

## ATTACHMENT: Policy Statement on Faculty Research

1. Research is critical for CIIM national and international accreditation. At the same time, it is professionally important for the faculty to publish in order to keep up to date and advance their academic standing.

2. Faculty members seek collaborators from among the visiting faculty, former colleagues and advisors and solicit advice/guidance from their mentor on initiating and carrying out publishable academic research of their interest.

3. CIIM faculty is encouraged to participate in research seminars at other academic institutions and collaborate with them in starting a seminar series at the School, with a view of facilitating interaction with other academics and creating a research environment at the school.

4. Each faculty member is expected to attend an academic conference in their field as a presenter or a discussant. The approval by the school (in writing by the Director) is required. CIIM will assume the cost if the organizers do not fund it, up to the limit set by the school and upon application by the faculty member and approval by the School.

5. The research work and publications of each faculty will be taken into account in assigning the teaching load and other responsibilities and in reappointment and promotion.

6. CIIM faculty are encouraged to identify research assistants (on pay) and research associates (co-authors) from among the Ph.D. students at local and foreign Universities. Also MBA or MSc candidates with excellent statistics/econometrics/research skills may be given research assistantships (to do the MBA or MSc at reduced tuition in exchange of working as research assistants for a faculty member).

7. Resident faculty is strongly encouraged to engage in collaborative research with each other and with visiting faculty.

8. The research and publication requirements for the resident faculty are stated in their contracts in terms of points. These points are accumulated from any combination of the following:

- **Internationally published Academic Research:** Publication of a paper in an A-tier journal\* (30 points); publication of a paper in a B-tier journal (15 points); publication in C-tier refereed journal (10 points) publication of a textbook or an academic-calibre book (20 points).
- **Internationally published Applied Business Research:** International publication of a monograph based on applied business research of global interest, OR a major book chapter in an international business book (10 points); OR an internationally published case study or international conference proceedings (10 points);
- **Published Instructional Research** related to pedagogy or teaching and learning (10 points)
- **Locally or regionally published applied business research** on themes that have a significant impact locally or regionally (5 points)
- **Doctoral Thesis supervision** (when it becomes available) for up to three doctoral candidates (5 points per doctoral thesis supervised and completed).

9. CIIM's Research Office assist faculty in preparing research proposals for national, EU and international projects and grants. The Director of CIIM's Research Center directs the Research activities of CIIM, of its faculty and of its collaborations; monitors research call announcements, identifies research calls from EU, Research Promotion Foundation (IPE) and others relevant to CIIM and related to CIIM faculty's initiate and engage CIIM's resident & visiting faculty in the preparation and submission of research proposals.

-----  
\*The journal rankings to determine journal tiers are the Chartered ABS list and the ABCD list as follows:

In the ABS list <https://facultystaff.richmond.edu/~tmattson/AJG%202018%20Journal%20Guide.pdf> A-tier journals are those with rank 4\* and 4; B journals are those with rank 3 and 2; and C journals those with 1. In the ABDC list: **2019 Australian Business Deans Council (ABDC) Journal Quality List** A-tier journals are those with A\* and A; B-tier journals with B; and C-tier journals with C. For information technology, law, social science and other fields the equivalent journal rankings will be used to determine the tier of publications.