



ADITYA
COLLEGE OF ENGINEERING

POLICY MANUAL

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ADITYA COLLEGE OF ENGINEERING

(Approved by AICTE, New Delhi, Permanently affiliated to JNTUK, Kakinada)
(Recognized u/s 2(f) & 12(B) of UGC Act 1956, Accredited by NAAC)

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INCENTIVE POLICY FOR RESEARCH & PUBLICATIONS

Objective: To promote research activities and research culture in the institute and thus to improve the profile of the institute.

Policy and Procedure: Incentive policy was revised and implemented from October 2020. The following are some of the highlights of the policy and the incentives for research activity are given.

- Publication of papers with high impact factor will get more incentive based on the range of Impact Factor (IF) values.
- Incentives are announced for getting Seminar Grant/Funded Projects/Research Grants.
- Incentives will also be given for citing papers published by faculty members of ACOE.
- **Honorarium will be given to the faculty members after the International Conference paper appears online and indexed in Scopus database.**
- Faculty members who exhibit outstanding performance in research and consultancy will be given an opportunity to present in International Conferences abroad.

PUBLICATIONS		
International Journal with IF >5	or H-Index > 25	Rs.25'000/- *
International Journal 2< IF < 5	or H-Index 15 <HI < 25	Rs. 20,000/- *
International Journal 0.5< IF<2.0	or H-Index 10 <HI < 15	Rs. 15,000/- *
International Journal IF<0.5	or H-Index < 10	Rs. 10,000/- *
* Impact Factor should be given by Thomson and Reuter/Clarivate and 20% amount will be for citing three papers published by faculty of ACOE or self citations. H-Index of Conference Proceedings will not be considered. H-Index of IF Journals only will be considered.		
International Journal (Scopus Indexed)		Rs. 10,000/-
International Journal (WOS Indexed but not in Scopus)		Rs. 5,000/-
UGC Indexed Journal (for English and Management Studies only)		Rs. 2,000/-
International Conference Registration(Scopus Indexed) * or Registration fee and actual expenditure whichever is lower		Rs. 10,000/-*
Incentive after the Conference paper is published * in Scopus Indexed Proceedings		Rs. 10,000/- *
National Conference *or Registration fee and actual expenditure whichever is lower		Rs. 10,000/- *
*Organized by NIT / IIT/ Central or State University / Deemed University / Research Laboratories / Reputed Institutes with Autonomous Status with NAAC / NBA Accreditations.		
Publishing Text Book International Edition		Rs. 20,000/-
Indian Edition		Rs. 10,000/-
Publishing Book Chapters- Pro rata basis depending on number of Chapters.		
Publishing an article in a Magazine		Rs. 2,000/-

Guidelines for Implementation of Research Incentives strategy:

- No faculty member will be given exemption in Group A except faculty members from English and Management Studies.
- Research publications are mandatory for all cadres.
- NAAS Score of the Journal will be considered in place of Scopus for the publications made by the faculty of Department of Agricultural Engineering.
- Faculty members working administrative positions may be given 4 points exemption in Group B.
- If faculty publishes Scopus papers beyond the expected number, that can be used to substitute points in Group B and Group C.
- All Doctorates should get 3 points in Group A and Non-doctorate faculty should get 2 points in Group A.
- At least one Science Indexed Journal Paper is expected from Doctorate faculty in two years.
- All the doctorates should get minimum 5 points out of 10 and the non-doctorate faculty members should get 3 points out of 10.
- Those faculty members who get zero points may be terminated by the last week of March 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 subject to their satisfactory performance in academics. If he/she fails to get minimum points in the subsequent year also, he/she will be terminated.
- Faculty who get 10/10 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 in semi-luxury hotels - booking will be made by the college office).
- The Department in which minimum three faculty members obtain minimum of 8/10 points will be given Rs. 10 Lakhs for the development of research facilities in the Department.
- **Apart from this, financial support will be extended to attend Workshops/Seminars/STTPs/FDPs as the case may be and as applicable.**
- **Similarly, 50% of fee will be reimbursed for the memberships in Professional Bodies.**
- Academic year would be considered as per JNTUK calendar or as notified by the Academic committee/Principal.

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