



**BHARATHIDASAN UNIVERSITY**  
**TIRUCHIRAPPALLI - 620 024**  
**TAMIL NADU, INDIA**

**RESEARCH PROMOTION POLICY**

**Preamble**

A willed endeavour of Creating, Grooming, Proliferating and Sustaining a web of 'Radiant Research Culture', 'Resilient Innovation Eco-system' and 'Robust Entrepreneurial Mindset' is foremost amongst the priorities of the Higher Education Policy of the Bharathidasan University (BDU). Reputation of any Higher Education institution depends vastly on the 'intellectual scholarship & research productivity', 'creativity calibre & innovation outcome', and 'venture creation & entrepreneurship promotion'. These domains of conventional, compulsive and contemporary pursuits of the BDU can best happen, grow and fructify with / through an appropriate forward looking **Research Promotion Policy**.

The success of a University in attaining its objectives is greatly contingent upon the alignment of faculty members and the relevant stakeholders with all the above domains and related pursuits of research initiatives, being undertaken at BDU. The Research Promotion Policy of the BDU aims to help its faculty members, research personnel and other stakeholders achieve the excellence in 'Research, Innovation and Entrepreneurship' contributing to institutional and societal uplift.

**Objectives**

This policy provides a broad framework to guide research and integrity of scholarly inquiry at the University. The objectives of policy are as follows:

- i. Creating and calibrating a vibrant Research tradition, Innovative spirit and Entrepreneurial orientation in a mutually contributing and supporting framework.
- ii. Emphasizing and ensuring right momentum, magnitude, mettle, modelling and morality of Research activities, Innovative pursuits and Entrepreneurial initiatives.

- iii. Acquiring and augmenting resources from internal and external sources (Government institutions / Corporate undertakings, Collaborative bodies and Global organizations).
- iv. Invigorating and institutionalizing nexus between teaching and research / innovation / entrepreneurship through translational, instructional and motivational measures.
- v. Impregnating and incentivising the 'Ideation to Action' progress - be it Projects, Publications, Prototypes, Patents and other Property of Intellectual Right class.

## **Research Policy: Provisions and Guidelines**

### **1. Undertaking Research**

Faculty members of BDU are expected to undertake research, leading to quality publications and presentations in National / International / Seminars of repute, Invited or Expert talks in trainings and meetings, generation of Intellectual Property with potential for commercialization, socially useful outcome and other similar research activity. Research pursuits must stretch to the logical end of creating entrepreneurial ventures as this happens in the developed economies through the process of invention-patenting-incubation-prototype-start-up-innovation-business proposition-entrepreneurial outcome. The concern is no worthy creative idea that has emerged from the Radiant Research Culture and Resilient Innovation Eco-system of BDU should be allowed to end its fate in the Valley of Death by well-timed and tactful collaboration with angel / venture capitalist so that a Robust Entrepreneurial Mindset has its nourishing abode in the ambient campus of BDU.

### **2. Recruitment and Promotion**

Participation in research activity is mandatory for all faculty members. Research output will be considered one of the criteria for faculty recruitment and promotion along with other academic responsibilities. As per the UGC approved API norms, the university prescribes the norms as to the number of articles to be published at national and international levels by faculty members of different cadres. The quality of research output, especially research publications, may be assessed on the established yardsticks such as Impact Factor (IF), or as revised from time-to-time, as appropriate.

### 3. Research Administration

- A Research Advisory Committee to function under the Vice-Chancellor is being established to draft policy papers on research, arrange research funding, develop incubation schemes, facilitate IPR activities, groom student / alumni / faculty entrepreneurial mindsets, vet proposals, oversight documents and to recommend measures / schemes on the above and their supportive actions.
- Research activity of each Department is coordinated by the respective Head, with designated authority / responsibility for PIs/Co-PIs.
- Overall day-to-day administration of research activities is coordinated by the Research Section, under the supervision of Director Research, assisted by Deputy / Asst. Registrar or other cadre of personnel of authority as may warrant.

### 4. Resources for Research Support

A separate 'Budget Head' for Research is being created for the purpose of Earmarking, Generation and Allocation of resources for Research that also translate into innovative and entrepreneurial triumphs. This 'Budget Head' for Research is in two parts:

**i) Intramural Funds:** The University provides intramural funding for seed money scheme, conferences, intellectual property activities and awards based on the quality and impact of research.

