

Research Promotion Policy

(Effective from April 1, 2017)

(Revised and reinforced from February 2, 2026)

Preamble:

The need of the present day is that all higher educational institutions must contribute to research for sustained development to be at par with the top institutions and compete at the global level. Besides, research culture in the institution leads to quality graduates who can contribute to their employer companies and for sustainable growth at the national and global level.

The teachers who have only PG qualifications as the highest degree will be motivated to enroll for Ph.D. in a premier Institution / University. They will be allowed to go and meet their guide to discuss research topics as and when necessary, on OOD. They are also given reduced workload / leave during crucial period of their research like report writing, experimentation in R&D Institutions outside the College.

Teachers who have already completed their Ph.D. will be motivated to guide other teachers for their Ph.D., apply for funding from research funding organizations. If they get funding from the funding agencies the faculty will get reduced load (academics) based on the nature of work and involvement in the project.

The Management expects Faculty to execute at least any two of the following:

1. Publication of at least Two research articles in a reputed (Including Research Articles in reputed journals and Book Chapters as recognized by NAAC, NBA, NIRF etc. - Thomson Reuters, Scopus, WOS, Q-rated, ABDC, Web of Science, ASME etc.) journal per year.

2. At least two research publications per year in reputed journals or book chapters recognized by NAAC, NBA, NIRF etc., indexed in Thomson Reuters, Scopus, Web of Science, SJR, ABDC, ASME, and similar reputed databases.
3. One funded research project from funding agencies with a minimum amount of Rs. 2.5 Lakh once every three years.
4. One industry consultancy once every three years.
5. Help in setting up one Centre of Excellence in collaboration with any industry.
6. Apply / publish / grant of at least one patent once every year.

Research Overseeing Committee:

To oversee the progress of Research by the faculty opting for research and research activities in the institution, the following committee has been constituted.

Composition of the Committee:

- Director, BNMIT
- Additional Director, BNMIT
- Principal, BNMIT
- Dean, BNMIT
- Deputy Director, BNMIT
- HOD of respective department as the convener
- Research Advisors from renowned Central / National institutions and industry (Invitee).

Roles and Responsibilities of the Committee: The committee

1. Meet twice a year to evaluate the progress of faculty members and suggest course of action, if any.
2. Evaluates quality of publications and recommend teachers who have published quality papers for rewarding, to the Management.
3. Reports progress of research to the Management at institute level.
4. Addresses any other issues related to research in the institute.

7a. Incentives for Publication of Research / Technical papers by Faculty Members

(Effective from April 1, 2021)

(Revised and reinforced from February 2, 2026)

In alignment with the vision and mission of the institution, the management has decided to provide further impetus to research and development activities undertaken at BNMIT, and to the consequent publication of papers in reputed journals. Recognition of such contributions shall be in the form of cash incentives, as detailed below:

Q1 Rated Journals - Rs. 10,000/-

Q2 Rated Journals - Rs. 7,500/-

Q3 Rated Journals – Rs. 6,000/-

Q4 Rated Journals – Rs. 5,000/-

Scopus / WOS / ABDC Journals (A+, A and B category) – Rs. 4,000/-

Note: Q rated journal publications are considered for incentive only if indexed in Scopus or WOS. Additional incentives may be considered as per the discretion of the core committee, especially for Q1 / Q2 publications.

Cash incentives for books and book chapters shall be as follows:

- Scopus indexed book chapters: ₹4000 per chapter
- Full book (international publisher): ₹10000
- Full book (reputed national publisher with ISBN and ISSN): ₹5000

1. Faculty members are eligible to avail this benefit for a paper published in a given academic year (July-June).
2. The publication should be produced while working at BNMIT and must carry BNMIT's affiliation.
3. The paper must be submitted to the BNMIT library for archiving.

4. The incentive will be given to the first three authors only. The incentive given shall be equally divided among all the authors of the paper from BNMIT.
5. The selection of papers for incentive shall be done by Director, Additional Director, Principal, Dean and Deputy Director in the month of July every year from the list of works submitted by the faculties to the Secretary. The list of selected papers shall be published on the noticeboards.

7b. Financial assistance to Staff for Paper Presentation / Participation in Conference / FDP's / Workshops / Any Training Programs

(Effective from the academic year 2017-18)

(Revised and reinforced from February 2, 2026)

The Management is happy to provide financial assistance to the staff for paper presentation / participation in conference / FDP's / workshops / any training programs registration both in India and abroad.

The policy for providing such financial assistance shall be as follows:

1. The registration fee will be refunded only for papers that are accepted and successfully presented during the conference, and which are subsequently processed for inclusion in Scopus or Web of Science databases.
2. Presentation of all accepted papers is mandatory.
3. The registration fee for attending FDPs / Workshops / Other Trainings will be refunded as per the discretion of the Management based on the quality of the program and the organizing authority.

7c. Consultancy and Projects by Faculty Members

(Effective from July 1, 2017)

(Revised and reinforced from February 2, 2026)

BNMIT management would like to encourage consultancy by faculty members and take up research projects from different funding agencies. These activities should bring tangible benefits to the college such as industry projects for our students and other staff, placement opportunities to students, setting up facilities at college etc. While the Management is all for encouragement of the above it expects to be taken into confidence by the faculty before venturing into this activity of undertaking consultancy/project.

The policy for consultancy and sponsored projects is as mentioned below:

1. Consultancy

a. Purely within the college:

When faculty takes up consultancy work during college working hours or using college facilities the revenue is shared between the college and faculty in the ratio of 40:60. However, the faculty must complete all the academic work assigned before venturing into consultancy.

b. Purely external, outside the working hours of the college: When faculty takes up consultancy work purely outside the college working hours and without using college facilities then the revenue is shared between the College and the faculty in the ratio of 30:70. However, all the academic requirements of the college must be fulfilled by the staff and written permission should be taken to carry out consultancy work and such work undertaken shall be with the knowledge of the institution.

