



CMR UNIVERSITY

Private University Established in Karnataka State by Act No. 45 of 2013

CMR UNIVERSITY RESEARCH PROMOTION POLICY





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CMR UNIVERSITY RESEARCH POLICY

Preamble:

The innovations in various fields such as pure sciences, technology, economics, law, social sciences, medicine etc., have resulted in the scientific and social progress. Quality research outcome is beneficial for the discipline, industry, the region, the nation and the society. The research promotes innovation and contributes to the growth of new knowledge in various fields.

Exploration and reflection are crucial for any teacher to be effective in one's job. Thus, the research promotes dynamism in the learning process by providing new insights in the domain.

The CMR University Research Policy is developed to share the benefits of research for the betterment of society and the environment based on the technical, social and economic solutions. It is aimed at making the university an eminent institution of research and learning built on scientific temperament and the faculty achieve excellence.

1 Scope

The research policy is applicable to all the schools of CMR University.



2 Objectives

The CMR University Research Policy shall provide a comprehensive framework to foster a research culture. The policy shall provide guidance to the faculty and the researchers to conduct the research with integrity. The key objectives are:

- To promote research through a highly efficient and effective support system
- To build state of the art research centres to focus on inter-disciplinary research
- To generate intellectual capital, such as, research publications in well reputed journals and conferences
- To encourage innovation and continuous improvement by developing new and enhanced products and processes
- To protect intellectual property and identify opportunities for monetization/ commercialization
- To collaborate with the academic institutions, professional bodies, government and business organizations within India and globally
- To imbibe entrepreneurship among students

3 Research Elements

3.1 Promotion of Research and Facilities

CMR University is committed to build strong and vibrant research culture by means of supportive policies and best practices. The Board of Management (BoM) has constituted the following teams in order to promote research:

- Research and Innovation Council (RIC) at university level
- School Research Council (SRC) at each school

The BoM reviews the research activities of RIC periodically and shall provide support and feedback to RIC.

The University encourages its faculty and researchers to conduct interdisciplinary/ multidisciplinary/ Interdepartmental research activities.



3.2 Resources

The CMR University shall provide administrative, infrastructure and academic support required for research. The SRCs and RIC shall take timely administrative decisions to enable the faculty to submit project proposals and to approach funding agencies for mobilizing resources for research.

3.3 Innovation Ecosystem

The university shall create an ecosystem for innovation including incubation centre and other initiatives for creation and transfer of knowledge. The university shall conduct workshop/seminars on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices.

Awards for innovation won by institution/ teachers/ research scholars/ students, start-ups incubated on-campus are explicitly incentivized by the institution [Annexure-3].

3.4 Research Publications and Awards

Sharing of theoretical and practical findings of research through various modes enhances the quality of teaching and learning. The University has a process and guidelines in place for recognizing and rewarding the researchers for sharing various research outputs, such as- doctoral, post-doctoral, projects, inventions and discoveries, number of patents obtained and number of research publications [Annexure-3].

3.5 Consultancy

Consultancy forms a key element of the strategy of CMR University to put its knowledge base to the benefit of the industry [Ref.7]. The university has guidelines on consultancy with clear specifications of revenue sharing between the teacher and the institution [Annexure 3]. In addition to revenue sharing, CMRU the IP policy [Ref.3] provides the details of sharing the intellectual property among the stake holders.



3.6 Collaboration

Collaboration is sought with academic institutions or industry or other agencies of professional and social relevance. The range of activities include training, student exchange, faculty exchange, research and resource sharing, among others. For making collaborative endeavour impact, the University seeks to have a formal agreement or understanding between the institution and other HEI's or agencies for such activities.

3.7 Ethics in Research

The University also shall ensure that there is a Code of Ethics for research (specific mandates for researchers) and is implemented. The CMRU policy on ethics [Ref.4] covers ethical practices that need to be followed by the researchers.

It is also important for the scholars to follow good practices strictly during their research. To help them, an anti-plagiarism policy is put in place [Ref.6] based on the UGC guidelines.

4 Research and Innovation Council

The Research and Innovation Council of the University shall provide the larger holistic vision of the kind of research to be undertaken by the University, including prioritization of the research areas. It is constituted as per the CMR University Act, 2013 [Ref.1].

