

Annexure-I**Incentives to the Teachers of Kurukshetra University, Kurukshetra Campus for Quality Research and Teaching****1. Definitions:**

SCIE: Science Citation Index Expanded for clinical, natural and applied sciences.

SSCI: Social Sciences Citation Index for Social Sciences.

AHCI: Arts & Humanities Citation Index.

Impact Factor: Journal Impact Factor as calculated by Clarivate Analytics (earlier Thomson Reuters)

Sciences: For the purpose of Awards described in this document, Sciences mean Faculties of Science, Life Science, Pharmaceutical Sciences and Engineering & Technology.

Non-Sciences: For the purpose of Awards described in this document, Non-Sciences means rest of the Faculties.

Supervisor: Supervisor means Ph.D. supervisor

Mentor: Mentor means mentor in Post-Doctoral Fellowships.

Following incentives in the form of Awards may be given to teachers on the campus. The applicant teacher should be in regular service of Kurukshetra University at the time of submitting his/her application for the award.

A. Awards and Broad Criteria for the Awards**2 a. Best Researcher : Publications (Sciences)**

- Maximum number of published papers as First/Supervisor/Mentor/Corresponding author in SCIE, SSCI, AHCI and Scopus Indexed Journals during last three calendar years including the calendar year of award.
- In case of research papers published by multiple authors from KUK, Only First/Supervisor/Mentor/Corresponding author can claim the same for the purpose of award. The claimant/applicant will have to submit NOC from the First/Supervisor/Mentor/Corresponding author from KUK as the case may be.

En JA

8-

Neer

- In case of a tie, the researcher with total higher impact factor of the publications as First/Supervisor/Mentor/Corresponding author will be adjudged as the winner.
- If the tie still persists, the researcher with the highest impact factor of a single publication as First/Supervisor/Mentor/Corresponding author will be adjudged as the winner.
- If the tie still, persists, the researcher having higher number of collaborative publications with International and National Universities/Institutes other than Kurukshetra University, Kurukshetra will be adjudged as the winner.
- It will be the responsibility of the applicant to submit hard copy of the documents, if asked for, substantiating the indexing of journals in SCIE, SSCI, AHCI and Scopus as well as the impact factors.

2 b. Best Researcher : Publications (Non-Sciences):

- Maximum number of published papers as First/Supervisor/Mentor/Corresponding author in SCIE, SSCI, AHCI and Scopus Indexed Journals during last three calendar years including the calendar year of award.
- Maximum number of published papers as First/Corresponding author in UGC CARE List journals of the calendar year under consideration. UGC CARE List available at UGC website at the time of evaluation of the applications will be considered.
- First preference will be given to a researcher with publications as First/Supervisor/Mentor/Corresponding author in SCIE, SSCI, AHCI and Scopus indexed journal.
- In case of research papers published by multiple authors from KUK, Only First/Corresponding author can claim the same for the purpose of award. The claimant/applicant will have to submit NOC from the First/Supervisor/Mentor/Corresponding author from KUK as the case may be.
- In case of a tie the researcher with total higher impact factor of the publications as First/Supervisor/Mentor/Corresponding author will be adjudged as the winner
- If the tie still persists, the researcher with the highest impact factor of a single publication as First/Supervisor/Mentor/Corresponding author will be adjudged as the winner.
- If the tie still, persists, the researcher having higher number of collaborative publications with International and National Universities/Institutes other than Kurukshetra University, Kurukshetra will be adjudged as the winner.
- It will be the responsibility of the applicant to submit hard copy of the documents, if asked for, substantiating indexing of journal in SCIE, SSCI, AHCI, Scopus, UGC CARE list as well as the impact factors.

3. Best Researcher: Highest Impact

- Highest impact factor of a research paper published as First/Supervisor/Mentor/Corresponding author in SCIE, SSCI, AHCI and Scopus indexed journals during last three calendar years including the calendar year of award.
- The highest impact factor research paper, on the basis of which the award is given, will not be considered in future for the purpose of research awards.
- In case of First and corresponding authors of highest impact factor research paper are from KUK, only First/Supervisor/Mentor/Corresponding author can apply along with the

Handwritten signatures and initials at the bottom of the page.

NOC from the First/Supervisor/Mentor/Corresponding author from KUK as the case may be. However the award money will be distributed equally among First and corresponding authors from KUK in such case.

- In case of a tie, researcher with the highest cumulative impact factor as First/Supervisor/Mentor/Corresponding author of all research publications during the last three years including the calendar year of award will be adjudged as the winner.
- If the tie still, persists, the researcher having higher number of collaborative publications with International and National Universities/Institutes other than Kurukshetra University, Kurukshetra during the last three calendar years including the calendar year of award will be adjudged as the winner.
- It will be responsibility of the applicant to submit documents substantiating the indexing of journals in SCIE/AHCI/SSCI/Scopus as well as the impact factors.
- The latest impact factor of the journal as calculated by Clarivate Analytics will be considered.

