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## Policy on Research & Development Committee

**MANGALMAY INSTITUTE OF MANAGEMENT & TECHNOLOGY**

**(Affiliated To CCSU, Meerut)**

**Knowledge Park-II, Greater Noida (U.P.)**

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**Vision**

- To put in place a robust mechanism for developing and strengthening the research ecosystem within the Institute.

**Mission**

1. To create a conducive environment for enhanced research productivity.
2. To encourage collaboration across industry, government, community- based organizations, and agencies at the local, national, and international levels.
3. To facilitate greater access to research through mobilization of resources and funding.

**Objectives**

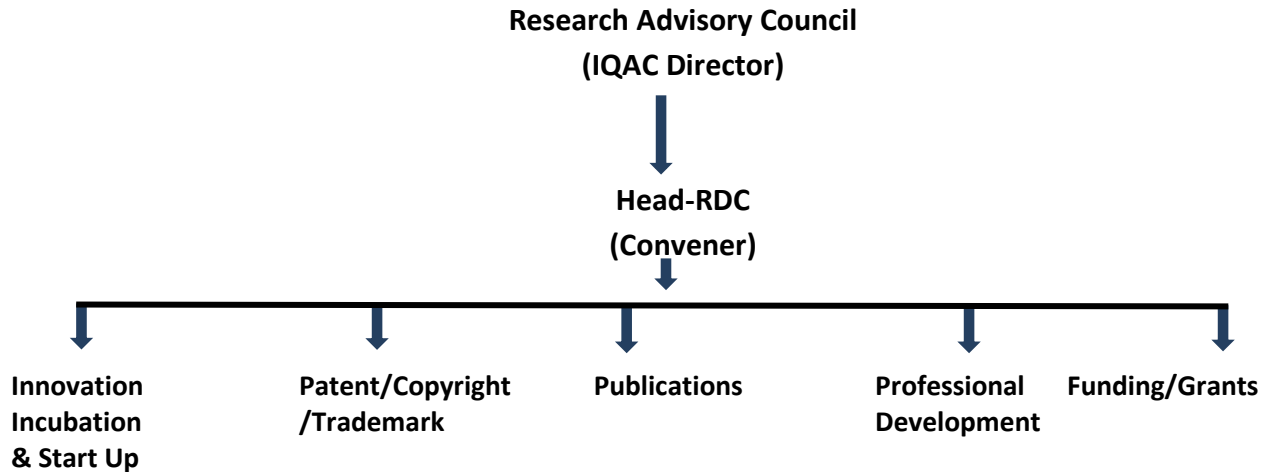
1. To create an organizational structure with role-based functions of RDC, formulate Research Policy for the Institute, identify thrust areas of research, and form related groups of researchers.
2. To establish a special purpose vehicle to promote researchers and innovators, identify potential collaborators from industry, research organizations, academic institutions & other stakeholders for cooperation and synergistic partnerships.
3. To act as a liaison between researchers & relevant research funding agencies, extend guidance in preparation & submission of project proposals and post-sanctioning of the grants to oversee adherence to timelines.
4. To have better coordination among other cells/centers dealing with Institute-Industry Inter Linkage, Incubation, Innovation and Entrepreneurship Development and Intellectual Property Rights (IPR).
5. To develop an Institutional Research Information System for sharing the status of ongoing/ completed research projects/Programmes expertise & resources, etc., making effective use of Information & Communication Technology (ICT) for preparing the database of in-house experts to provide industrial consultancy and services.
6. To serve as nodal center for ideation and conceptualization of research topics/themes by organizing workshops and training programs and ensuring the integrity and ethical practices in research activities.

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**Functions**

**1. Governance**



**2. Administration**

Research Advisory Council will facilitate planning, implementation, and monitoring of research activities in the Institute, formulate rules, regulations, and policy frameworks for utilization of facilities and resources.

**3. Research Ecosystem/Collaboration**

RDC through RAC will act as a facilitator for networking and collaborative research with other national and international institutions working in inter- disciplinary, trans-disciplinary, and multidisciplinary research areas. RDC can reach out to key industry players, research organizations, institutions, associations, NGOs, government bodies to forge strategic partnerships.

**4. Information Management System**

RAC will put in place a Research Information Management System (RIMS) to collect and manage research-oriented information, databases, publications, research projects, fellowships, collaborations, patents, thrust areas, innovations etc. RIMS would also provide a platform for accessing resource-centric information pertaining to human capital (Expertise), physical capital and knowledge capital (Digital Library & Information, Intellectual Property Facilitation, Quantitative Methods & Data Analysis, Analytical and Consultancy Services).

