



CHITKARA
UNIVERSITY

RESEARCH PROMOTION AND INCENTIVE POLICY

Version 2.1

Approved vide agenda item No. 58.8 of Board of Management meeting held on August 10, 2021 and agenda item no. 38.9 of Governing Body meeting held on August 12, 2021.



CHITKARA
UNIVERSITY
HIMACHAL PRADESH

Research Promotion and Incentive Policy 2.1

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Table 1: Types of incentives
Synopsis of Research Promotion and incentive policy Version 2.1

A		B		C	D	E	F
Publication in a Scopus indexed journal with h-index value as on date of allocation of UINP	Incentive amount (in INR)	Research project Grant finally credited into university account	Incentive amount for Research project grant	Incentive amount for Patents filing	Incentive amount for consultancy	PhD Supervisor incentive	Incentive amount for Editing a book/conference proceedings whose articles get indexed in Scopus
0 / Conference paper	10,000	up to Rs 1 crore	An amount equal to fixed % of the funding amount credited into the University account	An amount equivalent to the fee for filing patent and Request for examination for the patent (Paid directly to the patent office / attorney)	An amount equivalent to 90 % of the amount generated for consultancy projects	An amount equivalent to 30 % of the tuition fee (payable only up to first 3 years from the enrolment of candidate)	INR 10,000 per paper getting indexed in Scopus to the Editor of the book and Rs. 10,000 to the team of authors of the paper.
1 to 20	20,000						
21 to 40	25,000						
41 to 60	30,000						
61 to 80	40,000	1 Cr<EMG<=2 Cr					
81 to 100	50,000						
101 to 125	60,000						
126 to 150	70,000	2 Cr <EMG					
151 to 200	85,000						
201 to 250	100,000						
251 and above	150,000						

ELIGIBILITY, TERMS & CONDITIONS

- i. Any Research Award/Grant/Cash Incentive/Leave benefit cannot be claimed as a matter of right.
- ii. Only regular faculty members on the rolls of the University are eligible.
- iii. The effective date for enforcement of this policy is **1st September, 2021**.
- iv. For calculation of incentives, the start and end dates will be defined by the calendar year.
- v. All the achievements requested for incentives should be with the affiliation of "Chitkara University".
- vi. The decision of the Research Promotion and Incentive Committee (RPIC) will be final and binding.
- vii. The policy can be withdrawn or modified at any point of time without any formal notice to anybody.
- viii. A faculty member is eligible for cash incentive in column A above, from his/her third publication onwards only.
- ix. Any research article for which Faculty member has already been financially supported (in whatsoever way) by Chitkara University, will not be considered for publication incentives. However, that article may be counted to fulfil the eligibility criterion.
- x. All benefits and incentives will lapse if on the date of disbursement (in full or a part of the same) of the incentive, the faculty member has already left the organization or is serving the notice period.
- xi. Even after disbursement of the incentive, if the awardee is found supplying wrong, incorrect or incomplete information, whole amount of cash incentive will be reclaimed back.
- xii. For any research activity, which is done in collaboration with other Institute/Lab or University, only the faculty member of Chitkara University shall be entitled for Research Awards or Cash Incentives. The external member shall not be entitled for any benefits.
- xiii. Cash incentives calculated for the previous calendar year will be disbursed only once in lump sum or equated installments in the successive year as decided by the RPIC.
- xiv. Details of this policy is available on the Chitkara University website

1. INTRODUCTION

Chitkara University is fast emerging as one of the pioneer research universities, expanding realms of knowledge in select focus areas. This policy document describes various incentives to encourage and promote the culture of research and innovation directly amongst the staff and indirectly amongst students.

2. OBJECTIVES

To encourage staff of Chitkara University to:

- i. Publish high quality and original research articles and thus have more citations per article
- ii. File and publish patents having good commercialization potential
- iii. Write and submit research proposal inviting extramural funding and establish state-of-art research facility
- iv. Provide consultancy services to industry and other organizations
- v. Edit and author books published by reputed Publishing Houses

3. EXPECTED OUTCOME

- i. Enhancement in quality of research and innovation related activities
- ii. Expansion of frontiers of knowledge and thus contribute to the IP wealth of the nation.

