

Shri Yashwantrao Bhonsale
Education Society, Sawantwadi



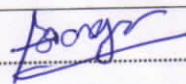
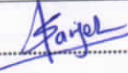
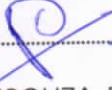
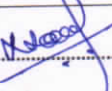
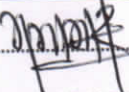
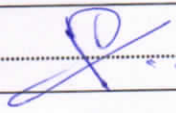
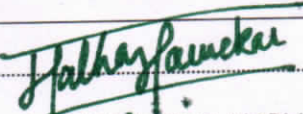
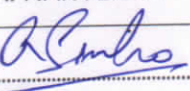
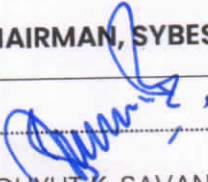
**BHONSALE
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POLICY DOCUMENT

RESEARCH, DEVELOPMENT & INNOVATION POLICY

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1. Introduction

1.1. Purpose:

The purpose of this Research, Development and Innovation (RDI) Policy is to establish a structured framework that fosters a culture of research excellence, innovation and knowledge creation within the higher education institutes (HEIs) under the auspices of Shree Yashwantrao Bhonsale Education Society, Sawantwadi (SYBES).

The aims of the policy are:

- Encourage faculty and students to engage in cutting-edge, high-quality RDI activities.
- Promote interdisciplinary collaborations
- Accelerate industry partnerships.
- Ensure ethical and responsible conduct in research.
- Facilitate the commercialization and societal impact of research outcomes.
- Align research initiatives with national and global priorities especially with Sustainable Development Goals (SDGs) of United Nations.

1.2. Scope:

This policy applies to all RDI activities undertaken within the HEIs under the auspices of SYBES.

It encompasses:

- Fundamental, applied and translational research across all disciplines including pharmaceutical sciences, engineering and technology.
- Innovation, entrepreneurship and technology transfer initiatives.
- Collaborations with academia, industry, government agencies and international HEIs.
- Research funding, grants and intellectual property (IP) management.
- Ethical considerations, compliance and governance of RDI activities.

1.3. Applicability:

The RDI Policy applies to:

- Faculty members and students engaged in research activities.
- Undergraduate, postgraduate and doctoral students involved in RDI projects.
- External collaborators and industry partners engaging in joint research initiatives.

This policy serves as a guiding document to ensure a research-driven ecosystem that contributes to academic excellence, technological advancements and societal development.

2. Definitions/ Abbreviations

Abbreviations	Description
SYBES	Shri Yashwantrao Bhonsale Education Society, Sawantwadi
YBCP	Yashwantrao Bhonsale College of Pharmacy
YBIT	Yashwantrao Bhonsale Institute of Technology
BIPR	Bombay Institute of Pharmacy & Research
RDI	Research Development and Innovation
CEO	Chief Executive Officer
HEI	Higher Education Institute
IPR	Intellectual Property Right
IP	Intellectual Property
RRM	Research Review Meetings
MoU	Memorandums of Understanding
SOPs	Standard Operating Procedures
KPIs	Key Performance Indicators
IQAC	Internal Quality Assurance Cell
AQAR	Annual Quality Assurance Report
IICs	Innovation & Entrepreneurship Cells
TBIs	Technology Business Incubators
IRS	Institute's Research Strategy
NEP	National Education Policy
NISP	National Innovation and Start-up Policy
STIP	Science, Technology and Innovation Policy
WIPO	World Intellectual Property Organization
DST	Department of Science & Technology, India
DBT	Department of Biotechnology, India
STEM	Science, Technology, Engineering and Mathematics
PoC	Proof-of-Concept
AIM	Atal Innovation Mission
IISP	Institutional Innovation & Startup Policy
SDGs	Sustainable Development Goals
TRL	Technology Readiness Level
ANRF	Anusandhan National Research Foundation
AICTE	All India Council for Technical Education
PCI	Pharmacy Council of India
NAAC	National Assessment and Accreditation Council
NBA	National Board of Accreditation
NIRF	National Institutional Ranking Framework
PI	Principal Investigator
ISSN	International Standard Serial Number
ISBN	International Standard Book Number
INR	Indian Rupee (₹)
ERC	Ethics Review Committee
WoS	Web of Sciences
SCI	Science Citation Index
MSME	Micro, Small, and Medium Enterprises
DOI	Digital Object Identifier
NIDHI	National Initiative for Developing and Harnessing Innovations
BIRAC	Biotechnology Industry Research Assistance Council

3. Policy Statements

3.1. Consultancy incentives policy

SYBES's consultancy incentives policy is designed to encourage faculty members and researchers to engage in consultancy services, leveraging their expertise to support industry, government and other organizations while contributing to institutional growth.

3.1.1. Objective

The objectives of the consultancy policy are to:

- Promote collaboration between HEIs under SYBES and external organizations.
- Encourage faculty members and researchers to apply their expertise to real-world challenges.
- Generate additional revenue for the institute and individual researchers.
- Strengthen industry-academia partnerships.

3.1.2. Eligibility

- Full-time faculty members of HEIs under the auspices of SYBES.

3.1.3. Scope of consultancy

Consultancy services may include, but are not limited to:

- Technical and scientific advisory services.
- Feasibility studies and market research.
- Data analysis, modeling and simulation.
- Product development and testing.
- Policy formulation and impact assessment.
- Training programs, workshops and professional development services.

3.1.4. Revenue sharing

- The revenue generated shall be shared as follows:

Sr. No.	Sanctioned amount (INR in Lakh)	Incentives (%)
1.	< 1.0	10
2.	1-5	15
3.	> 5.0	20

- Any direct expenses related to consultancy projects (e.g. material costs, software, travel etc.) will be deducted before revenue sharing.
- Faculty members must ensure that consultancy work does not interfere with academic responsibilities.
- If technical support staff are involved, they may be compensated in an 85:15 ratio between faculty and support staff.
- In consultancies involving multiple faculty members, the faculty share shall be distributed equally among all. Additionally, the appointed coordinator may receive an extra 5% from the faculty share.

- The full consultancy amount shall be credited to the institute's account, after which it will be distributed to the respective faculty members.
- Income earned will be taxable as per prevailing income tax regulations.

3.1.5. IP & confidentiality

- Any IP generated from consultancy projects will be subject to discussion between the HEI and the client organization.
- Faculty and researchers must maintain confidentiality and data security as per contractual agreements.

