

ADITYA COLLEGE OF ENGINEERING

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

R &D Policy

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This document presents the research incentives that are going to be issued by the Management for faculty publications, patents, funded projects and consultancy works, Research Targets for the faculty and its implementation policy. The new incentive policy will be implemented from May, 2021.

INCENTIVES

Publications:

International Journal with IF > 8 or H-Index > 150	: Rs. 30,000/-
International Journal 5 < IF < 8 or H-Index 100 < HI < 150	: Rs. 25,000/-
International Journal 2 < IF < 5 or H-Index 50 < HI < 100	: Rs. 20,000/-
International Journal 0.5 < IF < 2 or H-Index 25 < HI < 50	: Rs. 15,000/-
International Journal IF < 0.5 or H-Index HI < 25	: Rs. 10,000/-
International Journal (Scopus Indexed)	: Rs. 10,000/-
International Journals (WOS Indexed but not in Scopus)	: Rs. 5,000/-
UGC Indexed Journal (Only for English and Mgmt Studies)	: Rs. 2,000/-
Scopus Indexed International Conference Registration (Max.)	: Rs. 10,000/-
Incentive - after the Conference paper is indexed in Scopus	: Rs. 7,500/-
National Conference Registration Fee (Max.)	: Rs. 4,000/-

Publishing Text Book:	: Rs. 20,000/- (International Edition by top 20 Publishers in the world)
	: Rs. 10,000/- International Edition - published
	: Rs. 10,000/- After the book is Indexed in Scopus
	: Rs. 10,000/- (Indian Edition)

Book Chapter in Scopus Indexed International Editions	: Rs. 10,000/-
Publishing Book Chapters in Non Scopus Editions	: Pro rata basis
Publishing an article in a Magazine	: Rs. 2,000/-

Note :

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 College of Engineering or self-citations.
3. Compulsory citation of 3 papers of Aditya 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. H- Index of Conference Proceedings will not be considered.
5. 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.
6. NAAS Score of the Journal will be considered in place of Scopus for the Publications made by the faculty of Agricultural Engineering Department.
7. Faculty who publish Scopus Indexed Conference papers with a group of UG students may be paid registration fee. Incentive will not be paid.

Patents :

Patent – National (Publication)	: Rs. 10,000/-
National (Awarded)	: Rs. 10,000/-
Patent – US Patent	: Rs. 30,000/-

Note : Filling charges will be paid by the Management and Incentives will be given only if the Applicant is ACOE.

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.

CONSULTANCY PROJECTS

1. To encourage consultancy work from the faculty, ACOE 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 ACOE and the concerned third party.
 - c. The payment for the consultancy work should be credited to ACOE 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 from the Institute or with the support of the Institute, 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 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.

ADITYA COLLEGE OF ENGINEERING

RESEARCH TARGETS FOR VARIOUS CADERS

	Professor	Max Mark	Doctorate (Associate Prof or Asst Prof)	Max Mark	Non Doctorate with Exp> 8	Max Mark	Non Doctorate with Exp< 8	Max Mark
GROUP-A								
SCI Journals with IF	One Journal = 2	10	One Journal = 3	9	One Journal = 4	8	One Journal = 4	8
Scopus Journal (Q1-Q3)	One Journal = 1	5	One Journal =1	5	One Journal = 2	6	One Journal = 2	6
Scopus Journal (Q4)	Not applicable	0	Not applicable	0	One Journal = 1	2	One Journal = 2	2
	Minimum = 3		Minimum = 3		Minimum = 2		Minimum = 2	
GROUP-B								
Patent	Filed =1 Awarded=3	3	Filed =1 Awarded=3	3	Filed =2 Awarded=4	4	Filed =2 Awarded=4	4
Conf./WS/FDP organized or Resource person for FDP/WS	One Conf./WS= 1	2	One Conf/WS = 1	2	One Conf./WS = 2	2	One Conf./WS = 2	2
Int Conf. Paper	One Conf. = 1	1	One Conf. = 1	1	One Conf. = 2	2	One Conf. = 2	2
	Max. Cutoff: 4		Max. Cutoff: 4		Max. Cutoff: 6		Max. Cutoff: 6	
GROUP-C								
Books	Nat. Edition =2 Int. Edition = 4	4	Nat. Edition =2 Int. Edition = 4	4	Nat. Edition =2 Int. Edition = 4	4	Nat. Edition =2 Int. Edition = 4	4
R&D Project (Sanctioned/Submitted)	One R&D Sub = 1 One R&D Awrd= 3	6	One R&D Sub= 1 One R&D Awrd= 3	6	One R&D Sub= 1 One R&D Awrd= 3	6	One R&D Sub= 1 One R&D Awrd= 3	6
Consultancy	Work<1 Lakh = 1 Work >1 Lakh = 2	4	Work<1 Lakh = 1 Work >1 Lakh = 2	4	Work< 1 Lakh = 1 Work > 1 Lakh = 2	4	Work < 1 Lakh = 1 Work > 1 Lakh = 2	4
Workshops attended	Not Applicable	0	Not Applicable	0	One WS = 0.5	1	One WS = 1	2
FDP attended	Not Applicable	0	Not Applicable	0	One FDP = 1	2	One FDP = 1	2
	Max. Cutoff: 6		Max. Cutoff: 6		Max. Cutoff: 6		Max. Cutoff: 6	
Total Points Expected from (Group A+B+C)		10		10		10		10

