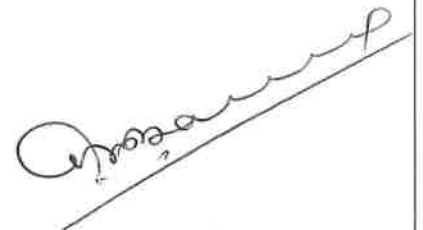


Policy file for Bharathidasan Institute of Management

Policy for Research and Intellectual Contribution



P. Box No. 12, MHD Campus
BHEL Complex, Tiruchirappalli-620014
Tamil Nadu, India
www.bim.edu



**BIM Proprietary and Confidential
(For internal circulation only)**

Table of Contents

1.0 Preamble 3

1.1 Process owner: - Chairperson CFR..... 3

2.0 Minimum Expected Research Output..... 3

The minimum expected output will be aligned to the definition of faculty 3

2.1 Classification of Intellectual Contributions 4

 2.1.1 Research Paper 5

 2.1.2 Case Study Publication..... 6

 2.1.3 Books and Book Chapter Publication 6

 2.1.4 Broad Audience Category 7

 2.1.5. Conference Presentations and Conference Proceedings 7

 2.1.6. Journal Editorship..... 7

 2.1.7 Funded Research Projects..... 8

 2.1.8 Consultancy Projects 8

 2.1.9. Peer-Reviewed Study Materials 9

 2.1.10. Additional ECS 9

3.0 Research Grant..... 9

4.0 Conference Participation Policy..... 9

Annex 01- Statement of Ethics and Scholastic Integrity 11

Annex 02- List of National Conferences. 12

5.0 Document Amendment Report..... 12

Research and Intellectual Contribution Policy

1.0 Preamble

The Bharathidasan Institute of Management (BIM) 's research policy encourages intellectual contributions that are aligned with the school's mission. The policy identifies specific research aims for the coming years and sets the direction for the institute's future intellectual contributions. It provides direction and categorizes the faculty's research outcomes to facilitate their research goals.

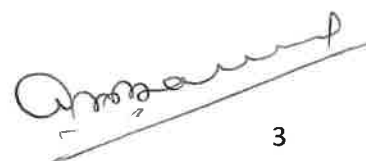
BIM follows the Effort Credit System (ECS). Faculty members are expected to earn ECS by publishing research papers, cases, books, and book chapters, obtaining research grants, and serving on the editorial board.

1.1 Process owner: - Dean-Research/Chairperson-Centre for Research

2.0 Minimum Expected Research Output

The minimum expected output will be aligned to the definition of faculty.

1. **Scholarly Academics (SA):** An 'All But Dissertation' (ABD) faculty member can be considered SA if they have submitted their thesis for review and are awaiting defense. However, they must earn their doctoral degree within a 3-year timeframe.
Fresh doctorates hold their SA status for five years after their PhD, when they must undertake and complete Intellectual Contribution (IC) in areas deemed Discovery Scholarship/Peer peer-reviewed journals. For SA classification maintenance of faculty members who have completed five years post-PhD, the faculty can choose to contribute in IC categories of Discovery Scholarship, Application Scholarship, or Teaching Scholarship. However, among these options, the faculty must contribute at least 2 IC in Peer Reviewed Journals (PRJ) from the BIM Peer Reviewed Publication List over five years. An exception may be granted if a faculty member works on a large project to develop books/monograph writing. Given the substantial volume of work involved, this IC is acceptable instead of PRJ and conference proceedings.
2. **Practicing Academic (PA):** Faculty members who hold a doctoral degree and have industry experience through leadership roles (over seven years of experience), consulting (at least 2 in the past five years), or training programs (at least 3 in the past five years) are classified as PAs.
3. **Scholarly Practitioners (SP):** Faculty with over three years of industry experience and a master's degree or equivalent such as PGDM or a professional degree/certification such as Chartered Accountant, Company Secretary, etc., meet the initial qualification criteria for SP. They maintain their qualification by publishing scholarly work (At least 1 IC within five years) and/or pursuing a doctoral degree. They could also be publishing practice articles in newspapers and magazines.
4. **Instructional Practitioners (IP):** Faculty members with at least five years of industry/professional experience in their areas of expertise and a master's or professional degree possess the qualification for IP. This faculty group focuses on skill development, knowledge application, and training.



