

MASTERS' UNION

RESEARCH POLICY

MASTERS UNION FACULTY RESEARCH POLICY

Masters' Union's objective is to establish itself as a leader in management research in India. MU will provide an environment that ensures faculty can hone and develop their skills in both research and teaching. The institution will encourage research that encompasses both theoretical scholarship that will be of significance to the field in question as well as research that will be relevant and useful to practitioners, policymakers, NGOs and other users.

This document sets out guidance on the roles and responsibilities of MU researchers (faculty, masters and students) to conduct research responsibly and ethically.

1. MU Research Code of Conduct

MU will foster and maintain a research environment of intellectual honesty, integrity, and scholarly and scientific rigour.

1.1 Conduct research through the lifecycle from conception of the idea through delivery to reporting, dissemination and impact with:

- ❖ Honesty, presenting information truthfully and accurately;
- ❖ Rigour, underpinning research with attention to detail and robust methodology;
- ❖ Transparency, declaring interests and effectively reporting research methodology, data and findings;
- ❖ Fairness and Respect, for research participants, co-workers, research students, the wider community and the environment;
- ❖ Accountability, both financial and otherwise.

1.2 Promote and support a culture of responsible conduct of research at MU and in their field of practice.

1.3 Provide guidance and mentorship on the responsible conduct of research to other researchers and research trainees under their supervision, both India and abroad, and, where relevant or required, monitor their conduct.

1.4 Comply with all relevant laws, regulations, disciplinary standards, ethics guidelines, funding agreements and institutional policies related to the responsible conduct of research.

1.5 Ensure that appropriate approvals are in place prior to the commencement of research, and that conditions of any approvals are adhered to during the course of research. When

working internationally, comply with other countries' regulations relating to research and respect local laws, customs and protocols.

1.6 Ensure that the ethical principles of research merit and integrity, justice, doing good and respect are applied to human research.

1.7 Fulfil all contractual responsibilities entered into by MU on their behalf, providing reports and information as required and managing such projects effectively.

1.8 Adopt effective research design and methods appropriate to the aims of the research and ensure that conclusions drawn are justified by the results with due concern for reproducibility wherever possible.

1.9 Retain clear, accurate, secure and complete records of all research including research data and primary materials for an appropriate period of time. Where possible and appropriate, allow access and reference to these by interested parties.

1.10 Use resources efficiently, ensuring best value for money for the funders of research and the Institution.

1.11 Report concerns over the conduct of research by other researchers.

1.12 Disseminate research findings responsibly, accurately and broadly. Where necessary, take action to correct the record in a timely manner.

1.13 Disclose actual, potential or perceived conflicts of interest and ensure these are managed effectively.

1.14 Ensure that authors of research outputs are all those, and only those, who have made a significant intellectual or scholarly contribution to the research and its output, and that they agree to be listed as an author (Please refer to Authorship guidelines in Sections 2 and 3).

1.15 Acknowledge those who have contributed to and supported the research appropriately.

1.16 Cite and acknowledge other relevant work appropriately and accurately in line with academic practice, including when producing reports for the funders of research.

1.17 Participate in peer review in a way that is fair, rigorous and timely and maintains the confidentiality of the content.

1.18 Report suspected breaches of this policy to MU through appropriate channels and support MU in any subsequent investigations.

2. Authorship Policy

2.1 Authorship must only recognise a significant intellectual or scholarly contribution to a research output. An author is responsible for the integrity and accurate reporting of at least their significant intellectual or scholarly contribution to a research output. In determining this policy, MU considers that authorship:

- ❖ must be an honest reflection of contribution to research, and
- ❖ should be assigned fairly and consistently, and
- ❖ should be communicated clearly and transparently between contributors to the research, and
- ❖ should be approached with a generosity of spirit whilst remaining true to the policy requirements.

2. 2. Authorship criteria: Authorship is attributed only when a researcher has made a significant intellectual or scholarly contribution to a research output and is willing to take responsibility for the contribution. Researchers qualify as authors if they have made a significant intellectual or scholarly contribution through at least one, but often more than one, of the following:

2.2.1 Conception and design of the research described in the research output,

2.2.2 Acquisition of research data where the acquisition has required significant intellectual judgement or input,

2.2.3 Analysis and interpretation of research data,

2.2.4 Drafting of the research output or redrafting the research output so as to critically change or substantively advance the interpretation.

2.3 A person who qualifies as an author must not be included or excluded without their written agreement and a record of this agreement must be kept.

