

FATHER MULLER CHARITABLE INSTITUTIONS

FM/C/060/2017

CIRCULAR

12.10.2017

23 OCT 2017

With effect from 01.11.2017, the below mentioned Guidelines for Staff Incentives and Publications are formulated and need to be followed:-

1. Research Grants are available for all staff for approved research projects only.
2. For all funded research projects if the Investigator does not get any financial remuneration then Institute will share 20% of the amount from the institutional overhead charges with investigators i.e Principal and Co- investigators in the ratio of 3:2:1
3. Incentive points for faculty for research guidance:
 - a. Ph.D students: 10 points per student
 - b. PG theses guiding: 5 points per student
 - c. ICMR STS UG projects: 2 points per student

The incentive will be credited to the respective staff at the end of the project year.

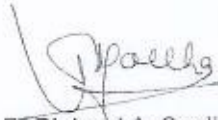
4. Publication Incentives for faculty:

- The articles should be published from work done in the Institution. If there is plagiarism issues those publications will not be considered for points. Please refer UGC approved list of journals to avoid fake journals.
- Thomson Reuters indexing only will be considered.
- The points will be calculated for a full calendar year. Points for first author, corresponding author and other authors as defined above.
- The points can be redeemed in cash or can be used for air travel for attending international conferences.
- **Each point will carry an award of Rs.500.**

Points of various Categories are as follows

Status of Impact factor	1 st author or Corresponding author	2 nd Author	3 rd Author & Beyond
Impact factor above 10.1	25	15	10
Impact factor 5.1 -10	15	10	5
Impact factor 1.1 - 5	10	6	2
Impact factor <1	5	3	2
Non indexed journals / no impact factor/ internet journals	2	2	1
Chapters in text books with ISBN no in their speciality	20	10	5
Full text book with ISBN no in their speciality	50	25	10
Chapters in the books without ISBN no in their speciality	10	5	3
Full text book without ISBN no in their speciality	25	10	5
Editor/associate editor Journal	5		
Member of editorial board of a journal	2		
Member of the University bodies/senate/syndicate/BOS etc	5		

These guidelines are applicable for the teaching staff of all our College/ Units.


Rev. Fr Richard A. Coelho
DIRECTOR

Communicated To: Dean / Principal – FMHMC / Principal – FMCON / Principal- FMSON / Principal – BASLP - To inform all Teaching Staff

C.C To: All the Administrators / CMS / HR - Manager / Finance Officer / Accounts Dept. / Est. Section/

To all HODs / c.c
To disseminate among
staff
at
24.10.17