



KASHI INSTITUTE OF PHARMACY

Managed by: JAIN EDUCATION SOCIETY

E-mail: info@kashiit.ac.in. Website: <https://kashiip.ac.in> 1800-123-321-123

Ref.No. Kashi IP/R&D/2022-23/01-3

Date: -04/08/2022

Research & Development Policy (2022-23)

Kashi Institute Pharmacy, Varanasi has a well-defined Research and Development policy to promote research activities.

Official Duties (Paid leave):

1. Faculties are provided paid leaves for attending Workshops/Seminars/Conference, etc. with prior approval of the Director.
2. Faculty may attend FDP for one week during non-academic period with prior approval from Director.
3. For attending convocation to receive Ph. D Degree paid leave can be availed with prior approval from Director.
4. Paid leave for delivering expert lecture/Key note Speaker may be permitted which should not be more than 5 days in a year.
5. Paid leave will be approved to visit reputed research labs with prior approval from Director.

Ph.D. Pursuing Faculties:

The faculties who have completed at least one year in the organization and registered for their Ph. D. Program under any Government/ Reputed Universities are only eligible to avail leaves for Ph.D. with prior approval from competent authorities.

- A. For attending the exam of course- work, paid leaves may be availed with prior approval from Director. One day additional paid leave can be availed for far distance.
- B. For attending RDC/DSC/Annual progress report, paid leaves may be availed with prior approval from Director. One day additional paid leave can be availed for far distance.
- C. In case of 6 months of regular course-work, employee may be permitted as LWP with prior approval from Director.
- D. All above benefits application only for initial 3 years of Ph. D. Program from the date of enrolment/ registration.

Financial Support

1. Faculties with at least 1 year service could claim at least one registration amount (₹1100) in a year for attending FDP.
2. Faculties with at least 1 year service could claim at least 50% of registration amount twice in a year for attending conference anywhere across India.
3. Seed Money: On the recommendation of research committee which comprises Head (R&D), HOD, Experts and Director, college may recommend for seed money up to 2 Lac to faculty members to start their research project.
4. Start-up Project: 25% of the profit amount of start-up venture will be shared with faculty (PI) members as incentive. For project work. Paid leave may be availed with prior approval of Director.
5. Reimbursement for membership in any National/International Professional Society shall be 25% of membership fees up to a maximum of ₹1500/- provided the faculty member, has completed at least one years of service.



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6. Any consultancy work carried out by faculty member with consultancy fees, 50% fee share will be credited to his /her account after deducting all the expenses.
7. The policy for filling Patents and Copyright is as follows:
 - i. For filling any Patent/Copyright college will support 100% financial part of the total fee applicable for that Patent/Copyright but the applicant should be "Kashi Institute of Pharmacy". The Kashi Institute of Pharmacy will hold the 20% of the royalty.
 - ii. If any outsider is also a part of the Patent/Copyright, financial obligations will be divided accordingly. Example; if one particular patent/Copyright is being filled by 2 outsiders faculty members, and let total financials are ₹1000/- then 50% financials should be borne by outsiders.

Other support

1. Appreciation letter for guiding research Scholars/Ph. D. Students.
2. For Research activities, various well-equipped labs, along with software are provided for desirable ambience.
3. Also will be honoured with the faculty for Writing/ Publishing books in the calendar year.
4. Will also honoured for any academic Research / Awards/ Honour to bring glory to Kashi Institute of Pharmacy.
5. An annual increment of 2.5% will be paid to the first author/first co-author under the name of Kashi Institute of Pharmacy for publishing 2 SCOPUS/Web of Science/Indian Citation

Policy for Honorarium & TA/DA to be paid to the Experts

Outside Expert invited for various activities like Expert Lecture, Lecture in FDPs, Conferences, Seminars, Selection Committee member etc are to be paid honorarium/remuneration and TA as per following policy.

1. Honorarium ₹2000/- per day for offline/physical programs.
2. Honorarium ₹1500/- per day programs.
3. Lunch to be arranged in case of offline mode.
4. T.A.
 - a. Person coming from Varanasi, T.A. applicable @ ₹10 per km upto ₹ 500/- OR as per actual fare by Public conveyance.
 - b. ₹10 per km. By own vehicle (from outside Varanasi region) upto ₹2000/-
 - c. In any other cases, need to take prior approval of higher authority.

