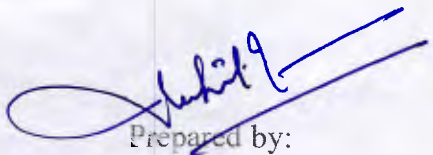




Policy
for
Promotion of Research / Incentives (Faculty / Staff)


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 27/9/2025
Approved by:
Director

**GL Bajaj Institute of Technology & Management,
Greater Noida, U.P.**



GL BAJAJ
Institute of Technology & Management

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Research & Development Policy



Policy for Promotion of Research / Incentives (Faculty / Staff)

**GL Bajaj Institute of Technology & Management,
Greater Noida, U.P.**

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About G. L. Bajaj Institute of Technology and Management

G. L. Bajaj Institute of Technology and Management is one of the quality driven Educational Institute in the Greater Noida/Delhi-NCR Region. GL Bajaj stands out as one of the best engineering and management college in UP. It also stands out in its approach to assist and equip the students for their overall development, giving them a strong foundation for a successful future. The institute offers B. Tech, MBA and MCA programs.

This self-financed institute is governed by Rajeev Memorial Academic Welfare Society (Registered Under Societies Registration Act 1860). It is approved by All India Council for Technical Education (AICTE), Ministry of Human Resource Development, Government of India and affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow.

The institute has been maintaining its positions amongst the top engineering and management colleges in AKTU university results. It has been maintaining the highest pass percentage amongst the engineering and Management colleges in Noida and Greater Noida region under AKTU, Lucknow for the last eight years and is listed among the top engineering and management colleges in Greater Noida, Delhi NCR. In fact, this engineering college has been listed among the top engineering of India by NIRF, issued by MHRD, Government of India. The Institute has also received awards for being one of the top engineering and management institutes of North India and UP by many organizations.

The institute stands out as a remarkable educational giant in Uttar Pradesh, thanks to its focus on innovative and skill-oriented education. This commitment to "aiming high" is evident in its academic achievements, extracurricular engagements, and successful placement records. The effectiveness of this approach is demonstrated by the numerous awards for educational excellence the institute has received. It has earned an "A+" grade accreditation from NAAC, and its programs in Computer Science Engineering (CSE), Electronics and Communication Engineering (ECE), and IT are accredited (and under reaccreditation), while the MBA program is undergoing accreditation. Additionally, the institute is recognized as a Scientific & Industrial Research Organization (SIRO) by the DSIR in Delhi. GLBITM has also been awarded a Diamond rating by QS I-GAUGE for its performance across parameters including research, innovation, employability, teaching methodologies, etc. According to NIRF (2025), GLBITM ranks in the 151-200 band among engineering colleges in India.

The institute has established itself as a Center of Excellence in numerous areas, attributed to its state-of-the-art high-tech laboratories and the successful establishment of dynamic clubs across different departments. Its primary goal is to transform into a unique, autonomous university that sets global benchmarks in innovative teaching and learning experiences, research and development, quality placements, and fostering entrepreneurship.

The Centers of Excellence at GLBITM include the Innovation & Incubation Centre, Big Data Analytics Lab, Technology Incubation & Development Centre, Design Innovation Centre,

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Advanced Robotics Lab (in collaboration with APS Germany), CISCO Networking Academy, NVIDIA AI Learning & Research Centre, AR/VR Centre of Excellence and the Electric Vehicle Centre of Excellence (EVM – The World of EV), along with the GL Bajaj Center for Research and Incubation (GLBCRI), which integrates advanced facilities such as the NVIDIA Lab and Idea Lab.

RESEARCH POLICY OF GLBITM

The Research and Development Policy for G.L. Bajaj Institute of Technology and Management (GLBITM) is designed to foster a vibrant research culture within the institute. This policy aims to encourage, facilitate, and regulate research activities to align with the institute's strategic goals and national development priorities. It seeks to create an environment conducive to innovation, creativity, and high-quality research.

The policy encompasses various aspects of research, including funding, infrastructure, ethical considerations, collaboration, intellectual property rights, and publication. It is intended to guide faculty members, students, and administrative staff in their research endeavors, ensuring that the research conducted is impactful, ethical, and contributes to the broader knowledge base. This research policy is an amended version of the existing research policy and will be effective from October 1, 2025.

