



Research Policy

IILM UNIVERSITY

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Research Policy

Knowledge creation, assimilation and dissemination are key research objectives at IILM. Research and publications at IILM focus on direct integration of research into teaching-learning process. With this aim, IILM tries to nurture, inculcate and develop a vibrant research culture in various functional area viz., Accounting, Finance, Marketing, OB, HR, CSR, IT, Economics, International Business etc. and provides an excellent opportunity for Research, Consultancy and Training. Research at IILM is encouraged in all spheres viz. action research, applied research and industry focused research. Our research ethos emphasizes integrating research directly into teaching learning process. IILM motivates faculty members to present their intellectual contributions both at national and international academic forum, through well-rounded research funding norms. Our research policy focuses on encouraging and exploring new frontiers of knowledge, aimed at fostering better learning experience for our students.

The objectives of IILM's research activities are:

- To develop a research culture and to work out a research agenda for implementation of the same
- To integrate research outputs with the curricula through teaching - learning process, wherever appropriate.
- To effectively disseminate IILM's research output for greater visibility amongst our key stakeholders - academic community, students and industry through publication of research journal, MDPs and consulting, among others.

IILM's vision places the student at the center of its pursuits. All processes, including Research, are designed to flow into teaching and learning, thus ensuring better learning for students and development of faculty. All research activities need to be current and relevant to business and management and find inclusion in the teaching and learning in the form of a course or a reading resource. Furthermore, to promote and nurture an environment of research and provide a forum for idea generation and sharing, IILM's research policy requires its faculty members to present their work-in-progress with all the faculty members in the form of a seminar prior to submission of the complete paper.

In order to nurture an environment of active research for knowledge creation, IILM's Research Policy provides the following incentives:

1. Credit equivalence/ Incentive for Research Paper/ Case Study publication in National/ International Refereed Journals: Research Output(s) published in National/International journals will be considered for a credit equivalence of 1 credit (100 hrs) / incentive (Rupees Fifty Thousand Only). The credit points will be estimated on a benchmarked standard of approximately 100 hours spent on delivering a full credit course at IILM. The credit equivalence of the published work will be assessed by the Research Committee comprising the Research Head, Area Chairs and a panel of experts on the basis of the following:
 - ✓ Presentation of the paper by the faculty to determine his/her contribution
 - ✓ Evaluation of the paper for rigour and quality of research
 - ✓ Publishers' credentials (based on the list of National & International Refereed journals given in Appendix A)

The decision of the Research Committee will be final and binding.

2. On-duty Leave for Case Writing: As an initiative to encourage Case Writing, IILM offers a maximum of 7 days On-Duty leave for primary research and site visit for Case Writing. The requests for On-duty leave will be assessed by the Research Committee on the basis of a research proposal submitted by the author/s.

In case the author has availed an On duty leave for writing a case, the Case Study when published will not be eligible for consideration for Credit Equivalence (Point 1) and/ or Funding for Conference Presentations (Point 3).

3. Funding for Conference Presentations- Faculty members are also encouraged to present papers in National and International Conferences. The following funding norms for research paper presentations in National/ International Conferences are followed at IILM:
 - a. Faculty member should have completed one year of continued service at IILM to be eligible to avail funding for conference presentations.
 - b. Funding will be provided for a maximum of one conference presentation within the country in a year, and, one conference presentation outside the country in 2 years.
 - c. Only full paper presentations will qualify for funding considerations.

- d. The institutional support requested by faculty towards meeting incidental expenses of Conference registration and Presentation will be based on the recommendations of the Research Committee.
 - e. Funding for conference(s) Presentation(s) will cover the following:
 - i. Registration fee for the conference
 - ii. Travel cost
 - iii. Accommodation+ Boarding
 - f. *The maximum permissible funding for Conference presentation will be Rupees Twenty Thousand only + Registration Fee.*
 - g. In case of research papers co-authored by two faculty members, both can apply for conference funding. Alternately, authors have the choice of converting the funding equivalence to course credit.
 - h. IILM's Vision encourages research that flows into the teaching and learning process. The approval of the funding, therefore, is subject to fulfilment of the following clause :
 - 1 The author/s to conduct a Faculty Development Program based on their research
 - i. Faculty members who get approval of funding from the Institute, are additionally recommended to take the following actions :
 - 1 The author/s provide a write-up/ abstract of the paper for IILM's in-house magazine, The EDGE, which will also be available on IILM's website.
 - 2 Given the relevance of research topic, the author/s to incorporate or include the learning from the research paper into an elective/ core module
4. Performance-based Incentive for attending MDPs/ Conferences/Global Study: IILM continuously strives to improve its intellectual capital by identifying high-performing faculty and incentivizing them for self development. A steady step in this direction is the introduction of Performance-based incentives. IILM offers Performance-based Incentives of upto Rs 75,000/- (Rupees Seventy Five Thousand only) to faculty members for self-development that can be availed by the faculty in the form of MDP/ Courses/ Conferences at various IIMs/ IITs or Global Study at its Partner Institutes abroad.

