



Smt. Kishoritai Bhoyar Adhyapak Mahavidyalaya, Kamptee

Policy on Incentives & Other Benefits for Faculty

AIM

To recognize excellence and motivate all faculty members to do better in order to boost morale, a sense of community, and productivity

The Smt. Kishoritai Bhoyar Adhyapak Mahavidyalaya, recognizes the importance of a faculty performance evaluation process that is fair and that provides productive and appropriate incentives to faculty. As a result, a new performance incentive scheme was designed to reward performers and encourage all others to improve their performance. Faculty Members are eligible for the following incentives/financial benefits:

- 1. Consultancy / Survey Projects from the Government / Industry / NGO**
 - 40% of the surplus revenue after deducting all the expenses. It will be shared by the team members, as per their contributions.
- 2. Organizing funded Seminars / Conferences / Workshops / FDP / Others**
 - 5% of the receipt value for a single member team.
 - 8% of the receipt value for a team of two or more members (percentage may vary as per the involvement)
- 3. Research Publications, Book Publications, Copy rights and Patents**
 - Research Papers in Quality Journal with High Impact Factor – Reg. fee upto Max. Rs.5000 per paper, per year.
 - Research Papers in UGC Care / Refereed Journal –Reg. fee Max. upto Max.Rs.2000 per paper, per year.
 - Conference/ Seminar paper Registration fee upto Max. Rs. 1000 two per year for any one author.
 - Academic Book (Editing/Authoring) with Quality Publisher – Rs. 1000 per publication.
 - Academic Book (as Chapter author/Joint Author) with Quality Publisher – Rs. 500 per publication.
 - Patent – All the expenses with the condition that the first authority will be SKBAM.
 - Copyrights – All the expenses provided name of college shall appear in the certificate
- 4. Paper presentation in Seminars / Conferences / Workshops**
 - Registration fee will be paid by the college.
 - Within 300 Km radius from Kamptee, both side travelling expenses will be permitted. Above 300 Km, One side travelling expenses and On Duty Leave will be permitted.
- 5. Attending Seminars / Conferences / Workshops**
 - Registration fee will be paid by the college.
 - One side travelling expenses will be paid by the college.

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Principal
Smt. Kishoritai Bhoyar
Adhyapak Mahavidyalaya
Kamptee.