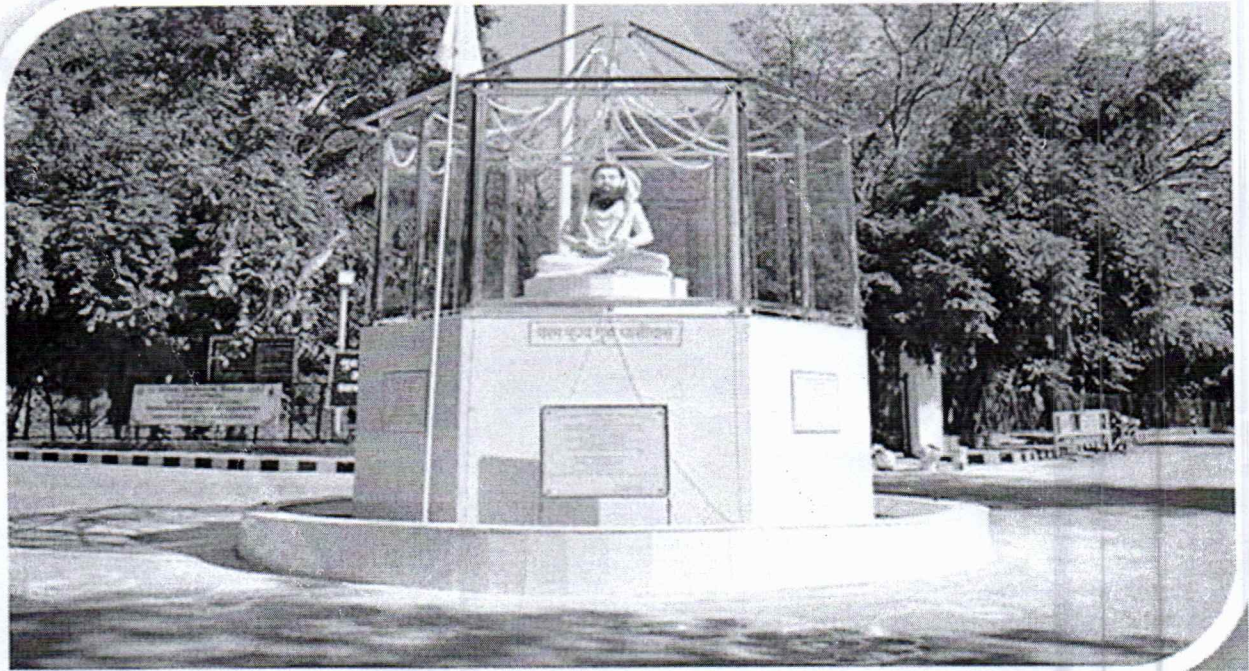


Policy for the Promotion of Research



Internal Quality Assurance Cell,
Guru Ghasidas Vishwavidyalaya
Bilaspur (CG), 495009, India



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Submitted to
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1. Introduction

Guru Ghasidas Vishwavidyalaya, Bilaspur has developed a comprehensive Research Promotion Policy that aligns with its vision and mission of sharing knowledge through quality education, research, and innovation. The policy aims to strengthen research and innovation activities by fostering motivation among faculty members and students to pursue their desired paths of research and career development. The university encourages the generation of new ideas, hands-on problem-solving projects, and collaborative teamwork among students and faculty members who act as supervisors and mentors. Interdisciplinary and multidisciplinary research collaborations with other departments, institutions, and universities are also actively promoted.

To support research endeavors, faculty members are encouraged to seek external research grants and infrastructure support from various funding agencies, both governmental and non-governmental. The university provides assistance in preparing effective funding proposals and budgets that add value and address the needs of future generations. Adequate provision is made for practical utilization of shared services and resources within the institution.

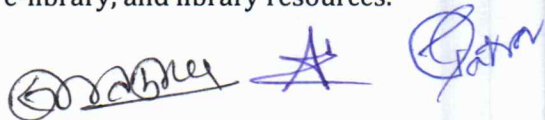
Internal funding through Seed Grants is provided to researchers through the Research and Development division. These seed grants aim to incentivize faculty researchers to publish research papers, obtain patents, and publish books or book chapters. The university also facilitates collaboration with national and international organizations for conducting conferences, seminars, workshops, and Faculty Development Programs (FDPs) related to research and innovation. The seed grant scheme offers financial assistance of up to Rs 3 lakh to individual faculty members or interdisciplinary/multidisciplinary research centers to establish essential research infrastructure.

Faculty members are further motivated through incentives for successfully securing external research grants from external agencies. Such incentives are provided as recognition of their achievement and to encourage sustained research efforts. Faculty members are also supported in applying for travel grants from funding agencies to participate in conferences, workshops, and relevant research activities. The university provides on-duty leave and financial support for registration fees, and partial financial assistance is offered for faculty members presenting as keynote speakers or delivering plenary lectures at conferences and seminars. The institution also provides funding for preparing testing analysis reports and filing patents.

Postgraduate students are encouraged to join as full-time research scholars under the "VRET Research Fellowship" program, where they receive a monthly stipend of Rs 8,000 for a duration of four years. Job opportunities are also made available for students who have completed their Ph.D. in the institution under the Junior Research Fellow (JRF)/Senior Research Fellow (SRF) scheme.

The institution recognizes and rewards faculty members who have completed their Ph.D. degree and have published at least two research papers in impact factor journals, SCI, Web of Science, or Scopus. Engineering discipline faculty members receive an increment of Rs 10,000, while Science and Humanities faculty members receive an increment of Rs 6,000. To foster a research culture, the institution provides 24x7 access to lab facilities, internet, e-library, and library resources.





The research promotion policy of Guru Ghasidas Vishwavidyalaya, Bilaspur is well-defined, reflecting the institution's vision and mission. It is regularly updated to align with the current research landscape and is readily accessible on the university's website.

The National Education Policy (NEP) 2020 recognizes the crucial role of research and innovation in promoting quality education within Higher Education Institutions (HEIs). The NEP emphasizes that addressing the societal challenges of the country requires a strong and vibrant higher education ecosystem with a focus on research, innovation, and technology development. In line with these principles, Guru Ghasidas Vishwavidyalaya (GGU) is committed to excellence in research and aspires to take a leading role in shaping the national agenda in various domains such as science and technology, humanities, and social responsibilities.

GGU's dedication to interdisciplinary work is evident in its pursuit of both applied research and basic research, aiming to create a long-term impact on society. The university ensures that all core and interdisciplinary areas flourish in research by adhering to the highest norms and standards of scholarly undertaking. This commitment to research excellence positions GGU as a significant contributor to the advancement of knowledge and the development of innovative solutions to real-world challenges.

Key aspects of GGU's research focus include:

- a) **Pursuit of Excellence:** GGU is dedicated to achieving excellence in research by promoting a culture of innovation, critical inquiry, and academic rigor. The university encourages its faculty members and researchers to push the boundaries of knowledge and make significant contributions to their respective fields.
- b) **Interdisciplinary Research:** GGU recognizes the importance of interdisciplinary research in addressing complex challenges and fostering creativity and collaboration across various disciplines. The university encourages scholars to explore synergies between different fields to develop holistic solutions.
- c) **Applied and Basic Research:** GGU values both applied and basic research, understanding that the combination of practical applications and fundamental knowledge is essential for driving societal progress and fostering innovation.
- d) **National Agenda:** The university actively aligns its research agenda with national priorities and societal needs, contributing to the overall development and progress of the nation.
- e) **Quality Standards:** GGU adheres to the highest standards of research integrity, ethics, and scholarship, ensuring that the research conducted within the institution is reliable, credible, and impactful.

Through its dedication to research and innovation, GGU aims to create a vibrant intellectual environment that nurtures curiosity, creativity, and problem-solving abilities among its students and faculty. By embracing the principles of the NEP 2020 and fostering a research-focused ecosystem, GGU aims to be a driving force in advancing knowledge, addressing societal challenges, and contributing to the growth and development of the nation.


