



ORIENTAL COLLEGE OF MANAGEMENT

Approved by AICTE, New Delhi & Govt. Of M.P. Affiliated to Barkatullah University Bhopal
Oriental Campus, Opp. Patel Nagar, Raisen Road, Bhopal-462022 (M.P.) India.

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Circular

Revised Incentive Schemes for Research and Consultancy @ OGI

One of the most important criteria in ranking (NIRF, QS etc) and accreditation (NAAC, NBA) process is the research output of the faculty members of the University/ Institute. The National Institutional Ranking Framework (NIRF), approved by the MHRD outlines a methodology to rank institutions across the country. Research is one of the major parameters outlined in the framework covering publications (in particular their quality), patents (filed, published, granted and licensed), projects, professional practice and grants therefore it is very important to gradually implement a strong foundation for research, development and innovation in the Institution to address the requirements of the next decade.

In this context, there is need for concerted R&D effort to better position the Institution to meet these challenges. Faculty of the institution play a vital role in making this transition from a 'teaching only' Institution to a world-class Institution that fosters research and development inter-twined into teaching and learning. While faculty have to handle their regular requirements of teaching and learning, they are also increasingly being required to take up quality research and development work.

Quality research and development work requires time, concerted effort and a focussed environment therefore it is necessary to incentivise all such R&D efforts in order to enthuse and motivate faculty members to spend quality time in a concerted manner, as most often the time and effort spent in research extends way beyond the confines or the operating hours of the Institute

This document puts forth the policy of the Institution towards research and development activities.

OBJECTIVE OF THE SCHEME

The primary objective of the proposed incentive scheme is to motivate the faculty members of our Institute to undertake quality research, consultancy and other research related activities. This policy document describes various incentives to encourage and promote the culture of research and innovation amongst the faculty members and indirectly amongst students.

SCOPE OF THE SCHEME

Oriental Group of Institutes, Bhopal wishes to create an environment that fosters a culture of innovation and research leading to development of processes, tools, products or services and to establish OGI Bhopal as one of the pioneer research Educational Group.

This scheme covers all faculty members of all department of the Institute. The scope of the scheme envisages, in particular:

1. To motivate our faculty members to concentrate on research related activities, in addition to the teaching, so as to publish research articles in reputed refereed International and National journals with impact factor and to pursue efforts to write books, monographs for publication by International and National publishers of repute
2. To encourage our faculty members to submit proposals and secure funded research projects from various funding agencies in India and Abroad.
3. To undertake consultancy projects sponsored by Government & Private, Industrial and other organizations.
4. To enthuse faculty to pursue and complete their PhD thereby enhancing the total number of doctorates in the Institution



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Category 2: For Organising Events

1	FDP/ STTP/ Conference/ Workshop/ Seminar organised with financial grant	3% to Coordinator and 2% to Co-coordinator of the received amount	Appreciation, letter to the Coordinator and Co-coordinator only
2	FDP/ STTP/ Conference/ Workshop/ Seminar without financial grant		Appreciation letter to the coordinator and Co-coordinator only

Category 3: For Certification

1	NPTEL Certification	40 % of the registration fee; only after submission of FDP certificate issued by NPTEL, if he / she secure more than 65%.
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Category 4: Letter of Appreciation to Faculties

1.	MOU with reputed organisations/ Institutions
2.	For giving 100% Result in their subject/s with minimum 50% of students are in distinction
3.	Proposal submitted for seeking grants

Category 5: Research Projects Grants, consultancy, Patent, Copyright, Trademarks Publications and Training Organized

	Patent filed and published in the name of the Institution	Rs 3,000 consolidated	
	Indian Copyrights/Copyrights/ Trademark	Rs 3,000 (Max 4 Authors)	(Author - Rs. 2,000 & All Co-Authors - Rs. 1,000)
	Generation of Research Grants Faculty members are expected to submit proposals for research grants from funding agencies. It is quite likely, that these projects may involve modernization of laboratories, acquiring of equipment required specific to the research study or conducting of surveys etc. The incentive will be linked to the total amount of research grant sanctioned by the sponsoring agency.	The incentive will be 5% up-to the maximum of 10% of the research grant received from the funding agency.	Since the amount being released in phases, the incentive(s) paid is also proportional to the amount received by the institute and equally divided into PI and Co PI
	Undertaking Testing & Consultancy Projects	(i) The members involved in the consultancy project will take 70% of the total value of the consultancy amount received and 30% will go to the Institute. (ii) The share of the college will be 70%	If there is a substantial contribution by the faculty member and the staff in the consultancy project and no resources of the Institute (like laboratory, computer, software etc.) utilized and equally divided into PI and Co PI



