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RESEARCH & DEVELOPMENT POLICY

Guidelines & Procedures

-: Tecnia Internal Quality Assurance Cell :-

TECNIA INSTITUTE OF ADVANCED STUDIES
GRADE "A" INSTITUTE

Approved by AICTE, Ministry of Education Govt. of India; Affiliated to GGSIP University, Delhi
Recognized Under Sec. 2(f) of UGC Act 1956 & Rated as 'A' Category by JAC, Govt. of NCT of Delhi

INSTITUTIONAL AREA, MADHUBAN CHOWK, ROHINI, DELHI-110085

-: An Initiative of Tecnia Internal Quality Assurance Cell :-

RESEARCH & DEVELOPMENT POLICY
Guidelines & Procedures

SOP FOR IMPLEMENTATION OF RESEARCH & DEVELOPMENT POLICY

| S.No. | PARTICULARS | DESCRIPTION |
|-------|---------------------|--|
| 1 | Policy Number | TIAS/IQAC/2023-24/ |
| 2 | Policy Structure | <p>The goal of the research policy is to develop a dynamic research environment among academics and to promote research aptitude in students. The policy will serve as an overall foundation for conducting research efforts. It also aims to identify major areas of study with significance, thus augmenting the college's vision and mission. The research policy also emphasizes contributions to the nation and society in its entirety.</p> <p>Research strategy defines the research objectives and defines the action plan needed to achieve these goals. The research s are listed below:</p> <ul style="list-style-type: none"> • Research Innovation & Development Cell • To promote research culture in campus • Develop sustainable Innovation ecosystem • Collaboration through MoUs with other educational, research, industry, NGOs • Promoting Research Publications & Research Awards • Undertaking Consultancy & Projects on Thrust Area • Propagating Resource Mobilization for Research • Purpose of Research Innovation & Development Cell • Functions of the Research Innovation & Development Cell • Purpose of Research Policy • Objectives of Research Policy • To strive for recognition of the research work Strategies: • To make the research procedures and benefits accessible to all the researchers • To create a research repository Strategies • To explore avenues for industry institute research partner- ship on research projects Strategies: • Research Code of Ethics • Publication of Institutions own Research Journal (Tecnia Journal of Management Studies) Strategies |
| 3 | Scope of the Policy | <p>This research policy serves as the foundation of the college's research ethics and is followed in all departments. It also, provides recommendations for how the College's Research Council should operate.</p> <p>The research policy scope will envision exposure of researchers, through simulation thus creating competent professionals; sharpen the real time technical / research skills, current technological developments, quest for knowledge and its applicability on the job. Technical knowledge in real research condition, gain experience in writing Research reports/Research with ethics, understanding the social, economic and administrative, Environment; Understand the psychology of the workers and their habits, attitudes and approach to problem solving.</p> |
| 4 | Policy Status | <p>Original -Version -2.0: References</p> <ul style="list-style-type: none"> • AICTE "Research Policy Framework Document; • UGC: Guidelines for Establishment of Research & Development Cell In Higher Education Institutions |
| 5 | Originated By | <p>References</p> <ul style="list-style-type: none"> • AICTE "Research Policy Framework Document; with Clarivate |



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|----|---|--|
| | | Analytics 25.04.2017 • UGC: Guidelines for Establishment of Research & Development Cell In Higher Education Institutions 03/2022 |
| 6 | Reviewed By | TIAS Internal Quality Assurance Cell (IQAC) for MBA Programme by Coordinator, TIAS-IQAC, Tecnia Institute of Advanced Studies, Delhi |
| 7 | Effective Date | 10/07/2023 |
| 8 | Approving Authority | - Dr. Ajay Kumar, Professor & Director, Internal Quality Assurance Cell (IQAC), Tecnia Institute of Advanced Studies, Delhi - Coordinator, TIAS-IQAC, Tecnia Institute of Advanced Studies, Delhi |
| 9 | Amendment Number | 01 |
| 10 | Effective Date of Amended Policy | 01/08/2024 |



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1.0 THE INSTITUTE

Tecnia Institute of Advanced Studies (“TIAS”) is a Flagship of Tecnia Group of Institutions; one of the Premier NAAC accredited “A” Grade Institute; Approved by All India Council For Technical Education (AICTE), Ministry of Human Resource Development (MHRD), Government Of India (GoI) and Affiliated to Guru Gobind Singh Indraprastha University, Delhi; Recognized under Section 2(f) of University Grants Commission Act, 1956. The Institute conducts Master of Business Administration (MBA), Bachelor of Business Administration (BBA), Bachelors of Arts Journalism and Mass Communication BA (JMC) & Bachelor of Computer Applications (BCA) programmes in both shifts. The institute is ISO (hereinafter ISO refers to International Organization For Standardization) 9001:2015, ISO 14001:2015, ISO 21001:2018 & ISO 51001: 2018 Certified and Instituted is Top 50 Best B-School in North Zone by The Week Hansa Research Survey, Top 50 Private Institute in India by Times BBA Education Ranking Survey; The institute has established Institution Innovation Council (IIC) under the Norms of MHRD’s Innovation Cell, GoI Dated 11.09.2019 to promote Innovation and Start up and also established Entrepreneurship Development Cell. Institute provides Value Added Programs & Career Counseling Session, Capabilities Enhancement Program on Technical and Soft Skill Expertise knowledge for development of young professional. The institute had setup TIAS-NPTEL Local chapter to complete MOOCs Course with e- certification for making students employable. Institute has ultra- Modern infrastructure and impart Value Based Education, conducts Training, Research & Consultancy, National and International Conferences and Seminars, Faculty Exchange Programme, Technical cum Cultural Fest etc. since 1998. The Institute is located at a prime location and has State-of-the-Art facilities, erudite faculties, dedicated staff members and an ambience to fulfill admirable academic pursuit.

2.0 VISION

To impart holistic development, by inculcating knowledge, ethics, professional acumen including socially concerned attitude to carve out an edge in dynamic environment.

3.0 MISSION

To make a thorough professional and responsible citizen through student centric teaching learning process, co-curricular, extra-curricular, enrichment, extension and outreach activities and research environment.

