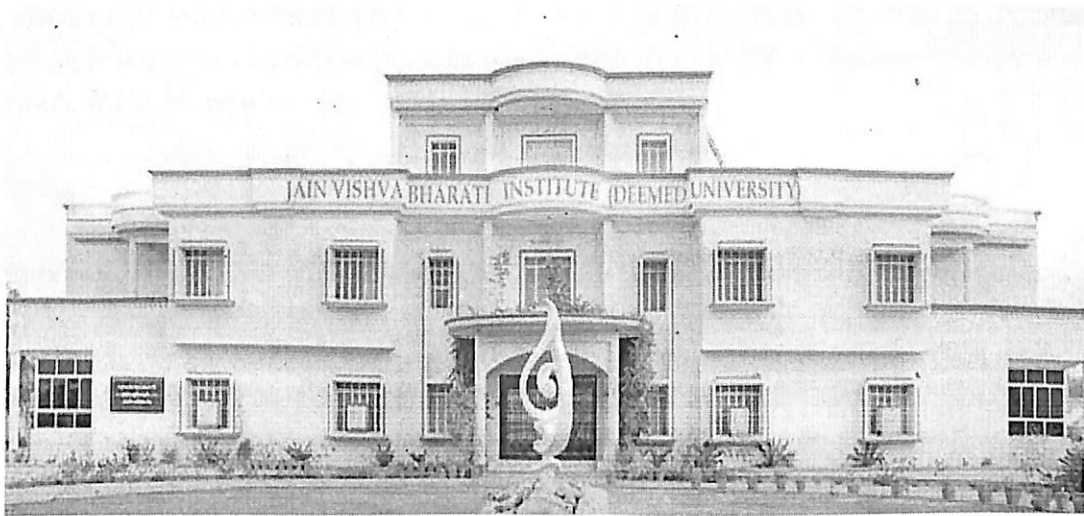


# Teacher Incentive Policy



## Jain VishvaBharati Institute

(Declared Deemed-to-be University Under Section 3 of The UGC Act, 1956)

**Ladnun - 341306 (Raj.)**

Approved in the meeting of the Academic Council on 25.01.2014



## **Jain VishvaBharati Institute**

### **Teacher Incentive Policy**

#### **Preamble**

With the advent of research identifying teacher quality as a central determinant of student outcomes, programmes have been created to incentivize teacher retention, and performance. Economic incentives are premised on the assumption that additional compensation can induce teachers to accept jobs they may otherwise not be inclined to do. These policies also allow teachers to earn more money for effective service, even if they cannot, for a variety of reasons, earn a pay increase.

#### **Objectives**

The primary objective of the proposed incentive scheme is to motivate the faculty members/staffs and all other researchers of various departments of the JVBI to do quality research, consultancy and other research-related activities. The University aims to improve overall research performance and promote research activities undertaken by various departments/ faculty members and students. The Incentive Scheme (IS) provides the means to assist with research activities or reward staff for successful publication or presentation of research outputs.

#### **The Incentive Scheme : Salient Features**

- All the faculty members and staffs are being encouraged to do research and apply for research grants / seed money from funding agencies or industries relevant to their field of interest.
- Incentives shall be granted to the faculty members who received research grants from various funding agencies.
- Monetary incentives will be granted as rewards for the faculties / staffs who receive Sponsored Research / Consultancy / MoU projects.
- University will consider seed money for initiating research after proper evaluation of project proposal submitted by a faculty/staff.

- The university administration may also consider seed money for the research projects, if the proof of concept is established by the faculty.
- Faculty members are encouraged to publish books, book chapters, research papers etc. through different monetary and non-monetary schemes offered by the University.
- Faculty members are encouraged to attend invitation for keynote speaker/ plenary lectures or presentation of paper in conference / workshop / seminar relevant to their field of research in India or Abroad.
- Faculty members shall be permitted to attend conference / workshop relevant to their field of research in India or Abroad with on duty leave with registration fee being reimbursed by the university.
- Partial financial support only, may be considered for the faculty members invited for keynote speaker / plenary lecture in conference / seminar, etc. if financial support is not provided by the organizers or any other funding agencies. Faculty members shall apply for travel grant to the funding agencies.
- An increment benefit will be provided to faculty / staff members for their contribution in research work.
- For his / her consultancy project, if the faculty member would like to keep a portion of his consultancy, testing fee with the University for other purposes, then he is permitted to deposit it in the Professional Development Fund of the Institute.