1. Vision and Objectives of Institute for Research

The research vision of GLBITM is to be a leading institution in technology and management research, recognized for its significant contributions to industry, society, and the academic community. The objectives of the research policy include:

- Enhancing the research capabilities of faculty and students.
- Promoting interdisciplinary research to address complex challenges.
- Establishing partnerships with industry, government, and other academic institutions.
- Encouraging innovation and entrepreneurship through research.
- Ensuring ethical standards and integrity in all research activities.
- Facilitating the dissemination and publication of research findings.
- Securing funding and resources for sustainable research growth.

2. Research Challenges in GLBITM

- Partnerships with International Universities and Global Collaborations.
- Engagement in Consultancy and Community Outreach Programs.
- Enhance the Scope and Influence of Research in All Fields.
- Strengthen Support for Faculty Research Development in Every Discipline.
- Enhance Utilization and Backing of Research Infrastructure.
- Facilitate and Promote Research Opportunities for Students.

3. Research Framework

The aim of the research policy at GLBITM is to foster a dynamic research environment among faculty and researchers. This policy will act as a comprehensive guideline for conducting research activities.

3.1 Integrating Research into Classroom

The faculty at GLBITM is encouraged to go beyond traditional teaching methods like textbooks, class notes, and PowerPoint presentations. They are advised to develop exercises that enhance students' research skills, such as conducting literature reviews, critically analyzing articles, and publishing their findings on accessible platforms. Faculty members should actively use research tools and equipment in their teaching and each faculty member is expected to discuss one research paper per unit with their students, fostering an appreciation for research at the undergraduate level. Additionally, faculty members are encouraged to share their own research, whether from their Master's or Ph.D., in the classroom.

Students should be involved in delivering research seminars or presentations, where they consult at least ten technical or research papers related to their topic. Following their presentations, students are expected to submit a summary of their literature review to their faculty. The curriculum should also include inviting eminent researchers to campus for lectures, ensuring that every unit taught includes current research topics, and suggesting experiments based on research papers that can be conducted with available laboratory equipment. Group work is encouraged among students to explore new scientific questions, fostering a collaborative and team-oriented approach to learning. Teaching students how to design and execute experiments in a laboratory setting is considered a significant achievement.

These methods aim to enhance critical thinking, experimental design skills, and self-assessed abilities such as navigating scholarly literature, thinking scientifically, and understanding research in context. By integrating research into classroom teaching, GLBITM aims to stimulate student interest, create an environment of lifelong learning for both students and teachers, and ultimately strive for optimal societal outcomes. The institute also emphasizes sustainability projects, industrial research, research methodology (RM) as a compulsory component, and excellence in subjects through platforms like NPTEL and SWAYAM, thereby strengthening academic rigor and aligning education with global standards.

3.2 Consultancy and Extension Activities

To cultivate a culture of consultation and extension activities, it's essential to encourage both faculty and students to actively participate in research and related endeavours. This involves organizing and managing consultancy and extension activities across various disciplines, where faculty members contribute their expertise and specialized knowledge to external agencies. Additionally, establishing active collaborations with leading scientists and experts is

crucial to augment the research capabilities of our institute. Furthermore, different departments should be encouraged to engage in interdisciplinary consultation and extension activities, broadening the scope and impact of these initiatives.

3.3 Support for Research Development

To encourage faculty members to engage in fundable research projects, it's important to raise awareness about opportunities for sponsored research. This initiative aims to increase the number of sponsored research projects by identifying and addressing any challenges faculty may face when applying for these opportunities. A significant boost in collaborative research efforts is also a key goal. Additionally, fostering a campus culture that is more aware and conversant about sponsored research is crucial. Part of this effort includes educating faculty on how to transform their research findings into intellectual property, thereby enhancing the overall research output and innovation at the institution.

3.4 Research Infrastructure and Facilities

GLBITM is committed to providing state-of-the-art infrastructure and facilities to support research activities. This includes:

- A. Advanced laboratories equipped with modern equipment and tools.
- B. Dedicated research centers focusing on key areas like artificial intelligence, renewable energy, and management studies.
- C. Access to digital libraries, online databases, and research journals.
- D. Collaborative spaces for interdisciplinary projects and discussions.
- E. Technical support and guidance from experienced staff.

These facilities are designed to create an environment that stimulates research and innovation, enabling researchers to explore new ideas and develop practical solutions to real-world problems.

