



Pondicherry University

RESEARCH POLICY

Pondicherry University located in the capital city of the Union Territory of Pondicherry is one of the fastest growing Central Universities established under the Pondicherry University Act, 1985. The university spread over 800 acres of lush green campus on the sea shore of Bay of Bengal is the ideal place for academic and research pursuits. It has a spectrum of disciplines from basic science to applied science, and social science including humanities and management studies with eminent faculty members who contribute to the progress of the University. This university is the fastest growing in the country and continues to progress steadily in all spheres of higher education as evidenced by the NIRF ranking of 48/1487 in 2019 and a NAAC grading of 'A' grade. It has a student strength of 6500 from around the globe and is portrayed as "Mini India". It was the first University in the country to provide students with a choice-based credit system (CBCS) and a model University for its reputed community college for the benefit of local students on job-oriented vocational courses. The teaching and research in the university is attested by the publications, patents and well-placed alumni of the university with social responsibility. The Pondicherry University has established 14 Schools consists of 9 centres and 41 Departments with more than 60 programs. The infrastructures and research facilities in various departments of the School are being supported by DBT, DST-FIST, PURSE, BUILDER and UGC-SAP programs.

Research and Development (R & D) Cell of Pondicherry University is the nodal office, which coordinates all activities related to research and development, intellectual property and industry interaction. The cell also manages the Ad-hoc faculty program, visiting fellowships, and Pre-Doctoral and Post-Doctoral fellowships of the research scholars. It facilitates academic research and development activities as well as consultancy starting from the submission of new proposals to execution and completion of the sanctioned projects. Further, it provides all the necessary support for the smooth execution of research activities in the University. It also formulates rules, regulations and policy frameworks from time to time for the utilization of facilities and resources of the University.

Research, Innovation, Environmentalism and Sustainability have been the major thrust of the University since its inception. The University encourages all its faculty members and research scholars to participate in the core areas of research in their respective fields. Further, interdisciplinary approach and quality in teaching and research are well appreciated and encouraged.

The Research & Development Cell of the University facilitates researchers of the University for carrying out research projects, consultancy works, patents and technology transfers, etc., that ultimately help society. The R&D Cell is responsible for interacting with various stakeholders, both internal and external. In the University, the Research & Development section acts as the single window for partnership with all the funding agencies and R&D organizations at national and international levels.

1. Preamble

Pondicherry University (PU) is committed to develop as a leading institution in research and development by proactively encouraging a culture of research for achieving international distinction through excellence in research and innovation. It explores novel research paradigms and promotes research to address global, national and societal challenges. This commitment, as a research-intensive university, for furthering research draws on the vast experience in post graduate and doctoral post-graduate education, providing opportunities to enhance its reputation globally among leading experts and institutions.

Further, PU encourages researchers to apply the paradigm of integrative research with academic freedom and autonomy. Further, to support research, the university provides infrastructure and a conducive environment, which includes the use of academic mentoring, technological tools, fellowships, to doctoral scholars and linkages to broader society. Ensuring research integrity and its outcome occupies perennial importance to the University. In this context, the University has developed policies on research ethics and accountability through transparency, along with guidelines on social responsibility.

2. Vision

Pondicherry University is a single point of contact for Academia, Industry, and Entrepreneurs for Innovation, Technology development and transfer in the region by promoting cutting-edge research and providing technological solutions to the needs of society by networking with academics, MSMEs and incubators. PU promotes LiFE (Lifestyle for Environment) for sustainability and development.

3. Mission

Develop and nurture an ecosystem for the benefit of society including the scientific and industrial community. To encourage collaboration across industry, government, community-based organizations, and agencies at the local, national, and international levels. To promote the entrepreneurship culture and innovation potential in the faculty, researchers, students, and entrepreneurs by building networks, sharing knowledge, and supporting systems.

4. Objectives

- ❖ Ensure a conducive research environment and ensure high quality of research and enhance focus on outcome-based research.
- ❖ Create and augment an ecosystem to build a network between the faculty of Pondicherry University and other partner institutes and industrial partners to share the knowledge leading to technology development, transfer, and entrepreneurship that benefits the society at large in the region.
- ❖ Strengthen linkages by expanding national and international collaborations and partnerships with key academic institutions, industry, government, policymakers and sponsors of research
- ❖ Promote a culture of innovation and entrepreneurship in every sphere of knowledge
- ❖ Provide robust and flexible infrastructure conducive to research
- ❖ Enhance overall research funding- extramural and intramural
- ❖ Support and encourage faculty and students to develop and advance their research potential
- ❖ Encourage Undergraduate/Postgraduate Research Initiatives and foster systematic integration of the research experience in graduate programs, leading to research-based learning in the academic disciplines across the institution.
- ❖ Mapping the technological resources available in the University and the needs of the industry to develop and strengthen Industry-Academia partnership
- ❖ To serve as Advisors and patenting consultancy for IP protection and management services for technology transfer and commercialization.
- ❖ Empower academic fraternity, potential entrepreneurs, and start-up incubates on business plan development, financial planning, commercialization, IP regulations, and market understanding through various seminars, workshops, and accelerator programs.
- ❖ Enable provisions in Research Policies for recruitment of research personnel, procurement of equipment, and financial management with adequate autonomy to the Principal Investigator(s) and disseminate research outcomes to stakeholders and the public at large.

