



Incentive Policy

The following are the guidelines to grant incentives to the faculty for research publications, patents, funded projects, and consultancy projects. The incentive policy shall be effective from July 2026.

Research Publications:

1.1. International Journals:

S No.	Category		Incentive (Rs.)	Additional Incentive (Rs.) (Citing papers with AUS affiliation)		
				1 Paper	2 Papers	3 Papers
1	IEEE Transactions/ ASME / ASCE / ACM		40,000	3,333	6,667	10,000
2	Q1	IF > 5.1 or HI > 201	24,000	2,000	4,000	6,000
3		1.1 < IF < 5 or 101 < HI < 200	20,000	1,666	3,333	5,000
4		IF < 1 or HI < 100	16,000	1,333	2,667	4,000
5	Q2	IF > 2.1	16,000	1,333	2,667	4,000
6		1.1 < IF < 2	12,000	1,000	2,000	3,000
7		IF < 1	9,600	800	1,600	2,400
8	Scopus / WoS		8,000	667	1,333	2,000

IF: Impact Factor, HI: H-Index

1.2. Conferences:

S No.	Category	Amount (Rs.)
1	Scopus Indexed IEEE/International Conferences hosted by IITs/IISc/NITs/IIMs: <i>once per faculty per year.</i>	8,000 <i>Eligibility: The incentive shall be released only after the paper is indexed in Scopus.</i>
2	International Conference (Top Rated) (Scopus Indexed) <i>Abroad (offline) participation: once in 2 years per faculty</i>	100 % registration fee (or) 75% TA <i>(Only the first author with at least one year of experience at Aditya is eligible)</i> (Maximum of 25,000/-)

1.3. Books / Book Chapters:

S. No.	Category	Amount (Rs.)
1	Top International Publisher (<i>Textbook</i> published by a reputed publisher listed in Annexure-1)	20,000
2	Indian Publisher <i>Textbook</i> published by a reputed publisher listed in Annexure-2	10,000
3	Book Chapter indexed in Scopus (Not through conference; only direct submissions will be considered.) (Maximum two chapters per book) Note: Authors serving as Editors are not eligible for research incentives.	7,500

2. Patents:

S No.	Category	Amount (Rs.)
1	Published	5,000
2	Granted	15,000

Note: Patent filing and publication charges will be paid by the management. Incentives will be granted only if "Aditya University" is listed as the applicant and the patent is indexed in the Derwent database.

3. Funded Projects:

S. No.	Category	Amount (Rs.)
1	Award of Grant for Conference /Workshop / Seminar / FDP	5% of the Grant
2	Funded research project where equipment is not involved	10% of the Grant
3	Funded research project where equipment is involved	15% of the Grant
4	MODROBS (Amount > 5 Lakhs)	Rs. 25,000/-
5	MODROBS (Amount < 5 Lakhs)	Rs. 20,000/-

Note: *The incentive shall be released on a pro-rata basis after the project funds are credited to the University's account. The remaining incentive shall be released upon successful completion of the project and submission of the Utilization Certificate (UC)*

4 Guidelines for Publishing Articles and Books:

4.1 Authorship:

1. For the award of research incentive, authors up to the 4th author in any journal paper will be considered. However, the 5th author shall also be eligible for the incentive only up to December 2026.
2. First Author/Corresponding Author are eligible for 100% incentive (Corresponding Author must be within the first four author positions); Second Author: 90%; Third Author: 80%; Fourth Author: 70%; Fifth Author: 60% (until December 2026).
3. A research paper shall be claimed for incentive by only one faculty member.

4.2 Citation Policy:

1. 20% of the total amount will be allocated for the purpose of citing three papers published by faculty members of Aditya Group or for self-citations.
2. The mandatory citation of three Aditya Group papers may be exempted based on the recommendations of the Incentive Committee, which shall examine such requests on a case-by-case basis.

4.3 Journal Eligibility

1. Only Scopus/Web of Science-indexed journals are eligible for claiming incentives.
2. Faculty members may submit incentive claims only after the publication is indexed in the Scopus database with 'Aditya University' as the institutional affiliation.
3. Journal Impact Factor (IF) shall be considered only from the latest Journal Citation Reports (JCR – Clarivate).
4. H-Index (HI) shall be considered only from the latest SCImago Journal Rank (SJR/SCImago).
5. Journal Quartiles (Q1/Q2) shall be determined based on the paper-title mapping available in the ASJC Category of Scopus Sources database.

4.3 Conference Eligibility

1. For International Conference (Scopus-indexed) publications, the faculty member must be the first author/corresponding author (within the first four author positions), must have presented the paper at the conference, and the incentive will be released only after the paper is indexed in Scopus.

4.4 Books

1. The textbook shall contain a preface, table of contents, and ISBN, be published by a recognized publisher, and comprise a minimum of 200 pages. However, the award of the incentive shall be subject to the recommendation of the Incentive Committee.

4.5 Seed Grant Publications

1. If a faculty member publishes research outcomes arising from a Seed Grant as a Journal Paper, Conference Paper, Book Chapter, or Patent, 50% of the eligible incentive amount shall be released.