3.2. Research project grants incentives policy

3.2.1. Objective

The research project grants incentives policy aims to:

- Encourage faculty members and researchers to undertake high-impact research projects.
- Provide financial support to facilitate innovative and interdisciplinary research.
- Enhance the research output of HEIs under the auspices of SYBES.

3.2.2. Eligibility

- Full-time faculty members of HEIs under SYBES.
- Ph.D. scholars, postgraduate and final year undergraduate students under faculty supervision.

3.2.3. Funding scope

The research project grants may be utilized for:

- Procurement of research materials, software and laboratory equipment.
- Hiring research assistants or project staff.
- Fieldwork, data collection and travel for research purposes.
- Publication fees in reputed journals and conference participation.
- Prototype development and proof-of-concept studies.

3.2.4. Funding amount

- The incentive scheme for the faculty worked on sanctioned funded project is as follows:

Sr. No.	Sanctioned amount (INR in Lakh)	Incentives (%) (PI & Co-PI)
1.	< 1.0	7.5
2.	1-5	10
3.	> 5.0	12.5

- If technical support staff are involved, they may be compensated in an 85:15 ratio between faculty and support staff.

- In a sanctioned funded project involving multiple faculty members, the faculty share shall be distributed equally among all. Additionally, the Principal Investigator (PI) may receive an extra 5% from the faculty share.
- The full sanctioned funded project amount shall be credited to the institute's account, after which it will be distributed to the respective faculty members. Income earned will be taxable as per prevailing income tax regulations.
- Periodic meetings for the sanctioned funded project may be conducted to review progress and relevant records shall be maintained by the PI and Co-PI of the project.

3.2.5. IP & commercialization

- IPR(s) arising from funded projects must be shared with the respective HEI.
- Revenue-sharing models (if applicable) will be established between the researcher and the HEI.
- The HEI will facilitate the commercialization and patenting process where applicable.

3.3. Research publications incentives policy

3.3.1. Objective

The research publications incentives policy aims to:

- Promote high-quality research publications among faculty and researchers.
- Encourage publication in reputed journals.
- Enhance the research profile and academic reputation of HEIs under the auspices of SYBES.

3.3.2. Eligibility

- Full-time faculty members of HEIs under SYBES.
- Ph.D. scholars, postgraduate and undergraduate students under faculty supervision.

3.3.3. Funding amount

Incentives provided will be as follows:

Sr. No.	Publications in impact factor of Journal (as per JCR)	Amount (INR)	
		Research	Review
1.	< 1.0	8000/-	6000/-
2.	1-5	15000/-	12000/-
3.	> 5.0	20000/-	16000/-

- If multiple faculty members from the same institute are involved, the first and corresponding author will receive 60%, while the remaining authors will share 40% of the total amount.
- Income earned will be taxable as per prevailing income tax regulations.

3.4. Book and book chapters incentives policy

3.4.1. Objective

The book and book chapter publication incentives policy aims to:

- Encourage faculty members to publish books and book chapters with reputed publishers (such as Springer, Elsevier, Taylor & Francis, Wiley etc.).
- Promote knowledge dissemination through academic and professional publications.
- Enhance the research visibility and academic reputation of HEIs under the auspices of SYBES.

3.4.2. Eligibility

- Full-time faculty members of HEIs under SYBES.

3.4.3. Funding Scope

Incentives and funding may be provided for:

- Covering expenses related to ISBN registration, editing, proofreading and indexing.
- Compensate with open-access publishing charges.
- Translation of books or chapters into other languages for wider dissemination.

3.4.4. Funding Amount

- The funding amounts to be supported are capped as outlined in the table below:

Sr. No.	Publisher	Amount (INR)	
		Per book	Per book chapter
1.	International	15000/-	1500/-
2.	National	10000/-	1000/-

- If multiple faculty members from the same institute are involved, the first and corresponding author will receive 60%, while the remaining authors will share 40% of the total amount.
- Income earned will be taxable as per prevailing income tax regulations.

3.5. IPRs generation incentives policy

3.5.1. Objective

The IPR generation incentives policy aims to:

- Encourage faculty members and researchers to protect their innovations and research outcomes through patents, copyrights and trademarks.
- Support the filing and commercialization of IP.
- Enhance the research-driven innovation ecosystem within HEIs under the auspices of SYBES.

3.5.2. Eligibility

- Full-time faculty members of HEIs under SYBES.

- Ph.D. scholars, postgraduate and undergraduate students under faculty supervision.

3.5.3. Funding scope

Incentives and funding may be provided for:

- Filing fees for patents, copyrights, trademarks and industrial designs at national and international levels.
- Expenses related to prior-art search, drafting and legal consultation.
- Fees for examination, maintenance and prosecution of patents.
- Support for technology transfer and commercialization efforts.
- Prototype development for patentable inventions.

3.5.4. Funding amount

- The funding amounts to be supported are capped as outlined in the table below:

Sr. No.	Type of IPR	Amount (INR)	
		Published	Granted
1.	Patent	10000/-	15000/-
2.	Industrial design/ copyright	5000/-	12500/-

- If multiple faculty members from the same institute are involved, the first and corresponding author will receive 60%, while the remaining authors will share 40% of the total amount.
- Additional incentives may be offered for granted patents and successful commercialization.
- Income earned will be taxable as per prevailing income tax regulations.

3.5.5. Ownership & commercialization

- IP generated shall be shared between the inventor and the affiliated HEI.
- Revenue-sharing models (if applicable) will be discussed between the researcher and the HEI.
- The HEI will assist in licensing, commercialization and industry collaboration for IP utilization.
- Ethical and legal compliance with IPR policies is mandatory for incentive eligibility.

3.6. Poster/paper presentations and conference delegation incentive policy

3.6.1. Objective

The poster/paper presentations and conference delegation incentives policy aims to:

- Encourage faculty members and researchers to actively participate in national and international conferences.
- Support the dissemination of research findings through paper and poster presentations.

- Facilitate networking and collaboration opportunities with researchers, academicians and industry experts.
- Enhance the research visibility and academic reputation of HEIs under the auspices of SYBES.

3.6.2. Eligibility

- Full-time faculty members of HEIs under SYBES.
- Each faculty member is eligible to apply for this scheme once per year for an Indian location and once every three years for an international location.

