



HIMT COLLEGE OF PHARMACY

(Approved by PCI, New Delhi & Affiliated to AKTU, Lucknow)

Research Promotion and Incentive Policy

1. Preamble

Research is a fundamental component of academic excellence and innovation. HIMT College of Pharmacy (HCP) recognizes the importance of fostering a robust research culture that supports faculty, research scholars, and students in their scholarly pursuits. This Research Promotion and Incentive Policy aims to encourage and reward quality research, innovation, and intellectual contributions.

2. Objectives

- Encourage faculty and students to publish quality research in reputed journals.
- Facilitate filing of patents and copyrights.
- Promote participation in conferences and FDPs.
- Attract extramural research funding.
- Support Ph.D. research activities.
- Recognize and reward outstanding research contributions.

3. Expected Outcomes

- Enhanced research output.
- Increased publication in indexed journals.
- Greater participation in national and international research initiatives.
- Better institutional rankings and academic reputation.



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4. Summary of Incentives

Table 4.1

Category	Activity	Incentive Amount (INR)	Eligibility	Remarks
Publications	SCOPUS/SCI Indexed Journal (>IF 5) 1. For 1 st Author- 2. For 2nd Author	3,000 2,000	Faculty	Clarivate listed
Books	Textbook (International or National Publisher)	3,000	Faculty	Authored only
Books	Teaching Manual (>50 pages)	2,000	Faculty	With ISBN/ISSN
Books	Chapters	500	Faculty	With ISBN
Patents	Patent (Granted)	5,000	Faculty/ Research Scholars	Shared among inventors
Awards	National or International Recognition	2,000	Faculty	With documentation
FDPs	SWAYAM course completion ($\geq 70\%$)	Reimbursement up to 500	Faculty	Once per year
Conference	National (once/yr)	60% Registration Amount	Faculty	Pre-approval required
Ph.D. Support	Upon Award	Increment in Salary	Faculty	Min. 1 year of Service

5. Annual Research Awards

- Best faculty Researcher: Rs. 3,000
- Best Rising Student Researcher: Rs. 1,000

6. Project Grants and Seed Money

- Faculty handling externally funded projects get Rs. 2,000 (PI), Rs. 1,000 (Co-PI).
- An intramural seed grant is available to faculty for research.
- Plagiarism check support and publication communication facilitation.



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7. Patents and Copyrights

- Filing cost borne by HCOP; Incentive: Rs. 5,000 per granted patent (shared).
- Commercial royalty (Patent): Up to 50% to inventor(s).
- Commercial royalty (Copyright): Up to 40% to author(s).

8. Conferences and FDP Support

- National Conferences: 60% Registration Amount (once per academic year).
- International Conferences: 20% travel +60% Registration Amount (once every 3 years).
- Faculty must present a paper or be part of the organizing committee/keynote.

9. Implementation and Review

This policy shall be implemented with immediate effect upon approval by the HCOP Academic Council. The Research Committee shall review and update the policy annually based on evolving research trends and institutional priorities.

10. Detailed Research Incentives Structure

Table 10.1: Incentives for Research Publications Based on Impact Factor

Impact Factor (IF) Range	Incentive Amount (INR)	Remarks
$IF \geq 5$	As per Table 4.1	SCI/SCOPUS Indexed
$3 \leq IF < 5$	200	Peer-reviewed International Journal
$1 \leq IF < 3$	500	Reputed Journal with Editorial Board
$IF < 1$	500	National Journal (UGC CARE listed)
Conference Proceedings (Scopus Indexed)	60% Registration amount or 1,000 (whichever is less)	If peer-reviewed and indexed

Table 10.2: Incentives for Research Project Grants (Extramural)

Grant Amount (INR)	PI Incentive (INR)	Co-PI Incentive (INR)	Remarks
> 10 Lakhs	10,000	5,000	Subject to active project status
≤ 10 Lakhs	5,000	1,000	Pro-rated for project duration
Multiple Projects	Up to 2,000	Up to 1200	Subject to active project status



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10.3- Additional Research Promotion and Incentive Schemes

Category	Activity	Incentive / Support
Journal Publications	Q1 Rated Journal	Rs. 5,000 (shared among HSL Authors)
Journal Publications	Top 10% Q1 Journal	Rs. 6,000 (shared)
Consultancy	Using Institute Resources	30% of the consultancy amount
Consultancy	Without Institute Resources	40% of the consultancy amount
Professional Membership	One-time membership reimbursement	10% of the fee
FDPs	Participation Support (>4 per semester)	Appreciation Letter (min. 7 days)
Innovation Awards	Innovation Award for Product Commercialization	Awarded with a certificate
Seed Money	Grant for Strategic Research	As per the discretion of RPIC
Sabbatical Leave	Research Lab Visit	3 weeks every 2 years

11. Eligibility, Terms & Conditions

- Only regular faculty members listed on the rolls of the **HIMT College of Pharmacy** are eligible for the research incentives and benefits.
- The effective date for the enforcement of this policy shall be **1st July 2024**, or as approved by the Research Committee (**RPIC**) of HCOP.
- For the purpose of calculating incentives, the **calendar year (January to December)** shall be considered as the operative period.
- Any form of **Research Award, Grant, Cash Incentive, or Leave benefit** granted under this policy is a **privilege**, not a statutory right.
- All achievements or contributions considered for incentives must carry the **official institutional affiliation of “HIMT College of Pharmacy”**, with proper mention in all publications and documentation.
- The final decision regarding the interpretation and implementation of this policy shall rest with the **Research Promotion and Incentive Committee (RPIC)** constituted by HCOP.



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- g. **HIMT College of Pharmacy reserves the right** to withdraw, modify, or amend any part or the whole of this policy at any point in time, **with or without prior notice**, subject to the approval of the competent authority.
- h. All incentives and benefits **will be nullified** if the faculty member **resigns, retires, or is removed** from service before the incentive is disbursed.
- i. In cases where **false, misleading, or incomplete information** is discovered **after the disbursement** of any incentive, the full amount shall be **recovered from the concerned individual**, and further disciplinary action may be initiated as per institutional norms.
- j. For research conducted in collaboration with external institutes, universities, or labs, **only the faculty member affiliated with HIMT College of Pharmacy** shall be eligible for any incentives under this policy. External collaborators shall not be entitled to benefits from HCOP.