

GIFT AUTONOMOUS

BHUBANESWAR

No : HR/17/2025

Date : July 25, 2025

MANDATORY RESEARCH PUBLICATIONS AND INCENTIVES FOR FACULTY MEMBERS

It has been observed that the number of quality research publications from our faculty members has been significantly below expectations. In view of the growing importance of research in higher education and its critical role in accreditations such as **NBA**, **NAAC**, and **NIRF**, the institute is introducing the following measures to encourage quality research and academic contributions.

1. Mandatory Research Publication

Effective from the current academic year, every faculty member must publish at least one peer-reviewed research article annually in a recognized national or international journal (SCI/Web of Science/ IEEE/SCI Expanded/SCOPUS indexed Journals/Proceedings). For this calendar year, the publication is to be within 31st January 2026 and thereafter every calendar year.

Non-compliance with this requirement will result in withholding of the annual salary increment.

2. Incentives & facilities for Quality Publications

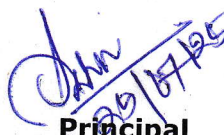
To further motivate and reward faculty members who publish in reputed journals, the following one-time incentives will be provided per publication:

- ✓ Non indexed journal/ Preprint Servers: ₹ 300/- (Applicable for faculty members with experience less than 5 years)
- ✓ SCOPUS Indexed Journal: ₹ 3,500/-
- ✓ SCI/ IEEE/SCIE/Web of Science Indexed Journal: ₹ 5,000/- and Eligible for
 - Reduction of Examination Duty by 25%
- ✓ SCI Indexed Journal with Impact factor 10 or more: ₹ 10,000/- and Eligible for
 - Reduction of Examination Duty by 50%
 - Allocation of a Teaching Assistant

Note: The incentive is applicable only articles with GIFT Autonomous affiliation.

All faculty members are urged to take this initiative seriously and contribute proactively towards elevating the research standards of the institution.

Let us work together to build a strong research culture that enhances the academic reputation of GIFT Autonomous.


Principal
Principal
GIFT Autonomous
Bhubaneswar

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