Incentive Policy

The following are the guidelines to grant incentives to the faculty for research publications, patents, funded projects, and consultancy projects. The new incentive policy will be implemented from 1st July 2025.

1. Research Publications:

1.1. International Journals:

S No.	Category		Incentive	Additional Incentive (Citing papers with AUS affiliation)			Total (Rs.)
				1 Paper	2 Papers	3 Papers	
1	IEEE Transactions/ ASME / ASCE / ACM		40,000	3,333	6,667	10,000	50,000
2	**Q1**	(IF >5.1 **or** HI > 201)	24,000	2,000	4,000	6,000	30,000
3		(1.1<IF < 5 **or** 101<HI<200)	20,000	1,666	3,333	5,000	25,000
4		(IF < 1 **or** HI < 100)	16,000	1,333	2,667	4,000	20,000
5	**Q2**	IF >2.1	16,000	1,333	2,667	4,000	20,000
6		1.1 <IF < 2	12,000	1,000	2,000	3,000	15,000
7		IF < 1	8,000	667	1,333	2,000	10,000
8	**Scopus / WoS**		8,000	667	1,333	2,000	10,000

IF: Impact Factor, HI: H-Index

1.2. Conferences:

S No.	Category	Amount (Rs.)
1	**International Conference (Top Rated) (Scopus Indexed)** (*Abroad (offline) participation*: once in 2 years per faculty)	100 % registration fee **(or)** 75% TA *(Only the first author with at least one year of experience at Aditya is eligible)*

1.3. Books / Book Chapters:

S. No.	Category	Amount (Rs.)
1	**Top International Publisher** (***Textbook*** published by a reputed publisher listed in Annexure-1)	20,000
2	**Indian Publisher** ***Textbook*** published by a reputed publisher listed in Annexure-2	10,000
3	**Indian Publisher** ***Textbook:*** Publication based on committee approval.	5,000
4	**Book Chapter indexed in Scopus** (Not through conference; only direct submissions will be considered.) **(Maximum of two chapters per book)**	7,500

2. Patents:

S No.	Category	Amount (Rs.)
1	Published	5,000
2	Granted	15,000

Note: Patent filing and publication charges will be paid by the management. Incentives will be granted only if "Aditya University" is listed as the applicant and the patent is indexed in the Derwent database.

3. Funded Projects:

S. No.	Category	Amount (Rs.)
1	Award of Grant for Conference /Workshop / Seminar / FDP	5% of the Grant
2	Funded research project where equipment is not involved	10% of the Grant
3	Funded research project where equipment is involved	15% of the Grant
4	MODROBS (Amount > 5 Lakhs)	Rs. 25,000/-
5	MODROBS (Amount < 5 Lakhs)	Rs. 20,000/-

3.1. Publications / Patents through Seed Grant:

If a faculty member publishes their work through Seed Grant as a paper in a journal / conference / Book chapter / Patent, then 50% of the incentive amount shall be released.

Guidelines for publishing articles/books:

1. 20% of the total amount will be allocated for the purpose of citing three papers published by faculty members of Aditya Group or for self-citations.

2. Compulsory citation of 3 papers of the Aditya Group in some cases may be exempted based on the recommendations of the Incentive Committee. The committee will investigate on a case-to-case basis and recommend for exemption.

3. The textbook should have a preface, contents, and ISBN and be published by any standard publisher with a minimum of 200 pages (Indian/International). However, the incentive shall be based on the discretion of the committee members.

4. For faculty in the Agricultural Engineering Department, the NAAS score will replace Scopus for publication evaluation. Journals with a NAAS score of 4.0 or higher will be treated like Scopus journals, and those with a score of 7.0 or higher will be considered as Q1/Q2 journals based on score.

5. For the award of incentive, up to the 5th author in any Journal paper will be considered. For meeting the research target also, the same rule is applicable.

