

Faculty Support

Saveetha Institute of Medical & Technical Sciences, Chennai, and Tamil Nadu gives the highest priority to the faculty engaged in research and innovations. SIMATS encourages its faculty through various financial supports such as salary incentives, awards and recognitions.

Salary incentives:

The university has a salary incentive scheme, which is provided to the teachers, who receive state, national and international awards/ recognitions. Various facilities such as: Career Advancement, Salary increment, Recognition by Institutional website notification and Commendation certificate with cash award are provided by the institution to the outstanding faculties. The University offers a salary increment for the faculties who win awards at the various conferences. For the sake of remuneration, the conferences are classified as State level, National level and International level. As a policy, in case of award winning the entire conference registration, travel cost is reimbursed along with a cash incentive which will be credited along with the next month's salary. The cash award for State level conferences is Rs.2000, National level conference is Rs.5,000 and International conference is Rs.10,000. In case of extraordinary awards the faculties are entitled to a permanent salary enhancement.

The University recognises the awards received by the Faculties in terms of career advancement which cumulatively adds to their work experience. The scoring scale is 10,200 and 1000 points for conferences at the State level, National level and International level. In addition recognised fellowships offered by recognised bodies, obtained by clearing exams or showing the work/clinical mettle are also taken into consideration. The necessary documentary proof is collected whenever the faculties apply for these credits. These points are added to the Cumulative Academic Faculty Evaluation (CAFE) score. This is a scoring metric of the faculties which are taken up for ranking them. The top ranked faculties are given an award of honour in the annual Founder's day and Insignia programs. The scoring metric is used for appraisal of the faculties at the time of application for promotions. From the last 5 years, a total of 1569 increments were received by the faculty as cash awards or salary incentives.

Supporting Documents:

1. 1570 awards were received by our faculty from various awarding agencies from the past 5 years. [List of the awardees and list of awarding agencies and year with contact details for the last 5 years](#)
2. Faculty awards and recognitions (2016-2021) [Snapshots of recognition of notification in the HEI's website](#)
3. 1569 incentives were received by the faculty as cash awards or salary increments from 2016-2021. [Incentive details \(link to the appropriate details on the Institutional website\)](#)

4. Institutional issued certificate on career advancement and salary increment to the teachers. [Policy on salary increment for the awardees and career advancement.](#)
5. Screenshots of commendation certificates and receipts of cash awards received by the faculty from the past 5 years. [Copy of commendation certificate and receipt of cash award](#)