4. **Best Researcher: *h-index***

- In the absence of a perpetual subscription to Scopus or Web of Science, *h-index* provided by the open platform, Google Scholar would be considered.
- The teachers applying for the award under this category must have their Google Scholar profiles in public domain and the link to their profiles need to be provided.
- The *h-index* of the applicant till the last date of submission of applications will be considered as submitted by the applicant.
- The applicant having highest *h-index* with minimum of 20 will receive the award.
- In case of a tie, the researcher with higher number of papers with citations equal to or more than the Kurukshetra University *h-index* for the year under consideration will be adjudged as the winner. The *h-index* of the University will be provided by the Director-IQAC for this purpose.
- It will be the responsibility of the applicant to ensure the inclusion of research publications belonging only to the applicant in the Google Scholar profile. Inclusion of any publications not belonging to the applicant would lead to disqualification for being considered for the Award.

5 a. **Best Researcher: Research Projects (Sciences)**

- The award will be decided based on the highest sanctioned value of research project(s) awarded by the external funding agency(ies) during the last three years including the calendar year of award including at least one project with minimum sanctioned value of Rs. **15.0 lakh**. In case of multiple projects during the last three years, the condition of minimum sanctioned value of Rs **15.0 lakh** will not apply to additional projects.
- In the case of multiple projects, only the Principal Investigator (PI) and Co-Principal Investigator(s) (Co-PI(s)) associated with the project with the highest sanctioned value will receive the award, and that project will not be considered for the award in the future.

5 JA

8 —

NSJ

- In case of a tie, cumulative total amount of the research projects in entire career of the teacher funded by external agencies (other than KUK) would be taken into account.
- In case of a research project having Principal Investigator (PI) and Co-Principal Investigator, the award money will be distributed in the ratio of 60:40 between PI and Co-PI respectively.
- In the case of multiple Co-PIs, the 40% of award money will be distributed equally among them with a minimum amount of Rs. 5000/- to each Co-PI.
- If the applicant for this award is a Co-PI, then he/she will submit a NOC from PI of the project alongwith the application. In this case, the award money will be distributed equally among Co-PIs only with a minimum amount of Rs. 5000/- to each Co-PI.
- In case of a multi-institutional research project(s), the amount sanctioned for KUK will be considered for the award. In such cases, the PI/Co-PI from KUK will be considered for the award. If there are multiple Co-PIs from KUK then the award money will be distributed equally with a minimum amount of Rs. 5000/- to each Co-PI.

5 b. Best Researcher: Research Projects (Non-Sciences)

- The award will be decided based on the highest sanctioned value of research project(s) awarded by the external funding agency(ies) during the last three years including the calendar year of award including at least one project with minimum sanctioned value of **Rs. 8.0 lakh**. In case of multiple projects during the last three years, the condition of minimum sanctioned value of **Rs 8.0 lakh** will not apply to additional projects.
- In the case of multiple projects, only the Principal Investigator (PI) and Co-Principal Investigator(s) (Co-PI(s)) associated with the project with the highest sanctioned value will receive the award, and that project will not be considered for the award in the future.
- In case of a tie, cumulative total amount of the research projects in entire career of the teacher funded by external agencies (other than KUK) would be taken into account.
- In case of a research project having Principal Investigator (PI) and Co-Principal Investigator, the award money will be distributed in the ratio of 60:40 between PI and Co-PI respectively.
- In the case of multiple Co-PIs, the 40% of award money will be distributed equally among them with a minimum amount of Rs. 5000/- to each Co-PI.
- If the applicant for this award is a Co-PI, then he/she will submit a NOC from PI of the project alongwith the application. In this case, the award money will be distributed equally among Co-PIs only with a minimum amount of Rs. 5000/- to each Co-PI.
- In case of a multi-institutional research project(s), the amount sanctioned for KUK will be considered for the award. In such cases, the PI/Co-PI from KUK will be considered for the award. If there are multiple Co-PIs from KUK then the award money will be distributed equally with a minimum amount of Rs. 5000/- to each Co-PI.

6. Best Researcher: Collaboration.

- Maximum number of research collaborations as evidenced by joint publications as First/Supervisor/mentor/Corresponding author in SCIE/SSCI/AHCI indexed journals or joint research/consultancy projects during last three calendar years including the calendar year of award.



