Research Promotion and Incentive Policy 2025 @ SBM-NMIMS, Mumbai

Revision History

Version	Date	Remarks
0	September 14, 2019	Initial
1	August 20, 2022	Course waiver for publication of book with reputed publisher introduced
2	May 31, 2024	Amendment and clarification to clause 3 and clause 6 of August 2022 policy.
3	June 7, 2025	a) Introduction of research clusters. b) Additional clauses to ensure quality, transparency and accountability. c) Added list of approved international and domestic conference for enhanced financial support. d) Rraised quality bar for incentives for review papers

The mission statement of School of Business Management (SBM) NMIMS includes the following:

"The school enables a research environment to develop tools and concepts for the advancement of management theory and practice."

SBM, NMIMS formulated a research policy in August 2022, introducing certain initiatives to encourage its faculty and doctoral scholars to contribute to research. Based on a review of progress since August 2022, the policy is being revised to streamline the initiatives to make them more effective. Further, the revised policy emphasizes development of research clusters to provide strategic direction and focus to the SBM's research efforts going forward. The revised policy will be effective from the Academic Year 2025-26, beginning June 1, 2025.

There are several ways research at SBM NMIMS may be facilitated by offering enhanced support to faculty (irrespective of whether they are under probation or are confirmed).

Such support not only encourages faculty to try to do better and publish in high quality journals, but also enables SBM NMIMS to recruit promising young faculty with high research potential who might otherwise prefer a competitor institution. The various aspects of such support can be categorized under:

1. Financial Support for Research (Seed fund grant)

A number of research projects by faculty needs institutional support to meet expenditures on recruiting research assistants, collection of primary data, purchasing special software and databases not available institutionally, traveling for purposes of data collection, interviews, discussions with collaborators from other institutions, help with language editorial services, paying evaluation and submission fees to high quality journals for peer review process etc. Without such support, a research project may not reach the desired quality to enable the faculty to publish in high quality outlets.

As per the existing policy NMIMS provides a Rs. 2 lakhs of financial support to all full-time faculty members (confirmed, and on probation). The financial support for research will continue in the revised policy.

Process of Approval:

- For availing of this support, the faculty may put forward a proposal with important details to the SBM Research Committee.

SVKM's NMIMS (Deemed to be University)

Research Incentive Policy

Revised 8th October 2025

Research is fundamental to academic progress and success at SVKM's NMIMS, Deemed to be University. We are committed to promoting research excellence, achieving our research objectives, and fostering a culture that values research. To acknowledge and encourage the valuable contributions of our faculty and researchers to this endeavour, the University has approved the following revised monetary incentives for Research Publications.

Incentive Structure and Norms

Monetary incentives are awarded based on a publication's impact factor and its inclusion in widely recognised databases such as Web of Science, Scopus, and PubMed.

Prior approval will be required for other relevant and recognised databases of different fields of discipline not covered by the above indexation.

To qualify for reimbursement of the incentive amount, the following conditions must be met:

1. The publication must be a peer-reviewed article, meaning it has undergone scrutiny by experts in the field. All authors must be explicitly listed as contributors on the publication.

2. The publication must demonstrate clear adherence to the journal's ethical guidelines regarding authorship, ensuring that all contributors have made substantial contributions and are appropriately credited. It must also ensure data integrity, which guarantees the accuracy and reliability of the research findings, and conflict of interest, requiring authors to disclose any potential biases that could influence their work.

3. All authors are expected to adhere to the guidelines of the Research Ethics Committee, which include proper acknowledgement of contributions and ethical conduct throughout the research process. This encompasses responsible data collection, analysis, and reporting.

4. The impact factor of the journal in which the publication appears must be verified on the Clarivate website. This metric reflects the journal's influence and prestige within the academic community.

5. The incentive amount claimed by the faculty member will be distributed equally among all authors listed on the publication.

6. Deans and Directors of Schools and Campuses are not eligible for Research Publication Incentives.

7. Incentives will not be provided for publications that require payment for publication, such as article processing charges (APCs). The University will not provide the fee for availing the Open Access facility.

8. Before applying for an incentive, faculty members must ensure their publication is:
   (a) shared in the VC Chronicle, University-wide repository showcasing scholarly achievements;
   (b) uploaded and validated on the Researgence Portal, the University's central platform for research outputs.