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2. Scope/ Applicability of the Policy

The scope/applicability of the Research Policy Guidelines at Guru Ghasidas Vishwavidyalaya (GGU) is comprehensive and inclusive. The policy is designed to provide essential information and guidelines to ensure the quality and integrity of research activities conducted within the university. The following points outline the scope and applicability of the policy:

- a) **Comprehensive Coverage:** The Research Policy Guidelines cover all aspects of research planning, conduct, recording, reporting, and application of results. It is a comprehensive document that serves as a reference for all research-related activities within GGU.
- b) **Inclusiveness:** The policy is applicable to all categories of individuals involved in research activities at GGU. This includes faculty members, staff, and students engaged in any form of research, whether basic or applied, across all disciplines and departments.
- c) **Research Integrity:** The policy emphasizes the principles of research integrity, ethics, and responsible conduct. These principles are applicable to all researchers at GGU, irrespective of their academic levels or areas of specialization.
- d) **Academic and Administrative Units:** The policy extends to all academic and administrative units of the university involved in research-related activities. This ensures a uniform approach to research across the institution.
- e) **Research Activities:** The policy covers a wide range of research activities, including but not limited to research projects, publications, patents, consultancy, and conference organization. It provides guidance for researchers engaged in diverse research endeavors.
- f) **Record Keeping and Reporting:** The policy highlights the importance of maintaining accurate and comprehensive records of research activities and the proper reporting of research findings. These requirements apply to all researchers at GGU.
- g) **Principles of Research:** The policy emphasizes the principles that researchers should follow while conducting research, including academic honesty, transparency, and adherence to relevant regulations and guidelines.
- h) **Compliance:** The policy ensures that all individuals engaged in research at GGU comply with the guidelines and principles set forth in the document. It creates a framework for promoting a research culture that upholds high standards of research integrity.
- i) **Institutional Framework:** The policy is an integral part of GGU's institutional framework for research and serves as a guiding document for all stakeholders involved in research-related activities.

The Research Policy Guidelines at GGU have a wide scope and are applicable to all faculty, staff, and students engaged in research activities. By providing clear and comprehensive guidelines, the policy aims to foster a research environment that promotes academic excellence, ethical conduct, and impactful contributions to knowledge and society.



3. Vision

The vision of Guru Ghasidas Vishwavidyalaya, Bilaspur is to produce the most competent scientists, engineers, technologists, entrepreneurs and researchers through quality education. The university aims to provide an exceptional learning environment that nurtures intellectual growth, fosters innovation, and promotes interdisciplinary collaboration. By equipping students with the necessary knowledge, skills, and practical experience, the university strives to empower them to excel in their chosen fields and make significant contributions to society. Through its vision, the university is committed to shaping future leaders who can drive positive change and contribute to the development and progress of the nation.

4. Mission

The mission of Guru Ghasidas Vishwavidyalaya, Bilaspur is to achieve academic excellence in the fields of Science, Engineering, Technology, Management, and Research. This is accomplished through the following key elements:

- a) **Objective and Innovative Teaching Methods:** The University aims to adopt objective and innovative teaching methods that encourage active learning, critical thinking, and problem-solving skills among students. These methods promote a deep understanding of the subjects and enhance the overall learning experience.
- b) **Dedicated and Duty-Conscious Faculty:** The university recognizes the crucial role of faculty members in imparting quality education. It is committed to recruiting, retaining, and nurturing a dedicated and duty-conscious faculty who are passionate about teaching, research, and mentoring students.
- c) **Continual and Consistent Updating of Facilities:** To provide an environment conducive to academic excellence, the university strives for continual and consistent updating of facilities. This includes state-of-the-art laboratories, modern classrooms, well-equipped libraries, and other infrastructure necessary to support effective teaching, learning, and research.
- d) **Welfare and Quality Improvement of Faculty:** The University values the welfare and professional growth of its faculty members. It promotes a culture of continuous professional development, encouraging faculty members to engage in research, attend conferences, publish scholarly work, and collaborate with other institutions and industry experts. The university also provides support and resources to enhance the quality and effectiveness of teaching.
- e) **Continual Process Improvement:** The University believes in a system of continual process improvement to ensure the highest standards of education and research. It regularly reviews and evaluates its academic programs, administrative processes, and support services to identify areas for improvement and implement necessary changes.

By adhering to its mission, Guru Ghasidas Vishwavidyalaya, Bilaspur endeavors to create an academic environment that fosters academic excellence, intellectual growth, and holistic development of students. It aims to produce competent professionals who are well-equipped to contribute to the advancement of society, address real-world challenges, and drive innovation in their respective fields.


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5. Objectives

To create an excellent research ambiance and infrastructure: The university aims to provide a conducive environment and state-of-the-art infrastructure that supports and encourages research activities. This includes well-equipped laboratories, research centers, libraries, and other resources necessary for conducting high-quality research.

- a) **To facilitate inter, multi, and transdisciplinary research:** The university promotes collaboration and encourages research that transcends disciplinary boundaries. It aims to foster inter and multidisciplinary research initiatives that bring together experts from different fields to address complex real-world problems.
- b) **To publish papers in journals of international repute, file patents, and transfer technologies:** The University encourages faculty members and students to publish their research findings in reputed international journals. It also emphasizes the importance of intellectual property by encouraging patent filings and technology transfer to relevant industries for practical applications.
- c) **To continuously monitor research outputs for ensuring quality:** The University establishes appropriate committees to monitor and evaluate the quality of research outputs. This ensures that the research conducted meets the highest standards of rigor, relevance, and ethical practices.
- d) **To create quality human resources for scientific research:** The university aims to develop a pool of skilled and competent researchers by providing quality education and research training. It strives to nurture a culture of research among faculty members and students, fostering their intellectual growth and research capabilities.
- e) **To recognize faculty and students on their research output by a research award:** The university values and acknowledges the contributions of faculty members and students in research. It establishes research awards and recognition programs to appreciate and encourage their research output, motivating them to pursue excellence in their research endeavors.
- f) **To aim to stand among the top-notch research universities globally:** The University aspires to achieve global recognition and be counted among the top research universities worldwide. It aims to excel in research performance, innovation, and impactful contributions to the advancement of knowledge and society.
- g) **To promote the globalization of research to achieve global visibility:** The university actively promotes the globalization of research by fostering collaborations with international institutions, participating in joint research projects, and engaging in knowledge exchange programs. This helps enhance the global visibility and impact of the university's research efforts.

By pursuing these objectives, Guru Ghasidas Vishwavidyalaya, Bilaspur strives to create a vibrant research ecosystem, foster academic excellence, and contribute to the advancement of knowledge, innovation, and societal well-being.



6. Establishment of the research facilities

Empowering Research Excellence: Establishing the University Research Promotion Fund and Research Center"

In pursuit of promoting a thriving research environment, our university is committed to establishing the **University Research Promotion Fund (URPF)**. This fund is dedicated to investing in research activities that yield a wide range of impactful outcomes from both faculty members and students. The URPF will support various research promotional activities and research scholarships based on the recommendations of university authorities.

To encourage and excel in research, the university will allocate the research fund under the following categories:

- a) **Seed Money for Faculty:** Faculty members will be provided seed money to initiate research in their respective specializations. This funding aims to kickstart projects capable of attracting external funding from agencies.
- b) **Centralized Research Facilities:** Funds will be allocated to establish state-of-the-art centralized research facilities. These facilities will foster collaboration, promote innovation, and attract external researchers and funding.
- c) **Conference and Workshop Support:** Faculty members and students will receive financial support to attend national and international conferences and workshops. This exposure will enable them to network, present their research findings, and stay updated with the latest advancements in their fields.
- d) **Research Scholarships:** Funds will be allocated to provide research scholarships for postgraduate (PG) and Ph.D. students. This financial assistance will encourage students to engage in cutting-edge research and contribute to knowledge creation.
- e) **International and National Events:** The URPF will sponsor the organization of international and national conferences and workshops. These events will foster knowledge exchange, attract global expertise, and enhance the university's research reputation.

Additionally, the university authorities will conduct seminars and workshops to raise awareness among faculty members and research students about securing research funding from external agencies. This initiative aims to enhance the university's capacity to access external funding opportunities.

To elevate the university's research profile and maximize external research funding, we will establish a dedicated Research Center. This center will focus on areas where research excellence is concentrated, fostering interdisciplinary and multidisciplinary relationships. By positioning and promoting the university's research strengths, the Research Center will enhance engagement with other research institutions and industry, further elevating the university's research reputation.

Through the collaborative efforts of the URPF and the Research Center, our university is poised to make significant strides in research excellence and innovation, enriching both academia and society at

 
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large.

Research culture at UG and PG level

The university is committed to fostering a vibrant research culture at both the Undergraduate (UG) and Postgraduate (PG) levels, with the aim of promoting creativity, critical thinking, and a passion for scholarly inquiry among its students. To achieve this goal, the university has integrated research components into the curricula, particularly during the final or pre-final year of the Bachelor's program and the final year of the Master's program.

At the UG level, students are encouraged to engage in research projects that align with their areas of interest and specialization. By incorporating research components into the curriculum, students get hands-on experience in conducting independent research, formulating research questions, and analyzing data. This exposure allows them to develop research skills early in their academic journey, fostering a culture of curiosity and exploration.

