

Research Policy

IILM University, Gurugram

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 or having an impact on industry practice. 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, MDP, 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.

Research Incentives

1. Objectives

The primary goal of this policy is to foster a culture of research excellence at IILM University. It aims to:

- Encourage faculty members to publish in high-quality academic journals and contribute to impactful research projects.
- Align research activities with the strategic objectives of the university.
- Recognize and reward faculty members for their research contributions through monetary incentives, awards, and other forms of recognition.

2. Eligibility Criteria

- Full-time faculty members are eligible for research incentives.
- Faculty members on contract may also qualify, provided they fulfill a minimum service duration and meet other performance criteria.
- Collaborative projects involving multiple faculty members will see rewards distributed based on their roles and contributions, which should be clearly outlined in a co-authorship agreement.

3. Incentive Structure

- **Publication Incentives:** Faculty publishing in high-quality journals, indexed in FT-50, ABS, ABDC, Scopus and Web of Science will receive incentives as per annexure 1.
- **Conference Participation:** Financial support for attending and presenting at international and national conferences will be provided based on the ranking and impact of the conference.
- **Book Publications:** Publishing academic books or book chapters with reputed publishers (Scopus indexed or equivalent) will attract incentives based on the publisher's ranking and the scope of the work.

Annexure 1

Research & Publications			
Publications	Indexing / Publisher	Rewards	Conditions
Journal Publications	FT-50	6.00 Lakhs	Affiliation: Publications must mention IILM University for eligibility to receive credit. Credit will be awarded only upon publication. In the case of joint authorship, the reward will be distributed proportionately among the authors based on their contributions.
	ABDC - A* / ABS- 4	5.00 Lakhs	
	ABDC – A / ABS-3	3.00 Lakhs	
	ABDC – B / ABS -2	2.00 Lakhs	
	ABDC – C / ABS -1	75 thousand	
	Scopus / Web of Science	75thousand	
Book Chapter	International Publisher: Springer, Elsevier, Taylor & Francis, Wiley, Oxford University Pres, Cambridge University Press, SAGE Publications, Palgrave Macmillan, MIT Press, Harvard University Press, Emerald, Blackwell, Routledge, Thomson Reuters, Inderscience, MDPI, IGI Global, Palgrave, IBS, Gower, Scopus indexed. Others (Subject to approval by the research committee and	50 thousand	Affiliation: Publications must mention IILM University for eligibility to receive credit. Credit will be awarded only upon publication. In the case of joint authorship, the reward will be distributed proportionately among the authors based on their contributions.

	Director)		
	National Publisher: Tata McGraw-Hill Education, PHI, Indian Council of Social Science Research (ICSSR) Publications, New Age International Publishers, Himalaya Publishing House, Vikas Publishing House, Jaico Publishing House, Academic Foundation, Scopus indexed, . Others (Subject to approval by the research committee and Director)	25 thousand	
Edited Book	International Publisher: Springer, Elsevier, Taylor & Francis, Wiley, Oxford University Press, Cambridge University Press, SAGE Publications, Palgrave Macmillan, MIT Press, Harvard University Press, Emerald, Blackwell, Routledge, Thomson Reuters, Inderscience, MDPI, IGI Global, Palgrave, IBS, Gower, Scopus indexed. Others (Subject to approval by the research committee and Director)	75 thousand	Affiliation: Publications must mention IILM for eligibility to receive credit. Credit will be awarded only upon publication. In the case of joint authorship, the reward will be distributed proportionately among the authors based on their contributions.
	National Publisher: Tata McGraw-Hill Education, PHI, Indian Council of Social Science Research (ICSSR) Publications, New Age	50 thousand	