Sanction: Prior sanction must be taken from the Head of the

institution for any consultancy project. Wherever possible, BNMIT students should also be associated with the consultancy project.

2. Sponsored research (External funding)

Incentive equal to 5% of the research project grant, limited to a maximum of Rs. One Lakh per project will be provided to Faculty for creating additional research facilities required on campus.

- a. Professors and Associate Professors will become eligible for incentives when the project grant is ₹7.5 Lakhs and above, and Assistant Professors shall be entitled to the incentives when the grant is ₹3 Lakhs or more.
- b. The incentives shall be disbursed on successful completion of the project upon submission of the Utilization Certificate to the funding agency.
- c. Faculty are supposed to have a regular report on the progress which they are supposed to submit to the Principal for transparency and accountability.
- d. In case of more than one investigator from the institution, the total eligible incentive shall be equally divided among the investigators.

3. Sponsored research (Internal, Intramural and Seed funding)

- a. **Internal Funding:** The scope of the fund/grant provides structured support for research projects:
 - Minor Research Projects – up to ₹1 lakh
 - Major Research Projects – between ₹ 1–2 lakhs
 - Applicants must be affiliated with BNM Institute of Technology (faculty or students).
 - Only one grant/funding is permitted per academic year. Awardees cannot apply for new funding until completion of the ongoing project.

- Proposals are evaluated on quality, relevance, feasibility, scale, and merit. Ethics committee approval is mandatory for all applicants.
- Funds may be used for equipment/materials after due diligence by the Institute Research Committee. Equipment, materials, software, gadgets, and books purchased remain property of the institution. Vendor quotations are required for all equipment requests.
- Awardees must submit a final report within the stipulated period; extensions require rigorous scrutiny.
- Institutional support must be acknowledged in all presentations and publications.
- Faculty members availing grants cannot take long-term leave during the funded project.

b. Intramural / Seed Funding:

The intramural research grants / Seed funding is open to students to conduct innovative and breakthrough research during their 2nd to 4th year of B.E course. Every year 20 projects will be selected across all the departments after a systematic screening of applications. The selected projects under this grant scheme should follow the mentioned guidelines. The project can have 2-4 students and one mentor (mandatory).

The funding is given in 5 levels as shown in the below table. Each level has a timeline of 3 months. The first level of funding is up to ₹25,000 (all at actuals). To reach the next level of funding, the project must achieve the defined deliverables. The maximum amount sanctioned per project is ₹5,00,000 for a period of 15 months.

Sl. No.	Timeline (in Months)	Amount sanctioned (in ₹)	Cumulative Amount (in ₹)	Deliverables / Outcomes
1	0-3	25,000	25,000	Proof of Concept (PoC) / Demonstratable Project + 1 Paper Publication
2	4-6	50,000	75,000	Prototype/working model +1 Paper Publication
3	7-9	75,000	1,50,000	Product stage 1 + Patent / Copyright
4	10-12	1,00,000	2,50,000	Product stage 2/ final
5	13-15	2,50,000	5,00,000	Commercialization- mass Production / technology transfer

4. Sabbatical / leave of absence

When a faculty wants to take leave of absence to work in an industry / University, it may be granted by the management depending on workload for a period not exceeding two academic years. During the period of absence, no salary will be paid, and the faculty need not share his/her remuneration with the college. However, request for grant of leave by the faculty should accompany appointment letter from the industry / University with details of position, nature of work, emoluments and any other details which the college may ask for.

7d. Financial assistance to Staff for Product Development and Innovation / Patents / Copyrights / Trademarks / Collaborative IPR Initiatives / Technology Transfer & Commercialization

(Effective from April 1, 2017)

(Revised and reinforced from February 2, 2026)

BNMIT Management initiated this policy to foster a culture of innovation and knowledge creation by extending financial assistance to faculty engaged in product development, intellectual property generation, and collaborative research initiatives. By supporting patents, copyrights, trademarks, technology transfer, and commercialization efforts, the institution reiterates its commitment to empowering faculty to transform ideas into impactful outcomes. The policy underscores the value of protecting intellectual contributions, encouraging inter and cross-disciplinary collaboration, and promoting sustainable innovation that contributes to academic excellence and societal benefits.

1. Patents:

- A 50% ownership by BNMIT shall be on each patent filed in the name of BNMIT; the remaining 50% will be shared equally among the inventors.
- Application: All the patent applications will be examined for their commercial viability and their relevance to BNMIT's business plans by the BNMIT Research and IPR Committee.

2. Copyrights: 30% of the cost for the registration of copyrights will be reimbursed if BNMIT is one of the owners with at least 30% equity share in the copyright.

3. Trademarks: ₹10,000 will be awarded on successful registration of the trademark. BNMIT will have commercial usage rights on such copyrights whereas creators will have academic usage rights.

- 4. Technology Transfer and Commercialization:** The revenue realized through commercialization shall be shared in the ratio of 40:60 between BNMIT and the inventors. BNMIT will provide legal, marketing and business support for such activities.
- 5. Collaborative IPR Initiatives:** In the case of collaborative IPR efforts, at least 30% of IPR rights will be held by BNMIT.
- Any IPR that can be considered must be disclosed within a maximum of 30 days.
 - BNMIT Research and IPR committee shall review the application for IPR and make recommendations for suitable funding.
 - Submission by all employees is mandatory under these instructions. Non-compliance could lead to losing incentives and taking legal action.