Similarly, at the PG level, research projects are an integral part of the course, providing students with a platform to delve deeper into their chosen fields of study. PG students are guided by experienced faculty members and researchers, enabling them to explore complex research problems and contribute to the existing body of knowledge.

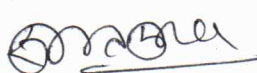

To further incentivize and recognize the efforts of UG and PG students, the university motivates them to publish their research work in UGC listed journals. This not only provides students with a sense of accomplishment but also contributes to the dissemination of knowledge and academic recognition.

In line with the university's commitment to nurturing a research-oriented mindset, partial travel grants are offered to UG and PG students to attend national and international conferences. These opportunities expose students to the broader academic community, allowing them to present their research findings, interact with scholars from diverse backgrounds, and gain valuable feedback on their work.

The research culture at the UG and PG level in the university is designed to instill in students a passion for inquiry, critical analysis, and the pursuit of knowledge. By providing early exposure to research, supporting publication endeavors, and facilitating participation in academic events, the university aims to cultivate a generation of scholars who are well-equipped to contribute meaningfully to their respective fields and address real-world challenges through evidence-based research. This research-centric approach not only benefits individual students but also enriches the overall academic environment, promoting a culture of excellence and innovation throughout the university community.

Innovation Ecosystem

The university's innovative ecosystem is designed to promote and nurture creativity, entrepreneurship, and problem-solving among its faculty members and students. It revolves around the establishment and effective functioning of the university's "Incubation Center." This center serves as a catalyst for fostering innovative ideas, transforming them into viable business propositions, and ultimately commercializing the resulting products.



The governance and function of the Incubation Center are carefully planned and implemented by the university authorities. The center is equipped with the necessary resources, infrastructure, and expert guidance to support faculty members and students throughout their entrepreneurial journey. Here are some key features of the best innovative ecosystem in the university:

- a) **Idea Incubation:** The Incubation Center encourages faculty members and students to bring forward their unique ideas, irrespective of their academic disciplines. The center provides a nurturing environment where these ideas can be incubated and refined into practical and commercially viable solutions.
- b) **Interdisciplinary Collaboration:** The innovative ecosystem emphasizes interdisciplinary collaboration. It encourages researchers and students from various fields to come together and collaborate on projects, fostering a rich exchange of ideas and perspectives.
- c) **Mentorship and Support:** The Incubation Center offers mentorship and guidance from experienced entrepreneurs, industry experts, and successful startups. This support helps budding entrepreneurs navigate challenges, refine their business models, and make informed decisions.
- d) **Access to Resources:** The center provides access to state-of-the-art facilities, research labs, and technical resources necessary for product development and testing. Additionally, it assists in securing intellectual property rights and patents for innovative ideas.
- e) **Networking Opportunities:** The ecosystem promotes networking events, workshops, and seminars, bringing together investors, industry leaders, and successful entrepreneurs. This networking exposure helps aspiring entrepreneurs build valuable connections and gain insights into the business world.
- f) **Funding and Grants:** To facilitate the transformation of innovative ideas into businesses, the Incubation Center assists startups in securing seed funding, grants, and investment opportunities from various sources, including government agencies, venture capitalists, and angel investors.
- g) **Focus on Local Solutions:** The ecosystem has a strong focus on addressing local challenges and needs. It aims to foster technology and socio-economic-based startup companies that cater to the growth of local industries, agricultural products, and offer solutions to pressing socio-economic issues in the region.
- h) **Entrepreneurship Training:** The university offers entrepreneurship training programs, workshops, and courses to equip aspiring entrepreneurs with essential business skills, financial literacy, marketing strategies, and project management expertise.
- i) **Gradual Progression:** The ecosystem follows a gradual progression from ideation to commercialization. It supports startups at every stage of their development, ensuring that they have the necessary support to scale and thrive in the market.

By integrating these elements into its innovative ecosystem, the university fosters a culture of entrepreneurship, risk-taking, and innovation. The Incubation Center serves as a hub for innovative

ideas to flourish, contributing to the socio-economic growth of the region while nurturing a generation of successful and socially responsible entrepreneurs.

7. Sponsored Research, Interdisciplinary Research and Collaborative Research

For achieving the best performance in university-industry interaction and contributing to society at large, the university emphasizes three key activities: Sponsored Research, Interdisciplinary Research, and Collaborative Research.

Sponsored Research: The University actively encourages Sponsored Research, wherein industries and business organizations fund specific research projects to address their unique challenges or requirements. Through Sponsored Research, the university's faculty members and researchers collaborate closely with industry partners to conduct targeted studies and find innovative solutions to real-world problems. This collaboration not only provides valuable insights to the industries but also enriches the academic community with practical applications of research findings. It also fosters a strong partnership between academia and industry, leading to mutual growth and development.

Interdisciplinary Research: The university promotes Interdisciplinary Research, recognizing that complex societal challenges often require a holistic approach. By fostering collaborations between different departments and faculties, the university encourages researchers to combine their expertise and perspectives to tackle multifaceted issues. Interdisciplinary Research allows for a more comprehensive understanding of problems and enables the development of innovative and integrated solutions. This approach also encourages creativity and out-of-the-box thinking, fostering a culture of innovation and problem-solving.

Collaborative Research: In addition to industry partnerships, the university actively engages in Collaborative Research with various organizations, including non-governmental organizations (NGOs), government agencies, research institutions, and other universities. Collaborative Research projects bring together diverse stakeholders with shared interests to address pressing societal challenges. By pooling resources and expertise, Collaborative Research endeavors can have a broader impact and lead to meaningful social and economic outcomes. Such collaborations also provide unique opportunities for researchers and students to work on projects with direct relevance and significance.

To ensure the best performance in university-industry interaction and research collaborations, the university implements the following strategies:

- a) **Establishing a Centralized Office:** The university sets up a centralized office or department responsible for managing and facilitating university-industry collaborations. This office serves as a bridge between academic researchers and external partners, streamlining the collaboration process.
- b) **Regular Networking Events:** The university organizes regular networking events, seminars, and workshops to bring together industry representatives, researchers, and students. These events provide a platform for meaningful interactions, idea exchange, and identifying potential research opportunities.

- c) **Flexibility in Research Funding:** The university adopts a flexible approach to research funding, allowing for different models of collaboration. This may include joint funding initiatives, matching grants, or cost-sharing arrangements, making it easier for industries and organizations to engage in research partnerships.
- d) **Intellectual Property Management:** The university establishes clear guidelines and policies for managing intellectual property resulting from collaborative research projects. This ensures fair distribution of rights and benefits and encourages industry partners to invest in research collaborations.
- e) **Monitoring and Evaluation:** The university regularly monitors the progress and outcomes of collaborative research projects. This helps in identifying successful initiatives, areas of improvement, and future opportunities for enhancing the impact of university-industry interaction.

By effectively implementing Sponsored Research, Interdisciplinary Research, and Collaborative Research initiatives, the university can create a dynamic and impactful ecosystem of research, innovation, and knowledge transfer, benefiting both academia and society at large.

8. Academic, Research and Industrial Collaboration

The university shall develop a comprehensive collaboration policy that fosters strong partnerships and synergy between academia, research, and industries. This policy aims to facilitate the sharing of knowledge, practices, and experimental facilities to promote the growth of the university and contribute to the creation of new knowledge and skilled human resources. The key components of the policy regarding Academic, Research, and Industrial Collaboration are as follows:

Academic Collaboration: a. Faculty Exchange Programs: The University will establish faculty exchange programs with other renowned universities and academic institutions worldwide. This initiative will facilitate knowledge exchange, research collaboration, and cross-cultural learning experiences for both faculty members and students. b. Joint Workshops and Seminars: The policy will encourage the organization of joint workshops, seminars, and academic conferences involving faculty members, researchers, and students from various institutions. Such events will promote interdisciplinary discussions and foster research collaborations. c. Credit Transfer and Dual Degree Programs: The university will explore the possibility of credit transfer arrangements and dual degree programs with partner institutions. This will enable students to gain diverse academic experiences and access to specialized courses not offered by their home university.

Research Collaboration: a. Collaborative Research Projects: The University will actively seek collaborative research projects with other research institutions, both nationally and internationally. These projects will focus on addressing critical global challenges and fostering innovation. b. Joint Research Centers: The policy will support the establishment of joint research centers in partnership with other research institutions or industries. These centers will focus on specific research domains and encourage continuous knowledge sharing and collaborative efforts. c. Research Networks and Consortia: The university will participate in research networks and consortia to leverage collective

expertise and resources, further enhancing research capabilities and opportunities for funding. d. Technology Transfer and Commercialization: The collaboration policy will prioritize the commercialization of research outcomes. To achieve this, the university will actively engage with industries to transfer technology and convert research findings into marketable products and services.

