

AL-AZHAR
DENTAL COLLEGE

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ACADEMIC RESEARCH POLICY AND REGULATIONS



20-10-2025

Research Vision:

“To be a nationally recognized center of excellence in dental research, where innovation and scientific inquiry drive the discovery of knowledge that transforms oral healthcare and improves patient lives, in alignment with our core humanitarian values.”

Research Mission:

“To create and sustain a vibrant, supportive, and impactful research ecosystem by:”

- **Cultivating Inquiry:** Systematically inculcating a spirit of critical thinking, innovation, and scientific rigor in every student and staff member.
- **Enabling Participation:** Actively lowering barriers to research through dedicated mentorship, streamlined infrastructure, and strategic financial support and incentives for students and staff at all levels.
- **Pursuing Impact:** Fostering high-quality, ethical research that contributes to evidence-based dentistry, addresses community oral health needs, and translates into improved clinical practices and health policies.
- **Integrating Knowledge:** Seamlessly bridging research, education, and clinical care to ensure a dynamic, evidence-based academic experience that prepares professionals for the future.
- **Disseminating Discovery:** Promoting the widespread sharing of research findings through publications, conferences, and public engagement to advance the profession and champion the principle of ‘Oral Health for Overall Health’.



Shiny
20/10/25
Prof. Dr. Joseph

AL-AZHAR DENTAL COLLEGE

20-10-2025

RESEARCH POLICY

The Research and Innovation Policy of Al Azhar Dental College, Thodupuzha, is dedicated to fostering a dynamic and inclusive research environment that empowers students, faculty, and staff. Our mission is to embed a spirit of scientific inquiry from the undergraduate level, support innovative and ethical research, and translate discoveries into advancements in oral healthcare and public health.

OBJECTIVES:

- To cultivate a deep-rooted research culture by systematically integrating research methodology and hands-on projects into the undergraduate and postgraduate curriculum, igniting scholarly curiosity in every student.
- To provide dedicated financial assistance, seed grants, and publication incentives that lower the economic burden on students and faculty, enabling them to pursue meaningful research without constraint.
- To establish and maintain advanced multidisciplinary research facilities that support high-quality, ethical, and socially relevant research in dental and allied sciences.
- To promote collaborative research within the institution and through partnerships with national and international academia, industry, and healthcare bodies.
- To encourage innovation and entrepreneurship by supporting the incubation, patenting, and commercialization of worthy research outcomes for societal benefit.
- To ensure all research activities adhere to the highest ethical standards through rigorous oversight by the institutional ethics committee.
- To recognize and reward excellence in research through institutional awards, incentives, and public acknowledgment.

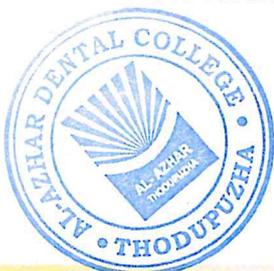
Strategies:

- **Integrating Research into Student Learning:** Al Azhar Dental College will incorporate mandatory research modules, supervised projects, and dissertation work



Additional incentives will be offered for publications in reputed journals, presentations at conferences, and successful patent filings to reduce the financial burden and motivate high-quality output.

- **Strengthening Research Infrastructure:** The existing Research and Incubation Centre will be continually upgraded with advanced equipment and resources, such as digital imaging systems, biomaterials testing units, and microbiological analysers, to facilitate cutting-edge dental research.
- **Research Day Celebration:** Research Day will be scheduled annually based on the approval timeline of Postgraduate thesis IRC and IEC reviews. The Research Committee will organize the event to specially recognize and award high-quality research conducted by Undergraduate and Postgraduate students as well as staff. Its purpose is to celebrate research milestones and promote a strong institutional research culture.
- **Encouraging Output and Collaboration:** The college will organize annual research days, seminars, and workshops to showcase work and foster collaboration. Active support will be provided for attending and presenting at national and international conferences through travel grants.
- **Promoting Innovation and Translation:** The research incubator will offer structured support—from ideation to prototype development—for promising projects. Guidance on patent filing, licensing, and industry partnership will be provided to translate research into practical applications.
- **Upholding Ethical Standards:** The Institutional Ethics Committee will rigorously review all research proposals involving human participants, animals, or biological samples to ensure compliance with national and international ethical guidelines.
- **Capacity Building:** Regular training programs in research methodology, scientific writing, data analysis, and grant application procedures will be conducted for students and faculty to enhance research competence and productivity.