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5. To motivate faculty and staff to continue learning further through live/online courses/skill training programs and thereby significantly enhance their capabilities and exposure in order to become a sought-after resource in the country
6. To encourage faculty members to participate in various Conferences, Seminars, Workshops, STTP and FDPs
7. To motivate faculty to actively guide scholars towards their M Tech/ PhD work
8. To motivate faculty to build strong Industry-Institute Partnership
9. To evince interest among the members of faculty so that they take efforts to establish collaborative research projects with their counterparts in reputed Institutions.
10. To encourage creativity in the minds of faculty members, so that they make original contributions by way of products, concepts etc. and obtain patents.

DETAILS OF THE SCHEME

Category 1: Research Papers/Books Publications

S. No	Research Work & Publication	Incentive	
		Monetary	Remarks
1	Books (International Publisher)	Rs. 8,000 (Sole Author)	1 st Author – Rs 5,000 & Co-Author – Rs 3,000
2	Books (National Publisher)	Rs. 5,000 (Sole Author)	1 st Author – Rs 3,000 & Co-Author – Rs 2,000
2	Books Chapter	Rs. 3,000	Published in web of science/ Scopus/ SCI/SCI-E indexed series & Equivalent Indexing
3	Reputed Journal (with Date of Indexing)		
	SCI Journals	Rs 5,000	1 st Author Rs 3,000 and Rs 2,000 will be equally divided in all co authors
	SCOPUS Journals	Rs 3,000	1 st Author Rs 2,000 and Rs 1,000 will be equally divided in all co authors
	Conferences	ODL Maximum two days after submission of certificate along with his/her attendance at conference. Faculty will have to take prior approval for attending such conference and permission for outstation/ local leave.	Conference of IEEE, Springer, ACM, Elsevier or organised by Institute of national Importance like IISc, IIT, NIT, IIM etc will only be considered



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		of the total consultancy amount received and 30% will go to the faculty and other staff involved in the consultancy work.	If the resource of the Institute such as laboratory facilities, computing facilities, drafting and other facilities are utilized in the consultancy project and equally divided into PI and Co PI
	Training: If any faculty organized a paid training in the institute for the outside students/Industries persons/ Other Institutes faculties	The incentive will be 5% up-to the maximum of 10% of the total amount received through training sessions	

Category 6: Remuneration for Expert Talks

Only two experts may be invited by the Department in a semester on remuneration basis. For Management and Pharmacy Institute a maximum limit would be Rs 10000/ per semester.

Expert's affiliation	Maximum Remuneration
National Level Institutes (IIT, IISc, IIM & MNCs)	5000
State Level Institutes (NITs, Govt Universities, NIPER & Large Size Industries)	3000
Any other (MSME, Private Universities & Institutes)	1000

PAYMENT OF INCENTIVES AND LETTER OF APPRECIATION

At the end of every semester of the academic year, based upon the evidence produced and recommendations of the committee constituted for this purpose, the incentive and the letter of appreciation will be awarded to the faculty members.

Note:

- Authors have to mention their respective institute name as their affiliation Institute
- Members of the faculty are encouraged to participate in Workshops/SDP/FDP as may be decided by the Institute from time to time.
- Faculty members attending a program of more than one day duration shall plan their participation in the semester break/summer/Winter vacation so that the academic schedule of the students remains undisturbed. Members of the faculty pursuing their PhD part time are also encouraged to attend summer training programs organized by NITs and IITs.
- Cash incentive under this category will be disbursed only once in a semester in month of January and July.
- Eligibility of a Faculty member to draw any kind of cash incentives will vanish, in case he/she quits the services of the Institute in interim. However, calculation for other authors of the paper will still be made
- No cash incentive will be payable to the authors from other institutes


Dean (Planning & Development)
(DR SANDEEP MONGA)

CEO/ Executive Director/ Director (OIST/OCT/OCM/OCP)/ HOD (F&A)/Head (Placement)/Head (Training).

Cc: Honourable Chairman Sir (OGI) for kind perusal please