Industrial Collaboration: a. Industry-Academia Partnerships: The University will proactively seek partnerships with industries and business organizations. Collaborative projects will be designed to address industry-specific challenges, fostering mutually beneficial outcomes. b. Internships and Placements: The policy will encourage internships and placements for students in leading industries. This will provide students with valuable practical experience, while industries can benefit from fresh talent and innovative perspectives. c. Industrial Training and Skill Development: The university will collaborate with industries to design specialized training programs that align with industry demands. This will enhance students' employability and address skill gaps in the workforce. d. Industry Advisory Boards: The university will establish industry advisory boards consisting of experts and leaders from various sectors. These boards will provide valuable insights and guidance to align academic programs with industry needs.

Knowledge Exchange and Resource Sharing: a. Access to Experimental Facilities: The collaboration policy will promote the sharing of experimental facilities and infrastructure between the university and industry partners. This will optimize resource utilization and enhance research capabilities. b. Intellectual Property Management: Clear guidelines on intellectual property rights and ownership will be established to ensure fair and transparent sharing of intellectual property resulting from collaborative efforts.

The development and implementation of this collaboration policy will create a dynamic and thriving ecosystem of knowledge exchange, innovation, and human resource development. By fostering strong connections between academia, research, and industries, the university will be better equipped to address real-world challenges, create meaningful impact, and contribute significantly to societal progress and economic growth.

9. Dissemination and publication of results

The university places great importance on the responsible dissemination and publication of high-quality research findings. While encouraging researchers to share their work, the university emphasizes the need for awareness of the potential consequences of such dissemination in the wider media. To uphold academic freedom and ensure transparency, the university strives to maintain open communication with sponsors and sponsors are made aware that publication or dissemination of research findings should not be discouraged.

To guide researchers in the dissemination and publication process, the university recommends the following guidelines:

- a) **Advanced Notification to Sponsors:** Researchers must inform the sponsoring agency in advance when their research is intended for publication, publicizing, or dissemination. This

allows sponsors to protect any intellectual property rights and plan their own public relations in collaboration with the university.

- b) **Peer Review:** Researchers should prioritize peer review before publishing or disseminating their research. If research is made public before peer review, this fact must be transparently stated in any publicity.
- c) **Acknowledgment of Funding Sources:** All funding sources must be acknowledged in any publication or publicity related to the research.
- d) **Appropriate Publication:** Research results should be published in appropriate forms, typically as papers in refereed journals, ensuring the rigor and quality of the findings.
- e) **Authorship Integrity:** Only those who have made substantial contributions to the research should be listed as authors. Honorary authorship is unacceptable.
- f) **Proper Acknowledgment:** Contributions of formal collaborators and others who directly or indirectly support the research should be specified and acknowledged appropriately.
- g) **Coherent Publication:** Research work should be published as a coherent entity rather than fragmented into multiple small parts, except when demonstrating first discovery through preliminary data is necessary.
- h) **Quality Over Quantity:** The focus should be on the quality of research rather than the quantity of publications. Discouraging the proliferation of multi-author papers for quantity enhancement is recommended.
- i) **Avoiding Duplicate Publication:** Authors must refrain from publishing the same data in different journals, ensuring the originality and integrity of research findings.
- j) **Correction of Errors:** If errors are found in published findings that affect their value, the principal author must promptly publish a correction.
- k) **Retraction in Case of Serious Doubt:** In cases where research findings are seriously doubted, a retraction should be promptly published to uphold research integrity.
- l) **Addressing Fraud:** If fraud is suspected, the university's procedure for dealing with "Misconduct in Research" should be followed to investigate and address the issue.

By adhering to these guidelines, the university ensures that research dissemination and publication uphold the highest standards of integrity, transparency, and accountability. This responsible approach fosters a culture of academic excellence and enhances the credibility and impact of the university's research outputs in the wider academic and industrial community.

10. Compliance of Research Ethics in the University

The university is dedicated to upholding the highest standards of research ethics to ensure academic honesty, integrity, and the responsible conduct of research among its faculty members and students. To achieve this, the university establishes a Research Ethics Committee that oversees good research practices and the implementation of the Research Ethics Policy. The policy incorporates the following



key aspects:

- a) **Basic Research Ethics:** The university emphasizes the importance of academic honesty in all research conducted within its premises. Faculty members and students are expected to adhere to ethical principles, maintain integrity, and promote responsible dissemination of research findings.
- b) **Compliance with Legislation and Guidelines:** The university ensures full compliance with relevant legislation, guidelines, and codes that govern research activities. This includes adherence to copyright, intellectual property rights, human rights, animal protection, and environmental protection regulations.
- c) **Compilation of Governing Agency Guidelines:** In addition to legislation, the university compiles and follows the guidelines and codes issued by governing agencies such as the University Grants Commission (UGC) and the Indian Council of Medical Research for research activities.
- d) **Ethics in Specific Research Fields:** For research involving human participation in social sciences, law, media studies, management, and medical fields, the university adheres to the specific codes and practices issued by the Government of India to protect the rights and well-being of human subjects.
- e) **Ethics in Animal Research:** Research projects involving experimentation on animals must comply with the codes and practices issued by the Government of India to ensure the ethical treatment and welfare of animals.
- f) **Approval of Research Projects:** All research projects that involve human or animal subjects, including those undertaken as part of a teaching program, must obtain prior approval from the competent committee or authority designated for ethical review.
- g) **Policy on Plagiarism:** To prevent and address the issue of plagiarism, the university develops a comprehensive policy in line with the guidelines issued by the UGC. This policy on plagiarism aims to promote academic integrity and ensure the originality of research work. It is approved by the Academic Council for implementation across the university.
- h) **Awareness and Training:** The university organizes awareness programs and provides training on research ethics to educate faculty members and students about the ethical considerations in research. This fosters a culture of ethical conduct and responsible research practices.
- i) **Whistleblower Protection:** Provisions are set in place to protect whistleblowers who report research misconduct or violations of research ethics. Confidentiality and non-retaliation measures ensure a safe environment for reporting.
- j) **Continuous Monitoring and Evaluation:** The Research Ethics Committee undertakes continuous monitoring and evaluation of research activities to ensure ongoing compliance with ethical standards. Regular assessments and feedback contribute to the improvement of research practices.

By adhering to these research ethics principles, the university promotes a culture of integrity, accountability, and social responsibility in its research endeavors. Compliance with ethical guidelines ensures that research outcomes are reliable, credible, and contribute positively to the advancement of knowledge and societal welfare.

11. Research Misconduct in the University

The university is committed to upholding the highest standards of research integrity and considers research misconduct as a serious threat to its research policy. Research misconduct includes any fabrication, falsification, or plagiarism in the processing, performance, or review of research, as well as in the reporting of research results. It is essential to maintain the integrity of research and the credibility of scholars.

- a) **Definition of Research Misconduct:** The university defines research misconduct as acts that involve deliberate and intentional deception, such as:
- b) **Fabrication:** Creating false data or results that were never actually obtained.
- c) **Falsification:** Manipulating, altering, or omitting data to present a false picture of the research findings.
- d) **Plagiarism:** Using someone else's ideas, work, or intellectual property without proper attribution or permission.
- e) **Exclusions from Misconduct:** The university acknowledges that honest errors, differences of opinion, and authorship disputes that do not involve plagiarism are not considered research misconduct. Violations of other university policies are also distinguished from research misconduct.
- f) **Adherence to Plagiarism Policy Guidelines:** The university currently conforms to the plagiarism policy guidelines of the UGC regulation 2017. This policy is in place to address and prevent issues related to plagiarism, one form of research misconduct.
- g) **Consequences of Research Misconduct:** Research misconduct undermines the credibility of the academic profession and damages the integrity of research. It erodes trust in the research community and impacts the reputation of the university. Therefore, the university takes research misconduct seriously and ensures that appropriate actions are taken to address any such instances.
- h) **Well-Defined Procedures for Inquiry and Investigation:** The university establishes well-defined procedures for the inquiry, investigation, and adjudication of research misconduct cases. These procedures ensure fairness, impartiality, and due process for all parties involved in the investigation.
- i) **Reporting and Whistleblower Protection:** The university encourages a culture of reporting where any concerns or suspicions of research misconduct can be brought forward without fear of retaliation. Provisions are in place to protect whistleblowers who report instances of misconduct and maintain confidentiality throughout the investigation process.