- Weightage criteria for collaborations with other Universities/Institutes would be as under:

- Publications as First/Supervisor/Mentor/Corresponding author **Points**

- Joint with an International University/Institute 15
- Joint with an Indian University/Institute with NAAC Grade 'A' or higher , or National Labs/Institutes such as CSIR Labs, IITs, NITs etc 5
- Joint with an Indian University/Institute with NAAC Grade below 'A' or no Grade 2
- Joint with a college with NAAC Grade 'A' or higher 1

- Research/Consultancy Projects **Points**

- Joint with an International University/Institute 15
- Joint with an Indian University/Institute with NAAC Grade 'A' or higher , or National Labs/Institutes such as CSIR Labs, IITs, NITs etc 5
- Joint with an Indian University/Institute with NAAC Grade below 'A' or no Grade 2
- Joint with a college with NAAC 'A' Grade or higher 1
- Each collaborating University/Institute/College can be counted for weightage only once irrespective of the number of joint publications/projects.
- In case of research papers published by multiple authors from KUK and/or joint projects where multiple teachers from KUK are involved, Only one teacher from KUK can claim the same for the purpose of award (Collaboration). The claimant/applicant will have to submit NOC from other teachers involved from KUK.
- In case of a tie, the researcher with highest impact factor of a single publication will be adjudged as the winner.

- Industrial Consultancy Projects **Points**

- Multinational Companies 15
- National Companies 5

7. Best Researcher: Patents

- Maximum number of points for having Technology Transfer/Granted patents/Published Patents/Registration of Design during the last three years including the calendar year of award.
- The published/granted patents with KUK as Patentee and the teacher (applicant for award) as inventor or one of inventors will be considered.

Handwritten marks at the bottom of the page: a signature, the number 8, and some scribbles.

Category:	Points
▪ Technology Transfer	30
▪ Patent granted	20
▪ Registration of Design	10
▪ Patent Published	08
▪ In case of multiple teachers as inventors, only one teacher/inventor can claim the patent/technology transfer/Registration of Design for the purpose of award. The claimant/applicant will have to submit NOC from other teachers/inventors from KUK alongwith his/her application.	
▪ In case of a tie the inventor with more number of granted patents during last three years including the year of award will be adjudged as the winner.	
▪ Technology Transfer/Granted patents/Published Patents/Registration of Design of the awarded teacher will not be considered for the research award in future except those cases where status has been changed (e.g. status 'published' to 'granted' in case of patents).	
▪ If a patent is published as well as granted in the time window of three years then points of granted will be assigned.	

8a. Best Researcher: Consultancy Projects (Sciences)

- The award will be decided based on the highest revenue with minimum of 5 lakh received at KUK from the industrial consultancy projects during the last three calendar years including the calendar year of award including.
- The Principal/Head consultant teacher of industrial consultancy project(s) is eligible to apply for this award. If the applicant for this award is consultant teacher, then he/she will submit a NOC from the Principal/Head consultant of the project alongwith the application.
- The consultancy projects where a report has been submitted by the consultant teachers would be taken into account only.
- In case of a tie, the cumulative total amount received from the industrial consultancy projects in the entire career of the teacher would be taken into account.
- If a teacher serves as a consultant in a consultancy project(s) funded to institute(s) other than KUK, the amount received at KUK will be only considered for the award.
- The consultancy projects like conduct of admission test, examinations etc. will not be considered.
- In case of a consultancy project(s) having multiple consultants from KUK, the award certificate will be given to all consultants.

8

57 Jt

NOC

8b. **Best Researcher: Consultancy Projects (Non-Sciences)**

- The award will be decided based on the highest revenue with minimum of 3 lakh received at KUK from the industrial consultancy projects during the last three years including the calendar year of award including.
- The Principal/Head consultant teacher of industrial consultancy project(s) is eligible to apply. If the applicant for this award is consultant teacher, then he/she will submit a NOC from the Principal/Head consultant of the project alongwith the application.
- The consultancy projects where a report has been submitted by the consultant teachers would be taken into account.
- In case of a tie, the cumulative total amount received from the industrial consultancy projects in the entire career of the teacher would be taken into account.
- If a teacher serves as a consultant in a consultancy project(s) funded to institute(s) other than KUK, the amount received at KUK will be only considered for the award.
- In case of a consultancy project(s) having multiple consultants from KUK, the award certificate will be given to all consultants.

