



Research Promotion Policy – BIHER - 2018

Bharath Institute of Higher Education and Research has a Research Advisory Committee (RAC) that facilitates and monitors research activities. The total R&D is organised into six categories:

1. Academic Research
2. Sponsored Research
3. Extension and Extramural
4. Centre of Excellence
5. Consultancy
6. IPR & IIE

Each research area is monitored by Dean who reports the progress and prospectus to Dean R&D. The Research Advisory Committee is headed by the Vice Chancellor. The RAC takes all strategic decisions, corrective actions, preparing, updating policies as per the UGC/AICTE/MCI/DCI norms.

I. **ACADEMIC RESEARCH POLICY:**

- a) All eligible faculty shall register for doctoral program within 6 months of their appointment.
- b) Faculty of each department shall conduct research in focused areas of research identified by Central/State government in addition to research areas preferred by the faculty.
- c) Faculty publication in either WEB of science, PubMed or SCOPUS indexed journals are appreciated with appropriate incentives.
- d) All publications and research papers of faculty have to go through plagiarism check.
- e) As per the UGC approved API norms the university fixed the number of articles to be published by faculty of different cadres.
- f) Term papers of B.Tech and M.Tech projects shall be research focussed. Every project shall lead to at least one research publication in a journal indexed in , UGC Approved Journal, SCOPUS or WEB of SCIENCE.
- g) BIHER promotes admission of post doctoral fellows(PDF) in every focussed area of research.
- h) Faculty are given the option to pursue research work leading to a PhD degree in reputed institutions under Quality Improvement Programme(QIP)

II. **SPONSORED AND INTERNAL RESEARCH RELATED POLICIES:**



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- a) Every doctorate shall apply for a minimum of one government funded project.
- b) Every faculty shall apply for internal project with an aim to apply for external funding. The required seed money for internal projects is provided by the University.
- c) The university shall provide the basic infrastructure required to conduct either internal funded or external funded research.
- d) All departments shall strive for recognition by National/International agencies through schemes/funding such as DST-FIST, SAP, CAS etc.,
- e) Faculty are encouraged to identify inter-disciplinary research in their chosen field of research.
- f) The faculty of all the departments of the university shall tie-up with industries and corporate bodies to undertake funded research in emerging areas and industry relevant areas.
- g) The university shall create special research groups to concentrate research in government listed areas.
- h) All innovative projects of faculty are earmarked for filing patents on successful completion, suitable recognition and remuneration is given to those faculty with patents.
- i) Norms are fixed to pay expenses towards procurement of equipment to those faculty working on funded projects.
- j) Meritorious research work by faculty is awarded with monetary incentives.
- k) All research conducted shall be covered by IPR and copyright protected.

iii. EXTENSION AND EXTRAMURAL RESEARCH AND ACTIVITIES

- a) Eminent and enterprising professionals from the industry are invited to take up joint resource projects with the university faculty.
- b) The faculty of the university are encouraged to select society specific problems and conduct research and provide feasible solutions. Such research topics could include problems related to chronic diseases, women and child welfare and protection and health care etc.,
- c) The University shall organise educational programmes relevant to a community, society outside BIHER.
- d) The university faculty shall visit at least one village in the neighbourhood, investigate the problems, find solutions and implement the same using technology expertise.
- e) Students are encouraged to participate in the extension and outreach programmes organised by the University.



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- f) The university shall conduct outreach programmes related to aging, life course development that lead to national integration, intervention programmes that lead to reduction in social isolation of the people and elderly people, improving the quality of care provided by nurses in nursing homes, engaging elder persons in environmental volunteering. Outreach programmes in the field of chronic pain, child related abuse, neglect, preventive interventions, transactional research, stress and coping etc.,
- g) The university shall conduct programmes aimed at developing trade skills.
- h) The faculty of BIHER are permitted to act as resource persons in the events such as workshops and conferences conducted outside the University premises.
- i) KLEF encourages its senior faculty to train industry personnel.
- j) The university faculty are permitted to work in other educational institutions as part of faculty exchange programme.

iv. Centre of Excellent:

- a) The University shall develop Excellency centres in the frontier areas of research which shall be open to faculty, students and industry persons to conduct research.