3.5 Facilitate and bolster research initiatives by students

To foster a research-oriented environment, it's essential to enhance the research experience for students. Every student should be encouraged to understand the importance of integrating research into their education. This involves providing more opportunities for students to engage in mentored research, aiming to increase the number of students actively involved in research projects. By improving the research culture, we can significantly enhance the educational experience of our students. Part of this process includes identifying current research programs available for students and raising awareness about these opportunities, ensuring that students are fully informed and able to take advantage of the research options available to them.

4. Developing and Executing a Robust Research Plan

To enhance its research activities, the G. L. Bajaj Institute of Technology and Management (GLBITM) must adopt a structured approach. While ambition and good intentions are crucial, success in research is heavily reliant on careful planning. GLBITM should develop a comprehensive research plan that outlines short-term, medium-term, and long-term goals.

The primary aim of this plan is to cultivate a research-friendly environment within GLBITM, providing necessary support through a well-defined research framework and guidelines. This includes establishing a robust and efficient support system to assist faculty and researchers in their research endeavors. The institute aims to create an atmosphere conducive to conducting research with social utility and commercial potential. This involves forging interdisciplinary collaborations and partnerships both nationally and globally. Identifying and focusing on key research areas department-wise is crucial, as is the effective utilization of resources in these areas.

Important Points:

- A. Faculty member are encouraged to pursue a Ph.D., with the main supervisor from GLBITM if registered at AKTU, or a co-supervisor from GLBITM if registered at other reputed institutes.
- B. Faculty members with Ph.D. are expected to supervise Ph.D. students or scholars.
- C. Faculty members having Ph.D., regardless of rank, are encouraged to publish at least one research paper in Science Citation Index (SCI) / ABDC journals and two Scopus research papers in each calendar year.
- D. Non-Ph.D. faculty members are encouraged to publish at least two international conference papers whose proceedings are indexed in Scopus.
- E. Faculty members with 8 or more years of teaching experience are required to file at least one patent in each Calendar year.
- F. Faculty members having Ph.D. are required to submit at least one research project (as PI) for funding in each Calendar year.
- G. Every faculty member is expected to complete at least one MOOC course in a Calendar year.
- H. Departments should form research groups led by a senior faculty member.
- I. The research groups should conduct the knowledge sharing sessions within the group and department or at the institute level periodically. Details (report with geotagged photographs) of the knowledge-sharing session must be submitted to the office of Dean (Research) along with the monthly report.
- J. Every faculty member must maintain a Google Scholar account with their publications, citations, h-index, and i10-index.
- K. In addition to the publications the faculty members are required to contribute to center of excellence, sponsored projects, research labs, student research facilities, or sponsored projects in their departments.

5. Ethics in Research

The fundamental duty of the Research and Development (R&D) team is to conduct a thorough and impartial review of all project proposals' ethical aspects, adhering to the GLBITM Ethics Policy for Students and Faculty Members. This policy mandates that all evaluations be free from bias or influence that could compromise objectivity. The R&D Committee is also tasked with advising researchers on the welfare and safety of research participants. This is done after confirming the scientific validity of the proposed research through the appropriate Scientific Review Committees.

5.1 Code of Conduct**1. Academic Integrity**

- Researchers must uphold honesty, fairness, and transparency in all stages of research.
- Plagiarism, falsification of data, and misrepresentation of results are strictly prohibited.

2. Responsible Authorship

- Credit must be given only to those who have made significant contributions.
- Proper acknowledgment of collaborators, sponsors, and supporting staff is mandatory.

3. Use of Resources

- Institutional resources (labs, equipment, funds) must be used responsibly and solely for approved research purposes.
- Any misuse of resources will lead to disciplinary action.

4. Confidentiality

- Sensitive information, unpublished data, and personal details of research participants must be kept confidential.
- Unauthorized disclosure is strictly prohibited.

5. Collaboration and Professional Behavior

- Researchers must treat colleagues, participants, and stakeholders with respect.
- Collaboration should be free from discrimination, harassment, or exploitation.

5.2 Ethics Policy**1. Ethical Review of Research**

- All research proposals must undergo review by the **Research & Development (R&D) Committee** and, where required, by the **Ethics Review Committee**.
- No research involving human participants, animals, or sensitive data may begin without approval.

2. Participant Welfare and Safety

- Researchers must safeguard the dignity, rights, safety, and confidentiality of participants.
- Informed consent must be obtained before participation.

3. Scientific Validity

- Proposals must first be reviewed for **scientific merit** by appropriate review bodies before ethical approval.
- Only scientifically sound research will be permitted.