The Research and Innovation Council shall consist of the following, namely:-

- (i) The Vice-Chancellor - Chairperson
- (ii) The Pro Vice Chancellor - Member
- (iii) Director of Research & Innovation – Member Secretary
- (v) Deans of all Schools - Members; and



(vi) Such other members as may be specified in the Statutes.

The current constitution of the council is given in Annexure 1. The important responsibilities of RIC are given below.

4.1 Research Policy

- The RIC shall own and manage the CMR University research policy for promoting research and innovation among the faculty. The policy document shall be made available in the University web site.
- The council shall also ensure that the research policy updates and important research activities are included in the agenda of Board of Management (BoM).

4.2 Research Activities

- The Research and Innovation Council shall remain as the apex body of all School Research Committees and provide guidance to them.
- The council shall create and execute the road map of research thrust areas at the university level. The list of research thrust areas shall be proposed from different schools. The road map at the university level shall be prepared by the council by prioritizing the thrust areas based on the current trends and the available resources. The council also shall review the road map on a regular basis and make changes, if required.
- The council shall oversee the research facilities in the university to determine the need for assistance to maintain / upgrade existing research facilities or establish new ones.
- The council shall also assess the human resources requirement of researchers, such as, post-docs, project associates, etc., at the university level and recommend to the BOM.

4.3 Research Funding/ Resources

- The university shall encourage the initiation of research by providing research grants. The process of granting seed money for research and the utilization is explained in the CMR University Research Fund Distribution Policy [Ref.2].




- The council shall determine the merit of the proposals for such research grants, submitted through the schools, for the new research domains and/or from new faculty members and makes recommendations to the BOM. RIC may recommend to BOM for
 - Seed money to be made available for research and its utilization process
 - Facilities to support research
- Based on the future plans and projection by various schools, RIC may also recommend the following for implementation and maintenance:
 - Sufficient number of JRFs, SRFs, Post-Doctoral Fellows, Research Associates and other research fellows enrolled in the institution
- The RIC periodically shall review the list of external funding organizations and share the same with SRCs.

4.4 Academic Research

- The RIC shall identify and encourage inter-disciplinary research across the schools.
- The RIC shall also ensure that the researchers to follow established professional ethics and laws, pertaining to the health, safety, privacy and other rights of people, animals and environment.

4.5 Innovation

- The council shall provide help in establishing and enhancing various centers of excellence as well as incubation centers.
- As intellectual property management is a critical element in research, IPR cell shall be supported and its activities be reviewed by the RIC. The IP policy [Ref. 3] shall be owned by the RIC.
- The council shall decide on the financial support to the faculty for books, publications & patents based on their merit.

4.6 Collaboration

- The council ensures that the collaboration with outside organizations, namely, educational institutions, research establishments and industry are in place through signing of MOUs.

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- It will recommend the right technical approach for the external collaborations including sharing of the intellectual property, if required. The IP policy shall remain as the guide for external collaborations.
- The council also shall review the MOUs with institutions and industries periodically on internship, on-the-job training, project work, student / faculty exchange and collaborative research and take appropriate action.

4.7 Entrepreneurship

- The council shall oversee all the activities related to building the spirit of entrepreneurship among the students.
- In collaboration with Academic Council, special courses shall be offered related to entrepreneurship.
- It shall make recommendations to BoM for any seed money requirements for new ventures based on the merit of the proposal and ensure that the sufficient progress is accomplished by the seed money utilization.

4.8 Operational Details

- The council shall meet at least once in a quarter to decide on the various proposals.
- The council shall also ensure that the following documents and data are maintained up to date:
 - All the policy documents related to research, collaboration and innovation.
 - The scholars who are awarded Ph.D. degree and the research details
 - The data on the research papers published and patents filed & granted
 - The data on the published books and edited chapters by the faculty
 - The e-content developed by the faculty, such as, SWAYAM, e-PG-Pathshala, CEC, MOOCs, NPTEL/ NMEICT/ LMS etc.
 - Bibliometric of the publications based on citation index and h-index in Scopus/ Web of Science/ PubMed.
 - Revenue generated from consultancy projects and corporate training's
 - Data on the active MOUs with different institutions/ industry



5 School Research Committee

Similar to RIC, a School Research Committee (SRC) shall be formed in each school under the leadership of the Dean. The constitution of SRC will be decided by the research disciplines. The School Research Committee (SRC) shall supervise the research related activities at each school level. The key responsibilities are discussed below.

