



SANTOSH

Deemed to be University

(Established u/s 3 of the UGC Act, 1956)

F.No. SU/R/2024/257

Dated: 29.01.2024

Subject: Research Incentives Policy of the Santosh Deemed to be University, Ghaziabad, Delhi NCR

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The proposal on **Research Incentives Policy** submitted by the Dean- Research was considered in detail by the **Finance Committee** on 28.11.2023 and the recommendations of the Finance Committee were **considered and approved** by the **Executive Council** in its meeting held on 30.11.2023, the same are as under:

1. Incentives for external funded Research Projects:

An Incentive of 2% of the **Research Grant**, credited to the SDTU Research Account during the financial year will be paid to the faculty members to encourage research activities. The incentive amount will be released after submission of utilization certificate. However, it will not be applicable to Ramalingaswamy and Ramanujan Re-entry fellowships / NPDF, DST- INSPIRE, DBT-BET students and faculty and other similar Fellowships and Research Associate awards.

Incentive distribution for projects:

Incentive Distribution in %		Total Incentive in %
Principal Investigator (PI)	CO-PIs	
70	30	100

2. Incentives for patents published and granted (National and International):

An incentive of **Rs. 5,000/-** for each **patent granted** and an incentive of **Rs. 3,000/-** for each **patent published** will be paid to the faculty members as a token of appreciation and encouragement. The above will be in addition to the expenses that the University is bearing for patent filing/publication/grant.

Incentive Distribution in %				Total Incentive in %
1 st Inventor	2 nd Inventor	3 rd Inventor	4 th , 5 th , 6 th , Inventor	
60%	30%	10%	Nil	100

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3. Incentives for Journal Publication:

- A. Incentives are fixed high for the research articles published in Science Citation Index Expanded (SCIE) Indexed Journals.
- B. Elsevier's Scopus-indexed journals are next in line Journal Metric Range (MR) for which the incentive is on higher side would be considered.

S No-	Journal category	Processing Fee (Rs.)		Incentives (Rs.)			
		Faculty	Student	Original research(INR)	Review article* (INR)	Case Report/ Series (INR)	Edited/Co-edited Journals (INR)
1	Top 10 percentile	Full	Full	45000	20000	5000	10000
2	Q1	Full	Full	30000	10000	5000	
3	Q2	Full	Full	20000	8000	3000	
4	Q3	75%	75%	10000	5000	2000	
5	Q4	50%	50%	5000 INR only for students			

*If the number of publication for incentives exceeds the allocated budget, the incentives will be shared accordingly.

Incentives for high Impact journals to increase field-weighted citation impact for enhancing citation & international ranking

Sr No-	Impact Factor	Incentives Amount for faculty
1	<2.00	15000
2	2 to 10	25000
3	10.01 to 50	50000
4	>50.01	100000

NOTE: In order to encourage the faculty members to publish in high quartile journals (Q1 journals), requests from members for the publication charges will be considered. However, the eligible members can claim either the publication cost as reimbursement OR the incentive whichever is higher (i.e. any one amount which is higher) after publication.

Incentive distribution criteria for the publication:

S. No -	Author (faculty) pattern and contribution	Incentive Distribution in %			Total Incentive In %
		First Author	Corresponding Author	Other Author	
1.	Publication with only one SDTU author	100	Not from SDTU	Not from SDTU	100
2.	Publication with one or more SDTU corresponding author	Not from SDTU	100% Number of corresponding authors from SDTU	Not from SDTU	100

