



**Centurion**  
**UNIVERSITY**

*Shaping Lives...*  
*Empowering Communities...*

# **FACULTY INCENTIVE POLICY 2025**

# FOREWORD



Centurion University of Technology and Management has always been committed to nurturing excellence and innovation across all spheres of academia. Our faculty are our most valuable assets in achieving our vision of being a leading institution in research, teaching and societal impact. This Faculty Incentive Policy has been thoughtfully designed to recognize and reward the dedication, scholarly achievements and innovative contributions of our esteemed faculty.

This policy is aligned with the university's mission to create an ecosystem that nurtures creativity, encourages research, promotes professional development and drives impactful outcomes. We firmly believe that an empowered faculty will further elevate the university's academic standing and societal relevance.

Through this policy, we aim to acknowledge and incentivize efforts in areas such as faculty excellence, competency development, impactful publications and intellectual property creation. We look forward to the enthusiastic participation of our faculty members in making the university a hub of innovation and academic distinction.

**Vice-Chancellor**  
**Centurion University of Technology and Management**

# CONTENTS

<b>1. INTRODUCTION.....</b>	<b>1</b>
<b>2. OBJECTIVES .....</b>	<b>1</b>
<b>3. SCOPE .....</b>	<b>1</b>
<b>4. FACULTY EXCELLENCE AWARDS .....</b>	<b>1</b>
A. FACULTY PERFORMANCE INCENTIVES .....	1
B. FACULTY COMPETENCY DEVELOPMENT INCENTIVES .....	3
C. PUBLICATION INCENTIVES .....	5
D. PATENT INCENTIVES .....	8
i. <i>Application Process:</i> .....	8
ii. <i>Fee Distribution:</i> .....	8
iii. <i>Nodal Agency Responsibilities:</i> .....	8
iv. <i>Funding and Reimbursement:</i> .....	8
v. <i>Intellectual Property Rights (IPR):</i> .....	9
vi. <i>Compliance:</i> .....	9
vii. <i>Amendments and Updates:</i> .....	9
E. INCENTIVES FOR DEVELOPMENT OF QUALIFICATION PACK (QP) FOR NCVET .....	9
<b>5. POLICY ADMINISTRATION.....</b>	<b>10</b>
<b>6. CONCLUSION .....</b>	<b>10</b>

## 1. Introduction

The Faculty Incentive Policy aims to motivate and reward faculty members of the university for their significant contributions in research, innovation, professional development and institutional excellence. This policy encourages a performance-driven culture and aligns with the university's strategic goals of academic advancement and global recognition.

## 2. Objectives

- To recognize and reward exceptional faculty achievements.
- To promote research, innovation and intellectual property creation.
- To encourage faculty professional development and capacity building.
- To enhance the university's academic output and global rankings.

## 3. Scope

This policy applies to all full-time faculty members across all campuses and schools of Centurion University of Technology and Management.

## 4. Faculty Excellence Awards

The University is committed to instituting annual awards that recognize faculty members for their exemplary performance in teaching, research, community service and advancement of the institution.

### A. Faculty Performance Incentives

University is pleased to announce the Faculty Awards. In total, an amount of one crore rupees will be budgeted for the same every year.

#### **ELIGIBILITY CRITERIA FOR THE AWARDS:**

1. Three journal articles **or** two journal articles with two conference proceedings in Scopus/WoS Core/ PubMed listed journals (All articles must be reflected in Scopus/WoS/ PubMed database).

**NB: Either first author or Second Author or Corresponding author can claim an article.**

2. **h-index (Google scholar)**

	h-index		
	Assistant Professor	Associate Professor	Professor
Agriculture and Bio Sciences	6	12	14
Engineering and Physical Sciences	6	10	12
Management	4	7	8

**(Provide proof)**

3. Citation of at least one article (SCI, Scopus or WoS, PubMed) with the university affiliation greater than 20 (Provide proof).

*But for second time awardees-* Citations of at least two articles reflected in Scopus or WoS database with CUTM affiliation greater than 20 (Provide proof).