5.1 Research Activities

- The SRC of each school shall prepare and update the list of research thrust areas. The list of the thrust areas shall include the research facilities required.
- The committee shall ensure that the research facilities are utilized regularly. The records regarding the maintenance and upgrade shall be maintained for all the facilities.

5.2 Research Funding

- Faculty members planning to start research in new frontiers or conduct inter-disciplinary research shall submit the proposal to the respective SRC.
- The SRC shall do an initial scrutiny to determine the merit of the research grant proposals submitted in the new research domains and/or from new faculty members and make recommendations to the RIC.
- It shall also ensure proper utilization of the seed money through regular monitoring and report to RIC, as and when required.
- The SRC shall share the list of external funding organizations, related to the disciplines, with the researchers in the school.
- It shall also monitor the fund utilization related to external research funding.



5.3 Academic Research

- Based on the list of thrust areas, the SRC shall identify the research topics for the scholars pursuing Ph.D. Moreover, it shall strive to maintain a healthy ratio of full-time research scholars.
- It shall also provide for opportunities to undergraduate and postgraduate students to make them pursue research in the future.
- The committee shall estimate the resources requirements, such as post-docs, research associates, etc. and recommend to RIC.

5.4 Innovation

- The SRC shall identify the scope for various centers of excellence based on the research thrust areas and assist in establishing them.
- To facilitate the students and scholars to give shape to their ideas, perform preliminary study and decide on how to take it further, idea incubation centers are to be established by SRC with the RIC support.

5.5 Collaboration

- The SRC shall nominate, if required, experts to help the investigators for the external collaborations including sharing of the intellectual property.

5.6 Entrepreneurship

- The committee shall oversee all the activities related to building the spirit of entrepreneurship among the students.
- It shall make recommendations for any seed money requirements based on the merit of the proposal and ensure that the sufficient progress is accomplished by the seed money utilization.

5.7 Operational Details

- The committee shall meet at least once in a quarter.
- The committee also shall ensure that the following data at school level are maintained up to date:



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- The scholars who are awarded Ph.D. degree and the research details
- The data on the research papers published and patents filed & granted
- The data on the published books and edited chapters by the faculty
- The e-content developed by the faculty, such as, SWAYAM, e- PG- Pathshala, CEC, MOOCs, NPTEL NMEICT/ LMS etc.
- Bibliometric of the publications based on citation index and h-index in Scopus/ Web of Science/ PubMed.
- Revenue generated from consultancy projects and corporate training's
- Data on the active MOUs with different institutions/ industry
- The amount of seed money distributed to the faculty every year
- The details of faculty receiving awards & financial assistance for research from national/ global organizations
- The number of researchers belonging to different categories, viz., JRFs, SRFs, Post-Docs, RAs, etc.
- Types and nature of support facilities to promote research.

6 Faculty Responsibilities towards Research

Faculty members belonging to various schools at the CMR University are expected to conduct research for the betterment of society and the environment. The research shall lead to

- paper publications in high quality journals,
- build products and processes along with scope for development of Intellectual property for example, patents with potential for commercialization
- paper presentations in reputed National and International conferences

CMRU shall recruit such faculty members and researchers who have demonstrable/demonstrated capability in research. The research output will have due weight-age during the recruitment and promotion of the faculty along with the other academic responsibilities. Faculty promotion may significantly depend on research undertaken. The quality of research output,



especially research publications, may be assessed on the established yardsticks such as Impact Factor (IF) and which will be revised from time-to-time as appropriate.

The academic activities of the faculty are classified as Teaching (T), Research & Project Grant (RP), Consultancy (C), Innovation & Entrepreneurship (I&E). The above mentioned activities, called TRPCIE, shall define the complete academic responsibilities of each faculty member. Based on the interest, every faculty member shall determine the academic load distribution and it shall be approved by the Head of the Department and/or the Dean. The academic load distribution may be different based on the faculty role (e.g. Professor, Assoc. Professor, Assistant professor).

The CMRU research policy provides guidelines on rewards and recognitions that shall be given to the faculty when the accomplishments are noteworthy and significant. Typical examples shall be quality publications, patents etc. The guidelines for rewards and recognition's related to the conditions, application process, approval process and the implementation are described in Annexure-3.

