

Faculty Reward Scheme Policy  
Document 2018 onwards

Dayananda Sagar College of Arts, Science and Commerce  
Bengaluru

**Recommendations based on NAAC result**

**Student Support**

**Scholarships for Meritorious students who score:**

- Exemplary Grade (8.0 and above) - Rs. 5,000
- Outstanding Grade (9.0 and above) - Rs. 10,000
- University Rank - Rs. 20,000

(Note: Only students passed in first attempt are considered)

**Award for regularity for students with:**

- 100% attendance - Rs. 5,000

**Faculty Rewards for Development**

**Rewards**

- 100% result in a subject - Rs. 5,000
- Publishing a paper in a national journal - Rs. 2,000
- Publishing a paper in an international journal - Rs. 5,000
- Publishing a book - Rs. 8,000
- Publishing a book chapter - Rs. 5,000
- Publish an article in general or trade newspaper / magazine - Rs. 5,000
- Win a prize/award in a conference (like best paper, outstanding paper) - Rs. 5,000
- Gain a new degree / PhD - Rs. 7,000



**Note:**

- ✓ Reputation and Standard of the publication / publisher / conference / degree will be decided by a committee
- ✓ Rewards for the publications are considered only for the first author.

**Reimbursement of fees for attending Conference / Seminar / Workshop**

- Rs. 5,000 not exceeding 3 times and not exceeding 5 days OOD - per semester per faculty
- The above days include travel days also.
- No TA / DA permitted. Only the registration fee of the event is reimbursed.

## Other recommendations to Management —

### Library

- Revamp in the library system by an energetic and enthusiastic leadership
- Library fee is to be charged for all and all the students will be issued library card

### Alumni Strengthening

- A portion of Alumni fees collected may be diverted to registered "DSCASC Alumni Association" for conducting activities. A bank account in the name of "DSCASC Alumni Association" be created for this purpose.
- An exclusive office for keeping alumni records of DSCASC.

### Research

- Provision to register in DSU as guides for DSCASC faculty members.
- Initiation to get recognition as **Research Centers** for our various departments.
- Redesign of Faculty Appraisal Forms focusing on research, publications, consultancy and funding

### Others

- Appointment of a PRO full time or a person / students from Journalism Department
- The chairs outside the classrooms may be removed as they have become the cause of disturbance.
- Change in admission process related to submission of documents.

  
Principal

*Approved*  
*W/K*



*Accounts Dept for  
needed*

*15/11/15*

Faculty Reward Scheme Policy  
Document 2022 onwards

## DAYANANDA SAGAR COLLEGE OF ARTS, SCIENCE AND COMMERCE

### Faculty Reward Scheme

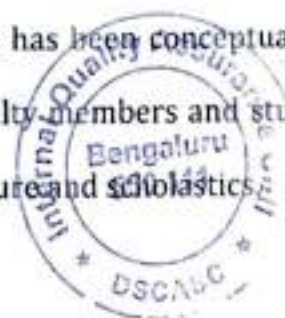
Dayananda Sagar College of Arts, Science and Commerce (DSCASC), run under the aegis of Mahatma Gandhi Vidya Peetha Trust is affiliated to Bangalore University. Presently the college has a student strength of 2,300 and around 70 full time faculty members. Many of the faculty members are engaged in research activities in their respective domains. DSCASC encourages faculty members to involve in research related activities, apply for sponsored research projects from Government and non-Government organizations and other consultancy works in their respective areas.

Research is carried out in various areas of Basic Sciences, Computer Science, Commerce and Management. DSCASC will be soon a recognized Research Centre in **"Management"** affiliated to Bangalore University. DSCASC encourages faculty members in way of reimbursement fees paid for attending conferences, workshops and Seminars.

The library at DSCASC is provided with high speed internet and has access and subscription of various National and Inter-National Journals. This plan helps the researchers to carry out their research by reviewing latest articles in their domains. The Digital library has also subscribed to **"Inflibnet"** which has a network of all the Indian libraries and information centers. The Library also provides Anti Plagiarism software and to help the students and faculty to check their manuscript before publication.

### Guide lines for promotion of research.

The research policy of DSCASC has been conceptualized in order to promote research and innovation among the faculty members and students. The institution has excellent facilities in terms of Infrastructure and scholastics.





