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**NOTIFICATION**

**Sub:** Revised Research Promotional Policy of Adichunchanagiri University - reg.

- Ref:** 1. Recommendation of Academic Council in its 19<sup>th</sup> meeting held on 09.09.2025.  
2. Approval of Board of Management in its 26<sup>th</sup> meeting held on 14.10.2025.

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In exercise of the powers conferred under section 7 & 8 of the ACU Act, 2012 Hon'ble Vice Chancellor is pleased to notify the Revised Research Promotional Policy of Adichunchanagiri University-2025.

The notification shall come into force from the academic year 2025-26 and onwards.

**By order of Hon'ble Vice Chancellor**

**REGISTRAR**

**Dr.C.K.Subbaraya**

**Registrar**

**Adichunchanagiri University**

**B.G.Nagara- 571 448**

**Copy to:**

1. OSD to Hon'ble Vice Chancellor, ACU, BG Nagara.
2. Registrar (Evaluation), ACU, BG Nagara.
3. Dean, Academics & Accreditations, ACU, BG Nagara.
4. Dean, Research, ACU, BG Nagara.
5. Deputy Registrar, ACU, BG Nagara.
6. Principals of all Constituent Colleges of ACU.
7. Office Copy.



ADICHUNCHANAGIRI  
UNIVERSITY

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## RESEARCH PROMOTIONAL POLICY - 2025

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## **1. Preamble**

Adichunchanagiri University (ACU) recognizes the paramount importance of research as a catalyst for progress, innovation, and societal enhancement. Through this Research Policy, we affirm our resolute commitment to fostering a thriving research culture across our diverse constituent colleges encompassing Medical, Engineering, Management & Technology, Pharmacy, Nursing, Humanities and Social Sciences, and the Natural Sciences. Guided by our unwavering dedication, this policy illuminates the path toward cultivating research excellence, upholding ethical standards, encouraging collaborative synergies, and forging meaningful community engagement. As we embark on this collective journey, we unite under the banner of this policy, poised to champion transformative research that transcends boundaries and empowers generations to drive positive change. By nurturing curiosity, facilitating collaboration, and ensuring ethical integrity, Adichunchanagiri University's research promotion initiatives aspire to inspire, elevate, and contribute to the holistic development of individuals and society at large.

## **2. Scope**

This research policy is applicable to all researchers, including undergraduate and postgraduate students, interns, doctoral candidates, faculty members, fellowship students, and researchers from external institutions participating in student or faculty exchange programs. The primary objective of this policy is to establish a structured framework for conducting research activities. The University is committed to providing comprehensive research support to all faculty members through various initiatives. Faculty members retain the right to disseminate their research findings through publications and patents. It is essential for faculty to uphold the principles, ethics, and guidelines outlined in this policy.

## **3. Purpose**

The purpose of the Research Policy at Adichunchanagiri University is to foster a vibrant and collaborative research environment that empowers researchers, faculty, and students across all disciplines. This policy aims to provide a comprehensive framework that encourages high-quality research, interdisciplinary collaboration, ethical conduct, and community engagement. By establishing clear guidelines and support mechanisms, the policy seeks to facilitate the pursuit of innovative solutions, the dissemination of knowledge, and the translation of research outcomes into tangible societal benefits. Through strategic initiatives, funding opportunities, capacity-building programs, and ethical standards, the policy endeavors to nurture a culture of research excellence and integrity that aligns with the university's commitment to holistic education, innovation, and impactful contributions to society.