The major functions of the Research & Development Cell are to oversee the following areas in the University:

- 1) Formulate and periodically review the Research Policy for Pondicherry University
- 2) The Research Council of Pondicherry University (conducting meetings and implementation of proceedings of the Council)
- 3) Sponsored Research Projects
- 4) Consultancy Research Projects
- 5) Patent know-how and transfer of technology
- 6) Sponsored fellowships/assistantships
- 7) Research assistance grant to new faculty members at the University.
- 8) Doctorate of Philosophy (Ph.D.) Program of University
- 9) Promotion of University-Industry Interaction
- 10) Promotion of University – Research – Community Interaction
- 11) Collaboration with Institutions in India and abroad
- 12) MoUs/ MoAs for collaborations

- 13) Act as a liaison between researchers & relevant research funding agencies, extend guidance in preparation & submission of project proposals and post-sanctioning of the grants to oversee adherence to timelines.
- 14) To have better coordination among other cells/centres dealing with University-Industry Inter Linkage, Incubation, Innovation and Entrepreneurship Development and Intellectual Property Rights (IPR).
- 15) To develop an Institutional Research Information System for sharing the status of ongoing/ completed research projects/Programmes, expertise & resources, etc., making effective use of Information & Communication Technology (ICT) for preparing the database of in-house experts to provide industrial consultancy and services.
- 16) A Standard Operating Procedure (SOP) on the administrative process of carrying out research projects at PU. This includes specific information on opening bank accounts, hiring research staff, RPMS registration etc.
- 17) To engage & utilize the services of superannuated active faculty in research capacity building of talented young minds and promote mobility of researchers across institutions and R&D Labs.

5. Thrust Areas of Research

Pondicherry University promotes research that is socially relevant, need-based, nationally important, and globally significant and adds value to society through cutting-edge technology and knowledge that can further enhance or contribute additional knowledge in the areas of emerging concerns worldwide.

Further, the University encourages and promotes inter-disciplinary and trans-disciplinary research. To promote inter-disciplinary, multi-disciplinary and trans-disciplinary research, PU has special funding schemes and collaborative platforms that encourage cross-departmental projects and innovation.

6. Conduct of Research

Pondicherry University promotes, facilitates, and supports all innovative research activities involving faculty, research scholars, academic associates, and students. More specifically, while expecting professional self-regulation, the University also expects all researchers to adhere to principles of ethical conduct of research at all times, which includes (but is not limited to):

- All individuals involved in research at Pondicherry University are expected to observe the highest standards of integrity, honesty and professionalism concerning their actions in research and their responses to the actions of others.
- Reviewing and seeking approvals of research proposals through competent authorities appointed by the University, including the Director (R & D).
- The proposals need the consensus of the relevant committees appointed by the University such as the Institutional Ethics Committee, the Institutional Animal Ethics Committee, the Biosafety Committee, and other relevant committees that may be constituted.
- Safeguarding the rights, privacy, and confidentiality of research participants.

- Participating in training programs for sensitizing and building capacities to decide on responsible ethical and legal choices for the conduct of research.
- Cooperating and participating in investigations on complaints and conflicts relating to violation of ethics, regulatory approvals, deviation from SoPs, best practices, and norms, and also complying with recommended appropriate action.
- Periodically updating with the reviewed, revised, and recommended best practices in research.
- Undertaking research activities in accordance with University policies and rules.
- PU will support the young faculty members to conduct research at the beginning of their careers with a start-up financial grant from the Grant-in-Aid of PU. Annual Research Grant of PU needs to be enhanced for the same. PU institutionalize a structured grant program that provides seed funding for innovative research ideas, helping to kickstart the research careers of newly recruited young faculty members.

7. Code of Ethics in Research

Pondicherry University follows the code of ethics in setting the general principles of ethical conduct in research activities. The code of conduct is in line with the vision and mission of the University.

The faculty/researchers of the University and its affiliated colleges/institutions/centres have a commitment to pursue research for the promotion of public interest as well as in national development. PU upholds the vision and mission of the institution in abiding with integrity and ethical standards for the and public interest. All the research interests of PU will be directed towards the dissemination and transfer of knowledge and enhance reliability and validity for the best interest of society.

All Faculty members, Students and Researchers of PU should fulfill the obligations and responsibilities as stated below:

- All researchers of PU should ensure quality and consistency in following the ethical guidelines of the national policies.
- All researchers of PU should follow the regulations of UGC regarding ethical policies and governance.
- In the case of experiments on animals, due care with humanity should be involved in performing the experiments .
- The ethics pertaining to animals will be strictly under the description of "Breeding of and Experiments on Animals (Control and Supervision) Rules, 1998.
- The research activities should not be "Plagiarized" and the authors should be given due acknowledgement through citations.
- Confidentiality of the sources needs to be respected and information of the respondents should not be revealed.
- Assurance of the correctness and accuracy of the data has been provided in the research results and discussion and duly published.