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**5. Human Resources**

The Head (RDC), the Conveners and members of various committees and supporting administrative/technical staff would ensure smooth conduct of the research activities in the Institute.

**6. Research Promotion & Guidance**

Research Guidance from RDC will aim to encourage faculties to conceive ideas through enhanced industry-academia interactions and prepare research proposals for funding from various agencies. Organizing events like capacity- building programs (Research 8 Methodology and Research Techniques) and specific research theme-based workshops and Research Internships will motivate the end-users (students, scholars, and faculties) to participate actively in the process of ideation and innovative research in emerging areas.

**a. Research Thrust Areas**

**Thrust Areas** but not limited to:

1. Artificial Intelligence
2. Internet of Things(IoT)
3. Block chain
4. Machine Learning
5. Robotics
6. Quantum Computing
7. Data Sciences
8. Cyber Security
9. 3D Printing andDesign
10. Augmented Reality (AR)/ Virtual Reality (VR)
11. Drones

**Engineering**

1. Systems Engineering
2. Sustainability Engineering
3. Computer Science; Biology
4. Energy Engineering
5. Green Technology
6. Electrical; Computer Engineering
7. Strategic Civil Infrastructure
8. Coastal; Offshore Engineering
9. Smart Cities

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- 10.Waste Management Technology
- 11.GIS; Remote Sensing
- 12.Construction Technology
- 13.Engineering Law
- 14.Climate Sciences
- 15.Mining; Mineral Processing
- 16.Underground Space Utilization
- 17.Bio Similar Technology
- 18.Genome Engineering; Technology
- 19.Precision Health Technology
- 20.Control Systems; Sensors Technology
- 21.Infrastructure Engineering
- 22.Environmental Geo-technology
- 23.Earthquake Engineering
- 24.Waterways Transport Engineering
- 25.Lean Construction Technology
- 26.Aqua-food technology
- 27.Organ Printing Technology
- 28.Nutrition Technology
- 29.Drug Engineering
- 30.Cellular Agriculture
- 31.Sensors Technology
- 32.Electric Vehicles
- 33.Energy Storage
- 34.Magnetic Levitation
- 35.Photonics
- 36.Low cost desalination
37. Ontogenetic
38. Wearable Devices
39. Gamification
40. Telemedicine
41. Molecular Manufacturing
42. Alternate Fuels
43. Real Time Translation
44. Biotechnology
45. Biomimetic
46. Novel Materials
47. Lab on Chip
48. Cloud Technology
49. Digital Holography & 3D Imaging
50. Immersive Virtual Reality

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- 51. Human Centre Computing
- 52. Design Thinking
- 53. Lab/Incubators/Prototype Lab, 3D Printers for Prototyping of student ideas) Consulting
- 54. Mining and Data analytics
- 55. Fog Computing
- 56. Digital Forensics
- 57. Digital Currency

**Management**

- 1. Technology Management
- 2. Business Analytics
- 3. Six Sigma in Quality Management
- 4. Engineering Management
- 5. Innovation Management
- 6. Supply Chain Resilience
- 7. Heritage Management
- 8. Project Management
- 9. Operations Management
- 10. Organizational Behavior
- 11. Strategic Planning
- 12. Management Information System
- 13. Social Enterprise Management
- 14. Talent Management
- 15. Risk Management
- 16. Financial Management
- 17. Marketing Management

**NEP 2020 Implementation**

- 1. Leadership FDP:
  - Sustainable Change Management
  - U.S Baldrige Education Performance Excellence Framework
  - Community Service Importance
- 2. Project Management
- 3. Risk Management
- 4. Soft Skills Excellence:
  - Leadership Excellence
  - Effective Decision Making
  - Effective Time management
  - Effective Teamwork
  - Effective Project Management
- 5. NEP 2020 Implementation - Sharing Successes and Failures

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**Life Skills Management**

1. Productivity Enhancement
2. Capacity Building
3. Leadership Excellence
4. Emotional Intelligence
5. Team-building and Coordination
6. Perception & Decision Making
7. Training for Social Connectedness and Inspiration
8. Personal Effectiveness
9. Stress Management
10. ROAD - Response Effectiveness, Organizing Self, Attitudinal Shift, Decision Making
11. Developing Consciousness (Yoga and Meditation)
12. Problem Solving
13. Execution Planning
14. Execution implementation
15. Impact of social media
16. Comparative/Transcultural Linguistics
17. Human value ethics
18. Health and Happiness
19. Competency Mapping