## **4. Objectives**

- 4.1.** Uphold and enforce the utmost levels of truthfulness, ethics, and honesty in research.
- 4.2.** Ensure researchers' acquaintance with and adherence to research guidelines

- 4.3. Assessment of research and innovation achievements
- 4.4. Cultivate an optimal environment through policy, governance, and administrative support
- 4.5. Employ scientific precision and integrity across data gathering, recording, analysis, reporting, and publication

## **5. Research Policy Guidelines**

### **5.1. Research ethics**

The utmost duty of all stakeholders is to uphold the highest levels of integrity, honesty, and ethical conduct in research endeavours. All research undertakings will undergo evaluation by the Research Committee (RC) and ethical committees to ensure ethical compliance across all research facets, including the well-being and security of participants. The principal investigator holds the responsibility to guarantee that no research activity commences without the proper endorsement from the relevant ethical committee. The University will not sanction the commencement of any project without the approval of the Institutional Ethics Committee (IEC) or Institutional Animal Ethics Committee (IAEC). Projects sanctioned by the IEC/IAEC will be communicated to the University via the heads of constituent colleges/centres. Even if a faculty member departs from the Institute after significantly contributing to the research, the research output must be attributed to Adichunchanagiri University

### **5.2. Doctoral research**

Concerning doctoral research, the institute provides Ph.D. programs across all departments to suitable candidates, following the eligibility criteria outlined in the ACU's Ph.D. regulations and any subsequent amendments. The research Scholar and the designated supervisor bear the responsibility to:

- i. Uphold elevated benchmarks for the quality of both the thesis and publications.
- ii. Ensure that any form of research outcome stemming from doctoral studies is published with Adichunchanagiri University's affiliation.
- iii. Facilitate patent applications resulting from the study through Adichunchanagiri University.

### **5.3. Faculty research assistance and incentives**

Every faculty member at Adichunchanagiri University is expected to actively contribute to impactful research, demonstrated through high-quality publications and active involvement in conferences. Their engagement in translational research, with a focus on addressing relevant social challenges, is also anticipated. Faculty advancements will be significantly influenced by the quality of their research, especially their publications and acquired research funding.

Depending on the available budget allocations over time, the following forms of support will be extended:

- i. The University will allocate initial grants to support distinguished research initiatives and foster cross-disciplinary teams pursuing collaborative research objectives.
- ii. Faculty members will have the opportunity to receive research assistance, including positions like Junior Research Fellow (JRF) or Post-Doctoral Fellow (PDF), along with opportunities for doctoral and postdoctoral researchers.
- iii. Financial assistance and travel grants will be provided to enable participation in national and international conferences. This will facilitate the dissemination of research outcomes to a global audience, catering to the regular faculty members of the institution.
- iv. On an annual basis, the University will provide a fixed grant to constituent colleges and centres. The aim is to promote research training, enabling the acquisition of knowledge through research activities and the fostering of a research-centric culture among undergraduate and postgraduate students.
- v. In order to recognize and stimulate the production of high-quality research outcomes, annual incentives will be awarded to researchers who exhibit exceptional research achievements.
- vi. The encouragement and facilitation of research collaborations with nationally and internationally renowned institutes will be actively promoted. This initiative seeks to foster valuable partnerships that enhance the University's research endeavours and global standing.

The following section outlines the research grants for faculty, research fellowships and Awards for students and the research incentives for faculty / students

### **5.3.1. Overview of Research Grants for Faculty**

#### **a. ACU Seed Money for Research Projects**

##### **1. Objective**

The primary objectives of this funding initiative are as follows:

- a) To catalyse the inception of projects with the potential to evolve into robust external grant proposals.
- b) To provide essential backing for postgraduate and Ph.D. dissertation research endeavours.
- c) To facilitate various forms of research, encompassing:
  - c.1 Preliminary or pilot studies
  - c.2 Data collection for preliminary insights
  - c.3 Exploration of innovative research tools

- c.4 Research aligned with postgraduate and Ph.D. dissertation pursuits of eligible students.

## II. Eligibility Criteria

- a) Faculty members affiliated with ACU, who are currently not engaged in any ongoing projects funded by ACU.
- b) Faculty members eligible to supervise postgraduate or Ph.D. candidates are encouraged to apply, particularly to bolster their students' dissertation research. In such instances, proposals should be oriented towards prospective students who will participate in the study during the upcoming academic year.
- c) A preference shall be granted to applicants without prior external funding experience.

## III. Funding Allocation

A financial allocation of up to a maximum of Rs. 1,00,00,000 is designated under this initiative.