4.0 CORE VALUES

Being a professional institute, we subscribe to, in our dealings and hold ourselves accountable to all stakeholders by maintaining integrity, honesty, openness, personal excellence, constructive self-criticism, continual self-improvement, mutual respect, professionalism, quality service & standards, innovation, objectivity and honoring our commitments.

5.0 QUALITY POLICY

To provide quality education, training and expertise to improve the quality of life by improving the capabilities of human resources, thinking process, practices and performance in the Management, Information Technology and Media disciplines by adopting the quality management system through continual improvements.

6.0 TECNIA INTERNAL QUALITY ASSURANCE CELL (TIQAC)

The NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL (NAAC) conducts assessment and accreditation of (HEI) recognized institution to undertake the 'Quality Status' of the institution. NAAC evaluates the institutions for its conformance to the standards of quality in terms of its performance related to the educational processes and outcomes, curriculum coverage, teaching-learning processes, faculty, research, infrastructure, learning resources, organization, governance, financial wellbeing and student services. In pursuance of above for its performance evaluation, assessment & accreditation & quality up-gradation of higher education, NAAC proposes to establish an Internal Quality Assurance Cell (IQAC) as a post-accreditation quality sustenance measure. Since quality enhancement is a continuous process, the IQAC will become an integral part of the institution's system & work towards realization of the goals of quality enhancement & sustenance. The prime task of the IQAC is to develop a system for conscious, consistent & catalytic improvement in the overall performance of the institute for the post-accreditation period, it will channelize all efforts & measures of the institution towards promoting its holistic academic excellence. The Tecnia Institute of Advanced Studies was accredited on 11-Sept.-2017 with CGPA of 3.11 of 'A' Grade by NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL. IQAC established at Institute continued to strive for the betterment of systems, processes and policies setup. The NAAC visited the Institute Campus from 28th – 29th August 2017 (First Cycle) taking the tangible efforts to further has established a concrete Tecnia-IQAC hosting in TIAS-ERP in Institute.

7.0 IQAC VISION

To shape and certify the quality culture in the Institute with an intention of assured all round excellence.

8.0 IQAC MISSION

To channelize the efforts and establish the actions of the institute towards quantify academic and administrative talent and to be the change agent for leading and remove deficits to enrich the quality

9.0 IQAC GOALS

IQAC shall evolve mechanisms and procedures for:-

- ❖ To ensure timely, efficient and progressive performance appraisal of academic, administrative and financial tasks
- ❖ To ensure relevance and quality of academic and research programmes
- ❖ To develop equitable access to and affordability of academic programmes for various sections of society
- ❖ To optimize and integrate modern methods of teaching and learning
- ❖ To ensure credibility of evaluation procedures; adequacy, maintenance and functioning of the support structure and services
- ❖ To develop research sharing and networking with other institutions in India and abroad

10.0 IQAC DOLES

The doles of the IQAC are:-

- ❖ To contribute meaningfully to ensure heightened level of clarity and focus on institutional functioning towards quality enhancement through internalization of the quality culture
- ❖ To act as a nodal agency in the Institute to empower, integrate and coordinate among various quality-related activities including adoption dissemination and institutionalize of best practices, for quality outcomes
- ❖ To build an organized methodology for decision-making, quality changes, documentation of the various programmes/activities to improve institutional functioning and internal communication for quality improvement

11.0 IQAC ROLES

The roles of the IQAC are:-

- ❖ To develop, disseminate information and application of quality benchmarks for various academic and administrative activities of higher education.
- ❖ To facilitate the creation of a learner-centric environment conducive to quality education and faculty maturation to adapt the required knowledge and technology for participatory teaching and learning process
- ❖ To establish network to coordinate, facilitate and implement feedback response on quality- assurance initiatives by involving the stakeholders
- ❖ from students, parents and other stakeholders
- ❖ To organize inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles
- ❖ To develop and maintain institutional database through TIAS-ERP (MIS) for the purpose of maintaining, enhancing, quality culture in the institution.
- ❖ Periodical conduct academic and administrative audit and its follow-up to prepare the Annual Quality Assurance Report (AQAR) as per guidelines and parameters for onward submission to NAAC.

RESEARCH & DEVELOPMENT POLICY

12.0 INTRODUCTION TO RESEARCH

Tecnia Institute of Advanced Studies (TIAS), the flagship institution of the Tecnia Group, is one of India's premier educational institutions, accredited with an "A" Grade by NAAC. TIAS is approved by the All India Council for Technical Education (AICTE), under the Ministry of Human Resource Development (MHRD), Government of India, and is affiliated with Guru Gobind Singh Indraprastha University, Delhi. It is also recognized under Section 2(f) of the University Grants Commission Act, 1956. The Institute offers Master of Business Administration (MBA), Bachelor of Business Administration (BBA), Bachelor of Arts in Journalism and Mass Communication (BA JMC), and Bachelor of Computer Applications (BCA) programs across both shifts.

As an ISO 9001:2015, ISO 14001:2015, ISO 21001:2018, and ISO 51001:2018 certified institution, TIAS is ranked among the top 50 B-Schools in North India by The Week Hansa Research Survey and among the top 50 private institutes in India by the Times BBA Education Ranking Survey. To promote innovation and entrepreneurship, the institute has established an Institution Innovation Council (IIC) in line with the MHRD's Innovation Cell guidelines (GoI, dated 11.09.2019), as well as an Entrepreneurship Development Cell.

TIAS focuses on holistic professional development through value-added programs, career counseling sessions, and capability enhancement programs designed to equip students with both technical and soft skills. The establishment of the TIAS-NPTEL Local Chapter further encourages students to complete MOOC courses, enhancing employability through e-certification.

With its state-of-the-art infrastructure, TIAS imparts value-based education while conducting national and international conferences, faculty exchange programs, training sessions, research and consultancy services, and cultural fests since its inception in 1998. Strategically located, the institute offers a conducive environment for academic excellence, supported by highly qualified faculty and a dedicated staff.

13.0 RESEARCH VISION ALIGNED WITH NEP 2020

The National Education Policy (NEP) 2020 emphasizes the importance of research and innovation to enhance the quality of education in India. Addressing societal challenges and creating a vibrant ecosystem for research and technology development are key to building a self-reliant India (Atma-Nirbhar Bharat). The integration of research, innovation, and technology will drive the nation's development goals, aligning with the vision of Atma-Nirbhar Bharat.