- Safety practices should be followed and adhered to in all the research procedures and activities.
- Due Diligence should be maintained in handling the equipment and resources.
- Proper records are to be maintained for the fair distribution of legal ownership of the research as well as the commercialization of its product.
- The waste from the laboratory needs to be disposed appropriately and environmental factors should be considered.
- The "Code of Ethics" and 'Best Practices in Research' should be embedded in the curriculum and the students should be made aware of the concepts.
- Any violation pertaining to the code of conduct should be reported immediately to the R&D Cell.

8. The Research Council

The Research Council of Pondicherry University shall ensure uniform implementation of the Ordinance of the University and UGC Regulations, and provide advice on procedural and related matters pertaining to the research. The composition of the Research Council shall include a Chairperson (Vice Chancellor), Director (SEI&RR), Director (C&CR), Registrar, Finance Officer, Deans of all Schools and Director (R&D) as the Convenor. The Research Council will meet minimum once in a year.

9. Annual Research Seminar

All Schools and Centres of the University may conduct one or two days 'Annual Research Seminar (ARS)' to highlight the research activities to stakeholders. Updates of all research projects/programs of the all the Departments of the concerned school will be presented (oral or poster) in the ARS. Further, senior PhD scholars (more than 2 years of experience) may be encouraged to orally present their research works in the Seminar and junior PhD scholars may be encouraged to present their research works as posters in the seminar. Financial support to the ARS may be sought from the sponsors or the University.

10. Research Information Management System

Pondicherry University plays a key role in the advancement of research and innovation as two distinct entities through the Research Information Management System (RIMS) for the benefit of faculty members, students, industry and other stakeholders. RIMS in association with the University Library collects and manages research-oriented information, databases, publications, research projects, fellowships, collaborations, patents, thrust areas, innovations, dissertations, etc. aligned with the institution's research policies.

RIMS would also provide a platform for accessing resource-centric information pertaining to human capital (Expertise), physical capital (State-of-Art Research Laboratories and Sophisticated Instrumentation Facility), and knowledge capital (Digital Library & Information, Intellectual Property Facilitation, Quantitative Methods & Data Analysis, Analytical and Consultancy Services).

RIMS can provide a centralized and integrated database to manage issues related to approval clearances for the use and disposal of biological, chemical and radioactive hazardous materials, protective equipment measures, surveillance of staff, research on animals and humans, etc.

11. Sponsored Research Projects

The University encourages extramural funding for research considering the complexity and changing environment. The sponsorship (external funding) may be by government, private, or non-governmental entities, both national and international. Regular faculty members of the University are allowed to conduct sponsored research projects but must seek necessary prior permissions from the University without impeding their responsibilities of teaching, supervising research scholars, and other institutional commitments. The University encourages involvement in all sponsored research projects as part of the duties of an employee of the University. Cost-sharing expenditures that are committed to be borne by the University, other than by the sponsor, must be shown explicitly. All publications and other outcomes of the projects including data generated must explicitly acknowledge and abide by the rules of the University.

Further, PU integrates and accommodates the ToRs of sponsors for the smooth conduct of the research which includes the appointments and salaries or fellowships of project staff and researchers, purchase of equipment, consumables, travel entitlement, etc.

12. Consultancy Research Projects

Consultative research projects come about in an environment of free and informed approval from the University. Consultants of research projects must abide by and safeguard the ethos, values, and vision of the University throughout the duration of the project. All intellectual property rights are vested with the University. Cost-sharing commitments are to be implemented as per the rules of the University. All publications and other outcomes of the project must explicitly acknowledge and abide by the rules of the University.

Further, PU integrates and accommodates the ToRs of sponsors for the smooth conduct of the research which includes the appointments and salaries or fellowships of project staff and researchers, purchase of equipment, consumables, travel entitlement, etc.

13. Doctor of Philosophy (Ph.D.)

- 1) The degree of Doctor of Philosophy may be granted by any School of the University
- 2) Research Advisory Committee (RAC): There shall be a Research Advisory Committee for every research scholar. All academic matters related to Ph.D. degree shall be supervised by the Three-Members of Research Advisory

