



## LLOYD INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE, Ministry of HRD and Affiliated to AKTU Lucknow.

### RESEARCH AND DEVELOPMENT APPRAISAL POLICY

  
Dr. S. P. Dwivedi  
Dean (R & D), LIET

  
Dr. Rajeev Agrawal  
Sr. Director, LIET  
DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

## Introduction

- **Purpose:** This policy aims to foster a culture of research and innovation among faculty members, enhance the quality of education, and contribute to the socio-economic development of the community.
- **Scope:** This policy applies to all faculty members and research staff at the Lloyd Institute of Engineering and Technology.

## Objectives

- Encourage and support innovative research activities.
- Promote collaboration between faculty, students, and external organizations.
- Enhance the institute's visibility and reputation through high-quality research outputs.
- Contribute to the development of technologies and solutions that address societal challenges.

## Governance Structure

- **Research Committee:** Establish a Research Committee comprising faculty members from various departments, tasked with overseeing research activities, funding allocation, and policy implementation.
- **Roles and Responsibilities:**
  - **Chairperson:** Lead the committee, set agendas, and represent the committee in administrative matters.
  - **Members:** Review research proposals, monitor ongoing projects, and facilitate interdisciplinary collaboration.

## Research Ethics and Compliance

- Ensure that all research conducted adheres to ethical standards and complies with relevant regulations.
- Establish a process for reviewing and approving research proposals to address ethical concerns, including human and animal rights, data integrity, and plagiarism.

Employees of Lloyd Institute of Engineering & Technology who are appointed on a fulltime basis and are on probation/payment payrolls or those who are appointed on a contract basis can publish their original research work and must have Lloyd Institute of Engineering & Technology as the affiliation. Policy related to student's incentives against their research and allied activities are covered in institute's Bright Student Policy.



DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

## 1. Research Publications (Journals)

1. Incentive will only be provided to the publications in indexed journals like SCI/SCI-E/SSCI / Scopus/SSCI/ABDC for papers in Technology, Science, Management and Social Sciences.

2. The impact factor of the journals in which the paper has been published will be taken into consideration while giving the incentives. The incentives can be availed by the faculty based on the following:

**Table 1: Publication Category**

Category	Impact Factor	Incentives
SCI/SCIE	Above 5.000	15000/-
	2.000 to 4.99	12,000/-
	1 to 1.999	10,000/-
	0.1 to 0.99	8,000/-
ESCI/Scopus/SSCI/ABDC	ESCI/Scopus/SSCI/ABDC	6,000/-

3. Incentive benefits will be claimed as per the table given below

**Table 2: Claim Distribution as per Author Position**

Research Paper Category	Claim Distribution as per Author Position			
Single Author Paper	100%			
Two Author Paper	1st (60%)	2nd (40%)		
Three Author Paper	1st (50%)	2nd (25%)	3rd (25%)	
Four Author Paper	1st (50%)	2nd (20%)	3rd (15%)	4th (15%)
Single Author From Institute up to 4 <sup>th</sup> Position	60 %			
Five or more Author Papers	Claim will be settled up to first four authors only			

4. The institute holds no responsibility for any copyright or plagiarism issues arising from research publications by the author(s). All accountability rests solely with the respective author(s) involved in the research and publication process.

5. The online publication date will be considered the official date of publication. Authors must provide proof of the journal paper and its indexing when submitting claims for reimbursement.

*(Signature)*

*(Signature)*  
DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

## 2. Presentation of Research Papers in Scopus indexed Conferences (India)

1. Research papers by faculty members must be presented at International or National Conferences, such as those organized by IEEE, Springer, Wiley, or IPC, hosted by premier institutes like IITs, IISC, NITs, Universities, or Deemed Universities.
2. Faculty members will be granted duty leave, along with the reimbursement of the registration fee and travel allowance (as per the institute's TA rules) or Rs. 10,000/-, whichever is lower. A maximum of two days of duty leave will be permitted within an academic period, and financial claims will be entertained only from the second paper onwards.
3. If the research paper has joint authorship, only one faculty member can avail of the duty leave and financial assistance. The total financial support for presenting papers at reputable conferences is limited to Rs. 10,000 per faculty, and claims will be entertained only once during an academic year.
4. When a faculty member presents a co-authored paper at an International or National Conference organized by the institute, the registration fees shall be reimbursed or waived by the institute. However, if multiple faculty members are co-authors, only one faculty member can submit a financial claim for reimbursement or waiver.