3.6.3. Funding scope

Incentives and funding may be provided for:

- Conference registration fees for presenting papers or posters.
- Travel and accommodation expenses. 50% of travel expenses for abroad contributed by institute.
- Manuscript/ abstract preparation and submission fees for conference proceedings (if applicable).
- Expenses related to conference materials (e.g. printing posters, presentation etc.).

3.6.4. Funding amount

- The funding amounts to be supported are capped as outlined in the table below:

Sr. No.	Location of event	Amount for registration (INR)
1.	India	5000/- maximum or registration whichever is maximum
2.	Abroad	25000/- maximum or registration whichever is maximum

- Income earned will be taxable as per prevailing income tax regulations.
- Additional incentives may be granted for best paper/poster awards or keynote presentations.

3.6.5. Compliance & acknowledgment

- The researcher must acknowledge the affiliated HEI in the conference presentation and proceedings.
- The HEI reserves the right to verify the authenticity and impact of the conference before approving incentives.
- A post-conference report and a session on key learnings and research impact for other colleagues in the HEI may be required for the final reimbursement.

3.7. External recognition incentives policy

3.7.1. Objective

The external recognition incentives policy aims to:

- Encourage faculty members and researchers to contribute as invited speakers, keynote speakers, chairman of the scientific session or panelists at prestigious academic, research and industry forums.
- Recognize and reward individuals who enhance the institutional reputation through expert talks.
- Promote knowledge exchange and interdisciplinary collaboration.

3.7.2. Eligibility

- Full-time faculty members of HEIs under SYBES.

3.7.3. Funding scope

Incentives and funding may be provided for:

- Travel and accommodation expenses for invited speaker engagements.
- Honorarium or token appreciation for high-impact speaking engagements.
- Registration fee (if applicable) for invited speakers at conferences.
- Support for promotional materials (presentation decks, posters etc.).

3.7.4. Funding amount

- The funding amounts to be supported are capped as outlined in the table below:

Sr. No.	Level of invited talk	Amount (INR)
1.	Local	2000/-
2.	National	5000/-
3	International	10000/-

- Income earned will be taxable as per prevailing income tax regulations.

3.7.5. Compliance & acknowledgment

- The speaker must acknowledge the affiliated HEI in their presentation.
- A post-event report highlighting key discussions and institutional impact may be required.
- The HEI reserves the right to verify the authenticity and significance of the event before approving incentives.

4. Roles and Responsibilities

4.1. Stakeholders involved

The stakeholders involved in RDI activities are from researcher students to Executive Chairman as depicted in following organogram.

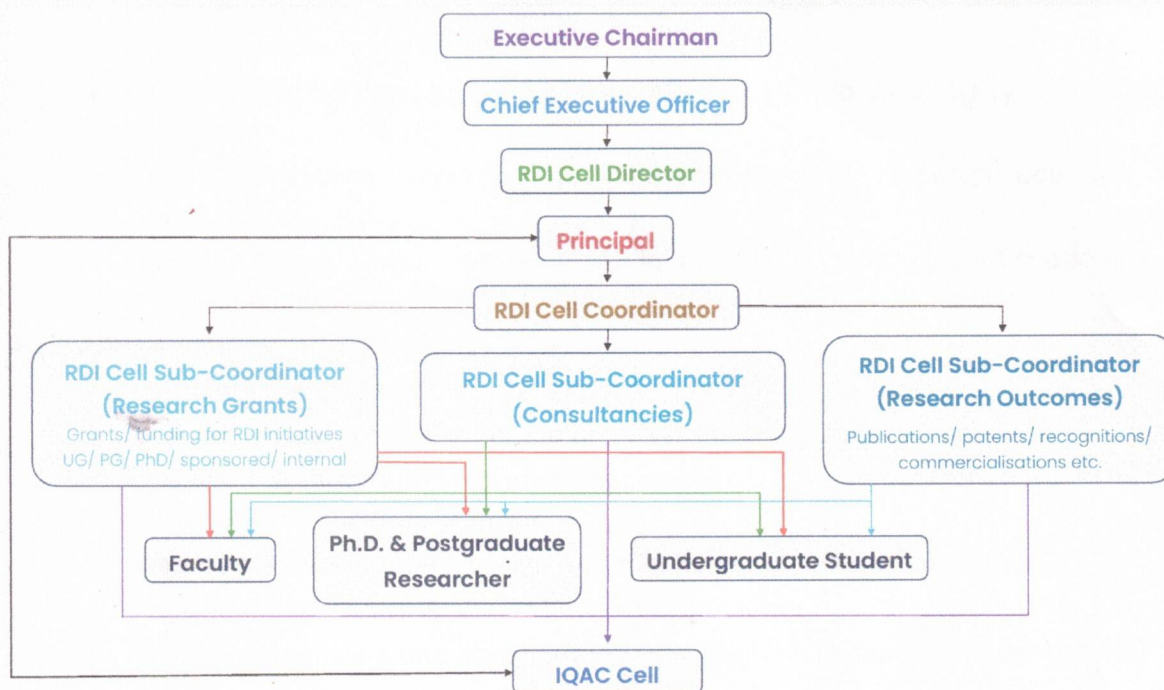


Figure 1: Organogram of RDI activities in HEIs under the auspices of SYBES

4.2. Specific duties and accountabilities

4.2.1. Executive chairman

- Provide strategic leadership for research and innovation.
- Allocate resources (funding, infrastructure and human capital) for research activities.
- Extend support in establishing research centers, incubators and industry collaborations.
- Approve research policies, funding allocations and institutional collaborations.
- Oversee compliance with government research policies and funding regulations.
- Promote initiatives for international research collaborations.

4.2.2. Chief executive officer

- Ensure the formulation, approval and implementation of research policies in compliance with institutional and regulatory standards.
- Align research initiatives with the HE's vision, mission and academic goals.
- Secure funding, infrastructure and essential resources to support research activities.
- Ensure strict adherence to ethical guidelines and regulatory requirements in all research endeavours.
- Facilitate collaborations with academic institutions, industries and government bodies to enhance research opportunities.

- Oversee research progress, assess its impact and implement necessary improvements.
- Support faculty and student research through training, incentives and funding opportunities.
- Promote research commercialization, patents and technology transfer to maximize societal and economic benefits.
- Establish mechanisms to uphold high research standards, integrity and quality assurance.
- Ensure transparent reporting and dissemination of research activities to stakeholders.
- Foster a strong research culture within the HEI, encouraging innovation and knowledge creation.