- Committee (earlier Doctoral Research Committee) consisting of a) One faculty from the Department (Internal), b) One faculty from other Department (External & Dean's Nominee), and d) Supervisor. All members of the RAC must be qualified to be Supervisors. The Dean of the respective school/centre will approve the Committee. The Research Supervisor of the Ph.D. scholar concerned shall be the Convener of this committee.
- 3) ToRs of RAC are as per the UGC Guidelines/Regulations.
 - 4) Eligibility criteria and Admission of candidates to the PhD program of the University are as per the UGC Guidelines/Regulations.
 - 5) Financial Assistance to Research Scholars: Fellowship to the Ph.D. scholars is as per the UGC Guidelines/ Regulations or ToRs of concerned funding agencies such as UGC, CSIR, ICAR, etc., Research scholars who are working in projects as JRF or SRF shall get financial assistance from the designated projects as per the ToRs of sponsors.
 - 6) Financial assistance to PhD scholars supported from the University's grant-in-aid: Research scholars who do not have any financial assistance, may be awarded Non-NET UGC fellowships. The University depending on the grant available from UGC, will determine the number of fellowships under this category annually. Fellowship amount and other ToRs will be decided by the Executive Council of the University. Further, the amount of fellowship from the University's grant may be revised periodically at intervals of five years considering the inflation, etc.
 - 7) The student and teacher ratio is as per the UGC Guidelines/ Regulations.
 - 8) All regular faculty of the University are eligible to supervise the Ph.D scholars provided they hold a Ph.D degree.
 - 9) All regular faculty from affiliated colleges of the University who offer post-graduate degrees are eligible to supervise the PhD scholars provided they hold a Ph.D degree with a minimum of two research publications in peer-reviewed or refereed journals. Further, the affiliated colleges should fulfill the required academic, research, administrative, and infrastructure requirements prescribed by the UGC for getting recognition for offering Ph.D. programmes. RAC should be constituted by the Dean of the concerned schools of Pondicherry University as per the Research Policy of PU.
 - 10) Pondicherry University may recognize the permanent scientists/faculty of affiliated Research Centres/ Institutions as PhD supervisors provided they hold Ph.D. degree with a minimum of five years of service with five research publications in peer-reviewed or refereed journals. RAC should be constituted by the Dean of the concerned school of Pondicherry University as per the Research Policy of PU.
 - 11) Pondicherry University may recognize the regular faculty of affiliated colleges that offer four (or more than four) years bachelor degree in Engineering, Technology, M.B.B.S, LL.B. (or equivalent four years (or more) bachelor degrees) as PhD supervisors provided they hold Ph.D degree with minimum two research publications in peer-reviewed or referred journals. Further, the colleges should fulfill the required academic, research, administrative, and infrastructure requirements prescribed by the UGC. RAC should be constituted by the Dean of the concerned school of Pondicherry University (or Dean, Research and Development Cell, PU) as per the Research Policy of PU.

- 12) Allocation of Supervisor: The allocation of Supervisor for a selected research scholar shall be decided by the Departmental Research Committee (constituted as per the Ordinance of Pondicherry University) depending on the number of research scholars per Supervisor, the available specialization among the Supervisors and research interests of the research scholar as indicated by them at the time of interview. In cases, where the Supervisor has three or less years before retirement, a Co-Supervisor from within the University shall be mandatory. Such Co-Supervisor(s) must be in active service at the time of submission of thesis. Those appointed as Supervisor shall continue to guide the particular research scholar as Co-supervisor after retirement and the Co-supervisor will become Supervisor in that particular case. Fresh Supervision/Co-Supervision is not permitted after retirement.
- 13) All the candidates admitted to the Ph.D. programme are required to go through two-semester coursework, which will be prescribed by the RAC following UGC Guidelines/Regulations.
- 14) Award of Degree: After the successful completion of the PhD Degree following the UGC Guidelines, the candidate may be awarded the Ph.D. degree with a certificate mentioning either the Subject or Title of the Thesis (the candidate must choose either one of these options at the time of submission of the thesis).
- 15) Authorship: For academic accountability, all the authors must make a genuine, identifiable contribution to the content of a research publication in experimental planning, experimentation, collection/ analysis of data, software, and/or writing of the text. It is also important that all authors have agreed on the final version of the work to be published. Unless it has been explicitly stated otherwise, they all share responsibility for the published work.
- 16) All other terms related to Ph.D programs of the University are as per the UGC Guidelines/Regulations.

14. Establishment of a 'Research, Innovation and Technology Transfer Centre' at PU

A new 'Research, Innovation and Technology Transfer Centre' that is proposed to be established at PU will form partnerships with industry and other academic institutions to enhance the practical application and funding opportunities for our research endeavours.

15. Research Equipment/Infrastructure

A dashboard regarding the availability of all functioning equipment/infrastructure on the respective pages of all departments and centres of PU is mandatory. Further, these dashboards of concerned departments will be integrated with RIMS Portal of PU. Regular updating of this dashboard is required so that stakeholders of PU can use it for research purposes. All departments/faculty must come forward to share their equipment mutually or collaboratively with all faculty of PU.

16. Research Staff Appointments

The University understands the significance of the appointment of Research Staff in all Sponsored and Consultancy Research projects carried out by the faculty. Both academic and research competencies will form the main consideration for the appointment of research staff in the projects of the University. All research staff appointments are required to adhere strictly to the attached guidelines (ANNEXURE III). Further, PU also integrates and accommodates the ToRs or MoUs or MoAs of sponsors for the appointments and salaries or fellowships of project staff and researchers.

17. Intellectual Property Rights (IPRs) / Copyrights

The University owns the Intellectual Property (IP) and Copyrights arising from all research produced by the University and its constituents. The University will provide legal certainty to the research output of the University. The University will ensure compliance with relevant National IPR / Copyright laws and regulations. The IPR policy will be reviewed and revised periodically. Whilst recognising the need for researchers to protect their intellectual property rights (IPR), Pondicherry University encourages researchers to be as open as possible in discussing their work with other researchers and with the public.