2.4 The record of authorship agreement must include a description of the contribution that each author made to the research output. The record of authorship agreement may be informal (e.g. email, letters, etc.).

2.5 Authorship must not be attributed when a researcher has not made a significant intellectual or scholarly contribution to a research output or is unwilling to take responsibility for their contribution. Contributions made solely through the provision of funding, the provision of technical support, technical advice or technical assistance, their position or as a gift, the provision of materials, infrastructure or access to equipment, are generally not considered to meet the criteria for authorship described in 2.1.

2.6 Contributions to the research output that do not meet the authorship criteria described in 2.1 must be properly recognised by acknowledgement where this is appropriate for the type of research output. This may include contributions made by researchers, funding bodies, research infrastructure facilities and organisations.

2.7 Authorship Responsibilities

2.7.1 An author takes responsibility for at least that part of the research that they contributed.

2.7.2 In accepting an authorship, the author attests to the integrity and accuracy of at least that part of the research that they contributed.

2.7.3 Where there is more than one author of a research output, the authors should discuss and reach agreement on the order in which the authors appear in accordance with the MU Authorship Procedure as established in Section 3.

2.7.4 All authors have a responsibility to ensure that all contributors to the research output are properly recognised regardless of their position or role or any subsequent change in their position or role.

2.7.5 All authors have a responsibility to ensure that the contribution of student researchers is properly recognised in research outputs.

2.7.6 During drafting, submission and finalisation of the research output, authors should respond to communications about the research output in a timely manner.

2.8 Authorship disputes

2.8.1 Where a dispute arises between authors, it is to be resolved in accordance with the MU Authorship Dispute Resolution Procedure (See Section 4).

2.8.2 In this procedure, parties in dispute are to attempt to resolve the matter through direct dialogue. Where this fails, a Senior Academic/Research Committee is to mediate the dispute.

2.8.3 Records of agreements reached after resolution by direct dialogue or mediation shall be maintained by the parties to the dispute.

2.8.4 Legal representation for any party to an authorship dispute is not permitted in this procedure.

2.9 Allegations of plagiarism that are based on the exclusion of an author on a research output (that is, by excluding an author that made a significant intellectual contribution, the ideas, work or other intellectual or creative output of that author has been used without permission or authority), will be resolved in accordance with the Authorship Dispute Resolution Procedure outlined in Section 4 below.

3. Authorship Procedure

3.1 The Principles and Procedure of Authorship are listed as follows:

3.1.1. Authorship must only recognise a significant intellectual or scholarly contribution to a research output.

3.1.2. An author is responsible for the integrity and accurate reporting of at least their significant intellectual or scholarly contribution to a research output.

3.1.3. MU considers that authorship (i.) must be an honest reflection of contribution to research, (ii.) should be assigned fairly and consistently, (iii.) should be communicated clearly and transparently between contributors to the research, and (iv.) should be approached with a generosity of spirit whilst remaining true to the policy requirements. For example, a research assistant who has generated data under direction could be given the opportunity to analyse and interpret the data for publication so as to qualify as an author. Conversely, where a researcher is offered authorship, but does not consider that their contribution was a significant intellectual one, this offer of authorship should be declined.

3.1.4 Researchers are encouraged to discuss authorship between potential co-authors and contributors to research outputs at the beginning of the research and as soon as circumstances in collaborations or the research change.

3.1.5 Authorship discussions can be informal, but should include all potential co-authors, and cover basic and discipline-specific aspects of authorship. Example topics include: the expectations of individuals and the collaboration, the expected outcomes from the research, the probable research outputs that will be generated, the roles and interests of researchers

who will contribute to the work, who will be an author and corresponding author, the author order, who will be senior author, the sharing of equal co-authorship.

3.1.6 Researchers are encouraged to keep a record of these discussions on the understanding that changes in authorship over the course of research are likely. Copies of correspondence, for example emails that outline the discussions and decisions made, can serve as this record. This record should be made available to all researchers involved in the research.

3.1.7 During drafting, submission and finalisation of the research output, authors should respond to communications about the research output in a timely manner. The interpretation of timeliness will depend on the size and nature of the research output.

3.1.8 All authors must agree on the authorship for the research output in writing prior to peer review for refereed research outputs or appearance on the public record for non-refereed research outputs. All authors of research outputs are required to describe their contribution to the research output in writing. This is the authorship agreement. An authorship agreement can be recorded by email correspondence, or the record of authorship agreement required by some publishers.