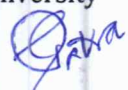
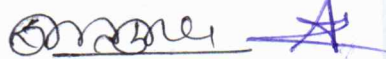
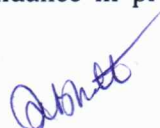
- j) **Education and Awareness:** The university emphasizes the importance of education and awareness regarding research integrity and responsible conduct. Researchers, faculty, and students are educated on ethical practices, proper citation, and the consequences of research misconduct.
- k) **Corrective and Preventive Actions:** In cases of confirmed research misconduct, the university implements appropriate corrective actions, which may include disciplinary measures in accordance with university policies. Additionally, preventive measures are taken to safeguard against future instances of research misconduct.

By maintaining a strong stance against research misconduct and implementing robust procedures for investigation and adjudication, the university upholds its commitment to research integrity and fosters a culture of academic honesty and responsible research conduct among its academic community. This dedication to research ethics contributes to the advancement of knowledge and the credibility of the university as a reputable academic institution.

12. Faculty Recruitment, Appraisal, and Training in the University

- a) **Recruitment:** In the faculty recruitment process, the university follows the research-related Academic Progress Index (API) defined by the UGC (Guidelines for Appointment of Faculty Members). The faculty recruitment committee(s) use the API score to screen and appoint faculty members. As part of the recruitment process, newly appointed faculty members are required to submit their research interests and a short proposal of the research work they intend to pursue at the university to the Office of Director – Research and Consultancy through the HR office.
- b) **Appraisal:** The annual appraisal of faculty members is based on the total API score attained in the assessment year. To incentivize and motivate faculty members for their research contributions, the university formulates a policy for API-based performance-dependent appraisal. Faculty members with good research-related API scores may be granted a relaxation in their teaching load, allowing them to allocate more time to research activities.
- c) **Training:** The university provides necessary support to faculty members to enhance their research skills. On the recommendation of university authorities, faculty members are supported by the University Research Promotion Fund (URPF) to attend summer schools organized by esteemed organizations such as UGC, DST, and ACITE. Faculty members are entitled to duty leave as per the HR policy of the university to participate in these workshops and summer schools.
- d) **Transfer of Knowledge and Information:** Faculty members attending such workshops and summer schools are expected to share the knowledge and information gained during these events with the university community. This includes giving seminars or conducting workshops for both students and faculty members to disseminate the insights acquired during the workshops.

The university places a strong emphasis on faculty development, research productivity, and a conducive research environment. By incorporating API-based performance appraisal, supporting faculty attendance in prestigious workshops, and encouraging knowledge transfer, the university



fosters a culture of research excellence, continuous learning, and professional growth among its faculty members. This comprehensive approach to faculty recruitment, appraisal, and training contributes to the advancement of research outcomes and reinforces the university's commitment to academic excellence and research innovation.

13. Incentives and Awards for Research Achievement

To foster a culture of research excellence and recognize the contributions of faculty members in advancing knowledge and innovation, the university implements a comprehensive system of incentives and awards for research achievements. These incentives are designed to promote and reward research activities in various fields. The following are the key incentives and awards offered to faculty members:

- a) **Research Publications in UGC Approved Journals:** Faculty members who publish research papers in UGC approved journals are appreciated through a letter of recognition. Additionally, a cash reward is provided based on the indexing and SCI impact factor of the journal where the research paper is published.
- b) **Research Projects:** Faculty members who successfully submit or secure funding for research projects from external funding agencies receive a letter of appreciation. Moreover, their teaching load may be adjusted to allow more time for the research project. If the awarded research project has overhead charges, a percentage of the overheads is allocated monthly for the duration of the project and credited to the faculty member's salary.
- c) **Organizing Conferences:** Faculty members who secure partial or full funding from government bodies or agencies to organize conferences or workshops are acknowledged with a letter of appreciation and an honorarium as determined by the university authorities.
- d) **Research Consultancy:** Faculty members engaged in research consultancy work are recognized with a letter of appreciation. Additional duty leaves and profit sharing are provided in accordance with the university's consultancy policy.
- e) **Patents:** Faculty members who are granted patents for their innovative work are commended with a letter of appreciation and a suitable cash award as decided by the university authorities.
- f) **Book Publications:** Faculty members who publish book chapters or books with reputed publishers are appreciated with a letter of recognition and a cash award, which is separately fixed for book chapters and books.
- g) **Citations:** Faculty members' research work is assessed based on the number of citations received by their research papers. An appreciative letter and a cash award determined by the university authorities are given to faculty members based on the number of citations received.
- h) **Best Researcher Award:** The University establishes a "Best Researcher Award" at various levels such as university, institute, faculty, and department. Faculty members with exceptional research achievements in the academic year are recognized and honored through this award. The selection

process is based on quantitative metrics and benchmarks set by the university authorities. The winner of the award receives a cash reward and a certificate or trophy.

By providing these incentives and awards, the university motivates and encourages faculty members to actively engage in research and scholarly activities. This comprehensive recognition system fosters a vibrant research environment, leading to valuable contributions to knowledge and innovation within the university community.

14. Research promotion support schemes

Guru Ghasidas Vishwavidyalaya, Bilaspur has implemented various measures to recognize and incentivize research efforts. These initiatives aim to promote a vibrant research culture and enhance the research and innovation ecosystem of the university. The following are the key initiatives:

- a) **GGV Research Awards:** The institute acknowledges the research accomplishments of its faculty members and research students through the prestigious "**GGV Research Awards**." These awards are granted based on criteria such as publishing papers in reputable journals, contributing to the h-index of the university through citations, securing funded projects, and obtaining patents.
- b) **Incentive Scheme for Research Scholars:** To encourage research scholars to publish in reputed journals, an incentive scheme called the "**Best paper publication Award**" has been established. Under this scheme, research scholars receive incentives for each publication they make, providing them with recognition and motivation for their research endeavors.
- c) **Financial Support for Open Access Journals:** The University recognizes the importance of disseminating research findings through open access journals. As an incentive, partial financial support is provided to faculty members who choose to publish their work in such journals. This support promotes the wider accessibility and visibility of research outcomes.
- d) **GGV Seed Money for Faculty Members:** The "**GGV Seed Money for Faculty Members**" is a funding initiative established by the University to support faculty members' research and innovative projects at their early stages. Through this scheme, faculty members are provided with seed funding to kickstart their research endeavors and explore new ideas or areas of study. The seed money serves as an initial investment to conduct preliminary research, gather data, or develop prototypes, enabling faculty members to seek external funding or collaborations in later stages. The objective of this scheme is to foster a culture of innovation, research excellence, and entrepreneurship among faculty members. By providing seed funding, the University aims to encourage faculty members to pursue groundbreaking research, generate new knowledge, and contribute to the advancement of their respective fields. The successful implementation of this initiative has resulted in numerous innovative projects and research outputs, further enhancing the reputation of the University as a hub for academic excellence and transformative research.
- e) **Financial Support for Journal Publications:** The "**Financial Support for Journal Publications**" is a scheme designed to provide financial assistance to researchers and scholars within the institution who aim to publish their research findings in reputable academic journals.



Recognizing the importance of disseminating research outcomes and promoting scholarly communication, this scheme offers partial funding to cover the publication fees or article processing charges (APCs) associated with open-access or subscription-based journals. By offering this support, the institution aims to enhance the visibility and accessibility of research work, both within the academic community and the broader public. This initiative not only encourages researchers to share their findings but also contributes to the advancement of knowledge and fosters collaborations among researchers. The financial aid provided under this scheme serves as an incentive for faculty members and research scholars to actively engage in research dissemination, thereby strengthening the institution's research impact and reputation in the academic community.