2.1 Classification of Intellectual Contributions

Below is a classification of intellectual contributions (IC), with commensurate credit points awarded based on effort extended towards the IC, in line with the school's effort credit system.

Rules and Regulations: Incentive Policy

- The research work published with BIM's name in affiliation will only be considered for incentives.
- To encourage the faculty and consider the long turnaround period between acceptance and publication of the paper, the paper published or accepted shall be claimed only once (either the year of acceptance or publication).
- For accepted papers, the faculty must give the undertaking and submit a copy of the letter of acceptance, digital object identifier, and published print or galley proof (pre-print) along with the application for incentive.
- Faculty must publish preferably in their field. In the case of inter-disciplinary journals, one of the areas covered must be in the faculty's domain. Journals that are irrelevant to management and economics will not be accepted.
- Predatory journal publication will not be considered for incentive.
- Application for incentives must be submitted to the Director's Office with sufficient proof of copies.
- A maximum of fourth-order authors will be allowed per publication for the incentives, while more authors may write the paper. Order of authorship and incentives in (parentheses) will be: 1st (100%), 2nd (50%), 3rd (33%), 4th (25%). Acknowledgement of contribution (of the claimant(s)) from other authors shall be provided in the case of journals following alphabetical order of authorship and in the case of co-authorship. If the authors state that all contribute equally to the paper, incentives will be distributed equally. Also, external authors will not be paid any incentives from the institute.
- All Faculties and Students must submit an undertaking of Statement of Ethics and Scholastic Integrity (See Annexure 01).
- Suppose any allegations of misconduct in research work are found to be true during or after the application process, appropriate disciplinary action will be taken, including recovering any incentive paid to the claimant(s).
- It is mandatory to have at least one A* or A or two B-category publications in the ABDC journal list to be eligible for consideration for promotion to the next grade. The publication should be within two years of the consideration with BIM affiliation.
- Such payments shall be made only when the faculty is involved in the company's role. If the faculty chooses to separate from the company, all such grants will be canceled immediately, and the faculty will not be entitled to claim such grants.
- If the publication is co-authored with the students as an outcome of RI/SIP/CIP/ or other coursework, faculty will be entitled to total ECS. Still, the research Grant amount will be divided by the number of authors (only faculty).

2.1.1 Research Papers

Category	A * of ABDC/ 4 in ABS	A of ABDC list/ 3 in ABS	B of ABDC/ 2 in ABS	C of ABDC/ Scopus Q1/ 1 in ABS	Scopus/ WoS	Journals of AACSB and EQUIS-accredited schools/UG C care/Peer Reviewed Journal
Effort Credits	10	8	4	2	2	1
Remarks	a) Research grant of INR 600000 b) Full effort credits of 10 to be given to each of the authors.	a) Research grant of INR 400000 b) Full effort credits of 8 to be given to each of the authors.	a) Research grant of INR 200000 b) Full effort credits of 4 to be given to each of the authors.	a) Research grant of INR 75000 with a minimum of INR 25,000/- each should there be a greater number of authors. b) Effort credits of 2 to be divided by the number of authors.	a) Research grant of INR 50000 with a minimum of INR 25,000/- each should there be a greater number of authors. b) Effort credits of 2 to be the number of authors.	a) No research grants b) Effort credits of 1 to be divided by the number of authors.

Note:

- i) If the paper is not the faculty member's Ph.D. thesis work and is written jointly with the supervisors, then the concerned faculty members will get 80% effort credits.
- ii) If the publication is from the student's Ph.D. thesis, the faculty supervisor will receive 20% effort credits.
- iii) Any patents granted will be treated as par with the ABDC B category paper.