3.1.9 The corresponding author must keep written records of authorship agreements for at least five years.

3.1.10. Failure to reach agreement for authorship on a research output may be grounds to initiate an authorship dispute. For example, if agreement for authorship cannot be reached in a timely manner. Any authorship dispute should be resolved in accordance with the Authorship Dispute Resolution Procedure.

4. Authorship Dispute Resolution Procedure

Resolution of authorship disputes such as disagreement over relative contributions for authorship, author inclusion, author exclusion and author order for research outputs where the authors are students, faculty or visiting scholars of MU.

4.1 Authorship disputes for research outputs such as disagreement over the relative contributions of authors, author inclusion, author exclusion or author order can occur. Authorship disputes may be avoided by following the MU Authorship Procedure.

4.2 Parties to an authorship dispute shall make all reasonable efforts to resolve the dispute in a fair, consistent, clearly communicated and timely manner.

4.3 Legal representation for any party to an authorship dispute is not permitted. At meetings that attempt resolution of an authorship dispute, one support person (not from a legal background) may accompany each party to the dispute.

4.4 The resolution of the dispute shall be based on evidence of author contribution. In attempting to resolve an authorship dispute, parties shall consider the following information.

- ❖ A copy of the authorship agreement, e.g. informal written documentation such as email correspondence.
- ❖ Copies of any key documentation to show how each of the authors may have made a significant intellectual contribution to the research output.
- ❖ A list of all those believed to be valid authors, and why.
- ❖ A list of those believed to have contributed to the paper and who should be acknowledged (without being an author), and why.

4.5 Authorship dispute resolution process

4.5.1 Researchers involved in the research output should first attempt to resolve the authorship dispute and reach an agreement through direct dialogue with each other.

4.5.2 Resolution achieved by direct dialogue must be agreed upon by all researchers involved in the dispute.

4.5.3 A record of authorship dispute discussions and any agreement reached should be made and kept by the researchers involved in the dispute.

4.5.3 If there is a change in authorship after resolution of the dispute this change should be agreed upon by all authors and recorded. This record shall be kept by the corresponding author.

4.5.6 The dispute should be resolved within fifteen working days from initiation of dispute resolution.

4.5.7 If the authorship dispute cannot be resolved by direct dialogue or resolution has taken longer than fifteen working days, the dispute should be referred in writing to a Senior Academic/Dean/Research Head.

4.5.8 The Senior Academic/Dean/Research Head shall attempt to resolve the dispute by mediation. Where in the opinion of the Senior Academic the dispute might represent a significant deviation from accepted practice the dispute shall be referred to the Research Committee.

4.5.9 Where an authorship dispute involves the Senior Academic/Dean/Research Head mediation should be conducted only by the Research Committee.

4.5.10 Resolution achieved by mediation must be agreed upon by all researchers involved in the dispute.

4.5.11 A record of authorship dispute discussions and any agreement reached should be made and kept by the Research Committee and the researchers involved in the dispute.

4.5.12 If there is a change in authorship after resolution of the dispute this change should be agreed upon by all authors and recorded. This record shall be kept by the corresponding author.

4.5.13 The dispute should be resolved within twenty working days from initiation of dispute resolution by mediation.

5. Research Ethics, Permits and Other Approval Guidelines

5.1 MU researchers should:

5.1.1 obtain any necessary written approvals from appropriate ethics committees (e.g. Institutional Review Board), safety and other regulatory bodies, prior to commencing research and as required by MU policies, or those of a funding body or overseas legislation, and comply with their requirements of approved protocols at all times;

5.1.2 inform appropriate ethics/IRB committees, safety and other regulatory bodies of relevant changes to a project;

5.1.3 respect and protect research participants and their privacy

5.1.4 respect the rights of marginalised and weaker sections of the society to participate and be engaged in research concerning them; and

5.1.5 conduct research so as to minimise adverse effects on the wider community and the environment.

5.2 Additional guidance for ethics, permits and other approvals; forms to obtain ethics approval, please see the following website:

6. Research Data and Records

6.1 Research data, records and primary materials generated by MU researchers are the property of researchers unless the research is funded by MU.