	International Publishers, Himalaya Publishing House, Vikas Publishing House, Jaico Publishing House, Academic Foundation, Scopus indexed, Others (Subject to approval by the research committee and Director)		
Textbook / Reference Book	International Publisher: Springer, Elsevier, Taylor & Francis, Wiley, Oxford University Press, Cambridge University Press, SAGE Publications, Palgrave Macmillan, MIT Press, Harvard University Press, Emerald, Blackwell, Routledge, Thomson Reuters, Inderscience, MDPI, IGI Global, Palgrave, IBS, Gower, Scopus indexed. Others (Subject to approval by the research committee and Director)	85thousand	Affiliation: Publications must mention IILM University for eligibility to receive credit. Credit will be awarded only upon publication. In the case of joint authorship, the reward will be distributed proportionately among the authors based on their contributions.
International and National Conference	Conferences that have been held consecutively for 5 years or more. The decision authority to grant support for a particular conference rest solely on the Director/Dean of the School. Allowance per faculty is available for up to two national conferences per AY, and one	Less than 1 year in IILM: No support provided 1-3 years in IILM: Full support provided for international conferences. National conference allowance up to a	Conditions: A faculty can avail international conference support once every two years and national conference support once annually. Affiliation should mention IILM University, Greater Noida. Applying faculty needs to

	<p>international conference per AY.</p> <p>Faculty who has completed 5 years of continuous service at IILM, will be provided allowance for up to two national and two international conferences per AY.</p> <p><i>Criteria of full support for international conference:</i></p> <p>Flight allowance in economy up to 80,000/- (return)</p> <p>Daily food and conveyance allowance up to 8000/-</p> <p>Daily hotel allowance up to 15000/-</p> <p><i>Criteria of full support for international conference:</i></p> <p>Flight allowance in economy up to 10000/- (return)</p> <p>Daily food and conveyance allowance up to 3000/-</p> <p>Daily hotel allowance up to 6000/-</p>	<p>maximum of 15,000/-</p> <p>3-6 years in IILM: National conference allowance up to a maximum amount of 40,000/-</p> <p>Full support provided for international conference.</p> <p>6years and above: Full support provided for international and national conferences.</p>	<p>submit a formal request, making a case for the support. The request should include a impact statement focusing on how the presentation will help the faculty and institutional research development, enhance teaching/student learning or inform industry practice. This needs to be accompanies by a letter of support from Research committee and a formal paper presentation acceptance from the conference organizers.</p> <p>Support will only be provided for full paper presentations.</p> <p>Support can only be used for travel, stay and registration fee purposes.</p>
Patents	Registered	20 thousand	<p>Affiliation: Publications must mention IILM University for eligibility to receive credit. Credit will be awarded only upon publication. In the case of joint authorship, the reward</p>

			will be distributed proportionately among the authors based on their contributions.
Case publication	Published with teaching notes	<p>HBR case – 2,50,000/-</p> <p>Ivey case – 1,00,000/-</p> <p>Emerald case – 50,000/-</p>	<p>Affiliation: Publications must mention IILM University for eligibility to receive credit. Credit will be awarded only upon publication. In the case of joint authorship, the reward will be distributed proportionately among the authors based on their contributions.</p>
External Research FDP attendance support		A maximum amount of 20,000/-	<p>Support will be provided to faculty for attending research development seminars/programs/training conducted by top institutions. The discretion of awarding this support rests solely with the Director/Dean under advisement of the Research committee.</p> <p>The support fund can only be used for registration, travel and stay purposes.</p>

Research Track Policy for IIM University

A faculty can self-nominate to be considered for the Research track of the University, as per which:

- Teaching hours will be restricted to 6 hours per week.
- The faculty will have to be present for 160 hours on campus during a calendar month, institutional in and out timings will be strictly enforced.
- Faculty will have to produce a **minimum** research output of 1A* or 2A or 3 B per calendar year in ABDC category or 1 (3*) or 2 (2*) or 3 (1*) per AY in ABS category.
- Or faculty will have to secure a minimum 10 lacs INR in Consulting/MDP income or Research grant per AY.

Conditions for consideration in research track

- Evaluation panel for the consideration of Research track will include:
 - Director/Dean of the School.
 - One external academic/researcher.
 - One Senior Professor of the School with excellent research track record.
 - Management representative.
- Evaluation criteria (for consideration in and extension of research track):
 - Details of publications at advanced stage (published stage, acceptance stage, revision stage), name of journals, provisional publication timeline, number of co-authors.
 - Details of articles at write-up stage (title, authors, target journal).
 - Details of articles planned (title, authors, target journal).
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 - Publication history (quality of journals, citations, impact)
 - Network of co-authors (national and international), their affiliation.