2.1.2 Case Study Publications

Category	A*	A	B	C
	Harvard	Cases published by Ivey, Babson, Darden, Dartmouth, Kellogg, IIMB	Emerald Emerging Market Case Study, Asian Case Research Journal, Asian Journal of Management Cases, The Case Journal, Vikalpa	ECCH, NACRA
Effort Credits	Only Case -5 Case & Teaching Note-6	Only Case-3 Case & Teaching Note-4	Only Case-2 Case & Teaching Note-3	Only Case-1 Case & Teaching note-2
Remarks	a) Research grant of INR 100000. b) Full effort credits of 5+1=6 to be given to each of the authors.	a) Research grant of INR 50000. b) Effort credit of 3+1=4 points to be divided by the number of authors. c) However, no division if it is coauthored with BIM faculty members/Students.	a) Research grant of INR 20000. b) Effort credits of 2+1=3 to be divided by the number of authors.	a) No research grants. b) Effort credits of 1+1=2 to be divided by the number of authors. c) A maximum of two publications can be considered for effort credits computation in one academic year (Maximum of 2 ECS Credits)

2.1.3 Book and Book Chapter Publications

Category	A	B	C	D
Books and Book Chapters	Books published by reputed Publishers like Pearson, SAGE, Wiley, Oxford, Cengage, PHI, McGraw Hill, Palgrave Macmillan, Springer and Bloomsbury	Books published by publishers other than those mentioned in Category A	Book Chapters in books published by publishers mentioned in Category A or Peer reviewed edited books	Book chapters published by publishers other than those mentioned in Category A
Effort Credits	6	4	2	1
Remarks	a) No research grant. b) Effort credits	a) No research	a) No research	a) No research

	divided by the number of authors.	grant. b) Effort credits divided by the number of authors.	grant. b) Effort credits divided by the number of authors.	grant. b) Effort credits divided by the number of authors.
--	-----------------------------------	---	---	---

2.1.4 Broad Audience Category

Category	A	B	C
	Research reports / Industry reports for national bodies like NITI Ayog, UGC, FICCI, CII, AICTE, ICSSR, DCA, SEBI	Articles published in WSJ, NY Times, Financial Times, The Economist	Articles/ Working papers published in leading Newspapers of India, Professional Journals, and Practitioner Magazines/ BIM reports in collaboration with organizations like NHRDN, AACSB/ EFMD/ EPSI/ AICTE
Effort Credits	3	2	1
Remarks	a) No research grant. b) Effort credits divided by the number of authors.	a) No research grant. b) Effort credits divided by the number of authors.	c) No research grant. d) Effort credits divided by the number of authors. Maximum of 3 ECS credits in one academic year.

2.1.5. Conference Presentation and Conference Proceedings

Category	Research papers presented at international Conferences by reputed international universities, associations, etc. with conference proceedings	Research papers at international/ National Conferences by reputed national universities, institutions, associations, etc. with conference proceedings
Effort Credits	2	1
Remarks	Divided by the number of authors from BIM.	Divided by the number of authors from BIM.

2.1.6. Journal Editorship

Category	Journal Editor/Associate Editor/ Editorial Board member in A/A* Category Journals in ABDC list	Journal Editor/Associate Editor/ Editorial Board Member in B Category Journals in ABDC list	1. Journal Editor/Associate Editor/ Editorial Board member in C Category / Scopus Journals/ Journals of AACSB and Equis institutes/ Journals published by
----------	--	---	---

			reputed publishers like SAGE, Wiley, Elsevier, Emerald, Taylor and Francis (Not in Scopus or ABDC list)/UGC Care with Google Scholar and EBSSCO. 2. Editors of books with ISBN Number
Effort Credits	6	4	2
Remarks	a) Full Effort Credits to the Editor/ Associate Editor. b) 50% to the Editorial Board Member.	a) Full Effort Credits to the Editor/ Associate Editor. b) 50% to the Editorial Board Member. (maximum of 4 ECS)	a) Full Effort Credits to the Editor/ Associate Editor. b) 50% to the Editorial Board Member. (maximum of 2 ECS)