- f) **Post-Doctoral Fellowship (GGV-PDF) Positions:** The University offers Post-Doctoral Fellowship (GGV-PDF) positions to attract young and exceptionally talented scientists and engineers from diverse backgrounds. These PDF positions aim to foster research and innovation in challenging and frontier areas. The program provides a platform for the development of future leaders in science and technology, enriching the research ecosystem of GGV.
- g) **Financial Support for Research Paper Presentation in National/International Conferences:** The "Financial Support for Research Paper Presentation in National/International Conferences" is a beneficial scheme aimed at assisting faculty members and research scholars in presenting their research work at prestigious conferences. Recognizing the significance of sharing research findings with the wider academic community, this scheme offers financial aid to cover travel expenses, conference registration fees, and accommodation costs for eligible participants. By providing this support, the institution encourages and facilitates active participation in national and international conferences, fostering knowledge exchange, networking, and collaboration among researchers. This initiative not only enhances the visibility and impact of the institution's research endeavors but also enables researchers to receive valuable feedback and insights from peers and experts in their respective fields. Additionally, the financial assistance acts as a motivational factor for faculty members and scholars to showcase their research achievements on a global platform, contributing to the institution's reputation as a hub for innovative and influential research.
- h) **Financial Support for organizing National / International Conference/ Workshop/ Seminar, etc:** The "Financial Support for organizing National / International Conference/ Workshop/ Seminar, etc." is a crucial initiative offered by the institution to promote knowledge dissemination, academic collaboration, and networking opportunities. Recognizing the significance of hosting high-quality academic events, this scheme provides financial assistance to faculty members and research scholars who take the lead in organizing conferences, workshops, seminars, and other academic gatherings of national or international importance. The financial support may be utilized to cover various expenses associated with event organization, such as venue booking, speaker honorariums, publicity and promotional materials, logistical arrangements, and participant accommodation. By offering this support, the institution encourages the development of a vibrant academic environment and facilitates the

exchange of ideas and research findings among scholars from diverse backgrounds. Such initiatives also contribute to enhancing the institution's reputation as a center of academic excellence and intellectual discourse, fostering greater visibility and recognition on the global academic stage. Additionally, hosting academic events can attract eminent scholars and experts to participate, thereby enriching the knowledge base of the institution and the wider academic community.

Through these initiatives, Guru Ghasidas Vishwavidyalaya, Bilaspur encourages and supports faculty members, research scholars, and post-doctoral fellows in their pursuit of high-quality research. By providing recognition, incentives, and financial support, the university promotes a thriving research environment that stimulates intellectual growth, fosters innovation, and contributes to the advancement of knowledge and society.

15. Details regarding Research promotion support schemes

a) GGV RESEARCH AWARD

GGV acknowledges and celebrates the valuable research conducted by its esteemed faculty members and research students through the prestigious "GGV Research Awards." These awards are granted to individuals who have made significant contributions to the university's academic community, such as publishing influential papers, enhancing the university's h-index through citations, securing funded projects, and obtaining patents.

Category I: Publications

Journal Publications:

Description	Points	
(i) For the first author and the corresponding author		
Scopus indexed	Yes	No
	Non-paid & Refereed Journal	Paid
	5 Points	2 Point
TR impact factor paper	Yes	No
	7 Points: $0 < IF \leq 0.5$	0
	8 Points: $0.5 < IF \leq 1$	
	10 Points: $1 < IF \leq 2$	
	12 Points: $2 < IF \leq 3$	
	15 Points: $> 3 IF$	

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Jayashankar

Dr. Anurag

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(ii) Co-author	(Points = Score Point/Number of GGV authors)	0
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Note:

- For publications from Guru Ghasidas Vishwavidyalaya (GGV), full points are awarded to the first author and the corresponding author, while the remaining co-authors share points equally.
- In cases where the first author is also the corresponding author of a paper, points can only be claimed for either being the first author or the corresponding author, but not for both roles simultaneously.
- Only published articles that have been assigned volume, issue, and page numbers should be considered for points calculation. Papers that have been accepted and published online but have not yet been assigned volume, issue, and page numbers are not eligible for inclusion in the points calculation.

Bonus Points: (applicable only for first and corresponding authors)

(i) High impact journal papers:

For every paper published in a journal with more than 5 impact factor, the first and corresponding author will get 5 bonus points each.

(ii) Collaborative research publications:

Papers in Scopus indexed (refereed, non-predatory) journals without impact factor:

- Papers with National collaboration: 2 Bonus points per paper.
- Papers with International collaboration: 3 Bonus points per paper.

Papers in Impact Factor journals:

- Papers with National collaboration: 4 Bonus points per paper
- Papers with International collaboration: 5 Bonus points per paper

(ii) Collaborative research publications:

For papers published in Scopus indexed journals (refereed and non-predatory) without an impact factor, the following bonus points system applies:

- Papers with national collaboration: 2 bonus points per paper.
- Papers with international collaboration: 3 bonus points per paper.
- For papers published in impact factor journals, the following bonus points system applies:
- Papers with national collaboration: 4 bonus points per paper.
- Papers with international collaboration: 5 bonus points per paper.

Books/Chapter:

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Research Promotion Policy, GGV, Bilaspur

Category	Applicable Points	Restricted to a maximum of
Per Chapter	5 Points	10 Points
Per Edited Book	10 Points	20 Points
Per Text Book	15 Points	No ceiling

Note:

- i) Textbooks, edited books or book chapters published by reputed publishers with ISBN number only are eligible. Quality of publishers will be verified by a School level committee.
- ii) One who claims for an edited book cannot claim for his/her contribution to a chapter in the same book.
- iii) Thesis as a book and manuals will not be considered.
- iv) Conference proceedings published as Lecture notes are not considered as Bookchapter.

Patents:

Filed		Awarded	
Indian	International	Indian	International
5 Points	10 Points	10 Points	20 Points

Note: Equal points for the Inventor and the Co-inventor.

Category II: Funded Project

Funded Project:

- v) Both PI and Co-PI are eligible for a cash award of Rs. 10000 and Rs. 5000 respectively
- vi) For a funded project, cash award can be claimed only once and thereafter certificate of appreciation (CoA) will be given end of the project.
- vii) For sanctioned amount not received by GGV, the investigator will receive only CoA.

Category III: H-index

h- index:

Those whose papers newly contributed to the h-index of GGV.

b) INCENTIVE SCHEME FOR RESEARCH SCHOLARS (BEST PAPER PUBLICATION AWARD)

The "Best Paper Publication Award" is an incentive scheme designed to motivate and encourage research scholars to publish their research work in reputed and high-impact academic journals. The

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scheme aims to recognize and reward research scholars for their outstanding contributions to their respective fields and to promote a culture of research excellence within the academic institution.

Key features of the "**Best Paper Publication Award**" scheme:

Incentives for Research Publication: The scheme provides incentives to research scholars for each research paper they publish in reputable and recognized academic journals. The incentives may be in the form of cash rewards, research grants, or other tangible benefits.

Recognition and Prestige: By receiving the "Best Paper Publication Award," research scholars gain recognition and prestige within the academic community. This recognition can enhance their academic profile and open up new opportunities for collaborations and career advancement.

Encouraging Quality Research: The scheme emphasizes the importance of publishing high-quality research work. It encourages scholars to conduct rigorous research, follow ethical publishing practices, and strive for excellence in their academic endeavors.

Promoting Knowledge Dissemination: The scheme aims to promote the dissemination of knowledge by encouraging scholars to share their research findings with the broader academic community through publication in reputable journals.

Fostering a Research Culture: The "Best Paper Publication Award" helps foster a research-oriented culture within the academic institution. It motivates scholars to actively engage in research activities and contribute meaningfully to their respective fields.

Transparent Evaluation Process: The evaluation process for the award is likely to be transparent and fair. It may involve peer review, assessment by subject matter experts, and consideration of the impact and significance of the published research.

Continuous Incentives: The scheme may provide incentives for each publication, motivating scholars to maintain a consistent and productive research output.

Supporting Research Funding: The incentives provided through the scheme can serve as additional financial support for research scholars. This support can help cover expenses related to research, travel, conference participation, and other academic activities.

Improving Research Output: The "Best Paper Publication Award" is expected to positively impact the quantity and quality of research publications from the institution. This, in turn, can enhance the institution's reputation and ranking in academic circles.

Enhancing Collaboration and Networking: The recognition received through the award can facilitate networking and collaboration opportunities with researchers from other institutions and countries.

Overall, the "Best Paper Publication Award" is designed to promote research excellence, recognize the contributions of research scholars, and foster a vibrant and competitive research environment within the academic institution. By providing tangible incentives and recognition, the scheme aims to motivate scholars to publish their research findings in reputed journals and contribute to the

advancement of knowledge in their fields of study.

To encourage research scholars to publish in reputed journals, an incentive scheme entitled "**Best Paper Publication Award**" has been constituted. Under this scheme, scholars will get an incentive for each of their publications during the Ph.D tenure. The details of this scheme are given below:

Publication No.	Reward for publications with (>1)*	Reward for publications with (<1)*
1 st Publication	Rs.2000/-	Rs.5,000/-
2 nd Publication	Rs.2000/-	Rs.5,000/-

**Refereed Scopus indexed journal]*

An additional amount of Rs.1000/- per publication will be granted for review papers. In order to get this reward, the scholar should be the first author and the supervisor should be the corresponding author.

c) **FINANCIAL SUPPORT FOR OPEN ACCESS JOURNALS**

The "**Financial Support for Open Access Journals**" is an initiative taken by the University to encourage faculty members to publish their research findings in open access journals. Open access journals are academic journals that make their content freely available to readers without any subscription or access fees. This initiative aims to promote the wider dissemination and accessibility of research outcomes, allowing a broader audience to benefit from the research conducted by the faculty members.