3.	Publication with one or more SDTU author	Not from SDTU	Not from SDTU	25%Number of authors from SDTU	25
4.	Publication with only two SDTU Authors	50	50	Not from SDTU	100
5.	Publication with more than two authors from SDTU with two or more SDTU corresponding authors	30	70% Number of corresponding authors from SDTU	Not from SDTU	100
6.	Publication with more than two authors from SDTU	40	40	20% Number of remaining authors from SDTU	100
7.	Publication with more than two authors from SDTU with two or more SDTU corresponding author	30	60% Number of corresponding authors from SDTU	10% Number of remaining authors from SDTU	100
8.	Publication with two or more than two authors from SDTU	Not from SDTU	60	40%Number of remaining authors from SDTU	100
9.	Publication with two or more than two authors from SDTU with two or more SDTU corresponding authors	Not from SDTU	80%Number of corresponding authors from SDTU	20%Number of remaining authors from SDTU	100
10.	Publication with two or more than two authors from SDTU, if the corresponding author is not from SDTU	60	Not from SDTU	40%Number of remaining authors from SDTU	100

4. Incentives for books/book chapters/monographs:

The incentives are as under:

Sr	Description	Published database Citation (Thomson Reuters)	in Book Index	Reviewed national and international publisher	Other
1	Edited/Co-edited/ Authored-Full Book (like Text book)/Edited Volume of book	20000		5000	1000
2	Authors of Chapters	5000		3000	500

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5. Incentives to teachers who receive State, National and International Recognitions/Awards:

- A.** Teachers who have received the following awards shall be considered for a commendation certificate and monetary benefit of **Rs.3 lakhs (Rupees three lakhs)** in an University function and announcement in the Newsletter/website of the University.
- i. International awards by UN, WHO, UNESCO etc.,
 - ii. President of India special awards like B.C. Roy award etc.,
 - iii. Padma series of awards, Sahitya Akademi Award, Jnanapith Award, Shanti Swarup Bhamagar Prize etc.,
- B.** Teachers who have received the following awards shall be considered for a commendation certificate and monetary benefit of **Rs. 20,000/-** in an University function and announcement in the Newsletter/website of the University. In addition, their achievement will be taken into account for career advancement and salary increment.
- i. Awards instituted by Government of India and government agencies like UGC, AICTE, CSIR, DBT, ICMR, National Academies, MCI, ICSSR, ICHR etc., and are not associated with any societies / NGOs
 - ii. Overseas training/fellowship awards/collaborative research funding awards (not covered in incentives for External funded research projects)
- C.** Teachers who have received the following awards shall be considered for a commendation certificate and monetary benefit of **Rs. 10,000/-** in an University function and announcement in the Newsletter/website of the University. In addition, their achievement will be taken into account for career advancement and salary increment (Refer: Career Advancement and Salary Increment Benefits).
- i. Awards instituted by State Governments and state government agencies
 - ii. Fellowship titles of International/National Academies
- D.** Teachers having received the following awards shall be considered for a commendation certificate and announcement in the Newsletter/website of the University:
- i. Recognitions from Government of India and government agencies like UGC, AICTE, CSIR, DBT, ICMR, National Academies, MCI, ICSSR, ICHR etc.,
 - ii. Recognitions from State Government
 - iii. World top 2% scientists ranking by Stanford University
 - iv. Membership titles of International/National Academies
 - v. Awards of Societies of National/International repute
- E.** Teachers having received the following awards shall be considered for a certificate of honour and announcement in the Newsletter/website of the University:



- i. National/International Commendation Certificates.
- ii. Awards from Institutions/Organizations/Universities of repute
- iii. Research/Social Awards with cash/citation/medal.
- iv. Awards established by State/Regional societies.
- v. Awards on completion of a major sponsored research project
- vi. Awards in a conference of International Society of repute

F. Teachers having received the following awards shall be considered for announcement in the Newsletter/website of the University:

- i. Awards in a conference
- ii. External funded (Government and Non-Government) projects
- iii. Recognitions from a reputed National/International Societies

6. Financial Support to attend Professional Developments like conferences, seminars, workshops, short term training programs etc., and acquisition of professional memberships