6.2 Researchers must create and maintain research data and records that are:

- ❖ accurate, complete, clear, authentic and reliable, and include any approvals granted;
- ❖ identifiable, retrievable, available when needed, catalogued in an accessible form, indexed, and durable;
- ❖ secure and safe;
- ❖ kept in accordance with legal, contractual and ethical protocols and requirements, and requirements placed on research by funding or regulatory bodies; and
- ❖ able to be made available to others in line with appropriate legal, ethical, data sharing and open access principles.

6.3 Researchers must ensure research data, records and primary materials are retained for as long as they are of continuing value or interest to the global research community or other interested parties, and as specified by any research funding agreement, professional standards, legal or other requirements.

6.4 Researchers can only destroy research data and records and primary materials in accordance with all legal and ethical obligations, and with particular concern for confidentiality, security, collaborators and verification of any publications.

6.5 Researchers should not destroy records, data, primary materials, or related documents and sources that are relevant to allegations of misconduct, or challenged research results.

6.6 Researchers must

- ❖ Ensure that primary materials are kept in safe and secure storage, and that primary research records are provided the same level of care and protection as analysed research data.
- ❖ Maintain the confidentiality or privacy of research data and primary materials where access has been given on a confidential basis or where good practice, ethical or contractual conditions require such confidentiality. Data is suitably anonymised to protect confidentiality.

- ❖ Maintain confidential or private data in secure locations and for electronic records, provide suitable encryption or password protection.

6.7 MU researchers take all reasonable steps to:

- ❖ develop and document a research data management plan, including clear procedures for the collection, storage, use, re-use, access, retention and destruction of the research data and records associated with their research projects. This includes defining protocols and responsibilities in a joint or multi-institution collaboration;
- ❖ ensure prior to embarking on a research project that adequate resources are available to meet the data management requirements of that project;
- ❖ plan for the ongoing custodianship of data after the completion of research, or, in the event of departure or retirement from the Institution, reach agreement with the Dean/Research Committee as to where such data will be located, stored and accessed; and
- ❖ retain sufficient research data and primary materials for a time allowing reference to them by other researchers and interested parties. For published research data, this should be for at least as long as interest, challenge and discussion persists following publication. When considering retention length, the researcher takes account of professional standards, legal requirements and contractual arrangements.

7. Research Trainees/Associates

7.1 For the purpose of this MU Research Policy the term research trainees refer to trainees at all levels – coursework students, higher degree by research students, post-doctoral scholars, and early-career academics conducting research.

7.2 MU researchers, particularly supervisors/thesis advisors of research students must:

- ❖ ensure effective and timely training of research trainees under their supervision. Training encompasses discipline-based research methods, ethics and other relevant skills, such as the ability to interact with users, research subjects, industry and diverse communities;
- ❖ ensure that research trainees receive appropriate credit for their work;
- ❖ are satisfied that valid and accurate research is undertaken by research trainees; and
- ❖ take all reasonable steps to ensure effective compliance by research trainees with the MU Research policy guidelines.

8. Research Integrity and Misconduct

8.1 MU Research scholars should, in all aspects of their research:

- ❖ demonstrate integrity and professionalism;
- ❖ observe fairness and equity;
- ❖ demonstrate intellectual honesty;
- ❖ effectively and transparently manage conflicts of interest or potential conflicts of interest; and
- ❖ ensure the well-being of those associated with the research.

8.2 Research methods and results should be open to scrutiny and debate.

8.3 Research scholars must familiarise themselves with this policy and ensure that its provisions are observed.

8.4 Failure to comply with this policy may be a ground for disciplinary action.

8.5 Where a research scholar or any other member of the Institute is in doubt about the applicability of provisions of this policy, or about the appropriate course of action to be adopted in relation to it, advice should be sought from the Research Committee. Such advice should be provided on a confidential basis.

8.6 Publications must include information on the sources of financial support for the research and must include a disclosure of any potential conflicts of interest. Financial sponsorship that carries an embargo on such naming of a sponsor should be avoided.

8.7 Conflict of Interest: When applying for, accepting and conducting research using external funding, research workers must fully declare and manage all conflicts of interest in accordance with:

- ❖ Institute policies;
- ❖ any applicable rules, policies, regulations or contractual requirements relating to conflict of interest, whether pre-award or post-award (Funder Requirements); and

8.8 A research worker has a conflict of interest in any circumstances where that person has a real, perceived or potential opportunity to prefer their own interests, or those of any other person or organisation, to the interests of MU. Examples of conflicts of interest in research include but are not limited to situations:

- ❖ where the research is sponsored by a related body;
- ❖ where the researcher or a related body may benefit, directly or indirectly, from any inappropriate dissemination of research results (including any delay in or restriction upon publication of such results);
- ❖ where the researcher or a related body may benefit, directly or indirectly, from the use of MU resources;
- ❖ where private benefits or significant personal or professional advantage are dependent on research outcomes.