Key features of the "Financial Support for Open Access Journals" scheme:

- i. Partial Funding for Publication:** Under this scheme, faculty members who choose to publish their research in reputable open access journals receive partial financial support from the University. The funding may cover a portion of the publication fees or related expenses associated with open access publishing.
- ii. Encouraging Open Access Publishing:** By providing financial support, the University aims to incentivize faculty members to opt for open access publishing. This encourages researchers to make their research freely available to readers worldwide, promoting the dissemination of knowledge without barriers.
- iii. Widening Research Accessibility:** Open access publishing ensures that research findings are accessible to a broader audience, including researchers, students, policymakers, and the general public. By supporting open access journals, the University enhances the impact and reach of its faculty members' research.
- iv. Enhancing Research Visibility:** Publishing in open access journals can increase the visibility

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and citation of research papers. With free and unrestricted access, research articles are more likely to be cited and referenced by other scholars, leading to greater recognition of the faculty members' work.

- v. **Complying with Funding Agency Mandates:** Some funding agencies and institutions mandate that research findings funded by them should be published in open access journals. By offering financial support for open access publishing, the University ensures compliance with such requirements.
- vi. **Promoting Transparency and Collaboration:** Open access publishing promotes transparency and facilitates collaboration among researchers worldwide. It allows scholars from different institutions and countries to access and build upon each other's work.
- vii. **Contributing to the Open Science Movement:** Supporting open access journals aligns with the principles of the open science movement, which advocates for making research data and findings openly accessible to all.
- viii. **Leveraging Institutional Reputation:** Encouraging open access publishing can enhance the reputation of the University as an institution that values the open sharing of knowledge and supports scholarly communication.
- ix. **Fostering Innovation and Societal Impact:** By making research findings freely available, the University's research has the potential to contribute to innovation and positively impact society, industries, and policymaking.
- x. **Allocating Funding Fairly:** The financial support for open access journals is likely to be allocated based on established criteria and guidelines. This ensures fair distribution of resources among faculty members who choose to publish their work in open access journals.

Overall, the "**Financial Support for Open Access Journals**" scheme reflects the University's commitment to promoting open access publishing and advancing the dissemination of research knowledge. By providing financial incentives, the University encourages faculty members to embrace open access principles and contribute to the global pool of knowledge.

d) **GGV SEED MONEY FOR FACULTY MEMBERS**

Guru Ghasidas Vishwavidyalaya (GGV) provides a research seed money grant of Rs. 1 Lakhs to full-time faculty members one time who have submitted project proposals for funding and are awaiting the grant sanction. The process for this grant is as follows:

- i. **Call for Research Proposals:** The Director of Sponsored Research issues a call for research proposals annually in the month of August.
- ii. **Proposal Evaluation:** All received proposals are evaluated for their quality by a committee led by the Director of Sponsored Research. The committee recommends eligible applicants to receive the seed grant.
- iii. **Grant Duration:** The project period is one year, starting from the date of grant sanction. During

this time, the faculty member is expected to conduct the research independently, without additional manpower support being provided through the grant.

- iv. Research Report Submission:** It is expected that the grantee will submit a research report on the work conducted to the Director of Sponsored Research.

Through this research seed money grant, GGV aims to support faculty members in their research endeavors and provide them with the necessary financial resources to conduct quality research.

e) FINANCIAL SUPPORT FOR JOURNAL PUBLICATIONS

The Guru Ghasidas Vishwavidyalaya (GGV) provides financial support for the open access fees to all full-time faculty members who are guiding scholars. The guidelines for this support are as follows:

- i. Eligibility:** Only quality open access journals with an impact factor will be considered for financial support. Journals without an impact factor will not be considered.
- ii. Maximum Support:** GGV will reimburse a maximum of 50% of the open access fee or up to a maximum of Rs. 20,000/- per publication, whichever is lower.
- iii. Decision-Making Committee:** The decision to support the open access journal fee will be made by a committee chaired by the Dean (Research). The Dean/Director of the respective school or research center and the Director (Sponsored Research) will serve as committee members. The committee will meet on a monthly basis to review and decide on the applications.
- iv. Authorship:** In publications, the research scholar will be listed as the first author, and the guide will be listed as the corresponding author.
- v. Approval Process:** Faculty members must obtain written approval from the Dean of the concerned school or the Director of the research before submitting their paper to open access journals.
- vi. Application Submission:** Once the paper is accepted, the faculty member should submit an application for financial support to the Dean of Academic Research, through the respective Dean/Director. The application should include the accepted article, reviewers' comments, and a copy of the invoice.
- vii. Publication Submission:** After the article is published, the faculty member must submit a copy of the published article and the payment receipt to the Office of Academic Research.
- viii. Exclusions:** This financial support is not applicable to external part-time students.

By providing financial support for open access fees, GGV aims to promote open access publishing and enhance the visibility and accessibility of research outputs from its faculty members who guide scholars.

f) Post doctoral fellowship (GGV-PDF)

The fellowship program has the following guidelines:

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- i. **Fellowship Duration:** The fellowship is initially granted for a period of 1 year. It can be renewed for the 2nd and 3rd years based on the satisfactory performance of the PDF scholar, as evaluated during the half-yearly review meetings.
- ii. **Selection of Mentor:** The candidate must select a mentor for the GGV-PDV from the respective school of the University who possesses a minimum of 10 years of research experience in the relevant field. The chosen mentor will be required to be an approved guide of the GGV.
- iii. **Manpower Support:** There is no provision for providing manpower support under this scheme. The GGV-PDF scholar is expected to independently undertake the research objectives throughout the fellowship duration.
- iv. **Reporting Structure:** The GGV-PDF scholar will report to the respective School Dean or Research Director
- v. **Fellowship Exclusivity:** GGV-PDF scholars are not eligible to receive any other fellowship from government or non-governmental sources during the tenure of the fellowship.
- vi. **Work Restriction:** GGV-PDF scholars are not allowed to work with their Ph.D. guide or co-guide.
- vii. **Casual Leave Entitlement:** PDF scholars are entitled to a total of 12 days of Casual Leave (CL) per academic year (June to May), similar to the entitlement of Teaching and Research Assistants (TRAs).
- viii. **Termination of Fellowship:** If a GGV-PDF scholar wishes to terminate the fellowship, they must inform the Dean or Dean of the respective School or Centre by providing one month's notice.
- ix. **Early Termination:** If a candidate wishes to quit before completing 6 months of the fellowship, they will be required to repay 50% of the stipend received up to that date.
- x. **Termination by GGV:** The University reserves the right to terminate the fellowship at any stage if it determines that appropriate progress is not being made or if the grant has not been utilized properly.

These guidelines ensure the smooth functioning of the fellowship program and maintain the standards and expectations set by Guru Ghasidas Vishwavidyalaya (GGV) for the GGV-PDF scholars.

g) FINANCIAL SUPPORT FOR RESEARCH PAPER PRESENTATION IN NATIONAL/INTERNATIONAL CONFERENCES

Conferences/Seminars/Workshops:

For faculty members attending conferences, seminars, and workshops, the following financial assistance guidelines apply:

- i. **Within India:** Faculty members are eligible for financial assistance of up to Rs. 20,000/- per annum to attend conferences held within India.

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ii. Abroad: Faculty members are eligible for financial assistance of up to Rs. 50,000/- per annum to attend conferences held abroad. Financial support claims can be made once every two years by a faculty member.

iii. Eligibility for Reimbursement: A faculty member is eligible for reimbursement if they are a presenter, first author, invited speaker, or orator at the conference. Reimbursement can only be claimed if no other agency has provided financial assistance for the same conference. Attending the conference as a session chair or for general participation does not qualify for reimbursement.

These guidelines ensure that faculty members have the opportunity to attend conferences, seminars, and workshops both within India and abroad, with financial support provided for their active participation as presenters or speakers.

h) FINANCIAL SUPPORT FOR ORGANIZING NATIONAL / INTERNATIONAL CONFERENCE/ WORKSHOP/ SEMINAR ETC.

The university provides substantial financial support to facilitate the organization of national and international conferences, workshops, and similar events. Recognizing the importance of these gatherings in promoting knowledge exchange and academic collaboration, the university is committed to assisting organizers in delivering successful and impactful events.

