

THE LNM INSTITUTE OF INFORMATION TECHNOLOGY, JAIPUR

F. No. LNMIIT/Reg./ Policy Matter/61/2017-18

Date: December 21, 2018

INCENTIVE SCHEME FOR FACULTY AND STAFF

Part-A: Faculty Incentive Scheme

(For Quality Research, Outstanding Teaching & Select Institutional Responsibilities)

Although every faculty joining the Institute is expected to teach well, carry out good research and meaningfully participate in various academic or administrative functions of the Institute, following revised norms would be in place for incentivizing those who make significant contributions.

1. An amount of Rs.1 lac shall be added to Annual Research Grant of a faculty if he/she publishes 02 (or more) Tier-1 (or equivalent) journal papers AND brings externally funded research, development, industry or consultancy project of significant value, preferably as PI or Co-PI.
2. In order to promote sponsored research and to seek funding from national/international agencies, out of the over-head charge of 15% chargeable by the institute, where applicable, the project investigator can retain 60% of this over-head charges for his/her professional development, which can be used also for travel to attend conferences etc. This again shall be distributed equally in case of more than one project investigator (PI).
3. In case of consultancy projects(industrial or otherwise) and earnings not exceeding Rs.3 lac per year, the faculty concerned can keep 70% of these earnings subject to income tax and the time devoted for such consultancy does not involve more than 10 hours per week and does not in any manner jeopardize the academic/administrative commitments of the institute.
4. *Any faculty getting a notable national award/honor for scientific achievements, like SSB prize or two Fellowships of the National/International Academies based on the research work done at the LNMIIT Jaipur, would get an additional amount of Rs.15000/- per month in addition to his/her salary. However, all such cases shall be first reported with supporting document to the GC in a GC Meeting and GC shall take a decision in this respect, once presented to it by the Director.*
5. Financial support for attending and presenting research papers at national/international conferences be continued by the institute and out of PDA grant of Rs.3 lacs for a period of three years subject to a maximum of 1.50 lac per year and subject to favorable recommendations by the QARC (or any research-specific Quality Assurance body that might replace QARC in later years) and final decision by the Director. If the conference is of a good standard, preferably Tier-1/2 or equivalent, and the research paper is accepted for presentation after peer review and there are no strong negative comments by the reviewers normally it would lead to a positive recommendation for financial support from research grant of the faculty. This clause is not normally applicable to faculty in the first year of his/her joining the institute. However, the Institute may relax this condition depending upon the merit of the case.


Shamun

6. The Wardens, the Chief Warden / Associate Chief Warden, Deans / Associate Deans / Assistant Deans and the HoDs should be compensated to the extent of an additional honorarium of INR 2000/ p.m. Wardens, Deputy HoDs, Centre-Leads, Leads/Co-Leads of officially designated cells like IDAAR Cell, III Cell etc. and Faculty-in-Charge(s) of any officially designated term-based function like Faculty-in-Charge: Community Welfare and Counseling, if appointed, would also be compensated with an additional honorarium of INR 1000/ p.m.
 7. Additional honorarium for other designated positions like those applicable to the PCC Chairman, if stated through any in-force circular issued before July 2017, would be either made to be increased to INR 1000 / p.m. or remain unchanged if more than this amount, unless otherwise stated.
 8. When available, CW, ACW and Hostel / Mess Warden would get high priority in on-campus or near-campus house / accommodation allocation due to nature of their work. (However, if someone accepts this responsibility for a short period, such a priority would not apply.) Ditto would apply to Distinguished/Research/Industry/Emeritus Professors who plan to stay for at least a year or more on campus.
- **Note:** No faculty will draw more than one incentive in a particular calendar year. This scheme, after approval, shall remain tenable for a period of three years; viz. 2018-2020, and shall be subject to review thereafter.

Part- B: Staff Incentive Scheme

Consequent upon nomination by the respective Dean, HoD, Centre-Lead or HoS with full justification/evidence whatsoever, by a fixed date as announced by the Institute, and recommendation by the committee constituted by the competent authority, the selected staff member(s) shall get a Shawl, and a commendation certificate signed by the Director/Registrar or cash award to the tune of INR 5000/-(maximum) as a token of appreciation for exemplary and dedicated services rendered to the Institute. This shall be announced and given on the occasion of the celebrations of the Republic day every year. This practice shall be followed every year and subject to review after a period of three years.

This bears approval of Acting Chairman GC and will be in force with effect from the date of notification.


(Dr. Renu Bapna)
Registrar

Copy for information and necessary action to:

1. PS to Director
2. Faculty and Staff