**Other innovative, emerging thrust areas**

**b. Research Incentives and Recognition**

Incentives play a significant role in triggering and catalyzing research interest among scholars and faculties. Incentivizing quality publications and patents by faculty will have an enduring positive impact. Please refer below for Research Incentives:

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S. No.	Academic / Research Activity		Amount Sanctioned (in thousand INR)	CAPPING	REMARKS
<b>1(a)</b>	<b>Research Papers in UGC CARE Group-I Journals (5000)</b>			02/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors (b) The position of author in each category will determine his/her incentive. Maximum amount 20000/Semester
A	Single Author	10	5000		
B	Two Authors	7			
	I Author		2941		
	II Author		2059		
C	Three -Six Authors	3			
	I Author		2500		
	II Author		1750		
	III Author		750		
	IV, V, VI Author		0		
<b>1(b)</b>	<b>Research Papers in UGC CARE Group-II Journals/ SCOPUS/WEB OF SCIENCE (10000)</b>				
A	Single Author	10	10000		
B	Two Authors	7			
	I Author		5882		
	II Author		4117		
C	Three Authors	3			
	I Author		5000		
	II Author		3500		
	III Author		1500		
	IV, V, VI Author		0		
<b>2 (a)</b>	<b>Books Authored published by International Publishers (10000)</b>			02/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors (b) The position of author in each category will determine his/her incentive. Maximum amount 20000/Semester
A	Single Author	12	10000		
B	Two Authors	8.4			
	I Author		5882		
	II Author		4118		
C	Three Authors	3.6			
	I Author		5000		
	II Author		3500		
	III Author		1500		
D	More than Three Authors	3.6			
	I Author		3846		
	II Author		2692		
	III Author		1154		

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	<b>IV Author</b>		<b>1154</b>		
	<b>V Author</b>		<b>1154</b>		
<b>2 (b)</b>	<b>Books Authored published by National Publishers (5000)</b>				
A	<b>Single Author</b>	<b>10</b>	<b>5000</b>	02/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors (b) The position of author in each category will determine his/her incentive. Maximum amount 10000/Semester
B	<b>Two Authors</b>	<b>7</b>			
	<b>I Author</b>		<b>2941</b>		
	<b>II Author</b>		<b>2059</b>		
	<b>Three Authors</b>	<b>3</b>			
C	<b>I Author</b>		<b>2500</b>		
	<b>II Author</b>		<b>1750</b>		
	<b>III Author</b>		<b>750</b>		
	<b>More than Three Authors</b>	<b>3</b>			
D	<b>I Author</b>		<b>1923</b>		
	<b>II Author</b>		<b>1346</b>		
	<b>III Author</b>		<b>577</b>		
	<b>IV Author</b>		<b>577</b>		
	<b>V Author</b>		<b>577</b>		
<b>2 (c)</b>	<b>Publication of Chapter in Edited Books and/or paper in peer reviewed conference proceedings -External (Not Article in Edited Books) (2000)</b>				
A	<b>Single Author</b>	<b>5</b>	<b>2000</b>	03/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors (b) The position of author in each category will determine his/her incentive. Maximum amount 6000/Semester
B	<b>Two Authors</b>	<b>3.5</b>			
	<b>I Author</b>		<b>1176</b>		
	<b>II Author</b>		<b>824</b>		
	<b>Three Authors</b>	<b>1.5</b>			
C	<b>I Author</b>		<b>1000</b>		
	<b>II Author</b>		<b>700</b>		
	<b>III Author</b>		<b>300</b>		
D	<b>More than Three Authors</b>		<b>NA</b>		
<b>2 (d)</b>	<b>Publication of Chapter in Conference Proceedings Citation Index - Science (CPCI-S), Conference Proceedings Citation Index - Social Sciences &amp; Humanities (CPCI-SSH), Book Citation Index– Science (BKCI-S), Book Citation Index– Social Sciences &amp; Humanities (BKCI-SSH) hosted on the Web of Science platform or Scopus (External) (6000)</b>				
A	<b>Single Author</b>	<b>5</b>	<b>6000</b>	02/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors (b) The position of author in each category will determine his/her incentive. Maximum amount 12000/Semester
B	<b>Two Authors</b>	<b>3.5</b>			
	<b>I Author</b>		<b>3530</b>		
	<b>II Author</b>		<b>2470</b>		
	<b>Three Authors</b>	<b>1.5</b>			