In response to this, TIAS has established a Research and Development Cell (RDC) to foster a multidisciplinary and trans disciplinary research culture, as advocated in NEP 2020. The RDC will play a critical role in catalyzing research activities, promoting innovation, and facilitating technology development, thereby contributing to India's self-reliance and overall societal advancement.

14.0 PURPOSE OF RESEARCH POLICY

The purpose of the Research Policy is to establish a clear, systematic framework that motivates and guides stakeholders in their research endeavors, with the ultimate goal of enhancing the institute's research output. This policy is designed to foster a research-driven culture by setting transparent procedures that support and encourage innovative thinking, collaboration, and knowledge creation. By adhering to nationally and internationally recognized standards, the policy ensures that research activities produce high-quality, accredited outputs, including publications, patents, and peer-reviewed evaluations. The Research Policy also aims to uphold ethical standards, promote intellectual property rights, and drive impactful research that contributes to both academic advancement and societal needs.

Definitions

For clarity, the terms "**Researcher**" and "**Research**" are defined as follows and will be used in this context throughout the policy:

Researcher

The term "Researcher" refers to individuals engaged in research activities, including:

- **Students:** Both undergraduate and postgraduate students involved in research projects.
- **Teaching Staff:** Faculty members conducting research in their respective fields.
- **Non-Teaching Staff:** Administrative and technical staff participating in research-related initiatives.
- **Industry Collaborators:** Professionals from industries with whom the institute collaborates for joint research ventures.

Research

"Research" encompasses a wide range of activities aimed at creating, applying, and disseminating knowledge. These activities include, but are not limited to:

- **Presentation/Reading of Research Papers:** Sharing research findings at conferences, seminars, or academic forums.
- **Publication of Research Findings:** Publishing original research in journals, magazines, or other academic platforms.
- **Books/Book Chapters Authored:** Writing and publishing scholarly books or contributing chapters to edited volumes.
- **Individual and Institutional Research Projects:** Projects undertaken by individuals or institutions to explore specific areas of knowledge.
- **Research Collaboration with Industry:** Collaborative research projects conducted in partnership with industries to address real-world challenges.
- **Individual/Group Research Projects:** Independent or collaborative research efforts by one or more researchers.
- **Consultation/Contractual Research:** Research undertaken as part of consultancy services or contract-based projects for external organizations.

- **Student Research Projects:** Research initiatives by students at both undergraduate and postgraduate levels.
- **Staff Research for Academic Qualifications:** Research conducted by faculty and staff to pursue further academic qualifications, such as Ph.D. or post-doctoral research.
- **Patents/Intellectual Property Rights (IPR):** The creation of new inventions or innovations that are eligible for patents or other forms of intellectual property protection.

This comprehensive definition ensures that all forms of research, from academic exploration to practical industry collaboration, are acknowledged and supported within the institute's Research Policy.

15.0 RESEARCH POLICY

In alignment with the institute's vision, our Research Policy is designed to promote a vibrant research culture, encouraging both faculty and students to contribute to knowledge creation and innovation. The policy is as follows:

- Active Research Engagement:** Faculty members and students are expected to actively participate in research activities alongside their teaching and academic responsibilities.
- Focus on Applied Research:** While the institute does not dictate specific areas of research, priority should be given to research that is relevant, applied, and focuses on problem-solving and development. Faculty and students should pursue research that addresses societal needs, industry challenges, and technological advancements.
- Striving for Excellence:** Faculty members are encouraged to aim for research outcomes that meet national and international standards. This includes striving for publications in accredited and peer-reviewed journals, and contributing to recognized scholarly discourse.
- Student Involvement in Research:** Departments are encouraged to foster a culture of research among students by integrating them into on-going research projects and encouraging them to pursue higher studies. Active involvement in research will enhance their academic and professional development.

16.0 RESEARCH VISION

Our vision is to establish a robust framework for nurturing and enhancing the research ecosystem at the institute. This will be aligned with the principles of the National Education Policy (NEP) 2020, ensuring that our research efforts contribute to the nation's goals for innovation, self-reliance, and academic excellence.

17.0 RESEARCH MISSION

- Creating a Conducive Research Environment:** The institute is committed to building an environment that supports and enhances research productivity by providing the necessary resources, infrastructure, and support systems to enable faculty and students to thrive in their research endeavours.
- Encouraging Cross-Sector Collaboration:** The institute aims to promote collaboration between academia, industry, government, and community-based

organizations. These partnerships, at the local, national, and international levels, will broaden the scope and impact of research, ensuring it addresses real-world challenges and benefits society as a whole.

- c) **Facilitating Resource Mobilization:** The institute will work to mobilize resources and secure funding from various sources, enabling wider access to research opportunities for both faculty and students. This includes establishing partnerships, securing grants, and leveraging governmental and private funding opportunities to expand the research capabilities of the institution.

By pursuing this mission, the institute strives to create an ecosystem that fosters innovation, drives academic excellence, and contributes to societal development through impactful research.

18.0 RESEARCH OBJECTIVES

- a) **Organizational Structure:** Establish a structured Research and Development Cell (RDC) with clearly defined roles and responsibilities, formulating research policies, identifying key research areas, and creating consortia of researchers to drive collaborative efforts.
- b) **Provisions and Autonomy:** Introduce flexible policies to facilitate the recruitment of research personnel, acquisition of necessary equipment, and financial management, with autonomy for Principal Investigators to ensure smooth research execution and dissemination of outcomes to stakeholders and the public.
- c) **Collaboration Promotion:** Develop a platform to promote researchers and innovators while identifying potential collaborators from industries, research organizations, and academic institutions, fostering synergistic partnerships for impactful research.
- d) **Liaison for Funding:** Serve as a bridge between researchers and funding agencies, providing guidance in preparing project proposals, ensuring timely submission, and monitoring project timelines after grant approvals.
- e) **Inter-departmental Coordination:** Strengthen coordination between cells dealing with University-Industry linkage, incubation, innovation, entrepreneurship, and intellectual property rights (IPR), fostering a collaborative research environment.
- f) **Research Information System:** Establish an institutional research information system to share the status of on-going/completed projects, expertise, and resources, while utilizing Information and Communication Technology (ICT) to create a database for industrial consultancy.
- g) **Engagement of Senior Researchers:** Leverage the expertise of superannuated faculty/scientists to mentor young researchers, encouraging mobility across institutions and R&D labs for a cross-pollination of ideas.
- h) **Workshops and Ethical Research:** Organize workshops and training sessions to brainstorm research themes and ensure ethical research practices, including adherence to bioethical committee requirements.

