

ADITYA GROUP OF ENGINEERING COLLEGES

Surampalem, E. G. District, A. P.

Incentive Policy

Date : 01.07.2022

This document presents the research incentives that are going to be issued by the Management for faculty publications, patents, funded projects and consultancy works and its implementation policy. The new incentive policy will be implemented from 1st July, 2022.

PUBLICATIONS:

International Journal with IF > 8.1 or H-Index >226	:Rs. 30,000/-
International Journal 5.1<IF < 8 or H-Index 151<HI <225	:Rs. 25,000/-
International Journal 2.1<IF < 5 or H-Index 101<HI <150	:Rs. 20,000/-
International Journal 0.6<IF <2 or H-Index 51<HI < 100	:Rs. 15,000/-
International Journal IF < 0.5 or H-Index HI <50	:Rs. 10,000/-
International Journals(Indexed by Scopus and ESCI)	: Rs. 10,000/-
International Journal (Scopus Indexed / WOS indexed)	: Rs. 7,500/-
Scopus Indexed International Conference Registration(Max.) (Max. of 2 Conferences per year per faculty)	: Rs. 7,500/-
Book Chapterindexed in Scopus (Not through Conference, only direct submissions will be considered)	: Rs. 7,500/-
National Conference Registration Fee (Max.)	: Rs. 4,000/-
UGC Indexed Journal (Only for English and Mgmt Studies)	: Rs. 2,000/-

PUBLISHING TEXT BOOK :

International Edition by top 60 Publishers in the world List enclosed in Annexure – I	: Rs. 20,000/-
Indian Edition Book should meet the criteria mentioned in guidelines	: Rs. 10,000/-
Publishing Book Chapters in Non Scopus Editions	: Pro rata basis
Publishing an article in a Magazine	: Rs.2,000/-

PATENTS :

Publication of Patent : Rs. 10,000/-

Grant of Patent : Rs. 10,000/-

Note : Filling charges will be paid by the Management and Incentives will be given only if the Applicant is AEC / ACET / ACOE. The above incentives are applicable only if the disclosure goes through detailed search process by Novel Patents.

Patents filed by faculty keeping College Name as applicant : Rs. 10,000/-
(It should reflect in the Derwent Database)

Patent granted with examination : Rs. 10,000/-
(It should reflect in the Derwent Database)

FUNDED PROJECTS / GRANTS :

Award of Grant for Conf / Workshop / Seminar : 5% of the Grant

Funded research project where equipment is not involved : 10% of the Grant

Funded projects where equipment is involved : 15% of the Grant

MODROBS (Amount > 5 Lakhs) : Rs. 25,000/-

MODROBS (Amount < 5 Lakhs) : Rs. 20,000/-

Note : Submission of application, follow up for getting the grant, carryout the project and submit utilization certificate should be done by the faculty.

BEST DEPARTMENT OF THE GROUP :

Best Department : Rs. 10,00,000

Fund will be utilized for enhancing the research facilities.

Best department will be identified based on Research Publications, Patents and Funded Projects, consultancy works.

MANDATORY RESEARCH PUBLICATIONS BY FACULTY PER YEAR :

Doctorate faculty : Minimum 1 article in Scopus indexed Journals and
1 article in Impact Factor Journals.

Non-doctorate faculty : Minimum 2 articles in Scopus indexed Journals.

Guidelines for implementation:

1. Impact Factor should be given by Thomson and Reuter / Clarivate
2. 20% amount will be allocated for citing three papers published by faculty of Aditya Group of Engineering Colleges or self citations.
3. Compulsory citation of 3 papers of Aditya Group in IF Journals in some cases may be exempted based on the recommendations of the Incentive Committee. Committee will investigate on case to case basis and recommend for exemption.
4. The Text Book should have the content / quality to be recommended as reference book by any University or College for UG/PG program. (Single space format, Min. 200 Pages). Text Book may have chapter wise references (optional), preface, contents, ISBN Number and published by the standard publisher (Indian / International)
5. Conference papers will be given registration fee upto Rs.7,500/-. Honorarium will not be paid. Book Chapters published through Conferences will not be eligible for honorarium. Book Chapters (in Taylor & Francis / Springer / Elsevier / any other reputed publisher) which are directly submitted to the editor are eligible for Honorarium of Rs. 7,500/- after it is indexed in Scopus database.
6. Faculty presenting papers in Scopus Indexed Conferences with a group of UG students will be paid registration fee.
7. H- Index of Conference Proceedings will not be considered.
8. International or National Conferences should be organized by NIT/ IIT/ Central or State University / Deemed University / Research Laboratories / Reputed Institutes with Autonomous Status with NAAC / NBA Accreditations.
9. NAAS Score of the Journal will be considered in place of Scopus for the Publications made by the faculty of Agricultural Engineering Department. NAAS 4.0 and above will be treated on par with Scopus and NAAS 6.0 and above will be treated as IF Journal.
10. Six Academic Leaves will be granted per year. Faculty can use these leaves for attending workshops / FDPs / RRM's / invited talks / Doctoral Review Committee as a resource person or any other academic related activities. Faculty will be allowed to attend one workshop/ FDP per year.
11. Two days OD will be given for attending final Viva-voce examination of Ph. D. for the research scholars and one day OD will be given to the Faculty (Guide) to attend to his research scholars Ph D Viva-voce.
12. New awards have been constituted on the name of "Best Researcher Award", "Best Consultant Award", "Highest Impact factor Journal in an year", "Best performing Department with respect to research".