2.1.7 Funded Research Projects

Category	A	B	C
	Research works funded by external agencies with funding greater than Rs. 20 Lakhs	Research works funded by external agencies with funding between Rs.10 to Rs.20 Lakhs	Research works funded by an external agency with funding below Rs.10 Lakhs
Effort Credits	6	4	2
Remarks	Divided by the number of faculty members.	Divided by the number of faculty members.	Divided by the number of faculty members.

2.1.8 Consultancy Projects

Category	Consultancy activities/ Research grant	Mentoring and Anchoring new business ventures in the incubation center
Effort Credits	NA	NA
Remarks	90:10 share between faculty and institute, respectively. Note: Net earnings will be calculated after deducting all direct expenses for completing the consultancy from revenue after tax.	Equity Share as agreed.

In the event of a 70:30 share between faculty and institute or instances of Research Grants like TNCMFP and Focus Block Development Program, each block of INR Five Lacs paid as fees to BIM will accrue one ECS credit. This ECS credit will be equally divided among the faculty (from BIM) involved. Faculty teaching in these programs, paid separately from the usual compensation, are not included in ECS consideration. The faculty

bringing the opportunity and subsequent set of faculty anchoring the program are eligible for the ECS credit alone.

2.1.9 Patent

Category		
Effort Credits	At par with a ABDC B category publication	Each contributor from BIM to get the same ECS credit

2.1.10. Peer-Reviewed Study Materials

Category	Development of simulation or games for courses (Published)	Published Module Notes/ Study Materials
Effort Credits	2	1
Remarks	Divided by the number of authors.	Divided by the number of authors.

2.1.11. Additional ECS

1. Faculty members guiding PhD scholars at BIM or BIM-affiliated or partner Institutions as guides or co-guides will receive 0.2 ECS per year per candidate up to a maximum of 3 students.
2. Faculty members will receive 0.2 ECS for participating as panelists and Keynote speakers in any national-level management event. Session chairs will receive 0.1 ECS. Faculty members can claim ECS for a maximum of three events.
3. Faculty members will get 1 ECS for conducting FDP/MDP for one day (eight hours).

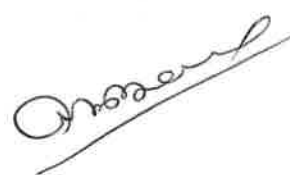
3.0 Research Grant

1. A research grant accumulated can be used for conference participation (other than sponsored top conferences), a self-sponsored faculty development program, payment of journal submission fees, case writing, and conducting research projects.
2. Faculty other than Visiting are eligible for research grants.
3. Research grants accumulated in a financial year can be carried over for the subsequent two years; beyond that, they will lapse.

4.0 Conference Participation Policy

Faculty members interested in attending a seminar/ conference will have to follow the procedure below:

- Fill out the faculty work plan form.
- Give details about the ranking of the association /institute/organization conducting the conference /FDP.



- Benefit to the faculty and the Institute.
- Reason for attending the Seminar/Conference /FDP.
- Submission of the form to the research department for recommendation.

The research department will submit the form to the Director or dean with their recommendation. The director will make the final decision.

1. Eligibility for participating in National Conference:

Faculty members can attend up to three national conferences (From the BIM List of national conferences) **Annex 02** in a block of one calendar year.

- Faculty members up to the level of Associate professor who have submitted a thesis or obtained PhD in the previous year will be eligible to attend three national conferences and one doctoral consortium in a year provided s/he fulfills the following criteria -
 - S/he must have completed one term (10 weeks) and should have taught at least one course. This facility can be availed for a maximum of two years.
- Faculty members (other than those mentioned in point A) will be eligible if they meet the following requirements.
 - Minimum 6 ECS of teaching in the previous academic year.
 - 4 ECS in research and one ABDC 'C' / Scopus/ WoS/SCI /ABS 1/case /2 RI working papers in RI book with ISBN published /accepted in the preceding two years.
- One national conference for newly recruited faculty is subject to the Director's discretion.