18. Agreements/MoA/LoA/MoU

PU encourages research that is collaborative, and participatory, involving individuals from different disciplines and institutions within and beyond India. In establishing research collaborations, researchers should be mindful of the University's policies and guidelines, as well as funder, legal and regulatory requirements, and ensure that research partners and their employing institutions can meet the required standards of research conduct. There needs to be clear agreement on and articulation of the standards and frameworks that will apply to collaborative work. This is particularly important for the provenance of intellectual ideas and ownership of research outcomes as well as the specific conditions under which these may be shared. All parties should be clear about their respective roles and responsibilities within the collaboration, which should be set out in any formal collaboration agreement. The Research and Development Cell of PU can advise and has various model agreements for use in such collaborations.

By entering into research-initiated MoA and LoA (with other Universities, Institutions, and Industries) PU will ensure a 'bi-directional knowledge and information' flow. All MoUs concluded with other Universities, Institutions, and Industries will adhere to the objectives and values of PU.

19. Encouraging the Engagement of Researchers from other Institutions

As a Central University, PU believes that the value of knowledge acquired through research is not only in terms of quality but also in increasing its societal relevance. This is achieved by sharing expertise and infrastructural resources. The University has installed high-end and world-class facilities to generate and use knowledge. However, we believe that the growth of knowledge strength is manifold when the infrastructure is made widely accessible to researchers and other potential users outside University. This way, PU aspires to reduce potential inequality that arises due to weakness in accessing knowledge. Furthermore, PU hopes to mitigate the range of problems that may be solved through research.

20. Policies and Facets of University Research Practices

The University encourages equitable access to all resources and promotes best practices by following ethical practices and complying with regulatory standards. The University provides a stable institutional environment conducive to research. PU views learning through research as a skill which can be improved throughout one's career.

20.1. For Faculty:

- A diverse set of indicators and measures are applied to encourage research endeavours.
- Liberal policies for leave of absence are in place. Fiscal incentives to promote research include cost sharing, seed grants, and travel grants.
- Awards recognize research contributions by faculty.
- Faculty professional development policy is closely linked to achieving the research goals of individuals.
- Tours related to research made by faculty should be considered as on duty instead of any kind of leave.
- Tour Advance and Project Advance applied by PI to take care of the expenditures related to the project will be processed via an e-filing system (RIMS) within 15 days recognizing these advances as essential components of research projects.
- Financial support (once in three years) will be given to present research papers at seminars, conferences, and workshops outside of India.
- Heads of departments and their senior colleagues should ensure that a research climate of mutual cooperation is created in which all members of a research team are encouraged to develop their skills and in which the open exchange of ideas are fostered.
- Roles of the PI of the Research Project after his/her retirement (or on deputation or transfer or technical resignation) may be considered as a Co-PI with approval of the Vice Chancellor. Retired faculty may continue their research in an emeritus capacity until the completion of that particular research project, offering them certain access to university resources and support with the approval of the Director (Research) and the Vice Chancellor.

20.2. For Research Scholars:

- A healthy teacher-to-student ratio should be maintained as per UGC guidelines.
- Unrestricted access and training to high-end facilities and infrastructure.
- Travel grant to promote research interactions with experts as per the ToR of the sponsor.
- Generous leave package to upgrade research skills as per UGC/CSIR rules. Short-term training program to learn and upgrade skills in academic writing and research competencies.
- Encourages learning through the use of tools to analyze qualitative data, calculation of similarity index, and technology-aided interactions.
- A one-time financial support will be given to present research papers and posters at seminars, conferences, and workshops within India for PhD scholars admitted by PU directly.
- Whilst recognising the need for researchers to protect their intellectual property rights (IPR), Pondicherry University encourages researchers to be as open as possible in discussing their work with other researchers and with the public. The aim of disseminating funded or University research is to increase knowledge and understanding: its purpose should not be primarily to seek publicity for the researcher, for the University or the funder.

20.3. For Students:

- Healthy teacher-to-student ratio as per PU/UGC guidelines.
- Internships in research projects and local and regional organizations.
- Student Exchange programs with national and international universities.
- Becoming a platform for facilitating interaction with NGOs and Industries.
- Initiatives appropriate to the level at which one begins to engage in research activity. For example, to sensitize themselves to subjects outside of their degree training requirement, every Masters student has to compulsorily register for courses labelled in the University as Foundation courses.

21. Incentives

Further, as part of incentives for the research programme, the Research Excellence Award may be awarded to the best-performing departments/individuals at PU. Applications for the Research Excellence Award will be scrutinized by a 'Five-Members Committee' constituted by the Vice Chancellor in which the Director (Research) is the Member Secretary of the Committee. The committee will review the outputs and outcomes of the research projects/programs concerning quality and its impact on global research, human well-being, etc. The number of awards and periodicity of awards will be decided by the Executive Council of PU depending upon the availability of fund.

22. Research Integrity and Plagiarism Regulations

Pondicherry University follows the UGC guidelines for research integrity and plagiarism regulations for all activities related to research including the thesis of PhD, Post-Graduate and Undergraduate degrees.

