



RESEARCH & CONSULTANCY POLICY

VI.0

Research and Consultancy Policy

1. Preamble and Objectives

NSB Bangalore with the goal of promoting research culture among faculty members and students, has developed the research and consultancy policy with the following objectives:

- a. To produce quality publications
- b. To make high quality presentations in academic and business platforms
- c. To provide consultation for businesses/organizations
- d. To access the research funds / grants by submitting the proposals
- e. To foster ethics in publications and presentations
- f. To disseminate the knowledge by organizing conferences / seminars / workshops / training programs on research methodology and contemporary issues in business and management.
- g. To play a crucial role in social development by engaging in socially responsible research activities and participating in translating research to application.

In order to develop the congenial environment for promoting research culture, an academic research and consultancy committee is established at NSB. The committee includes the following members:

The Director	:	Chairman
Head, Research	:	Convenor and Member
Secretary	:	1 Professor, 1 Associate
Faculty Members (3):	:	Professor, 1 Assistant
	:	Professor
Academic Advisory Member:	:	One
Student Representative	:	Two

This committee meets once in **six months** to monitor the progress of the research activities of the faculty members and students.

2. Academic Research and Publication

2.1. Intellectual Contributions

- Faculty Members and Students of NSB are encouraged to publish their research articles in reputed UGC Care approved / ABDC Journal Quality List / Scopus Indexed journals.
- Target for the publication: NSB faculty member must publish at least **one** Scopus Indexed or ABDC quality list journals in an academic year (**Academic year – August 01 to July 31**). However, each faculty must publish minimum of **two** in Scopus Indexed Q1 and Q2 category journals within the period of **three years**.
- Faculty Members are encouraged to develop at least one case study per semester and at least one case study publication with the reputed publishing outlets like the Case Centre, Ivey Publishing, Emerald Emerging Market Case Studies, and so on.
- Faculty Members are encouraged to publish at least one text book / reference book / edited book within two academic years.
- Faculty Members are encouraged to publish at least one book chapter in a year.
- Faculty Members and Students are expected to present their research outputs in national or international reputed conferences / seminars / symposium
- Faculty Members and students are advised to publish their intellectual contributions in the areas of basic, applied and teaching-learning pedagogical fields.
- Faculty Members are encouraged to submit the research proposals to the research grant-in-aid agencies within and outside India. The faculty member, wherever it is possible multi-disciplinary and trans-disciplinary research could be focused.
- Faculty Members are advised to encourage graduate students to transform their project and dissertation work into any of the intellectual portfolio including research papers / cases
- Any intellectual contributions prepared for the publications should be published in the affiliation of “NSB Bangalore”
- Faculty Members can avail maximum of 9 days of On-Duty leave per academic year (August 01, July31) for the participation and presentation of papers in international conferences. For the conferences within India, a maximum of 4 days in a semester and

that amounting to the maximum of 9 days in an academic year. Necessary approval to be obtained from the Director through Academic Research and Consulting Committee.

Faculty Members can avail maximum 6 days On-Duty Leave for attending Faculty Development Programs during semester break. These 6 OD will be additional to the leave mentioned in point above. OD can be availed for FDPs of less than one-week duration, however it should be within the maximum of 6 days per academic year. Necessary approval to be obtained from the Director through Academic Research and Consulting Committee.

2.2. NSB Responsibilities

- NSB initiates and sign MoUs with leading business schools within and outside India for the collaborative research / organizing conference or seminar.
- Provides seed money for the promotion of research.
- NSB shall compile data on all the intellectual contribution portfolio like research paper published, case study developed, paper presentation, book / book chapter, paper presented and published in ISBN conference proceedings etc. by the faculty members and students in to a database for easy monitoring and analysis of the progress being made by them from year to year.
- NSB will institute research award and will provide financial assistance for the publication and the participation in research conferences.

2.3. Code of Conduct of Research

- Researchers shall commit to “original work”. Plagiarism in the publications and presentation of the research outcomes will be viewed seriously.
- Researchers shall maintain secrecy of the research findings/technical information and shall avoid communication of any official document or information to others without permission.
- Faculty members must avoid the “Predatory Journals” for the publications.
- Authors must manage **conflicts of interest so that ethical and scholarly considerations** are not compromised.

2.4. Funded Projects

- All faculty members with PhD are encouraged to submit at least one project proposal for research-grant-in-aid.
- All research proposal must go through the Academic Research and Consulting Committee (ARCC) and with the recommendation, the Director shall forward the research proposal to the concerned research / funding agency.
- In case the project is approved by the research agency, it is the responsibility of the Principal Investigator to maintain the records of the project, meeting accounts office for the financial transactions, submission of Utilization Certificate and the final report submission to the funding agency.

2.5. Organizing and Participating in Conferences / Seminar / Symposiums / Workshops

- Faculty members and students are encouraged to participate in conferences of repute with publication opportunities or ISBN conference proceedings or ISBN edited books.
- Registration fee, permissible TA (3AC fare for train travel) and DA will be reimbursed for within India conference or any other academic participation. The maximum of Rs.20000/- per annum is allocated per faculty member at NSB.
- 50% fund of the travel, registration fee, per day allowance and accommodation will be provided for the outside India conferences. Faculty members are encouraged to apply for travel grant assistance provided by any funding agency for the remaining 50% of the expenses. The maximum of Rs.50000/- per annum is allocated per faculty member at NSB.
- Faculty member(s) willing to avail the fund from NSB must give presentation to ARCC or faculty council or Research Forum at NSB before seeking approval from the Director. It can be treated as one of the initiatives for the promotion of research culture among NSB faculty members.
- Faculty members are allowed to accumulate the allocated fund and must utilize within a period of 2 academic year. This is not applicable for accompanying students for international study tours.