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CODE OF ETHICS:

This Code establishes and ensures the highest ethical standards in all research conducted at **Al-Azhar Dental College**, safeguarding the rights and well-being of participants, maintaining institutional integrity, and contributing responsibly to societal advancement. Compliance with this policy is mandatory for all individuals involved in research activities under the auspices of the institution, including students, faculty, staff, and collaborators. The policy provides a comprehensive framework for ethical conduct, research integrity, transparency, and accountability in all academic and scientific endeavours undertaken by the college.

GENERAL ETHICAL PRINCIPLES

All research shall adhere to the following core principles:

- **Respect for Autonomy:** Informed, voluntary consent must be obtained from all participants.
- **Beneficence:** Research should maximize benefits and minimize harm.
- **Non-Maleficence:** The safety and welfare of participants are paramount.
- **Justice:** Equitable selection of participants and fair distribution of research benefits and burdens.
- **Transparency & Accountability:** Open communication and responsibility for research conduct.
- **Confidentiality:** Protection of participant privacy and data security.
- **Integrity & Honesty:** Truthfulness in all research processes.
- **Social Responsibility:** Research should contribute positively to society and community harmony.
- **Environmental Stewardship:** Protection of the environment in all research activities.

RESEARCH APPROVAL PROCESS

For Student Research:

- Conceptualization under faculty guidance.
- Departmental approval.
- Institutional Research Committee (IRC) approval.
- Institutional Ethics Committee (IEC) approval.
- Commencement only after written approvals from IRC and IEC.
- For Faculty Research:
- Proposal development and departmental approval.



PUBLICATION AND AUTHORSHIP

- All research must be published or disseminated appropriately.
- Authorship must reflect substantial intellectual contribution.
- Gift, ghost, and honorary authorship are prohibited.
- Plagiarism, fabrication, and falsification are strictly prohibited.
- Publications must acknowledge the institution and funding sources.
- Manuscripts must be screened for plagiarism prior to submission.

RESEARCH MISCONDUCT & ALLEGATIONS

Allegations of misconduct must be reported to the IEC with supporting evidence. A fair, confidential, and time-bound inquiry will be conducted by a committee, with appropriate disciplinary action taken if misconduct is confirmed.

TRAINING & CAPACITY BUILDING

Regular training in research ethics, methodology, scientific writing, and publication ethics will be provided to students, faculty, and staff. The IEC will organize workshops on updated guidelines and ethical practices.

COMPLIANCE & ENFORCEMENT

Violations of this Code may result in:

- Suspension of research activities
- Withdrawal of approvals
- Ineligibility for grants
- Disciplinary action as per college regulations



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20-10-2025

STANDARD OPERATING PROCEDURE (SOP) FOR STUDENT RESEARCH & POLICY GUIDELINES

PREAMBLE

Al Azhar Dental College, Thodupuzha, is committed to fostering a robust research culture grounded in ethical principles, academic integrity, and compassion. This document outlines the mandatory policy and procedural framework governing all research activities undertaken by students of the college. Adherence to these guidelines is non-negotiable for the initiation, conduct, and publication of any research project.

PART I: RESEARCH INITIATION & APPROVAL SEQUENCE

All student research must follow this sequential approval pathway before commencement:

- **Conceptualization & Guidance:** Every student research project must be conducted under the supervision of a recognized faculty guide. The research proposal shall be designed by the student (Principal Investigator - PI) in consultation with and under the guidance of the appointed guide.
- **Departmental Approval:** The finalised research proposal must be submitted to and obtain written approval from the **Head of the concerned Department**.
- **Institutional Research Committee (IRC) Approval:** The department-approved proposal must then be submitted in the prescribed format to the college's **Institutional Research Committee (IRC)**. The student PI must present the proposal before the IRC for scientific scrutiny. Necessary revisions recommended by the IRC must be incorporated, and the final version must receive the IRC's written approval.
- **Institutional Ethics Committee (IEC) Approval:** The IRC-approved proposal must be submitted promptly to the **Institutional Ethics Committee (IEC)**. The student PI must present the proposal before the IEC for ethical review. All ethical recommendations from the IEC must be addressed. Research involving human participants, animals, biological materials, or sensitive data **CANNOT BEGIN** without the final, unambiguous written approval of the IEC.
- **Commencement:** The research project may commence only after securing the final, written approval from both the IRC and the IEC.