7 References

1. CMR University Act, 2013
2. CMR University Research Fund Distribution Policy (draft)
3. CMR University Intellectual Property Policy (draft)
4. CMR University Ethics Policy (under preparation)
5. CMR University Innovation & Entrepreneurship Policy (draft)
6. CMR University Promotion of Academic Integrity and Prevention of Plagiarism Regulations, 2019
7. CMR University Collaboration and Consultancy Policy (to be started)



Annexure 1

Constitution of Research and Innovation Council (Research Advisory Board)

Sl. No	Designation	Role in the committee
1	Vice-Chancellor	Chairperson
2	Pro Vice-Chancellor	Member
3	Management Representative	Member
4	Registrar	Member
5	Dean, SOLS	Member
6	Dean, SOM & SOEC	Member
7	Dean, SOET	Member
8	Dean, Academics	Member
9	Director of Research & Innovation	Member Secretary

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Annexure 2

An Example of Faculty Involvement Plan in Research

A work week is assumed to consist of 40 hours. Each full-time faculty member shall be involved in two types of activities:

- a) Core activities that include Teaching (T), Research (R), Project (P), Consulting (C), Innovation (I) and Entrepreneurship (E).
- b) Non-core activities:
 - (i) Knowledge upgrade
 - (ii) Mentoring
 - (iii) Placements, projects, MOOC, e-resources, flip-classroom, slow/fast learners, IQAC, admission, evaluation, guidance, resource, coordination, conformance, discipline, teamwork, committee, initiatives, feedback, student activities, and others.

A term called 'core load unit' is defined which is equal to 5 hours of engagement in academic activities. A full-time faculty is expected to be engaged for 25 hours or 5 core load units. The core load units shall comprise of TRPCIE activities that are described above. The faculty member is involved in the non-core activities during the remaining 15 hours of the work week. The HOD of a department is assigned 3 core units.

A full-time faculty member is assigned 5 core units, as mentioned before. Out of the 5 units, at least 1 unit shall be assigned to either R, P, C, I or E type activity. In other words, a faculty member cannot take only teaching core units. An example is shown in the table below:

Teaching	Research	Project	Consultancy	Innovation	Entrepreneurship
4	1	0	0	0	0
4	0	1	0	0	0
4	0	0	1	0	0
4	0	0	0	1	0
4	0	0	0	0	1

Alternately, the faculty member can choose different combinations of TRPCIE subject to:

- A minimum of 1 unit engagement in RPCIE activities
- An approval by the Dean/ Director/ HOD

For example, a faculty member who chooses 3 core units of Teaching, can opt different combinations of RPCIE activities, as below:

Teaching	Research	Project	Consultancy	Innovation	Entrepreneurship
3	2	0	0	0	0
	1	1	0	0	0
	1	0	1	0	0
				.	
				.	
	0	0	0	0	2

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The distribution of the core activities needs to be approved by the Dean/ Director/ HOD.

Core Activities:

Activities (Type)	Weight-age	Targets	Target details	Description to be provided	Supporting document to be provided
Teaching (T)		95%	Final Result 95%	Subject/ Lab. semester, #students	Result sheet signed by HoD
Research (R)		1 paper	1 research paper accepted in CMRU listed journal	Paper Title, Journal name, all authors' name and affiliation	Copy of published paper with page numbers and volume details of the journal signed by HoD
Project (P)		3.0 Lakhs	1 Project Grant of Rs. 3 lakhs received by CMRU (or) 2 proposals of Rs.3 lakh each submitted to various agencies.	Title, Sponsoring Agency, Principal Investigator and Co-Investigators, duration of the project grant	Letter of sponsoring agency and amount received by CMRU attested by HoD
Consultancy (C)		1.0 Lakh	Rs. 1.0 lakhs received by CMRU.	Type of work, company name, name and affiliation of people involved	Amount received by CMRU from the company attested by HoD
Innovation (I)		0.5 Lakh	Rs.0.5 lakh earnings received by CMRU (or) 1 patent submitted.	Title, Patent ID, mechanism of revenue generation, name/USN of students and faculty involved	Document on revenue generation and amount received by CMRU attested by HoD
Entrepreneurship (E)		1	Rs. 1 lakh earnings received by CMRU (or) 1 start-up initiated.	Name of the company and date of inception, Type of product or services, Revenue till date, name/USN of students and faculty involved	Registration and Revenue detail of company, and amount received by CMRU attested by HoD

Job



As seen in the above table, the core load contributes to 60% of the total work load of a faculty member. The remaining 40% of the time is spent on activities such as providing support to the organization/ department /students, knowledge upgrade and other non-core targets. The above measures have to be seen together with the Faculty Performance based Appraisal System.