4. Any two articles should have minimum 5.0 Impact Factor (Clarivate Analytics) or Q1 Scopus.
5. Contributing in Manufacturing and Production with at least 5 crores (to be certified by Mr. Babu Shankar or Vice Chancellor).
6. Working on Consultancy/ Projects with substantial income i.e. minimum 10 lakhs and should be in individual names (to be certified by Mr. Babu Shankar or Vice Chancellor)
7. Received at least one Project from external funding agency (Provide proof) in the calendar year. In case of continuation of project; this year grant must be more than 10 lakhs.
8. Patent/Copyright granted in this calendar year. OR previous patent commercialized with minimum 5 lakhs royalty. (Provide proof).

**NOTE: Patent published only will not be considered.**

9. Contributed significantly in preparation or submission of the university's Ranking (to be certified by Vice Chancellor).

10. Contributed significantly leading to admission or placement of students (to be certified by Vice Chancellor).

*A faculty member must meet at least two criteria from the first 4 criteria to be eligible for the incentive.*

The awards will be as follows:

- A. Any **two** of the criteria: Award of ₹75,000/- (one time) under category "**PROMISING**"
- B. Any **three** of the criteria: Award of ₹1,00,000/- (one time) under category "**PERFORMER**"
- C. Any **five** of the criteria **and** has prepared **one** qualification pack and the same was submitted/approved by NCVET: Award of ₹2,00,000/- (one time) under category "**OUTSTANDING CONTRIBUTOR**".

## **B. Faculty Competency Development Incentives**

Faculty members are encouraged to enhance their qualifications and competencies. Incentives will be provided for Competency Development, Higher Education, Research & Consultancy Projects and Publications.

### **Competency Development**

Considering the rate of technological obsolescence and emergence of new technologies in industry and society, there is a need for continuous upgradation of faculty competency in the relevant areas. Based on the current need assessment in the industry, if a faculty gets certified in any of the technology domains indicated in Table 1, at appropriate competency level, he/she will be awarded monthly increment to the existing salary. In addition, his/her certification cost (wherever applicable) will also be reimbursed. The list of technology domains in Table 1 will be updated as and when necessary.

- i) Each Faculty (Associate Professor and Assistant Professor) must attain an **IELTS** score of 6.5 and submit the details to HR office. This will be linked to increment of the faculty. Dr. Prajna Pani will be facilitating & coordinating across campuses with support from Dept. of English and Deans of each School.

Faculty who has already got 6.5 score earlier and the same is available with HR office, are not required to do it again.

ii) **Table 1: List of Technology Domains for Competency Development**

Sl. No.	Competency Domain	Proficiency level Required	Evaluation by Agency/Individual	Incentive (Rs/month)
1	AWS CP Certification+1 more certification	Cloud proficiency	AWS	5000
2	Android	App development	Google/GT Tech	5000
3	Spring and MVC	Application development	Mr. Pramod Saini	5000
4	AI & ML using Python	Application development	GT Tech	3000
5	Python	Live dashboarding with APIs	GT Tech	3000
6	Programming	Any programming	Independent platform test	5000
7	5 Axis & 3 Axis Machining	Ability to deliver industry order	Mr. Subrat Ku. Swain	3000
8	3D Printing/ Robotics/Drone	Ability to manufacture a 3D Printer/ Robot/Drone from scratch including programming or use a metal 3D Printer	GT Tech	4000
9	ENOVIA	Dassault project level	Dassault expert/ GT Tech	5000
10	GTM ready	Catia/Simulia/Delmia on 3d X	Dassault certification/GT Technologies	3000
11	BIOVIA (either Discovery studio or Material studio)	IP creation leading to patent	GT Tech	3000
12	BIM using 3d X	Ability to do real city planning	Mr. Vishal Singh/Dassault	5000
13	GIS LADAR using Drone	Ability to do smart city planning	GT Tech	4000
14	Embedded Systems	Design & implement IIOT projects end-end	GT Tech	5000
15	VLSI	Chip design using Cadence tools/ Or Chromite SoC	GT Tech	5000
16	Communication	Antenna design using HFSS	Prof. G. S. N. Raju	4000
17	Electric Vehicle Design	Dymola tool and overall proficiency on 3d X	GT Tech	5000
18	Welding	Level 4 Certification	IWI	5000
19	Quality Control	Six sigma Certification	Green and Black belt	₹ 50,000 one time
20	Vehicle Diagnostics	Robert Bosch Content	Bosch Certification	₹ 50,000 one time