9. Faculty members must upload both the research incentive claim form and a declaration form, along with other required documents, on the University's UDMS platform. A declaration form is provided for faculty to affirm that their research article meets the eligibility criteria and to confirm adherence to the stated guidelines. This form serves as a formal attestation of compliance with all incentive requirements.

The incentives offered for papers categorised under IF (Impact Factor) and ABDC categorisation will be structured as follows, with all publications required to have mandatory indexation in either Scopus or Web of Science:

S. No.	Publication and their Impact Factor	Publication in ABDC Journals (must have **Scopus or WoS**)	Amount
1.	Journals with an Impact factor > 7	A*	Rs. 2,00,000
2.	Journals with an Impact factor ≥ 5< 7	A	Rs. 1,00,000
3.	Journals with an Impact factor > 3 < 5	B	Rs. 50,000
4.	Journals with an Impact factor ≥1 < 3	C	Rs. 25,000
5.	Other Scopus or WoS Indexed Journals or PubMed Journals	-	Rs. 10,000

Vice Chancellor

DECLARATION FOR RESEARCH INCENTIVE CLAIM

To,

The Vice Chancellor/Pro-Vice Chancellor
SVKM's NMIMS Deemed to be University

Subject: Declaration for Claiming Research Publication Incentive

I, **Dr./Mr./Ms. ……..**, hereby declare that the following research article meets the eligibility criteria for the research incentive as per institutional policy.

Article Details

- **Title of the Article:** [Insert Full Title of the Published Article]
- **Author(s):** [List All Authors as per the order in the published paper]
- **Journal Name:** [Insert Full Name of the Journal]
- **Journal ISSN (if known):** [Insert ISSN]
- **Date of Publication:** [If any]
- **DOI / Article Link:** [Insert DOI or Permanent URL]
- **Indexing Status:**
  - ☐ Scopus
  - ☐ Web of Science
  - ☐ PubMed

Declaration Statements

I solemnly affirm that:

1. No article processing charges (APCs) or any form of publication fee were paid by me or any of the co-authors for the article mentioned above.
2. The journal in which the article is published is indexed in Scopus, Web of Science, or PubMed.
3. I have not previously submitted this article for an incentive claim.
4. I understand that any false declaration may result in the cancellation of the incentive and/or disciplinary action in accordance with institutional rules.

Signature: _____
Name: [Insert Full Name]
Designation: [Insert Designation/Department]
School:
Campus:
Employee ID: [Insert ID]

- The funding support can be availed for a proposed research paper, case study, book with reputed publishers, developing in house simulation or any such pedagogical innovation
- The proposal will contain:
  - Topic of Research
  - Methodology
  - Timelines and anticipated milestones and expected outcome
  - Presentation of proposal at SBM Thursday Seminar and comments received.
  - Budget of expenditures
- The SBM Research Committee will review the proposal and will seek an independent review. The review process will look into the scope and potential of the proposed research, incorporation of Thursday Seminar suggestions and determine whether the proposal can be forwarded to the University for granting the requisite funding.
- Once SBM research committee approves the proposal, the same will be forwarded to the Seed Fund Grant approval committee of the university for the approval.
- In case multiple faculty members from SBM NMIMS are collaborating on the same project, only one faculty member to be designated as coordinator by the team will process the research support.
- In case of faculty member from SBM is submitting funding proposal to work with an external collaborator, SBM faculty can apply and avail the funding support only if he is going to be the first author in the joint publication coming out of funded work.
- The faculty member can submit next proposal only once all the deliverables of the first funded proposal are accomplished and certified by the Dean of the school.
- SBM Office will submit the proposal to the SBM Strategy Committee approved by OB for approval.
- Once a funding support has been approved, the faculty (or faculty team) will not be eligible to apply for funding for the next project until the completion and closure of the existing grant proposal.
- The release of funds to support the expenditures will follow standard accounting process followed the NMIMS University.
- Faculty-leaving SBM after availing of research funding support must complete the deliverables committed for the funded project before going and ensure that the publication coming out of the funded project has SBM-NMIMS affiliation only. Before final settlement of dues of any employees completion of deliverables shall be certified by the Dean.