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Annexure 3

Incentives for Enhancing Faculty Engagement

Conferences

A maximum reimbursement of 50% of the conference registration fees will be done depending on the quality level of the conference subject to the approval of the RIC.

Journal Papers

The journal publications are classified into four categories based on the journal in which it is published. The classifications are Q1 (Quartile 1), Q2, Q3 and Q4 (www.scimag.com).

For a paper published in a Q1 journal or Q2 journal (without any payment), an incentive of Rs. 5000/- will be given. This includes the paper falling under mandatory requirement.

Books and Book Chapters

The faculty bring out /write books and chapters of books. The RIC will make the recommendations of future steps based on the level of quality such as publisher, authors and the quantum of contributions (e.g. number of chapters). The university may even bear the entire cost of publication.



Funded Projects: Non-Government

Faculty would receive 5% of the grant for the sponsored research projects for the corresponding period. (Sharing is for using university affiliation, facility, infrastructure and time). The amount will be paid if the project is completed successfully in time without any cost over-run.

Funded Projects: Government

Faculty would receive 10% of the fund for the corresponding period. (Sharing is for using university affiliation, facility, infrastructure and time). The amount will be paid if the project is completed successfully in time without any cost over-run.

Consultancy Projects

Faculty would receive 60% sharing of the amount received by School/University for the corresponding period. If no CMRU infrastructure is used then consultancy norms are revised to 80:20 for this category, faculty would receive 80% sharing amount. (Sharing is for using university affiliation, facility, infrastructure and time). The amount will be paid if the project is completed successfully in time without any cost over-run.

Innovation

Faculty would receive 60% of the amount received by School/University coming through innovation (Patent) for the corresponding period. (Sharing is for using university affiliation, facility, infrastructure and time).



Entrepreneurship

Faculty would receive 60% of the amount received by School/University earning through innovation (students' successful entrepreneurship/start-ups) for the corresponding period. (Sharing is for using university affiliation, facility, infrastructure and time).

a. Travel Incentives

1) For Govt. Agencies (UGC, AICTE, DST, ISRO, DRDO, NRB etc.)

- A reimbursement of 50% of the travel cost to faculty members who need to present their proposal ideas to the funding agency as part of the proposal evaluation process.
- The remaining 50% of the travel cost would be reimbursed when the funds are received by School/University.

2) For Non-Govt. Agencies

- For not-so-renowned agencies, the full travel cost would be reimbursed when the funds are received by School/University from the granting agency
- 3) Reimbursement of 50% of travel expenses to present papers in quality conferences within India.

b. Incentives to teachers/research scholars/students who receive state, national and global recognition/ awards

- Commendation and monetary incentive/ medal at a University function. The monetary award, if any, can be decided based on award received by RIC.
- Certificate of honour
- Announcement in the Newsletter / website



Annexure 4

External Research Support

Aim:

- To aid a long term project strategy in interdisciplinary emerging areas. The project(s) must have substantial goal of helping the centre to generate high quality publications/ patents / innovative products.
- To promote inter-faculty collaboration.
- To help good thesis work to be done by scholars, graduate and under graduate students.

Grants

- Grants shall be awarded with a maximum value of Rs.10 Lakhs.
- The duration of the Grant will be 3 years. It could be extended by another year after a complete review of the outcomes.

Criteria:

- Any group of faculty members of CMRU with each member having PhD degree and proven track record of quality research.
- Can seek collaborations from other reputed institutes or industry with whom proposal for external mural funding can be submitted during the grant period or at the end of the period, with clarity about commitment and contributions.
- The group may consist of CMRU faculty members, PhD scholars, Master's students and undergraduates belonging to CMRU.
- For this grant proposal the Principle Investigator (PI) and Co-investigators must be from CMRU.
- At any time, a PI can submit only one application. However, he/she can be a co- investigator in more than one proposal.

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- At the time of submission for this grant PI must not have a funded project or any other research grants from the university, in which he or she is a PI.

Application Process:

- The call for proposals may limit research funding to a few strategic areas.
- Preference is given to projects in Inter-disciplinary areas with inter-disciplinary faculty members as PI and Co-PI
- Short proposals have to be submitted for initial screening. Short listed applicants have to submit a full proposal in prescribed format.
- The proposals will be reviewed by the RIC. The PI will be invited to make a presentation before the committee.
- Decision on the grant award will be announced.

