

[Approved by the E.C. in its 345 Meeting held on  
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No. 18]

## **Dibrugarh University Policy for Incentives to Faculty Members for Research**

Research is an important pointer to the quality of any Higher Education Institute. Promotion of research among the faculty members and the students of a Higher Education Institute, therefore, is an essential ingredient to achieve quality. Dibrugarh University adopts the **Policy for Promotion of Research among the Faculty Members** with the following items:

### **1.1 Formation of a Research Advisory Committee:**

The Research Advisory committee will look after all the matters related to the incentives to be provided to the faculty members and the students for promotion of research. The following members comprise the Research Advisory Committee:

- (1) The Dean, R&D ---- Chairperson
- (2) Five senior faculty members from different faculties to be nominated by the Vice-Chancellor.
- (3) The Director, IQAC, Dibrugarh University.
- (4) The Joint Registrar/ Academic Officer --- Convener

The tenure of the committee will be usually for two years, however in the extraordinary situation the Vice-Chancellor may extend it as and when he/she deems it necessary.

### **1.2 Incentives for Research projects, publications and research related activities:**

1. The faculty (Principal Investigator) submitting a research project for extramural funding and **getting a sanction by funding agency** (government / other) shall be awarded a monetary reward of the 50% of the Institutional Overhead of the total funding. The remaining 30% may be utilised the University and 20% by the Department.
2. Publication of scientific articles in SCOPUS/ PUBMED/ UGC indexed journals, shall be awarded as per the decision of the Research Advisory Committee (RAC). Standard Operating Procedure (SOP) in this regard shall be prepared by the RAC.
3. Dibrugarh University promotes interdisciplinary and multidisciplinary research by encouraging inclusion of eligible and suitable faculty members from other institutions to the Doctoral Committees of the PhD scholars. The eligibility and suitability of such members will be verified by the respective Departmental Research Committees.

4. The incentive will be applicable only to publications where the university affiliation is mentioned.
5. In case the publication is in joint names/ authorship the incentive shall be distributed to Authors of the paper equally.
6. Faculty members receiving state/national/International award/fellowship for shall be awarded suitably.
7. Every faculty member will have an annual assessment based on his/her academic & research contributions during the previous assessment year. These assessments will be pointer to the Annual Performance Indicators (APIs) for promotion to Higher post.
8. The researcher is allowed to use the infrastructural facilities like research equipments available within the University, with prior approval through proper channel. The University will bear user charges for use of equipments at other institutions.
9. Young faculty members will be encouraged to attend online FDP on research methodology.
11. Dibrugarh University procures a Plagiarism check software to be used by all the faculty members free of cost.
12. A Newsletter is to be published to highlight the research achievements of the faculty members. Appreciations letters shall be issued.

### **1.3 Incentives for National/International Collaboration**

Dibrugarh University thrives to promote international and national collaborative research by means of the following incentives:

1. Teachers going under any international/national collaboration exchange programme with CSIR, DST, ICSSR, ICAR, MCI, DCI and other agencies of similar reputation may be provided some financial assistance in addition to a maximum of 15 days' academic leaves without affecting the academic, administrative and research responsibilities of the university. However, the works and detailed plan of such visits should be submitted to the Dean, Academic Affairs of the University of the University.
2. Financial support for accommodation and other hospitalities to the collaborators (both National and International) visiting their teacher counterparts at Dibrugarh University shall be provided by Dibrugarh University whenever such provisions are not available under their collaborative projects.
3. Dibrugarh University shall provide financial assistance and academic leave to the teachers and students for short research exchange programmes at both national and international institutions of high repute. For that, the necessary MoU will be signed with the concerned institutions under the policy framework of the Office of International Affairs.

#### **1.4 Financial assistance for attending National and International Conferences and Faculty Development programmes.**

1. Financial assistance to teachers for attending the conferences/seminars/symposia etc. at national level will be available once in two academic years. In such cases, the Financial assistance will be limited to travel expenditure (actual train fare-AC-2 Tier or equivalent air fare and registration fee to a maximum of Rs. 20,000/-).
  2. Financial assistance to teachers for attending the conferences/seminars/symposia etc. abroad/ internationally will be available once in three academic years. In such cases, the financial assistance will be limited to travel expenditure and registration fee to a fixed maximum to be decided by the Research Advisory Committee. Deputation to attend conference in India will not be counted for the purpose of availing such assistance.
  3. Only one teacher per department will be allowed to attend the same conference in India or abroad. In case of two or more applicants for attending the same conference/seminars & symposium etc, the youngest teacher may be given preference over the other senior teacher to promote or update his / her knowledge and enable him/her to perform better.
  4. Eligibility for Financial Assistance
    - a) The teachers who are invited to attend national/international academic conference/seminars etc. should certify and verify that the level of programme and the Institution organizing the events is truly the national/international, professional and capable of enhancing the skills of the participants. Moreover, the acceptance of papers from organizers should be submitted with the application.
    - b) Subject to all other conditions being equal, preference may be given to application who have already raised part financial support from other sources, who are session Chairman/Organizing Committee Official / Award winner in addition to the paper presentation. Preference may also be given to those who have never been deputed to attend such conferences.
- 1.5 Patent:** The incentives to faculty members for award of patents will be as per the IPR Policy. Faculty members may be assisted with payment of processing fee or a part of it to be decided by the committee.
- 1.6 Action research on local context/contemporary issues:** The University will encourage action research on local context/contemporary issues by its faculty members by providing with financial assistance.
- 1.7 Leave for Academic Pursuits, Study Leave, Duty Leave:** As per Teacher's leave rule.