Guidelines for Implementation of Research Policy :

1. All faculty should obtain Minimum Points specified in Group A except faculty of Department of English and Department of Management Studies . Research publications are mandatory in all cadres.
2. Faculty working in administrative posts can be given 4 Points exemption in Group B or C.
3. If faculty publishes Scopus papers beyond the expected number, that can be used to substitute points in Group B and Group C.
4. All Doctorates should get 3 Points in Group A and Non-doctorate faculty should get 2 Points in Group A.
5. At least one Science Indexed Journal Paper is expected from Doctorate faculty in two years.
6. All Doctorates should achieve minimum 5 Points out of 10 and Non-doctorate faculty should get 3 points out of 10 every year.
7. Those faculty who get zero points may be terminated by the last week of April every year. Non-Doctorate faculty those who fail to get minimum 3/10 points and Doctorate who fails to get minimum of 5/10 points in the annual targets, may be given a chance of one more year to continue subjected to their satisfactory performance in academics. If he/she fails to get minimum points in the subsequent year also, he/she will be terminated.
8. Faculty who get 10/10 points will get reimbursement of registration fee, actual expenses for making paper presentation in the International Conference abroad to a maximum of Rs.1,00,000/- against submission of bills. (Airfare by economy class and accommodation booking will be made by office)
9. The Department in which more than 25% faculty get 8/10 points will be given Rs. 10 Lakhs for the development of research facilities in the Department.
10. Faculty who publish papers with UG students directly or as a part of Research Incubation Project, may be given 50% weightage in the allotted points.
11. Research Points will be given for presenting papers in National Conferences and publishing in National Journals only for Basic Sciences, Humanities & Management Faculty. 1 Point will be given for Non-doctorates and 0.5 for Doctorates for publishing in this category (Max. Limit - 3 points)
12. All Faculty of Engineering Departments should publish papers in Scopus Indexed Conferences/Journal to get incentive as well as points.

13. Publication in Journals indexed by WoS but not in Scopus & ESCI may be given 1 point for 'Non-doctorates with less than 8 years' experience' and 0.5 point for 'non-doctorates with greater than 8 years' experience'.
14. When papers are published jointly by faculty of two different cadres, points may be awarded on pro rata basis.
15. One point will be awarded for publishing one Chapter in the International Edition which is Scopus indexed. If the Text Book is not Scopus indexed, (both National & International) the points for contributing a chapter, will be on pro rata basis.
16. If the Conference is organized by ACOE, Convener, Co-Convener & Program Committee Chair will get one point each. Total 3 Points will be allotted. If they would like to share these points with other organizers who have significantly contributed, they can share these points.
17. If the Conference/Workshop is organized by some other Institution, and Aditya faculty take some role in top 5 positions, then the faculty is eligible for award of points.
18. Session chair / Scopus indexed - conference reviewer may be given 0.5 point.



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