



**HON.SHRI.ANNASAHEB DANGE AYURVED MEDICAL
COLLEGE & POST GRADUATE RESEARCH CENTER ,
ASHTA, DIST SANGLI**

**INCENTIVE POLICY FOR RESEARCH
&
PUBLICATIONS**

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INCENTIVE POLICY FOR RESEARCH & PUBLICATIONS

Policy and Guidelines

Incentive for completing PhD Degree when in service of ADAMC

For the purposes of incentive under this clause, ordinarily, the degree awarding Institution will be a UGC-approved University or an Institution of national standing. In case the institution is a deemed University or a private one, a duly appointed Committee shall certify the credibility of the Institution awarding the degree. The faculty undertaking their PhD pursuit are advised to check with the Institute about the Institution they are registered under, to ascertain the credibility of such Institution . The Institute will also pro-actively advise the faculty on the credibility of relevant institutions.

1. For the purposes of the award, a Ph.D will be deemed to have been completed when a Certificate of Successful Thesis Defence is formally issued by the Institution awarding the degree.
2. A One-time ex-gratia award of Rs. 5,000/- shall be given, provided the faculty has served for a minimum of three years at the Institute.
3. Another Rs.5,000 will be awarded if the PhD thesis results in at least two reputed publications (listed in Annexures which is available at department) with the affiliation of ADAMC, within a year of completion of the PhD.
4. Two Additional Increments, upon successful completion of Ph.D, payable when the next regular increment falls due, provided the faculty has served for a minimum of three years at the Institute. These increments apply only in the current grade.
5. A Special Allowance of Rs. 2,500/- will be given for those faculty who are not eligible for promotion after acquiring Ph.D.

Incentive for Externally Funded Research

1. The Institute shall pay the research team an incentive equivalent to 10% of the research grants received from external funding agencies (in case of a team, the amount shall be shared equally among team members).
2. The timing of the disbursement of the incentive (by cheque or transfer to the bank account) will be linked to the actual receipt of research funds.

Award for Publications of text books in relevant discipline:

1. **Rs. 20,000/-** if the text book is published by an international publishers like McGraw Hill, Prentice Hall, Oxford University Press or other internationally reputed publishers.
2. **Rs. 10,000/-** if the text book is published by a national publisher like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage.
3. **Rs. 5,000/-** if the text book is published by Regional / Local publishers.

Incentive for publishing in National/International journals:

The comprehensive list of journals will take into account the quality of the journal, the publishing University, age of the Journal, impact Factor etc.

1. Rs.1,500/- for each paper published in any of the reputed International Journals. The list of which is available with the respective HODs of each department. In case the Journal is not as per the list, a designated committee shall ascertain the international standing of the Journal.
2. Cash Award of Rs.1,000/- for each paper published in any of the listed journals. The

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list of which is available with the respective HODs of each department. In case the Journal is not as per the list, a designated committee shall ascertain the international standing of the Journal.

This comprehensive list of journals will take into account the quality of the journal, the publishing University, age of the Journal, impact Factor etc.

Award for Publishing a Professional Articles:

1. Rs. 3,000/- for International magazine/Newspaper.
2. Rs. 1,500/- for National magazine/Newspaper.

Incentive for Presenting a paper at National/ International Seminars/Conferences:

- a. Cash award of Rs.2,000/- in case of a paper presented at a Seminar/Conference at an institute of repute outside India.
- b. Cash award of Rs.1,000/- in case of a paper presented at an International Seminar/Conference at an institute of repute in India.

Entitlements for Registration & Travel for presenting papers at National & International Seminars/Conferences

- a. The Institute shall pay a maximum of Rs. 5000 for up to two faculty members from each department, on first come first served basis, as travel grant annually (July- June) within India, plus registration fee (100%), for paper presentation, provided the conference/seminar is hosted by a reputed institution. The ceiling of two faculty members will not apply when the travel expenses have been provided for in the project/research grant.

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- b. Faculty members will be eligible for travel outside India (50% of travel expenses or a maximum of Rs. 25,000) and registration fee (100%), for paper presentation, provided the conference/seminar is hosted by a reputed institution. Preferably, such expenses should have been factored into the project/research grant. When more than one faculty wishes to present a single paper, the travel grant shall remain unchanged (to be divided between/among the faculty) and the registration fee shall be limited to one.

Guidelines for Externally Funded Research

- o Typically, funded research projects are collaborative works and have multiple team members. Thus, the incentive will be divided equally across all the participating team members of ADAMC

ADAMC