4. Compliance with Regulations

- Researchers must follow all **institutional, national, and international guidelines** relevant to their field of study.
- This includes data protection laws, biosafety norms, and intellectual property rights.

5. Targets and Monitoring

- GLBITM sets annual targets for ethics compliance (e.g., 100% project screening, training programs on ethics).
- Continuous monitoring and annual audits will be conducted to ensure adherence.

5.3 Violations and Disciplinary Actions

- **Plagiarism, data falsification, fabrication, or misuse of resources** will lead to disciplinary action ranging from withdrawal of research approval.
- **Violation of participant rights** may result in immediate cancellation of the project and reporting to higher authorities.
- **Repeated violations** can lead to permanent debarment from research activities within GLBITM.

6. Continuous Improvement and Sustainability

Emphasizing human development is crucial in the 21st century, particularly for researchers and research support staff who require ongoing education. The institution can play a pivotal role in this by organizing workshops and seminars aimed at promoting best practices in research, publication, workflow management, funding acquisition, and human and resource management, as well as teaching. A well-structured training program is vital for continuous improvement within the institution. Effective research that leads to discovery, publishing influential works, avoiding plagiarism, writing successful funding applications, and utilizing technology for research monitoring are key areas of focus. Additionally, it's imperative for the leadership of an institution to communicate its purpose and priorities clearly and continuously. This ensures that faculty and staff are aligned with the institution's mission for research. Since researchers typically prefer collaborative over directive approaches, participatory leadership from the administration is essential to match the collaborative nature of research work. This approach fosters a culture of quality and advancement in research activities within the institution.

- A. Facilitate the integration of new technology into the college.
- B. Support the institution's strategy and planning processes.
- C. Identify new business opportunities that leverage technology.

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- D. Provide high-level information on the institute's technological direction.
- E. Encourage communication and collaboration within the institute.
- F. Identify gaps in market and technical knowledge.
- G. Support sourcing decisions, resource allocation, risk management, and exploitation decisions.
- H. Implement high-level integrated planning and control, providing a common reference/framework.

By adhering to proper research planning, GLBITM can enhance its technological capabilities, strategic planning, and overall institutional collaboration, leading to significant advancements in research and development.

7. Research Incentive Policy

7.1 Incentive for Research Publication

7.1.1 Incentives for Research Publications in Science Citation Index (SCI) / Science Citation Index Expanded (SCI-E) / Social Sciences Citation Index (SSCI)

Full-time staff members at GLBITM, including those on probation or permanent payroll, as well as faculty members employed on a contractual basis in any of the institute's constituent departments will receive incentives determined by the **Journal Metric (IR)** of the journals where their research papers are published.

a. Incentives are fixed as per the following Impact Range (IR) matrix:

S. No.	Journal Impact range(IR)*#	Journal Metric (IR)	
		SCI Journals Impact factor incentives (Rs.)	SCOPUS Journals SNIP Incentives (Rs.)
1	IR<0.5	10,000	5,000
2	0.5<IR<1.00	15,000	7,000
3	1.00<IR<2.00	20,000	9,000
4	2.00<IR<3.00	25,000	12,000
5	3.00<IR<6.00	30,000	15,000
6	6.00<IR<10.00	35,000	20,000
7	10.00<IR<20.00	50,000	30,000
8	IR>20.00	1,00,000	50,000

*Journal Impact Range (IR) for which the incentives are on the higher side would be considered. # Incentives for Publication in Indexed Conferences will be 50% of the above matrix.



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b. Incentive Requirements:

To be eligible for the research paper incentive, the faculty members must come into the following category:

S.No	Incentive Contribution (GLBITM)	First Author	Corresponding Author*	Others*	Total Incentive
	Type of Authors (GLBITM)				
1.	Only First Author	100%	0	0	100%
2.	Only Corresponding Author	0	100%	0	100%
3.	First & Corresponding Author	50%	50%	0	100%
4.	First & Other Author	60%	0	40%	100%
5.	Corresponding & Other Author	0	60%	40%	100%
6.	First, Corresponding & Other Author	40%	40%	20%	100%
7.	Only Other Authors	0	0	60%	60%

* The amount shall be divided equally in case of more than one author from GLBITM in similar category.