- i) **Supportive Research Environment:** Create a conducive atmosphere for high-quality research through on-going informational assistance, mentoring, and support for both researchers and students.

19.0 RESEARCH STRATEGIES

- a) **Research Assistance System/Desk:** Establish a dedicated “Research Assistance System” (offline/online) providing comprehensive support, including information on upcoming seminars, conferences, grants, and access to UGC-listed and SCOPUS-indexed journals.
- b) **Capacity Building Workshops:** Organize regular workshops and seminars on topics such as research methodology, grant applications, and academic writing, motivating stakeholders to pursue high-quality research.
- c) **Mentorship and Guidance:** Provide a structured mentoring system for staff members, offering continuous guidance throughout the research process and facilitating their professional development.
- d) **Workshop and Conference Participation:** Encourage faculty and students to participate in workshops and conferences by offering infrastructural and financial support, along with fostering open discussions of research ideas through study circles.
- e) **Budgetary Support for Research:** Create budgetary provisions to support major research initiatives, conferences, and workshops, helping researchers access necessary resources (refer to Annexures II and III).
- f) **Research Infrastructure and Tools:** Ensure access to state-of-the-art laboratories, computational tools, research writing software, and stable internet facilities, providing the necessary environment for advanced research work.
- g) **Library Assistance:** Enhance library support with online and offline databases, journals, and books to assist researchers in retrieving critical information for their projects.

20.0 RECOGNITION OF RESEARCH EFFORTS

- a) **Research Awards:**
Motivate faculty to apply for national and international research awards, recognizing and rewarding outstanding research efforts within the institution.
- b) **In-house Recognition:**
Develop an internal awards system for exceptional research performance, incentivizing students who present or publish research papers.

21.0 ACCESSIBILITY OF RESEARCH BENEFITS

- a) **Research Accessibility:**
Upload research policies and procedures on the institute's website and ensure clear communication channels to make research opportunities and benefits accessible to all.

b) **Facilities for Researchers:**

Provide seamless access to on-campus research facilities, helping researchers carry out their work smoothly.

22.0 RESEARCH REPOSITORY

- a) **Research Archive:** Establish a central repository for all published research work and projects, requiring researchers to submit copies of their work, thereby creating a valuable institutional knowledge base.
- b) **Repository Access:** Make the research repository accessible to faculty and students, encouraging its use as a reference for on-going and future research projects.

23.0 INDUSTRY-INSTITUTE RESEARCH PARTNERSHIPS

- a) **Collaboration with Industry:** Identify key departments and encourage them to engage in research partnerships with industries and non-governmental organizations, fostering applied research initiatives.
- b) **National and International Collaborations:** Promote national and international research collaborations, especially with experts conducting similar research, to strengthen the institution's global research presence.
- c) **Interdisciplinary Research:** Encourage interdisciplinary, multidisciplinary, and trans disciplinary research, enhancing the scope and impact of institutional research efforts.

24.0 RESEARCH FUNCTIONS

The Institute has established the Research and Development Cell (RDC) in line with UGC guidelines to promote high-quality research that supports the vision of a self-reliant India ("Atma-Nirbhar Bharat"), as outlined in the National Education Policy (NEP) 2020.

The RDC aims to foster a thriving research ecosystem that delivers reliable, impactful, and sustainable research outcomes. This ecosystem is designed to support the creation and dissemination of knowledge, while advancing innovation and technology development for the benefit of industry and society. The key components driving this ecosystem include:

- **Human Resources:** Involving researchers, faculty, and students in research activities, ensuring the development and enhancement of expertise across disciplines.
- **Intellectual Capital:** Fostering the generation, application, and dissemination of knowledge and skills that contribute to societal and industrial advancements.
- **Governance:** Establishing clear regulations, policies, and ethical guidelines to ensure that research activities are aligned with institutional and national goals.
- **Financial Resources:** Securing funding and grants to support research initiatives, providing the financial framework necessary for innovation and long-term research sustainability.

Through these pillars, the RDC will actively contribute to advancing research, innovation, and technology development, thereby aligning with the nation’s mission for a more self-reliant and forward-thinking future.

25.0 GOVERNANCE

The Institute’s governance mechanism for research is designed to ensure functional autonomy, transparency, accountability, and adaptability, while reinforcing interlinkages that contribute to a supportive research environment. This system is structured to cultivate a thriving research ecosystem by empowering key stakeholders—faculty, staff, scholars, and students—and providing the necessary infrastructure, facilities, and resources to fuel research initiatives.

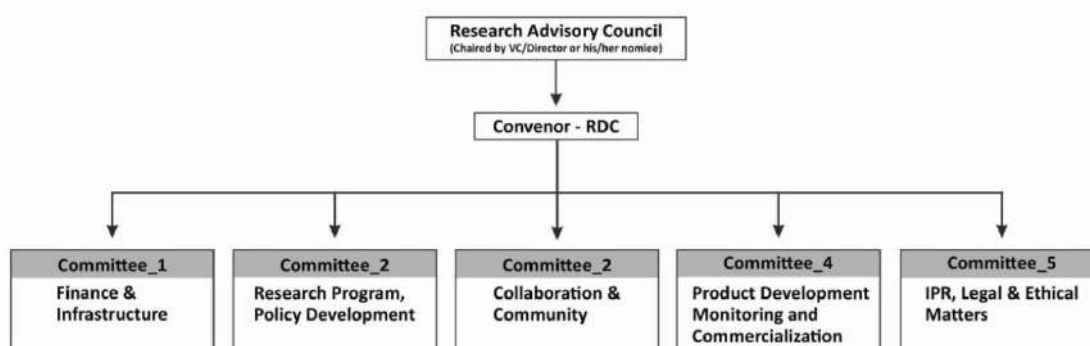
The governance framework strengthens the human elements of research, such as faculty and students, along with the logistics of land, buildings, and research facilities. It ensures access to essential knowledge resources, such as research equipment and project utilities, while maintaining a smooth flow of financial resources through effective fund and grant management. All research activities are guided by a well-defined set of rules, norms, and policies that promote transparency and accountability.