2. Eligibility for participating in International Conference: (one in a block of one calendar year)

- Faculty with at least 4 Effort Credit Points through research and at least one publication in ABDC/ Scopus Q1 or Q2/ABS 2 category journal or one Case Study publication in an 'A' Category outlet in the preceding academic year is eligible for international conference.
- Newly recruited faculty can participate at the Director's discretion based on the institute's research priorities.
- Annexure 3 gives the list of international conferences. BIM encourages sponsoring participation only in this select list of international conferences. Before a faculty member can be considered for sponsorship, the paper of the member must be accepted for presentation at these conferences.

3. Acceptance of Paper:

Faculty whose papers are accepted in institute-identified top conferences (the list will be restricted to 15) will be supported by paying registration fees, economy-class airfare, Food, accommodation, and local convenience. Expenses other than these, if applicable, may be bridged through the utilization of a research grant.

Note: The above is subject to the presenting author satisfying the eligibility criteria of 5 Effort Credit Points through research and at least one publication in ABDC/Scopus Q1 or Q2/ABS 2 category journal or one Case Study publication in an 'A' Category outlet in the preceding academic year.

- Suppose a faculty member accumulates 23 Effort Credit points through research in three years. In that case, the concerned faculty member will be eligible to spend one semester or term abroad with BIM's

partner universities.

All cases above must be duly approved by the Director, and the application must be routed through the proper channel.

Note: *ABDC list is the Australian Business Deans Council list.*

B publications by faculty members are required to ensure quality publications by faculty for developing the research ecosystem in the institute and starting the doctoral program.

Annex 01- Statement of Ethics and Scholastic Integrity

- I. The institute has framed the Statement of Ethics and Scholastic Integrity using the Singapore Statement on Research Integrity. Each claimant must sign and submit this statement separately, agreeing to the following responsibilities and the incentive claim application.
- II. I/We take responsibility for the trustworthiness of my/our research. I/We am/are aware of and adhere to regulations and policies related to research.
- III. I/We will employ appropriate research methods, base conclusions on critical analysis of the evidence, and report findings and interpretations thoroughly and objectively.
- IV. I/We will keep clear, accurate records of all research in ways that allow others to verify and replicate their work.
- V. I/We will share data and findings openly and promptly as soon as I/We have had an opportunity to establish priority and ownership claims.
- VI. I/We take responsibility for my/our contributions to all publications, funding applications, reports, and other representations of their research. Lists of authors will include all those and only those who meet applicable authorship criteria. I/We agree not to entertain ghost or guest authorship.
- VII. In publications, I/We will acknowledge the names and roles of those who contributed significantly to the research, including writers, funders, sponsors, and others, but do not meet authorship criteria.
- VIII. I/We will provide fair, prompt, and rigorous evaluations and respect confidentiality when reviewing others' work.
- IX. I/We will disclose financial and other conflicts of interest that could compromise the trustworthiness of my/our work in research proposals, publications, public communications, and all review activities.
- X. I/We will limit professional comments to my/our recognized expertise when engaged in public discussions about the application and importance of research findings and clearly distinguish professional comments from opinions based on personal views.
- XI. I/We will report to the appropriate authorities any suspected research misconduct, including fabrication, falsification, or plagiarism, and other irresponsible research practices that undermine the trustworthiness of research, such as carelessness, improperly listing authors, failing to report conflicting data, or the use of misleading analytical methods.
- XII. I/We will adhere to procedures for responding to misconduct allegations and other irresponsible research practices and protecting those who report such behavior in good faith. When misconduct or other irresponsible research practices are confirmed, appropriate actions will be taken promptly, including correcting the research record.