23. Financial Administration of Research Projects

The University promotes equitable sharing of resources/benefits with researchers in order to encourage high-end research in the University. GFR rules apply to all research activities involving University researchers and the establishment of research infrastructure. Further, PU integrates and accommodates the ToRs or MoUs or MoAs of sponsors for the smooth conduct of the research that includes the appointments and salaries or fellowships of project staff and researchers, purchase of equipment, consumables, travel entitlement, etc.

All files related to research projects/programs are via the e-filing ecosystem. E-filing ecosystem (an exclusive web portal for PU-Research Project Management) for all files dealing with finance, administration, purchase, recruitments, etc will improve the research environment and ensure the efficient handling of projects promptly. All the e-files related to research should be processed on time including issuing of the Utilization Certificate, recruitment of researchers, purchase of equipment and consumables, release of advances, etc. Periodic training workshops for faculty and staff on research management using e-filing will be conducted by the Research Cell.

Further, all PIs with the help of the Finance Section should also update their projects in the SAMARTH-RPMS Portal as per the requirement of UGC, Ministry of Education, Government of India.

PU will charge over head of 15 % (or as per the ToRs of Sponsors duly approved by the Vice Chancellor, PU) from the total budget of the sponsored research projects. Faculty (PI) may be allowed to use 30% of the overhead of the research project to strengthen his/her research/academic activities at PU. Further, the use of overheads from research projects should be transparent and equitable ensuring these funds benefit the research infrastructure of PU and the PI's department.

24. Conflict of Interest and Resolution Mechanisms

The University strives to maintain the highest degree of research conduct and ethical integrity while safeguarding the trust placed by the public in the institution. With deepening ties of the university with funding bodies, the university is

committed to ensuring that financial considerations will not skew the research record. Our high standards of scrutiny mandate public disclosure of all financial interests by individuals engaged in sponsored, consultant, and extramural funding. Professional activities (including teaching and research) along with financial interests are to be disclosed by all faculty members along with the identity of funding bodies and the amount and duration of funding received. All conflicts of interest or disputes are subjected to resolution through the University mechanisms. However, the University reserves the right, if need be, to evolve a mechanism and resolve the situation in a time-bound manner. All disputes are subjected to the jurisdiction of Courts of the Pondicherry University.

Annexures / Formats

Policy on Institutional Ethics and Research Committee;

Institutional Animal Ethics Committee;

Institutional Biosafety Committee.

Guidelines on Sponsored Research Projects.

Guidelines on Consultancy Research Projects.

Guidelines on Post-doctoral fellows and Appointment of research staff

University policy on sharing of project overheads.

Guidelines on sharing of Institutional Overheads (EC Resolution).

Guidelines on Faculty Professional Development Fund and Chancellor Award.

Guidelines on IPR and Copyright.

Guidelines on agreements MoA and LOAs.

Annexure I

Guidelines on Sponsored Research Projects

Objective:

The primary objective of Sponsored Research Projects at Pondicherry University is to foster and promote advanced research that aligns with national as well as international priorities and contributes to overall societal development. These projects aim to secure external funding to support innovative research endeavours, facilitate interdisciplinary collaboration, and enhance the University's research infrastructure.

Process and Approval:

- 1) **Proposal Submission:** Faculty members seeking to undertake sponsored research projects must submit a detailed proposal to the Research and Development Cell/Centre (through the University's RIMS Portal that will be processed by the concerned HoD, Dean and Director (R&D) within 10 working days). The proposal should include the project's objectives, methodology, expected outcomes, budget, and timeline. The format of the proposal may be aligned with the requirements of the concerned sponsor.
- 2) **Approval:** Final approval will be granted by the Office of Director (R&D) for the forward submission to the concerned sponsors for further necessary actions and consideration. If the project is required then it should be reviewed by the concerned committees of PU such as Animal Ethics, Biosafety, etc before sending the same to the sponsor for financial support.

Funding and Budget Management:

- Funds for sponsored research projects will be managed by the University's Finance Office. Project Investigators are responsible for adhering to the budget and utilizing funds exclusively for the purposes outlined in the proposal.
- Financial audits will be conducted annually to ensure compliance with funding guidelines and financial integrity, in alignment with ToR of concerned sponsors.
- Finance Section will prepare and submit the Utilization Certificate of the Project as and when required by the sponsors/Pis, within 10 working days from the date of request.

Project Management

Investigator(s) of the Project is responsible for the overall management of the Project. The main role of the PI is to look after the technical parts of the project. Logistic parts of the project will be looked after by the Office of Director (R&D), Finance Section, Store Section and Administration as per the requirements of PI and the Project. The office of the Director (R&D), Finance Section, Store Section and Administration will facilitate the PI(s) to execute the Research Project smoothly so that the objectives of the project are achieved successfully. All the Project Staff appointed for the concerned project will report and work under the concerned PI(s). PI should complete the Project with achievements of all proposed objectives and submit the Final Report to the University and the Sponsor at the end of the project.

Collaboration and Partnerships:

Projects encouraging collaboration with industry, government, and international institutions are highly encouraged. Agreements detailing the terms of collaboration, including intellectual property rights and publication policies, must be finalized before project commencement.