PART II: FUNDAMENTAL PRINCIPLES OF CONDUCT

All research at Al Azhar Dental College shall be conducted with:

- **Integrity & Honesty:** Upholding truthfulness in data collection, analysis, and reporting.
- **Compassion & Kindness:** Prioritizing the well-being and dignity of all research participants (human/animal).



- **Respect for Confidentiality:** Safeguarding the privacy and confidential information of all participants, institutions, and collaborators. Data must be anonymized and stored securely.

PART III: SPECIFIC OPERATIONAL GUIDELINES

- **Informed Consent:** Written, informed, and voluntary consent must be obtained in a language understood by the participant; clearly explaining the study details, risks, benefits, and the right to withdraw.
- **Patient Rights & Welfare:** Researchers must protect patient welfare and ensure completion of treatment if research forms part of care.
- **Competency-Based Research:** Students may perform only those procedures within their level of training and competency.
- **Inter-Departmental/Institutional Collaboration:** Collaborative research requires prior written approval (MoU) from authorized heads and submission to the IRC/IEC.
- **Testing of New Agents/Devices:** Studies involving new drugs or devices need prior IEC and IRC approval, with full disclosure of any financial or material support.
- **Record Keeping:** The student PI and guide must maintain complete and accurate research records, including data and approvals.
- **Progress Monitoring:** The student PI must regularly update the guide and HOD and report any adverse events immediately.
- **Modifications & Extensions:** No protocol changes are allowed without prior written approval from the IEC (and IRC if required).

PUBLICATION & AUTHORSHIP:

- All research conducted at Al Azhar Dental College, Thodupuzha, is the intellectual property of the institution, and all publications or presentations must acknowledge the college.
- Authorship must reflect substantial intellectual contribution to the study. Gift or honorary authorship is prohibited. Guides and contributors should be credited according to their role, and the student Principal Investigator will usually be the first author.
- A copy of any manuscript prior to submission for publication must be shared with the Head of the Department and the Research Committee.



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STANDARD OPERATING PROCEDURE (SOP) FOR TEACHING STAFF RESEARCH & POLICY GUIDELINES

PART I: RESEARCH INITIATION & APPROVAL SEQUENCE

All faculty research must follow this sequential approval pathway before commencement:

- **Conceptualization & Proposal Development:** The faculty member (Principal Investigator - PI) shall develop a comprehensive research proposal, including detailed methodology, timeline, budget, and resource requirements.
- **Departmental Approval:** The finalized research proposal must be submitted to and obtain written approval from the **Head of the concerned Department**.
- **Institutional Research Committee (IRC) Approval:** The department-approved proposal must be submitted in the prescribed format to the college's **Institutional Research Committee (IRC)**. The PI must present the proposal before the IRC for scientific and methodological scrutiny. Necessary revisions recommended by the IRC must be incorporated, and the final version must receive the IRC's written approval.
- **Institutional Ethics Committee (IEC) Approval:** The IRC-approved proposal must be submitted promptly to the **Institutional Ethics Committee (IEC)**. The PI must present the proposal before the IEC for ethical review
- **External Approvals:** Research involving collaboration with other institutions, use of external facilities, or requiring regulatory clearances (e.g., DCGI, CPCSEA) must secure all necessary external approvals prior to commencement.
- **Commencement:** The research project may commence only after securing all required written approvals (Departmental, IRC, IEC, and external clearances where applicable).

PART II: FUNDAMENTAL PRINCIPLES OF CONDUCT

All research at Al Azhar Dental College shall be conducted with:

- **Academic Integrity & Honesty:** Maintaining truthfulness in all aspects of research including proposal writing, data collection, analysis, interpretation, and publication.
- **Compassion & Respect:** Prioritizing the dignity, autonomy, and well-being of all research participants (human/animal) and colleagues.
- **Justice & Equity:** Ensuring fair participant selection and equitable distribution of research benefits and burdens.
- **Non-Maleficance ("Do No Harm"):** This is the cardinal rule for all research. The safety and welfare of participants take precedence over all research objectives.
- **Transparency & Accountability:** Maintaining open communication with all stakeholders and being accountable for research conduct and outcomes.
- **Confidentiality & Data Security:** Protecting the privacy of participants and securing all research data against unauthorized access or disclosure.