To establish a solid foundation for research governance, the Institute relies on experienced researchers who provide dedicated leadership within the Research and Development Cell (RDC). This leadership fosters an environment where research excellence can thrive.

At the core of this governance structure is the **Research Advisory Council (RAC)**, which serves as the apex body for RDC. The RAC is chaired by the Director or a nominee appointed by the Director, ensuring a high level of oversight and strategic direction. The **Convener of RDC**, nominated by the Director from among the Institute's distinguished researchers, plays a pivotal role in leading various committees that oversee the day-to-day governance of research.

To streamline and enhance the functioning of the RDC, the Institute may establish multiple specialized committees, each chaired by a committee member nominated by the Director–RDC and approved by the RAC. This multi-committee approach ensures that research governance remains adaptive and responsive to the evolving needs of the research community, fostering continuous growth and innovation.

The organizational structure of RDC comprising of various committees for specified functions may be as under:



26.0 ADMINISTRATION

The RDC's organizational structure and committees are key to the planning, implementation, and monitoring of research activities. They are responsible for formulating rules, regulations, and policy frameworks to ensure the effective utilization of facilities and resources.

An adopted strategy integrates multiple functional units to support research through a single-window operational system, enhancing administrative efficiency.

RDC's activities are guided and overseen by various committees that develop research models, advance technology, conduct appraisals, provide foresight and reviews, mediate sector-specific R&D progress, and ensure IPR protection.

RDC maintains close contact with the Ministry Innovation Cell to leverage innovative plans and better support researchers.

27.0 RESEARCH ECOSYSTEM/COLLABORATION

RDC is committed to fostering sustainable research and innovation by promoting collaboration among government agencies, universities, research institutes, and industries.

RDC builds a sustainable research ecosystem that ensures high-quality research outcomes and boosts productivity.

RDC establishes connections with other prominent RDCs and well-regarded institutes and industries to enhance research functionality.

RDC serves as a facilitator for networking and collaborative research with national and international institutions across interdisciplinary, trans-disciplinary, and multidisciplinary fields. It engages with key industry players, research organizations, institutions, associations, NGOs, and government bodies to form strategic partnerships.

RDC engages in collaborations, consortia, and partnerships to support joint research activities, clustering institutions and organizations to facilitate the exchange of students, scholars, and faculty.

RDC enhances resource sharing, both in content and infrastructure, within the Institute and with universities, funding agencies, industries, corporates, and government bodies.

28.0 INFORMATION MANAGEMENT SYSTEM

The Research Information Management System (RIMS) plays a crucial role in advancing research and innovation, serving faculty, students, industry, and other stakeholders by managing research-related information effectively.

- **Information Collection and Management:** RIMS systematically collects and manages data on research projects, publications, fellowships, collaborations, patents, and innovations, ensuring alignment with research policies and strategic thrust areas.
- **Resource Access Platform:** RIMS offers a comprehensive platform for accessing resource-centric information, including:
 - **Human Capital:** Expertise and qualifications of researchers.

- **Physical Capital:** Access to state-of-the-art research laboratories and sophisticated instrumentation.
- **Knowledge Capital:** Resources such as digital libraries, intellectual property facilitation, quantitative methods and data analysis, and analytical and consultancy services.
- **Compliance and Safety Management:** Researchers use RIMS to submit, modify, or update their compliance records, including protocol approvals, training records, and equipment lists. RIMS provides a centralized database for managing safety approvals, material disposal, protective equipment measures, staff surveillance, and training/workshops in accordance with regulatory requirements.
- **Institutional Research Information and Repository:** RDC plans to develop a blog or portal for institutional research information and repository. An MoU with UGC-INFLIBNET will be signed to facilitate access and upload of research information through platforms such as Shodh Ganga, Shodh Gangotri, Shodh Sindhu, Shodh Shuddhi, and Shodh Chakra.
- **Innovation Management:** Implementation of ISO 56002:2019 as a common framework is proposed to develop and deploy innovation capabilities, evaluate performance, and achieve global standards in innovation management.

29.0 HUMAN RESOURCES

The Research Development Council (RDC) is led by Conveners and supported by various committees appointed by the Director. These committees, composed of existing faculty with strong research credentials, along with administrative and technical staff, ensure the efficient execution of research activities.

To strengthen the research ecosystem, the RDC will selectively re-employ or designate retired faculty members, distinguished scientists, and eminent professors as Mentors, Scientists, or Professors Emeritus. This approach leverages their exceptional research profiles and experience to mentor and guide emerging talents, effectively bridging gaps left by retired researchers and fostering a resilient and dynamic research environment.

30.0 RESEARCH PROMOTION & GUIDANCE

Research promotion at the Institute aligns with national initiatives such as National Missions, Sustainable Development Goals (SDGs), and the Start-up India program, contributing to the vision of a Self-Reliant India (Atma-Nirbhar Bharat).

RDC is dedicated to fostering innovation by encouraging faculty to generate research ideas through enhanced industry-academia collaborations and to prepare research proposals for funding from various agencies. To support this, RDC organizes capacity-building programs in Research Methodology and Techniques, theme-based workshops, and research internships. These initiatives aim to inspire students, scholars, and faculty to actively engage in ideation and cutting-edge research.

- a) **Research Thrust and Clustered Areas:** RDC identifies research thrust areas based on societal needs and resource availability, including in-house human resources and faculty expertise. The Institute is considering the establishment of Centers of Excellence (CoEs) in these contemporary research fields.

RDC plans to form Research Clusters or Regional Research Consortia to unite researchers, faculty, students, scholars, and Post-Doctoral Fellows for high-impact interdisciplinary and trans-disciplinary projects. These clusters will facilitate access to national and international funding opportunities, enable shared infrastructure and expertise, and foster cross-fertilization of ideas. Regional Research Consortia will also provide synergistic advantages in addressing complex, multi-disciplinary challenges.

CoEs will function as Incubation Centers, transforming innovative ideas into tangible processes and products. Managed by RDC, these centers will offer community talent avenues to engage in research and innovation activities.