Name of the Faculty:

Date:

Signature of the Faculty:

Annex 02- List of National Conferences.

Institutions (Indicative list)

1. Conferences of first-generation and second-generation IIMs
2. Conferences of all first-generation and second-generation IITs
3. Conferences of top 10 central and state universities as per NIRF ranking
4. Indian Institute of Science
5. Indian Statistical Institute -Kolkata and Delhi
6. IGIDR, Mumbai
7. Institute of public policy, National Law school of India University
8. National Institute of Public Finance and Policy
9. Indian Institute of Science Education and Research
10. AACSB / EQUIS /AMBA-accredited Business Schools
11. Sectoral Schools, namely TISS, MICA, IRMA
12. BITS Pilani

Management Societies

1. The Indian Econometric Society
2. Indian Economic Association
3. Operation Research Society of India
4. Indian Finance Association
5. Market Research Society of India
6. SHRM India
7. HR Association of India
8. National Association of Psychological Sciences
9. Association of Indian Management Scholars
10. Association of Information Systems Indian Chapter
11. Association of International Business Indian Chapter
12. Strategic Management Society – India
13. INDAM

Annexure 3- List of International Conference

The following is the list of International Conference

1. AOM (Academy of Management) Conference
2. American Finance Association Annual Meeting
3. American Marketing Association Summer and Winter Educators' Conference

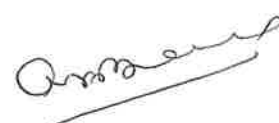
4. American Marketing Association SERVSIG Conference
5. ANZMAC (Australia New Zealand Marketing Academy's Conference)/ ANZAM (Australia New Zealand Academy of Marketing)
6. EMAC (European Marketing Academy's Conference)
7. AMA Marketing and Public Policy Conference
8. Annual Conference of the International Communication Association
9. Productions and Operations Management (POMS) Annual Conference
10. IIE (Institute of Industrial Engineering, USA) Annual Conference
11. World Congress of the International Economic Association (IEA)
12. Global Finance Conference
13. Conference on Financial Markets and Corporate Governance
14. International Conference on Economics and Finance Research
15. SIOP (Society of Industrial and Organizational Psychology), organized by the American Psychological Association
16. International Conference for Production Research (ICPR)
17. International Conference of the System Dynamics Society
18. EurOMA (European Operations Management Association) Conference
19. INFORMS (The Institute for Operations Research and Management Science) Annual Meeting
20. Conferences aligning with BIM's positioning and conducted by FT20 ranked institutes, besides Harvard Business School, Stanford, MIT, Chicago Booth, and Kellogg School of Management. This will be notified by the Director's office appropriately.

5.0 Document Amendment Record

S. No.	Existing Policy	Revised Policy
1	Preamble	1.0 Edited
2	Was not included	2.0 Minimum Expected Research Output: Faculty Classification as per AACSB
3	A maximum of three authors will be allowed per publication to be eligible for the incentive. Order of authorship and incentives (in parentheses): 1st (100%), 2nd (50%), 3rd (25%). In case of all authors being internal, equal distribution of incentive will be given. In cases of having external authors, order of authorship as described in sentence two in (g) will be considered. Acknowledgement of contribution (of the claimant(s)) from other authors shall be provided in the case of journals following alphabetical order of authorship and/or in the case of co-authorship. No incentive will be provided for publication along with an in-house scholar/student as a supervisor. Also, external authors will not be paid any incentives from the institute.	A maximum of fourth-order authors will be allowed per publication for the incentives, while more authors may write the paper. Order of authorship and incentives in (parentheses) will be 1 st (100%), 2 nd (50%), 3 rd (33%), 4 th (25%). Acknowledgement of contribution (of the claimant(s)) from other authors shall be provided in the case of journals following alphabetical order of authorship and/or in the case of co-authorship. If the authors state that all contribute equally to the paper, incentives will be distributed equally. Also, external authors will not be paid any incentives from the institute.
4	Application for incentives must be submitted before the institute's Academic	Removed