7.2 Financial support to attend FDP/Conference/Seminars/Workshops/Short Term Training Program etc.

S.No.	Facility	Conditions	Financial support*
1	International conference in India/ Abroad (Scopus Indexed)	- Compulsory to present the paper - Once in an academic year - Conference should be indexed	Registration fees as per actual or subject to maximum up to Rs. 8,000/- OR Faculty members are eligible for 50% reimbursement of registration fees and travel allowance (TA) up to ₹50,000 once in a two years. (To avail this facility, faculty must commit to serving a two-year service cycle.)
2	FDP/Workshops/STTP/Refresher Courses	- Relevant to subject/area - Once in an academic year in physical mode or twice in online mode - Recognized FDPs	₹10,000 per calendar year including Registration & TA (preferably virtual)

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7.3 Publications of Books / Book Chapters

Faculty members who have dedicated their efforts towards writing and publishing books or monographs will be recognized and rewarded with incentives, in accordance with the established cap provided for such contributions:

Full Book (with ISBN)	Renowned International Publisher (Such as Springer, Elsevier, Wiley, IGI, etc.)	Rs. 20,000
	Renowned National publisher (such as New Age, TMH etc.)	Rs. 10,000
Book Chapter (with ISBN)#	With ISBN	Rs. 2,000

7.4 External Funded Projects

In order to motivate our faculty members, incentives will be given during the financial year under consideration. The incentive will be released during the financial year subject to the submission of Utility Certificate. This is not applicable to DST INSPIRE, National Post-Doctoral Fellowship (NPDF) or any other similar kind of fellowships / Research Associate awards.

Incentive Distribution in %age (excluding the expenses incurred during the implementation of project):

PI	Co-PI
70	30

In case of more than one Co-PIs, 30% of the total fund allotted for the CO-PI will be shared equally among all Co-PIs.

7.5 Professional Societies Membership

- Faculty members can avail this facility after completion of one year of continuous service in the institute, subject to the following conditions: -

Eligibility (Years of Service at GLBITM)	Reimbursement % of Membership Fee	Maximum Limit (per academic year)	Remarks
2 years	50%	₹8,000	Applicable to all faculty members
3 years	80%	₹8,000	Applicable to all faculty members
5 years	90%	₹8,000	Applicable to all faculty members
Key Posts (Director / Deans)	100%	₹8,000	Special provision for senior academic leadership

7.6 Ph. D. Support

For GLBITM faculty members who are pursuing Ph.D., we will support to complete their doctoral degree.

- By providing duty leaves for Ph.D. progress reviews and examinations
- Issuing NOCs as required
- Ensuring double affiliation is mandatory.

7.7 Ph. D. Supervisor / Co-Supervisor

Faculty members who have successfully supervised a Ph.D. scholar as the **main supervisor**, leading to the scholar's attainment of a Ph.D. degree, shall be entitled to a one-time incentive. The amount depends on the **NIRF ranking of the institution/university (relevant category)** from which the degree is awarded:

Category of Institution / University (as per NIRF Ranking)	Incentive Amount
Institutions / Universities ranked (0–50)	₹15,000
Institutions / Universities ranked (51–100)	₹10,000
Institutions / Universities ranked (Above 100)	₹5,000

Note:

- The incentive will be applicable only after formal confirmation of the Ph.D. award.
- The faculty must be the **main supervisor** (not just a co-supervisor).
- The R&D Committee will verify NIRF ranking before approving disbursement.

7.8 Recognition and Awards for Faculty Members

This policy is to encourage the faculty members to perform to their best at various levels. The below mentioned award is applicable only when the award is granted /awarded by the government body.

S. No.	Particulars	Award amount
1	Awards by State Agencies such as AKTU / State level award	Rs. 11,000
2	Awards initiated by GOI Agencies such as AICTE / UGC / CSIR / DBT etc.	Rs. 22,000
3	International awards by UN, WHO, UNESCO, etc. or by President of India / Top 2% Scientist	Rs. 30,000

7.9 Incentive for Citations

- ₹100 per citation capped at ₹10,000 per year;
- Annual award for top 10 cited authors but calculation only when in a year min 10 citations also only for scopus or WoS

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7.10 Consultancy

'Net Surplus income' generated out of any consultancy work will be shared between the faculty consultant and the institute as described in the following table: ('Net Surplus income' means Income generated after deduction of all expenses).