8.9 A related body is any person or body with which the researcher has an affiliation or a financial involvement.

8.10 A financial involvement includes a direct or indirect financial interest, provision of benefits (such as travel and accommodation) and provision of materials or facilities.

8.11 An indirect financial interest is a financial interest or benefit derived by the researcher's relatives, personal or business associates, or research students.

8.12 It is important to recognise that real or perceived opportunities to give preference to personal interests arise from competing obligations and can be other than financial. The responsibility for managing a conflict-of-interest rests, in the first instance, with the individual.

8.13 A research worker must make a full disclosure of a conflict of interest or of circumstances that might give rise to a perceived or potential conflict of interest as soon as reasonably practicable as follows to the relevant official:

- (a) where the research scholar is a faculty/head of department, to the Academic dean of MU;
- (b) where the research scholar is a dean, to the research committee.

8.14 Research Misconduct: Research misconduct is constituted by a failure to comply with the principles or specific provisions of the code and includes but is not limited to conduct in, or in connection with, research that is:

- (a) dishonest, reckless or negligent; and
- (b) seriously deviates from accepted standards within the scientific and scholarly community for proposing, conducting or reporting research, including, but not limited to:

- i. the fabrication or falsification of data or results;
- ii. the use of another person's ideas, work or data without appropriate acknowledgement;
- iii. misleading ascription of authorship to a publication including the listing of authors without their permission, attributing work to people who have not in fact contributed to the publication, the lack of appropriate acknowledgement of work primarily produced by a research student/trainee or associate; and
- iv. failure to disclose conflicts of interest or cases where a conflict of interest might reasonably be perceived to exist.

8.15 Allegations of misconduct in research and the subsequent punishments will be handled by the research committee on a case-to-case basis.

9. Research Funding, Costing and Pricing

9.1 This section applies to all externally-funded research projects undertaken at MU. This section does not apply to non-research commercial endeavours such as non-research consultancies. This section also doesn't apply to research grants offered by philanthropic bodies and/or research contracts negotiated with philanthropic bodies.

9.2 External Research Funding must be governed by an agreement detailing:

- (a) the funding to be provided;
- (b) the terms and conditions of funding; and
- (c) the rights and responsibilities of the parties

9.3 When costing research project, the direct research costs of a research project must be fully calculated (including all Salary and Salary-Related Costs of people working on the research project, equipment maintenance and in-kind contributions) and documented in the project budget. In-kind contributions should be clearly listed in the budget.

9.4 The externally funded project should include an institutional overhead of 10%. The research committee will be responsible to oversee the overhead costs.

9.5 Prior to seeking external research funding, a researcher must consult with the Research Committee to ensure that the project is academically and financially viable for MU.

9.6 The budgeting, costing and pricing of externally-funded research projects should be in accordance with this policy.

10. Research Committee

10.1 Research Committee: The Research Committee is established to oversee Academic Governance of research and research training at MU.

10.2 Research Committee Composition

10.2.1 The Research Committee will include

- ❖ Director, Faculty and Academics
- ❖ Chair, Doctoral Program and Research (DPR)
- ❖ Member, Economics Group
- ❖ Member, Finance and Fintech Group
- ❖ Member, Decision Sciences Group
- ❖ Member, Marketing Group
- ❖ Member, Organisational Behaviour and Human Resource Management Group
- ❖ Member, Operations Management Group
- ❖ Member, Strategic Management Group

10.3 The functions of the Research Committee are:

10.3.1 To oversee the Academic Governance of research and research training at MU

10.3.2 To the extent they relate to research or research training, the Research Committee will oversee that processes and structures are established and responsibilities are assigned that collectively:

- ❖ achieve effective academic oversight of the quality of research and research training
- ❖ set and monitor institutional benchmarks for academic quality and outcomes
- ❖ establish and maintain academic leadership at an institutional level
- ❖ provide competent advice to the management on academic matters, including advice on academic outcomes, policies and practices.