4.2.3. RDI cell director

- Formulate the HEI's research strategy and innovation roadmap.
- Establish research centers, incubators and industry collaborations.
- Oversee the establishment and enhancement of research excellence within the HEIs under the auspices of SYBES.
- Assist in the development, review and monitoring of research activities.
- Manage the disbursement of institute research funds.
- Facilitate networking and collaboration to strengthen research and consultancy.
- Drive initiatives in emerging areas of RDI.
- Monitor research performance, publications, patents and outcomes.
- Represent the SYBES in government and industry research forums.
- Ensure alignment of the research agenda with national and global policies.

4.2.4. Principal

- Ensure smooth implementation of the R&D policy within the HEI.
- Encourage faculty to engage in research within their expertise.
- Safeguard and promote the commercialization of the HEI's IP.
- Provide RDI opportunities to enhance faculty expertise and teaching relevance.
- Develop research-friendly infrastructure to improve the quality and impact of R&D.
- Set priorities and monitor research output for quality and effectiveness.
- Oversee proper utilization of research funds.
- Support faculty and students in applying for research grants and projects.
- Establish ethics committees and research advisory boards.
- Encourage a research-oriented curriculum and promote industry-academic partnerships.
- Facilitate national and international Memorandums of Understandings (MoUs) with research bodies.

4.2.5. RDI cell coordinator of the HEI

- Act as a liaison between faculty, students and college administration for research initiatives.
- Identify research funding opportunities (UGC, DST, AICTE, ICSSR, ICMR, SERB etc.).
- Implement effective mechanisms for RDI policy execution.
- Monitor and evaluate RDI performance across individuals, groups and departments, maintaining a research database.
- Design incentive schemes to promote research among faculty and students.
- Establish partnerships and secure funding from industries and research HEIs.
- Ensure adherence to the code of research ethics, ethical standards, plagiarism policies and research guidelines.
- Organize RDI cell meetings and research review meetings (RRM).
- Publish the annual RDI newsletter through institutional research committee.
- Organize workshops, seminars and faculty development programs.
- Develop manuals and standard operating procedures (SOPs) relevant to their department for standardized processes.
- Maintain records of research publications, patents and funded projects.

4.2.6. RDI cell sub-coordinator (consultancies)

- Facilitate and promote consultancy services between the HEI and industries, government bodies and research organizations.
- Identify potential consultancy opportunities and connect faculty experts with external stakeholders.
- Assist in drafting agreements, MoUs and contracts for consultancy projects.
- Ensure compliance with institutional policies and financial regulations.
- Monitor project execution, deliverables and financial transactions.
- Encourage faculty participation and develop strategies to enhance consultancy revenue.

4.2.7. RDI cell sub-coordinator (research grants)

- Identify and facilitate research grant opportunities from government, industry and private organizations.
- Assist faculty and researchers in grant proposal writing and submission.
- Ensure compliance with funding agency guidelines and institutional policies.
- Monitor and track grant utilization, reporting and project progress.
- Liaise with funding bodies for approvals, extensions and financial disbursements.
- Support capacity-building initiatives like workshops on grant writing and funding strategies.

4.2.8. RDI cell sub-coordinator (research outcomes)

- Monitor and document research publications, patents and innovations.
- Evaluate the impact of research activities and ensure quality standards.
- Encourage faculty and students to publish in high-impact journals and conferences.

- Facilitate IPRs, patent filing and technology transfer.
- Prepare periodic reports on research contributions and achievements.
- Promote interdisciplinary collaboration to enhance research impact.

4.2.9. Faculty researchers

- Conduct high-quality research, publish papers and apply for patents.
- Guide students in research projects and thesis work.
- Collaborate with industry and other HEIs for joint research projects.
- Apply for government and private research grants.
- Uphold ethical research practices and mentor young researchers.

4.2.10. Students (undergraduate, postgraduate, Ph.D. scholars)

- Actively participate in research projects, internships and innovation programs.
- Publish research findings in journals, conferences and symposiums.
- Develop start-ups, prototypes and innovative solutions under faculty guidance.
- Adhere to ethical research guidelines and plagiarism policies.
- Engage in inter-institutional and international research collaborations.

4.2.11. External collaborators (industry, government agencies, NGOs, research institutions)

- Provide funding, technical support and real-world problem statements for research.
- Facilitate knowledge exchange through guest lectures, internships and live projects.
- Offer guidance for technology transfer, commercialization and product development.
- Co-author research papers, patents and innovation projects with faculty and students.
- Support joint research labs, incubators and innovation centers.

4.2.12. IQAC cell

- Assessing research quality to ensure alignment with institutional goals, rigor and ethical standards through regular reviews.
- Identifying research priorities by analyzing institutional and societal needs for impactful research.
- Enhancing infrastructure by upgrading facilities, equipment and resources for high-quality research.
- Strengthening collaborations through interdisciplinary research, academic partnerships and industry ties.
- Ensuring ethical practices by enforcing compliance with ethical guidelines and policies.
- Leveraging data-driven insights to analyze research trends and report findings in the AQAR.

5. Procedures

5.1. Step-by-step process

The step-by-step generic process for all the incentive schemes is as depicted in following figure:

