



SRI BALAJI VIDYAPEETH

(ACCREDITED WITH 'A' GRADE IN THE FIRST CYCLE BY NAAC)

Pillaiyarkuppam, Pondicherry - 607 402

SBV POLICY ON INCENTIVES FOR FACULTY, SCIENTISTS & STUDENTS 2019

SRI BALAJI VIDYAPEETH (SBV)

(DEEMED -TO –BE- UNIVERSITY)

ACCREDITED WITH A GRADE BY NAAC IN THE FIRST CYCLE

PILLAIYARKUPPAM, PONDICHERRY 607 402



SBV POLICY ON INCENTIVES FOR FACULTY, SCIENTISTS & STUDENTS – 2019

SRI BALAJI VIDYAPEETH (SBV)

DEEMED –TO-BE-UNIVERSITY

ACCREDITED WITH A GRADE BY NAAC IN THE FIRST CYCLE

Document Number: SBV - ICEN - FAC- PL- 2019

Date of Release by IQAC: 23-02-2019

Prepared by	Reviewed by	Approved by
Name: 1. Mr. Joseph Naresh 2. Mr. Balamukunthan 3 . Dr.A.R.Srinivasan Designation: 1.Dy.Registrar(Academics) 2. Sr. Personnel Manager 3. Registrar	Name: 1.Mr.Ralph Alexander Matthews 2. Dr. Adkoli B.V Designation: 1.Legal Officer & Head, HR 2.Director, CHPE, SBV	Name: Dr. Subhash Chandra Parija. Designation: Vice Chancellor, SBV
Date: 01-02-2019	Date: 08-02-2019	Date: 15-02-2019 BoM Approval: 23-02-2019

TITLE AND APPLICABILITY: SBV POLICY ON INCENTIVES FOR FACULTY, SCIENTISTS & STUDENTS - 2019

The Policy on incentives for faculty, scientists & students at Sri Balaji Vidyapeeth will henceforth be known as **SBV POLICY ON INCENTIVES FOR FACULTY, SCIENTISTS & STUDENTS - 2019**

SBV Policy on Incentives for Faculty, Scientists as applicable to the Faculty / Teaching Staff / Scientists and students at Sri Balaji Vidyapeeth would henceforth be known as SBV Policy on Incentives for Faculty, Scientists.

PREAMBLE

Incentives for Faculty, Scientists and Students are considered important since University Grants Commission (UGC), the apex commission has come up with revisited guidelines on the establishment and fortification of Academic Performance Indicator (API). The faculty assessment and development enumerated by UGC takes into consideration Teaching – Learning activities, Co-curricular and Extra Curricular, professional developmental activities and research related activities that have also been covered.

PURPOSE OF THE POLICY

Sri Balaji Vidyapeeth (Deemed to be University u/s 3 of UGC act 1956) is a health sciences higher education institution that essentially has under its ambit, medical, dental, nursing, allied health sciences and Pharmacy institutes. Besides, a school of Pharmacy, Physiotherapy and Allied Health Sciences are also in place. In view of the fact that SBV offers diverse academic programs that are both under the purview of the regulatory and non-regulatory streams, the need arises to prepare a generic policy on incentives for faculty / scientist and students that complies with the aforesaid guidelines.

The procedure supports the conditions under which the Faculty / Teachers / Scientists and students of all the constituent colleges and the centres of SBV may be deemed eligible for assistance and support, besides their career advancement. SBV Policy on incentives would be suitably amended from time to time and the policy would be in the light of the rules/ regulations prevalent at that point of time.

SCOPE OF THE POLICY

The Policy applies to all faculty/Scientists and students of the constituent colleges/ centres/ schools of Sri Balaji Vidyapeeth (SBV), Deemed to be University, However, it does not

apply to the non-teaching employees of SBV. This Policy will come into force once the approval is accorded in the Board of Management.

SCHEME – I - SBV STARTER GRANT

Guidelines:

1. Entry level regular faculty members of all faculties of SBV at the level of Lecturers/ Assistant Professors alone are eligible for this scheme, for SBV Starter Grant.
2. This SBV Starter Grant scheme is for young faculty members who start their teaching and research career to develop preliminary research data based on which, the awardees would be encouraged to submit major research proposals to national and International funding agencies in future.
3. The call for research proposals would be made by the Dean Research, SBV in the months of January and July every year.
4. All proposals received would be evaluated for their quality by a committee headed by Dean of Research, SBV. The recommendations of the Committee need to be approved by the Vice Chancellor, SBV.
5. All the faculty members (Lecturer / Assistant Professor) who joined the institute for a period not less than 6 months and not more than 12 months basically become eligible for applying for this SBV Starter Grant.
6. The Project period is one year from the date of sanction and is expected to be conducted by the faculty member himself or herself. Hence no manpower would be supported in the Grant.
7. The budget for the Grant is Rs. 2,00,000/- is for a period of One Year. However the PI can apportion the quantum under each head as per the requirement with suitable justification within the maximum limit of Rs.2.0 lakh.
8. It is expected that the grantee shall submit the report of the research done, in duplicate copies to the Dean – Research, SBV and also publish the outcome of research in an UGC CARE listed journal.