### Incentives for publications

Category Publication	Type of	Category	Research funding support for open access Publication
A). International Publication in Peer Reviewed Indexed Journal from faculty of Jain Vishva Bharati Institute (Deemed University)			
Original Article		Scopus / PubMed	Actual or Rs.20,000/- whichever is less
		Other Index	Actual or Rs.10,000/- which ever is less
Review Article		Scopus / PubMed	Actual or Rs.6,000/- whichever is less
		Other Index	Actual or Rs.4,000/- whichever is less

B). National / University Publisher Publication in Peer Reviewed Indexed Journal

Original Article	Scopus / PubMed	Actual or Rs.10,000/- whichever is less
	Other Index	Actual or Rs.6,000/- whichever is less
Review Article	Scopus / PubMed	Actual or Rs.4,000/- whichever is less
	Other Index	Actual or Rs.2,000/- whichever is less

### Faculty Recognition Incentives:

Category	Points	Incentives
Citation Index	< 50	Rs.1000/-
	51-100	Rs.2000/-
	101-200	Rs.3000/-
	201- 400	Rs.4000/-
	More than 400	Rs.8000/-
h-index	1 to 5	Rs.2000/-
	6-10	Rs.4000/-
	11-20	Rs.6000/-
	21- 50	Rs.8000/-
	More than 50	Rs.10000/-
i 10 Index	1 to 5	Rs.500/-
	6-10	Rs.1000/-
	11-20	Rs.1500/-
	21- 50	Rs.2000/-
	More than 50	Rs.2500/-

Criteria: Incentives will be awarded once every year for each faculty

### Faculty Incentives for Projects:

Category	Paid leave to attend meetings for Principal Investigator (PI) or Co-Investigator (CI ) Maximum per project per year	Privileges	Incentives for PI & CI on completion of project	
Projects with funding from	12	100 % of Investigator	Project value < 50 Lakhs	Project value > 50 Lakhs

International agencies	Project with funding from National / State Agencies	Project funded from SSAHE	fee	Bonus of 1 month salary	Bonus of 2 month salary
	12		100 % of Investigator fee	Project value < 20 Lakhs Rs. 10,000/-	>10 Less than 25 Lakhs Rs. 15,000/- Rs. 20,000/-
	2		Not Applicable	Not Applicable	

### Paper Presentation in Conferences: Criteria for availing incentives:

#### Faculty presenting a paper / poster

Faculty can avail incentives for maximum of one conference per year  
50% of the Registration fees will be provided subject to maximum limit of Rs, 20,000/-  
per year

Heads of the Department can avail 100 % of Registration fee for attending any One Conference conducted in India, once every five years, subject to maximum limit of Rs.10,000/-

Registration fee will be reimbursed after submission of Certificate of attendance and original receipt of registration fee.

#### Project leading to Patent

The principal Investigator will be given cash award of Rs. 10,000/- and a certificate.

#### Incentives for Postgraduate and Undergraduate Students

A reward of Rs.1,000/- for international publication and Rs.500/- for national publication in indexed journal as a first author.

A reward of Rs.1,000/- for international project and Rs.500/- for national project as Principal Investigator with funds generated from outside. For postgraduate students, the project should not be duplication of dissertation.

A reward of Rs. 1,000/- for Best Paper / poster award

#### Recognition for Faculties Getting International Research award:

A reward of Rs.10,000/- will be given along with certificate for international award received by faculty for their outstanding performance and innovative work.

#### Recognition for Faculties Getting National Research award

A reward of Rs.5,000/- will be given along with certificate for national award from a governmental agency or a non-governmental agency of very high repute, received by any faculty for their outstanding performance and innovative work.

### **Recognition for Faculties getting any regional or other award recognized by University**

A reward of Rs.2,000/- will be given along with certificate for national award received by any faculty for their outstanding performance and innovative work.

### **Budding Researcher Award**

Each Year University will give this award to one student, either postgraduate or undergraduate, for their outstanding performance in research. It will contain a certificate along with cash award of Rs.1,000/- after completion of research project.

The student should not be more than 30 years of age, should have at least 1 research paper in international or national referred indexed journals under his/ her name as first author and at least 1 research project as PI with funding from outside agency apart from his dissertation work. If he/she is invited for presenting a paper he/she will be given incentives of Rs.1000/-

### **Young Researcher Award**

Each year University will give this award to young researcher for their outstanding performance in research. It will consist of a certificate along with cash award of Rs.5,000/-. The researcher should not be more than 40 years of age, not above Associate Professor level, should have at least 3 research papers in international or national indexed journals under his/her name as first author and at least 2 project as PI with funding from outside agency.

