Research Incentive Policy

Revision History

Version number	Date	Remarks
0	Sep 27, 2019	Initial version
1	Jan 22, 2022	Publication categories broad based to also include ABDC and ABS categories, in addition to earlier case of only FT50, Web of Science JCR Impact Factor and Scopus CiteScore. Research incentive amounts increased.
2	Sep 20, 2022	Alignment of research incentives with journal categories considered by NIRF. Multiplication factors introduced of 1.2, 1 and 0.8
3	May 31, 2024	Further alignment of research incentives with journal categories considered by NIRF. Multiplication factors changed to 1.5, 1 and 0.25

1) **Categorization of research publications**

IMI research publication categorization had historically been based on only two parameters – JCR Impact Factor and Scopus CiteScore. Benchmarking with other Indian B Schools indicate that almost all of them use ABDC and several also use ABS. International accreditation agencies also ask for ABDC and/or ABS categorization. Revision of IMI research publication categorization is based on all four criteria of ABS, ABDC, JCR Impact Factor, and Scopus CiteScore. The equivalence between these different criteria was obtained through detailed analysis of data for all journals in ABS and ABDC and looking at their JCR Impact Factors and Scopus CiteScores. The new journal categorizations that will be effective for publications from April 1, 2022 are given in the table below. As in the existing policy, a journal publication will be counted only if the journal is listed either in Web of Science or Scopus, independent of whether it is listed in ABS or ABDC. It should be noted that JCR Impact Factor or Scopus CiteScore will be used for categorization only if the journal is not listed in either ABS or ABDC. This is to recognize publications that are in journals not listed in ABS or ABDC and to be inclusive regarding journal publication choices of faculty.

A-STAR	FT50			
	Listed in either ABS or ABDC (journal category based on any one of these two conditions being met)		**Not listed in either ABS or ABDC (journal category based on any of these two conditions being met)**	
	ABS	ABDC	JCR Impact Factor (Web of Science)	CiteScore (Scopus)
A+	4* / 4	A*	>=3.25	>=4.25
A	3	A	>=1.75	>=2.50
B+	2 / 1	B / C	>=1	>=1
B	NA	NA	listed in Web of Science	listed in Scopus

Journal Publication will be considered only if journal is listed in either Web of Science or Scopus

Research publication categorization

2) Research incentives for faculty

Benchmarking was done with research incentives in other Business Schools with an objective to revise our incentives to be among the best in the country. The incentives that will be effective for publications from April 1, 2022 are given in the table below. The share of the incentive based on number of authors will continue to be as per the existing policy.

Category	Research Incentives (INR)
A-STAR	20,00,000
A+	12,00,000
A	8,00,000
B+	3,00,000
B	1,50,000

Research publication incentives

Adjustments will be applied to these research incentives for encouraging publications in journal categories that are considered by NIRF. The following are the journal categories considered by NIRF for management ranking:
   A) Journal is indexed in Scopus in the "Business, Management and Accounting" subject category
   B) Journal is indexed in Web of Science in the "Management" subject category

Effective for publications from April 1, 2023 and for papers submitted (original communication to the journal) before June 1, 2024, the following multiplication factors will be applied as an adjustment to the research publication incentive based on which of the above journal categories the publication belongs to:
   (i) Multiplication factor of 1.2 if the publication is in a journal that belongs to both journal category A) and B)
   (ii) Multiplication factor of 1.0 if the publication is in a journal that belongs to any one of the journal categories A) or B)
   (iii) Multiplication factor of 0.8 if the publication is in a journal that does not belong to any one of the journal categories A) or B)
For publications dated April 1 2023 or later but with the date of acceptance before April 1 2023, the faculty member will have the option to decide whether or not any multiplication factor should be applied for the calculation of incentive.

Effective for papers submitted (original communication to the journal) on or after June 1, 2024, the following multiplication factors will be applied as an adjustment to the research publication incentive based on which of the above journal categories the publication belongs to:
   (i) Multiplication factor of 1.5 if the publication is in a journal that belongs to both journal category A) and B)
   (ii) Multiplication factor of 1.0 if the publication is in a journal that belongs to any one of the journal categories A) or B)
   (iii) Multiplication factor of 0.25 if the publication is in a journal that does not belong to any one of the journal categories A) or B)

- **Research linked course load for existing faculty**

  For faculty with proven high quality research publication track record, teaching load would be reduced to give them additional time to work on more high quality publications. Earlier one course load waiver was given for publishing in A or higher category journal. Aligned with the need to further raise the research bar, the following course load reduction would be given.

  a) One course reduction per paper published in A+ category journal
  b) Two course reduction per paper published in A-STAR category journal

  Course reduction in the course load can be taken by faculty in the academic year following the year in which the publication happened. Maximum course reduction will be capped at two for an individual faculty member in a given academic year. To ensure that the course load reduction is utilized for research, no teaching incentives will be paid for teaching beyond the reduced course load. This will be implemented with immediate effect but in parallel the existing policy will also be honored for papers published till March 31, 2022.

- **Research linked course load for newly recruited faculty**

  In order to attract young faculty with high quality research publication track record and give then additional time to pursue further high-quality research, a similar course load reduction will be provided for new faculty recruits who received their PhD not more than two years ago. The following course load reduction would be given to newly hired faculty with a PhD not more than two years ago.

  a)   One course reduction per paper published in A+ category journal
  b)   Two course reduction per paper published in A-STAR category journal

  This course reduction would be applicable in the first full academic year at IMI for the newly hired young faculty. Maximum course reduction will be capped at two for an individual faculty member in a given academic year. To ensure that the course load reduction is utilized for research, no teaching incentives will be paid for teaching beyond the reduced course load. This will be implemented for new faculty recruits with immediate effect.

- Publications would be counted after DOI is obtained and not merely on acceptance of publication. Research incentives will be paid after actual publication and not just based on DOI.

- The full research and training incentives would become applicable as soon as the faculty member has reached this reduced minimum work load. If there is a shortfall in reaching this reduced minimum work load, then corresponding adjustments to research and training incentives as per prevailing policy will apply.

- Extra teaching incentives will become applicable only after regular minimum work load is exceeded and not after reduced minimum work load is exceeded.