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DOON BUSINESS SCHOOL-GROUP, SELAQUI, DEHRADUN

No.HRP-102/2019

Dated 28 March 2019

SUBJECT: INCENTIVE POLICY FOR RESEARCH AND PUBLICATIONS

1.0 OBJECTIVE: The primary objective of the policy is to motivate the faculty members of the DBS-group to undertake quality research, consultancy, and other research related activities and to have quality publications. The policy focuses on encouraging the faculty on exploring new frontiers of knowledge aimed at fostering better learning experience for the students

The objectives of the policy are summarized as follows:

- To foster a research culture at the DBS- Group
- To ensure integration of research outputs with the curricula through teaching-learning process, wherever appropriate
- To effectively disseminate DBS-Group's research output for greater visibility amongst key stakeholders

2.0 SCOPE OF THE POLICY:

2.1 All regular, full time (including those allowed on 3/4/5 days pattern and Flexitime) faculty members are covered under the policy. Faculty members re-employed post retirement are also covered, however, visiting and guest faculty are excluded from the scope of this policy.

2.2 Service relationship with the DBS group MUST be prominently mentioned in the publications and research proposals/work to qualify incentive under this policy.

3.0 INCENTIVE FOR EXTERNALLY FUNDED RESEARCH

3.1 The DBS-Group shall pay to the person/s responsible for bringing the externally funded research project, (business procurement) an incentive equivalent to 10% of the total research grant received from the external funding agencies.(in installments, if the grant is received in installments).

3.2 Balance funds , after deducting all of the expenses at actual, will be shared equally by the DBS-Group and the research team (this amount shall be shared equally among the team members.

3.3 The timing of the disbursement of the incentive (by cheque or transfer to the bank account), will be linked to the actual receipt of research funds.

4.0 UNDERTAKING CONSULTANCY PROJECTS

The members involved in the consultancy project will take 60% of the total value of the consultancy amount received and 40% will go to the institution.

5.0 PRESENTING RESEARCH PAPERS/CASES AT NATIONAL AND INTERNATIONAL SEMINARS/ CONFERENCES



- 5.1 A duly constituted 'research committee' will be empowered to decide the nature of the conference/seminar and allow the faculty members to participate for presentation of the papers/Cases, on the recommendations of the Head of Department concerned.
- 5.2 For the faculty attending and presenting a research paper/ case in National Conference as the first author, the institute will pay the registration charges (Maximum ceiling of Rs. 2000 per paper/ case) and TA and DA as per eligibility criteria, as recommended by the research committee of the institute, if the conference is hosted by a reputed institution. Academic leave if any on credit can also be utilized.
- 5.3 For the faculty attending and presenting a research paper/ case in international conferences, (The nature whether the conference is indeed international, will need to be proved by the concerned faculty to the satisfaction of research committee) in India, as a First author, the institute will pay the registration charges (maximum ceiling of Rs 5000 per paper/ case) and TA and DA as per the eligibility criteria for presenting the paper/case on the recommendations of the research committee, provided the conference is hosted by a reputed institution. Academic leave if any on credit can also be utilized.
- 5.4
 - 5.4.1 For the faculty attending and presenting a research paper/case in international conference held abroad, the institute shall pay full registration fee, as may be recommended by the research committee provided the conference is hosted by a reputed institution. Academic leave if any on credit can also be utilized. and in normal case, no travel expenses will be paid. It is expected that travel expenses will either be covered within the overall externally funded research project or will be funded by an external sponsorer or by the candidate himself or herself.
 - 5.4.2 However, in the cases detailed above, vide 5.4.1, travel expenses, both ways, will also be paid by the institute fully, to all faculty members securing 70 or more annual appraisal rating, once in the year that follows the appraisal year and also to all those, who secure 65 or more (less than 70) appraisal rating continuously for two years in a sequence.
- 5.5 Publication of paper/ article/ case in seminar proceedings when the concerned faculty has not attended the seminar- the faculty (first author only) will be awarded with an incentive of Rs. 2000/- for National and 5000 for international seminar (The nature whether the conference is indeed international, will need to be proved by the concerned faculty to the satisfaction of research committee).

