



FACULTY INCENTIVE SCHEME (REVISED-2018)

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. *{Please refer Appendix B: S.No.(a) for interpretation of payout}*

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

{Please refer Appendix B: S.No.(b), (c) & (h)for interpretation of payout}

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

{Please refer Appendix B: S.No.(d), (e), (f), (g) & (h) for interpretation of payout}

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

{Please refer Appendix B: S.No.(d), (e), (f), (g) & (h) for interpretation of payout}

Appendix A: 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 is subject to amendments 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.

Appendix B: Additional Guidelines for Interpretation Of Provisions In The Faculty Incentive Scheme of 27th April'2017

- a) Reference Serial No. 3 of the FIS, pertaining to getting Sponsored Projects, it is to be noted that, the actual payout of the incentive of 1% of total project amount, shall be calculated on an annual basis as per actual annual accrual of project budget in that particular year.
- b) Reference Serial No. 5 of the FIS, pertaining to publishing of research papers/articles/case studies in journals, it is to be noted that, Incentive shall be awarded for the research paper based on the following criteria:

Category of Publications	Criteria
Impact Factor between 1 to 10	Only First/Principal Author & Corresponding Author to be considered for one collective incentive.
Impact Factor above 10	All authors to be paid incentive individually.

- c) Cases where an Amity faculty member has co-authored a paper with their associates from outside Amity, then he/she shall be eligible for an incentive if, he/she has been a principle/first author or corresponding author.
- d) Reference Serial No. 6 & 7 of the FIS, pertaining to editorship of journals, it is to be noted that Incentive shall only be awarded to the Editor of those journals which are notified on the UGC List of Approved journals only.
- e) A faculty member maybe the editor/reviewing editor/executive editor/chief editor etc. for multiple national/international journals. In such a case, the faculty member shall not be paid an individual incentive for each volume of which he/she maybe the editor/reviewing editor/executive editor/chief editor etc.
- f) In a case as mentioned immediately above at Serial No. (f), the faculty member may only be given incentive for the highest impact factor journal of which he/she maybe the editor/reviewing editor/executive editor/chief editor etc.
- g) In a case where the faculty member continues to be the editor/reviewing editor/executive editor/chief editor etc. of the same publication each year, then the incentive shall not be a recurring payout and shall be a one-time payout only.
- h) As a prerequisite for becoming eligible for any incentive, publishing of papers and editorship should be taken up in high impact factor journals which are indexed by reputed indexing agencies such as Web of Science, Scopus, Indian Citation Index, Thomson Reuters, Cabells Directory, Journal of Science & Technology, Science Citation Index, Pubmed and recognized in the UGC List of Approved Journals.**