Selection:

- Preference is given to Innovative interdisciplinary research.
- Team must comprise of inter-faculty members whose expertise is complimentary.
- Promise to generate IPRs, good publications and/or innovative products and linked to high quality PhD program of students.
- Selection committee will be constituted by VC with Dean of Research as head and members will be constituted from internal as well as external experts.
- The proposal may have more than one project aligned to a theme and within the budget specified for the grant.

Outcomes:

- The PI will be responsible for the deliverable.
- The funding will be on yearly basis.
- Six monthly progress report has to be submitted. PI is required to report outcomes at the end of one year for yearly evaluation before releasing the funds for next year.
- Purchase of research equipment like servers, storage, network equipment, databases, software and laboratory equipment will be in accordance with CMRU procurement policy.

Annexure 4

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- Purchase of research equipment like servers, storage, network equipment, databases, software and laboratory equipment will be in accordance with CMRU procurement policy.



- Part of Grant can be used as scholarship for PhD research scholars and part time work done by graduate and undergraduate students.
- The funds have to be utilized within the stipulated period.
- In any research communication, contribution of the institute funding should be duly acknowledged.
- In case PI leaves the institute before the completion of project, one of the co-investigators from CMRU will assume responsibility as PI.

Deliverable:

- Quality publications/IPRs/Innovative products or processes at the end of the grant period.
 - IPRs thus generated will be treated according to the university IPR policy.
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terminated as the case maybe.

- a) The student/ research assistant will be eligible to avail leave according to the university norms.
- b) The student can avail On-Duty leave to attend relevant research workshops recommended by his/her supervisor and present his/her research findings in conferences.
- c) The student / research assistant can be deputed to work in reputed research labs in India or outside India by the university with required approvals from the Supervisor/Principal Investigator, concerned authorities and management. In such cases, student / research assistant will not be given scholarship or assistant ship if any scholarship / assistantship is provided by the host organization.
- d) The Ph.D. student receiving scholarship has to achieve the following milestones:
 - i. Within first year of admission the student has to complete the coursework.
 - ii. During second year, the student must complete the proposal defence and clearly state objectives of his/her research.
 - iii. Starting from second year of admission the student has to publish at least one research article in reputed conference/ journal indexed in Scopus/ Web of Science.
 - iv. Student has to have at least 2 journal articles accepted/published in reputed journals/ at least 1 journal article accepted /published in reputed journal along with patent(s) filed/granted before submission thesis.
 - v. Minimum publications required should be with supervisor as one of the authors and student being the first author.
- e) Any issues concerning procedure or interpretation of the provisions contained in this shall be referred to the Vice-Chancellor whose decision shall be final. All such cases shall be reported to the Research & Innovation Council and Academic Council.

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CMR University is offering faculty incentives in the form of Ph.D. tuition fee discount. The following rules and regulations are applicable for CMR University faculty pursuing Ph.D. at CMR University.

- i) Fee Waiver of 50%: Faculty who have served CMR for 5 years or more at the time of joining the Ph.D. programme.
- ii) Fee Waiver of 40%: Faculty who have served CMR between 2 to 5 years at the time of joining the Ph.D. programme.
- ii) Fee Waiver of 30%: Faculty who have served CMR less than 2 years at the time of joining the Ph.D. programme

Conditions:

- i) Faculty who wish to avail the Fee waiver while pursuing the Ph.D. programme at CMRU will have to serve a minimum of 2 years in CMRU after the award of the degree. Faculty has to sign an undertaking to this effect.
- ii) Any faculty who do not serve a minimum of 2 years post their completion of Ph.D programme at CMRU and have availed the fee waiver options, needs to refund the amount of fee on OODs/Registrations/Travel allowance etc. Also, has to obtain No Objection Certificate from DORI to complete the exit process.

Post-Doc and Project Associates

- f) The PI and the other investigators may employ research assistant(s) to complete the consultancy projects.
- g) The funding assistance will come from the overall project funding.
- h) The research assistants will be paid remuneration based on their qualifications and experience. For research associates with Ph.D. the minimum stipend shall be Rs.20000 per month. However, the assistance can be increased for people with higher research qualifications and experience.
- i) The period of financial assistance for project associates shall be decided by the duration of the project. For projects that are executed for more than a year, the initial assignment will be for one year. If required, it can be extended by six months intervals.
- j) If Ph.D. scholars work on consultancy projects, their assistance will be proportional to the time they spend on the project.