21	Furniture design using Catia/3d scanner	Ability to design furniture	Satisfaction of Management	Rs 50,000 one time
22	Block Chain Technology	Ability to deliver an M.Tech. Programme content/ Develop a live application	GT Tech	₹ 50,000 one time
23	High Power Computing	Ability to teach a skill course	Satisfaction of management	₹ 50,000 one time
24	Quantum Computing	Ability to teach a skill course	Satisfaction of management	Rs 50,000 one time
25	Garment design using Clo3d	Ability to use the software for production	GT Tech	₹ 50,000 one time
26	CRISPR tool	Skill course plus use it	Dr Satyabrata Nanda/Dr Rukmini Mishra	₹ 50,000 one time
27	Tissue Culture	Skill course and production capability	Dr Pushpalata G	₹ 50,000 one time
28	Edge Computing	Skill course to be taught	Satisfaction of Management	5000
29	Software for Gene editing	Skill course plus practical work	GT Tech	₹50,000 one time
30	Milk plant design and fabrication	Unit fabrication- Team work	GT Tech	₹ 3 lakhs one time
31	Use Co2 Column for enrichment	Skill course and practical work	GT Foods	₹50,000 one time
32	PCIDSS/PSP license handling	Skill course delivery	Satisfaction of K.V Kalyan	₹ 50,000 one time
33	Solvent extraction 1 tonne per day fabrication	Actual plant design and fabrication- Team work	GT foods	₹ 5 lakhs

Henceforth management will keep adding more new skills/ tasks under this head. All of the consultancy work will be internal. It is encouraged that each Faculty will take up at least one item of the above.

## C. Publication Incentives

The University promotes quality research publications in reputed national and international journals.

### **ELIGIBILITY CRITERIA:**

- Incentive will be considered only for publications indexed in **Web of Science Core** (SCIE, SSCI, AHCI & ESCI) and **Scopus**. Mere online publication without reflection

in the above databases will not be considered for incentive.

- Publications affiliated to the **Centurion University of Technology and Management, Odisha, India** only will be considered.
- A faculty is required to publish at least **THREE** publications in a calendar year. Similarly, a Teaching Associate is required to publish at least **ONE** article in a calendar year.

Faculty who are in the category of Targeted 7<sup>th</sup> Pay, will receive incentives only **over and above three publications**.

- Article may be multi-authored, but there should be **ONE** claimant per publication.
- For publication incentive, full weightage is given to the First or Corresponding author and half weightage to any co-author.
- This incentive policy is also applicable to the Professors of Practice/Adjunct Professors (National)/Faculty on lien and Teaching Associates publishing with Centurion University affiliation.
- Publication incentives will be given **TWICE** in a year for the period from Jan-June and July-December.

**A faculty member can claim publication incentives under different categories as per the following:**

1. For publishing articles with Clarivate Impact Factor  $\geq 10$ , First or Corresponding author will be eligible to get an incentive of ₹20000.  
For any other co-author as a claimant will get an incentive of ₹10000.
2. For publishing articles with Clarivate Impact Factor  $\geq 7$  and  $< 10$ , First or Corresponding author will be eligible to get an incentive of ₹15000.  
Any other co-author as a claimant will get an incentive of ₹7500.
3. For publishing articles with Clarivate Impact Factor  $\geq 3$  and  $< 7$ , First or Corresponding author will be eligible to get an incentive of ₹10000.  
Any other co-author as a claimant will get an incentive of ₹5000.
4. For any type of publications in journals (WoS/Scopus) not meeting with the above

criteria, First or Corresponding author will be eligible to get an incentive of ₹6000.

Any other co-author as a claimant will get an incentive of ₹3000.

5. For **Conference Papers and Book Chapters**, the incentive will be ₹3000 for the First or Corresponding Author.

Any other co-author as a claimant will get an incentive of ₹1500.

*It is to be noted that a conference paper will not be considered for publication incentive if the registration fee for the said conference is paid by the University.*

6. For publishing articles in **Q1 journals**, First or Corresponding author will be offered an **additional incentive** of ₹3000 per article and any other co-author ₹1500 per article.

7. Faculty members with **large publications** (Scopus or WoS only) will be offered an **additional incentive** along with an **appreciation letter** as per the following:

≥ 6 publications (Appreciation letter only).

≥ 10 publications = ₹5000.

≥ 15 publications = ₹7500.

≥ 20 publications = ₹10000.