- b) **Research Incentives and Recognition:** RDC offers incentives to stimulate research interest among scholars and faculty. Incentives for quality publications and patents have positively impacted engagement and productivity.

Institutional Excellence Awards will be given for significant accomplishments in impactful research and research-based teaching. These awards aim to further invigorate research and innovation activities.

RDC is developing a policy to identify specific incentives for research faculty and create a unique Research Career Ladder to strengthen the institution's research mission.

- c) **Technology Development and Business-Centered Facility:** The Technology Development and Business-Centered Facility will serve as a hub for strategic partnerships and collaborations. It will support industry-institute interfaces, sponsored and contract research, new knowledge generation, IPR and patent services, venture capital, trade/market portfolios, technology transfer, and commercialization of research. This facility will facilitate innovation, incubation, entrepreneurship, and start-up ventures.
- d) **Finance:** RDC will mobilize resources and establish a corpus for research and development through government grants, industry partnerships, and other funding sources. Corporate Social Responsibility (CSR) funds will also be channelled to support and advance research activities.

The corpus will be dedicated exclusively to R&D, with RDC exploring venture capital and angel investors to support research and innovation. Additionally, RDC will liaise with funding agencies and track funding opportunities from industrial consortia. Provisions for research funding will be included in the annual budget, subject to available resources.

The research corpus will also support seed funding for newly recruited faculty to develop research facilities, publications, and patents.

31.0 INTEGRITY AND ETHICS

RDC is committed to ensuring that all researchers uphold the highest standards of integrity and ethics. Researchers are expected to comply with ethical codes of conduct for research and publishing at institutional, national, and global levels. To enforce this, RDC mandates the use of plagiarism detection software, which will be made readily

accessible to all researchers. Additionally, RDC provides education on identifying and avoiding dubious research practices, predatory journals, and unethical publishing behaviors.

32.0 CAPACITY BUILDING

RDC plays a vital role in enhancing the research capabilities of faculty and students by aligning research efforts with the latest advancements across various disciplines. This capacity-building initiative aims to push the boundaries of knowledge through publications and contribute to technological advancements that address societal needs. By improving research competencies, RDC seeks to attract more research grants, improve accreditation rankings, and enhance the institution's reputation. To support these goals, RDC organizes regular refresher courses, workshops, training sessions, internships, group discussions, seminars, and conferences. Additionally, RDC is instrumental in establishing central R&D facilities and associated training and internship programs.

33.0 RESEARCH MONITORING

In the current Indian research environment, RDC is responsible for ensuring accountability and advancement in research development and innovation. This involves creating robust infrastructure, generating resources, and establishing business and policy frameworks to foster a culture of quality research while adhering to ethical standards. RDC actively monitors and oversees research progress, coordinates programs, and manages resources to ensure projects are completed on schedule.

RDC adheres to quality benchmarks for research that meet international standards. Quality reviews, including SWOT analyses, are conducted to evaluate research papers, and recommendations are made for publication in reputable journals such as Scopus Indexed, Web of Science (WoS), or UGC-CARE recognized journals.

Furthermore, the R&D Cell ensures that all research laboratories within the institution adhere to Good Laboratory Practices (GLP) and safety standards. These labs are recognized as QIP centers and accredited by the National Accreditation Board for Testing and Calibration Laboratories (NABL).

34.0 SOP FOR RESEARCH, INNOVATION & DEVELOPMENT CELL

The fundamental principle behind research is the pursuit of knowledge, which is crucial for achieving innovation-driven growth. High-quality research enhances the teaching and learning experience, benefiting students, society, and the nation. In a multi-faculty institution like ours, promoting research presents a significant challenge, yet we are committed to becoming a leading institution recognized for its research excellence. Our goal is to create a supportive environment for academic research, guided by a robust policy framework that fosters a conducive research atmosphere.

35.0 RESEARCH INNOVATION & DEVELOPMENT CELL OBJECTIVES

The Research & Innovation Development Cell (RID Cell) at Tecnia Institute of Advanced Studies aims to cultivate a strong research culture among faculty and students. The Cell is responsible for facilitating meaningful research projects that benefit society, serving the community, and fostering essential research skills. This includes developing technical research papers, participating in conferences and seminars, and publishing in reputable journals.

36.0 BASIC OBJECTIVES OF RIDC

- **Promote Research Culture on Campus:**
 - Develop and implement policies and practices to foster research involvement among faculty and scholars, and recognize their achievements.
 - Provide administrative support and flexibility to utilize available resources and government or other agency supports.
 - Enhance research infrastructure, including space and equipment, to support campus research activities.
 - Collaborate with other institutions and research bodies for shared research facilities and collaborative projects.
- **Develop a Sustainable Innovation Ecosystem:**
 - Establish incubation centers and other initiatives for knowledge creation and transfer.
 - Conduct regular workshops and seminars on Intellectual Property Rights (IPR).
 - Promote industry-academia innovative practices.
 - Nominate institution members for innovation awards and encourage participation in government and non-government recognition programs.
- **Foster Collaboration through MoUs with Educational, Research, Industry, and NGO Partners:**
 - Develop linkages and collaborations through MoUs to maintain close contact with various fields.
 - Expand academic and learning experiences for students through collaborations.
 - Seek collaborations for training, student and faculty exchanges, research, and resource sharing.
 - Ensure formal agreements for impactful collaborations.
- **Develop External Technical Education Linkages:**
 - Create strategic partnerships for promoting R&D, industry collaboration, and overall growth of faculty and students.
- **Promote Research Publications & Awards:**
 - Cultivate an environment conducive to high-quality research publications.
 - Facilitate nominations for awards that recognize significant research achievements.
 - Promote quality research and share findings through various media, enhancing teaching and learning, and publish in reputable journals.
 - Track research accomplishments, including publications, patents, and research projects.
- **Undertake Consultancy & Projects on Thrust Areas:**
 - Promote faculty-led consultancy projects for external agencies, leveraging faculty expertise.
 - Support consultancy in AICTE thrust areas and encourages interdisciplinary research.
 - Ensure that consultancy activities reflect the institute's research credibility and generate revenue.
 - Maintain a formal consultancy policy with clear revenue-sharing guidelines.
- **Propagate Resource Mobilization for Research:**
 - Support faculty in securing project funding through flexible administrative processes and infrastructure.
 - Encourage interdisciplinary and interdepartmental research activities and resource sharing.