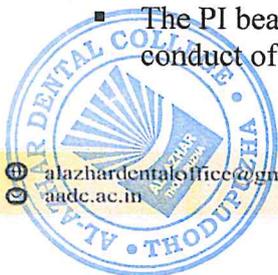
PART III: SPECIFIC OPERATIONAL GUIDELINES



- **Patient Safety & Welfare:** Researchers must ensure that patient care is never compromised for research purposes. If research interventions are part of treatment, complete treatment must be guaranteed regardless of study participation or withdrawal.
- **Supervision & Mentorship:** Faculty PIs are responsible for the proper training, supervision, and ethical conduct of all team members, including co-investigators, research staff, and students involved in the project.
- **Inter-Departmental/Institutional Collaboration:** Any research involving collaboration within or outside the institution requires a formal written agreement (MoU) specifying roles, responsibilities, resource sharing, and publication rights, approved by authorized institutional representatives.
- **Testing of New Agents/Devices:** Research involving investigational drugs, devices, materials, or techniques requires explicit prior approval from IEC and IRC. All financial support, material contributions, or conflicts of interest must be fully disclosed to the committees and in publications.
- **Record Keeping & Data Management:** The PI is responsible for maintaining accurate, complete, and secure records of all research activities, including raw data, consent forms, approvals, correspondence, and adverse event reports after study completion or as per regulatory requirements.
- **Financial Management & Conflict of Interest:** All research funds must be managed through institutional accounts with proper documentation. Any actual or potential conflicts of interest (financial, professional, or personal) must be declared to the IRC/IEC and managed appropriately.
- **Progress Monitoring & Reporting:** Regular progress reports must be submitted to the Department Head and IRC. Any serious adverse events, protocol deviations, or significant problems must be reported immediately to the IEC and Department Head.
- **Protocol Adherence & Amendments:** Research must be conducted strictly as per approved protocol. Any proposed modification requires prior written approval from both IRC and IEC before implementation.
- **Intellectual Property & Publication:**
 - All research conducted using institutional resources or affiliation is the intellectual property of Al Azhar Dental College, Thodupuzha.
 - Publications and presentations must acknowledge the institution and all funding sources.
 - Authorship must be based on substantial intellectual contribution following ICMJE guidelines. Gift, guest, or honorary authorship is prohibited.
 - A copy of the final manuscript must be submitted to the IRC and Dean's Office prior to journal submission.
- **Research Dissemination:** Faculty are encouraged to present research findings at conferences and publish in reputable journals. Open-access publication is encouraged following institutional policies.

PART IV: FACULTY RESPONSIBILITIES & ACCOUNTABILITY

- The PI bears ultimate responsibility for the ethical, scientific, and administrative conduct of the research project.





- Faculty must ensure compliance with all institutional policies, ethical guidelines, and regulatory requirements.
- Faculty must mentor student researchers according to the Student Research SOP and ensure their work adheres to ethical standards.
- Faculty must contribute to strengthening the institutional research culture through collaboration, peer review, and research guidance.

PART V: NON-COMPLIANCE

Violation of this SOP may result in disciplinary action including but not limited to: suspension of research activities, withdrawal of approvals, ineligibility for research grants, and institutional disciplinary proceedings as per college regulations.



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SEED MONEY POLICY FOR UNDERGRADUATE RESEARCH

1. Purpose

The Seed Money Policy is formulated to encourage undergraduate students to actively participate in research activities by providing limited financial support for the conduct of approved research studies.

2. Eligibility Criteria

Undergraduate students of Al Azhar Dental College

- Research studies must be approved by the **Research Committee** and, wherever applicable, by the **Institutional Ethics Committee (IEC)**
- The study should be conducted under the supervision of an approved faculty guide

3. Financial Support Provision

- **Undergraduate student research studies:** Expenses mentioned in the approved **Grant Letter** will be supported as per institutional norms
- **ICMR-approved undergraduate research studies:** Seed money support will be provided **up to Rs. 20,000/- per study**
- **KUHS-approved undergraduate research studies:** Seed money support will be provided **up to Rs. 5,000/- per study**
- Undergraduate students will be granted Rs 500 for research publications under any category

4. Mode of Financial Assistance

Seed money support may be provided through:

- Direct financial support (reimbursement basis), or
- Provision of approved materials/equipment from the **college store**, subject to availability

5. Reimbursement Procedure

- Students must submit **original bills and vouchers** related to the approved research expenses
- Copies of all bills must be duly certified by the Faculty Guide and the Head of the Department, and shall thereafter be submitted for final approval and sanction by the Institutional Research Committee Coordinator and the Principal.
- Reimbursement shall be limited to the sanctioned amount only