**Note:** (a) Faculty members can claim a maximum of INR 75,000 per academic year for research publications indexed in SCI, SCI-E, SSCI, or Scopus databases and Presentation of Research Papers in Scopus indexed Conferences (Category 1 and Category 2).

(b) Directors and Deans are encouraged to refrain from claiming incentive amounts from Category 1 and Category 2 to prioritize funds for faculty members.

## 3. Presentation of Research Papers in Conferences (Abroad)

1. (a) Faculty members who wish to present papers at conferences outside India must first apply for funding to AICTE, AKTU (which provides 100% funding as per their norms), or other government agencies like those of the Government of India or the Government of Uttar Pradesh.
- (b) If funding is not granted through the above avenues, Lloyd Institute of Engineering and Technology (LIET) may consider providing 40% funding, up to a maximum of Rs. 35,000, covering the registration fee and travel allowance (as per the institute's TA rules).



  
DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201305 (U.P.)

2. Faculty members will be eligible for this funding only if they have completed three consecutive years of service at LIET and have maintained a satisfactory track record. A panel from the Research and Development Cell will assess the faculty member's performance and eligibility. The claim can be made only once every two academic years.

3. The Research and Development Cell retains the authority to adjust the frequency and funding limits as necessary. They may increase or decrease the number of claims allowed or modify the financial support depending on available resources and faculty needs.

#### **4. Citation Incentive**

Faculty members at Lloyd Institute of Engineering and Technology (LIET) will receive certificates and prize money for papers published under the institute's affiliation. Self-citations are excluded from this incentive. The top three individuals with the highest citations will receive INR 12,000, INR 8,000, and INR 5,000, respectively, from a total prize pool of INR 25,000.

#### **5. Workshops/seminar/FDPs**

1. Faculty members attending a Seminar, Workshop, or FDP will be reimbursed for the registration fee, or Rs. 2000, whichever is lower. To be eligible, the faculty must have completed a minimum of six months of service at the institute. Financial claims will only be entertained from the second activity onwards.

2. The hosting institutions for these events must be prestigious, such as IITs, IISc, NITs, Universities, or Deemed Universities.

3. A faculty member can attend such events from the above-mentioned institutes only once per academic year. A maximum of seven days of duty leave will be granted during the lean period, and one day during the academic period.

4. Faculty members who have attended an FDP at another institution must deliver a lecture in their department to share the knowledge gained. Additionally, it is desirable that they organize workshops or seminars to disseminate this information to students, further enhancing their learning experience. This ensures that the benefits of attending such programs are multiplied and integrated into the academic environment of the institute.



  
DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

The approach encourages continuous knowledge sharing and fosters a culture of collaborative learning.

## 6. Publications of Book

Faculties are regularly motivated to publish books or Monographs. Incentives are also provided to them for the same as per the cap given below.

**Table-3: Book Category**

S.No.	Details	Published By	Amount (Rs.)
1	Full Book (with ISSN/ISBN)	International	8000/-
2	Full Book (with ISSN/ISBN)	National	5000/-
3	Edited volume of book (with ISSN/ISBN)	Renowned International /National Publisher*	4000/-
4	Monographs/Book Chapter	National / International Level	2000/-

## 7. Research Grants/Projects

1. Faculty members are encouraged to submit proposals for grants from various funding agencies. These grants may be sought for projects involving the modernization of laboratories, upgrading research infrastructure, acquiring necessary equipment for research, or conducting surveys.
2. A research incentive of 2% of the total amount received from the grant will be awarded, with a cap of Rs. 15,000/-.
3. Each project will have only one Principal Investigator (PI), while faculty members assisting the PI in any capacity will be designated as Co-Investigators. Incentives will only be provided to the Principal Investigator and Co-Investigators who are affiliated with LIET.

## 8. Undertaking Consultancy Projects

For consultancy and research projects, 50% of the total amount will be allocated to Lloyd Institute of Engineering and Technology (LIET) for infrastructure development and other support required for research and consultancy. The remaining 50% will be used to cover project expenses such as the salary of technical staff, consultancy fees, and travel and lodging expenses. These expenditures will be made according to the recommendations of the project, ensuring the effective utilization of funds to support both the institution's infrastructure and the operational needs of the consultancy project.

