



PROPOSED FACULTY INCENTIVE SCHEME

Faculty Members are central to the sustenance of a University. To retain talent and promote research, it is proposed that we provide incentives to faculty for their contribution towards Intellectual Capital.

While performance measurement is required for any system driven organization, there is a possibility of subjectivity in evaluation that may lead to biases and avoidable comparisons. It is therefore, proposed that for extraordinary contribution, the faculty should be rewarded in terms of better career growth and monetary benefits.

The following scheme covers the areas where extraordinary research contribution of a faculty member, may be rewarded:

Details of Incentive Scheme:

1. Guiding research scholars for Ph.D.

Rs. 5000/- for each Ph.D. awarded from Amity University.

2. On being granted a patent:

Rs.15000 (One Time)

3. Getting sponsored projects:

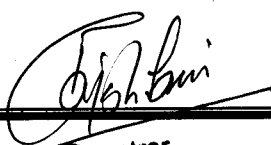
1% (One Time) of the total project amount.

4. For international travel to institutes of repute by arranging funds on their own for establishing collaboration/signing of MoUs, etc.

Rs.10,000 (One time)

5. Publication of research papers/ articles/ case studies, etc.:

Category of publication	Financial Incentive (Per Paper)
International Peer Reviewed Journals (Scopus Indexed) Impact factor of above 10	Rs.20,000
International Peer Reviewed Journals (Scopus Indexed) Impact factor of 5 to 10	Rs.10,000
Category 'A' (Cabells Directory/Journals of Science & Technology) (Scopus Indexed) Impact factor between 3 to 5	Rs.7,500
Category 'B' (Cabells Directory/Journals of Science & Technology) (Scopus Indexed) Impact factor between 1 to 3	Rs.5,000

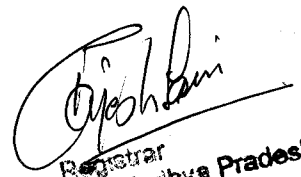

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6. For being editor of In-house/National Journal: Rs. 5,000/- per annum

7. For being editor of an International Journal: Rs. 10,000/- per annum

General Guidelines:

- It is expected that the faculty will take their normal teaching load and is not expected to seek exemption from the same.
- To claim incentive against any assignment is subject to prior approval of such assignment by competent authority. The Institution/ University may not permit an assignment in case of exigencies where the normal work is likely to get adversely affected.
- Any other incentive may be added or existing ones may be deleted at the discretion of the University.
- This policy will come into effect from the date of its approval and can be amended from time to time.
- In case of interpretation of any of the provisions, the decision of the Vice Chancellor/ Chancellor will be final and binding.
- With respect to the Incentive Scheme, the HOI shall report any achievement of their respective faculty members in tune with the policy guidelines to the local HR team of the campus at the end of each Academic Year in June.
- The HR team shall process all information to arrive at the recipients of the Incentives and after being duly approved by the Pro VC and VC the same shall be forwarded to the Head Office with supporting documents for further processing and approval of C-VI Sir.
- The Incentives shall be paid out at the end of the Academic Year.



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