6. Permissible Expenses



- Data collection tools and basic study instruments
- Laboratory-related charges (if applicable and approved)

7. Non-Permissible Expenses

- Personal expenses of the student
- Travel, accommodation, or food expenses (unless specifically approved)
- Purchase of major equipment not directly related to the study

8. Monitoring and Accountability

The utilization of seed money shall be monitored by the Research Committee

Students must submit a **utilization statement** and **brief final report** upon completion of the study

Authority and Amendments

The Research Committee reserves the right to sanction, modify, or reject seed money requests based on merit, availability of funds, and institutional priorities. This policy may be revised periodically as per institutional requirements.



20-10-2025

INCENTIVES FOR UNDERGRADUATE RESEARCH

1. Purpose

To recognize and motivate undergraduate students for active participation in quality research and successful regulatory approval, the institution provides incentives for selected research studies.

2. Eligibility Criteria

- Incentives shall be provided **only for research studies approved by ICMR or similar bodies**
- The study must have prior approval from the **Research Committee and Institutional Ethics Committee (IEC)**, wherever applicable
- Incentives shall be released only **after receipt of official approval/selection confirmation** from ICMR or KUHS

3. Quantum of Incentives

- ✓ **ICMR-approved undergraduate research studies:** Incentives up to **Rs. 5,000/- per study**
- ✓ **KUHS-approved undergraduate research studies:** Incentives up to **Rs. 2,000/- per study**

4. Mode of Disbursement

Incentives may be disbursed as direct financial support or through institutional reimbursement mechanisms, as per college financial norms. Incentives shall be sanctioned once per approved study

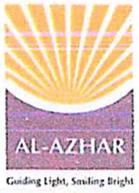
5. Conditions

- ✓ Incentives are subject to availability of institutional funds
- ✓ No incentives shall be provided for studies without ICMR or KUHS approval
- ✓ The decision of the Research Committee shall be final regarding eligibility and sanction of incentives.



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Authority and Amendments

The Research Committee reserves the right to sanction, modify, or reject incentive requests based on merit, availability of funds, and institutional priorities. This policy may be revised periodically as per institutional requirements.



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PATENT INCENTIVE POLICY FOR STAFF RESEARCH

1. Purpose

This policy is established to promote innovation, intellectual property creation, and translational research among staff members by providing a financial incentive upon the successful grant of a patent.

2. Eligibility Criteria

- All full-time academic and non-academic staff of Al Azhar Dental College.
- The patent must be granted by the Indian Patent Office or an equivalent recognized international patent authority.
- The staff member must be a named inventor in the patent document.
- The patent must be officially granted and documented; patents under application are not eligible.

3. Quantum of Incentive

- An incentive of **Rs. 5,000/- (Rupees Five Thousand only)** shall be awarded per granted patent.
- The incentive is a one-time award per patent, irrespective of the number of co-inventors from the institution.

4. Mode of Disbursement

The incentive shall be processed as a direct financial disbursement through the college accounts section, following institutional financial norms and procedures.

5. Claim Procedure

- Eligible staff must submit a formal claim to the Research Committee along with:
- A copy of the official patent grant certificate.
- A completed Patent Incentive Claim Form.
- Proof of institutional affiliation at the time of patent filing/grant.
- Claims must be submitted within **six months** of the patent grant date.

6. Approval & Sanction

- The Research Committee will verify the claim and recommend the incentive for disbursement.
- Final sanction is subject to the approval of the Principal and the availability of funds under the research budget.



7. Terms & Conditions

- ✓ The incentive is independent of any external research grants, publication awards, or royalty-sharing agreements.
- ✓ In the case of multiple institutional co-inventors, the total incentive of Rs. 5,000/- will be shared equally among them unless a prior written agreement specifies otherwise.
- ✓ The Research Committee's decision regarding eligibility and sanction shall be final.

8. Authority & Amendments

The Research Committee reserves the right to interpret, modify, or amend this policy as per institutional requirements and research priorities. Any amendments will be communicated officially to all staff members.



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PUBLICATION INCENTIVE SCHEME FOR TEACHING STAFF

In alignment with the Dental Council of India's emphasis on research-driven dental education and faculty academic growth, this policy seeks to recognize and incentivize high-quality research publications by teaching staff of Al Azhar Dental College. The scheme aims to promote scholarly output that enhances institutional academic standing and contributes to evidence-based dental sciences.