6. One paper must be claimed by one faculty only for incentive.

4. Consultancy Projects

To encourage consultancy work by faculty, AUS has announced a policy allowing faculty members to claim incentives for securing consultancy projects from any organization. This is subject to the following conditions:

i. The Aditya faculty member must be the sole Principal Investigator (PI) for the consultancy work and is responsible for the consultancy.

ii. Consultancy work must be undertaken only after obtaining prior approval, and a formal agreement must be established between AUS and the concerned third party before proceeding.

iii. The payment for the consultancy work should be credited to AUS, which will subsequently disburse the incentive to the faculty member based on the consultancy earnings.

iv.   For consultancy work involving

     a. **Testing:** 50% of the revenue will be allocated to the faculty, and the remaining 50% will be allocated to the University.

     b. **Design:** 60% of the revenue will be allocated to the faculty, and the remaining 40% to the University.

     c. **Any individual faculty:** 80% of the revenue will be allocated to the faculty, and the remaining 20% to the University.

v.   If any consultancy project is executed with the equipment or facility sponsored by the University through its R&D seed grant or other funds, the Principal Investigator will be paid 50% of the revenue generated through the project after deducting all the expenses incurred.

vi.   The expenses incurred for the project personnel/technicians, contingencies, travel, consumables, accommodation, food, overheads, and any other related costs shall be covered by the consultancy amount only.

vii.   The University will treat the time spent on attending to the project as on duty (OD) and will continue to pay the full salary to support the consultancy work. The PI will be permitted to undertake the project either on campus or at client locations.

viii.   If any equipment or infrastructure is required for executing a consultancy project, the decision to purchase or lease it will be made based on the approval and recommendations of the R&C Committee.

Incentive Policy

List of Top International Publishers

1	Allen & Unwin Book Publishers	36	Macmillan International Higher Education
2	Anderson Press	37	Macmillan Publishers
3	Apress	38	Manning Publications
4	Artech House	39	McGraw Hill Education
5	Bertelsmann	40	Packt Publishing
6	Between The Lines	41	MIT Press
7	Bloomsbury Publishing	42	O'Reilly Media
8	Bonnier	43	World Scientific Publishing
9	Boulder Books	44	Mondadori
10	Brown Walker Press	45	Nelson Education
11	California University press	46	Nova Science Publishers
12	Cambridge University Press	47	Oxford University Press
13	Cambridge University Press	48	Palgrave Macmillan
14	Cengage	49	Pearson
15	Central West Publishing	50	Penguin Random House
16	China Publishing Group Corporate	51	Perseus
17	CRC Press	52	Phoenix Publishing and Media Company
18	CSIRO Publishing	53	Princeton University Press
19	De Agostini Editore	54	Purdue University Press
20	Douglas & McIntyre	55	Readers Digest
21	Elsevier	56	RELX Group
22	Emerald Group Publishing	57	SAGE Publishing
23	Fordham University Press	58	Scholastic
24	Grupo Planeta	59	Science Publishers
25	Grupo Santillana	60	Shogakukan
26	Hachette Livre	61	Shueisha
27	Harlequin	62	Simon & Schuster
28	HarperCollins	63	Springer
29	Harriman House	64	Thomson Reuters
30	Holtzbrinck	65	University of Toronto Press
31	Houghton Mifflin Harcourt	66	University of Westminster Press
32	Informa	67	Wiley
33	Kadokawa Publishing	68	Wilfrid Laurier University Press
34	Kodansha	69	Wolters Kluwer
35	LexisNexis Group		

List of Reputed Indian Publishers

1	Agro-Bios(India)	13	Narosa Publishing House
2	Agrotech Pub.Academy	14	New Age International Publishers
3	Wiley-Blackwell	15	Orient Longman
4	BSP Books	16	Oxford University Press India
5	Cambridge University Press India	17	PHI Learning Pvt. Ltd
6	CBS Publishers & Distributors	18	Prism Books
7	Charotar Publishing House	19	Routledge, India
8	Dhanpat Rai Publications	20	S. Chand Publishing
9	Himalaya Publishing House	21	S.K. Kataria & Sons
10	Khanna Publishers	22	Standard Publishers Distributor
11	Laxmi Publications	23	Sterling Publications
12	McGraw Hill Education (India) Pvt. Ltd (Tata McGraw-Hill)	24	Universities Press (India) Pvt. Ltd
		25	Vikas Publishing House