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	<b>I Author</b>		<b>3000</b>		
	<b>II Author</b>		<b>2100</b>		
	<b>III Author</b>		<b>900</b>		
<b>D</b>	<b>More than Three Authors</b>		<b>NA</b>		
<b>3 (a)</b>	<b>Editor of Book by International Publishers (10000)</b>				
	<b>Editor / Editors (Equal distribution) Not more than 5</b>		<b>10000</b>	02/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors. Maximum amount 20000/Semester
<b>3 (b)</b>	<b>Editor of Book by National Publishers (5000)</b>				
	<b>Editor / Editors (Equal distribution) Not more than 5</b>		<b>5000</b>	02/Semester	(a) Total authors are inclusive of internal & external authors for the purpose of counting. Eg. Single/Two/More than two authors. Maximum amount 10000/Semester
<b>4 (a)</b>	<b>Project Completed (More than 10 Lakhs) (6%)</b>				
	<b>Single Investigator</b>		<b>6%</b>	01/Semester	Proportionately
	<b>Principal Investigator in Joint Project</b>		<b>3.0%</b>		
	<b>Co-investigator in Joint Project</b>		<b>3.0%</b>		
<b>4 (b)</b>	<b>Project Completed (Less than 10 Lakhs) (5%)</b>				
	<b>Single Investigator</b>		<b>5%</b>	01/Semester	Proportionately
	<b>Principal Investigator in Joint Project</b>		<b>2.5</b>		
	<b>Co-investigator in Joint Project</b>		<b>2.5</b>		
<b>4 (c)</b>	<b>Consultancy (25%)</b>				
	<b>Consultancy (Equal distribution)</b>		<b>25%</b>	02/Semester	Proportionately
<b>5</b>	<b>Patent/Copyright/Trademark Published (2000)</b>				
	<b>International</b>		<b>1400</b>	02/Semester	Maximum amount 4000/- per Semester, External Faculty to be excluded for the purpose of dividing the amount. Maximum Inventors- 12 (Internal & External)
	<b>National</b>		<b>2000</b>		
<b>6</b>	<b>Invited lectures / Resource Person/ Delegate/paper presentation in Seminars/ Conferences/Workshops</b>				
	<b>International (Abroad)</b>		<b>On Actual</b>	02/Semester	Max. 2500/- per Semester, Two OD per Semester (For Invited lectures / Resource Person)
	<b>International (Within Country)</b>		<b>On Actual</b>		
	<b>National</b>		<b>On Actual</b>		

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	State University		On Actual		
	College		On Actual		
<b>7</b>	<b>Orientation Program/FDP/Refresher Courses from AICTE, UGC, ARPIT &amp; Similar</b>			02/Semester	Max. 2500/- per Semester
	Orientation Program/FDP/Refresher Courses from AICTE, UGC, ARPIT & Similar		On Actual		
<b>8</b>	<b>NPTEL/MOOCs/SWAYAM/NITTR/STP</b>			01/Semester	Max. 1100/- per Semester, Half OD for participation in Examination
	On completion		On Actual		
<b>9</b>	<b>Executive Development Program/Management Development Program Conducted (25%)</b>			3/Semester	Proportionately
	Proportionate distribution		25%		
<b>10</b>	<b>Membership of Professional Body</b>			02/Year	Max. 4000/- per year to be provided at the end of the year
	Life Time/Annual Membership		50% of Membership Fees		
<b>11</b>	<b>PhD Work</b>			03 ODs during entire PhD work	Max. 1OD each for Pre Submission, Final Submission and Final PhD Viva
	For the award of PhD-OD Provision		On Actual dates		

### 7. Frequency of meeting

RAC will convene meeting biannually and/or as and when required.

### 8. Release of Incentives

All the faculty members shall submit their research credentials along with the requisite supporting documents to RAC through Head RDC on real time. RAC will convene its meeting every quarter to clear all the dues pertaining to research incentives of the faculty. Further, incentives shall be given to Faculty only on forwarding their candidature to RAC through individual prescribed form along with all supporting documents.

### 9. Integrity and Ethics

RDC will ensure that researchers understand the importance of integrity and ethics and comply with ethical codes of research and publishing practices at institutional, national, and global levels. A standard plagiarism check should be mandatorily implemented and the requisite software in this regard made accessible to all researchers. In addition, the

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RDC will sensitize the research community about dubious research and publishing practices and predatory journals.

**References:**

- *Guidelines for Establishment of Research & Development Cell In Higher Education Institutions, University Grants Commission, March 2022*
- *Thrust Areas of AICTE*

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