### **Best Researcher Award**

Each Year University will give this award to researcher for their outstanding performance in research. It will contain a certificate along with cash award of Rs. 10,000/- The researcher should have at least 03 international publications and 05 national publications in indexed journal under his/her name and at least 03 projects as PI with funding outside agency.

### **Incentives for organizing Research Conference of the students / by the students.**

Student organizing conference every year by inviting experts from outside will be given financial assistance for organizing the conference. The amount shall be decided by the competent authority.

**International Level conference conducted by the College / Departments**

University will sponsor up to Rs.50,000/- to the constituent College/Departments for conducting International Level Conferences

University will sponsor up to Rs. 20,000/- to the constituent College/ Departments for conducting National / State Level Conferences.

**Conduct of Seminar / Training of Trainers (ToT) / Continuing Education / Guest Lecture programmes / Workshops / Faculty Development Programme/Symposium.**

University will sponsor up to Rs. 5,000/- per programme (maximum of five per year per constituent colleges) to the constituent College/Departments for conducting Seminar/ FDP/CEP/Guest Lecture/Workshops/ Faculty Development Programme / Symposium.

**Book/ Book Chapter/ Monograph**

The e-book and hard copy books are considered for research incentive. The pocket books or booklets and books having less than 20 pages would not be considered for research incentive.

For each Book (Reference or Text) authored/edited singly or jointly and published by International Publisher (McGraw Hills, Tayler Francis, Springer, Elsevier, CBS Publisher etc. or Apex bodies/Societies with ISBN (International Standard Book Number), the Authors/Editors will be given one time incentive up to Rs. 5,000/-

For each Book (Reference or Text) authored/edited singly or jointly and published by Local/ Regional Publisher with ISBN, the Authors/Editors will be given one time incentive maximum of Rs. 2,000/-

For each "Chapter/ monograph" in Book published by International Publisher with ISBN, the Author/s will be given one time incentive maximum of Rs. 1,000/-

For each "Chapter/monograph" in Book published by National Publisher with ISBN, the author/s will be given one time incentive maximum of Rs. 3,000/-

**Patent Granted:**

The incentive maximum of Rs. 50,000/- for International and maximum of Rs. 25,000/- for Indian Patent will be given for successfully granted patent. For more than one investigator, the disbursement of incentive will be as per Advisory Committee of R&D.

### **Travel Polices for Research Faculties / Staff:**

**Travel Authorization:** Project Investigators and consultants are permitted to visit on field work, attend meetings conferences, seminars and workshops, within the country, utilizing the funds of the project / Consultancy, subject to provision, with prior permission of the competent authority of the Institute.

**Attendance:** All travel related to projects will be treated as on duty. All travels related to Consultancy and testing will be treated as special casual leave to which the faculty Member/staff is entitled. Travel related to the project, Consultancy, Testing of the Departments will be permitted by the competent authority. Their requests are to be routed through the Head of the Department.

**Expenditure:** Must take care of the total expenditure for travel shall not exceed the amount, allotted under this head in the project. With regard to claiming of taxi/ auto fare, the actual can be claimed for traveling to / from the Airport / Railway Station with due certification of the receipt.

**A. TA & DA Rules for Faculty members.** TA & DA norms for faculty members wherein expenses are booked under the head Projects & Consultancy the DA settlement will be as per the guidelines given below:

**Journey By Train:** Up to 2 tier A/C (Ticket should be produced) of train fare as lump sum.

**Journey By Air:** As per eligibility. If the flight ticket is booked through a travel agent, service charges to paid by the agent can also be claimed.

**Journey By Road:** If private vehicles are hired, original printed and stamped receipts along with printed trip sheet with vehicle number will only be accepted. Written permission to hire a vehicle should be obtained from university before the journey.

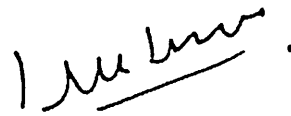
**Accommodation:** Will be reimbursed for actual expenses on production of receipts.

**Expenses:** For Projects sponsored by Govt. Funding agency / CTD: Actual (Bills to be furnished) subject to a maximum of Rs.3,000/- for class cities and Rs.2,000/- for other places or without a bill - 500/- for 'A' Class cities and Rs.1,000/- for other places as lump sum Projects supported by Pvt., funding agency and for Consultancy: Will be reimbursed at actual expenses on production of receipts. Boarding and all Rs. 1000/- per day lump sum.

Contingent grant in projects can be used for refreshment expenses and to meet the local Conveyance, accommodation and hospitality expenses for visiting members and

review teams, based on the submission of the original bills with certification by the investigator Professional body or member.

The Policy shall be subject to modifications/alterations/rectifications from time to time, as and when the situation warrants.



Registrar  
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