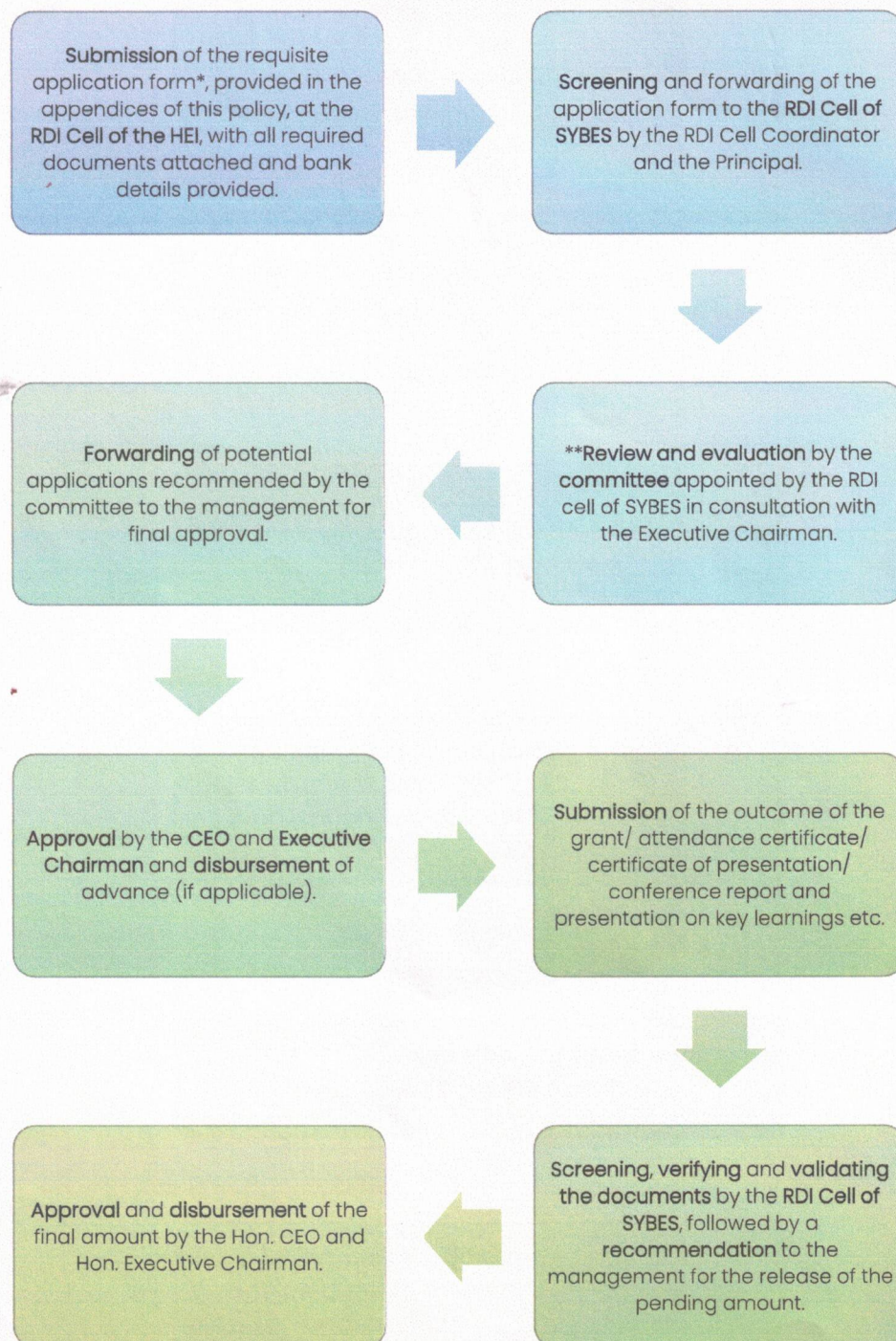


Figure 2: Generic version of step-by-step process of all schemes under RDI policy

Note: *Annexure-F (application for attending the conference...) must be submitted one month prior to the date of the conference. **The RDI Cell of SYBES will hold meetings once every month and as needed, in consultation with the Executive Chairman.

5.2. Guidelines for implementation

The guidelines for implementation of all the incentive schemes under RDI initiatives are as depicted in following figure:

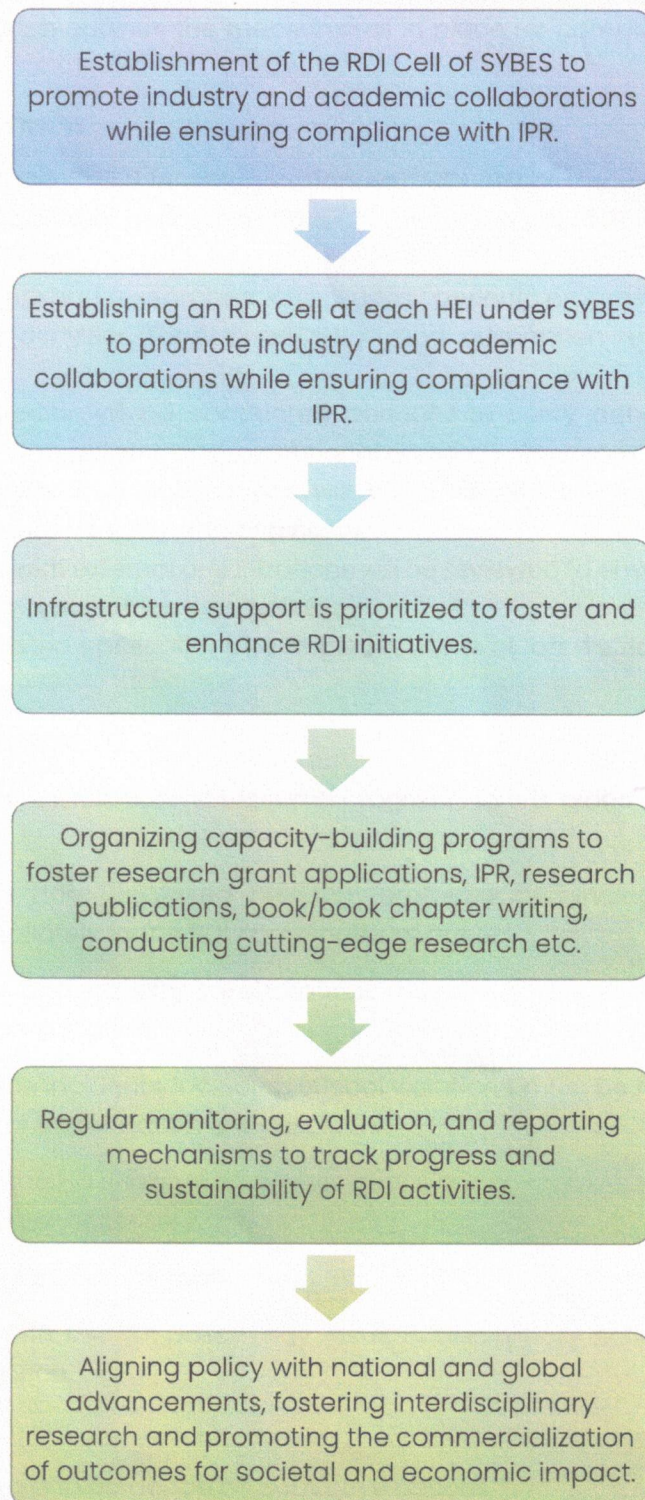


Figure 3: Generic version guidelines for implementation of all the incentive schemes under RDI policy of SYBES

6. Compliance and Enforcement

6.1. Monitoring and reporting

Ensuring adherence to the RDI policy requires systematic monitoring and accurate reporting. This section outlines the mechanisms in place for compliance assessment and enforcement.