4. ELIGIBILITY, TERMS & CONDITIONS

- i. Any Research Award/Grant/Cash Incentive/Leave benefit cannot be claimed as a matter of right
- ii. Only regular faculty members on the rolls of the University are eligible.
- iii. The effective date for enforcement of this policy is **1st September, 2021**.
- iv. For calculation of incentives, the start and end dates will be defined by the calendar year.
- v. All the achievements requested for incentives should be with the affiliation of "Chitkara University".
- vi. The decision of the Research Promotion and Incentive Committee (RPIC) will be final and binding
- vii. The policy can be withdrawn or modified at any point of time without any formal notice to anybody.
- viii. A faculty member is eligible for cash incentive in column A above, from his/her third publication onwards only.
- ix. Any research article for which Faculty member has already been financially supported (in whatsoever way) by Chitkara University, will not be considered for publication incentives. However, that article may be counted to fulfil the eligibility criterion.
- x. All benefits and incentives will lapse if on the date of disbursement (in full or a part of the same) of the incentive, the faculty member has already left the organization or is serving the notice period.
- xi. Even after disbursement of the incentive, if the awardee is found supplying wrong, incorrect or incomplete information, whole amount of cash incentive will be reclaimed back
- xii. For any research activity, which is done in collaboration with other Institute/Lab or University, only the faculty member of Chitkara University shall be entitled for Research Awards or Cash Incentives. The external member shall not be entitled for any benefits.
- xiii. Cash incentives calculated for the previous calendar year will be disbursed only once in lump sum or equated installments in the successive year as decided by the RPIC.

5. COMMITTEE

Research Promotion Incentive Committee (**RPIC**) constituted as following, will be meeting on regular basis to take decisions and submit its final recommendations to Hon'ble Pro Chancellor for final approval. The minimum quorum of the meeting is 2/3rd of the members.

- i. Vice Chancellor, Chairperson
- ii. Registrar
- iii. Incharge – OPFLC
- iv. Members of DRC(s)
- v. Director (IQAC) or his nominee
- vi. Director (Talent Management) or his nominee
- vii. Dean (R&D), Member Secretary

Committee may involve concerned Dean / Head of Department in case of any specific inputs to be solicited.

6. ANNUAL RESEARCH EXCELLENCE AWARDS

6.1. Subject to approval of Research Promotion Incentive Committee (RPIC), five awards will be announced in different categories as given below:

- i. Best Research Author Award
- ii. Most Funded Researcher Award
- iii. Best PhD Supervisor Award
- iv. Best Innovator Award
- v. Best Consultant Award

6.2. These awards will be given away on the basis of highest cash (actual or notional) Incentive earned by a faculty member in a particular category.

6.3. Cash incentives calculated for the previous calendar year will be disbursed only once in lump sum or equated installments in the successive year as decided by the RPIC.

7. ANNUAL RESEARCH INCENTIVES

Faculty members are eligible to draw incentives under 6 different heads– A, B, C, D, E and F as mentioned in Table 1 on page 1 and explained in the clauses 8 to 12.

8. TO PROMOTE RESEARCH PUBLICATIONS | Associated award – Best Research Author Award

8.1. Eligibility

Only the Authors and faculty members who have shown affiliation to Chitkara University as per **Annexure-1** and have obtained Unique Identification Number before Communicating a Research paper (UINC) and Unique Identification Number after Publication of a Research paper (UINP) from Office of Dean (Research).

H-index and associated incentive	
Publication in a Scopus indexed journal with h - index value as	Incentive amount (in INR)**
0 / Conference paper	10,000
1 to 20	20,000
21 to 40	25,000
41 to 60	30,000
61 to 80	40,000
81 to 100	50,000
101 to 125	60,000
126 to 150	70,000
151 to 200	85,000
201 to 250	100,000
251 and above	150,000

*RPIC may take into consideration the impact factor of the journals as well to decide on the final incentive amount.

** Subject to approval of Research Promotion Incentive Committee (RPIC)

8.2. Process

8.2.1. Whenever a research article is to be communicated to any conference/ journal, it is necessary to obtain UINC from the Office of Dean (R&D)

8.2.2. As soon as the paper gets published in the journal or conference paper gets indexed in Scopus, the UINP is to be obtained from the Office of Dean (R&D)

8.3. Calculation of cash incentive

8.3.1. Total amount, which a paper is eligible for will be divided among all the authors of the paper as per the formulas –

$$\frac{\text{Total amount for which the paper is eligible for as per Table1}}{\text{Total no. of authors in the paper} + 1} \text{ ----- (i)}$$

$$\frac{\text{Total amount for which the paper is eligible for as per Table1}}{\text{Total no. of authors in the paper}} \text{ ----- (ii)}$$

Formula (i) will be applicable for all publications where the authors are from the same school / college as per Annexure I; however, formula (ii) is applicable where the authors are from two or more schools / colleges. This is done to promote interdisciplinary research and publications.

8.3.2. A faculty member is eligible for cash incentive from his/her third publication onwards only. i.e the faculty member is not eligible for first two lowest h-index publications, he has authored/ co-authored in that CY.

8.3.3. Any research article for which Faculty member has already been financially supported (in whatsoever way) by Chitkara University, will not be considered for publication incentive. However, that article may be counted to fulfil the eligibility criterion.

