

GOPAL NARAYAN SINGH UNIVERSITY, JAMUHAR, SASARAM, ROHTAS (BIHAR)

A State Private University established under the Bihar Private University Act-2013



SM
Coordinator
IQAC (NAAC)
Gopal Narayan Singh University
Jamuhar, Sasaram, Rohtas (Bihar)

INCENTIVE POLICY

POLICY ON INCENTIVES

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INCENTIVE POLICY

1.1	This policy may be called INCENTIVE POLICY of Gopal Narayan Singh University, Jamuhar, Sasaram, Rohtas (Bihar). The INCENTIVE Policy document will serve as detailed guidelines and will be useful to all the concern related to the same.
1.2	This Policy namely INCENTIVE POLICY , Gopal Narayan Singh University shall come into force on the date of their approval from the Board of the Management of the Gopal Narayan Singh University, Jamuhar.
1.3	This policy is prepared to ensure the better support to deploy and maintain a world-class INCENTIVE and information resources, and to facilitate the effective use of the incentives.
1.4	In the light of the objectives of the University as spelt out in the notification of ACT, steps have been taken to ensure the maximum utilization of the INCENTIVE policy in the University.
2. ADMINISTRATION	
2.1	The said policy shall function under overall supervision and administrative control of the Academic Director and monitor by the Registrar of the University.
2.2	There will be one in charge for smooth functioning of the said Policy and the day to day's activities related to the same will monitored by the said in charge.
3. INTRODUCTION	
3.1	Gopal Narayan Singh University has taken various initiatives over the years to mobilize the available knowledge resources for an outcome-based education, research, innovation and social empowerment.
3.2	In order to motivate the faculty members for their consistent deliverables and outstanding accomplishments, a policy on INCENTIVES (MONETARY AND NON MONETARY BENEFITS) for research projects, publications, patents, books, book chapters, E-content, state/national/international recognition/awards and financial support to attend professional development programs like conferences, seminars, workshops, short term training programs etc., and acquisition of professional memberships is formulated and is implemented with effect from 2017-18.
4. SCOPE	
4.1	To motivate our faculty members to concentrate on research related activities, in addition to the teaching, so as to publish research articles in reputed refereed

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	international and national journals with impact factor.
4.2	To pursue efforts to write books, monographs for publication by International and National publishers of repute.
4.3	To evince interest among the members of faculty so that they take efforts to publish collaborative research papers with their counterparts in reputed Institutions / Universities / Laboratories.
4.4	To encourage our faculty members to submit proposals and secure funded research projects from various funding agencies in India and Abroad with translational outcomes having social impact.
4.5	To encourage creativity in the minds of faculty members, so that they make original contributions by way of products, concepts etc. and obtain patents, thereby in calculating a healthy environment for promoting interdisciplinary research.
4.6	To inspire our faculty members to develop E-content and join government initiatives in addressing the needs of Higher Education
4.7	To motivate our faculty members to receive State, National and International awards / recognitions.
4.8	To encourage our members to attend faculty and professional development programs like conferences, seminars, workshops, short term training programs etc., organized by other institutes, AICTE, UGC and other governmental and private bodies including acquisition of professional memberships.
4.9	To encourage researchers to apply for membership/fellowship to Societies of National and International Repute.

5. INCENTIVES FOR EXTERNAL FUNDED RESEARCH PROJECTS

5.1	In order to encourage the faculty members, 2% of the research grant credited in GNSU account during the financial year under consideration will be given as incentive. The incentive amount will be released upon the submission / certification of UC. This is not applicable to Ramalinga swamy and Ramanujan Re-entry fellowships / NPDF, DST-INSPIRE, DBT-BET students and faculty and other similar Fellowships and Research Associate awards.								
5.2	Incentive distribution for projects: <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2">Incentive Distribution in %</th> <th rowspan="2">Total Incentive in %</th> </tr> <tr> <th>PI</th> <th>CO- PIs</th> </tr> </thead> <tbody> <tr> <td>70</td> <td>30</td> <td>100</td> </tr> </tbody> </table>	Incentive Distribution in %		Total Incentive in %	PI	CO- PIs	70	30	100
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70	30	100							

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6. INCENTIVES FOR PATENTS PUBLISHED AND GRANTED (NATIONAL AND INTERNATIONAL)						
6.1	In order to motivate our faculty members to file more patents, incentives are given for patent published and granted. This is in addition to the expenses that the University is bearing for patent filing.					
6.2	For each patent published, an incentive of Rs.3,000/- and for each patent granted, an incentive of Rs.5,000/- will be given to the faculty members as a token of appreciation and encouragement.					
7. INCENTIVES FOR JOURNAL PUBLICATION						
7.1	Incentives are fixed high for the research articles published in SCI indexed journals. This is in order to motivate the faculty members to publish their research articles in SCI indexed journal and in Scopus indexed journals					
7.2	Sl. No. Journal Metric Range (MR)*	JOURNAL METRIC				
		IF		IF		
		Incentive (Rs.)		Incentive (Rs.)		
		JOURNAL METRIC		JOURNAL METRIC		
		1.	MR<0.30	5000	4000	
		2.	0.30 < MR < 0.50	6000	5000	
		3.	0.50 < MR < 1.00	7000	6000	
		4.	1.00< MR < 2.00	8000	7000	
		5.	2.00< MR < 3.00	10000	9000	
		6.	3.00< MR < 5.00	20000	15000	
		7.	5.00 < MR < 8.00	30000	20000	
		8.	8.00 < MR < 10.0	50000	30000	
		9.	10.00 < MR < 20.00	100000	50000	
		10.	MR>20.00	300000	100000	
*Journal metric range (MR) for which the incentive is on higher side would be considered						
8. INCENTIVE DISTRIBUTION CRITERIA FOR THE PUBLICATIONS/PATENTS						
S. No	Author (faculty) pattern and contribution	Incentive Distribution in %			Total Incentive in	
		First Author	Corresponding Author	Other Authors		
1	Publication/patent with only one	100	Not from GNSU	Not from	100	

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	GNSU author			GNSU	
2	Publication/patent with one or more GNSU corresponding authors	Not from GNSU	100 / Number of corresponding authors from GNSU	Not from GNSU	100
3	Publication/patent with one or more GNSU authors	Not from GNSU	Not from GNSU	25 / Number of authors from GNSU	25
4	Publication/patent with only two GNSU authors	50	50	Not from GNSU	100
5	Publication/patent with more than two authors from GNSU with two or more GNSU corresponding authors	30 GNSU	70 /Number of corresponding authors from GNSU	Not from	100
6	Publication/patent with more than two authors from GNSU	40	40	20/Number of remaining authors from GNSU	100
7.	Publication/patent with more than two authors from GNSU with two or more GNSU corresponding authors	30	60 / Number of corresponding authors from GNSU	10 / Number of remaining authors from GNSU	100
8.	Towards Conference/Workshop/Membership		As per actual maximum – Rs. 10,000/-		
9.	Further amendments will be done according to the decisions of the board members of the GNSU.				


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