## IV. Project Duration

Supported projects will be sanctioned a timeline of up to 2 years, with a potential extension of 6 months in warranted situations.

## V. Grant Availability

The aggregate funding allocation for each institution shall not surpass Rs. 15 lakhs annually under this scheme.

## VI. Budget norms

A maximum of Rs.5,00,000/- lakhs per project can be granted for equipment purchase / Consumables / Contingencies with the following conditions / limits:

Equipment including computers and software.	<ul style="list-style-type: none"> <li>• No Predefined Limit</li> <li>• <b>Compliance with Due Processes:</b> The acquisition of equipment shall adhere to the ACU purchase policy.</li> <li>• <b>Equipment Ownership and Administration:</b> Equipment obtained under the aegis of a project shall be deemed the property of ACU. Administrative responsibility shall be vested with the pertinent Head of Department or Institution. The equipment's availability shall extend beyond the project's duration and it shall be accessible for other projects or programs, contingent on the assurance that such utilization doesn't impede the original project's progress.</li> </ul>
Consumables	<ul style="list-style-type: none"> <li>• No sub-limit</li> </ul>

	<ul style="list-style-type: none"> <li>• Only for consumables directly required for the project. Expenses on stationery not acceptable.</li> </ul>
Payments towards charges for in- house investigations	<ul style="list-style-type: none"> <li>• No sub-limit</li> </ul>
Payments towards charges for investigations / services by external agencies	<ul style="list-style-type: none"> <li>• Only if the investigations / services are crucial for the study and are unavailable in-house.</li> <li>• Not more than 50% of total grant may be used for such purposes</li> </ul>

## VII. Selection Procedure and Timeline

1. Interested candidates are required to submit their applications in the stipulated format to the Dean (Research) through the respective Dean of the Faculty within the designated timeframe.
2. The evaluation process will encompass the assessment of proposals by the office of Dean (Research). The evaluation will be based on the following criteria:
  - a) The significance of research objectives
  - b) The robustness of research design and proposed methodologies
  - c) The potential for subsequent external funding support
  - d) For proposals submitted by faculty who are also postgraduate guides, the prospect and intention of involving postgraduate students in the project
  - e) Project feasibility
  - f) Clarity and coherence of the proposal.
3. Evaluations will be conducted employing an established checklist, culminating in comprehensive recommendations. The endorsed proposals with evaluations will be submitted by each institution to the University by the stipulated deadline.
4. The shortlisted proposals received from all institutions will undergo evaluation by Research committee of ACU headed by the Hon'ble Vice Chancellor, ACU, resulting in the compilation of a definitive roster of selected proposals.

## VIII. Post-Award Processes

1. Approved projects must be launched within three months of receiving official approval. For projects linked to postgraduate research, project initiation may be coordinated in alignment with the schedule outlined by the postgraduate calendar.

2. Requests for project duration extensions must be submitted in the prescribed format, at least two months prior to the originally slated project completion date.

### **IX. Deliverables**

1. A comprehensive final project report, conforming to the prescribed format, must be furnished to the University within three months of project completion.
2. Subsequent grant proposals for potential funding from external agencies are encouraged. Additionally, two publications and presentation of a research paper at a National or International Conference is viewed as a viable deliverable.

### **b. ACU Seed Money for Student Projects**

#### **I. Objective**

Adichunchanagiri University provides seed money to support innovative undergraduate and postgraduate research projects undertaken by its students under the guidance of faculty members. The seed grant is intended to promote research culture, encourage original ideas, and enhance problem-solving skills. Funding will be allocated on a competitive basis, subject to the approval of the Research Committee, and shall be utilized strictly for research-related expenses as per university guidelines. The Principal Investigator (faculty guide) will be responsible for the proper utilization and submission of a project completion report along with audited expenditure details

#### **II. Eligibility Criteria**

- a) Undergraduate and postgraduate students of Adichunchanagiri University are eligible to apply.
- b) Each project must be carried out under the supervision of a faculty member, who will act as the Principal Investigator (PI).

#### **III. Funding Allocation**

A financial allocation of up to a maximum of Rs.10,00,000 is designated under this initiative.