8.4. Best Research Author Award

The faculty author, who gets the largest amount as the cash incentive, will be conferred with the Best Research Author Award.

9. TO INVITE EXTRAMURAL FUNDING | Associated award – Most Funded Researcher Award

9.1. Eligibility

9.1.1. Staff member should have obtained the forwarding letter from the office of Vice Chancellor. Copy of the proposal has been submitted in the office of Vice Chancellor.

9.1.2. Acknowledgement of the final submission of the project and a copy of the proposal should have been submitted in the office of Vice Chancellor.

9.2. Process

9.2.1. Any staff member willing to submit the project for extramural funding approaches the office of Vice Chancellor with complete copy of the proposal (at least 3 days prior to the deadline).

9.2.2. After single cycle of scrutiny, the forwarding letter is signed by the Vice Chancellor and the proposal can be submitted to the funding agency.

9.3. Calculation of cash incentive

Amount will be equally divided among all the Faculty members associated with the Project and same will be disseminated as per the details mentioned below:

Research project Grant finally credited into university account	Incentive amount for Research project grant*
up to Rs 1 crore	An amount equal to fixed % of the funding amount credited into the University account
1 Cr < EMG ≤ 2 Cr	
2 Cr < EMG	

**The percentage will be recommended by RPIC every year depending upon the total amount of funding received in that calendar year.*

9.4. Most Funded Researcher Award

The faculty member, who gets eligible for the largest amount as the cash incentive, will be bestowed with the Most Funded Researcher Award.

10. TO PROMOTE FILING PATENTS* | Associated award – Best Innovator Award

*(*Also governed by IP Policy of the University)*

10.1. Eligibility

Staff member should have filed the patent with the University affiliation and through OPFLC

10.2. Process

10.2.1. Any staff member, who is willing to file patent, approaches Office of Patent Facilitation & Consultancy (OPFLC) with the invention disclosure form.

10.2.2. OPFLC approaches the panel of patent attorney for vetting the idea and drafting the claims for filing the patent.

10.2.3. The draft is approved by the staff members and innovators.

10.2.4. The innovators decide their share of commercial benefits while signing the MoU with the university.

10.2.5. The patent is filed.

10.3. Calculation of the cash incentive

100% patent filing fee is borne by the university. A notional amount equivalent to the patent filing fee of that patent is equally distributed amongst innovators.

10.4. Best Innovator Award

The faculty member, who gets eligible for the largest amount as the cash incentive (notional and as calculated in 10.3), will be declared as the Best Innovator Award

11. TO PROMOTE CONSULTANCY | Associated award – Best Consultant Award**

*(**Also governed by Consultancy policy of the University)*

11.1. Eligibility

11.1.1. Staff member should have filled the Agreement for Project Work (APW) – the format available with OPFLC - with the other organization and has obtained APW number from OPFLC

11.1.2. Amount should have been received in the name of Chitkara University.

11.2. Calculation of Cash Incentive

An amount equivalent to 90% of the consultancy amount is given away to the faculty consultant.

11.3. Best Consultant Award

The faculty member, who gets eligible for the largest amount as the cash incentive as per 11.2 above, during the year will be declared as the Best Consultant.

12. TO MOTIVATE PhD SUPERVISORS FOR HIGH QUALITY and TIMELY RESEARCH BY RESEARCH SCHOLARS | Associated Award– Best PhD supervisor Award

12.1. Eligibility

Should be guiding one or more PhD scholar(s)

12.2. Calculation of cash Incentive

An amount equivalent to 30% of the tuition fee – paid by the PhD Scholar for each phase of the PhD program (payable only up to first 3 years from the enrolment of candidate) is given away to the Faculty Supervisor.

12.3. Best PhD supervisor award

The faculty supervisor, who gets the largest amount as the incentive during the calendar year will be declared as the Best PhD Supervisor.

Affiliations to be used while Communicating Research Papers

School/College/Institute	Departments
Chitkara University School of Engineering & Technology	Department of Applied Sciences
	Department of Computer Science & Engineering
	Department of Electronics & Communication Engineering
	Department of Civil Engineering
Chitkara University School of Pharmacy	Department of Pharmacy
	Department of Pharmaceutical Chemistry
Chitkara University College of Nursing	Department of Nursing
Chitkara University School of Engineering & Technology	Department of Computer Applications
Chitkara University School of Business Studies	Department of Business Studies

As a quick interpretation, any Faculty member say, 'ABC' from Department of Computer Science and Engineering or Department of Electronics & Communication Engineering or Department of Applied Sciences etc. should write his / her affiliation as

ABC,
Name of the Department,
Chitkara University, Himachal Pradesh, India



CHITKARA
UNIVERSITY

HIMACHAL PRADESH

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