Financial support from the university may cover various aspects of event organization, including venue rental, audio-visual equipment, travel expenses for keynote speakers, accommodation for participants, and catering services. Additionally, the university may also extend support for promotional activities, such as marketing materials, website development, and registration management.

To apply for financial support, interested individuals or groups must submit a detailed proposal outlining the purpose, objectives, expected outcomes, and budgetary requirements of the event. The proposal should include a clear description of the anticipated benefits for the university, participants, and the broader academic community.

Once the proposal is received, a dedicated committee within the university reviews it to assess its alignment with the institution's research priorities, relevance to the academic community, and potential for fostering interdisciplinary collaboration. The committee evaluates each proposal based on its merit and the potential impact of the event.

If the proposal is approved, the university provides financial assistance based on the budget outlined in the proposal. The financial support granted may vary depending on the scale, significance, and anticipated impact of the event. The university remains committed to promoting academic excellence and fostering a vibrant research culture by supporting national and international conferences, workshops, and related academic gatherings.

19. Research Management

The two-tier research management structure described for the University consists of the **University Research Committee (URC)** and the **Executive Standing Committee** of the URC. Let's explore the

composition and roles of each committee in more detail:

1. University Research Committee (URC):

Composition: The URC will be chaired by the Dean of Academics/Dean Research. It will consist of the following members:

Twelve (12) leading faculty researchers and administrators from different faculties within the University.

Five (5) eminent experts from outside the University, representing diverse fields of expertise. These external experts will be chosen to bring an external perspective and provide valuable insights to the committee's deliberations.

Chairmanship in Absence of Dean: In the absence of the Dean of Academics/Research, the URC meetings will be chaired by the senior-most member among the twelve faculty and administrators.

Meeting Frequency: The URC will hold regular meetings, meeting at least once a year, and ideally twice a year.

Roles and Responsibilities:

- i. **Reviewing Research Progress:** The URC will review the progress of ongoing research projects at the University, assessing their outcomes and impact.
- ii. **Providing Critical Feedback:** The committee will offer constructive comments and feedback on research activities to improve their quality and effectiveness.
- iii. **Suggesting Corrective Measures:** Based on their evaluations, the URC will suggest corrective measures or improvements to enhance the overall research activities of the University.
- iv. **Strategic Planning:** The URC may be involved in strategic planning related to research, identifying key research priorities, and aligning them with the University's mission and goals.

Term: Once constituted, the 'Term' of the URC will be for a period of Three (3) years. After this term, the same members may be reappointed for another term if appropriate. However, members may be replaced if they become unavailable for any reason.

Selection of External Members: The five external members of the URC will be selected by the Vice-Chancellor, AUH, from a Panel of names as suggested by the Pro-Vice-Chancellor & Dean, Academics.

2. Executive Standing Committee of the URC:

Composition: The composition of the Executive Standing Committee of the URC will be determined by the Vice-Chancellor nominee, 12 internal experts and the Dean of Academics/research. It will likely include a subset of members from the URC.

Roles and Responsibilities:

- i. **Regular Monitoring:** The Executive Standing Committee will be responsible for continuously monitoring research activities within the University.

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Research Promotion Policy, GGV, Bilaspur

- ii. **Oversight:** They will ensure that research initiatives and projects are progressing as planned and are in alignment with the University's research objectives.
- iii. **Timely Intervention:** The committee may meet more frequently than the URC to address immediate research-related matters and provide timely intervention and support.

Overall, this two-tier research management structure aims to provide effective guidance, support, and oversight to the University's research activities. The URC, with its mix of internal and external members, brings diverse perspectives to enhance research excellence, while the Executive Standing Committee ensures ongoing monitoring and successful execution of research initiatives.

20. Review of the Research Policy

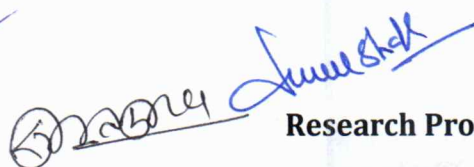
The research policy at Guru Ghasidas Vishwavidyalaya (GGU) demonstrates a genuine commitment to improving consultation and engagement in research activities. It acknowledges the importance of involving people and communities in the research process, which leads to building capacity within communities, appropriately delivered services, and stronger connections with the society. The policy emphasizes the significance of effective consultation to ensure that decisions are based on sound and reliable information.

The strengths of the research policy include:

- i. **Commitment to Consultation:** The policy highlights the university's commitment to involving stakeholders and communities in the research process. This approach fosters transparency, inclusivity, and trust, making research outcomes more relevant and impactful.
- ii. **Focus on Quality:** The policy emphasizes the importance of good quality consultation, ensuring that research is conducted with high standards and reliability. By promoting rigorous research methodologies, the university aims to produce credible and trustworthy results.
- iii. **Impact on Decision Making:** By basing decisions on sound and reliable information gathered through effective consultation and research, the policy ensures that the university's actions are well-informed and aligned with the needs and expectations of the stakeholders.
- iv. **Consideration of Reputation and Integrity:** The policy recognizes the potential consequences of poor consultation, which could lead to misleading results and damage the reputation of faculty members and the university. It highlights the importance of conducting research and consultation with integrity and transparency.
- v. **Periodic Review:** The policy includes a provision for the periodic review of the research policy after a specific period, allowing for necessary updates and improvements to adapt to changing circumstances and requirements.

Areas for Improvement:

While the research policy demonstrates positive attributes, a few areas could be further strengthened:



- i. Clarity on Consultation Process:** The policy could provide more clarity on the process of consultation, including specific guidelines for engaging stakeholders, community members, and relevant experts in research activities.
- ii. Incentives for Ethical Consultation:** The policy could consider introducing incentives or recognition for faculty members who conduct consultation and research with high ethical standards and integrity.
- iii. Integration of Research Findings:** The policy could emphasize the importance of integrating research findings into the university's decision-making processes, ensuring that the outcomes of research are effectively utilized.
- iv. Engaging Diverse Perspectives:** The policy could encourage researchers to seek and incorporate diverse perspectives in their research, promoting inclusivity and representation in the research outcomes.

Overall, the research policy of GGU shows a positive approach to consultation and research integrity. By continuously reviewing and refining the policy, the university can further enhance its research practices, strengthen community engagement, and ensure that research outcomes contribute significantly to the advancement of knowledge and the betterment of society.

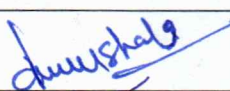
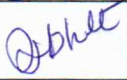

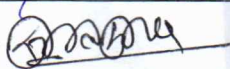
21. Outcome of the Research Policy

The implementation of the research policy at Guru Ghasidas Vishwavidyalaya (GGU) leads to several positive outcomes that contribute to the growth and enhancement of the university's research ecosystem. The expected outcomes of the research policy are as follows:

- i. Support for Incoming Assistant Professors:** Incoming Assistant Professors receive generous start-up support, enabling them to establish their research laboratories quickly. The availability of an adequate number of PhD students further facilitates the smooth progression of their research work. This support fosters a conducive environment for new faculty members to engage in high-quality research from the outset.
- ii. Travel Grants for Faculty Members:** All faculty members are provided with travel grants, allowing them to attend conferences and disseminate their research findings to a broader audience. This exposure not only promotes knowledge sharing but also keeps faculty members abreast of the latest research trends and developments in their respective fields.
- iii. Promoting a Strong Research Culture:** The research policy incorporates appropriate incentive schemes to promote a strong research culture within the university. High-performing faculty members are recognized and rewarded based on the quality and societal impact of their research work. This recognition encourages faculty members to actively participate in research and contribute to the advancement of knowledge.
- iv. Research Performance and Promotion Evaluation:** The university emphasizes the importance of research performance in the promotion process for faculty members at all levels. Research output is given maximum weightage during evaluations, ensuring that faculty

members maintain a focus on producing high-quality research. This approach reinforces the commitment to research excellence throughout the faculty.

By achieving these outcomes, the research promotion policy at GGU creates a dynamic and thriving research ecosystem. It not only attracts talented faculty members but also motivates existing faculty to engage in impactful research. The promotion of research, along with teaching, enriches the learning experience for students and fosters a culture of continuous innovation and academic excellence. As a result, the university enhances its reputation as a leading research cum teaching institution, making significant contributions to knowledge dissemination and societal progress.

Committee		Signature
Prof. Sushil Kumar Shahi	Convener	
Prof. Renu Bhatt	Member	
Prof. GK Patra	Member	
Prof. Sujeet Mishra	Member	
Dr. Akhilesh Jain	Member	