Research Framework	
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1. Purpose

a. The School delivers a range of undergraduate and postgraduate courses. As a higher education provider, with New Degree Awarding Powers (NDAPS) in the UK and regulated by the Office for Students (OfS), the School has developed this *Research Framework* that sets out our approach to fostering, managing and undertaking research.

2. Scope

a. This *Research Framework* is designed to provide information about the School's **approach to research and research training where it applies to:**

   i. Students undertaking or participating in research projects.
   ii. Academic staff with responsibilities for supervising students undertaking research projects.
   iii. Academic staff undertaking or participating in research projects.
   iv. Members of the S P Jain community involved in publication, authorship, and creation of intellectual property.
   v. Members of the S P Jain community collaborating with any external partners for research.
   vi. Academic staff with responsibilities for recording and managing research outputs.

3. Definition of Research

a. Adopting the UK Research Excellence Framework (REF), we define research as a process of investigation leading to new insights, effectively shared. It includes work of direct relevance to the needs of commerce, industry, and to the public and voluntary sectors; scholarship; the invention and generation of ideas, images, performances, and artefacts including design, where these lead to new or substantially improved insights; and the use of existing knowledge in experimental development to produce new or substantially improved materials, devices, products and processes, including design and construction. It excludes routine testing and routine analysis of materials, components and processes such as for the maintenance of national standards, as distinct from the

development of new analytical techniques. It also excludes the development of teaching materials that do not embody original research.

b. S P Jain considers the following activities as constituting research (as distinct from scholarly activities):

    i.   Undertaking approved collaborative research projects with industry partners; government agencies, NGOs, or peer institutions.
    ii. Undertaking individual research projects for the purpose of contributing new knowledge to a field of study or discipline.
    iii. Creation of intellectual property for application in the industry or the community, and
    iv. Research activities that lead to new findings and assessed or scrutinised by peer-review or independent review by experts in the field.

c. Outcomes of research can include:

    i.   Peer-reviewed monograph or thesis.
    ii. Publications in any medium and including in peer-reviewed and reputable journals.
    iii. Authorship of or in a published book, whether as an editor, contributor, author, or co-author.
    iv. Development of new academic or educational programs.
    v.   Competitive research awards.
    vi. Dissemination of research at conference proceedings amongst other scholarly communities, and
    vii. Contributions to practice including the development of discipline-based practice tools, and published reports.

4. Research Culture at S P Jain London

a. The *Research Framework* focuses on the achievement of a critical mass of research outputs that are of a high quality by creating and sustaining a supportive, creative, collaborative and vibrant culture. The research culture aims at a high quality of research engagement with students, academic and professional colleagues, industry, business, professional communities, and the wider community of stakeholders.

b. While pursuing research activities, all academics, professional staff, students and members of the S P Jain community are required to comply with professional standards for research and the School's *Research Ethics Policy*.

c. To support the School's vision and mission, S P Jain is committed to promoting and creating an environment for academic staff, professional staff and students. S P Jain is committed to developing a research culture to facilitate the following intended outcomes:

    i.   **Outcome for students:** Develop individual and collaborative research skills and knowledge to facilitate career entry and progression.
    ii. **Outcome for Academic Staff:** Develop research profile, facilitate academic promotion, and enhance knowledge and skills to inform teaching and learning.

iii. **Outcome for Industry Partners:** For industry partners, research can inform emerging and developing trends of practices in the sector.

iv. **Outcome for S P Jain:** Contribute to the School's strategic objectives, enhance theresearch capabilities of the School and develop the global brand image for the school.

v. **Outcome for the wider Community of Stakeholders:** Develop impactful research that can benefit the economy, society, culture, public policy or services, health, the environment or quality of life, beyond academia.

