



Kandivli Education Society's
**B. K. SHROFF COLLEGE OF ARTS &
M. H. SHROFF COLLEGE OF COMMERCE**

An Autonomous College

NAAC Re-accredited 'A' Grade

ISO 9001 : 2015 Certified • 'Best College 2017-18' award from University of Mumbai

POLICY FOR THE PROMOTION OF RESEARCH

HEAD
CRITERIA – III
Research, Innovations
and Extension

PRINCIPAL
Kandivli Education Society's
B. K. Shroff College of Arts &
M. H. Shroff College of Commerce
Bhulabhai Desai Road,
Kandivli (West), Mumbai-67

POLICY FOR THE PROMOTION OF RESEARCH

Teaching and Research are considered to be the twin primary objectives of any teacher working in undergraduate and postgraduate institutions with recognized Research Departments. Since “publish or perish” has become the unwritten motto of all institutions, it is essential for all faculties to conduct research, publish their works and participate in national and international conferences. This enables them to present their research findings and generate new concepts in emerging areas thereby enriching themselves and the institution in many ways.

With this in mind the college has provided institutional infrastructure to the faculty to facilitate research. This consists of:

- i. A well stocked library with books and journals
- ii. Research database made freely available to KES’ Shroff College teachers and research scholars
- iii. High speed internet available to all teachers to access databases
- iv. Personal cubicles and computers provided to many teachers

KESSC Research Centre has a **Research Advisory Committee** to map out a research policy for the promotion of research activities and motivate faculty members and students to carry out research for their career growth and advancement. The Research Advisory Committee in the college consists of:

- i. The Principal
- ii. The Vice-Principal and Chairperson of the Research Advisory Committee
- iii. Research Advisor
- iv. Members of the Research Advisory Committee consisting of:
 - a. Dr. V.S. Kannan: Chairperson
 - b. Dr. Vanitha Esaimani: Member
 - c. Dr. Arun Chandane: Member
 - d. Dr. Urmila Singh: Member
 - e. Dr. Anita Bhasin: Member
 - f. Dr. Mahesh Lavate: Member
 - g. Asst. Prof. Ganga Susheel Warriar: Member

3

The Research Advisory Committee has drafted a policy for the promotion of research activities given below:

Purpose of the Promotion of Research Policy:

The purpose of the promotion of Research Policy is to create and support a research culture among the faculty and students at KES' Shroff College in order to leverage it for enriching and enhancing the professional competence of the faculty members and for promoting a scientific temper and research aptitude among all learners.

Vision of the Research Policy:

- i. To enhance the quality of research among teachers and students
- ii. To ensure that the papers written by teachers and students are published in UGC Care/ Scopus/ Web of Science journals
- iii. To ensure that all teachers obtain their Ph.D. degree

Scope of the Research Policy:

This Research Policy forms the basis of all research activities of the college, including all departments, and serves as a guideline for the functioning of the KESSC Research Centre.

Aims and Objectives of the Research Policy:

- i. To promote and motivate a research culture among teachers and students.
- ii. To explore sources of revenue for research
- iii. To organize research conferences, workshops and seminars for teachers and students.
- iv. To prepare students and teachers for Avishkar - A State Level Research Convention.
- v. To review the progress of ongoing research projects
- vi. To maintain a record of faculty publications

Mainframe of the Promotion of Research Policy:

The Research Advisory Committee has framed a well-defined research policy for the promotion of research activities which will act as a guideline for scholars, teachers, students and all concerned. It must be noted that:

I. The college has two established research departments with guides recognized by the University of Mumbai to guide Ph.D. scholars in:

- i. Business Economics
- ii. Commerce

Note:

Research scholars will be admitted to the above Ph.D. programmes as per UGC guidelines

II. Furthermore, all faculties who have obtained their doctoral degrees are encouraged to become research guides from various universities and guide research scholars.

