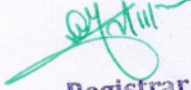




# **POLICY ON SALARY INCREMENT AND CAREER ADVANCEMENT FOR THE AWARDEES OF MALWANCHAL UNIVERSITY**

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Approved by – Registrar



  
**Registrar**  
Malwanchal University  
Indore (M.P.)

**OBJECTIVE:**

The primary objective of the proposed scheme is to motivate the faculty members of our Institution to undertake quality research, consultancy and other related activities.

**SCOPE OF THE SCHEME:**

This scheme covers all faculty members of all Constituent units of Malwanchal University. The scope of the scheme envisages in particular:

- To motivate faculty members to concentrate on research related activities in addition to the teaching.
- To pursue efforts to get recognized at state, national and international forum
- The incumbent teacher must be on the role and active service of the University on the date of consideration by the Selection Committee for Selection/Promotion.
- Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum criteria as required.

**PERIOD OF RECKONING**

The Calendar year is the period for calculating receipt of awards by a faculty member that is, from 1st January to the 31st December of the year.

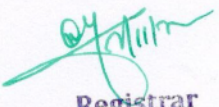
**Rewards:**

At the end of every calendar year, the total awards earned by a faculty member will be assessed based upon the evidence produced and the Increment to the faculty member will be given/disbursed.

**CAREER ADVANCEMENT SCHEME:**

- Faculty members who wish to be considered for promotion under Career Advancement Scheme are invited to apply to the Head of concerned Institution stating that s/he fulfils all qualifications under CAS and submit the Self Appraisal System (SAS).
- Supporting documents for the promotion under CAS required:
  - i. Proof of Impact factor of Journal in which research paper is published.
  - ii. Proof of ISBN/ISSN number of Journal/ Conference Proceeding in which research paper is published.
  - iii. Copies of Certificates of Refresher course, Orientation Programme attended.
  - iv. Copies of certificates related to National/International Conference / Seminar / Workshops etc. attended.
  - v. Copies of evidences of session chair/ Invited Lectures/talk given in National / International Conferences, Workshops, Schools, and Seminars etc.
  - vi. Copies of evidence of Text/Subject book or reference book or chapter(s) in a edited book written.



  
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- vii. Proof of Major/Minor Research project sanction letter (ongoing/completed).
- viii. Patent if any.

Malwanchal University has formulated the policy on Incentive and awards for research and publications to promote Research activities of the faculty members at the constituent units of Malwanchal University.

**Rationale:**

The University aims to improve overall research performance and promote research activities undertaken by various departments/ faculty members and students. The Research Incentive Scheme provides the means to assist with research activities or reward staff for successful publication or presentation of research outputs.

**Incentives for outstanding research—Research Incentive Schemes**


It is important for a progressive University to motivate member of the faculty to publish regularly, innovate and to effect patentable work. Also a progressive improvement in the quality of publications and scale / shade of innovation is essential in a world of competition and ranking framework. Providing incentives to improve research performance and stimulate faculty members into continued research pursuits and quality employees are valued by employers / stakeholders. For this purpose, outstanding research contribution done by faculty, researcher and research scholar is recognized and the institute provides incentive to faculty, researcher and scholars.

The incentives are identified as under

Incentive in terms of financial support

- A. Monetary rewards to faculty writing text book, chapters
  - a. Short books/monographs – Rs. 20,000/-
  - b. Chapter in a book – Rs. 5,000/- per chapter
  - c. Standard text book – Rs. 25,000/- per book
- B. Provide incentive of Rs. 5,000 per paper published as first author in PubMed / Scopus / Indexed journal (UGC-CARE listed journals).
- C. Incentive given for best awarded scientific paper
  - a. Rs. 25,000/- for faculties,
  - b. Rs. 15,000/- for PG/ PhD scholar
- D. Incentives in terms of additional salary increment for the teachers receiving recognition and awards from premium institute or well renowned body.
- E. **Project leading to Patent** - The principal Investigator will be given cash award of Rs. 10,000/- and a certificate.
- F. **Incentives for Postgraduate and Undergraduate Students**



  
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- a) A reward of Rs.1,000/- for international publication and Rs.500/- for national publication in indexed journal as a first author.
- b) A reward of Rs.1,000/- for international project and Rs.500/- for national project as Principal Investigator with funds generated from outside. For postgraduate students, the project should not be duplication of dissertation.
- G. Incentives in terms of certificate of recognition / commendation certificate or cash award
- H. Incentive in terms of funding seed money for carrying out pilot studies
- I. Incentives in terms of funding for ongoing research
- J. The Institute may also consider allocating reduced Academic work load to a faculty member handling more than one extramural major research project.

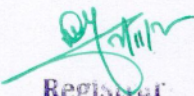
**Note: All research proposal project / claiming of incentives / conducting research activities / conducting CME etc., must submit to The Registrar, Malwanchal University for further actions through University Peer Review Committee.**

By Order

  
**REGISTRAR**

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Malwanchal University  
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