faculty awards maximum 03, Student awards maximum 03.

Sno	Parameters for Faculty Awards	Distribution of Weightage (in %)
1	Publication in Peer Reviewed Scopus Q1 & Q2 Journals	20%
2	h- index	15%
3	Citations	10%
4	Funded Projects	40%
5	Patens Granted	15%

Sno	Parameters for Student Awards	Distribution of Weightage (in %)
1	CGPA	25%
2	Publications in Journals/Conferences	20%
3	Global Certifications/ Won Prizes in Reputed Hackthons	20%
4	External Funded Projects/ Product Development	20%
5	NSS/Social Service activitys	15%

10. Incentives to faculty members who Receiving Awards

S.No	Category	Incentive Amount in ₹
1	Prestigious National Awards (e.g., Shanti Swarup Bhatnagar etc..)	1,00,000/-
2	Reputed National Fellowships (e.g., Indian National Science Academy (INSA), Indian National Academy of Engineering (INAE) etc..)	50,000/-
3	National Awards (e.g., Young Scientist / Young Engineer/Young Researcher Awards/ ANRF National Award, Ministry of Mines National Geoscience Award , etc..)	30,000/-
4	Awards instituted by government agencies like UGC, AICTE, CSIR, DBT, ICMR/ fellowship awards/ Collaborative research funding awards etc..	20,000/-
5	Awards instituted by International Professional societies Like IEEE, ASME,ASCE etc..	10,000/-
6	Awards instituted by National Professional societies (IEI, Indian Science Communication Association .ISCA etc..)	6,000/-
7	Awards instituted by State Governments and state government Agencies etc..	4,000/-

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.


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