37.0 PURPOSE OF RI&D CELL

The primary purpose of the Research Innovation & Development Cell is to initiate, coordinate, and evaluate research, support infrastructure development, and encourage publication in accredited sources. The Cell aims to uphold the highest standards of research. The Director, Heads of Departments, and senior faculty with research experience, nominated by the Director, form the core members of this Cell. The committee is required to meet at least once per semester.

38.0 FUNCTIONS OF RI&D CELL

- Cultivate a research culture that enhances research skills and competence among students and staff.
- Develop and update research policies to meet contemporary needs.
- Implement, review, and revise research procedures.
- Formulate guidelines for research incentives, concessions, and leaves.
- Recognize and reward research performance.
- Promote ethical standards in research.
- Guide researchers and facilitate access to campus and external research resources.
- Increase awareness of IPR and plagiarism.
- Encourage both national and international research collaborations.
- Publicize the institution's research work.

39.0 RESEARCH CODE OF ETHICS

- a) Research must be conducted responsibly, with researchers accepting full responsibility for design, methodology, execution, and reporting of findings, including limitations and alternative interpretations.
- b) Respect the rights of researchers from diverse paradigms and methods.
- c) Communicate findings with honesty, comprehensiveness, and openness to public scrutiny.
- d) Honor professional codes of specific disciplines.
- e) Avoid misuse of research positions for personal gain, such as claiming student ideas as one's own.
- f) Acknowledge institutional support in reports, publications, and presentations.
- g) Use standard software to check and avoid plagiarism.
- h) Adhere to SOPs and ethical guidelines set by GGSIPU.

40.0 PUBLICATION OF INSTITUTION'S OWN RESEARCH JOURNAL STRATEGIES

Tecnia Journal of Management Studies

- a) Provide a platform for publishing research findings through the institution's research journal.
- b) Appoint a dedicated committee for the journal's publication.
- c) Obtain UGC recognition and work towards indexing the journal and achieving an Impact Factor.

FINANCIAL AID

Management has built up a corpus fund for research. Researcher can apply through Research Committee to get the financial help under this corpus.

- Following are the guidelines for availing financial help. Financial help can be provided for following research Activity:
- Publication fees for National / International Journal
 - Cost involved in Collaborative Research Projects
 - Cost involved in Students Research Projects
 - Costs involved in acquiring patents / IPRs
 - Research Projects which are not included in UGC or any funding agency lists.

The budget for the given academic year must be communicated to RI&D Cell. Application should be submitted in prescribed format to Research Committee. Research committee after discussions in committee meetings will recommend the cases to the management. Documentation of the process

Application form

Name:

Department:

Faculty:

Other sources of financial help:

Whether financial facility availed earlier from the management: Details of Research:

GUIDELINES FOR RESEARCH JOURNAL

There has to be a website for a journal giving information about the ownership and/or management of a journal. Aim and scope statement should also be included on the website. There should be a statement on what a journal will consider for publication including authorship criteria. ISSNs should be clearly displayed.

Journal content must be clearly marked as whether peer reviewed or not. The process, as well as policies related to the journal's peer review procedures, shall be clearly described on the journal website, including the method of peer review used.

Journals shall have editorial boards or other governing bodies whose members are recognized experts in the subject areas included within the journal's scope. The full names and affiliations of the journal's editorial board or other governing body shall be provided on the journal's website.

The policy for copyright shall be clearly stated in the author guidelines and the copyright holder named on all published articles.

Any fees or charges that are required for manuscript processing and/or publishing materials in the journal shall be clearly stated. If no such fees are charged that should also be clearly stated.

Publishers and editors shall take reasonable steps to identify and prevent the publication of papers where research misconduct has occurred, including plagiarism, citation manipulation, and data falsification/fabrication, among others. In no case shall a journal or its editors encourage such misconduct, or knowingly allow such misconduct to take place.

In the event that a journal's publisher or editors are made aware of any allegation of research misconduct relating to a published article in their journal, the publisher or editor shall follow COPE's guidelines (or equivalent) in dealing with allegations.

A journal shall also have policies on publishing ethics. These should be clearly visible on its website, and should refer to:

- i. Journal policies on authorship and contributorship;
- ii. How the journal will handle complaints and appeals;
- iii. Journal policies on conflicts of interest / competing interests;
- iv. Journal policies on data sharing and reproducibility;
- v. Journal's policy on ethical oversight;
- vi. Journal's policy on intellectual property; and
- vii. Journal's options for post-publication discussions and corrections.

The periodicity at which a journal publishes shall be clearly indicated. The way(s) in which the journal and individual articles are available to readers and whether there are associated subscription or pay per view fees shall be stated.

- **Duty Leave Rules to Conferences, Seminars, Conferences, Workshops, FDP , Orientations, Refreshers**
 - Faculties may attend Conferences, Seminars, Conferences, Workshops, FDP, Orientations, and Refreshers etc. 1 day / per Semester.
 - Study leave 01 day for M.Phil./ Ph.D. Viva and 01 day for Convocation Paper Publication in National Journal

- **Financial Assistance to Publish in National & International Journal**
 - Paper Publication in National Journal Rs1000/-per publication Financial Assistance
 - Paper Publication in International Journal Rs3000/-per publication Financial Assistance

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

| Category | Activity | Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences | Faculties of Languages / Humanities / Arts / Social Sciences / Library / Physical education / Management | Maximum score for University / College teacher* |
|-------------|---|--|---|--|
| III (A) | Research Papers published in: | Refereed Journals as notified by the UGC# | Refereed Journals as notified by the UGC# | 25 per Publication |
| | | Other Reputed Journals as notified by the UGC# | Other Reputed Journals as notified by the UGC # | 10 per Publication |
| III (B) | Publications other than journal articles (books, chapters in books) | Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | Text/Reference Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | 30 per Book for Single Author |
| | | Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC. | Subject Books, published by National level publishers, with ISBN/ISSN number or State Central Govt. Publications a approved by the University and posted on its website. The List will be intimated to UGC. | 20 per Book for Single Author |
| | | Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | 15 per Book for Single Author |
| | | Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC. | International – 10 per Chapter National – 5 per Chapter |
| III (C) | RESEARCH PROJECTS | | | |
| III (C) (i) | Sponsored Projects | Major Projects with grants above Rs. 30 lakhs | Major Projects with grants above Rs. 5 lakhs | 20 per Project |
| | | Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs | Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs | 15 per Project |
| | | Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs | Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs | 10 per Project |

