Key Indicator – 6.3 Faculty Empowerment Strategies
(25)

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years
(15)

Criterion 6 – Governance, Leadership and Management
(100)

DVV Clarification

Policy document on providing financial support to teachers.

(Appendix-I)

YEAR 2019-20

ANSAL UNIVERSITY	Research Promotion & Incentive Policy (Version 3.0)
Date of Constitution of Policy	9 July 2018

Research Promotion & Incentive Policy
ANSAL UNIVERSITY
Gurugram, Haryana - India

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Research Promotion & Incentive Policy

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1. <u>PREAMBLE</u>

Ansal University was established in 2012 under the Haryana Private Universities Act 2006. Located in the heart of Gurgaon, India's largest hub of National and Fortune 500 companies, it has eight schools offering programmes in Architecture, Design, Law, Management, Hospitality, Engineering, Health Sciences and Planning & Development.

Ansal University has been awarded the National Education Excellence award "Best Private University in Northern India 2017" along with "CSR Excellence in Education" award for 2 consecutive years i.e. 2017 and 2018. Sushant School of Art and Architecture at Ansal University is the flagship school which started in 1989 and has been consistently ranked No. 1 Private Architecture School in India by Outlook Magazine.

We are a university with the core ideology of being futuristic with the mission "AHEAD. FOR LIFE". The curriculum design is guided by inter and trans-disciplinary approach incorporating pedagogies that expand learning opportunities, ensuring higher order learning outcomes.

The various schools under the University have carved a niche by offering contemporary programmes with renowned faculty acclaimed nationally and internationally, state-of-the-art Infrastructure and facilities to promote academic excellence. The University has collaborated with some of the finest Universities and Institutions in the UK like the University of Warwick, Art University of Bournemouth, University of West England and Vatel International, France in the areas of Curriculum Development, Student and Faculty Exchanges, Joint PhD supervisions, joint research Conferences, seminars and study semesters abroad.

<u>Need and Guidelines:</u>

In addition to academic activities, all the schools in Ansal University are also involved with research and development in varied fields. The AU Schools (though their faculty/scholars/students) constantly take up research and development work in collaboration with Government organizations, private organizations, independent research organizations, industries, corporates and NGOs. To recognize and encourage excellence in academic research AU notifies a research promotion policy which sufficiently incentivize its members for numerous research related activities

<u>Objective:</u>

The objective of this policy document is to provide incentives in the following categories:

1. For taking up research projects from various organizations

2. Publications in refereed journals/books/book chapters

3. Publication and grant of patents

4. Financial assistance for attending national and international conferences and faculty development programs

3

5. For national/international awards/fellowship/recognition

6. Seed funding for research

This policy may be modified from time-to-time to suit the evolving nature of research and development activities.

2. POLICY

This policy is applicable to all personnel belonging to Ansal University. University motivates its faculty members and students to publish papers in Scopus/Web of Science, National and International high quality indexed journals with good impact factor, submit proposals for financial assistance from external agencies, apply for patents, books/book chapters and the University will reward its members for the said activities. The research activity has to be recommended by the Head of School and to be forwarded to Office of VC for final approval.

A. Incentives for Projects

All Professors, Associate Professors and Assistant Professors with Doctorate Degree shall endeavor to submit Research Projects for award of grants from external non govt or govt. funding agencies such as DST, DBT, DRDO, ISRO, ICMR, UGC, AICTE, ICAR, CSIR, ICSSR, DST of State Government etc., and international funding agencies.

An honorarium will be provided to the AU members for the duration of the project as per below distribution:

- Rs 14000/- per month to PIs and Rs. 7000/- per month to Co-PIs if the total project cost is more than Rs.10,00,000.
- Rs.10000/- per month to PIs and Rs. 5000/- per month to Co-PIs if the total project cost is less than Rs. 10,00,000.
- The maximum limit of honorarium will be Rs. 34000/- per month to PIs and Rs.14000/- per month to Co-PIs if handling multiple projects.

B. For Publications

If a Research Paper is published with in SCI/SCOPUS/SSCI/A&HCI/ABDC indexed journals (authenticated), the same shall be communicated by the faculty member or student to the concerned Dean/HoD which will be forwarded to the office of the VC along with the details of publication charges borne, if any.

Incentives:

- University shall pay Rs.7500/- per Research Paper published in SCI/SCOPUS/SSCI/A&HCI/ABDC indexed journals (authenticated) & 5000 for UGC CARE indexed as incentive but the authors will bear the publication charges, if any.

- If there is more than one AU faculty member/student as author/co-author, the amount of incentive shall be distributed equally.

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ansal University

- AU shall pay incentive of 7,000/-(authored) & Rs 5000/- (edited) for national book publication and 10000/-(authored) & Rs 7,000/- (edited) for international book publication and Rs.5000/-per chapter in the book published with ISSN and ISBN number.

Note: Inventor should have Ansal University Affiliation for published/granted patent.

C. Financial assistance for attending national and international conferences and faculty development programs

Ansal University encourages its teachers to go for higher education, to be actively engaged in research and also enhance and broaden their knowledge by attending various training programs and academic research works in the allied fields. The financial support to faculty members for attending Conferences/Seminars/Workshops in India and abroad will be governed by POLICY FOR FINANCIAL SUPPORT FOR PARTICIPATION OF FACULTY IN SEMINARS, CONFERENCES, WORKSHOPS, QIPS, TEACHERS' TRAINING PROGRAMMES ETC.