5. **Research Principles**

a. The School's approach for research adheres to the following research principles:

i. **Distinctive expertise:** The basic principle of the research lies in its unique contribution that showcases researchers' disciplinary and inter-disciplinary expertise.

ii. **Collaboration:** The academic staff of SP Jain London are encouraged to conduct and disseminateresearch for publication or for conference proceedings including joint authorship with:

- SP Jain students on research-based projects undertaken as a requirement for their course of study.
- Other academic staff including adjunct faculty.
- Experts from industry and other organizations including education institutions.

iii. **Academic Freedom:** SP Jain is committed to the protection and promotion of academic freedom and freedom of expression. Individual researchers at S P Jain are guided by the *Freedom of Expression Policy.*

iv. **Ethical and Safe:** Research techniques must not violate recognised research ethics (including clause 4b supra) with respect to the health, safety, privacy, and other personal rights of those being researched. All research proposals that require ethics approval mustbe submitted in line with the definition of minimal risk proposals as set out in the *Research Ethics Policy.*

v. **Originality:** All research must respect intellectual property developed by others, and by citing accurately the work of others and appropriately recognising others' contribution to authorship.

vi. **Theoretical and Applied:** SP Jain supports an environment conducive to all forms of research with an emphasis on applied research to solve complex problems in the community and service the needs of industry.

6. **Fostering Research Activities**

a. The School fosters, manages and oversees research activities through:

i. The *Academic Board,* which follows a planned approach to research activities by developing and monitoring a three-year Research Plan.

ii. Approving all research activities as detailed in the *Research Ethics Policy*;

iii. Inclusion of research activities as a key criterion for academic staff performance evaluation and academic staff recruitment.

iv. Implementing a faculty workload allocation model (WAM) that considers and accounts for research allocation tailored and balanced against other teaching and administrative duties.

v. Conducting monthly faculty research skills development training workshops and/or seminars by leading researchers internally and externally, and

vi. Conducting research that is of industry relevance through partnerships with students and/or external organisations.

vii. Maintaining an appropriate Research Misconduct Policy for staff and an Academic Integrity Policy for students.

7. Faculty Research Expectations

a. Research expectations may vary across individual academic staff. The expectations are set out in each academic staff contracts or via agreement with the Dean. Annual staff evaluation processes assess the level of research activities.

b. On average, 30% of faculty time should be concentrated on research for theSchool.

c. Research performance is one factor in the annual assessment process for increments and bonuses. All full-time academic staff are expected to:

i. Achieve impactful research outcomes (ISI, ABDC journal listings, citation and impact indicators).
ii. Disseminate their research findings to be used in a variety of ways such as engagingwith industry and students.
iii. Foster a spirit of enterprise through research, education and practice.
iv. Deliver high quality theory development and/or practice relevant research education.

d. To achieve the above goals, academic staff are expected to:

i. Publish regularly in scholarly refereed journals, both regional and international.
ii. Disseminate their research by attending conferences, giving seminars and colloquiumsto the School's stakeholders.
iii. Use their research findings to inform curriculum, pedagogical approaches and course development.

8. Rewarding Research

a. To reward research and recognise research impact, the School evaluates research publications by academic staff according to evaluation processes and against eligibility for promotion:

i. **Good:** Publications must be in outlets valued by trade, industry and government in ABDC "C" ranked Journals or ISI Thomson with an impact factor from 0.00 but less than 0.50.
ii. **Superior**: Publications must be on current topics in outlets recognized by his/her peersin the same field of research (e.g., journals, conferences, and/or book chapters). Articles published in ABDC "B" ranked Journals or ISI Thomson with an impact factor of more than 0.50 but less than 1.00.
iii. **Outstanding**: Publications must be on current topics in top tier application and/or peerreviewed journals, with ABDC "A or A*" ranked Journals or ISI Thomson with an impactfactor of 1.00 and above.
iv. **Additional weighting:** Publications included in the FT Ranking Journals will carry moreweight irrespective of category mentioned above.

9. Academic Staff Research Workload Allocation

a. SP Jain will adjust the workload of the academic staff who publish in the ISI Thomson/ABDC ranked journals on the following criteria:
- i. Good: 100 points
- ii. Superior: 200 points
- iii. Outstanding: 300-350 points
- iv. FT Ranked Journals: 400 points

10. Research support

a. The School provides faculty with the following support mechanisms to encourage andenable research across the School:
- i. Training and development of research activities by internal as well as external experts.
- ii. Regular meetings or discussions on matters of research interest with the Dean.
- iii. Financial incentives based on quality of the publication as stated below in APPENDIX A.
- iv. Collaborative research is encouraged with students; mentored and closely supervised by academic mentor and industry mentor.
- *v.* Financial support and leave for presentation of papers published in journals or presentation in conferences. Eligibility for funding is detailed in the *Scholarship ofLearning and Teaching Policy;*
- vi. Sharing of research findings is encouraged with students in classes or workshops or seminars,
- vii. Shared research projects and joint authorship with students, industry, as well as experts in other institutions, is encouraged.

