



Sree Gokulam Medical College & Research Foundation

(A Unit of Foundation of Non-Resident Indians)

Approved by National Medical Commission, Affiliated to Kerala University of Health Sciences

Accredited by NABH & NABL

Policy Number: *SGMC/Acad. Pol/019/2020*

Category: Faculty Affairs

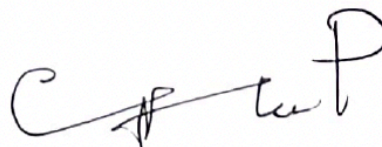
Content: Incentivising Research and Related Scholarly Activities Policy

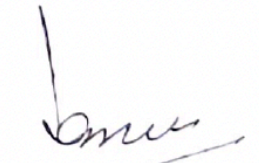
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Principal





Incentivising Research and Related Scholarly Activities Policy

Introduction

The institution & the employees of Sree Gokulam Medical College & Research Foundation are committed to the principle of quality contributions to the fields of medical education and medical research. This policy will encourage its employees to undertake research and related scientific activities and promote the pursuit for excellence among the employees.

Statement of Purpose

The purpose of this policy is to define the criteria for providing funding and incentives for the research activities and related scientific activities.

Policy

Sree Gokulam Medical College & Research Foundation is committed to encouraging its faculty in their pursuit of research and related scientific activities by providing funding for the research projects or by providing cash and / or leave incentives for publications, scientific presentations or other related scientific activities on an annual basis, as applicable. The activities qualifying for the award of funds or incentives will be judged on the basis of the individual's submission in the Academic Performance Evaluation Form and from the finalised list of projects submitted by the Institutional Ethics Committee.

Definitions

Annual: Every academic year.

Academic year: The period commencing from 1st August of every year to 31st July next year (e.g. Academic calendar year 2019-2020 will be from 1st August 2019 to 31st July 2020).

Calendar year: The period commencing from 1st January to 31st December of a year. Calendar year will be considered for issue of leave.

Research activities: Designing & conducting the research projects by the faculty and publishing the findings of their projects.

Related scholarly activities: These following activities of the faculty members are included under the term 'related scholarly activities':

- a. Attending international or national conferences by the faculty to present the findings of their research project(s) as oral or poster presentations, or for conducting a workshop or for participating in a panel discussion.
- b. Acquiring PhD or MPhil degrees by the faculty in the said academic year.



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c. Acquiring fellowships or completing certificate courses (that involve a minimum of one year course duration) by the faculty in the said academic year.

d. Faculty being appointed as a member of the editorial board for any indexed scientific journal in that academic year, if the position held is non-remunerative.

Research Funding Committee: A committee that is constituted afresh every year, comprising of Director, Dean, Principal and two members appointed by the Director for that year. The duty of the committee is to hold a meeting in the month of March to scrutinise the finalised list of research projects of the faculty from the previous year (From 1st of March of previous year to 28th / 29th of February of the current year) submitted by the Institutional Ethics Committee for their merit and need for funding and to select the top three projects.

Faculty (& Senior Residents): All the employees who are employed in the posts of assistant professor, associate professor or professor as well as senior residents. In this policy, wherever the term faculty is used, it shall therefore also includes senior residents.

Leave and cash incentives:

I. Awarding seed money for the research projects: As per the recommendations of the Research Funding Committee, a one-time funding of the following seed money will be awarded to the top three research projects of the faculty every year:

- a. The best research project will be awarded seed money of a sum of rupees fifteen thousand (Rupees 15000/-) or the entire expense amount, whichever is lesser.
- b. The second best research project will be awarded seed money of a sum of rupees ten thousand (Rupees 10000/-) or the entire expense amount, whichever is lesser.
- c. The third best research project will be awarded seed money of a sum of rupees five thousand (Rupees 5000/-) or the entire expense amount, whichever is lesser.

II. Incentives for publications: Each publication of a research article in an academic year will be provided with cash incentive as follows:

- a. Publication of an original article in a speciality international journal indexed in Medline/ PubMed, Scopus and/or Web of Science shall be awarded a cash incentive of rupees one thousand (Rupees 1000/-).
- b. Publication of an original article or a review article in an indexed speciality national or international journal will be awarded an incentive of rupees six hundred (Rupees 600/-).

III. Incentives for related scientific activities: Faculty engaged in related scientific activities will be provided with cash and / or leave incentives as follows:

- a. For presenting a scientific oral presentation of an original research work or for conducting a workshop or for being a panelist in a panel discussion in an international conference: Professors working for five or more days in a week or other faculty working all six days in a



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week will be awarded a cash incentive of rupees one thousand (Rupees 1000/-) and will be eligible for special duty leave of seven days for international conference held offshore or five days if the international conference is held within the country (not exceeding seven days in a calendar year).

- b. For presenting a scientific oral presentation of an original research work or conducting a workshop or for being a panelist in a panel discussion in a national conference or for presenting a case report or a poster in an international conference: Professors working for five or more days in a week or other faculty working all six days in a week will be eligible for duty leave not exceeding five days in a calendar year.
- c. For presenting a case report or a poster in a national conference or any type of scientific presentations in a state or regional conference: Professors working for five or more days in a week or other faculty working all six days in a week will be eligible for duty leave not exceeding three days in a calendar year.
- d. Any faculty being awarded PhD or MPhil is eligible to be awarded a onetime cash incentive of rupees one thousand (Rupees 1000/-).
- e. Any faculty being awarded fellowship or receiving membership of a professional body with a minimum course duration of one year will be awarded a onetime incentive of rupees one thousand (Rupees 1000/-).
- f. Any faculty being appointed as a member of editorial board to any indexed scientific journals in an academic year will be awarded an incentive of rupees one thousand (Rupees 1000/-).

Applies to:

All the faculty members of the institution from the rank of senior resident and upwards.

Prepared by	Reviewed by	Approved by
Dr Mamata Chimmalgi Professor of Anatomy, IQAC Coordinator	Dr P Chandramohan Dean	Dr K K Manojan Director
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