SCHEME II – CASH AWARDS FOR PUBLICATIONS

1. In order to honour the research contributions of the faculty, scientists and students, SBV provides cash awards and commendation certificates for the eligible persons.
2. The cash award for the publications depends on the Impact Factor of Web of Sciences.
3. Original research articles, invited reviews (with proof) and meta-analysis published in SCOPUS / WoS/ PUBMED/ UGC CARE indexed journals with Web of Science Impact Factor will be considered for awards to faculty and Research Scientists.
4. The author should be first or corresponding author and the cash award will be shared by both,

WoS Impact Factor	Cash Award
<1	Rs.2000/-
1-2	Rs.3000/-
>2	Rs.5000/-

5. Original research articles, invited reviews (with proof) and meta-analysis published in SCOPUS / WoS/ PUBMED/WOS/ UGC CARE indexed journals without Web of Science Impact Factor will be considered for awards to faculty and Research Scientists. The cash award of (Rs.1500/-) will be shared between first and corresponding authors.
6. Cash awards for Narrative Review articles / Short communications / Case reports / Case series published in SCOPUS / Web of Science / PubMed/ UGC CARE indexed journals with Web of Science Impact Factor to faculty and scientists as follows,

WoS Impact Factor	Cash Award
<1	Rs.1000/-
1-2	Rs.1500/-
>2	Rs.2500/-

7. Authors from SBV, who have published articles in SBV Journals (Annals of SBV, Journal of Scientific Dentistry, Pondicherry Journal of Nursing and SBV Journal of Basic, Clinical

and Applied Health Science), will be awarded Rs. 1500/- for research and review articles and Rs.1000/- for other category of articles. This will be shared equally by First author and the Corresponding author of the article.

8. Faculty / Scientists with 10 or more publications in SCOPUS/ Web of Science / PubMed/ UGC CARE in one year (Original research articles, Letter to Editor, Meta-analysis, Review articles, Short communications, Case reports, Case series irrespective of the authorship will be awarded Rs.25,000/ to Faculty and Scientists.
9. Contributions as Editor for a Medical Text Book / Medical Journal with SBV Affiliation for a period of three continuous years will receive a cash award of Rs.10,000/- and including Faculty and Scientists.
10. Contributions as 'author for writing chapters' in a text book with SBV affiliation will receive a cash award of Rs.2,000/- and including Faculty and Scientists.
11. Postgraduates publishing their dissertation as original research article as FIRST AUTHOR in SCOPUS / Web of Science / Pub Med/ UGC CARE will be receiving Rs.5000/- and will be shared equally with their guide.

SCHEME – III – ICMR – STS AWARDS

1. The main objective of ICMR – STS provides opportunity to undergraduate medical and dental students to familiarize themselves with research methodology and techniques.
2. SBV in order to further encourage the Undergraduate medical and dental students whose project reports have been accepted by ICMR for ICMR – STS project upon completion will be awarded Rs.5000/- per student. Also, their respective guides will be awarded Rs.5000/- by SBV.
3. For such of those students whose submitted protocols have been rejected by ICMR, SBV awards them Rs.5000/- in order to encourage the students to pursue their research. This will be given only upon a proper application from the student desirous of continuing the research. The application has to be forwarded by their respective guides and Dean / Principal of their colleges concerned and addressed to Dean Research, SBV.

SCHEME – IV – SBV – STS AWARDS

1. A Cash award of Rs.5000/- each for the student and the Guide is awarded for submission of project completion report and manuscript publication / acceptance for publication in SCOPUS / Web of Science / Pub Med/ UGC CARE listed journals.