V. CONSULTANCY:

1. INTRODUCTION

Consultancy is well recognised as an effective way for universities to disseminate knowledge and make an early and direct impact on society. However, the balance between consultancy and the traditional roles of the academic staff needs to be managed and the interests of the University must be protected. This Policy provides provisions for conducting consultancy to ensure that consultancies undertaken by staff are consistent with the

University's strategic and operational objectives and the costs are sustainable.

BIHER is committed to making its expertise available through service to industry, commerce, government, professions, arts and other educational and research organisations.

2. THE POLICY

All Research and Non-research consultancies as described in this Policy are governed by the following guiding principles:



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- (a) There should be demonstrable benefit to the University from the consultancy through income, enhanced reputation, and/or expanding the expertise of the staff member.
- (b) The Consultancy must not be in conflict with University policies including those governing employment; such as the Code of Conduct Policy.
- (c) The Consultancy must not be in conflict with the functions, objectives or interests of the University or damage the University's reputation.
- (d) At a minimum, the salary and on-cost charges set by the University must be applied to all project budgets. All Consultancies are required to include overheads.
- (e) Staff members shall not undertake external research activities where no formal agreement has been authorised by the University unless they are on leave without pay, approved by the Dean concerned. Such faculty may not use their BIHER affiliation or academic title when providing research services that are not approved by the University.

2.1. University Research Consultancy

A Research Consultancy exists where an academic staff member provides research skills or expertise in return for remuneration from an external funder. A Research Consultancy may be the outcome of a tender or an individual negotiation.

2.2. University Non-research Consultancy

Non-research Consultancies include non-research activities performed under contract for a third party. Non-research Consultancy would include the provision of professional services to external agencies for a fee. This would include, but not be limited to, routine laboratory and other testing of materials, devices or products, analysis of data such as market surveys, opinion surveys etc., The provision of professional services such as designing, legal and medical advice undertaken by members of faculty and staff.

2.3. Private Consultancy

In Principle a faculty or staff member is not supposed to undertake a Private Consultancy unless it is approved by Dean (R&D) and the Registrar. However, the faculty or staff conducting private consultancy shall ensure that such work does not affect their allocated duties, obligations to the university.



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None of the benefits set out for University Consultancy are available to faculty and staff undertaking a Private Consultancy.

It is the responsibility of the staff member undertaking a Private Consultancy to make clear to the person or body for which the Private Consultancy is undertaken that it is the staff member and not the University who is carrying out the work, and that the University has no responsibility or liability what so ever in the matter. A staff member conducting a Private Consultancy must ensure that the following criteria are met:

- (a) The carrying out of tasks associated with the Private Consultancy will be accomplished without unduly affecting the duties of the position;
- (b) The use of University trademarks such as letterheads, brands etc. or University intellectual property is strictly prohibited in Private Consultancies;
- (c) No University facility (including library resources, power, space, equipment, consumables and telephone facilities) will be used to fulfil the requirements of the Private Consultancy
- (d) The Private Consultancy is not within an area in which the University might be contracting to provide a service on a commercial basis, possibly utilising the skills of the staff member involved;
- (e) BIHER is not bound by any agreement (written or otherwise) relating to the Private Consultancy;
- (f) The staff member agrees to indemnify BIHER and its representatives from and against all actions, claims, loss, damage, costs, charges, liabilities and demands arising directly or indirectly from or in respect of the Private Consultancy activity; and
- (g) The staff member declares any real or potential conflict of interest to their manager.

3. STAFF ENTITLEMENTS

BIHER allows staff to engage in Research, Non-research and/or Private Consultancies provided they do not interfere with the discharge their duties.



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Consultancies shall be undertaken only with the approval of the designated Dean R&D. No limit is placed on earnings. However there is a limit on the time spent on Consultancy.

3.1. Academic Staff may spend one day per week on approved Consultancies, with a maximum of 48 days per year. Variations to this time commitment require the approval by the Executive Dean concerned. A lesser time commitment may be approved when the proposed Consultancy interferes with the discharge of responsibilities.

