

## **INCENTIVES FOR PURSUING EXCELLENCE IN TEACHING AND RESEARCH**

1. Innovative Research Grant under the Institute Research Grant (IRG) be provided to new faculty members with a limit of 25 Lakhs under the Non-Recurring head (to acquire equipment and infrastructure) and a limit of Rs. 10 lakhs under the Recurring head (for travel within India, consumables, contingency) to the newly joined faculty members. The grant can be utilized to support Summer Internship Programme interns and also hosting Foreign Nationals. The Foreign Nationals may be working as Faculty / Post Docs / PhD Scholars. It is expected that the Foreign Nationals are from the Institute of repute preferably within top 200 QS world university rankings / institutes / departments or having MoU with IPE.
2. A Cumulative Professional Development Allowance (CPDA) of Rs. 3 lakhs for every block period of 3 years may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.
3. An additional amount of Rs. 50,000/- is given to a faculty member for attending conferences abroad who is a Principal Investigator of a Sponsored Project amounting to at least Rs. 15 lakhs and has at least three published papers in referred journals in the preceding three years.
4. Reimbursement of relocation charges within India / abroad of upto Rs. 1,50,000/- to the faculty members at the time of their joining as per Institute norms.
5. Interest free soft advance of Rs. 50,000/- to the newly recruited faculty members.
6. Honorarium of Rs. 15,000/- per month to the faculty members who are the S.S. Bhatnagar awardees OR who are Fellow of at least two National Academies.
7. Reimbursement of Telephone allowance up to Rs. 1500/- per month.
8. Reimbursement of open access fee up to USD 3000 in a block period of 3 years with IPE affiliation and as a first author / corresponding author for publication of papers in Gold Open Access Journals indexed in WoS / SCI.
9. Institute recognises best faculty every year and provides Best faculty award. Such award recipient may visit top notch universities in the world and spend one-month time for research and academic purposes during vacation period with financial support as per the IPE norms. An amount of Rs. 5 lakhs is provided to the best faculty awardees.
10. A top up salary of Rs. 25,000/- for first one year only may be provided for outstanding candidates which will be credited to the Professional Growth Fund of faculty.
11. Transport Allowance, Children Education Allowances (CEA), LTC facility as per Government of India rules.
12. Medical Allowances and medical facility for self and other dependent family members as per IPE norms.