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Appendix-B

## Incentive Policy for Research

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### 1. Objective:

To inculcate special thrust to research culture in the Institute and thus elevate the profile of the Institute in the country.

### 2. Policy and Guidelines:

#### 2.1 Incentive for Completing PhD Degree when in service of VRSEC

- i. For the purposes of incentive under this clause, the degree awarding Institution shall be a UGC-approved University or an Institution of national standing. Incentive is applicable only on submission of Provisional/Degree Certificate.
- ii. Three additional increments for engineering faculty and two increments in case of Non Engineering faculty are applicable over and above the annual increment payable. These increments being in the current position shall not get carried forward in case of a future promotion.

#### 2.2 Incentive for externally funded research

- i. The Institute shall pay the investigators of the funded research project, an incentive equivalent to 5% of the research grants received from funding agencies.
- ii. The incentive will be disbursed after the successful completion and submission of research report to the satisfaction of the external funding agency

#### 2.3 Incentive for Publication of Text Books with Renowned Publishers

In order to inculcate interest among faculty members in writing books related to Science and Engineering and publishing with renowned publishers, an incentive policy is introduced.

- i. **Rs. 20,000/-**, if the text book is published by an international publisher like Pearson Education, McGraw-Hill, Prentice Hall, Oxford University Press or other internationally reputed publishers. In case of multiple authors, the incentive will be distributed among the authors.
- ii. **Rs. 10,000/-**, if the text book is published by a national publisher with ISBN. In case of multiple authors, the incentive will be distributed among the authors.

## 2.4. Guidelines for claiming the incentives for paper publications in National/ International Journals

- i. When a publication has multiple authors, the incentive shall be claimed by the first author. If the first author is an outsider, the incentive shall be claimed by the authors from this institute. In this case, the incentive will be proportionally reduced.
- ii. The incentive shall apply to any number of papers.
- iii. The Author(s) shall submit the relevant publication proofs to the Research Committee of the Institute for claiming incentive. The Committee will verify the proofs and recommend the Incentive if the publication qualifies as per the norms.
- iv. Appeals, if any, relating to the application of the incentive system, will be addressed by the Research Committee of the Institute.

The incentive payable to authors for publication of papers vary based on the quality of journal and the incentive amount is decided by the college management from time to time.

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