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14. Incentive Policy for Research & Publications

1. Preamble:

1.1 The existing policy to promote research activities in the institute was developed to give extra fillip to research, publication and other related activities, in 2006. Hence, the policy is due for a review. Thus, some of the incentives for various research activities have been revisited and revised. The new norms will be application effective June 2014.

2. Objective:


2.1 To give special thrust to research culture in the Institute, and thus improve the profile of the Institute in the country.

3. Policy and Guidelines:

3.1 Incentive for completing PhD Degree when in service of GMRIT (If acquired on or after 1/7/2013)

- 3.1.1 For the purposes of incentive under this clause, ordinarily, the degree awarding Institution will be a UGC-approved University or an Institution of national standing. In case the institution is a deemed University or a private one, a duly appointed Committee shall certify the credibility of the Institution awarding the degree. The faculty undertaking their PhD pursuit are advised to check with the Institute about the Institution they are registered under, to ascertain the credibility of such Institution. The Institute will also pro-actively advise the faculty on the credibility of relevant institutions.
- 3.1.2 For the purposes of the award, a Ph.D will be deemed to have been completed when a Certificate of Successful Thesis Defence is formally issued by the Institution awarding the degree.
- 3.1.3 A One-time ex-gratia award of Rs.75,000/- and Rs.50,000/- for Engineering and Basic Sciences respectively, shall be given, provided the faculty has served for a minimum of three years at the Institute and submitted the thesis within the stipulated time of 5 years from the date of registration.
- 3.1.4 The cash Incentive will not be applicable to faculty who join with a special stack up sheet which already captures the completion of Ph.D. shortly. Nor



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shall it apply in cases where Ph.D. is the mandatory qualification for the position.

3.1.5 Another Rs.25,000 will be awarded if the PhD thesis results in at least two reputed publications (listed in Annexure I and II) with the affiliation of GMRIT, within a year of completion of the PhD.

3.1.6 Two Additional non-compounded increments over and above the standard annual increment upon successful completion of Ph.D, payable when the next regular increment falls due. These increments being non- compounded in the current position, shall not get carried forward in case of a future promotion. However, in case a faculty is promoted along with completion of PhD, two additional increments over the minimum basic salary applicable to the new position will be payable.

3.1.7 3.1.6 A Special flat allowance of Rs. 2,500/- for Basic Sciences & Humanities and Rs.5,000/- per month for Engineering will be paid towards market correction after acquiring their Ph.D. However in case of faculty who are promoted simultaneously with their **completion of PhD**, this market correction is not applicable; instead it will be ensured that **the financial benefit after promotion is not less than financial benefit without promotion.**

3.2 Incentive for Externally Funded Research

3.2.1 The Institute shall pay the research team an incentive equivalent to 10% of the research grants received from external funding agencies (in case of a team, the amount shall be shared equally among team members).

3.2.2 The timing of the disbursement of the incentive (by cheque or transfer to the bank account) will be linked to the actual receipt of research funds.


3.3 Award for Publications of text books in relevant engineering discipline

3.3.1 **Rs. 75,000/-** if the text book is published by an international publishers like McGraw Hill, Prentice Hall, Oxford University Press or other internationally reputed publishers.

3.3.2 **Rs. 30,000/-** if the text book is published by a national publisher like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage.

3.3.3 **Rs. 15,000/-** if the text book is published by Regional / Local publishers.



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3.4 Incentive for publishing Technical Paper in National/International journals:

3.4.1 Engineering Stream

3.4.1.1 Rs.20,000/- for each paper published in any of the reputed International Journals. The list of which is available with the respective HODs of each department. In case the Journal is not as per the list, a designated committee shall ascertain the international standing of the Journal).

3.4.1.2 Rs.10,000/- for each paper published in any of the reputed National Journals. The list of which is available with the respective HODs of each department. In case the Journal is not as per the list, a designated committee shall ascertain the international standing of the Journal).

The comprehensive list of journals will take into account the quality of the journal, the publishing University, age of the Journal, impact Factor etc.

3.4.2 Basic Sciences

3.4.2.1 Rs.10,000/- for each paper published in any of the reputed International Journals. The list of which is available with the respective HODs of each department. In case the Journal is not as per the list, a designated committee shall ascertain the international standing of the Journal).

3.4.2.2 Cash Award of Rs.5,000/- for each paper published in any of the listed journals. The list of which is available with the respective HODs of each department. In case the Journal is not as per the list, a designated committee shall ascertain the international standing of the Journal).

This comprehensive list of journals will take into account the quality of the journal, the publishing University, age of the Journal, impact Factor etc.


4 Award for Publishing a Professional Articles:

4.4 Rs. 3,000/- for International magazine/Newspaper.

4.5 Rs. 1,500/- for National magazine/Newspaper.

5 Incentive for Presenting a paper at National/ International Seminars/Conferences:



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- 5.4 Cash award of Rs.2,000/- in case of a paper presented at a Seminar/Conference at an institute of repute outside India.
- 5.5 Cash award of Rs.1,000/- in case of a paper presented at an International Seminar/Conference at an institute of repute in India.

6 Entitlements for Registration & Travel for presenting papers at National & International Seminars/Conferences

- 6.1 For the faculty attending national conferences as a first author, the institute will pay the registration charges (maximum ceiling of Rs. 2000/- per paper) and eligible DA with sleeper class fare at actuals for presenting the paper.
- 6.2 For the faculty attending international conferences held in India as a first author, the institute will pay the registration charges (maximum ceiling of Rs, 5000/- per paper) and eligible DA with sleeper class fare at actuals for presenting the paper.
- 6.3 For the faculty merely participating in international conference, the Institute shall pay travel grant within India plus registration fee with a combined ceiling of Rs 5000/- to 10% of the faculty members from each department, on first come first served basis, provided the conference/seminar is hosted by a reputed institution. The ceiling of faculty members will not apply when the travel expenses have been provided for in the project/research budget.
- 6.4 Faculty members will be eligible for travel outside India (50% of travel expenses or a maximum of Rs. 50,000) and registration fee (100%), for paper presentation, provided the conference/seminar is hosted by a reputed institution. Preferably, such expenses should have been factored into the project/research grant. This entitlement will be over and above the entitlement specified in 8.1.

When more than one faculty wishes to present a single paper, the travel grant shall remain unchanged (to be divided between/among the faculty) and the registration fee shall be limited to one.

7 Guidelines for Externally Funded Research

Typically, funded research projects are collaborative works and have multiple team members. Thus, the incentive will be divided equally across all the participating team members of GMRIT.