6.1.1. Monitoring mechanisms

- The RDI cell of the SYBES in collaboration with RDI cell of the HEI and institutional leadership, will conduct periodic reviews (2 times in a year) of RDI activities, projects and collaborations.
- Faculty members and researchers must submit periodic progress reports detailing their research activities, funding utilization and publication records in a timely manner.
- Compliance audits will be conducted annually to verify adherence to ethical guidelines, funding policies and institutional research standards.
- Research projects and publications will be subjected to plagiarism detection software to ensure integrity and originality.
- Collaborations with external organizations will be reviewed to ensure they align with the HEI's research objectives and policies.
- Multiple & repeated applications by single faculty evaluated strictly for genuinity & significance

6.1.2. Reporting requirements

- Faculty members must submit research progress reports biannually to the RDI cell of the HEI.
- Any deviations from approved research protocols or funding terms must be reported immediately to the RDI coordinator of the HEI.
- External grants and industry collaborations must be documented and submitted for review before initiation.
- Non-compliance incidents, including ethical violations, must be reported to the RDI cell of the HEI for investigation and resolution.
- The RDI Cell of the HEI shall report any violations or non-compliance to the RDI Cell of SYBES for further necessary action.

6.2. Consequences of non-compliance

Non-compliance with the RDI policy may result in disciplinary actions based on the severity of the violation.

6.2.1. Minor violations

- Written warning and guidance on corrective actions.
- Temporary suspension of research incentives or funding.
- Mandatory training on research ethics and compliance.

6.2.2. Major violations

- Revocation of research grants or funding support.
- Disqualification from submitting new research proposals for a defined period.
- Public retraction of published work in case of academic misconduct.

6.2.3. Severe Violations

- Suspension or termination of research activities.
- Legal action in cases involving fraud, plagiarism or intellectual property theft.
- Disciplinary proceedings leading to suspension or termination of employment, subject to institutional policies.

By implementing these monitoring and enforcement mechanisms, all HEI's under the auspices of SYBES ensures that research activities align with its commitment to academic integrity, innovation and compliance with regulatory standards.

7. Review and Revision

7.1. Frequency of review

The policies can be revised annually or as needed in the upcoming meeting of the RDI Cell of SYBES.

7.2. Process for updates

- **Proposal for revision**

If any member of the RDI Cell of SYBES or any HEI under the auspices of SYBES identifies the need to update any content of the policy, they must propose the agenda for discussion in the upcoming meeting.

- **Justification**

The member suggesting the update must provide a detailed explanation and justification for the proposed changes.

- **Discussion & approval**

The proposed updates will be discussed in the meeting. If approved through a resolution, the changes will be finalized.

- **Official implementation**

Once approved, the updated policy will be officially documented and made available for implementation.

8. References

8.1. Related policies/ guidelines

- 8.1.1. Harvard university research policies – for funding, compliance and research integrity.
- 8.1.2. MIT innovation and entrepreneurship policy – for encouraging start-ups and technology transfer.
- 8.1.3. IITs & IISc research & innovation policies – for defining mechanisms for research collaboration, patents and start-up incubation.
- 8.1.4. Department of science & technology, India (DST) – for research grants, financial support to scientific research.
- 8.1.5. Department of biotechnology, India (DBT) – for funds in biotech research.
- 8.1.6. World Bank & UNESCO research funding guidelines – for international research funding references.

8.2. Legal and regulatory requirements

- 8.2.1. Anusandhan National Research Foundation (ANRF) – that aims to foster a culture of research and innovation across the country's universities, colleges, research institutions, and R&D laboratories
- 8.2.2. All India council for technical education (AICTE) – that ensures quality standards in technical institutions and approving new technical courses, colleges, and universities.
- 8.2.3. Pharmacy council of India (PCI) – that regulates pharmacy education and practice in India.
- 8.2.4. National institutional ranking framework (NIRF) – that ranks higher education institutions (HEIs) across India based on various performance parameters.
- 8.2.5. National assessment and accreditation council (NAAC) – that assess and accredit higher education institutions (HEIs) based on quality parameters.
- 8.2.6. National board of accreditation (NBA) – that accredits technical education programs in engineering, management, pharmacy, and other professional fields.
- 8.2.7. National education policy (NEP) 2020 – that encourages multidisciplinary research, innovation and industry collaboration.
- 8.2.8. National innovation and start-up policy (NISIP) 2019 – that provides guidelines for promoting entrepreneurship and innovation in higher education.
- 8.2.9. Science, technology and innovation Policy (STIP) 2020 – that focuses on strengthening research, technology transfer and innovation ecosystems.
- 8.2.10. UGC guidelines for research & development in HEIs – that defines research ethics, funding mechanisms and faculty incentives.
- 8.2.11. World Intellectual Property Organization (WIPO) Framework – that governs global IP regulations.
- 8.2.12. India's IPR Policy – that encourages academic HEIs to develop robust patent filing mechanisms.

9. Appendices

9.1. Additional resources

9.1.1. SYBES's institute's research strategy (IRS)

The IRS of SYBES ensures that the HEIs under the umbrella of SYBES fosters innovation, contributes to knowledge creation and aligns with national and global research priorities. The key components of SYBES's IRS are:

1. Establishing research priorities

- Focus on high-impact areas aligned with national and global challenges.
- Promote interdisciplinary and translational research to address real-world problems.
- Encourage research in science, technology, engineering and mathematics (STEM), social sciences, humanities and applied fields.

2. Strengthening Research Infrastructure

- Develop state-of-the-art laboratories, research centers and innovation hubs.
- Ensure access to digital libraries, high-end software and research databases.
- Invest in cutting-edge technology to support advanced research.

3. Enhancing Research Funding & Collaborations

- Actively seek grants from government agencies (UGC, DST, AICTE, ICSSR etc.), industries and international bodies.
- Establish MoUs and partnerships with research HEIs and industries for joint projects.
- Promote consultancy projects, technology transfer and start-up incubation.
- Encouraging faculty & student research
- Provide seed funding, fellowships and incentives for faculty and student researchers.
- Organize workshops, training programs and conferences to enhance research capabilities.
- Encourage publication in high-impact journals and filing of patents.

5. Ensuring Research Integrity & Ethics

- Implement strict plagiarism policies and promote responsible research practices.
- Establish an Ethics and Research Review Committee to oversee compliance.
- Encourage open-access research and data-sharing initiatives.