5. Consultancy: Consultancy is well recognized as an effective way for academic institutions to disseminate their knowledge and expertise and make an early and direct impact on society. Faculty is encouraged to take consultancy projects on a 30%-70% revenue sharing basis, where 30% of the revenue is shared by IILM. To ensure the balance between the relevance of voluntary consultancy and the core duties of the faculty, a maximum of 10 working days of On-Duty Leave per year would be approved, subject to approval by the Director.
6. Seed Funding for Research Projects on Contemporary and emerging Issue: Given the need to encourage research on contemporary and emerging issues, IILM proposes to offer seed funding for Research Proposals. All proposals will be evaluated by the Research Committee. Approved proposal will be provided a seed funding of Rs Ten Thousand.

All funded projects would require submission of a monthly progress report to the Research Committee.

The funding will be applicable for a period of 6 months, on completion of which the final report/ paper has to be submitted. Any further requirement of funding will be processed on a case to case basis by the Research Committee.

If the concerned faculty leaves IILM during the 6 month period, he/she is required to complete the project before departure or hand-over the project (including all documentation and data) as it exists to the Research Cell. The concerned faculty member will then also forsake any claim to the research project and data thus collected.

Data Protection: IILM will own the rights to the data collected as a part of the Research Project funded by IILM. Publication of the work outside IILM's journal would require permission from the Research Cell. Furthermore, the publication should clearly indicate that the research had been funded by IILM.

Refereed Journals List

Name of Institute	Name of Journal
Faculty of Management Studies	Journal of Management Research
IIM, Ahmedabad	Vikalpa: Journal of Decision Makers
IIM, Bangalore	IIMB Management Review
IIM, Calcutta	Decision-IIMC Journal
IIM, Lucknow	Metamorphosis-A Journal of Management Research
IIM, Indore	The Indore Management Journal
IIM, Shillong	IIMS Journal of Management Science
IIT Delhi, Department of Management Studies	Journal of Advances in Management
Indian Institute of Foreign Trade (IIFT)	Foreign Trade Review
Management Development Institute (MDI)	Vision-The Journal of Business Perspective
Tata Institute of Social Science (TISS)	The Indian Journal of Social Work
Xavier Institute of Management, Bhubaneswar	Journal of Research Practice
XLRI, Jamshedpur	Management and Journal Studies

In addition to the above, Journals listed in:

Blackwell	Science Direct
Emerald	Springer
Elsevier	Taylor & Francis
EBSCO	Thomson Reuters
Routledge	Wiley
Sage	
Refereed Journals of professional bodies (Accounting / Finance / Marketing / OB / HR / Statistics / Economics / IB / IT / OR / Strategy / Entrepreneurship / Environment / Sustainable Development / Rural Management /any other field of specialization etc..)	

Teaching Load & Admin responsibilities

Annexure 1

For a management school to be successful in a competitive academic environment, faculty members have to develop expertise in more areas than one. A faculty member has to undertake different roles as a teacher, researcher and a trainer/consultant. In addition, there are institutional building activities/tasks which have to be shared. In school of management, there are administrative responsibilities, both specific and common, which a faculty member must share.

Since every faculty member cannot assume all the roles, the expected output should be clearly defined. This is also necessary to ensure that all faculty members share the load/responsibilities in a pre-defined manner. A faculty member is expected to teach certain subjects/courses in an academic year and also devote the rest of the time for other activities like research, training and consulting.

Out of these four specific areas, a faculty member has to choose a minimum of two ,which includes a specified minimum teaching load. Since training(MDPs) and Consulting are two areas where there is provision for income sharing between faculty and university (in proportions defined in Training /MDP policy separately), the remaining two (teaching and research) are essential part of the job.

IILM has a well-defined reward policy to encourage research output of good quality, published papers, working papers, presenting papers in national and international conferences and also organizing national and international conferences. This note defines the expected teaching load and exceptions available for faculty members due to admin responsibilities. These rules regarding teaching load have to adhered to by all to ensure smooth academic activities round the year.

As per the practice in most of the good b-schools six courses equivalent of 3 credits each is the standard annual load. Since there are different courses which carry different credits, the teaching load is not defined in terms of number of courses but in terms of credits equivalent. Thus a faculty member in IILM will have an annual load of courses equivalent to 18 credits. Exceptions to this load of 18 credits will be provided based on the admin responsibilities as defined here.