## FACULTY REWARD SCHEME

### REWARD FOR:

- **Securing 100% Results** in theoretical / empirical subjects for every section in each semester: **₹ 5,000.00**
  - *The results shall be evaluated on the basis of subjects viz. theoretical and empirical.*
  - *100% pass for theoretical subjects and 95% and above in numerical/quantitative subjects viz. statistics, discrete mathematics, accountancy, etc.*
  - *Students should have passed the subject in the first attempt only.*
  - *Revaluation and re-exam are not taken into consideration.*
  - *Maximum of 3 subjects/faculty/semester is the limit.*
  
- **Publishing research papers**

UGC - Care List: National Level	-	<b>₹ 3,000.00</b>
UGC - Care List: International Level	-	<b>₹ 6,000.00</b>
SCOPUS/SCI/WOS/IEEE etc.	-	<b>₹ 10,000.00</b>

  - *If there are more than 1 author but limited to 4 authors, credit will be distributed in the ratio of 60:40. The 1st author shall be eligible for 60% and balance 40% shall be distributed amongst the remaining authors. However, in all the cases the 1<sup>st</sup> author/corresponding author has to be necessarily from DSCASC.*
  - *Quality of the journal / conference to be reviewed by panel / committee in the respective domains.*
  - *Maximum of 4 papers/faculty/year is the limit.*
  
- **Publishing a book:** **₹ 10,000.00**
  - *The book edited should be beyond the prescribed syllabus / should have been listed by university in syllabus book under recommended books/ reference book.*
  - *Maximum of 2 books/faculty/year is the limit.*



- **Book Chapter:** ₹ 5,000.00
  - *Quality of the book to be reviewed by panel / committee in the respective domains.*
  - *Maximum of 4 book chapters/faculty/year is the limit.*
  
- **Publishing an article in general or trade newspaper / magazine:** ₹ 5,000.00
  - *Quality of the article to be reviewed by panel / committee in the respective domains.*
  - *Maximum of 6 articles/faculty/year is the limit.*
  
- **Wining an award in conference [ Best paper, outstanding paper ] :** ₹ 5,000.00
  - *Committee would look in to the credentials of organization disbursing the award.*
  - *Maximum of 3 awards/faculty/year is the limit.*
  
- **Best Researcher Award:** ₹ 20,000.00
  - *Each recipient of Best Researcher Award will receive a one-time award of ₹ 20,000/- , a Memento and a citation.*
  - *The institutional committee, headed by the Principal, determines the recipient of the "DSCASC Best Researcher" researcher award.*
  
- **Gaining a new degree: (Through recognized institutes / companies):**

Diploma	:	₹ 3,000.00
Master Degree	:	₹ 5,000.00
Ph.D. Degree	:	₹ 10,000.00

  - *Committee would look in to the credentials of the diploma/ degrees received.*
  - *Maximum of 3 degree/faculty/year is the limit.*



## REIMBURSEMENT

- **Attending a conference / seminar /workshop/FDP:**
  - Maximum of 3 events per semester per faculty: ₹ 6,000.00
  - Faculty shall be permitted to avail a maximum of 05 000 permission per semester to attend workshops/seminars/conferences (Including travel days).
  - For attending conferences only the registration fees shall be reimbursed.
  - Conference type:

### Registration fees

National	:	100% (Upper limit of ₹ 10,000.00)
International	:	50% (Upper limit of ₹ 25,000.00)

- Travel Expenditure:

National	:	100% (Upper limit of ₹ 15,000.00)
International	:	50% (Upper limit of ₹ 25,000.00)

- Patent Filing:

Publishing	:	₹ 10,000.00
Granting	:	₹ 25,000.00



- Travel expenditure is limited to 01 trip/faculty/year.
- Reputation of the conferences for participation to be reviewed by panel / Committee in the respective domains and to give final approval.

## Consultancy Projects

DSCASC encourages the faculty to engage in Consultancy related activities in the Institution and the co-coordinator will be benefitted as per the terms and conditions of the consultancy and the Institution or as prescribed in the incentive guidelines given below.

- Projects requiring the use of the Laboratory and other facilities of the Institute, the Institution will receive the consulting fee as per the guidelines given below.



- As an encouragement to promote consultancy activities in the Institution, a consulting fee will be received by the Coordinator who brings consultancy as per guidelines given below.

Sl. No.	Category	Institute/ Coordinator Share	
		Institute	Coordinator
1.	No resources of the Institution like infrastructure, laboratories, staff, etc., are utilised.	20%	80%
2.	Resources such as classroom, laboratory facilities, studio, staff, library, campus infrastructure, etc. are utilised.	33%	67%

Note:

- All expenditure towards the project like capital equipment purchase, software/hardware, training/consultancy service charges, photography/videography, travel, documentation and any other relevant expenditure shall be borne by the institution.
- All the equipment, software/hardware purchased for the project shall be the property of the institution thereafter.

*[Handwritten signatures]*