III. In addition teachers are encouraged to get their Ph.D. degrees and are given incentives for obtaining their Ph.D. degrees. They are:

- i. Sanctioned study leaves for their Ph.D. coursework.
- ii. Given Rs. 25,000/- on completion of their Ph.D. provided they have completed three years in the college.
- iii. Encouraged to participate in and present papers in national/international seminars, conferences and workshops.
- iv. Sanctioned leave for participating in and presenting papers in national/international seminars, conferences and workshops and the full expenditure is reimbursed by the college.
- v. Reimbursed fully or given Rs. 2.5 lakhs as expenses, whichever is less, for presenting papers in foreign countries, either singly or jointly, and for obtaining their doctoral degrees.
- vi. Given two additional increments on completion of their Ph.D. in the self-finance section.

IV. Teachers are encouraged go in for major and minor research projects in the following cases:

A. KES' Shroff Management grants Rs. 10,000/- to each teacher as seed money for minor research projects under the following conditions:

- i. Only fully qualified teachers will be eligible after 1 year of service in the college to apply for the grant.
- ii. Priority will be given to those teachers who have not obtained grants from the university, governmental and non-governmental agencies for research.
- iii. Teachers sanctioned seed money will have to present a paper on the topic with college credentials.
- iv. Half the payment will be made after approval of the topic and the balance after the final presentation of the project.

- 5
- v. Only one person per minor project will be eligible for the grant.
 - vi. In order to get the grant sanctioned for the 2nd minor project a 1 year gap is required.
 - vii. Seed money will be sanctioned for a maximum of 2 minor research projects during the span of the candidate's career in KES' Shroff College.

B. Teachers are encouraged to apply for minor and major research projects from the University of Mumbai, the UGC and other governmental and non-governmental agencies and receive grants from them. Furthermore, teachers are to:

- i. Pursue original and quality research in the fields of commerce, management, IT, Finance and all other relevant areas of study.
- ii. Identify emerging areas of research and undertake research in these areas.
- iii. Establish linkages with industries and business organizations in order to identify potential areas of research, surveys and other basic areas of research enquiry.
- iv. Acquire projects, market surveys and other research activities to acquire assistance from other business houses, industries, NGOs, boards and forums.
- v. Have research projects sanctioned from National Funding agencies like SERB, DBT, DST, ICSSR, UGC and other such institutions.

In addition the KESSC Research Centre will be responsible for:

- i. The appointment of the Research Advisory Committee
- ii. The appointment of a research advisor to guide students and teachers in writing research papers
- iii. Following ethical research practices in dealing with plagiarism ensured through the plagiarism test administered to all research papers.
- iv. Undertaking all activities which will inculcate a research culture in the college.
- v. Encouraging researchers to create intellectual property rights and apply for patents.
- vi. Overseeing the activities of the research scholars and monitoring their progress.
- vii. Conducting workshops on Research Methodology course work.
- viii. Organizing various workshops to develop appropriate research skills among the scholars and faculty members.
- ix. Conducting national/international Faculty Development Programmes, seminars, webinars, conferences and workshops on issues of contemporary importance.
- x. Conducting Students' Research Conferences and collaborating with national and

international universities.

- xi. Encouraging students to participate in and present research papers in national/international/state level conferences/seminars/workshops.
 - xii. Preparing students and teachers for Avishkar - A State Level Research Convention.
 - xiii. Encouraging teachers and students to publish papers in UGC Care/ Scopus/ Web of Science journals or contribute chapter/s in books or publish books and encourage them to bring to the notice of society issues of contemporary importance which will undergo a plagiarism test.
-



VICE PRINCIPAL
Kandivli Education Society's
B. K. Shroff College of Arts &
M. H. Shroff College of Commerce
Bhulabhai Desai Road,
Kandivli (West), Mumbai-67.



HEAD
CRITERIA – III
Research, Innovations
and Extension



PRINCIPAL
Kandivli Education Society's
B. K. Shroff College of Arts &
M. H. Shroff College of Commerce
Bhulabhai Desai Road,
Kandivli (West), Mumbai-67