2. **Financial Support for Attending Conferences**

Academic research is ever changing, and skills learnt during ones Ph.D. training may become obsolete/outdated over time. To continue to remain a strong researcher and to maintain currency, faculty needs periodic specialized training. In addition, presenting papers at conferences to receive constructive feedback on ongoing work and to build the network and enhance NMIMS visibility with potential outside collaborators, it is necessary that faculty travel not just nationally but also internationally for such high-quality conferences.

The financing support for presenting papers at the conferences will continue in the revised policy, at the same level as in the initial policy. However, the revised policy seeks to simplify the approval process by pre-defining a list of approved conferences.

2.1 Funding of approved international conferences

Individual full-time faculty members (confirmed and on-probation) will be provided full-funding support (i.e., upto Rs 2 lakhs once in two years) for the approved list of international conferences to present the paper. The support will cover full funding including registration fees, expenses for travel, visa fees, food, lodging and boarding. Multiple co-authors may participate in the conference for the same paper. The list of approved international conferences is annexed (see Annexure 1). However, it needs final approval from Foreign Travel Approval Committee of the University.

3.2 Monetary incentive

The monetary incentive to SBM faculty members for a publication will be based on the following formula:

Monetary incentive = 2y/n+1

y is the aggregate incentive applicable to the category of publication (see Table below)

n is the total number of authors

This is subject to a cap of y/m where m is the number of authors who are SBM faculty members. (The formula effectively caps the aggregate monetary incentive paid by SBM for a publication to y).

The annual monetary incentive for a faculty member is subject to a cap of Rs 25 lakh.

Deliverables	**y (INR)**
Category FT50/A*/A journals	5,00,000
Category B (ABDC list)	3,00,000
Cases (Ivey/Emerald-EMCS)	25,000

Annexure 2B illustrates estimation of the monetary incentive using select examples.

In order to qualify for monetary incentive, the journal must be listed on either WOS or Scopus in addition to ABDC. For other requirements, see clause 3.3 below.

3.3 Requirements to qualify for course waiver and monetary incentive

Apart from the publication quality requirements, as mentioned above in clauses 3A and 3B, the following rules are applicable in order to qualify for course waiver and monetary incentive.

i. No incentive is available for editorial, commentary, perspective or book reviews published in journals.

ii. For review papers (all types) the course waivers and monetary incentives will be available only for A/A*/FT50 journals but not for B category journals

iii. Faculty members must avoid gold open access journals where authors must pay Article Publication Charges (excluding journals which are Gold open access but authors don't need to pay APC). This will ensure avoiding predatory publishers and reduces the risk of retraction/retrospective removal of journals from WOS/Scopus.

iv. Faculty members should map each publication to one major research cluster and self-report to the SBM Research office for further approval.

v. Any incentive will be available only to faculty members who report SBM, NMIMS-Mumbai as affiliation. Inclusion of additional affiliations (such as due to prior doctoral/employment association while writing the article) is permitted subject to the approval of the Research Committee.

vi. Faculty must declare collaboration with any new co-authors to the school's research committee before starting new project with their designation, affiliation and other relevant details.

3.4 Process of Approval for Course Waivers and Monetary Incentives

The faculty member(s) should seek a slot for presentation in Thursday seminar to be made at the working paper stage or review stage (prior to publication) for feedback.

To claim the course waivers and/or monetary incentives, the faculty member must submit signed IOM, including the name of the mapped research cluster, and a statement regarding data availability in a repository and the authors' contribution. The faculty member must also enclose with the IOM a copy of the published article and a summary of discussion in Thursday seminar.

2.2 Funding of approved domestic conferences

For domestic conferences on the approved list, there will be full funding with an overall annual cap of Rs 70,000 and one fully-funded domestic conferences per year. Only participation in conferences with at least an extended abstract will be considered for support. (Publishing a paper in conference proceedings is not necessary, and faculty members can use the feedback to target quality journals). The list of approved domestic conferences is annexed (see Annexure 1).

2.3 Other conferences

Funding support for any participation in any conference beyond this approved list requires the reasoned recommendation of the SBM research committee and Dean SBM and is subject to the necessary approvals from the university/Foreign Travel Approval Committee. A formal proposal must be submitted to the Research Committee and Dean SBM for review for such conferences beyond the approved list.

2.4 Requirements for release of funds

The faculty member(s) must present the conference paper in the Thursday seminar before/after the conference. The release of funds to support the expenditures will follow standard accounting process followed by the NMIMS University.