- Publication strategy document (a detailed plan on publication strategy, realistic 6 months, 1 year and 2-year timeline – number of articles, target journals, potential collaborators, funding plan).
- A brief on how the faculty plans to build the research reputation of the University in the wider academic community (presentation of research in prestigious conferences, seeking research funding, commercialization of research, securing impact/practice-oriented industry projects).
- An impact statement (how the research can/has informed industry practice, society or economy).

Important points

- Publication in an FT 50 journal will automatically renew the faculty research track tenure by another year
- The tenure of Research track initially will be granted for 3 years, with reviews taking place every six months.
- Period of extension of the Research track will be decided by the evaluation panel.
- Faculty will have to mandatorily accept supervision of at least 1 PhD scholar.
- The decision of granting a Research track tenure to any faculty rests entirely on the evaluation panel.
- Research incentives as per this policy document will be applicable for the Research track faculty, no additional pay over the incentives can be sought.

All faculty should compulsorily have a single institutional affiliation on published output, which will be IILM University, Greater Noida.

Any faculty member not listed in the Research track will be placed on the teaching track:

Teaching track faculty PBAS qualification will be subject to publication of:

- Minimum 1B or min 2C in ABDC category or 1(2*) or 2 (1*) in ABS category or min 1 Scopus or WoS listed publication per calendar year.
- Alternatively, the faculty needs to publish at least 2 patents
- or publish 1 HBS/Ivey/Emerald case

- or secure 5 lac INR in research funding in an academic year.
- Or attract at least 1 lac INR in MDP or Consultancy income for the school.

Consultancy and MDPs

Consultancy is recognized as an effective vehicle for academic institutions to disseminate their knowledge and expertise and make an early and direct impact on society. Faculty members are encouraged to take consultancy projects on a 30%-70% revenue sharing basis, where 30% of the revenue is shared with 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.

MDPs are effective platforms to disseminate the knowledge base of the school among the wider stakeholders. Faculty are encouraged to launch open MDPs using the IILM platform, inviting industry and interested members of the broader society to undertake training in emerging topical areas. 50% of the open MDP income will need to be shared with IILM, and 30% of external MDP income will have to be shared with IILM.

The MDPs and Consultancy projects will need to be officially approved by the Director/Dean, the faculty will need to submit a formal proposal and a concept note on the MDP/Consultancy project, outlining the commercials and commitments of the parties involved. Any Consultancy MoUs if required will need to be vetted by the legal team of the University as advised by the Registrar before signing. In case of MDPs, the faculty will have to carry the responsibility of successfully marketing, delivering the MDPs and ensuring financial commitments are completed by the receiving party. The commercials of the MDPs will be authorized by the Director/Dean of the school.

Faculty can apply up to a maximum of 5 ODs for MDP or Consultancy related travel, based on the discretion of the Director or Dean.

Faculty Development Assistance (FDA)

There will be a budgeted assistance earmarked for individual faculty members for their development (in research and teaching) called the Faculty Development Assistance (FDA). The faculty members can use their assistance for various activities/purchases according to norms that will govern the use of such funds. Drawing on the funds would require approval of Director.

Proposed Funds Each year, starting from the year-ended 30th June 2025, an amount of Rs. 1 lakhs/year will be available to all faculty members after completion of one year of service from

the last day of each financial year. The fund may be carried forward to the two succeeding years, beyond which it will lapse.

The faculty members can use this fund for the following purposes:

- Paying Journal fee for publishing their own papers where the journal charges publication fee.
- Case writing travel or research travel within India or abroad for Self/Research Associate/Research Scholar, with the approval of the Dean and the Director.
- Fees for any faculty development program/educational program (including a Ph.D./DBA) at top Indian or Global institutions with approval of the Dean and the Director.

The management, at its sole discretion, may decide to reimburse the above expenses to a faculty member who is not entitled for FDA.

NOTE: The utilization of this Faculty Development Assistance will be over and above the various Institute sponsored faculty development activities.