D. For national/international awards/recognition

Faculty members/Students receiving recognition at state/national/International level in the form of award/fellowship will be awarded Rs. 2000/3000/4000/- cash respectively and a letter of appreciation by Ansal University. The decision of the Vice Chancellor will be final in this regard.

E. Seed Funding

Each faculty member/Team of faculty members of the university may apply for AU Seed Funding grant on prescribed annexure -1 for undertaking a research project in the University. The project has to be recommended by the Head of school and to be forwarded to Office of VC for final approval and sanctioning of funding.

F. Professional Membership:

University shall incentivise (Maximum upto Rs. 8000) the faculty members for acquiring the membership of professional bodies.

Annexure A		
Financial assistance for particpation in National/Internation conferences FDP's , Short term courses		
S.No	**Nature**	**Incentive grated**
1	Conference participation	Minimum 3500 Rs (As per Actuals)
	FDP - State National	5000
3	FDP -National	6000
	FDP -Inter - National	7000
5	Internal Conference organised by SU (Any School)	Registration charges waived off
6	Short term/ Refresher Courses /Workshops/Training Programs	As per Actuals

** Note : Employees can avail financial assistance only once every

academic year**

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ANNEXURE 1

FOR UNIVERSITY FUNDED SEED GRANT PROPOSAL

1. Background

      1.1 Description of problem

      1.2 Review of work already done

2. Description of Proposal

      2.1 Objectives of the project (Brief and to the point)

      2.2 Preliminary Investigations done (if any)

      2.3 Innovative component of the project

      2.4 Methodology detailing stepwise activities and sub-activities

3. Output and Deliverables of the Project

(Attempt may be made to quantify output in measurable parameters.)

4. Likely Impact (Please attempt to quantify)

5. Parameters for monitoring effectiveness of project

6. Suggested Post Project Activities

7. Budget estimate (in Rupees):

Please provide brief justification for each head of expenditure.

Signature of PI

Head of School

For Approval

Registrar.

Vice Chancellor

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YEAR 2020-21 to 2023-24

SUSHANT UNIVERSITY	Research Promotion & Incentive Policy (Version 5.0)
Date of Revision of Policy	20 October 2020

Research Promotion & Incentive Policy
SUSHANT UNIVERSITY
Gurugram, Haryana - India

INDEX

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1. PREAMBLE

Sushant University (erstwhile Ansal University) was established in 2012 under the Haryana Private Universities Act 2006. Located in the heart of Gurgaon, India's largest hub of National and Fortune 500 companies, it has eight schools offering programmes in Architecture, Design, Law, Management, Hospitality, Engineering, Health Sciences and Planning & Development.

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Need and Guidelines:

In addition to academic activities, all the schools in Sushant University are also involved with research and development in varied fields. The SU Schools (though their faculty/scholars/students) constantly take up research and development work in collaboration with Government organizations, private organizations, independent research organizations, industries, corporates and NGOs. To recognize and encourage excellence in academic research SU notifies a research promotion policy which sufficiently incentivize its members for numerous research related activities

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- If there is more than one SU faculty member/student as author/co-author, the amount of incentive shall be distributed equally.

4

- SU shall pay incentive of 7,000/-(authored) & Rs 5000/- (edited) for national book publication and 10000/-(authored) & Rs 7,000/- (edited) for international book publication and Rs.5000/-per chapter in the book published with ISSN and ISBN number.

C. Incentives for Patents

University shall incentivize for filing Patent by faculty member/Ph.D. Scholar/Student. In case of Technology- transfer for commercial purpose, the royalty earned from the awarded Patent may be shared between SU and Inventor(s) as per SU IPR policy.

Incentive distribution criteria for patents

1. For Published patent (National/International): Rs 5,000
2. For Granted Patent (National/International): Rs 5,000/10,000
3. For Design Registration (National/International): Rs. 5,000

S.No	Author Contribution	Incentive distribution in %		Total Incentive in %
		First Author	**Other Authors**	
1	Patent with only one SU author	100	Not from SU	100
2	Patent with one or more SU authors	Not from SU	50/Number of authors from SU	50
3	Patent with two or more than two authors from SU including Ist author.	100% to be shared with all the authors		100

Note: Inventor should have Sushant University Affiliation for published/granted patent.

D. Financial assistance for attending national and international conferences and faculty development programs

Sushant University encourages its teachers to go for higher education, to be actively engaged in research and also enhance and broaden their knowledge by attending various training programs and academic research works in the allied fields. The financial support to faculty members for attending Conferences/Seminars/Workshops in India and abroad will be governed by POLICY FOR FINANCIAL SUPPORT FOR PARTICIPATION OF FACULTY IN SEMINARS, CONFERENCES, WORKSHOPS, QIPS, TEACHERS' TRAINING PROGRAMMES ETC.

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has to be recommended by the Centre for Research and Development and to be forwarded to Office of VC for final approval and sanctioning of funding.

G. Development of MOOC courses

Faculty members developing any MOOCs will be awarded Rs. 5000.

H. Professional Membership

University shall incentivise (Maximum upto Rs. 10000) the faculty members for acquiring the membership of professional bodies.

Refer Annexure A		
Financial assistance for particpation in National/Internation conferences FDP's , Short term courses		
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academic year**

||Sushant
University
Erstwhile Ansal University Gurugram

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5. Parameters for monitoring effectiveness of project

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Please provide brief justification for each head of expenditure.

Signature of PI

Head of School

For Approval

Head – Centre for Research and Development

Registrar

Vice Chancellor