

# SHIVAJI UNIVERSITY KOLHAPUR



Estd : 1962  
NAAC "A++" Grade  
with CGPA 3.52



## Guidelines of Incentives for Awards and Achievements by the Employees

## COMMITTEE MEMBERS

<b>Prof. (Dr.) S. S. Mahajan, Dean, Faculty of Commerce &amp; Management, Shivaji University, Kolhapur</b>	<b>Chairman</b>
<b>Prof. (Dr.) M. S. Deshmukh, Dean, Faculty of Humanities, Shivaji University, Kolhapur</b>	<b>Member</b>
<b>Prof. (Dr.) P. R. Pawar, Dept. of Political Science, Shivaji University, Kolhapur</b>	<b>Member</b>
<b>Prof. (Dr.) S. B. Mahadik, Dept. of Statistics, Shivaji University, Kolhapur</b>	<b>Member</b>
<b>Prof. (Dr.) Smt V. D. Jadhav, Dept. of Botany, Shivaji University, Kolhapur</b>	<b>Member</b>
<b>Prof. (Dr.) A. M. Sarwade, Dept. of English, Shivaji University, Kolhapur</b>	<b>Member</b>

# **Guidelines of Incentives for Awards and Achievements by the Employees**

## **1. Introduction:**

Shivaji University, established in 1962, is named after the Great Maratha warrior and founder of the Maratha empire Chhatrapati Shivaji Maharaj. One of the major objective behind foundation of this University was to cater the regional needs of South Maharashtra. The University started functioning with 5 Post Graduate Departments; presently the number of Post Graduate Departments are 34 plus with students strength approx. 7000 and 289 affiliated colleges with students strength approx. 2,75,000. The University wishes to establish itself as one of the pioneering institutions at national level by expanding realms of knowledge in wide range of areas in academic and industrial interest. Shivaji University has produced eminent alumni who contribute nationally and internationally. The university is committed towards establishment and enhancement of the quality of higher education. The present policy document describes the various incentives to encourage and promote the need based innovative research among its staff members and research scholars /students to built a healthy society. This policy will come into force from the academic year 2023-24 onwards.

## **2. Objectives:**

The objectives of these guidelines are to encourage the staff members to:

- i) Create a good research ambience in the University/College campus by intra/inter scientific interactions among the faculty members, and also by inviting the dynamic researchers from the neighbouring/ other institutions.
- ii) Publish high quality and original research articles in Scopus indexed national and international journals.
- iii) Choose the relevant work of scientific interest that gives a wider attention and hence more citations/ recognition.
- iv) File and publish the national and international patents that have potential for commercialization .
- v) Prepare the research proposals of national and international interest in well focused areas to invite extramural funding to develop further state-

of-art research facilities.

- vi) Provide consultancy services to local and outside industries to establish a good link between industry and academia to create sophisticated and demandable industrial productions.
- vii) Create innovation-incubation-business ideas amongst the staff members and the student community based on their knowledge/research/creativity and skills.
- viii) Publish high quality Reviews/ Monographs/ Books through the reputed publishing houses as a source of new knowledge in the modern era.
- ix) Regularly organize national and international conferences/ seminar/ symposiums/ workshops in thematic topics of their respective disciplines to understand the new scientific challenges.
- x) Promote scientific exchange among faculty members to spend their time in reputed Universities/ Institutions to carry out the research work thereby inviting other Universities/ Institutions of repute to establish a memorandum of understanding (MoU) with the Shivaji University, Kolhapur.

### **3. Expected Outcome**

- i) Enhancement of quality of research, teaching and innovation to serve the society and nation in general.
- ii) Expansion and contribution of the frontier knowledge to enhance the nation's pride.

### **4. Eligibility:**

- i) The faculty members and permanent administrative staff working in the University and affiliated colleges only those who have mentioned university affiliation in their publications/patents etc. are eligible.
- ii) All the achievements requested for incentives must be duly acknowledge the name of "Shivaji University, Kolhapur"
- iii) Any Research Award/ Grant/ monetary Incentives/ Leave Benefits cannot be claimed as a right.
- iv) Calculation of Incentives will be defined on the basis of academic year.