The “Best researcher of the College”, “Best Consultant of the College” will be given a certificate and medal. Both number of consultancy works and amount earned will be taken in to consideration.

Faculty who publishes paper with “highest impact factor in the year” will be given certificate and medal.

Best Department with respect to research in Aditya Group of Engineering Colleges will be given Rs. 10 Lakhs for enhancing the research facilities.

13. One faculty / group of faculty can apply for seed money up to 5 Lakhs to carry out research with specific outcomes. (Number of papers, patents and their Quality). Research Committee will scrutiny the proposal. Based on the recommendations of the committee, seed money will be disbursed in installments. Committee will review the progress every month. The applicants of the seed money will have to sign an agreement to stay in the college for 3 years & give an assurance to achieve the outcomes as per the timelines. No incentive will be paid for the papers they produce based on the facility created with the seed money. Incentives will be paid as per the norms after meeting the targets as per the time lines with the research facility created.
14. For the award of incentive, upto 5th author in any Journal / Conference paper will be considered. For meeting the research target also, the same rule is applicable.
15. One paper must be claimed by one faculty only as a part of the research targets. No two persons should claim the same paper / publication.

CONSULTANCY PROJECTS :

1. To encourage consultancy work from the faculty, AGECE announces a policy wherein the faculty can claim 100% of the amount charged under the consultancy work up to 5 Lakhs. This is subject to the following conditions:
 - a. Aditya faculty alone should be the sole Principal Investigator (PI) of the consultancy work and he should get the project on his own without taking any support from the Institute.
 - b. The said consultancy work should be undertaken after the approval of the Head of the Institute and the agreement should be undertaken between AGECE/ACET/AGECE and the concerned third party.
 - c. The payment for the consultancy work should be credited to AGECE which will further be passed on to the faculty as 100% Incentive.

- d. The expenses incurred for project personnel / technician, contingencies, travel, consumables, stay, food, overheads and other costs should be borne from the consultancy amount. Institute will consider the time spent for attending the project as on duty (OD) and pays full salary to support consultancy work. The PI will be permitted to take up the project which can be carried out at Campus or at client location.
2. The faculty will be eligible for 75% of the revenue generated after deducting all the expenses from consultancy amount, if the total value of consultancy amount is above 5 Lakh.
 3. If any equipment or infrastructure is needed for executing any consultancy project, the decision for the purchase or lease for the same will be decided based on approval/suggestions from the R&D committee and Head of the Institute. The Incentive rules for such kind of projects will be separate and will be decided during the pre-approval meeting with the Head of the Institute.
 4. If any consultancy project is executed with the equipment or facility sponsored by the Institute through its R&D seed grant or other funds, the Principal Investigator will be paid 50% of the revenue generated through the project after deducting all the expenses incurred as mentioned in 1(d).
 5. If a Consultancy project is assigned to any faculty by the Institute or with the support of the Institute if the consultancy is obtained, the Principal Investigator will be paid 40% of the revenue generated through the project as incentive after deducting all the expenses incurred as mentioned in 1(d) by the Institute. 60% of the revenue retained by the college, will be used for the development of the concerned laboratory or department infrastructure.
 6. The consultancy works in which faculty receives 100% of the generated revenue as incentive, will be considered as research and development activity and is not counted for appraisal or for any other incentive.
 7. The maximum number of 6 working days will be allowed for attending consultancy project at the client location within India on OD. Extension beyond this period has to be approved by the Head of the Institute with prior notice of 2 working days.



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DIRECTOR

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ADITYA EDUCATIONAL INSTITUTIONS
SURAMPALEM-533 437 E.G. Dist

Annexure - I

Top 60 Publishers in the World :

1. Nova Science Publishers
2. SAGE Publishing
3. Macmillan International Higher Education
4. CRC Press
5. Purdue University Press
6. BrownWalker Press
7. Fordham University Press
8. Oxford University Press
9. Cambridge University Press
10. Wilfrid Laurier University Press
11. University of Toronto Press
12. Allen &Unwin Book Publishers
13. Wiley
14. McGraw Hill Education
15. Central West Publishing
16. Elsevier
17. Nelson Education
18. Springer
19. Artech House
20. Between The Lines
21. Boulder Books
22. Douglas & McIntyre
23. Science Publishers
24. CSIRO Publishing
25. Apress
26. Emerald Group Publishing
27. Pearson
28. RELX Group
29. Thomson Reuters
30. Bertelsmann
31. Penguin Random House
32. Hachette Livre
33. McGraw-Hill Education
34. Scholastic
35. HarperCollins
36. Macmillan Publishers
37. Manning Publications
38. University of Westminster Press
39. Harriman House
40. Wolters Kluwer
41. GrupoPlaneta
42. Holtzbrinck
43. Cengage
44. De AgostiniEditore
45. Shueisha
46. Kodansha
47. Houghton Mifflin Harcourt
48. Shogakukan
49. Informa
50. China Publishing Group Corporate
51. Phoenix Publishing and Media Company
52. Kadokawa Publishing
53. GrupoSantillana
54. Bonnier
55. Simon & Schuster
56. Readers Digest
57. Mondadori
58. Harlequin
59. Perseus
60. Harlequin