



## Knowledge Creation and Knowledge Dissemination Policy

### Objectives:

#### Creating a High-Quality Research Environment:

- Allocate sufficient resources for research facilities, equipment, and infrastructure across diverse disciplines in the University.
- Foster interdisciplinary collaboration by establishing research centers that encourage cross-disciplinary interactions.
- Provide support for faculty members, Ph.D. scholars, research fellows, postgraduate, and undergraduate students to engage in research activities through grants, fellowships, and mentorship programs.

#### Promoting a Culture of Research:

- Organize workshops, seminars, and conferences to promote research awareness and build research skills among faculty members, students, and scholars.
- Encourage faculty members to integrate research into teaching and mentor students in research projects.
- Recognize and reward excellence in research through awards, fellowships, and tenure/promotion criteria that value research contributions.

#### Embedding Academic Integrity:

- Establish clear policies and guidelines on academic integrity, including plagiarism detection mechanisms, IP protection and procedures for handling research misconduct.
- Provide training and resources on research ethics and responsible conduct of research to faculty members, students, and scholars.
- Foster a culture of honesty, transparency, and accountability in all research activities.

#### Increasing Global Research Visibility:

- Encourage faculty members to publish in high-impact and high quality journals (Scopus/WoS/SCI/SCIE/PubMed/ABDC etc) and present research findings at reputable national and international conferences.
- Facilitate collaboration with industry partners and other academic institutions to undertake innovative research projects.
- Actively promote the university's research achievements through press releases, social media, and networking events.
- Seek opportunities for participation in international research consortia, exchange programs, and joint research initiatives to enhance the university's global research visibility.



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### Monitoring and Evaluation:

- Establish metrics and indicators to track the university's research performance, including publication outputs, research funding, collaboration networks, and citations.
- Conduct regular evaluations of research programs, facilities, and support services to identify areas for improvement and investment.
- Solicit feedback from stakeholders, including faculty members, students, alumni, and external partners, to assess the effectiveness of research policies and initiatives.

### Policy:

#### Appointment of Teachers with Ph.D. and Strong Research Track Record:

- Establish transparent and merit-based criteria for the selection and appointment of faculty members with Ph.D. degrees and commendable research track records.
- Provide incentives, such as research grants, sabbaticals, and professional development opportunities, to attract and retain faculty members with strong research potential.

#### Encouraging non PhD Faculty members for pursuing Ph.D. Programs:

- Raise awareness among faculty members about the benefits of obtaining a Ph.D., including career advancement, research opportunities, and personal growth.
- Highlight the university's Ph.D. programs, faculty expertise, and research strengths to attract interest from faculty members.
- Establish a policy to offer discounted tuition fees for faculty members enrolled in Ph.D. programs at the university.
- Determine the specific discount rate or scholarship amount based on the university's financial resources, affordability, and commitment to supporting faculty development.

#### Engagement of Teachers with Ph.D. in Research Activities:

- Encourage and support faculty members with Ph.D. qualifications to actively engage in research activities, including conducting research projects, publishing scholarly articles, and participating in academic conferences.
- Recognize and reward faculty members for their research contributions through performance evaluations, promotions, and awards.

#### Provision of Necessary Infrastructure for Quality Research:

- Invest in state-of-the-art research facilities, laboratories, equipment, and technology infrastructure to support high-quality research across disciplines.
- Provide seamless access to modern information resources, including online databases, journals, and research tools, through library services and digital platforms.





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Establishment of Seed Money Program for young faculty researchers:

- Create a dedicated fund specifically for providing seed money grants to early-career teachers and teachers with less research orientation to support their research endeavors.

Development of Writing Skills and Research Aptitude:

- Offer workshops, seminars, and writing courses to enhance students' and scholars' writing skills, research aptitude, and understanding of the peer review process.
- Provide mentorship and guidance from experienced faculty members to support students and scholars in developing their research and writing abilities.

Interdisciplinary Learning and Research:

- Design the curriculum to include interdisciplinary courses, research projects, and collaborative opportunities that promote cross-disciplinary learning and research.
- Facilitate interdisciplinary research initiatives by fostering collaboration between faculty members and students from different departments and disciplines.

Prevention of Academic Misconduct, Including Plagiarism:

- Implement policies and procedures for detecting and preventing academic misconduct, including plagiarism, in academic and research writing.
- Provide training and resources on research ethics and academic integrity to educate students, teachers, and research scholars about the importance of ethical conduct in scholarship.

Sensitization to Social, Ethical, and Legal Aspects of Research:

- Incorporate discussions and case studies on social, ethical, and legal aspects of research into the curriculum to raise awareness among students, teachers, and research scholars.
- Organize workshops, seminars, and guest lectures on topics related to research ethics, responsible conduct of research, and the societal implications of research findings.