4.6 Research Integrity

1. If a publication is retracted from Scopus or Web of Science due to publication malpractice or quality concerns after the release of the incentive, the faculty member shall reimburse the entire incentive amount to the University.

5 Consultancy Projects

This policy is intended to encourage faculty members to undertake consultancy projects with external organizations, subject to the following conditions:

- i. The Aditya faculty member must be the sole Principal Investigator (PI) for the consultancy work and is responsible for the consultancy.
- ii. Consultancy work must be undertaken only after obtaining prior approval, and a formal agreement must be established between AUS and the concerned third party before proceeding.
- iii. The payment for the consultancy work should be credited to AUS, which will subsequently disburse the incentive to the faculty member based on the consultancy earnings.
- iv. For consultancy work involving
 - a. **Testing:** 50% of the revenue shall be allocated to the faculty, and the remaining 50% shall be allocated to the University.
 - b. **Design:** 60% of the revenue shall be allocated to the faculty, and the remaining 40% to the University.
 - c. **Training:** 80% of the revenue shall be allocated to the faculty, and the remaining 20% to the University.
 - d. **Any individual faculty:** 80% of the revenue shall be allocated to the faculty, and the remaining 20% to the University.
- v. If any consultancy project is executed with the equipment or facility sponsored by the University through its R&D seed grant or other funds, the Principal Investigator will be paid 50% of the revenue generated through the project after deducting all the expenses incurred.

- vi. The expenses incurred for the project personnel/technicians, contingencies, travel, consumables, accommodation, food, overheads, and any other related costs shall be covered by the consultancy amount only.
- vii. The University will treat the time spent on attending to the project as on duty (OD) and will continue to pay the full salary to support the consultancy work. The PI will be permitted to undertake the project either on campus or at client locations.
- viii. If any equipment or infrastructure is required for executing a consultancy project, the decision to purchase or lease it will be made based on the approval and recommendations of the R&C Committee.

6 Annual Research Excellence Awards

Award	Recognition
Outstanding Researcher of the Year	Appreciation Certificate
Outstanding Innovator of the Year	Appreciation Certificate
Outstanding Department Researcher of the Year	Appreciation Certificate
World's Top 2% Scientists (Stanford–Elsevier List)	₹25,000 + Appreciation Certificate

Annexure-1
List of Top International Publishers

1	Allen & Unwin Book Publishers	35	Macmillan International Higher Education
2	Anderson Press	36	Macmillan Publishers
3	Apress	37	Manning Publications
4	Artech House	38	McGraw Hill Education
5	Bertelsmann	39	Packt Publishing
6	Between The Lines	40	MIT Press
7	Bloomsbury Publishing	41	O'Reilly Media
8	Bonnier	42	World Scientific Publishing
9	Boulder Books	43	Mondadori
10	Brown Walker Press	44	Nelson Education
11	California University press	45	Nova Science Publishers
12	Cambridge University Press	46	Oxford University Press
13	Cengage	47	Palgrave Macmillan
14	Central West Publishing	48	Pearson
15	China Publishing Group Corporate	49	Penguin Random House
16	CRC Press	50	Perseus
17	CSIRO Publishing	51	Phoenix Publishing and Media Company
18	De Agostini Editore	52	Princeton University Press
19	Douglas & McIntyre	53	Purdue University Press
20	Elsevier	54	Readers Digest
21	Emerald Group Publishing	55	RELX Group
22	Fordham University Press	56	SAGE Publishing
23	Grupo Planeta	57	Scholastic
24	Grupo Santillana	58	Science Publishers
25	Hachette Livre	59	Shogakukan
26	Harlequin	60	Shueisha
27	HarperCollins	61	Simon & Schuster
28	Harriman House	62	Springer
29	Holtzbrinck	63	Thomson Reuters
30	Houghton Mifflin Harcourt	64	University of Toronto Press
31	Informa	65	University of Westminster Press
32	Kadokawa Publishing	66	Wiley
33	Kodansha	67	Wilfrid Laurier University Press
34	LexisNexis Group	68	Wolters Kluwer

Annexure-2

List of Reputed Indian Publishers

1	Agro-Bios(India)	14	Orient Longman
2	Agrotech Pub.Academy	15	Oxford University Press India
3	<i>BSP Books</i>	16	PHI Learning Pvt. Ltd
4	Cambridge University Press India	17	Prism Books
5	CBS Publishers & Distributors	18	Routledge, India
6	Charotar Publishing House	19	S. Chand Publishing
7	Dhanpat Rai Publications	20	S.K. Kataria & Sons
8	Himalaya Publishing House	21	Selective and Scientific Books
9	Khanna Publishers	22	Standard Publishers Distributor
10	Laxmi Publications	23	Sterling Publications
11	McGraw Hill Education (India) Pvt. Ltd (Tata McGraw-Hill)	24	Universities Press (India) Pvt. Ltd
12	Narosa Publishing House	25	Vikas Publishing House
13	New Age International Publishers	26	Wiley-Blackwell