| | | | | |
|------------------|---|---|--|---|
| III (C) (ii) | Consultancy Projects | Amount mobilized with a minimum of Rs.10 lakhs | Amount mobilized with a minimum of Rs.2 lakhs respectively | 10 for every Rs.10 lakhs and Rs.2 lakhs, |
| III (C) (iii) | Projects Outcome / Outputs | Patent / Technology transfer / Product / Process | Major Policy document prepared for international bodies like WHO/ UNO/ UNESCO/ UNICEF etc. Central / State Govt./Local Bodies | 30 for each International / 20 for each national level output or patent. Major policy document of International bodies - 30 Central Government - 20, State Govt.-10 Local bodies - 5 |
| III (D) | RESEARCH GUIDANCE | | | |
| III(D)(i) | M.Phil. | Degree awarded | Degree awarded | 5 per candidate |
| III(D) (ii) | Ph.D. | Degree awarded / Thesis submitted | Degree awarded / Thesis submitted | 15/10 per candidate |
| III E | Fellowships, Awards and Invited lectures delivered in conferences / seminars | | | |
| III(E) (i) | Fellowships/ Awards | International Award / Fellowship from academic bodies | International Award/ Fellowship from academic bodies/associations | 15 per Award / 15 per Fellowship |
| | | National Award/Fellowship from academic bodies | National Award/Fellowship from academic bodies/associations | 10 per Award / 10 per Fellowship |
| | | State/University level Award from academic bodies | State/University level Award from academic bodies/ associations | 5 Per Award |
| III(E) (ii) | Invited lectures/ papers | International | International | 7 per lecture / 5 per paper presented |
| | | National level | National level | 5 per lecture / 3 per paper presented |
| | | State/University level | State/University level | 3 per lecture / 2 per paper presented |
| | The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period | | | |
| III(F) | Development of e-learning delivery process/material | | | 10 per module |

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows:

- i. paper with impact factor less than 1 - by 5 points;
- ii. papers with impact factor between 1 and 2 by 10 points;
- iii. papers with impact factor between 2 and 5 by 15 points;
- iv. papers with impact factor between 5 and 10 by 20 points;
- v. papers with impact factor above 10 by 25 points.

The API for joint publications shall be calculated in the following manner: of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University.

**MINIMUM APIs AS PROVIDED IN APPENDIX - III TABLE I
TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT
SCHEME (CAS) IN TIAS - GGSIPU, WEIGHTAGES FOR EXPERT ASSESSMENT**

| Category | Activity | Assistant Professor/ equivalent | Assistant Professor / equivalent | Assistant Professor (Stage 3) to Assoc. Professor/ equivalent | Associate Professor (Stage 4) to | Professor (Stage 5) to |
|----------|--|--|--|--|---|--|
| | | cadres: (Stage 1 to Stage 2) | cadres: (Stage 2 to Stage 3) | cadres (Stage 4) | Professor /equivalent cadres (Stage 5) | Professor (Stage 6) |
| I | Teaching-learning, Evaluation Related Activities | 80/Year | 80/year | 75/year | 70/year | 70/year |
| II | Professional Development and Extension activities - Minimum score required to be assessed cumulatively | 50 / Assessment period | 50 / Assessment period | 50 / Assessment period | 50 / Assessment period | 100 / Assessment period |
| III | Research and Academic Contributions- Minimum Score required - to be assessed cumulatively | 20 / Assessment period | 50 / Assessment period | 75 / Assessment period | 100 / Assessment period | 400 / Assessment period |
| II + III | Minimum total API score under Categories II and III* | 90 / Assessment period | 120 / Assessment period | 150 / Assessment period | 180 / Assessment period | 600 / Assessment period |
| IV | Expert Assessment System | Screening cum evaluation committee | Screening cum evaluation committee | Selection Committee | Selection Committee | Expert Committee |
| V | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | No separate points. Screening committee to verify API scores | No separate points. Screening Committee to verify API scores | 30% - Research Contribution 50% - Assessment of domain Knowledge & teaching practices. 20% - Interview performance | 50% - Research Contribution. 30% - Assessment of domain knowledge & teaching practices. 20% - Interview performance | 50% - Research Contribution. 50%- Performance evaluation and other credential by referral procedure |

***Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

Minimum Scores for APIs for direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges, and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

| | Assistant Professor/ equivalent cadres (Stage 1) | Associate Professor/ equivalent cadres (Stage 4) | Professor/equivalent cadres (Stage 5) |
|--|--|---|---|
| Minimum API Scores | Minimum Qualification as stipulated in these regulations | Consolidated API score requirement of 300 points from category III of APIs | Consolidated API score requirement of 400 points from category III of APIs |
| Selection Committee criteria / weightages (Total Weightages = 100) | Academic Record and Research Performance (50%) Assessment of Domain Knowledge and Teaching Skills 30%) Interview performance (20%) | Academic Background (20%) Research performance based on API score and quality of publications (40%). Assessment of Domain Knowledge and Teaching Skills (20%) Interview performance: (20%) | Academic Background (20%) Research performance based on API score and quality of publications (40%). Assessment of Domain Knowledge and Teaching Skills (20%) Interview performance: (20%) |

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales with AGP of Rs. 6000, 9000 and 10000 respectively

It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.

The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

The parameters listed in table of category-III (Research and Academic contributions) shall have following capping in relation to the total API score claimed by the candidates:-

- (A) : Research papers (Journals, etc) 30%
- (B) : Research publications (Books, etc) 25%
- (C) : Research Projects 20%
- (D) : Research Guidance 10%
- (E) : Training Courses and Conf/Seminar, etc 15%

A Unit of Health & Education Society (Regd.)



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www.tiaspg.tecnia.in

ISO 9001:2015; ISO 14001:2015, ISO 21001:2018 & ISO 51001:2018 Certified Institute.
Rated as 'A' Category by JAC, Govt. of NCT of Delhi; "A++" Category - Best Business School
by AIMA Business Standard Survey & Included in Top 100 B & IT Schools by Dalal Street Investment Journal