Consultancy work	Faculty consultant(s) share (%)	Institute share (%)
Below 50000	85	15
50,001/- to 2,00,000/-	80	20
2,00,001/- to 5,00,000/-	75	25
5,00,001/- to 10,00,000/-	70	30
Above 10,00,000/-	65	35

- The share of Faculty consultants includes the amount for any Lab Instructor/Lab assistant/Workshop assistant etc. who contributed to consultancy work as decided upon a Case-to Case basis.
- The amount will be disbursed after completion of the consultancy work and submission of client's certificate.
- The 'Institute Share' may include the amount for personnel who might have facilitated getting the consultancy project, wherever applicable.
- The progress of each consultancy work shall be reviewed by dean research at regular intervals.
- The Faculty Consultant will submit the claim application to Dean Research after the completion of consultancy work with client's certificate

7.11 NPTEL / Swayam Fee Reimbursement and Incentive

Incentives for NPTEL / Swayam:

- Fee reimbursement

7.12 Journal APC Charges

To encourage faculty members to publish in high-impact journal (Q1 SCIE Journal), the request from the faculty members for the publication charges, subject to maximum of Rs. 30,000 will be considered after publication along with the proof of first page of published paper. The eligible members can claim either the publication cost as support grant or the incentive, whichever is higher.

Note - No advance payment will be made; support will be provided **only after the successful publication**.

7.13 Research Day Celebration

The institute will celebrate Research Day on 15th September, in honor of Engineers' Day. As an engineering institution, this day will highlight the importance of research, innovation, and academic excellence.

7.14 Seed Money Support

The institute provides R&D seed money support ranging from ₹5,000 to ₹1,00,000 to encourage faculty and researchers in initiating innovative projects. Proposals will be evaluated through an external review process to ensure quality and impact. In addition, the scheme may include publication support of up to ₹30,000 for disseminating research outcomes in reputed journals or conferences.

8. Intellectual Property Right (IPR) Policy

This policy document serves as the definitive guide and primary reference for managing all intellectual property rights (IP) originating from the G. L. Bajaj Institute of Technology and Management, Greater Noida (referred to as GLBITM), and the G. L. Bajaj Centre for Research and Innovation (referred to as GLBCRI). It is designed to offer clear guidance to all relevant parties, including academic and non-academic staff, students, and external sponsors, regarding the IP practices and regulations at GLBITM. The IP Policy outlines a transparent process for the ownership, protection, and commercialization of developed IP, while upholding the fundamental ethical values of students, academic researchers, and faculty, such as integrity, merit, academic freedom, and the pursuit of excellence.

8.1 Objectives

- A. Primarily, the focus is on fostering a culture of innovation and creativity in the realms of science, technology, and management, ensuring that GLBITM and GLBCRI are recognized as leading incubation and academic research institutions.
- B. It's crucial to protect the rights and interests of GLBITM, its faculty, scholars, students, and other members, including GLBCRI's incubates, while effectively managing potential conflicts of interest.
- C. A key goal is to implement a transparent and equitable system for the ownership, control, and transfer of intellectual property (IP) created by GLBITM and GLBCRI. This includes assigning IP rights and equitably sharing the revenues generated from such IP.
- D. Enhancing GLBITM and GLBCRI's reputation as premier institutions in academic research and incubation is also a priority.
- E. Additionally, there's a commitment to facilitating the widespread transfer of valuable IP to society, aiming to benefit the public at large.
- F. New initiatives will be introduced to further integrate these objectives into the institutional framework, ensuring ongoing development and adherence to these goals.

8.2 Ownership of IP

Any form of intellectual property (IP) that is potentially eligible for protection, resulting from research conducted at GLBITM or utilizing GLBITM's resources, and created, invented, designed, authored, or originated by an employee or student of GLBITM, shall be the property of GLBITM.

8.2.1 GLBITM as Sole Applicant

Intellectual property (IP) generated by faculty and students using GLBITM resources, within the scope of their association with the institute (such as the specific subject area a faculty member is hired for), will be owned by GLBITM. This includes IP created during their tenure at GLBITM. The institute will bear all related expenses.

- A. Ownership of all IP created using GLBITM resources by faculty or students during their association with the institute, and in line with their respective roles, rests with GLBITM.
- B. GLBITM holds the autonomy to license such IP under its own terms and conditions.
- C. Upon commercialization of the IP, the distribution of licensing fees between GLBITM and Inventors will follow an 80:20 ratio respectively.
- D. This policy ensures that the contributions of faculty and students are recognized while maintaining the institute's rights to manage and benefit from the IP.
- E. Additional provisions will be made to support and facilitate the process of IP creation, protection, and commercialization, aligning with GLBITM's strategic goals and the interests of its academic community.