- Faculty members who attended the conferences / seminars must submit their bills within 7 working days for the reimbursement. Conference Proceedings / Conference Book / nay other material given in the conference or seminar shall be kept in NSB's library.
- It is preferable to organize the conference or any other academic events on self-sustainable mode. However, seed money will be provided based on the budget proposal submitted by the coordinator. The sanctioning of the Seed money will be at the discretion of the academic research and consulting committee based on the relevance of the theme of the academic event and its attractiveness among academic community.
- Registration fee, permissible TA and DA, accommodation bill (in original) must be submitted for conference / seminar / conclave / workshop / training / FDP /QIP organized within and outside India.

2.6. Utilization of surplus out of an academic event / Institution Overhead

- The coordinator(s) will receive a minimum of INR 2000 from the surplus amount of any academic event organized.
- NSB permits the institution overhead amount for sponsoring the PI / Co-PI for the conferences / any other academic event during that financial year after the receipt of institutional overhead amount from the agency.

2.7. Research Award and recognition

- At the end of each academic year, NSB invites intellectual contributions' evidences for the research award from the eligible faculty member based on the various intellectual contribution portfolios.
- Each faculty members will be facilitated with Research Contribution Certificate and a Cash Award.

3. Consulting Activities

- NSB encourages the faculty members to involve themselves in taking consultancy and training assignments, individually or jointly with NSB faculty or professionals from industry.
- Faculty member shall get at least one consultancy / training assignment per academic year
- Faculty member must organize at least one QIP / EDP / MDP per year preferably in collaboration with outside agencies.
- Faculty member shall get necessary approval from the Director in writing by describing the nature of the consultancy / training with the financial details.
- Faculty member can involve staff and student for the consulting and training assignments and honorarium shall be paid as per NSB guidelines
- 70:30 ratio of revenue sharing for the faculty and NSB, respectively, when institution's resources are not utilized.
- 50:50 ratio of revenue sharing for the faculty and NSB when Institution's resources are utilized.

4. Incentives for research promotion

Research Incentives for the significant intellectual contributions: For creating congenial environment and promote the research culture, NSB intends to recognize the faculty members with the following incentive schemes

- 4.1. Only published articles / books / book chapters / research funds received for project etc. are considered for the research award.

4.2. Guidelines for the incentive distribution

- In case of external authors as the first / corresponding author, only 50 per cent of the incentive will be awarded.
- If the authors are amongst NSB faculty members and NSB students, then 80% of the incentive amount will be awarded to the faculty and 20% to the students.

- 4.3. Faculty members intellectual contributions along with teaching and administrative responsibilities with 40% weightage to research shall be considered for annual increment and promotion.
- 4.4. Increment and promotion may be withheld for faculty not exhibiting serious efforts towards excelling in research.

NSB Bangalore

Distribution of the reward

Articles

1	Paper with two authors (From Same institution) *	First Author	70%
		Second Author	30%
2	Paper with three authors (From Same Institution) *	First Author	60%
		Second Author	20%
		Third Author	20%
3	Paper with more than three authors	First Author	40%
		Remaining to divided equally among the rest of the authors	60%

Edited Books

1.	Editor in Chief	100%
2.	Associate Editors	60%
3.	Co - Editors	40%

Book Chapter

1.	Book Chapter with Single author	100%
2.	Book chapter with more than single author	Divided equally among the authors

Patents:

1.	Primary Investigator	100%
2.	Secondary Investigator	60%
3	Others	40%

*** Research Article Incentives Distribution**

Research articles with two authors

Case 1: First author is from NSB Bangalore and the second author is from another institute

Remuneration: 1st Author = 100%

Case 2: First author is from another institute & the second author is from NSB Bangalore

Remuneration: 2nd Author = 50%

Research articles with three authors

Case 1: First author is from NSB Bangalore and the second & third authors are from another institute

Remuneration: 1st Author = 100%

Case 2: First & third authors are from another institute & the second author is from NSB Bangalore

Remuneration: 2nd Author = 40%

Case 3: First & second authors are from another institute & the third author is from NSB Bangalore

Remuneration: 3rd Author = 20%

Research articles with more than three authors

Case 1: First author is from NSB Bangalore

Remuneration: 1st Author = 40%

Case 2: First Author from outside NSB Bangalore

Remuneration: Remaining 60% to divided equally among the rest of the authors

*** Edited Books & Book Chapters Incentives Distribution**

If the author is one of the editors of a Book, as well as an author of book chapter/chapters in the same book, in that case he or she will be incentivized only for the edited book/s.

Appendix - 1

Incentives Scheme

Type of Intellectual Contribution	Incentive Amount (in INR)
Paper in Australian Business Deans Council (ABDC) – A* Journal / Scopus Q1	75,000
Paper in Australian Business Deans Council (ABDC) – A Journal / Scopus Q2	50,000
Paper in Australian Business Deans Council (ABDC) – B Journal / Scopus Q3	25,000
Paper in Australian Business Deans Council (ABDC) – C Journal / Scopus Q4	10,000
UGC CARE Journal -Just a suggestion	2000 **
Text Book	30,000
Patent	15,000
Edited or Reference Book	15,000
Book chapter with reputed publications	5,000
Case Study Publication with Harvard Publishing	75,000
Case Study Publication in IVEY & EEMCS	25,000
Case Study Publication with the casecentre, UK	5,000

**** In order to encourage student research and for NBA criteria 5.9 student's publication**

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