9. **Lifetime Achievement Award**

- Applications for this Award can be submitted upto August 31 of a calendar year by a teacher who is going to retire in between September 01 of the same calendar year and August 31 of the next calendar year.
- Chairperson/Director of the Department/Institute or Dean of the Faculty or Dean Academic Affairs can also nominate a teacher who is retiring as per the timeframe mentioned above.
- The applicant/nominator must submit a detailed CV depicting the journey of the teacher from the beginning of his/her career at Kurukshetra University mentioning his/her contributions towards the growth of Kurukshetra University as well as his/her professional achievements.
- He/She must have contributed in an exceptional manner towards research (as indicated by his/her research papers, h-index, research/consultancy projects, Ph.Ds. produced, patents published/granted etc.) as well as towards administration of the University.
- The interested teachers should submit their applications for Lifetime Achievement Award in a hard copy as well as a soft copy in the office of Dean, Research and Development (dean.rd@kuk.ac.in).
- The applications received in time will be submitted to the Vice-Chancellor for taking appropriate decision like name of awardee(s), number of awards, award money etc.
- Applicant must have served Kurukshetra University for a minimum period of 20 years.



- Applicant must not have been convicted of any charges by any court of law or by Kurukshetra University, Kurukshetra.
- Applicant must not have been handed down any major or minor punishment/penalty by any court of law or by Kurukshetra University, Kurukshetra.

Notes applicable to all categories of Award:

1. All publications/projects to be considered for the Awards must have Kurukshetra University, Kurukshetra as Researchers' affiliation in publications/projects.
2. The order of preference of Awards would be as under
 - i) Best Researcher: *h*-index.
 - ii) Best Researcher: Patent
 - iii) Best Researcher: Highest Impact
 - iv) Best Researcher: Publications
 - v) Best Researcher: Research Projects
 - vi) Best Researcher: Consultancy Projects
 - vii) Best Researcher: Collaboration
3. A teacher selected for an Award of higher preference (from 2(i) to 2(vii)) would not be considered for a second Award of lower preference in a given calendar year.
4. A teacher receiving 'Best Researcher Award' in any of the above categories will be considered again in the fourth year only for the award in that category except the awards in the categories of Patent, Research Projects and Consultancy Projects.
5. Applications of the teachers who have received 'Best Researcher Awards' in any of the above categories in the years 2020/2021/2022 except in the category of Research projects will be considered in the fourth year for the award in the category for which he/she has already been awarded.
6. Each Award would carry a cash prize of Rs.21000/- alongwith a certificate.
7. If at any stage, plagiarism (as defined by University Policy/acceptable norms) is detected/found in a paper or research project, the Award will be revoked by the University and appropriate action may be initiated against the Awardee.
8. In case of any dispute, representation regarding claims or tie beyond the points mentioned above, the decision of the Standing Committee will be final.
9. The teacher against whom any disciplinary action has been taken and/or any penalty has been given during his/her entire career/service period is not eligible for any of the research awards. This is applicable to those teachers also against whom disciplinary action is pending. The Establishment Branch of the University will provide relevant information in this regard. In such cases the decision of the Vice-Chancellor will be final.

8 - - - JK - - - New

Procedure for applying for Award(s).

10. The Accounts Branch of the University will invite the applications every year in the Month of July for the Awards 2(i) to 2(vii) on Google Form(s) and the input of the teachers would be sorted out in descending order as per the criteria for each Award.

Applications/nominations for the Lifetime Achievement Award would be required to be submitted as hard copy only as per the timeframe mentioned for the Award.

Procedure for approval.

11. The sorted list for each Award will be considered by a Standing Committee comprising of the following:-

- a. Dean, Research & Development
- b. Director, IQAC
- c. Nominee of the Hon'ble Vice-Chancellor
- d. One Dean to be nominated by the Hon'ble Vice-Chancellor out of the Deans of the Faculties of Science, Life Science, Pharmaceutical Science and Engineering & Technology.
- e. One Dean to be nominated by the Hon'ble Vice-Chancellor out of the Deans of the rest of the Faculties.

12. The teacher standing first in the sorted list as per the criteria described for each Award would be provisionally selected and would be required to supply, within two days, hard copies of the documents substantiating the claims made by him/her in the Google Form application. The documents received from the teacher will be considered by the Standing Committee and in case the teacher fails to substantiate the claims or if the claims fall short of the claims made by the teacher at second position in the sorted list as per the criteria, the teacher at second position in the sorted list would be recommended by the Committee for supplying a hard copy of the documents substantiating his/her claims. This process can continue till the Standing Committee finds a clear winner in each category without any ambiguity. The recommendations of the Standing Committee will be submitted for consideration and approval of the Hon'ble Vice-Chancellor. The announcement about the Awardees would be made by the Vice-Chancellor or on the approval of the Vice-Chancellor.

13. Complete document for 'Incentives to the Teachers of Kurukshetra University, Kurukshetra Campus for Quality Research and Teaching' and the notification in this regard along with proformas may also be uploaded on the University Website.

Budget Allocation for the Awards and other Incentives.

14. The Accounts Branch of the University will take approval of the Vice-Chancellor for making arrangements for allocation of sufficient budget for the purpose of annual presentation of Awards.

31 JA 2 — New