6. Monitoring & Evaluating Research Impact

- Set clear key performance indicators (KPIs) for research output, citations, patents and industry collaborations.
- Conduct annual research audits and assess institutional research progress.
- Recognize and reward outstanding research contributions.
- By integrating these elements, SYBES wishes to drive impactful research, enhance academic excellence and contribute to societal and industrial advancements.

9.1.2. SYBES's innovation roadmap

The roadmap focuses on research-driven innovation, industry collaboration and commercialization of ideas.

1. Establishing an innovation ecosystem

- Set up IICs and TBIs.
- Promote interdisciplinary collaboration to solve real-world problems.
- Develop a culture of creativity through hackathons, ideathons and research challenges.

2. Strengthening R&D infrastructure

- Create state-of-the-art labs, digital libraries and prototyping centers.
- Provide access to AI, internet of things (IoT), blockchain, biotech and sustainable energy technologies.
- Encourage faculty and students to develop proof-of-concept (PoC) projects.

3. Promoting start-ups & entrepreneurship

- Establish start-up incubators and provide seed funding for student and faculty-led ventures.
- Develop structured entrepreneurship programs, mentorship and industry networking.
- Create IPR & patent support cells to protect and commercialize innovations.

4. Strengthening industry & government collaborations

- Develop MoUs with industries, research HEIs and government bodies.
- Facilitate internships, live projects and technology transfer agreements.
- Align innovation projects with national priorities like Smart Cities, Digital India and Make in India.

5. Implementing funding & grant opportunities

- Leverage government schemes like AIM, NIDHI, BIRAC grants etc.
- Encourage faculty and students to apply for international research grants and funding from venture capitalists.
- Set up an Institute innovation fund for supporting new ideas and research projects.

6. Ensuring policy framework & ethical practices

- Implement IISP as per AICTE guidelines.
- Encourage ethical research practices, sustainable innovations and green technologies.
- Develop SOPs for innovation management and commercialization.

7. Measuring Impact & Continuous Improvement

- Establish KPIs to track innovation outputs.
- Conduct annual innovation summits, R&D audits and student innovation expos.
- Recognize and reward top-performing innovators, faculty and student entrepreneurs.

9.1.3. Code of research ethics of SYBES

This code of research ethics ensures that research conducted within the HEI under the auspices of SYBES adheres to the highest ethical standards, fostering integrity, accountability and respect for all stakeholders.

1. Core ethical principles

1.1. Integrity

- Honesty, transparency, and objectivity must be upheld in all research activities.
- Data must not be falsified, fabricated or manipulated.

1.2. Academic freedom & responsibility

- Researchers may freely explore new ideas while ensuring societal benefit.
- Any potential risks must be minimized and ethical concerns must be addressed.

1.3. Respect for human and animal subjects

- Research with humans must ensure informed consent and confidentiality.
- Research involving animals must follow CCSEA guidelines.

1.4. Plagiarism & authorship

- Researchers must properly acknowledge sources and contributors.
- Plagiarism, self-plagiarism and ghost authorship are strictly prohibited.

1.5. Conflict of interest

- Any financial, personal or professional conflicts of interest must be disclosed.
- Objectivity must be maintained in research funding and publishing.

1.6. Data management & confidentiality

- Data must be stored securely and shared responsibly.
- Personal or sensitive information must be protected.

1.7. Responsible publication & peer review

- Research findings should be published in reputable journals and conferences.
- Peer reviewers must give unbiased, constructive feedback while ensuring confidentiality.

2. Ethical research conduct

2.1. Research misconduct

Misconduct includes but is not limited to:

- Fabrication, falsification and plagiarism.
- Undisclosed conflicts of interest.
- Breaches of confidentiality and misuse of research funds.

2.2. Institutional oversight

- An ERC will oversee research proposals involving human and animal subjects.
- Research must comply with national and international ethical guidelines.

2.3. Reporting violations

- Any breaches of research ethics must be reported to the ERC.
- Whistle-blowers will be protected under institutional policies.

9.1.4. KPIs of RDI initiatives in HEIs under the umbrella of SYBES

1. Research output & impact

- Number of research papers published in peer-reviewed journals, per faculty of the HEI.
- Citation metrics including citation index and impact factor of publications.
- Number of patents filed, granted and commercialized.
- Number of books, chapters and conference proceedings authored, per faculty of the HEI.

2. Funding & grants

- Amount of research funding secured from external agencies.
- Number of funded research projects (government, industry or private).

3. Innovation & technology transfer

- Technology readiness level (TRL) of the research undertaken in the HEI.
- Number of innovations, prototypes and technology developments.
- Number of collaborations with industries for technology transfer.
- Revenue generated from IP and commercialization.

4. Collaboration & partnerships

- Number of national and international research collaborations.
- Industry-academia partnerships and joint research projects.
- Participation in research consortia, networks and exchange programs.

5. Capacity building & human resource development

- Number of PhD and postgraduate research scholars enrolled and graduated.
- Training programs, workshops and skill development initiatives conducted.
- Faculty and researcher participation in conferences, seminars and symposia.

6. Societal & economic impact

- Research contributions addressing societal challenges and sustainable development.
- Employment generation through research and innovation projects.
- Policy recommendations and contributions to government and industry practices.

7. Institutional recognition & benchmarking

- National and international rankings related to research and innovation.
- Awards and recognitions received by researchers and the HEI.
- Performance comparison with peer HEIs in RDI metrics.