Annexure II

Guidelines on Consultancy Research Projects

Scope and Nature:

Consultancy Research Projects at Pondicherry University aim to leverage the faculty's expertise to solve industry/stakeholders-specific problems, contributing to knowledge transfer and societal benefit. These projects can range from short-term advisory services to long-term research collaborations.

Engagement Process:

- 1) **Initiation:** Interested parties should submit a consultancy request to the University's Research and Development Cell, outlining the project scope, objectives, and desired outcomes.
- 2) **Agreement:** Upon matching the project with suitable faculty expertise, a consultancy agreement will be drafted, detailing project deliverables, timelines, financial arrangements, and confidentiality clauses.

Financial Aspects:

- Consultancy fees will be determined based on the project's complexity, duration, and required expertise. Fees must be agreed upon by all parties before project initiation.
- Faculty members engaged in consultancy projects will receive a portion of the consultancy fees as per the University's policy, with the remainder supporting research infrastructure and administrative costs.

Outcome and Reporting:

- Upon project completion, a comprehensive report detailing the findings, recommendations, and any other deliverables must be submitted to the client and the University's Research and Consultancy Cell.
- Feedback will be solicited from both the faculty and the client to improve the consultancy process.

Annexure III

Guidelines on Post-doctoral Fellows and Project Research Staff

Post-doctoral fellows and other research staff positions will be advertised to attract high-quality candidates from the nation. Selection will be based on academic merit, research experience, and alignment with the guidelines of respective funding agencies or the guidelines of UGC or Pondicherry University.

Candidates must submit a detailed application, including a CV, research proposal, and references. Shortlisted candidates will be invited for an interview conducted by a selection committee (as per the Ordinance of the University). If required, a written examination may be conducted followed by the interview for the selection of research staff or Post-Doctoral Fellows.

The Selection Committee for recruiting research staff for sponsored or consultancy projects consist of the Principle Investigator (Convenor), the Head of the Department, the VC's Nominee, one faculty from the Department (Internal) and one faculty from another Department (External).

Roles and Responsibilities:

- Post-doctoral fellows and research staff are expected to conduct high-impact research, publish in reputed journals, and contribute to the University's academic community through seminars and workshops.
- They will have access to mentorship, research facilities, library and professional development opportunities to advance their careers.
- They will also be governed by other Rules and Regulations of the Pondicherry University.
- All data collected by the research staff should be handed over to the PI of the Project.
- Data collection, data analysis, report writing and knowledge dissemination are the major responsibilities of the research staff of the Project.
- Any publications from the project or data collected during the project period must require the approval of PI(s).

Research Data

- Research data should be generated using better techniques and processes and accurately recorded by good research practices by those conducting the research. When collecting data, researchers must comply with data protection legislation, especially ethics and IPR.
- All research data must be managed and curated effectively throughout its lifecycle to ensure integrity, security and quality to support new research and research data sharing.
- Data stored locally on a computer should be backed up. Electronic files containing data should be encrypted or password protected and access to

them should be limited to concerned researchers, PI, Co-PI and later to the University Librarian.

- Researchers should adhere to the guidance provided by PU and funding bodies concerning the dissemination of data generated during the project.
- Researchers should keep clear and accurate records of the procedures followed and the approvals granted during the research process, including records of the interim results obtained as well as of the final research outcomes. This is necessary as a means of demonstrating proper research practice, in case questions are subsequently asked about the conduct of the research, the results obtained, or the inventorship of patentable inventions.

Benefits and Support:

- Salaries/fellowships and other benefits will be as per the norms of the funding agency of the concerned project and the University.
- Office space, access to laboratories and library, and administrative support may be provided to facilitate their research activities.

Annexure IV

University Policy on Sharing of Project Overheads

Objective:

The objective of this policy is to establish a fair and transparent mechanism for distributing overhead costs associated with sponsored research projects. This ensures that both the University and the researchers are adequately compensated for the indirect costs of conducting research, such as administrative support, facility maintenance, and utility expenses.

Distribution Model:

1. **Calculation of Overheads:** Overhead costs are calculated as a percentage of the total direct costs of each sponsored project. The standard overhead rate is set by the University, taking into consideration the norms of funding agencies and the nature of the research.
2. **Distribution:** Overheads collected from sponsored projects will be distributed as follows:
 - 40% to the researcher's department to support research infrastructure and activities.
 - 30% to the central research fund of the University to facilitate research development and administrative support.
 - 30% to the principal investigator(s) for discretionary use in research-related activities, subjected to University guidelines. This fund may be carried forward even after the completion of the project but not more than five years from the end date of the project.

Use of Funds: Funds allocated from project overheads must be used to support the research environment of the University, including but not limited to:

- Maintenance and upgradation of research facilities.
- Acquisition of new research equipment.
- Support for research publications and intellectual property management.
- Funding for research seminars, workshops, and conferences.

Allocation and Management:

1. Allocation Criteria: Institutional overheads will be allocated to different faculties and departments based on their contribution to generating these overheads and their research output.
2. Management: A dedicated committee will oversee the management and distribution of institutional overheads, ensuring transparency and accountability in the process. Regular audits will be conducted to monitor the use of funds.

