18th July, 2022

IEM
INSTITUTE OF ENGINEERING & MANAGEMENT
Good Education, Good Jobs

INSTITUTE OF ENGINEERING & MANAGEMENT, KOLKATA

INCENTIVE POLICY

Incentive Schemes
For Faculty and Staff Members

Grant in Aid Policy:
Grants upto Rs 5 lacs are going to be disbursed to Project groups/Principal Investigator whose research aligns with Govt. of India's thrust areas in the emerging technology applications to practical and societal/national problems.

Faculty Development Programmes:
Faculty taking courses from the SWAYAM portal / NPTEL / MOOCS upon taking courses approved by the Competent Authority, the course fees upto Rs. 5,000/- will be reimbursed by the institute.

Professional Organization Membership:
Membership fees for professional organizations like IEE, IEI, IETE etc. will be reimbursed for faculty members who are Chapter co-ordinators and Conference/Workshop organizers.

Patent:
Earning Sharing: 50% of patent earning will be retained by the institute and 50% will be shared amongst the inventors after selling the rights of the granted patent.
Reward: Rs. 10,000 to the inventors after a patent is granted with the applicant name as the institute / university.

Consultancy Earning Sharing:
30% of consultancy earning obtained by faculty will be retained by the institute and 70% will be disbursed to the faculty members.

Reputed Journal Incentive:
In case of First Author the institute will give an incentive for publications in journals by faculty members. In case of a team, if the faculty member is only the First Author then the amount shall be shared equally among our institute team members:
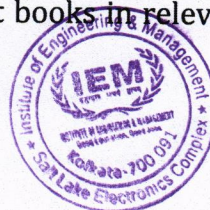The publication should have UEMK affiliation. Either student faculty or the student of UEMK will be the first or corresponding author. In case of First Author the institute will give an incentive for publications in journals by faculty members:

- Rs 5,000 for publications in SCI journals and list of IIM recognized Management journals
- Rs 5,000 for publications in SSCI journals and list of IIM recognized Management journals.
- Rs 5,000 for publications in SCI(E) Journal.
- Rs. 3,000 for publications in SCOPUS and ESCI or reimbursement of conference registration.
- Rs. 1,000 for IEM UEM foreign journals and UGC care listed journals (except where the same article published in a conference).

Incentives will not be applicable for research papers counted towards requirements for PhD degree and self-publication is not eligible for incentive.

Book Publication Incentive:
In case of First Author Award for Publications of text books in relevant engineering & management discipline:

- **Rs. 25,000/-** if the text book is published by an international publishers like McGraw Hill, Prentice Hall, Oxford University Press, IEEE Press, Springer-Verlag GmbH or other internationally reputed publishers.
  - **Rs. 15,000/-** if the text book is published by a national publisher like TataMcGraw Hill, Prentice Hall of India, MacMillan India, Sage.
  - **Rs. 10,000/-** if the text book is published by Regional / Local publishers.
  - **Rs. 5,000** if a book chapter is published

Incentives will not be applicable for book chapter counted towards requirements for PhD degree and self-publication is not eligible for incentive.

External Exam Co-ordination:
30% of earning will be retained by the institute and 70% will be disbursed to the faculty and staff.

Foreign Visits Incentives:
Each faculty and staff member will be eligible for incentives up to 2 lac per visit for Tickets, Accommodation and Research Assistantship, 3 times a year, for organizing conferences/ Study Abroad Programmes.

Conference Incentive:
Each staff member is eligible, twice per year, towards registration and travel expenses for institute recognized list of Conference / Journal/Conferences organized by IEM-UEM group:
- Rs 5000 reimbursement for attending National conferences for presentation of paper/s.
- Rs 20,000 for attending International Conferences for presentation of paper/s / publication of papers

Medical Reimbursement:
Rs 50,000 will be reimbursed to each staff member and/or their children, spouse and parents for medical expenses from organization under MOU with the institute.
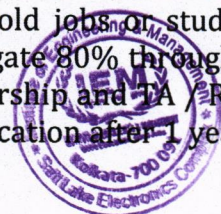
Tuition Scholarship for Children:-
For all IEM-UEM family members who have been working full time with the group for minimum 10 years without gap, their children will be eligible for full Tuition Scholarships in our group of schools and colleges from 2022-23 academic admission session onwards if the children have minimum 80% aggregate marks throughout and attendance must be 90% throughout and must be within top 20% of the students total marks for the scholarships to continue.

Tuition Fellowship & Research / Teaching Assistantship for Ph.D Research Scholars under supervision of Ph.D Faculty:
Full time M.Tech and Ph.D students of IEM and UEM doing in-person classes and attendance everyday (90% attendance) will be eligible for full tuition waiver scholarships along with Teaching Assistantships / Research Assistantships of Rs. 20,000/- (for full time M.Tech students) and (Rs. 30,000/- for full time Ph.D students) if students have 8.0 and above (or 80% and above) throughout in aggregate.

The tuition waiver scholarships and Teaching Assistantships / Research Assistantships will not be applicable for part-time students or students who hold jobs or students whose attendance is not 90% or students who do not have aggregate 80% throughout to continue. The additional condition for the tuition waiver scholarship and TA / RA to continue is to publish at least 2 Scopus / SCI indexed papers publication after 1 year of coursework.

Scholarship and Incentive Schemes
For Students

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The publication should have UEMK affiliation. Either student faculty or the student of UEMK will be the first or corresponding author. In case of First Author the institute will give an incentive for publications in journals by the student:

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- Rs. 3,000 for publications in SCOPUS and ESCI or reimbursement of conference registration.
- Rs. 1,000 for IEM UEM foreign journals and UGC care listed journals (except where the same article published in a conference).

Book Publication Incentive:
In case of First Author Award for Publications of text books in relevant engineering & management discipline:
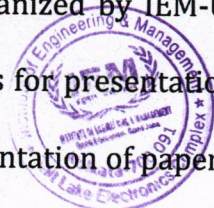- Rs. 25,000/- if the text book is published by an international publishers like McGraw Hill, Prentice Hall, Oxford University Press, IEEE Press, Springer-Verlag GmbH or other internationally reputed publishers.
- Rs. 15,000/- if the text book is published by a national publisher like TataMcGraw Hill, Prentice Hall of India, MacMillan India, Sage.
- Rs. 10,000/- if the text book is published by Regional / Local publishers.
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The tuition waiver scholarships and Teaching Assistantships / Research Assistantships will not be applicable for part-time students or students who hold jobs or students whose attendance is not 90% or students who do not have aggregate 80% throughout to continue. The additional condition for the tuition waiver scholarship and TA / RA to continue is to publish at least 2 Scopus / SCI indexed papers publication after 1 year of coursework.

Scholarship for Programmes after 10 + 2

100% Scholarship
Eligibility: 95% aggregate and above in CBSE / ICSE / State Boards of Class XII

50% Scholarship
Eligibility: 90% aggregate and above in CBSE / ICSE / State Boards of Class XII

25% Scholarship
Eligibility: 85% aggregate and above in CBSE / ICSE / State Boards of Class XII

Scholarship for Programmes after Graduation

100% scholarship
Eligibility: 95% aggregate and above in CBSE / ICSE / State Boards of Class XII and 85% in Graduation.

50% Scholarship
Eligibility: 90% aggregate and above in CBSE / ICSE / State Boards of Class XII 80% in Graduation.

25% Scholarship
Eligibility: 85% aggregate and above in CBSE / ICSE / State Boards of Class XII 75% in Graduation