	Facility	Conditions	Financial Provision
a)	National/Regional/State Level International Conference held in India	<ul style="list-style-type: none"> • Requires recommendation of the concerned Dean • Faculty must present a paper/poster at the conference/ Chair session/ Guest Lecture or deputed by the University for a specific purpose • Eligible once in calendar year 	<ul style="list-style-type: none"> • Registration Fee:- Actual fee or subject to maximum up to Rs. 5000/- • Travel and accommodation:- As per "Reimbursement rule for Travel Expenses"
b)	International Conference held outside India	<ul style="list-style-type: none"> • Requires approval of University • Faculty must present paper/ Chair session/ deliver Guest Lecture or deputed by the University for a specific purpose • Eligible once in two years, further subject to condition that he/she has not availed TA/DA/Registration fee for the National Conference/ CME in India. • Should apply at least 60 days in advance before the program date along with <ol style="list-style-type: none"> (i) 3 copies of full text of accepted papers. (ii) Details of Organizers, title of programme, place and duration. (iii) Copy of letter of invitation from organizers. • Should present the paper to related faculty, students and administrative staff at least a week before the programme. 	<ul style="list-style-type: none"> • Registration Fee: Actual fee or subject to maximum up to USD 800 • Travel and accommodation:- As per "Reimbursement rule for Travel Expenses"
		<ul style="list-style-type: none"> • As recommended by UGC / AICTE statutory bodies for the stipulated periods 	Registration, Travel, Accommodation as indicated in (a) and (b)

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c)	FDPs/Workshops /STTP/ Refresher Programs.	<ul style="list-style-type: none"> • Once a year in physical mode / twice a year in online mode • Faculty can avail this facility irrespective of the number of years of experience in SDTU. • Should conduct a knowledge sharing session after attending the programme in the department 	
d)	Professional Membership	<ul style="list-style-type: none"> • Faculty can avail this facility irrespective of the number of years of experience in SDTU 	50% membership fee for one or more professional societies may be reimbursed with a maximum of Rs.5000/- per faculty per year

The above clause 6(a) and 6(b) is also applicable for Ph.D. research scholars and Post-doctoral Fellows (Research Associates/ Research Officers) subject to, 50% of the **Registration fee** will be paid **excluding** TA/DA. The participation should lead to an indexed conference publication (Scopus, Pubmed, WOS).

INCENTIVES FOR MENTORS

An incentive of **Rs. 5000/-** will be paid to respective Mentor of Santosh Deemed to be University to encourage its undergraduates students subject to successful awards of ICMR STS fellowship/ Indexed Publications.

Responsibilities of the Mentors are as under:

- Mentor must take overall responsibility for mentoring and support for the research project.
- Mentor the student in section of appropriate research topic.
- Encourage of the student for timely application of the project to the funding agency.
- Ensuring successful completion of the project in timely manner.
- Preparation and Submission of complete report.

7. The Procedure for claim of Incentives are as under:

- Faculty should submit the hard copies of a) Faculty Proforma b) first page of the publication/ project sanction order/book/book chapter/patent details etc., to the Dean Research through HOD.
- Faculty should submit their application by 1st of every month for the previous month's publications etc.
- An in-house research committee chaired by the concerned HOD will scrutinize, generate the faculty list along with the incentive amounts and submit the same with all details to concerned Dean on or before 7th of every month.
- The concerned Dean will provide recommendations to the Dean Research.
- The Dean Research after due verification will submit to the Research Incentive Committee consisting of the following members for its final approval and submission to the Finance Department:



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| 1. Vice- Chancellor | - | Chairperson |
| 2. Registrar | - | Member |
| 3. Dean of the concerned College/Faculty | - | Member |
| 4. Finance Officer | - | Member |
| 5. Dean Research | - | Coordinator |

vi. The final approved incentives will be credited to the Bank Account with the title **"Incentives"** of the respective faculty member.

The above is circulated to the following for their information and necessary action:

1. Dean- SMCH
2. Dean- SDCH
3. Dean- Academics
4. Dean- Research
5. Director- IQAC
6. Medical Superintendent- SMCH
7. All HODs of SMCH & SDCH
8. All Faculty Members of SMCH & SDCH

[DR. NARESH SHARMA]

REGISTRAR



DISTRIBUTION: As Above.

Copy to:

- The Secretariat
- The Chancellor
- The Vice-chancellor
- The Guard file.