#### **IV. Project Duration**

Supported projects will be sanctioned a timeline of up to 6 months to 1 year.

#### **V. Budget norms**

A maximum of Rs. 25,000/- may be allotted to each project, which can be utilized for the purchase of minor equipment and consumables.

## **VII. Selection Procedure and Timeline**

1. Interested candidates are required to submit their applications in the stipulated format to the Dean (Research) through the respective Dean of the Faculty within the designated time frame.
2. The evaluation process will encompass the assessment of proposals by the office of Dean (Research). The evaluation will be based on the following criteria:
  - a) The significance of research objectives
  - b) The robustness of research design and proposed methodologies
  - c) The potential for subsequent external funding support
  - d) For proposals submitted by faculty who are also postgraduate guides, the prospect and intention of involving postgraduate students in the project
  - e) Project feasibility
  - f) Clarity and coherence of the proposal.
5. Evaluations will be conducted employing an established checklist, culminating in comprehensive recommendations. The endorsed proposals with evaluations will be submitted by each institution to the University by the stipulated deadline.
6. The shortlisted proposals received from all institutions will undergo evaluation by Research committee of ACU headed by the Hon'ble Vice Chancellor, ACU, resulting in the compilation of a definitive roster of selected proposals.

## **VIII. Monitoring and Reporting**

The PI is responsible for submitting periodic progress reports, as required by the Research Committee and final project report along with audited expenditure details must be submitted within one month of project completion.

## **IX. Post-Award Processes**

- a) Approved projects must be launched within three months of receiving official approval.
- b) Requests for project duration extensions must be submitted in the prescribed format, at least two months prior to the originally slated project completion date.

## **X. Deliverables**

Students are encouraged to present their findings in conferences, seminars, and to publish in reputed journals.

The support of Adichunchanagiri University must be acknowledged in all publications/presentations arising from the project.

### 5.3.2. Overview of Research Fellowships / Awards for Students

Each academic year, a maximum of **25 fellowships** shall be set aside for full-time Ph.D. candidates selected through the application procedures as per the ACU Ph.D. Regulations. The fellowship details are as follows:

<b>ACU Doctoral and Post-Doctoral Fellowships</b>	
Purpose	Financial Assistance for Exceptional Ph.D. Scholars
Who can apply?	Full time Ph.D. candidates with no other financial support
Selection process	Admission Assessment for Full-Time Ph.D. Candidates: Entrance Test and Interview
How much funding?	Rs.25,000 per month +HRA for Full time PhD Scholar for a maximum duration of 3 year and Rs.30,000 per month +HRA Valid UGC/CSIR-NET, GPAT and GATE qualification for a maximum duration of 3 year.  Rs.40,000 per month + HRA for Post-Doctoral Fellows for a maximum duration of 1 year
Total funding	Up to 25 per year
Deliverables	Ph.D. dissertation, Publications and patents

### 5.4. Research Incentive

To encourage and acknowledge outstanding research accomplishments, annual incentives will be granted to researchers based on the parameters mentioned below

#### 5.4.1. Research Grants and Consultancy Projects

<b>Parameters for Assessment</b>		<b>Incentive</b>
a)	External Funded Research Projects: 70% of the incentive will be allocated to the PI and 30% to the Co-PI. In the absence of a Co-PI, the entire incentive amount shall be awarded to the PI	5% of the equipment cost
b)	Consultancy Projects 70% of the incentive will be allocated to the PI and 30% to the Co-PI. In the absence of a Co-PI, the entire incentive amount shall be awarded to the PI	Maximum of 50 % of the revenue generated excluding the expenditure

Staff needs to produce the hard/soft copy of the amount released from the granting agencies and the same amount will be considered for further process.

In case of Co-PI, the official communication received from the grant sanctioning agencies with Co-PI name must be included.