  
DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

## 9. Membership of Professional Societies

1. Faculty members with more than five research papers indexed in SCI, SCI-E, SSCI, PubMed, Scopus, or Index Medicus are eligible for reimbursement of 50% of the membership registration fee for National and International professional societies, with a maximum limit of Rs. 4000/-.
2. However, no reimbursement will be provided for life membership fees of any professional society or association. This policy encourages active participation in professional societies while ensuring that the benefits are limited to regular memberships, promoting continuous engagement in scholarly activities.

## 10. Incentives on Ph.D. Guidance

Faculty Members who have guided Ph.D. scholar as main guide/co-guide and his/her Ph.D. scholar has successfully attained Ph.D. degree are eligible for following incentives:

Table 4: Category of University / Institutions

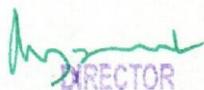
Category of University / Institutions	Amount
A – IIT/NIT	15000/-
B- Central University	12000/-
C - Top Ranked University / Institutions (NIRF ranked under 100)	10000/-
D- Other Government University/ Institutions	8000/-
E - Other Private University/ Institutions	5000/-

Required Documents: A copy of all Ph.D. degree certificates or Provisional Degree Certificates (PDC). Additionally, a certificate from the awarding institution or university must be provided, certifying that the specific Ph.D. work was successfully completed under your guidance as the supervisor.

## 11. Patent: LIET owed IP

1. If the applicant for a patent is Lloyd Institute of Engineering and Technology (LIET), the institute will provide 100% funding for the patent application process. This support encourages faculty and researchers to pursue innovative ideas and protect their intellectual property.
2. Should the patent be commercialized, the financial returns will be shared between the inventors and LIET in a ratio of 10:90, with LIET receiving the larger share to support further research and development.
3. In cases of joint intellectual property (IP), the expenses for provisional and complete patent filings will be equally shared between both parties at a 50:50 ratio. Ownership of the patent will be held jointly under the names of LIET and the inventor.



  
DIRECTOR  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

4. Any revenue generated from the commercialization of joint IP will also be divided equally, ensuring a fair distribution of profits and fostering collaboration between the institute and its inventors. This framework promotes innovation and enhances the institute's research capabilities.

Note; The implementation and updating of the Research Policy shall be carried out by the Research and Development Cell as per the Annexure 1.

### **Period of Reckoning**

The calculation period would be at the end of every academic year.

### **Payment of Incentive**

Duly filled (All evidence verification by respective HOD and Recommended by Research and Development Cell) claim form will be submitted by claimant to Accounts Section.

\*\*\*\*\*



**DIRECTOR**  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

## Annexure-1

Research and Development Cell

Duration:

Name of Faculty:

Department:

### (a) Research Publication (SCOPUS/SCI/SCIE/ESCI) in Journals

S. No.	Title of Paper	Name of Journal	Date of Publication	DOI	SCI/SCOPUS/ESCI	Impact Factor (For SCI/SCIE)	Author's List	Position of Claimed Author	Claimed Amount	Annexure
1										
Total										

### (b) Conferences (SCOPUS indexed)

S. No.	Title of Paper	Name of Conference Proceeding	Date of Presentation	Date of Publication	DOI	Authors List	Position of Author	Claimed Amount	Annexure
1									
Total									

### (c) FDP Attended

S. No.	Name of FDP	Place of FDP	Date (From - To)	Duration of FDP (One Week/Two Week)	Claimed Amount	Annexure
1						
Total						

### (d) Publications of Book

S. No.	Title of Book	Full Book/Edited Volume	ISSN/ISBN No	Publisher	National/International	Claimed Amount	Annexure
1							
Total Amount							

### (e) Membership Details

### (f) PHD Guidance

**Total Claimed Amount =**

Signature of Claimed Faculty

Validated by Dean (R&D)

Verification by Head of Department

Approved by Director

  
**DIRECTOR**  
Lloyd Inst. of Eng. & Technology  
Plot No. 3, Knowledge Park-II  
Greater Noida-201306 (U.P.)

