

September 23, 2019

Note for Approval

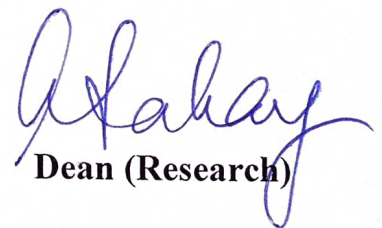
AACSB in their last letter had questioned whether the institute is giving sufficient prominence in the school's system of "work unit" accruals for bonuses (reward) and promotion.


The matter was discussed in several AACSB meetings and finally the following bonus (award) was approved in Strategic Management Committee held on 22nd & 23rd April, 2019. *Meeting*

Award for quality research publication:

1. ABDC A* /FT50 = 3 Lakhs
2. ABDC A = 2 Lakhs
3. ABDC B = 1 Lakh

Director is requested to kindly accord final approval.


Dean (Research)


Director



September 26, 2017

Note for Approval

Sub: Alignment of Research Output to VMV

AACSB in their letter dated 21-12-2018 had asked for the alignment of intellectual contribution output with VMV of the Institute.

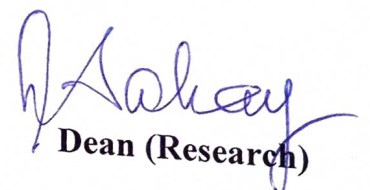
The matter was discussed in several AACSB meetings and finally it was decided that to motivate faculty to align their research in Institute's focus areas, a matrix be created which gives a multiplication factor to enhance the reward amount for quality publication aligned to VMV. Accordingly a matrix was developed as under which was accepted:

Level of alignment	Not Aligned	Partially Aligned	Fully Aligned	From the table, it can be derived that the reward amount of fully aligned A* publication will be $1.2 \times 3 \text{ lakhs} = 3.6 \text{ lakhs}$
Multiplying factor	1	1.1	1.2	

Director is requested to kindly accord final approval.



Director



Dean (Research)

Award for Quality Research Publication and Alignment of Research to VMV

AACSB in their last letter had questioned BIMTECH whether the institute is giving sufficient prominence in the school's system of "work unit" accruals for bonuses (reward) and promotion. They also asked for the alignment of intellectual contribution output with VMV of the Institute. Our board, too, has been pursuing for quality research as well as relevant research from the faculty. Accordingly, it has been decided to award faculty for quality research publication as under:

1. ABDC A* /FT50 = 3 Lakhs
2. ABDC A = 2 Lakhs
3. ABDC B = 1 Lakh

Further, it has been decided to motivate faculty to align their research to Institute's focus areas. A matrix has, accordingly, been created which gives a multiplication factor to enhance the reward amount for quality publication aligned to VMV. The matrix or multiplication factor is given below:

Level of alignment	Not Aligned	Partially Aligned	Fully Aligned	From the table, it can be derived that the reward amount of fully aligned A* publication will be $1.2 \times 3 \text{ lakhs} = 3.6 \text{ lakhs}$
Multiplying factor	1	1.1	1.2	

Explanation

1. *Fully Aligned*
For example, if the research paper is in the area of "Entrepreneurship" and the abstract, the body of paper, discussion, conclusion and recommendation for future research has the word "Entrepreneurship," the paper will be considered fully aligned.
2. If a faculty claims a paper to belong to any focus area (list attached) but does not have the words stated in our focus areas anywhere in the paper, it will be considered to be not aligned.
3. If the paper falls in between these two criteria, it will fall within partially aligned criteria.

This award is in addition to the best research award and work units earned through PES. It is expected that faculty, especially those belonging to SA, improve their quality of publication and align their research to Institute's focus areas.

Validity

1. This scheme of award will be effective from the academic year 2019-20.
2. Faculty in probation period will be entitled for 50% of the award amount.
3. In case of multi-author, award will be distributed equally.

Dean (Research)

Approved