#### 5.4.2. Publications

Parameters for Assessment		Incentive in ₹ (Per research article/ Book Chapter/ Book
a)	Original research or review articles published in indexed Journal (Scopus, Web of Science and PubMed)	
	Q 1 Journal	25,000
	Q 2 Journal	20,000
	Q 3 Journal	12,500
	Q 4 Journal	5,000
	Indexed but not in quartile	3,000
b)	Books-International (with ISBN /ISSN number like Elsevier, Springer, Wiley, Taylor & Francis, etc.) indexed in Scopus	10,000
d)	Book Chapters in International Books (with ISBN/ISSN number Elsevier, Springer, Wiley, Taylor & Francis, etc.) * indexed in Scopus	5,000
c)	Books-National (with ISBN /ISSN number)	5,000
d)	Book Chapter-National (with ISBN /ISSN number)	2,500

#### 5.4.3 Patents

Parameters for Assessment		Incentive in ₹
a)	Commercialized patent	25,000
b)	Granted Patent	10,000

#### Note:

- i. Only research articles and review articles published in the issues released within the incentive-issuing calendar year will be considered. “Accepted” papers and “online first” publications will not be eligible.
- ii. If there is a single author, he/she will be entitled to claim the full incentive amount.
- iii. In the case of multiple authors, the incentive amount will be equally divided among all authors. The same rule shall apply to patents, books, and book chapters published by faculty members in collaboration with colleagues from Adichunchanagiri

University or other institutions.

- iv. Only faculty members and research scholars of Adichunchanagiri University are eligible to claim incentives. All claims must be submitted in January of the following year, covering publications from January to December of the preceding year.
- v. Proper affiliation to Adichunchanagiri University in the published work is mandatory for any incentive claims.
- vi. The following photocopies are to be submitted while claiming incentives.
  - (a) Research or review articles published
  - (b) Book's cover pages
  - (c) Project/Grant sanction letters (with PI and Co-PI)
  - (d) Patents grant letter (with PI and Co-PI)
  - (e) Certificate
- vii. Research committee will scrutinize and forward for the final approval.

#### **5.5. Conference Reimbursement**

**a) National Conferences** (Applicable exclusively to conferences organized by registered national bodies, wherein faculty members & Ph.D. Research Scholars are engaged in presenting papers/posters, or as invited speaker)

**a.1** Reimbursement of 100% of the conference registration fees shall be extended.

**a.2** Associate Professors, Assistant Professors and Research Scholars are eligible for reimbursement of AC 3-Tier train fare.

**a.3** Professors and those in higher positions shall be eligible for reimbursement of AC 2-Tier train fare. If air travel is undertaken, Economy Class airfare for round-trip travel shall be reimbursed. Accommodation and daily Allowance will be applicable only for the duration of the conference, as per University norms.

**a.4** Submission of comprehensive documentation, encompassing Conference Registration fee receipts, Travel Tickets, and other pertinent bills, are obligatory for reimbursement. Furthermore, substantiating evidence of paper/poster presentation, session chairing, or participation as an invited speaker/faculty is mandatory.

**a.5** Faculty members are eligible to submit Financial Support Claims once per year.

**b) International Conferences** (Applicable solely to conferences organized by internationally recognized bodies, wherein faculty members are engaged in presenting papers/posters, chairing sessions, or participating as invited faculty):

**b.1** 100% of the conference registration fees shall be subject to reimbursement.

**b.2** Economy class airfare for round-trip travel shall be provided.

- b.3** Daily Allowance shall exclusively apply during the conference's duration.
- b.4** Faculty members are entitled to submit Financial Support Claims once every three years.
- b.5** Faculty members retain the prerogative to apply for diverse travel fellowships underwritten by various government funding entities.
- b.6** Each constituent college's faculty, up to a maximum of 10%, shall have the opportunity to avail such provisions, determined on a first-come-first-served basis for distinct conferences conducted by each constituent college/Center annually. Conferences of esteemed reputation are exclusively eligible for consideration.

**5.6 National and International Collaboration**

Adichunchanagiri University recognizes the significance of international academic and research collaborations in enhancing global visibility, strengthening institutional reputation, and fostering innovation. To promote such engagements, the University supports faculty visits to reputed institutions in India and abroad for the purpose of establishing partnerships, facilitating faculty and student exchanges, and participating in global academic forums. Faculty members representing the University in these forums shall be eligible for financial and administrative support, which may include economy-class round-trip airfare, local travel, accommodation, and on-duty status with daily allowance (DA) for the official duration of the visit.

