

Research Policy _Effective from: _ January 2025

1. Preamble

Holy Grace Academy of Engineering is committed to fostering a culture of research, innovation, and scholarly contribution among faculty and students. This policy outlines the incentives and support mechanisms to encourage high-quality research aligned with NBA, NAAC, and NIRF objectives.

This policy applies to all full-time faculty members of Holy Grace Academy of Engineering.

2. Monetary incentives for Research publications with college (Holy Grace) affiliation

Conditions for eligibility: The research output must carry "Holy Grace Group of Institutions" as the primary affiliation. Outputs in predatory journals, predatory conferences, or blacklisted publishers are not eligible. Claims must be supported by published paper, acceptance letter, DOI, and proof of payment/award. Multi-author papers will be split as per the defined sharing ratio. Incentives are tiered based on journal quality at the time of publication, Paper Sharing Ratio, journal's indexing/impact etc.

Journal Type	Incentive	Remarks
WoS SCIE/SCI, Q1-Q2	₹3000 – ₹4000 per paper	₹4000 single author, ₹2500 multi-author & 1 st author, 2 nd author ₹ 1500
Scopus indexed	₹1000 – ₹2500 per paper	₹2500 single author, ₹1500 multi-author & 1 st author, 2 nd author ₹ 500
UGC CARE/NAAS	₹500 – ₹1000 per paper	₹2500 single author, shared 500/-
Other peer-reviewed	₹600 – ₹1,000 per paper	₹1000 for national Scopus
High Impact Factor (IF>5)	₹5000 – ₹10,000	1st paper: ₹5000, 6th onwards: ₹10000 max (Cumulative award)

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3. Other Research related Incentives

a) Patents

- Patent granted: ₹5000
- Patent published: ₹1500
- Patent filing, publishing, examination costs etc. Upto ₹1500 upon publishing bills.

b) Books & Book Chapters

- International book: ₹5000
- National book: ₹2500
- Book chapter: ₹1000 – ₹2,000

c) Conference Support

- Tier-1 IEEE/Scopus Conference (India): Registration fee only
- International Conference (Abroad): 25% of registration fee as support

d) Open Access charges: Up to ₹5000 for Scopus Q1/Q2 only

e) PhD Support: On-Duty Leave + Rs. 10,000 per year fee support (subject to management approval and 2-year service bond)

f) Procedure for Claiming Incentives

- Submit application to R&D Cell with copy of paper, proof of indexing, and affiliation. R&D Cell will verify authenticity and predatory status. Approved claims will be forwarded to Accounts for disbursement. Decision of the R&D Committee will be final.
- Papers in predatory journals as listed in UGC, Beall's List, or identified by R&D Cell. Papers without Holy Grace affiliation. Self-published books, conference proceedings without peer review, Duplicate claims for the same output shall not be eligible.

8. Review of Policy

This policy will be reviewed annually by the Research & Development Cell and updated as per management approval and regulatory changes.


Benny John Aynikkal
General Secretary
Holy Grace Group of Institutions