8. Faculty members getting total Scopus or WoS citations from **CUTM-affiliated articles** in a calendar year will be given an **additional incentive** as per the following:

100 < Citations < 200 = ₹5000.

200 < Citations < 300 = ₹7500.

≥ 300 citations = ₹10000.

9. A school will qualify for a research publication incentive if it achieves a minimum average of two publications per faculty member within a calendar year. Incentives will be awarded at the rate of ₹3000 for each journal article and ₹1500 for each conference paper or book chapter. These incentives will be awarded only if the total number of publications exceeds either the previous year's total or the benchmark average of two publications per faculty member—whichever is higher.

Deans are advised to form a **Publication Mentor Committee** at the school level to guide and support faculty in achieving this target.

## **D. Patent Incentives**

The University consistently encourages and supports its faculty, staff, research scholars, and students in securing patents for their innovative work. The following process will be followed with immediate effect:

### **i. Application Process:**

- All patent applications originating from faculty, researchers, or students of CUTM will be send to the Patents Committee of the university.
- University will empanel IPR agencies for processing and publication of patents/copyrights/design patents and granting of patents
- Committee must submit the same to empaneled agency of the university.

### **ii. Fee Distribution:**

- CUTM will subsidize 50% of the patent application fee post-publication.
- The inventor(s) will be responsible for paying the remaining 50% of the application fee.

### **iii. Nodal Agency Responsibilities:**

- IPR agency/ agencies will be empaneled by the university
- The nodal / agencies will facilitate the patent application process on behalf of CUTM.
- They will assist inventors in preparing and submitting patent applications.
- The agency will coordinate with patent offices and authorities as required.

### **iv. Funding and Reimbursement:**

- CUTM will reimburse the inventor(s) for its 50% share of the application fee upon submission of proof of payment and application publication.

#### v. Intellectual Property Rights (IPR):

- Intellectual property rights resulting from patents will be governed by CUTM's existing policies on intellectual property and commercialization.

#### vi. Compliance:

- All patent applications must comply with the patent policies and guidelines set forth by CUTM and the nodal agency.

#### vii. Amendments and Updates:

- CUTM reserves the right to amend or update this policy as deemed necessary. Any changes will be communicated to all stakeholders promptly.

### **PATENTS COMMITTEE**

The committee members will work with all faculty members to increase the number of patents publications and patents granting. They will hold workshops, discussions and interactions with faculty individually or in groups for the same.

Faculty are encouraged to contact any of the members of Patents committee and get their patents published and granted.

### **E. Incentives for Development of Qualification Pack (QP) for NCVET**

Being a Skill University, we need to prepare Qualification Packs (QPs), submit them to NCVET for approval, and subsequently upload the approved QPs to the National Qualifications Register (NQR). All faculty and staff are encouraged to prepare QPs from Level 3 to Level 8 and submit them to the Dean (SDG) for further processing. Several sessions have been conducted on how to prepare the QPs. If any faculty or staff member still has doubts or requires assistance in developing QPs, they may contact the Dean (SDG) for clarification.

*The university is committed to providing incentives to faculty and staff members for the preparation and submission of Qualification Packs (QPs).*

- i. For each QP submitted and approved by NCVET, faculty and staff members will be entitled to receive an incentive of ₹7,000/-. This policy will be effective from January 1, 2025.
- ii. Faculty and staff who have prepared four QPs, which are submitted and approved by NCVET, will be eligible for an award of ₹1,00,000/-.
- iii. Faculty and staff who have prepared seven QPs, which are submitted and approved by NCVET, will be eligible for an award of ₹2,00,000/-.

## 5. Policy Administration

- This policy has been approved by the university administration and will be reviewed periodically to ensure its effectiveness and compliance with current laws and best practices. Any amendments to the policy will be communicated to the university community.
- Incentives will be disbursed after thorough verification by the respective Dean, IQAC, and Finance Department.
- This policy may be amended as per evolving institutional and regulatory guidelines.

## 6. Conclusion

The Centurion University is dedicated to recognizing and nurturing talent across its faculty fraternity. Through this policy, we aim to cultivate a culture of academic excellence, continuous learning, research impact and innovation.



**Registrar**  
**Centurion University of Technology and Management**

REGISTRAR  
Centurion University of Technology and Management  
VIZIANAGARAM