In case foreign Professors or students are invited to ACU under bilateral agreements, ACU may provide free local hospitality. Such provisions shall be subject to the terms of the agreement.

**Note:** A 5-member committee, convened by the Vice Chancellor, shall exercise approval authority over candidates. Reimbursement protocols necessitate the submission of all pertinent documentation, encompassing Conference Registration fee receipts, Travel Tickets, and other relevant bills. The committee shall propose an appropriate advance amount based on the author's proposed budget.

Destination	Daily Allowance (DA) – Grade wise		
	Assistant Professor	Associate Professor	Professor
North & South America, Europe, Australia Middles East	\$80	\$100	\$125
Asia, Africa and SAARC Countries	\$60	\$85	\$100

**5.7. Support for Professional Memberships**

Faculty members are eligible to seek membership reimbursement for their affiliation with a Professional Society, an international body, or an esteemed organization of their choice. A singular opportunity shall be extended to all faculty

members, entailing a 50% reimbursement, which can be availed not more than once during the year.

### **5.8. Financial support for FDP for faculty members**

- 5.8.1 Sponsorship Maximum of Rs. 5,000/- shall be given to faculty and Ph.D. Scholars to attend FDP for a Minimum period of 5 days' duration
- 5.8.2 Principals of constituent colleges shall decide the usefulness of such programs and recommend for the incentive.
- 5.8.3 Faculty and Ph.D. Scholars are entitled to submit Financial Support Claims once per year.

### **5.9. Best Researcher Award**

The university recognizes the research carried out by its faculty members by granting "Excellence in Research Award" every year for Paper publication, funded projects, Patents, Consultancy etc. In addition, ACU will provide commendation certificate to those who excel in high impact research publication and commercialization of patent

### **5.10. Sabbatical leave**

Sabbatical leave may be granted for the purpose of conducting research, enhancing teaching, course and curriculum development, or any other scholarly activities related to instructional programs within the field of expertise of the faculty member.

Sabbatical leave will be awarded for a maximum time of one semester of an academic year with full salary for that period.

## **6. Research Funding**

The University facilitates comprehensive resource mobilization for research endeavours via external grants sourced from both governmental and non-governmental entities. The Principal Investigator bears the responsibility of overseeing the ethical and responsible utilization of research funds under their administration. Honesty, integrity, and a commitment to accountability are imperative. The origin of the funding must be acknowledged in all publications arising from the funding, encompassing even institute-provided seed grants.

## **7. Research Fund Management**

7.1 The University assumes comprehensive financial and administrative responsibilities in the oversight of research grants/funds, allowing Principal Investigators (PIs) to utilize the sanctioned amounts for intended purposes. Matching grants may also be provided if the sanctioned funds are insufficient to execute the project and shall be considered depending on the merit of the project.

- 7.2 External grants are typically maintained within the University's savings bank account. However, if the funding agency mandates a separate account, one will be established solely for fund management. The finance office is tasked with maintaining meticulously audited annual account statements and utilization certificates.
- 7.3 Principal Investigators are required to submit copies of sanction orders, terms of reference, and related documents to the University's Head. Any agreements essential with the funding agency necessitate a tripartite arrangement involving the PI, the University, and the agency. This ensures a clear understanding of roles and responsibilities.
- 7.4 Upon completion, a comprehensive report detailing the grant's outcomes, achievements, and milestones reached must be furnished to the University

## **8. Supervisor Responsibilities**

### **8.1. Mentoring, Training, and Supervision for Research**

The University prioritizes effective mentoring, training, and supervision of undergraduate, postgraduate, and doctoral students in research. These efforts emphasize excellence, integrity, respect, and acknowledgment.

### **8.2. Appointment of Supervisors**

Supervisors/mentors/guides for students are chosen in accordance with eligibility criteria established by ACU or UGC, as applicable. These faculty members involved in mentoring research activities are responsible for certain actions.

