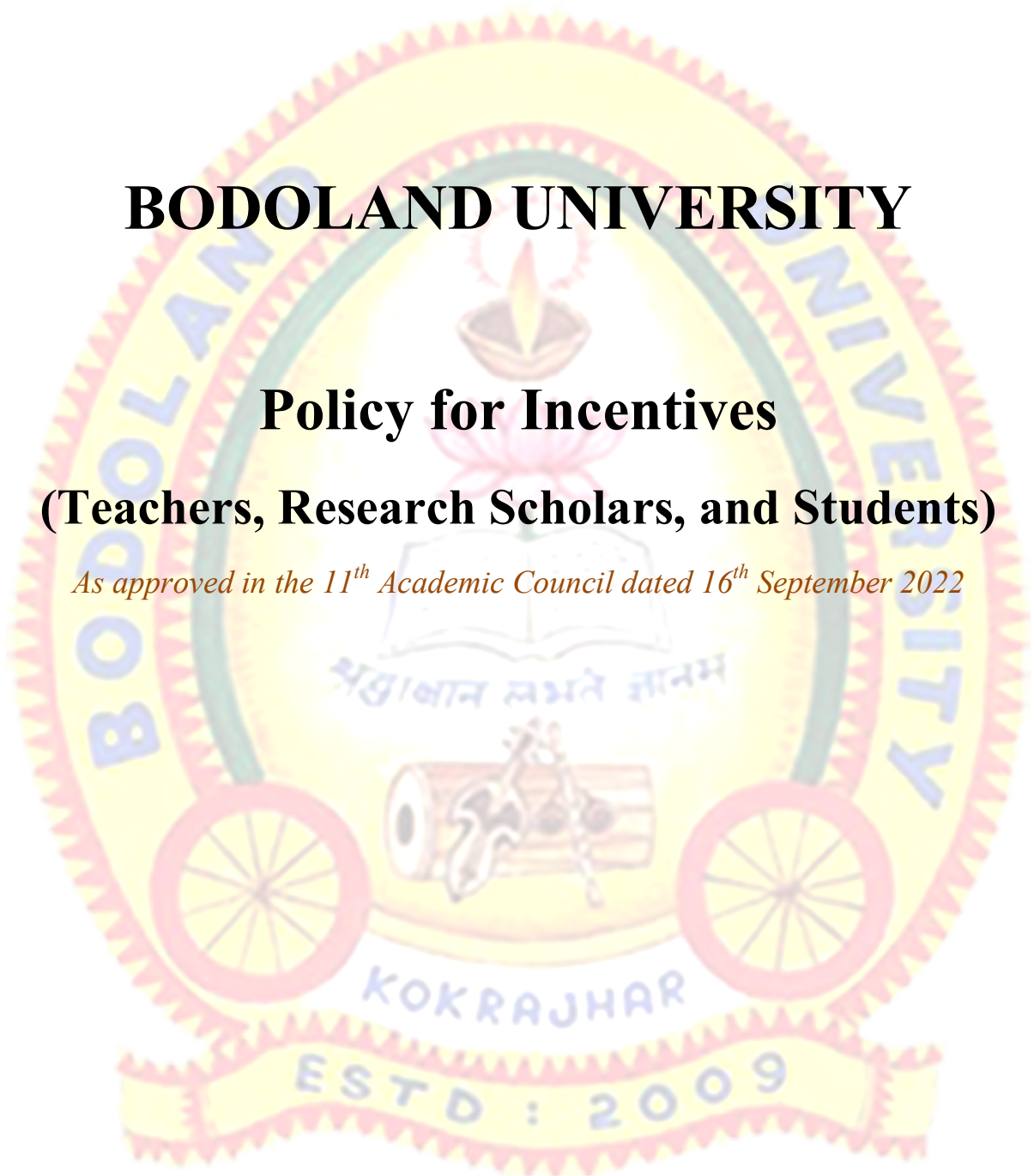


# **BODOLAND UNIVERSITY**

## **Policy for Incentives**

**(Teachers, Research Scholars, and Students)**

*As approved in the 11<sup>th</sup> Academic Council dated 16<sup>th</sup> September 2022*



# BODOLAND UNIVERSITY

## Policy for Incentives (Teachers, Research Scholars, and Students)

In order to encourage and acknowledge the faculty members, research scholars and students (both current and alumni) who are bestowed with state, national, and international awards/recognitions/achievements in any field of specialization, the University shall provide incentives on a yearly basis as per the following categories:

### Category I:

Teachers/research scholars /students who receive the following awards/recognitions/achievements shall be considered for a certificate of appreciation letter and monetary benefit of Rs. 50,000/- on the Foundation Day of the University.