SCHEME – V – CASH AWARDS FOR EXTRAMURAL RESEARCH GRANTS

1. SBV in order to honour the recipients of Extramural research grants will award a cash award to them as follows,

Amount Received as Extra mural research grants	Cash award
Rs. 5 – 20 lakhs	Rs.10,000/-
Rs.21 – 50 lakhs	Rs.20,000/-
> Rs.50 lakhs	Rs.40,000/-

SCHEME – VI – ENDOWMENT PRIZE

Prof. G. Subramanian Endowment Prize will be awarded by SBV for the following categories,

- Best Postgraduate Research Paper
- Best Faculty Research Paper
- Best PhD Research Paper

The above award will be awarded by SBV during the SBV Annual Research Day celebrations

SCHEME – VII – CASH AWARDS FOR OTHER RECOGNITIONS

SBV in order to honour and felicitate the faculty / scientists for their achievements, awards and recognitions received outside SBV will receive the cash ward / commendation certificate under the following categories,

Category	Role	Cash Award with Commendation Certificate
Governance	Member of any Statutory Committee – International	Rs.25,000/- Rs.15,000/
	Member of any Non-Statutory Committee – International	Rs. 10,000/- Rs.5000/-
	Member of any Statutory Committee – National / Regional / State / UT	Rs.10,000/-
	Member of any Non- Statutory Committee – National / Regional / State / UT	Rs.5000/-
	Organising Secretary for International Conferences organised by SBV at SBV	
	Organising Secretary for National Conferences organised by SBV at SBV	
Recognition	Reputed International Awards	Rs.20,000/-
	National Awards by the Government of India	Rs.20,000/- Rs.10,000/-
	Reputed National Awards	Rs.5000/-
	Reputed Regional / State / UT Awards	Rs.3000/-
	Awards by Societies / Trusts / NGOs	

The faculty / scientists will be eligible for not more than three times, for any of the above awards, during their tenure at SBV.

SCHEME – VIII –AWARDS FOR FACULTY FOR COPYRIGHTS & PATENTS

1. SBV through its Research Fund will sponsor the entire cost involved for filing any Patent or Copyright by its faculty / scientists. The applications for the same will be received by MIPTECH and will be forwarded to the Dean – Research for further action. The Dean – Research, SBV will sanction the actual costs incurred for registration and other procedures as Seed Money from SBV Research Fund.
2. Once the Patent is granted or a copyright is registered in the affiliation of SBV, the author will receive a commendation certificate from the Vice Chancellor.

SCHEME – IX – SEED MONEY & FINANCIAL ASSISTANCE FOR FACULTY TO ATTEND WORKSHOPS AND CONFERENCES / SEMINAIRES

This scheme pertaining to Seed Money and Financial assistance for faculty to attend workshops and conferences / Seminares will be governed by the Policy pertaining to Seed Money and Financial Assistance for faculty to attend workshops and Conferences / seminares respectively.

Note: It is to be noted that the Faculty / Scientists / Students will be eligible for cash award or commendation certificate only if their work is original and the affiliation is in the name of Sri Balaji Vidyapeeth.

SBV reserves the right to select or reject any one for any of the above mentioned cash awards or commendation certificates based on its own ethics and reasons known.

SBV reserves the right to withdraw any announced / awarded awards or certificates at any point of time if the work done for receiving the honour is found to be duplicated or forged.

INVOLVEMENT OF MEDIA, IF ANY

Nil.

INVOLVEMENT, IF ANY, OF MAJOR FINANCIAL IMPLICATIONS CONCERNING EXTERNAL AGENCIES

Yes.

EXCEPTIONS, IF ANY

Nil

ANY OTHER PERTINENT DETAILS

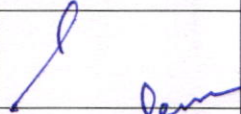

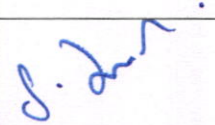

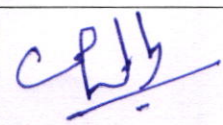
Nil

ENQUIRIES

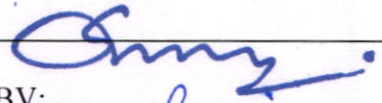
All enquiries related to this policy should be addressed to the Registrar, SBV and a copy marked to the Dean – Research, SBV

APPELLATE AUTHORITY

For all difficulties pertaining to this policy, the power to remove difficulties rests with the Vice Chancellor.

Sl.No	Role	Name	Designation	Signature
1	Prepared by	Dr.A.R.Srinivasan	Registrar	
		Mr. Balamukunthan	Sr. Personnel Manager	
		Mr. Joseph Naresh	Dy.Registrar(Academics)	
2	Reviewed by	Mr.Ralph Alexander Matthews	Legal Officer & Head, HR	
		Dr.B.V.Adkoli	Director, CHPE	

Approved by: Prof. Subhash Chandra Parija, Vice Chancellor, SBV:


S.C. Parija