### **8.3. Special Conditions Disclosure**

Disclose any special conditions to students, such as publication constraints, data use limitations, and intellectual property ownership, which might influence their research participation decisions.

### **8.4. Research Data Integrity**

Ensure that research data remains free from malpractices like fabrication and plagiarism, and uphold publication ethics.

### **8.5. Authorship and Acknowledgment**

Refrain from engaging in arrangements where someone else contributes to a publication or thesis without appropriate acknowledgment.

### **8.6. Ph.D. Program Adherence**

Ph.D. supervisors must adhere to ACU PhD guidelines and regulations concerning the Ph.D. program.

### **8.7. Affiliation and Acknowledgment**

Acknowledge affiliation with the university in all publications resulting from collaborative research.

#### **8.8. Confidential Research Arrangements Prohibition**

Do not enter into arrangements to conduct secret research involving students, staff, resources, or facilities.

#### **8.9. Compliance with Regulatory Framework**

Comply with regulatory requirements for research activities with inherent risks, obtain necessary approvals, and inform potentially affected individuals.

#### **8.10. Engagement of Visiting Scholars and Interns**

The policy encourages faculty to host visiting scholars and interns from external organizations. This provides an opportunity for pursuing research and professional interests within campus departments or centers.

#### **8.11. Research Internship Guidelines**

The number of research internships is determined by the department/center based on available resources and infrastructure.

#### **8.12. Applicability to Internship Supervisors**

The above guidelines also apply to supervisors of internship students.

### **9. Career advancement and Salary increment**

#### **9.1 Publication Record**

Faculty members are typically expected to publish their research findings in reputable journals, conferences, or other scholarly outlets. The quantity and quality of publications, including impact factor and citation count, can influence career advancement.

#### **9.2 Research Grants, Patents and Funding**

Securing research grants and funding from external sources, such as government agencies or private foundations, is highly expected. Faculty members who bring in substantial research funding may be recognized and rewarded with salary increments and promotions.

#### **9.3 Research Impact**

The impact of a faculty member's research on their field, society, or policy can also play a significant role. Contributions that lead to advancements in knowledge, changes in practice, or improvements in the community can enhance a faculty member's reputation and career prospects.

#### **9.4 Collaborations**

Collaborative research projects, both within and outside the institution, can be valued. Collaborations can lead to increased research productivity and visibility, which can contribute to career advancement.

### **9.5 Research Guidance**

Faculty members are often evaluated on their research guidance skills, including teaching research methodology and designing research projects, which can affect salary and promotions.

### **9.6 Merit-Based Increases**

ACU offer merit-based salary increases based on a faculty member's overall performance, including research achievements.

## **10. Conflict of Interest**

Every researcher is obligated to disclose any potential conflicts of interest to all pertinent parties that could impact their decisions. This obligation extends to other institutions, agencies, conference organizers, participants in conferences or workshops, as well as journals and publishers

## **11. Research Misconduct**

To uphold the ongoing integrity of research, any instances of research misconduct that deviate from the principles of honesty or contravene University regulations will be addressed. The Vice Chancellor holds the authority to establish a disciplinary committee, headed by the Dean (Research). This committee will conduct an investigation in adherence to university regulations and disciplinary protocols as outlined in the 'Prevention of Malpractices in Research' policy. The Vice Chancellor will serve as the appellate authority in this process.

## **12. Publication Standards**

The University is dedicated to upholding superior research quality by endorsing research publications in esteemed journals that are indexed in prominent databases including Clarivate Analytics (Web of Science), Scopus (Elsevier), and PubMed.

## **13. Intellectual Property Policy**

As per the IPR policy of the University.

## **14. Policy on Plagiarism**

The University has embraced a plagiarism prevention policy in accordance with the UGC's 2017 regulations on 'Promotion of Academic Integrity and Prevention of Plagiarism in Higher Education Institutions'.

## **15. Policy Duration**

The University's research policy will undergo frequent review, incorporating feedback and suggestions from stakeholders.

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