- v) The decision of the Research Incentive Scrutiny Committee (RISC) will be final and binding.
- vi) University reserves the right to modify these policy guidelines from time to time as per requirement.
- vii) All the benefits will lapse if the faculty member leaves the university/college.

## **5. Research Incentive Scrutiny Committee (RISC)**

The Research Incentive Scrutiny Committee (RISC) duly constituted will meet on regular basis to scrutinize and evaluate the applications.

RISC consists of the following members :

1. The Dean of the concerned faculties (Chairman)
2. Head of the Department (Member)
3. Chairman, Board of Studies (Member)
4. One Expert from the University (Member)  
(concerned subject)
5. Director, IQAC (Member Secretary)

## **6. Incentives**

- 1) An incentive of Rs. 5,000/- (Rupees Five thousand only) and Certificate of Honour will be given to research paper published in journals listed in SCOPUS/Web of Science.
- 2) An incentive of Rs. 5,000/- (Rupees Five thousand only) and Certificate of Honour will be given to a book published by reputed national or international publisher.
- 3) An incentive of Rs. 1,000/- (Rupees One thousand only) and Certificate of Honour will be given to a chapter contributed in edited volume published by reputed national or international publisher.
- 4) An incentive of Rs. 5,000/- (Rupees Five thousand only) and Certificate of Honour will be given to Best cited research paper in each faculty in the respective academic year. Those who have been awarded earlier will be eligible to get this incentive after five years.
- 5) An incentive of Rs. 5,000/- (Rupees Five thousand only) and Certificate of Honour will be given to Patent granted.

- 6) An incentive of atleast Rs. 5,000/- (Rupees Five thousand only) will be given if published patent gets commercialized. It may vary from case to case basis to be decided by the University authority.
- 7) An incentive of Rs. 2,000/- (Rupees Two thousand only) will be given to the Best Paper published in Shivaji University Journals.(Each for Humanities and Science and Technology in the respective academic year)

For all the above awards/recognitions/distinctions, the faculty must report to the Registrar, Shivaji University, Kolhapur, with proper documents and the same may be put before the RISC for its scrutiny.

A faculty may be eligible for monetary incentives in the case of visiting fellowship to outside the country. This is applicable only if the offered fellowship by the host institute/government is insufficient to support the visit/stay. In such case, a faculty has to submit the application to the University. It may vary from case to case basis to be decided by University authorities.

## **7. Monetary Incentives:**

- i) If an employee gets an international awards like Nobel, Oscar, Booker, Magsaysay, Academy Award etc. by well recognized bodies/ organizations, an award of **Rs. 2,00,000/-** (Rupees Two lakhs Only) and Certificate of Honour will be given.
- ii) If an employee gets a civilian award, by the Government of India, an award of **Rs. 1,00,000/-** (Rupees One lakh Only) and Certificate of Honour will be given.
- iii) If an employee gets an award by the Government of India (or reputed National level bodies like Sahitya Academy), an award of **Rs. 25,000/-** (Rupees Twenty Five thousand Only) and Certificate of Honour will be given.
- iv) If an employee gets a State level award, by the bodies of Government of Maharashtra (or reputed State level bodies like Maharashtra Science Academy) an award of **Rs. 10,000/-** (Rupees Ten Thousand Only) and Certificate of Honour will be given.

Here, employee means teaching and non-teaching staff of the University & affiliated colleges. The distribution of incentives and Certificate of Honour will be made in function being organized on the University

Foundation Day. The scheme is to be implemented through the Establishment Section of the University.

If even after disbursement of the incentive, if the awardee is found supplying the wrong, incorrect or incomplete information, the whole amount of monetary incentive will be reclaimed back and the University may also take appropriate action in this regard.

XXX-XXX