9.2. Templates and forms

9.2.1. Consultancy incentives application form (Appendix-A)

Applicant's name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Title of the project:	
Name, address & contact details of organisation/ person to whom consultancy is provided:	
Type of work for which consultancy is provided:	
Scope of work:	
Consultancy start date:	
Consultancy end date:	
HEI's facilities used:	
Revenue generated (in INR):	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the

RDI cell SYBES:

RDI Director

CEO

Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

9.2.2. Research grants (government, non-government and industrial projects) incentives application from (Appendix-B)

Applicant's (PI & Co-PI) name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Title of the project:	
Name, address & contact details of organisation providing funding:	
Type of work:	
Plan of work (In short):	
Scope of work:	
Duration of work:	
Tentative start date:	
Tentative end date:	
HEI's facilities used:	
Funding amount received/ sanctioned (In INR):	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the
RDI cell SYBES:

RDI Director

CEO

Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

9.2.3. Research publications incentives application from (Appendix-C)

Applicant's name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Nature of publication (research/ review):	
Name of the journal:	
Journal is indexed in:	SCI/ WoS/ SCOPUS/others
Publisher:	
Impact factor:	
Type of journal (national/ international):	
Paid/ unpaid journal (specify):	
Are you a first/ corresponding author?	
Are you a co-author?	
Please cite the research paper with the DOI (attach hard copy with this application):	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the
RDI cell SYBES:

RDI Director

CEO

Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

9.2.4. Book and book chapters incentives application from (Appendix-D)

Applicant's name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Title of the book/ book chapter:	
Publishers detailed address:	
Link to purchase:	
Are you a first/ corresponding author?	
Are you a co-author?	
Mention names of all co-authors:	
Please cite your book/ book chapter with DOI:	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the
RDI cell SYBES:

RDI Director

CEO

Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

9.2.5. IPRs incentives application from (Appendix-E)

Applicant's name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Title/ description of invention:	
Type of work:	
Plan of work (In short):	
Scope of work:	
Duration of work:	
TRL of the invention:	
Institute facilities to be used:	
Revenue generated (In INR):	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the _____

RDI cell SYBES: _____

RDI Director

CEO

Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

9.2.6. Poster/paper presentations/ conference delegation incentives application from (Appendix-F)

Applicant's name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Title of the event:	
Name, address & contact details of organising body:	
Type of the event:	
Tentative schedule (in short):	
Your role in the event (poster, paper presenter/ delegate/ specify if any other):	
Funding amount proposed (in INR):	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the RDI cell SYBES: _____

RDI Director

CEO

Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

9.2.7. External recognition incentives application from (Appendix-G)

Applicant's name:	
Institute's name:	
Department:	
Designation:	
Email address:	
Mobile number:	
Event title:	
Event type (national/ international level):	
Invited as (invited speakers, keynote speakers, chairman of the scientific session or panelists):	
Title of the expert talk:	
Date and time of the event:	
Location of the event:	
Who organized this event?	
Purpose of the event:	
Did you receive Invitation letter?	
Program or agenda of the event:	
Certificate of participation or appreciation:	
Media coverage (e.g. news articles, photos):	
Applicant's dated signature:	
RDI cell coordinator's name & dated signature with forwarding remark:	
Principal's dated signature & seal of the HEI with forwarding remark:	

Recommendation of RDI cell of SYBES

Status: _____ Approved/ not approved/ suggested revision

Remark by the
RDI cell SYBES:

RDI Director

CEO

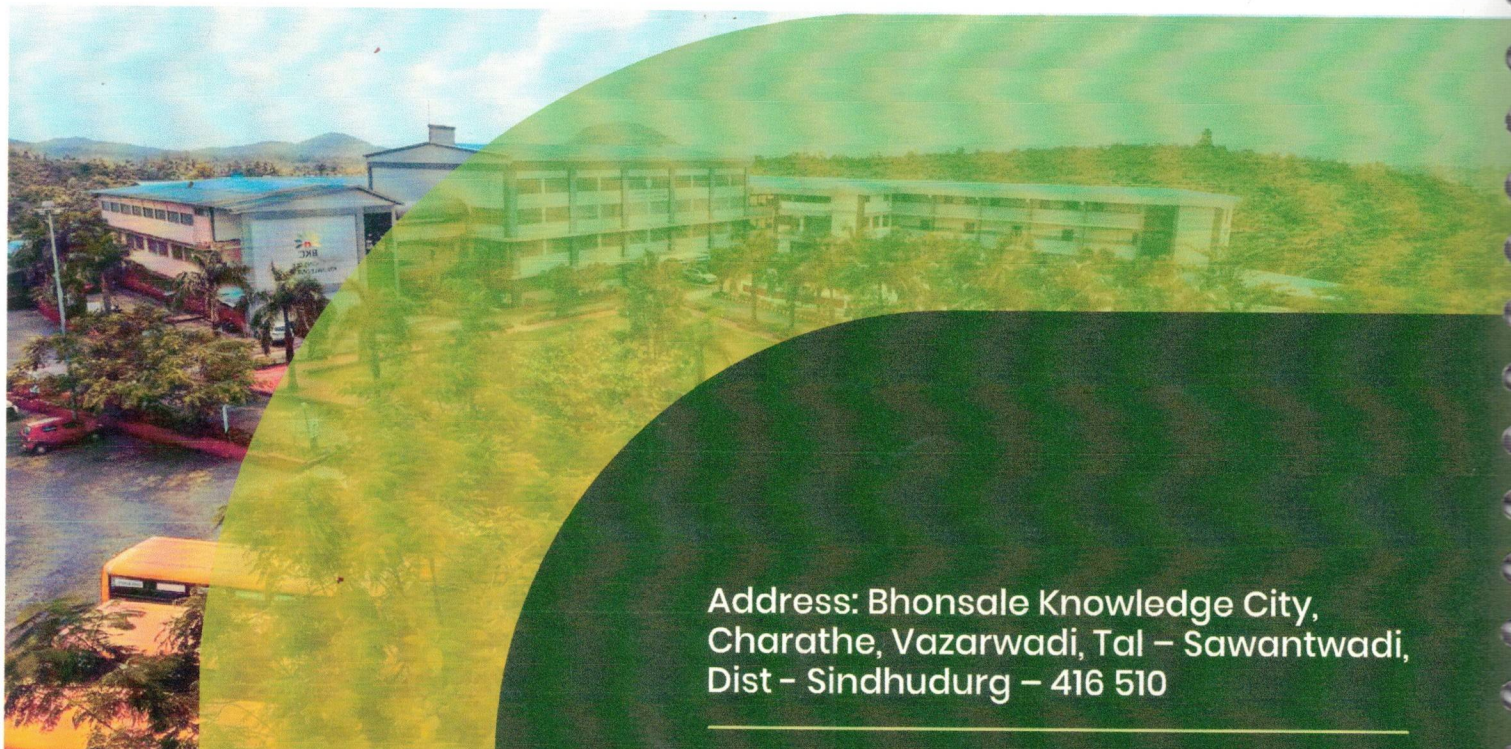
Executive Chairman

Bank details (attach hard copy of cancelled cheque/ passbook):	
Account holder's name:	
Bank name and address:	
IFSC code:	
MICR number:	

Shri Yashwantrao Bhonsale
Education Society, Sawantwadi



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