3. Incentives

3.1 Course waivers

Currently, all faculty members at SBM NMIMS are required to teach at least 9 MBA courses year aggregating to 240 hours of classroom contact hours at SBM NMIMS.

In order to promote the research and ensure faculty is engaged with the research, faculty who have get publications accepted in A*/A/B category publications will be eligible for reduced teaching requirements.

A course waiver equivalent to x/n courses can be claimed by each faculty member, where x is the total number of courses considered for waiver for a publication across all faculty authors, based on the journal article category and n is the total number of authors (including both SBM faculty and external authors).

The applicable numerator 'x' will be as follows:

- 2 for A category journal
- 3 for A*/FT50 journal
- 1 for book publication (available for books published in the area of management/leadership by a reputed national or international publisher).
- Fractional course waivers can be rounded up (from 0.5 and above) by Dean of the school but the excess waiver will be adjusted against the earned waivers of the subsequent year.
- The course waiver may be availed by a faculty in either of the next two academic years (after the year of publication), ensuring that the availing of the waiver is clearly declared and approved in the SBM Academic Plan.
- The course waivers that can be availed by a faculty member are subject to an annual cap of 2 courses.

Annexure 2A illustrates estimation of the course waiver using select examples.

In order to qualify for course waivers, the journal must be listed on either WoS or Scopus in addition to ABDC. For other requirements see Clause 3.3 below.

4. Research Clusters and Centres of Research Excellence

To provide strategic direction and focus to SBM's research efforts, it was proposed that research clusters be identified based on significant faculty research and areas of research interest, relevance to business practice, alignment with SBM's mission and SDGs. Accordingly, a list of clusters has been prepared (see Annexure 3 for the list, scope and descriptions of the identified research clusters). The list of clusters will be reviewed periodically in view of new developments.

The hallmark of good research institutions is to create specialized teams of researchers to undertake important academic research on issues of importance to industry and policymakers. Such activities are facilitated by creation of research centres that seek to partner with the industry and the government organizations. Such centres can facilitate cluster research, and also bring in additional funds from industry and government bodies via sponsored projects. Conversely too, significant research output and development of competencies in a research cluster will justify investment in a research centre.

To facilitate such activities, it is being proposed that multiple centres be setup. For each such centre, proposals would need to be sent to the Research Committee detailing the research cluster and scope of research that such centres wish to pursue, and a detailed plan as to how they will raise money for their activities by tying up with industry and government bodies. From its ends, NMIMS may consider a one-time approval of Rs. 10 lakhs for the seed money for such a centre.

Annexure 1. Approved List of Conferences

International Conferences

1. American Marketing Association (Winter and Summer)
2. American Finance Association Annual Meeting
3. INFORMS Annual Meeting
4. Academy of Management Annual Meeting
5. European Academy of Management (EURAM) Annual conference

Note. This is the pre-approved list for conference funding as per clause 2A of the SBM's research policy. Other conferences are subject to approval against proposal (see clause 2C).

Domestic Conferences

Conferences hosted by IIMs / IITs / ISB / IIFT / FMS / MDI / XLRI, and the following organizations:

1. Academy of Indian Marketing (AIM)
2. Association for Information Systems (INAIS)
3. Indian Academy of Management (INDAM)
4. Indian Finance Association (IFA)
5. Indian Health Economics and Policy Association (IHEPA)
6. North American Society for Marketing Education in India (NASMEI)
7. Operational Research Society of India (ORSI)
8. Production and Operations Management Society (POMS)
9. Strategic Management Forum (SMF)
10. The Indian Econometric Society (TIES)

Note. This is the pre-approved list for conference funding as per clause 2B of the SBM's research policy. Other conferences are subject to approval against proposal (see clause 2C).

Annexure 2A. Illustrative Calculations of Course Waiver

Course waiver = x/n
x is the applicable total course waiver available for the category of publication.
n is the count of all authors of the publication (SBM and external).

The following table illustrates the calculation for multiple combinations of publication categories and number of authors.

Authors\Category x--- n >	A*/FT50 3	A 2	B/Book 1
1	3.00	2.00	1.00
2	1.50	1.00	0.50
3	1.00	0.67	0.33
4	0.75	0.50	0.25

Fractional course waivers will be rounded up (from 0.5 and above) but the excess waiver will be adjusted against the earned waivers of the subsequent year.