11. Intellectual Property (IP)

a. Intellectual property rights for research activities are detailed in the *Staff contract.*

12. Research Partnerships and External Funding

a. Where external resources and funding are involved, an MoU or agreement needs to be signed by all parties. Such an agreement should specify the contribution of each party to the research project, any IP and publication constraints, and the protections available to all parties if the research project proves to be not viable or that one or more parties no longer wishes to continue the research collaboration.

13. Breaches of Research Integrity

a. The School is committed to robust academic and research integrity as detailed in the *Research Misconduct Policy*.

14. Student-Led Collaborations

a. In the case of student-led research projects in collaboration with an industry mentor or partner, the research topic is finalised by student(s), academic mentor and the industry mentor as a collaborator.

b. The student's research project is closely monitored by the academic mentor and industry mentor in various stages of review namely initial proposal, mid-review and final presentation.

c. When the draft project report is ready, the final presentation by the student(s) is carried out in the form of a public viva in which both academic and industry mentors may be present.

d. This process allows the student researcher to receive critical and constructive feedback and scrutiny and which may inform amendments or modifications to the research project.

15. Management of Research Output

a. The School records, documents and maintains all records relating to:
    i.   Research proposals and outcomes.
    ii. Research ethics applications and outcomes.
    iii. Contracts or funding agreements with external parties as research partners
    iv. Intellectual Property claims or ownership records
    v.   Breaches of Research Integrity
    vi. Research outputs including articles, publications, conference papers and otherpublic events where research has been disseminated.

b. The Dean is responsible for ensuring the maintenance and management of records relating to the School's research activities.

Related Policies

a. Freedom of Expression Policy

b. Intellectual Property and Copyright Policy (as outlined in staff contracts)

c. Research Ethics Policy

d. Scholarship of Learning and Teaching Policy

e. Research Misconduct Policy

APPENDIX A: RESEARCH WAM and FINANCIAL INCENTIVES

*Research WAM points   Points

Article in A* ranked ABDC list	350
Article in A ranked ABDC list	300
Article in B ranked ABDC list	200
Article in C ranked ABDC list	100
FT ranking journals	400
Author of book published by quality publisher (ISI Thomson Clarivate analytics listed publishers)	300
Chapter in book published by quality publisher	100
Case study published by quality publisher	100
Author of book published by second tier publisher (peer reviewed)	200
chapter in book published by second tier publisher	50
case study published by second tier publisher	50
Practice-Oriented research articles (published in prestigious websites, Magazines such as *The Financial Times, Economist*)	200
If published in second tier sites/magazines	25
Papers in ISI listed conferences	100 (25 if not IS listed)
Other R & D contributions, such as patents	150
If articles are not in the ABDC list, then 300 points if have a rating equal or greater than 1.0 in ISI Thomson Clarivate Analytics; 200 points if rated less than one but equal or greater to 0.5; and 100 points if less than 0.5.	
If articles are not in ABDC or ISI but appear in SCOPUS	100
Other associated research activity points at the discretion of the Dean.	

**Research compensation (once workload limit of 1400 WAM points is met)

FT Ranking Journals	US$2500
ISI Thomson Impact Factor Above1.5 / ABDC A*	US$2000
ISI Thomson Impact Factor 1 to less than 1.5/ ABDC A	US$ 1500
ISI Thomson Impact Factor 0.5 to less than 1 / ABDC B	US$ 1000
ISI Thomson Impact Factor 0.0 to less than 0.5 / ABDC C	US$ 500
Scopus/Books/ISI listed Conferences – if they are not covered in the above indexes	US$ 250
Case Studies are covered in the above indexes	