



To: All Teaching Faculty

Objective

In order to promote an environment of continuous faculty development and research at ISME, the following incentive scheme will be applicable as of 1st July 2019. This incentive scheme can be modified / cancelled with immediate effect at any point of time in the future if it is not found to be working well in practice. The current expectation on teaching, administrative activities, student support, clubs, event organization etc. continues to remain the same.

Note: A year will be an academic year from 1st July to 30th June

Guidelines

1. Faculty should choose an Area of Interest / Research Area
2. An editorial / article reviewed by the Peer Faculty needs to be published once every month on the ISME blog. The article should be of 1000 – 2000 words and need to be within the domain of the area of interest. Every article should have a due acknowledgement for any reference and a bibliography at the end of the article. The article can focus on: Book Review, Current Events Review, Literature Review, Secondary Data Analysis, New Perspectives / Application Areas, Analysis of Trends, Future projections of research / growth in the area, Interview with a business leader
3. Presentation in conferences (in the research area identified): Expectation of attending twice a year
4. Publications in a UGC approved journals: Expectation of twice per year
5. Publications in journals indexed in Scopus or Web of Science: Expectation of minimum one per year
6. Guiding students to publish in conference / UGC approved journals: Expectation of minimum 3 students / year
7. Faculty is encouraged to publish beyond the guidelines. However, the incentive system will be based on the guidelines in order to focus on quality of content over quantity and in order to also ensure that the performance on other regular expectations is not compromised.

Incentive

1. **For Peer faculty reviewed published article: Rs 1500 per article per month.** This is limited to one article a month. The article needs to get published on the ISME blog after review of peer faculty to be considered for incentive. In case a faculty does not contribute an article in the month, two articles can be presented in the subsequent month. Not more than two articles in a month will be considered.
2. Presentation in conferences: Rs 2000 per conference. In addition 100% of the conference fee will be paid. Travel and stay costs will only be paid for attending conferences organized by top 15 ranked national B-Schools. This is limited to twice a year.
3. Publication in a UGC approved journal: Rs. 5000 per publication. This is limited to twice a year. For a joint publication with an ISME faculty, Rs 3500 will be paid for each faculty and Rs 2500 for each faculty if there are three ISME faculty are involved. If the joint publication where an outside faculty is involved, Rs 5000 per publication will be paid.
4. Beyond two publications in a year, Rs 2500 will be paid for any more publications in journals indexed in UGC.
5. Publication in journals indexed in Scopus or Web of Science: Rs. 10000 per publication. This is limited to once a year.
For a joint publication with an ISME faculty, Rs 7000 will be paid for each faculty and Rs 5000 for each faculty if there are three ISME faculty are involved. If the joint publication where an outside faculty is involved, Rs 10000 per publication will be paid.



6. Beyond one publication in a year, Rs 5000 will be paid for any more publications in journals indexed in Scopus or Web of Science.
7. Guiding students to publish in UGC approved journals: Rs 1000/- per student. This is limited to 3 students per year.

Note:

- 1) A list of UGC approved journal can be found in:
<https://www.ugc.ac.in/journallist/>
- 2) Useful link to find if a publication is indexed in Scopus:
<https://blog.scopus.com/posts/is-a-title-indexed-in-scopus-a-reminder-to-check-before-you-publish>
- 3) The following journals are covered by Web of Science:
http://mjl.clarivate.com/#journal_lists
- 4) Complete details of the conference / publication need to be saved in the myisme shared documents in the individual faculty folder (\\MYISME\isme\Faculty and Staff Development\Current Faculty and Staff) and the details as per the checklist should be provided to the Research Coordinator before being considered for incentive.

Details Needed for Conference (Scanned copies to be saved under (\\MYISME\isme\Faculty and Staff Development\Current Faculty and Staff*Faculty Name*\Conferences Attended\YYYYMMDD_Conference Name_ShortTitle\):

- 1) Soft copy (email / pdf) of the conference brochure / invitation
- 2) Final conference paper
- 3) Important correspondence (example: acceptance of paper etc)
- 4) Some photographs (if available)
- 5) Certificate of participation
- 6) Scanned cover paper of conference proceedings and Table of Contents where your paper is highlighted.
- 7) Receipt of conference fee

Details needed for Publication (Scanned copies to be saved under (\\MYISME\isme\Faculty and Staff Development\Current Faculty and Staff*Faculty Name*\Publications\YYYYMMDD_PublicationName_ShortTitle\):

- 1) Final publication paper
- 2) Important correspondence (example: acceptance of paper etc)
- 3) Scanned cover paper of journals and Table of Contents where your paper is highlighted.