8.2.2 Joint Ownership - GLBITM and Faculty / Student

When intellectual property (IP) arises from a collaborative effort involving a third party and GLBITM faculty or students, the IP will be jointly owned, with all related expenses shared between the parties. In such cases, the IP application will be filed under the joint names of GLBITM and the respective faculty or student involved.

- A. Joint ownership of IP is established in collaborations between GLBITM faculty or students and external parties.
- B. The financial responsibilities for developing and protecting the IP are equally divided between GLBITM and the third party.
- C. The revenue generated from the commercialization of such IP will be distributed in a 50:50 ratio.
- D. This approach ensures a fair and equitable partnership, recognizing the contributions of all parties involved.
- E. Additional measures will be implemented to streamline the process of collaboration, IP filing, and revenue sharing, fostering a conducive environment for innovative partnerships and research.

8.3 Commercialization

The following two options of commercialization would be followed:

1. Licensing of GLBITM IP
2. Assignment of GLBITM IP

8.3.1 Licensing of GLBITM IP

GLBITM provides two primary pathways for IP licensing: to external third parties or internally to its own faculty and students, with the latter group receiving preferential rights for startup formation.

- A. **Licensing to a Third Party:** Faculty, employees, or students at GLBITM are encouraged to collaborate with a designated consultant to identify potential licensees. They will be responsible for negotiating the terms and conditions of the licensing agreement with these external parties.
- B. **Licensing to GLBITM's Faculty or Students:** GLBITM prioritizes its own faculty and students by offering them the first opportunity to license the IP, particularly for the purpose of establishing startups.
- C. The formulation of all licensing agreements, including the specific terms and conditions, will be managed by the consultant. These agreements must then receive approval from the Technology Transfer Committee, which consists of GLBITM faculty members and the Dean of Research.
- D. The process of identifying suitable licensees and negotiating agreements is facilitated by a consultant, ensuring professional guidance and expertise.
- E. Final approval of all licensing terms falls under the purview of the Technology Transfer Committee, ensuring that the agreements align with GLBITM's strategic interests and academic integrity.
- F. This approach aims to maximize the potential of GLBITM's IP while supporting the entrepreneurial aspirations of its academic community and fostering external collaborations.

8.3.2 Assignment of GLBITM IP

- A. In instances where GLBITM opts not to further develop specific IP, citing reasons such as limited commercial potential, the rights to this IP can be reassigned.
- B. Faculty members or third-party collaborators involved in the creation of the joint IP have the opportunity to request the transfer of IP rights.
- C. Upon such a request, GLBITM is prepared to assign the IP to the requesting party, enabling them to undertake its commercial exploitation.
- D. This policy ensures that IP with potential value is not left unutilized and provides an avenue for creators to benefit from their intellectual contributions, even if GLBITM chooses not to pursue them.

Research & Development Policy

8.4 Patent Reimbursement / Incentives

To encourage faculty members for submitting innovative patents ideas, the patent fee will be supported as per the following norms:

i) Patent Application Fee:

S.No	Patent	Faculty Contribution	Institution Contribution
1	Patent Published	Patent Filing support: Institute Covers	Balance Fee

ii) Patent Incentive:

1.	Patent Grant	Rs 10000
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Note:

- For all patents, GLBITM will the applicant & the faculty members / students will be the inventors.
- If the granted patent goes for the commercialization, the Incubation Head will take the lead for the commercialization of the same.
- After publication, Dean (Research) will motivate the inventors to apply for Grant of Patent.
- Ideathon /Hackathon shall be conducted to promote good ideas, which may be patented in future.
- The Faculty inventor will submit the incentive application form to Dean Research after the grant of patent.

9. SWOT Analysis

A SWOT analysis is an effective method for evaluating the current research status of GLBITM.

Strength

- High-end Laboratories and Research Infrastructure
- Qualification of faculty members from Institutions of National Repute
- Most of the faculty members are either Ph.D. or pursuing Ph.D.
- Well established Start-up and Innovation Ecosystem

Weakness

- Inadequate funding for research projects and initiatives.
- Limited exposure to interdisciplinary research opportunities.
- Challenges in retaining talented researchers and faculty.
- Over-reliance on traditional research methodologies.
- Inadequate research training and development programs for faculty and students.
- Limited research collaborations with private sector organizations.
- Challenges in translating research into practical applications or commercial products.