10.3.3 To the extent they relate to research or research training, the Research Committee will involve in academic oversight that assures the quality of research and research training effectively, including by:

- ❖ developing, monitoring and reviewing academic/research policies and their effectiveness
- ❖ critically scrutinising, approving and accrediting or advising on approving and accrediting, courses of study and their associated qualifications
- ❖ maintaining oversight of academic and research integrity, including monitoring of potential risks
- ❖ monitoring and initiating action to improve performance against institutional benchmarks for academic quality and outcomes
- ❖ critically evaluating the quality and effectiveness of educational innovations or proposals for innovations
- ❖ evaluating the effectiveness of institutional monitoring, review and improvement of academic activities, and
- ❖ monitoring and reporting to the management on the quality of research and research training.

10.3.4 The Research Committee may form working groups from time to time to undertake specific projects and tasks related to their functions.

10.4 The Research Committee will meet at least once a month or otherwise as required, in order to perform its functions.

10.4.1 Unless the Chair directs otherwise, the Research Committee agenda will be distributed to members and official attendees at least seven days prior to the meeting, or such shorter period as is practicable in the circumstances.

10.4.2 At any meeting of the committee, one half of the voting membership plus one constitutes a quorum.

10.4.3 Draft minutes will normally be circulated to members for comment promptly after each meeting. Next, the minutes (with any necessary changes) will be circulated for adoption by the Research Committee. The minutes will be finalised and adopted when they have been approved by a majority of the members that were present at the relevant meeting. Alternatively, the minutes may be included in the agenda for the next committee meeting and considered and adopted by the committee at that meeting.

10.5 Once annually the Research Committee shall devote part of one meeting to the review of its policies, practices and procedures over the preceding twelve months.

11. Research Incentives

11.1 Standard Teaching Hours: The annual standard teaching load for in-house faculty members is set at **120 hours**. The remaining time is designated for research activities. Faculty members may request reduced teaching assignments to focus on their research projects. Teaching hours can be fulfilled through participation in any program, including PGP, UGP, Executive Education, and Master Camps.

11.2 R&D Discretionary Fund/Faculty Development Fund: Each in-house faculty member is entitled to an annual development allowance of \$6,000 to support research-related activities, including attendance at national and international conferences and other travel needs. Faculty members are encouraged to attend two international conferences annually, with additional support provided as needed.

11.3 Seed Money Grants: Faculty members are eligible for seed money grants of \$7,000 per project to support research initiatives. Each faculty member may lead up to three active seed-funded projects simultaneously as the principal investigator.

11.4 Research Incentive Plan: The institute incentivizes high-quality research publications through monetary rewards, recognizing publications in journals listed in prominent rankings such as FT 50, ABS, FNEGE, and CNRS.

11.4.1 Journals in the "4*" and "4" Category*: These journals are recognized for publishing groundbreaking and rigorously executed research. With high submission volumes and low acceptance rates, they are noted for their significant citation impact within their respective fields.

11.4.2 Journals in the "3" Category*: These journals are highly esteemed for their rigorous selection processes and impactful research contributions. While slightly less selective than "4*/4" journals, they maintain substantial citation impact in their fields.

11.4.3 Incentive Structure: Faculty members will receive publication bonuses based on journal rankings:

\$15,000 for ABS "4*" journals

\$12,000 for ABS "4" journals

\$8,000 for ABS "3" journals

\$2,000 for ABS "2" journals

\$1,000 for ABS "1" journals

For journals appearing in multiple rankings, the most favourable rating will be applied. Additionally, publications in FT 50 journals will receive a supplementary bonus of \$5,000.

11.4.4. All publications that address themes of societal, entrepreneurial, and sustainable impact—particularly those aligned with the UN SDG goals and MU's core ethos and values—will be eligible for an additional 10% incentive over and above the standard publication incentives.

11.4.5 The publication incentives will not be dependent on the number of co-authors.

12. Research Series and International Collaboration

12.1 A Research Incubation Series to encourage dialogue among faculty to share ideas on newly initiated research projects and possibly spawn research collaborations.

12.2 MU invited Research Series: The institute must invite scholars regularly from prominent business schools (once in every term) for giving a talk or research seminar. It will give the opportunity to MUSB faculty members and students to interact with visiting scholars of prominent business schools around the world.

12.3 The Institute should encourage faculty members to spend two semesters (up-to 9 months) at a reputed research-focused international university.

12.4 International exchange will help faculties in improving their research capabilities, in building their research networks and in some cases in pursuing ongoing research projects. In such cases, the Institute will pay 70% of the cost and the faculty member will have the option of using his or her annual allowance from the Research Discretionary Fund for the balance.

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