International Awards of highest standard (e.g. Nobel Prize, Booker Prize, Pulitzer Prize, Gandhi Peace Prize, Field Medal, World Food Prize, Grammy Award, World Championship, Medals in Olympics, and other awards of equivalent stature).

- (a) Valued Continental Awards of the highest standard (e.g. Ramon Magsaysay Award, Medals in Asiad/Commonwealth games and other awards of equivalent stature).
- (b) Valued National Awards of highest standard (Padma Awards, Bhatnagar Award, Jnanpith award, Medals in National Games and other awards of equivalent stature).

### Category II:

Teachers/staff/students who receive the following awards/recognitions/achievements shall be considered for a certificate of appreciation letter on the Foundation Day of the University.

- (a) Awards/Recognitions of Societies of National/International Institutions/Levels (e.g. Fellowship/Fellow membership of International Bodies like FRS, national science chair).
- (b) Awards established by Government of India/State Governments (e.g. young scientists and other awards of equivalent stature).

(c) Valued awards of National/Regional Societies/Institutions/Universities.

**Category III:**

Teachers/staffs/students who receive the following awards/recognitions/achievements shall be considered for a certificate of appreciation letter on the Foundation Day of the University.

- (a) National/International Commendation Certificates.
- (b) Awards established by State/Regional societies.
- (c) Research/Social Awards with cash/citation/medal.
- (d) Award in a conference of International Society of repute.

**Category IV:**

Names and photos of the teachers/staffs/students who receive the following awards shall be published in the University newsletter, annual report of the university and uploaded on the university website.

- (a) Valued awards of conferences
- (b) Potential for excellence and Centre of excellence
- (c) Recognitions from a reputed National/International Societies
- (d) Major sponsored research grant/project

**Operating Procedure (Category IV)**

Concerned Dean will maintain a list of awards and recognitions in different categories. This list will be updated immediately once an award/recognition is announced/conferred.

The following committee of the University will consider the award/recognition and send its recommendations to the Vice Chancellor, and the Vice-Chancellor shall take decision in the matter.

- (a) Rector or his/her nominee
- (b) Registrar
- (c) Academic Registrar
- (d) Concerned Dean of Faculty/School
- (e) Concerned Head of Department

**Category V:**

The University shall provide seed money for research and development after evaluation of project proposal submitted by a teacher as per the following criteria.

- (a) Two teachers from the Faculty/School of Science and Technology will be provided one time research grant for an amount of Rs. 1,00,000/-.
- (b) Two teachers from the Faculty/School of Language, Humanities & Social Science, and Commerce & Management will be provided one time research grant for an amount of Rs. 50,000/-.
- (c) The teacher who has already handled major/minor research project as PI/Co-PI, he/she will not be eligible for this scheme.
- (d) A teacher can avail this scheme only once in his/her service career in the University.
- (e) The seed money shall be provided every year.
- (f) The faculty shall submit the proposal through the concerned Dean to the Academic Registrar during April to June every year.
- (g) Separate selection committee for both the categories will be constituted by the Vice-Chancellor.

**Category VI:**

- (a) Financial support upto Rs. 1,00,000/- shall be given to maximum of five Teachers/Staff in a year for participating in the international conference/seminar/workshop in abroad.
- (b) PI of the Patent granted shall be given an award of Rs. 10,000/- with a citation on the Foundation Day of the University.
- (c) One best researcher award of Rs. 10,000/- with a citation shall be given to a teacher every year on the Foundation Day of the University.
- (d) One best employee award of Rs. 10,000 with a citation shall be given to a staff every year on the Foundation Day of the University.

**Category VII:**

Two PG students (currently on roll) who are really in great need of financial support shall be given one time grant for an amount of Rs. 10,000/- each.

**Category VIII:**

Teachers/Research Scholars/Students/Staffs who are instrumental in bringing and developing ecosystem for research, teaching, learning and entrepreneurship may be incentivized on 75:25 ratio of the revenue/profit earned from their effort/project including consultancy, other outcomes of their project etc. The profit earned from the project may also be shared with students, scholars and project staffs of the concerned project which may be decided by the Project Investigator from 70%.

**Category IX:**

Teachers/Research Scholars/Students/Staffs who have successfully patent, design, trade secret or any form of IP or equivalent earned by them, the revenue earned by the university and royalty of the product may be shared in 70%: 30% ratio among Principal Investigator's team (the ratio to other members in the team may be decided by Principal Investigator) and University