	<p>Council and full consensus (through a transparent voting process) is required for such approval. Sufficient explanation shall be provided in writing to the claimant(s) for the rejection of his/her application. External members of the council and members of the council who is/are claimant(s) shall be excluded from the voting process. External members shall not be privy to any of the stages of the application process and materials.</p>	
5	<p>All Faculties and Students must submit an undertaking of Statement of Ethics and Scholastic Integrity (See Annexure).</p>	<p>All Faculties and Students must submit an undertaking of Statement of Ethics and Scholastic Integrity (See Annexure 01).</p>
6	<p>Faculty must present their work in the institute's seminar before submitting their incentive application.</p>	<p>Faculty must present their work in the institute's seminar/Faculty Council Meeting (FCM) before submitting their incentive application.</p>
7	<p>Was not included</p>	<p>In case the publication is co-authored with the students as an outcome of RI/SIP/CIP/ or other course work, faculty will be entitled to full ECS. The research Grant amount will be divided by the number of authors (faculty) only if the paper is an outcome of RI/SIP/CIP or other coursework effort and is co-authored with students.</p>
8	<p>ABDC, Scopus, WoS in the case of the research paper, and Harvard and Ivey in the case of the case studied were considered for incentive criteria.</p>	<p>2.1 Classification of Intellectual Contributions: Added Effort Credit System that is aligned with the publication criteria. 2.1.1 Research Papers 2.1.2 Case Study Publications 2.1.3 Book and Book Chapter Publications 2.1.4 Broad Audience Category 2.1.5 Conference Presentation and Conference Proceedings 2.1.6 Journal Editorship 2.1.7 Funded Research Projects 2.1.8 Consultancy Projects 2.1.9 Patent 2.1.10 Peer-Reviewed Study Materials 2.1.11 Additional ECS</p> <p>Classification of journals for incentives and ECS</p>
	a	A * of ABDC/ 4 in ABS
	b	A of ABDC/ 3 in ABS
	c	B of ABDC/ 2 in ABS



d		C of ABDC/Scopus Q1/ 1 in ABS
		Scopus/WoS
e		Journals of AACSB and EQUIS-accredited schools/UGC care/Peer Reviewed Journal
f	Was not included	C in the BIM list including Journals of AACSB-accredited schools and EQUIS-accredited schools
	The incentive for ABDC-A* was INR 500000	The incentive for A* is now INR 600000
	Incentive for ABDC-C was 50000	Incentive for C of ABDC/Scopus Q1/ 1 in ABS is now INR 75000
g	The Incentive for Scopus/WoS was INR 25000	Incentive for Scopus/WoS is now INR 50000 with a minimum incentive of INR 25,000 each should there be more number of authors.
h	The incentive for Case Studies in Harvard/Ivey was INR 25000	<ul style="list-style-type: none"> A. Harvard- INR 100000 B. Cases published by Ivey, Babson, Darden, Dartmouth, Kellogg- INR 50000 C. Emerald Emerging Market Case Study, Asian Case Research Journal, Asian Journal of Management Cases, The Case Journal, IIM-B, IIM-C, Vikalpa (IIM-A)- INR 25000 D. ECCH, NACRA- No research grant
8	Was not included	3.0 Research Grant
9	Was not included	<p>4.0 Conference Participation</p> <ol style="list-style-type: none"> 1. Eligibility for participating in the National Conference 2. Eligibility for participating in the International Conference 3. Acceptance Paper
10	The list of Approved National Conferences was not included	The list provided is indicative and may be modified on an annual basis. However, any attendance outside the purview of the Research Head will be considered and approved by the Director.
11	Patent (not included earlier for incentive purpose)	BIM encourages creating patents contributing to application of management science. Each patent is considered at par with a ABDC B category paper and the incentive will be distributed in the same manner as a B category paper.