**ii) Extramural Funds:** Extramural Projects and Consultancy funds from state, national and international funding bodies, Government (provincial / central / multilateral) or Private (corporate and NGOs / trusts / individuals) will be generated. Necessary documents to support the research proposals are made available through Projects Section of the University. Support required for follow up of projects (in form of travel to potential funding bodies for follow-up and presentation, supply of additional documents, meetings, etc) is also provided. Faculty members and students are encouraged to apply and work for sponsored projects and fellowship programs.

## 5. Young Researchers

To enhance quality research output, student mentorship / internship is facilitated / arranged. To encourage undergraduate / postgraduate students to pursue research activities leading to tangible output, extra-mural funding is facilitated and internal funding / incentive / award granted on a 'case by case' basis based on merit of proposals / outcomes.

## 6. Publications

Publication of papers is critical for the effectiveness of the University. Faculty must publish continuously in the UGC approved journals. Therefore, the University encourages the publication of papers by the faculty with a targeted aim.

Research papers are also expected to be presented at national and international conferences organized by institutions of repute.

Schools / Departments, solely or in groups, is / are encouraged to publish a quality journal (print / online) and organise research conferences, from time to time to boost research activities in the entity / entities concerned and to contribute to the existing body of knowledge.

## 7. Research Incentive Schemes

It is important for a progressive University to motivate member of the faculty to publish regularly, innovate and to effect patentable work. Also a progressive improvement in the quality of publications and scale / shade of innovation is essential in a world of competition and ranking framework. Providing incentives to improve research performance and stimulate faculty members into continued research pursuits and attract quality employees are valued by employees / stakeholders. To ensure a long term incentive program, it is therefore proposed that:

- The University encourages publications in Journals enlisted by UGC. Researchers who have published more than 5 papers per Academic year with  $\geq 3$  impact journals incentivized appropriately. This motivates other researchers to publish as well.
- Research publications by a faculty member in either WEB OF SCIENCE or SCOPUS indexed journals are appreciated with appropriate incentives.
- Further, a faculty member who publishes more than 5 publications per year will be supported partially to attend at least one Seminar / Conference /

Meeting of their choice in the subsequent year, anywhere in India. For this the concerned faculty is accorded 'On Duty'. The extent of financial support (towards registration charges, TA/DA, stay, etc) is decided on a case to case basis.

- The number of research projects undertaken / sanctioned and papers published in an Academic year constitute one of the criteria for the Annual incentive.
- New faculty member, who received seed money, is expected to publish at least one research paper in a peer reviewed and UGC enlisted journals within 2 years of joining. Subsequently, all faculty members are expected to publish at least one research paper every year.
- Collaborative and Interdepartmental research is promoted. In such cases, all participating faculty members are provided equal incentive.
- A Vice-Chancellor's Research Award is being instituted and awarded annually to the best researcher, based on the recommendation of the Research Advisory Committee. The decision of the Committee would be non-challengeable. The terms and conditions of the award are subject to changes from time to time depending on the emerging research thrusts at national / global paradigms.
- The University may also provide additional manpower in departments with higher research intensity and research output, depending on specific justifiable requirements while adhering to regulations of statutory agencies.
- The University may also consider allocating reduced Academic work load to a faculty member handling more than one extramural major research project.
- The University will incentivise faculty member / research teams that have created IPR assets (Filing / Registration / Granting) by meeting all expenditure and reward for the exemplary works.
- The University will make its campus facilities amply available for business incubation by faculty / student / scholar / alumnus on merit basis
- The University shall assist the faculty member / research teams in mustering support from Venture Capitalists / Angel Financiers in taking the IPR assets into start-ups, further scale up actions and securing royalty.

## **8. Academic Dishonesty and Disciplinary Committee**

It is expected that each member involved in research – faculty, researchers and postgraduate researchers adheres to highest ethical standards of conduct. These include data integrity, adhering to ethical guidelines given from time to time, for carrying out research. It is the duty of concerned Supervisor to verify that each thesis / dissertation submitted under him / her is checked for Plagiarism before submitting to Research Section for processing. The university is registered under Shodhganga and all theses have to be duly uploaded as per UGC norms. Hence, Supervisors are personally responsible. In case any complaint is received on Plagiarism or Data copying the University and Staff of Research Section would not be held responsible and also would stand indemnified under good faith.

A Disciplinary Committee, on the orders of Vice-Chancellor, shall be formed in order to carry out inquiry when academic / research dishonesty is reported against an individual / group. Suitable disciplinary action may be initiated, if found guilty, against such individual / group.

## **9. Custodian of Policy**

The BDU will review this policy every 3 years or earlier, as per requirement. The implementation and updating of Research Promotion Policy is carried out by the Research Section. BDU reserves the right to modify the Policy as and when required.

Issued with the Approval of Vice-Chancellor  
Director - Research