Governance of Research Promotion:

- Establish University Research Advisory Board (URAB) and University Innovation Committee (UIC) to oversee and guide research promotion efforts.
- Develop and enforce policies and guidelines for research conduct, ethics, and academic integrity, ensuring compliance with regulatory requirements and best practices.

Encouragement and Support in Research Profile Creation and Maintenance:

- Organize workshops, seminars, or training sessions to raise awareness among staff members about the importance of creating profiles on nationally and internationally acclaimed research tracking platforms such as Vidwan ID, Scopus ID, ORCID ID,





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Researcher ID, Google Scholar ID etc. and highlight the benefits of having a comprehensive research profile, including increased visibility, citation tracking, and networking opportunities within the academic community.

- Provide step-by-step guidance and support to staff members on how to create and set up profiles on such platforms.
- Offer assistance with verifying and linking their publications, affiliations, and research outputs to ensure accuracy and completeness of their profiles.
- Integrate the use of research tracking platforms into existing institutional systems and processes, such as performance evaluations, promotion criteria, and grant applications.
- Encourage staff members to include their profile links in their institutional websites, email signatures, and curriculum vitae to enhance their visibility and credibility as researchers.
- Recognize and reward staff members who actively maintain and update their profiles on research tracking platforms, such as through awards, commendations, or professional development opportunities.
- Highlight the achievements and impact of staff members' research activities showcased on their profiles, including publications, citations, and collaborations.
- Foster a sense of community and collaboration among staff members by encouraging them to connect and collaborate with colleagues, peers, and researchers within their respective fields through research tracking platforms.
- Facilitate networking opportunities, knowledge sharing, and collaboration initiatives to leverage the collective expertise and resources of staff members across different disciplines and departments.

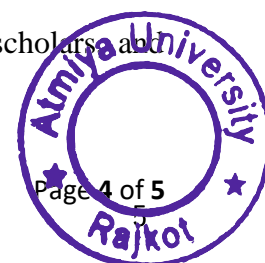
### Effective Channeling of Research Activities:

- Integrate research activities into the Entrepreneurship Development Cell and Institution Innovation Council to promote innovation, entrepreneurship, and technology transfer.
- Facilitate collaboration between researchers, industry partners, and entrepreneurs to commercialize research outcomes and foster economic development.

### Code of Ethics:

#### Adherence to UGC Regulations:

- Establish a dedicated committee or task force responsible for overseeing the implementation of the UGC regulations on academic integrity and plagiarism prevention.
- Disseminate the UGC regulations among faculty members, research scholars, and other stakeholders to ensure awareness and compliance.





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- Develop institutional policies and guidelines aligned with the UGC regulations, specifying procedures for plagiarism detection, investigation, and disciplinary action.

### University Research Advisory Board:

- Empower the University Research Advisory Board to monitor and evaluate the overall research activities, including the submission of research proposals, Memoranda of Understanding (MoUs), and the quality of publications.
- Provide guidance and support to faculty members and research scholars in enhancing the quality and impact of their research outputs.

### Research Scholars Orientation Meetings:

- Conduct regular orientation meetings for research scholars organized by the Internal Quality Assurance Cell (IQAC) to sensitize them about research and publication ethics.
- Offer training sessions, workshops, and resources on ethical conduct, citation practices, authorship guidelines, and avoiding plagiarism.

### Plagiarism Check Software:

- Utilize plagiarism detection software provided by Government of Gujarat in the university library to screen research manuscripts, theses, and publications for potential duplication or plagiarism.

### Institutional Ethics Committee (IEC):

- Ensure that all research projects involving animals undergo rigorous screening and ethical review by the Institutional Ethics Committee (IHEC).
- Facilitate the functioning of the IEC by providing necessary resources, training, and administrative support to ensure the ethical conduct of research involving human and animal participants.

### Important References and Websites:

- UGC Guidelines on Promoting and Improving the Quality of Research in Indian Colleges  
([https://www.ugc.gov.in/pdfnews/5816125\\_Promoting-and-Improving.pdf](https://www.ugc.gov.in/pdfnews/5816125_Promoting-and-Improving.pdf))
- UGC Regulation on Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions  
([https://www.ugc.gov.in/pdfnews/7771545\\_academic-integrity-Regulation2018.pdf](https://www.ugc.gov.in/pdfnews/7771545_academic-integrity-Regulation2018.pdf))
- In House Developed Research Repository: My Data Repository  
(<http://ems.atmiya.ac.in/>)
- Atmiya University IRINS Platform for Tracking of Research Activities  
(<https://atmiyauni.irins.org/>)