Objective

To encourage and reward teaching staff for publishing original research in reputable journals by providing financial incentives based on the quality and category of the publication.

Eligibility

All full-time teaching staff of Al Azhar Dental College who are:
Listed as corresponding author or co-author from the institution.
Publishing research conducted under the affiliation of Al Azhar Dental College.
Submitting publications that have been accepted and published in journals recognized and categorized as per this policy.

Publication Categories & Incentive Amount

Publications shall be classified into two categories based on journal indexing, impact metrics, and DCI-recognized standards:

- **Category 1 Publications** will be given **Incentive of Rs.2,000 for Original research studies per publication.**
- **Category 2 Publications** will be given **Incentive of Rs.1,000 for Original research studies per publication.**

Claim Process

Staff must submit a **Publication Incentive Claim Form** to the Research Committee within **6 months** of the publication date.

Required documents:

- Copy of the published paper with journal cover page and indexing proof.
- DOI or weblink to the publication.
- Certification from the Head of Department confirming the staff's affiliation and contribution.
- In case of multiple authors from the institution, the incentive shall be equally shared unless a different distribution is agreed upon in writing and approved by the Research Committee.

Approval & Disbursement

The Research Committee shall verify the publication category and authenticity.
Approved claims will be forwarded to the Accounts Department for disbursement within **30 days** of approval.



Payment shall be processed through the college financial system and reflected in the recipient's salary account.

Exclusions

- Publications from paid or predatory journals (as per UGC/DCI warnings).
- Publications without proper peer-review or indexing evidence.
- Research not affiliated with Al Azhar Dental College.
- Duplicate or plagiarized submissions.

Monitoring & Review

The Research Committee shall:

- Maintain a database of all staff publications and incentives awarded.
- Review this policy **annually** to align with updates in DCI guidelines, indexing standards, and institutional research goals.
- Present an annual report on publication outcomes to the Academic Council.

Amendments

The Research Committee reserves the right to modify this policy in consultation with the Principal and Academic Council to ensure continued relevance to DCI norms and institutional objectives





20-10-2025

CONFERENCE PARTICIPATION INCENTIVE POLICY FOR STAFF

To promote continuous professional development and academic engagement among teaching staff, Al Azhar Dental College encourages active participation in scientific conferences. This policy establishes a structured incentive scheme to support and recognize staff who present research or participate in academic conferences at various levels.

Objective

To provide financial recognition to teaching staff for presenting research papers, posters, or participating as invited speakers at conferences, thereby enhancing institutional visibility and promoting knowledge dissemination.

Eligibility

Full-time teaching staff of Al Azhar Dental College.

Staff must be a **presenting author** (oral/poster presentation) or an **invited speaker** at the conference.

Prior approval from the Head of Department and Principal must be obtained for conference attendance.

A copy of the acceptance letter and conference certificate must be submitted.

Conference Categories & Incentive Amount

Conference Level	Incentive Amount	Eligibility Criteria
International Conference	₹3,000	Conference held outside India OR in India with international participation (50% foreign delegates) and ISSN/ISBN proceedings.
National Conference	₹2,000	Conference held at national level with participation from at least three different states in India.
State Conference	₹1,000	Conference limited primarily to participants from within the state.

Claim Procedure

Staff must submit the **Conference Incentive Claim Form** within **30 days** of conference completion.

Required Documents:



- Conference acceptance letter
- Conference registration proof
- Copy of presentation certificate
- Conference program/brochure indicating session
- Brief report (200 words) on key learnings/benefits
- Claim must be certified by HOD and forwarded to the Research Committee.

Disbursement

Incentives will be processed after verification by the Research Committee.

Disbursement will be made through the salary account within 30 days of approval.

Only one incentive per conference per staff member is eligible.

Exclusions

- Attendance without presentation
- Virtual conference attendance without presentation
- Conference organized by commercial organizations without academic recognition
- Same presentation at multiple conferences (only first presentation eligible)

Monitoring & Records

Research Committee will maintain a database of conference participation.

Annual report will be prepared showing staff conference engagement patterns.

Incentives are subject to annual budget allocation and institutional financial norms.

Amendments

This policy may be revised periodically by the Research Committee in consultation with the Academic Council to reflect changing institutional priorities and financial provisions.