Faculty	Load in Credits
Professor	18
Asso. Professor	18
Astt. Professor	18

The following table defines the waiver from the teaching load in terms of credits :

Admin responsibility	Waiver
Faculty member in first academic year at IILM (with total career experience less than 1 years)	3 credits
Faculty member in first academic year at IILM (with total career experience less than 2 years)	2 credits

Dean (Program with more than 300 students)	4 Credits
Dean (Program with 200- 300 students)	3 credits
Dean (Program with less than 200 students)	2 credits
Associate Dean (Any program)	1.5 Credits
Controller of Exams	4 credits
Deputy Controller of Exams	1.5 credits
Director Placement	2 Credits
Area Chair (with more than 5 members in the area)	1 Credit
In-charge of NAAC/NBA/Rankings/Ratings (The waiver will be split, if the task is shared)	2 credits
Any other task assigned by VC	(As per the task)

Besides the above if a faculty member is involved in consulting project of substantial value and importance, special waiver from teaching will be considered by a committee (formed by VC for this purpose). Similarly if a faculty member develops a New Course/Module, which is offered for the first time (the same faculty member offers that course to all the sections, a waiver of 2 credits may be granted for the first time.)

Annexure 2

Research & Publications			
	<p>Paper in – Classified journals</p> <p>Category A+ ABDC or IILM list</p> <p>Category A of ABDC or IILM list</p> <p>Category B+ of ABDC or IILM list</p> <p>Category B of ABDC or IILM list</p> <p>Any other Incl. UGC Care</p>	<p>(Reward in Thousand INR)</p> <p>60</p> <p>50</p> <p>40</p> <p>40</p> <p>20</p>	<p>Affiliation: should mention IILM for the credit. Credit available only on publication. In case of joint authorship by more than one author, proportionate reward to be earned.</p> <p><i>(List of Journals belonging various categories to be prepared based on NIRF & other criteria)ABDC/Scopus/WoS</i></p>
	<p>Case Writing along with teaching note</p>	<p>20</p>	<p>Affiliation: should mention IILM for the credit. Should be cleared by International case clearing house such as ACRC. In case of joint authorship by more than one author, proportionate reward to be earned.</p>
	<p>Research based Book</p> <p>Research (published by Category 'A' publishers)</p>	<p>50</p>	<p>Affiliation: should mention IILM for the credit. In case of joint authorship by more than one author, proportionate reward to be earned.</p>

	<ul style="list-style-type: none"> · Research (published by Category 'B' publishers) 	20	
	<ul style="list-style-type: none"> · Edited by the IILM faculty member (inclusive of all volumes). 		
	<ul style="list-style-type: none"> - Published by Category 'A' publishers 	30	
	<ul style="list-style-type: none"> - Published by Category 'B' publishers 	15	
	<ul style="list-style-type: none"> · Edited by the IILM faculty member - Published by publisher other than those mentioned in Category 'A' and 'B' 	10	<p>Credentials of publishers not belonging to 'A' or 'B' category to be submitted to Faculty Development & Evaluation Committee for approval.</p>
	<p>Edited Volume (editor not from IILM) but paper contributed by IILM faculty</p>		<p>Affiliation: should mention IILM for the credit. In case of joint authors, proportionate credits only. In case of joint authorship by more than one proportionate work units to be earned.</p>
	<ul style="list-style-type: none"> - Published by Category 'A' publishers 	15	
	<ul style="list-style-type: none"> - Published by Category 'B' publishers 	10	<p>Maximum two chapters in any edited book</p>
	<p>Book chapters</p> <ul style="list-style-type: none"> - Published by Category 'A' or 'B' 	10	<p>Affiliation: should mention IILM for the credit. In case of joint</p>

	papers or more are presented in the said conference	Boarding/lodging expenses. Up to a maximum of Rs 50 thousand.	registration/delegate fees. The faculty has to declare that no other support available from any other source.
	Conferences that have been held for less than 5 years and where 30 papers or more are presented in the said conference	No reward, but full expenses for travel and conference fee, up to a maximum of Rs 30 thousand.	
	<p>IILM Research Journals :</p> <p>(i) IILM's own research Journal (When it restarts publication)</p> <ul style="list-style-type: none"> - Editor - Assistant Editor 	<p>10 Per issue</p> <p>05 Per issue</p>	
Organising Conferences	<ul style="list-style-type: none"> · International Conference: <p>Should be at least two-day event with minimum 50 research papers from paid delegates out of which at least 05 papers from foreign paid delegates</p>	Rs 10 th. +Part of the expenses shared ,which is not covered by delegate fee	In case of joint organization by more than one IILM organiser, proportionate expenses to be shared by IILM.Should have at least 5 papers from Outside India.
	<ul style="list-style-type: none"> · National Conference: <p>It should be a two-day event of total 75 paid delegates</p>	Rs. 10 th. +Part of the expenses shared ,which is not covered by delegate fee	In case of joint organization by more than one IILM organizer, proportionate expenses to be shared.
	<ul style="list-style-type: none"> · Round Table Conference: 	No reward but Part of the expenses	In case of joint organization by more than one IILM organizer,

	There should be one-day event of at least 25 registered delegates outside IILM.	shared ,which is not covered by delegate fee	proportionate expenses to be shared.
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