Annexure 2B. Illustrative Calculations of Monetary Incentive

Monetary incentive = 2y/n+1
y is the aggregate incentive applicable to the category of publication
n is the total number of authors.

This is subject to a cap of y/m where m is the number of authors who are SBM faculty members. (The formula effectively caps the aggregate monetary incentive paid by SBM for a publication to y). The annual monetary incentive for a faculty member is subject to a cap of Rs 25 lakh.

B Category
y: Rs 3 lakh

	n (total number of authors)			
m (SBM)	1	2	3	4
1	3.00	2.00	1.50	1.20
2	1.50	1.50	1.50	1.20
3	1.00	1.00	1.00	1.00

A/A*/FT50
y: Rs 5 lakh

	n (total number of authors)			
m (SBM)	1	2	3	4
1	5.00	3.33	2.50	2.00
2	2.50	2.50	2.50	2.00
3	1.67	1.67	1.67	1.67

Ex 1. For a B category publication with n = 3 total authors and m = 2 SBM authors, the base formula would result in a value of 2y/(n+1) = 2*3/(3+1) = 1.50. The cap will be y/m = 3/2 = 1.50. Hence, each SBM author will receive a monetary incentive of Rs 1.50 lakh.

Ex 2. For an A category publication with n = 4 total authors and m = 3 SBM authors, the base formula would result in a value of 2y/(n+1) = 2*5/(4+1) = 2. The cap will be y/m = 5/3 = 1.67. Hence, each SBM author will receive a monetary incentive of Rs 1.67 lakh.

07/6/25

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Annexure 3. SBM Research Clusters

	Cluster 1 **Digital Economy and New Technologies**	Cluster 2 **Behavioural Sciences in Management**	Cluster 3 **Business Practices and Sustainability**	Cluster 4 **Economy, Society and Policy**	Cluster 5 **Business Analytics and Quantitiative Models**	Cluster 6 **Entreprenuership and Innovation**
Scope	Digital transformation	Consumer behaviour	Business environment	Economic models (incl. econometric & policy models)	Supply chain and operations analytics	Entreprenuerial finance
	Digital infrastructure	Investor behaviour	Competitive strategy	Sectoral studies (energy, healthcare, agriculture, hospitality, education etc.)	Data analytics and mathematical models	MSME & social enteprenuership
	Digital finance and commerce	Employee behaviour	Functional strategies (finance, marketing, HR, communication, operations)	Infrastructure financing (physical & social infrastructure)	AI, ML, Big Data	Product & process innovation
	Industry 4.0 and beyond	Organisational behaviour and culture	International business	Public policy	Financial markets and analytics	Pedagogical innovation
	Digital governance	Change management	SDG, ESG and CSR	Sector-specific policies	Marketing analytics	Business model innovation
		DEI & leadership studies	Circular economy	Social issues & welfare policies		Indigenous management practices
		Business ethics	Sustainable business (green supply chain, sustainable marketing, sustainable finance)			
Description	Research involving use of information technology to create, market and consume goods and services. It explores the role of digital tools, platforms, and systems in various aspects of business and consumer interactions.	Research in behavioral science explores how psychological, social, and emotional factors influence decision-making and behaviour. These insights are used to understand and influence the behaviors of consumers, employees, investors, and other stakeholders, enabling more effective strategies for organizational success.	Research in business practices pertains to how firms achieve goals, stay competitive and create value. Sustainability in business involves aligning practices with environmental, social, and economic goals for long-term value creation for stakeholders and minimize harm to people and the planet. This approach fulfills societal responsibilities, while enhancing resilience and competitiveness.	Research in economy, society and policy deals with issues at the broader macro-level, not necessarily at the firm (micro) level. This includes economic models, public policy, financing of public infrastructure, sectoral studies, sector-level policies, social issues and welfare.	Research to improve operational efficiency, revenue growth, or financial performance by leveraging quantitative modelling techniques. This also includes applications of data analytics for various business functions..	Innovation is the process of creating new ideas, and entrepreneurship is the process of turning ideas into businesses. Research in this cluster involves the development of new &/or more effective products, processes, services,and technologies, for markets, governments and society. It also involves research on creating innovative change in an existing organization.