Research & Development Policy

Opportunity

- Forming strategic partnerships with industry leaders for applied research projects.
- Collaborating with international universities for joint research initiatives and exchange programs.
- Accessing government and private funding for innovative research projects.
- Leveraging alumni networks for mentorship, funding, and collaborative opportunities.
- Integrating emerging technologies like AI, IoT, and big data into research programs.
- Engaging in interdisciplinary research to address complex, real-world problems.
- Expanding research focus to include sustainable and green technologies.
- Participating in national and international research conferences and symposiums.
- Establishing research centers of excellence in niche areas.
- Offering research internships and projects in collaboration with industry partners.
- Utilizing online platforms and MOOCs for enhancing research skills and knowledge.
- Engaging with local communities for socially relevant research projects.

Challenges

- Navigating stringent regulatory and compliance requirements for research.
- Balancing academic responsibilities with intensive research activities.
- Keeping pace with rapidly advancing technology and research methodologies.
- Ensuring ethical standards and integrity in research practices.
- Overcoming limited access to high-quality research materials and resources.
- Addressing the gap between academic research and industry needs.
- Coping with the competitive nature of securing research grants and funding.
- Dealing with data privacy and security concerns in research involving sensitive information.
- Overcoming language and cultural barriers in international research collaborations.
- Adapting to the changing priorities and trends in global research.
- Ensuring adequate research training and support for new faculty members.
- Maintaining motivation and engagement among researchers facing long-term projects.
- Addressing the challenge of interdisciplinary research coordination and collaboration.

10. Motivation

To foster a culture of research, innovation, and academic excellence, GLBITM provides the following motivational initiatives:

10.1 Monthly Incentives Payment

Faculty members contributing to impactful research through publications in reputed journals, patents, funded projects, or innovation activities will be eligible for **monthly incentive payments**, ensuring regular encouragement and recognition of continuous efforts.

10.2 Awards

To honor outstanding contributions in research, innovation, and academic leadership, GLBITM confers the following prestigious awards annually:

1. G. L. Bajaj – Research Excellence Award
2. G. L. Bajaj – Consistent Performance Award
3. G. L. Bajaj – Young Faculty Excellence Award
4. G. L. Bajaj – Diversity and Inclusivity Award
5. Droonacharya Award

These awards recognize faculty for their achievements in research output, sustained contributions, inclusivity in research, and mentorship excellence.

10.3 Research Magazine

GLBITM publishes a **monthly Research Magazine** to showcase faculty and student achievements, including publications, patents, projects, hackathon success, conference presentations, start-up ventures, and industry collaborations. This provides visibility, motivation, and knowledge sharing across the academic community.

10.4 Research Faculty Status

Faculty members with a strong record of high-quality research publications, patents, or funded projects will be recognized with a **“Research Faculty Status.”**

- This status comes with privileges such as preference in internal research funding, priority access to institutional research facilities, opportunities to lead collaborations, and mentoring roles for young researchers.

11. Procedure for Claiming incentive for research papers.

- a. Faculty should apply on SIM portal as well as hard copy format once the paper is published online, attaching the first page of the publication (paper, book, patent etc.) / project sanction letter.
- b. The application for incentive / reimbursement should be submitted by the 7th of every month for the previous month's publications.
- c. The HOD will scrutinize the applications; check the genuineness of the claim as per the policy.
- d. The HOD may take a brief presentation on the claimed publication, if deemed necessary and forward the same with recommendations to the Dean Research.
- e. The Dean Research will recheck the genuineness, evaluate as per the policy and put recommendations before forwarding to the Director.
- f. The Director will approve the details.

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- g. The approved incentives will be credited along with the monthly salary of the respective faculty. Further, the reimbursements shall be disbursed separately.

*** Note:**

- i) Incentive policies / will be applicable with immediate effect from the date of joining of the faculty, but reimbursement for Professional Society Memberships can be claimed only after the completion of the probation period.
- ii) The incentives can not be claimed after the date of reliving from the duties. The claimed amount will be retained with the college.
- iii) The following affiliation should be used in the published articles, otherwise, claims will not be entertained.

Department of

G. L. Bajaj Institute of Technology and Management, Greater Noida, India

- iv) Manuscripts with dual affiliations will not be eligible for incentives. However, faculty members pursuing a PhD may be permitted to use dual affiliations.