

Research Policy & Plan

1. Objective

The primary objective of our research policy is to motivate faculty members Institute to undertake quality research, consultancy and other research related activities.

2. SCOPE

The scope of the policy covers following aspects:

- To motivate faculty members to concentrate on research related activities, in addition to teaching, so as to publish research articles in reputed refereed international and national journals with impact factor.
- To make efforts to come out with books and monographs published by International and National publishers of repute.
- To evince interest in collaborative research projects with faculty in reputed foreign Universities.
- To encourage faculty members to submit proposals and secure funded research projects from various funding agencies (like DST, AICTE, MSME, EDI etc) in India and Abroad.
- To undertake consultancy projects sponsored by Government & Private, Industrial and other organizations.
- To encourage creativity in the minds of faculty members, so that they make original contributions by way of products, concepts etc. and obtain patents.

3. Research Publications

- Each faculty is expected to publish at least one research paper in an academic year
- Faculty members can consult as well as co-author research papers with other faculty members from JIMS Family or outside from other Universities/Institutions to improve collaboration and lend credibility to research.
- If a research paper is published based on his/her work in hard copy or in electronic form in a reputed /refereed international journal as recommended by the Research

Committee of the Institute, incentive will be paid to the faculty member as indicated below:

- ABDC Journals - Rs 10,000/-
- Scopus and Emerald Journals - Rs 5000/-

- Research publications of faculty will be considered only if they are indexed in Web of Science, Elsevier, Tailor Francis, Science Direct, Scopus, Humanities International Complete, Emerald, EBSCO Host, Dare Database-International Social Sciences Directory Thomson Reuters etc. If the paper is contributed by more than one author, the credit points and incentive will be shared equally by all the authors.

4. Publication of Books

Faculty members are encouraged to write and publish books or monographs. Following and incentives will be given:

Description	Publisher	Incentive
• Full book	Renowned international publisher	Rs 10,000
• Full book	Renowned National publisher	Rs 5000
• Contribution of Chapters	Renowned International/National Publisher	Rs 2000
• Monographs	National level/Int. level	Rs 2000

5. Collaborative Research Project with Foreign University/ Agency

Any Collaborative research project undertaken by the faculty with a foreign University with tangible outcome, will be eligible for incentive of 20% of the project grant. The tangible outcome shall be assessed by the Research Committee.

If the project involves more than one faculty from the Institute, then incentive (20%) will be shared among the participating faculty members. The incentive will be disbursed proportionately, only when project grant is released by concerned Agency. Any publication arising out of this collaborative research will also be eligible for incentives as per the norms of the publication.

6. Generation of Research Grants

Faculty members are expected to submit proposals for research grants from funding agencies. It is quite likely, that these projects may involve modernization of laboratories, acquiring of equipment specific to the research study or conducting of surveys etc. The incentive will be linked to the total amount of research grant sanctioned by the sponsoring agency. The incentive will be 20% of the research grant received from the funding agency. Since the amount will be released in phases, the incentive(s) paid will be proportional to the amount received by the Institute.

7. Undertaking Consultancy Projects

- If there is a substantial contribution by the faculty member and the staff in the consultancy project and no resources of the institute (like laboratory, computer, software etc. are utilized), the members involved in the consultancy project will take 60% of the total value of the consultancy amount received and 40% will go to the Institute.
- If the resource of the Institute such as laboratory facilities, computing facilities, drafting and other facilities are utilized in the consultancy project, the share of the Institute will be 60% of the total consultancy amount received and 40% will go to the faculty and other staff involved in the consultancy work.

8. Presenting Research Papers at National & International Conferences

Reimbursement of registration fee will be granted for a maximum of two national Seminars/ Conferences.

- a) For first Seminar/Conference full reimbursement of fee subject to maximum of Rs. 3,500/-
- b) For Second Seminar/Conference full reimbursement of fee subject to maximum of Rs. 2,500/-.

In case, the paper is co-authored by 2 or more than 2 faculty members, only one among them will be granted Academic leave and reimbursement of registration fee as per the above clause. From the Institute side, preference will be given to the first author. For the purposes of participating in National Conferences being held in India, the institute will grant 50% of AC two tier fares or full to and fro fare in case of travel by AC 3 tier.

In the case of faculty who has completed two years of service, the Institute shall pay full registration fee (maximum ceiling of Rs. 15,000/- per conference for attending and presenting a research paper in an International Conference held abroad). The Conference should be hosted by a reputed organization. The maximum ceiling will not apply when the travel expenses have been provided for in the research project. Preferably, such expenses should have been factored into the project/research grant. For Faculty who has not yet completed two years of service, the Institute shall pay 50% of registration fee (maximum ceiling of Rs. 5000/- per conference).

Reimbursement of the Cost for participation in International Seminars/Conferences/Refresher Courses will be 50 percent of the Air Fare

9. Faculty/Staff Development Programme (FDP):

- Members of the faculty are encouraged to participate in Workshops/STPs/FDPs or Orientation programs as may be decided by the Institute from time to time.
- Faculty members attending a program of more than five days' duration shall plan their participation in the semester break/summer vacation so that the academic schedule of the students remains undisturbed. Members of the faculty pursuing

their PhD part time are also encouraged to attend summer training programs organized by NITs , IITs & IIMs.

- Eligibility for such programs shall be restricted to one faculty members per semester from a department. In general, programmes sponsored by AICTE/ISTE/DST and other institutions where the host institution takes care of a significant portion of the training cost, the faculty will be granted official duty for that period.
- Faculty may also attend outstation FDPs of three weeks' duration, in which case two weeks will be counted as official duty and one week will be adjusted against annual summer leave of 15 days due to faculty.

10. Best Researcher Award

- Best Researcher award of Rs. 10,000/- with letter of appreciation to be given to faculty with the best research publication during the year. The Best Research paper is to be circulated to all faculty members for information/guidance

11. Grant of Academic Leave

- Academic leave up to 06 days may be granted to faculty for attending/presenting papers in Seminar/Conferences.

12. Honors (Awards) and recognition received by faculty members.

Faculty members who are recipients of awards/fellowships will be granted an incentive of Rs.5000/- for each award. (Research Committee to recommend grant of incentive)

13. Development of e-contents by faculty members.

If any faculty member develops e-content under SWAYAM, MOOCS, NPTEL etc., he/she will be granted an incentive as recommended by Research Committee)

14. OTHER CONDITIONS / GUIDELINES FOR RESEARCH PAPERS

- When a research publication has multiple authors, the cash incentive shall be divided equally among the all authors.
- It is the responsibility of the faculty member to produce evidence of having published paper in the refereed journal. He has to produce a printed copy of the

SCOPUS or other evidence and the research committee of the Institute should attest that.

- The incentive shall apply to any number of papers, subject to the condition of Intellectual Property Rights. Plagiarized works, claims on duplicated papers with different titles of the same content in different journals, seminars or dailies and such other irregularities shall attract severe disciplinary action, including recovery of incentives paid earlier and loss of faculty position at the Institute.
- An application form is already prescribed for this purpose will be available with Coordinator, Research Committee. The faculty member is expected to submit duly filled in application as per the prescribed format attaching copies of evidence duly countersigned by the HOD.