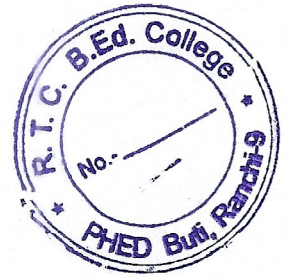




# R.T.C. B.ED. COLLEGE

## P.H.E.D., BUTI, RANCHI



### Incentive Policy

An incentive fund policy of the Institution is designed to motivate faculty and staff toward academic excellence, research publication, and high-quality teaching learning activities thereby improving the institution's NAAC accreditation, College incentives policy based on standard research and academic promotion models.

#### **Incentive Fund Policy of the Institution**

1. **Title of the Policy:** Policy on Incentives for Faculty and Staff Research & Academic Excellence.
2. **Purpose & Objectives:**
  - ❖ To encourage high-quality research, publication, development.
  - ❖ To motivate faculty to conduct sponsored research and consultancy projects.
  - ❖ To reward excellence in teaching and student development
3. **Scope:** Applies to all full-time faculty members and staff of the Institution.
4. **Incentive Categories & Criteria**
  - **Research Publications:** Incentives for articles in UGC-CARE, Scopus, or Web of Science indexed journals.
  - **Books:** Cash awards for publishing books with
  - **Conference/Seminar Participation:** Reimbursement of registration fees and TA/DA for presenting papers in national/international seminars, often limited to once a year.
  - **Best Teacher Award:** Annual cash prize and certificate for outstanding teaching performance, attendance, and student feedback
  - Study leave will be provided to the teacher attending the conferences/ workshop/ webinar.
  - Salary for the period will not be deducted during the period of conferences/ workshop/ webinar being attended by the teachers.
  - The membership fees for conferences/ workshops/ webinar will be borne by the institutions.



#### 5. Procedure for Claiming Incentives

- **Submission:** Faculty must submit the incentive claim form to the Head of Department (HOD) within one month of the publication/activity.
- **Verification:** IQAC cell or Research Committee verifies the indexing, impact factor, and authenticity of the claim.
- **Approval:** Final approval by the Principal/Director.
- **Disbursement:** Incentives are paid annually or quarterly via Cash.


#### 6. Terms and Conditions

- The work must be affiliated with the respective teachers training college.
- In case of multiple authors, the incentive is shared (e.g., 60% for primary/ corresponding author, 40% for others).

Amount Claimed:

[Amount]

- Signature of Applicant: \_\_\_\_\_
- Recommended by Principal/HOD: \_\_\_\_\_
- Approved by Principal/IQAC: \_\_\_\_\_

  
Principal  
R.T.C. B.Ed. College  
P.H.E.D., Buti, Ranchi, Jharkhand