



## St. Joseph's College For Women (Autonomous) Visakhapatnam

### RESEARCH PROMOTION POLICY

Candidates with Ph.D. or Pre Ph.D. or M.Phil. and thesis submitted or pursuing Ph.D. shall be considered for the post of Assistant Professor.

- Those with Ph.D. shall be paid Rs 25000/- per month salary initially
- An increment based on performance shall be paid after completion of 2 years of continuous service at the college
- Registration fee will be reimbursed for Seminar / Conference participation and / or paper presentation. TA & DA will also be paid in case of outstation participation / Paper presentation.
- Assistant Professors will be paid a cash incentive of Rs. 5000/- per publication upon generation of research publications in subject specific (Not multidisciplinary) UGC-CARE listed Journal(s).
- The Author Name (Single or Multiple) should be mentioned as ....., Asst. Professor in ..... (Dept.) SJCW (A), Visakhapatnam.
- Asst. Professors shall be promoted to the next pay band of Rs. 35000/- if they get a UGC/DST/DBT/RUSA etc. project sanctioned in their name and conducted at the college.
- Those with projects sanctioned in their name must continue to work in the college at least till the time of completion of project and submission of project report.

### SEED MONEY POLICY FOR RESEARCH AND INNOVATION

- To provide seed money for research to the aspiring faculty (Apporx. Upto Rs. 1, 00,000/- per proposal and with exceptional collaborations can exceed the amount.
- Aspiring faculty member shall have to submit a project proposal with budgetary estimations and clear time lines in the suggested format.
- Facilities needed for the conduct of the project and action plan with time lines shall be submitted along with the proposal
- The duration of seed money projects is TWO year
- Fifty percent of accepted budgetary allocation shall be sanctioned as advance immediately after approval of the project by the research committee. The study should be completed within one year from the date of receipt of advance.
- The remaining amount will be sanctioned after submission of Project report and Accounts

- One publication in Scopus or Web of Science as a first author is mandatory for the successful completion of seed money project and for sanctioning the remaining half of the allocated seed money.
- All project related expenditure, within the allocated amount, shall be substantiated with financial year wise bills and Accounts.
- Balance amount (if any) will be released after clearance of accounts by college office.
- Purchased equipment and left over chemicals should be submitted to the college.
- Collaborative project proposals should have college faculty member as first author in the publications and a maximum of four authors are allowed.
- In case of purchases from registered agencies for (equipment, glassware etc.) Online payment will be made from the office.
- Bills for across the counter purchases should be submitted immediately in the same month.
- In case the project study results in publication of patent in the institution's name as SJCW (A), the patent filling charges shall be reimbursed by the college.
- In case a faculty member wishes to leave the college without showing evidence of publication after availing the seed money in part or full, the availed seed money should be paid back by the concerned faculty or the college can continue the same project with another faculty collaborator after taking an undertaking in writing with the approval of the Research Committee.



Principal

St. Joseph's College For Women (A)  
Visakhapatnam