3.2. DEANS must obtain written permission from the Vice-Chancellor to undertake Consultancies.

3.3. Benefits of University Consultancy

The University provides the following benefits to staff undertaking University Research or Non-research Consultancies:

- (a) Protection under the University's professional indemnity and public liability insurances, subject to the terms, conditions and exclusions within those policies.
- (b) The faculty or staff member will be protected under the terms of the current Insurance Policy held by the University in the event of a claim against the faculty or staff member undertaking the Consultancy or Grant (provided that the claim is not as a result of fraudulent, dishonest, criminal, wilful or malicious acts by the staff member).
- (c) Access to the University's financial management processes to support and enable invoices to external organisations for funding and expenditure of project costs.
- (d) Access to the University's resources such as technical and administration staff equipment and telecommunications, subject to approval by the Faculty or Office.
- (e) Entitlements to use the University's name and reputation, providing it is not brought into disrepute.
- (f) Ability to make reference to their University position and title in connection with the work.

The University does not extend these benefits to Private Consultancies. Any



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Consultancy conducted by a faculty or staff member that accesses any of these benefits in the course of undertaking the work will be regarded as a Research or Non-research Consultancy and subject to the conditions of this Policy.

3.4. All Consultancies are required to include overheads.

3.5 The revenue generated from the consultancy project is shared by the member and the university in a 70:30 ratio after deducting the overheads and all other expenses met by the university.

3.6 If more than one member take up the consultancy project the 70% amount shall be shared equally.

4. APPROVAL

All University approved Consultancies are required to be approved and managed in accordance with this Policy, associated documents, and other University policies. Applications to conduct Consultancy are required to be approved through.

4.1. Exemptions and Variations

Exemptions to the above and variations to the standard overhead charge must be determined at the time of application, explicitly noted on the Research Funding/Consultancy Application coversheet, and approved by the relevant University Officer.

4.2. Transfers in from Other Institutions

In cases where a Research or Non-research Consultancy or grant is transferred to the University from another research organisation, the overhead will not be taken from the funds where the awarded budget did not include an overhead component.

In cases where a grant is being transferred to BIHER from another research organisation and overheads are permissible in accordance with the funding schedule, the agreed overheads awarded will be withheld by the University.

5. CONFLICT OF INTEREST

Engagement in consultancies must not create a conflict of interest, perceived or actual. Any conflict of interest, actual or perceived must be reported to the relevant University Officer for resolution. A conflict of interest may arise where an employee engages in consultancies at the expense of the University's interests or the interests of other employees or students.



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An example of a potential conflict of interest includes, but is not limited to:

- financial or non-financial interests;
- teaching or course work for another institution;
- work performed for a supplier of goods or services to the University; or
- work undertaken with an organisation to which the University supplies goods or services.

5.1. Consultancies with Other Tertiary Institutions

Full-time members of the University staff should not accept regular Consultancies with other institutions without first obtaining the permission of the Executive Dean or delegated University Officer.

6 INTELLECTUAL PROPERTY

Any intellectual property arising from any Research and Non-research Consultancies will be governed by the Intellectual Property Policy.

VI. INNOVATIONS, INCUBATIONS, ENTREPRENEUR DEVELOPMENT, PATENTS, IPRS AND COPY RIGHTS:

- a. The university shall create an innovation culture by organising various kinds of programs such as ideation programs, collection of innovations from research undertaken in respect of academic, extension, extramural and outreach.
- b. Every major invention achieved out of conducting research shall be innovated and the same shall be incubated in the incubation centre which will be augmented from time to time.
- c. Students shall be allowed to select an incubated product and use the same to be developed in large scale through separately established start-up. All the training required for the students to become entrepreneurs shall be imparted
- d. The University shall incorporate an incubation centre that has all the facilities for incubating the innovations
- e. Every innovation shall lead to filing a Patent
- f. The university shall provide support required for filing the patents and also for completing the ground work required to get the patents registered and licensed.
- g. The university shall provide required support to the faculty for filing IPRs and copyrights when it has been proved by the faculty that such a filing is necessary to protect the value of the research done.