SIES College of Management Studies

Research Policy

1.Objectives:

This Research Policy is designed to cultivate a conducive research culture within SIES College of Management Studies, propelling its growth towards becoming a world-class academic institution. The primary objective of this policy is to foster and encourage research endeavors by providing comprehensive support to the faculty members, both financially and through other means, in their pursuit of becoming accomplished researchers. This research policy is in alignment with the policy at SIES level.

2.Scope

This policy will take effect from 1st January 2023 and supersedes all other policies relating to research in vogue.

3. Research Support Schemes

3.1 For Faculty Members Undergoing PhD Program: This policy is for all faculty members of SIES College of Management Studies (SIESCOMS) who have enrolled for a PhD program of a recognized Indian University through an approved process.

3.1.1 Facilities:

a) Remission of maximum of two (2) teaching sessions per week.

b) Maximum of two (2) days of On Duty (OD) facility per month for attending researchrelated work like meeting supervisor, data collection, interaction with subject experts, undertaking research analysis, report writing, etc.

3.1.2 Approval Authority:

The Director (Head of the Institution), SIESCOMS will have the authority to approve the benefits outlined in this policy. However, he / she will make these decisions in consultation with the concerned Head of Department (HOD) to ensure transparency and alignment with the department's objectives and resources.

3.1.3 Monitoring and Review:

Institute will conduct an internal review of progress of every candidate at institution level on a periodic basis. The Director along with concerned HOD, will be responsible for the same. Where progress is not satisfactory, the facilities may be withdrawn. However, before taking any such action, discussions must be held with the candidate and his / her viewpoint given due consideration.

3.1.4 Conditions to be Fulfilled:

a) Candidates must submit their final thesis within five (5) years from the date of admission to the doctoral program.

b) Candidates must publish two (2) research papers in UGC approved / Scopus indexed. / Web of Science indexed / IEEE explorer / ABDC category of journal or similar other nationally / internationally approved publication in these five (5) years.

c) Candidates must present paper in one (1) national / international conference through. online / offline mode in the subject / area of research in these five (5) years.

d) Candidates must continue to work in the institute for at least one (1) year after getting the PhD Degree.

3.1.5 Financial Incentive:

a) SIESCOMS will support the candidates enrolled in PhD program for their participation / presentation in national / international conferences. The amount spent may be reimbursed out of the approved learning and developmental budgets of the institution. Where there is no budget for such a purpose, the institution may refer the matter to Society through HR department for consideration.

b) On successful completion of PhD as well as fulfilment of the above conditions, the faculty member will be eligible for one-time ex-gratia of Rs 20,000/-. This is besides the increments given under UGC guidelines. He / she will also be felicitated at the annual SIES staff meeting. This is, however, subject to fulfilling the earlier mentioned conditions.

3.2 Financial Incentives for Publication / Projects (for all faculty):

a) Any proposal for research that gets approved as a minor / major research project under

University / UGC or any other research grant received from AICTE / ICSSR / DBT, etc. / any other national research body / corporate funding (for research and notconsulting) will be eligible for ex-gratia of Rs 25,000/-. There is no upper limit for such proposals that can be submitted during a year. However, if an approved project hasbeen submitted by more than one faculty, the amount of ex-gratia will be shared equally among all of them (SIES faculty only).

b) To recognize and motivate the faculty members for research, financial incentives shall be provided for research papers which are published in high rated national andinternational peer reviewed research journals / publications that are indexed in Scopus, Web of Science, SCI, SSCI, ABDC, ABS, FT50, and UGC Care. The incentivescheme for this is as follows:

ABDC List	O R	SCI OR SSCI Indexed in Web of Science	O R	Scopus Indexed	Incentive per Publication (Rs.)
A+ Category	O R	Quartile 1 (Q1)	O R	Quartile 1 (Q1)	30,000
A Category	O R	Quartile 2 (Q2)	O R	Quartile 2 (Q2)	25,000
B Category	O R	Quartile 3 (Q3)	O R	Quartile 3 (Q3)	20,000
C Category	O R	Quartile 4 (Q4)	O R	Quartile 4 (Q4)	15,000
UGC Care not indexed anywhere above					10,000

Note:

a) The Researcher will have to submit the claim for incentive to the Society through HR Department with recommendation of the Director of SIES College of Management studies along with a copy of the research publication in the approved journals / publications as mentioned above. There is no limit on the number of research papers a faculty can publish in approved journals / publications in an academic year.

b) In the case of multiple authors in a research publication, the incentive will be distributedin equal proportion only to SIES authors.

c) Article processing charges with a maximum limit of Rs 10,000/- per paper (on an actual basis) may be allowed at the discretion of the management based on the recommendation of the Head of the institution.

All payments are subject to tax deduction as per the rules in force.

3.3 Support for Participation and Presentation in Research Conferences

Institute will create sufficient approved budget for learning and development each year to encourage the faculty members to participate and present papers in national and international conferences. This is imperative in today's world as faculty members should get adequate exposure to what is happening in their own areas of specialization. This will also help the faculty to publish in the best journals (both national as well as international) as described earlier. Besides traveling, registration charges would also be reimbursed. Institute will form its own Research Committee(comprising at least 2 internal senior faculty as well as 2 external research experts) to consider such cases. All interested faculty members should get an opportunity, maybe by rotation, for such support. However, in those cases, where financial support is not available, faculty members will be allowed to avail duty leave so that they can participate and / or present paper in such conferences. This will help in creating a strong research base in the Institute.

4. Conclusion:

The institute through this policy aims to create an adequately conducive ambience for propagation of research culture. We believe the faculty members and research scholars will take advantage of the same.

Director

SIESCOMS

Date: 25.5.23

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