Annexure V

Guidelines on Faculty Professional Development Fund and Chancellor Award

Purpose and Eligibility:

The Faculty Professional Development Fund and Chancellor Award are designed to recognize and support the professional growth and research excellence of the faculty members at Pondicherry University. Eligibility includes tenure-track and tenured faculty members with outstanding contributions to research and teaching.

Application and Selection:

- Faculty members must submit an application highlighting their research achievements, teaching excellence, and contributions to the University's Research and Development Cell/Centre.
- Applications will be reviewed by a selection committee comprising senior faculty members constituted by the Vice Chancellor. Criteria for selection include research impact, innovation, student mentorship, and community service.

Benefits and Recognition:

- Recipients of the Faculty Professional Development Fund will receive a grant to support their research activities, including equipment purchase, research travel, and publication costs.
- The Chancellor Award winners will be recognized in a university-wide ceremony and receive a monetary award, a certificate of excellence, and additional research support.
- One Faculty Professional Development Fund and one Chancellor Award to each School will be awarded. Periodicity of these awards will be decided by the Executive Council of the Pondicherry University.
- The nature of the award including the amount of funds will be decided by the Executive Council of Pondicherry University based on the availability of fund.

Annexure VI

POLICY ON INSTITUTIONAL ETHICS AND RESEARCH COMMITTEE

The Institutional Ethics and Research Committee is very crucial and shall have the following objectives:

- The Committee will be constituted by the Vice Chancellor, PU. Members of the Committee should represent all Schools of Pondicherry University preferably with senior faculty members and with adequate attention to gender balance.
- Tenure of a Member in the Committee will be for a period of three years. The tenure of the member may be extended for one more term.

Roles

- To establish Clear Ethical Guidelines: Develop a comprehensive policy that outlines ethical principles and standards for all research activities conducted within the institution.
- To ensure Compliance with Regulatory Requirements: Align the policy with relevant laws, regulations, and guidelines governing research ethics to ensure institutional compliance and accountability.
- To safeguard Research Participants: Prioritize the protection of human and animal research participants by implementing stringent protocols for informed consent, confidentiality, and welfare.
- To promote Integrity and Transparency: Foster a culture of integrity and transparency by emphasizing the importance of honest and ethical conduct in all research endeavours.
- To provide Guidance and Support: Offer guidance, resources, and training to researchers, faculty, and staff to facilitate ethical decision-making and responsible conduct of research.
- To facilitate Ethical Review: Establish procedures for the ethical review and approval of research proposals by an Institutional Ethics and Research Committee (IERC) to ensure adherence to ethical standards.
- To foster Collaboration and Communication: Encourage collaboration and communication among researchers, IERC members, and institutional stakeholders to promote ethical research practices and address emerging ethical challenges.
- To evaluate and Improve: Regularly review and evaluate the effectiveness of the policy and procedures, incorporating feedback and best practices to continuously improve the ethical conduct of research within the institution.
- To uphold Institutional Reputation: Uphold the institution's reputation for ethical research conduct by demonstrating a commitment to uphold the highest standards of integrity, transparency, and accountability in all research activities.

Annexure VII**INSTITUTIONAL ANIMAL ETHICS COMMITTEE**

The Institutional Animal Ethics Committee (IAEC) is a regulatory body established within Pondicherry University to ensure the ethical treatment and welfare of animals used in research, testing, or teaching activities.

Objectives of the Committee:

- Reviewing and approving research proposals involving the use of animals to ensure compliance with ethical guidelines and regulatory requirements.
- Evaluating the scientific and ethical justifications for using animals in research and ensuring that alternatives to animal use are considered and implemented where feasible.
- Assessing the potential harms and benefits to animals involved in research activities and ensuring that measures are taken to minimize pain, suffering, and distress.

Steps to be followed:

1. Submit a hard copy of the application to the office of the Member Secretary, IBC. A soft copy of the application should also be submitted via email.
2. The application form can be downloaded from here: (.....)
3. The application should be submitted at least 30 days in advance
4. While preparing the application please note the following:
 - For animal experiments requiring the use of bio-hazardous substances, recombinant DNA/vaccine and/or samples of human origin, the study protocol should be first cleared by the Institute Bio-Safety Committee (IBC) and/or the Institutional Ethics Committee for experiments involving human subjects (IEC) as applicable.
 - The protocol should mention the source of animals.
5. The application will be evaluated by the committee (and subject expert if required) and the applicant may be asked to furnish other documents if required.
6. A meeting of IAEC will be scheduled and the date will be communicated to the applicant at least 20 days in advance. The applicant may be asked to present his/her proposal to the committee and a decision will be communicated to the applicant within a week.

* All applicants are advised to go through the Indian Biosafety Rules & Regulations.

Annexure VIII

INSTITUTIONAL BIOSAFETY COMMITTEE

The Institutional Biosafety Committee (IBC) is a regulatory body within the institution to oversee the research involving biohazardous materials to ensure compliance with safety regulations and guidelines. Their role includes reviewing and approving research protocols, assessing potential risks, implementing safety measures, and providing guidance to researchers to mitigate risks associated with handling biohazardous materials. Additionally, IBCs monitor ongoing research activities, conduct inspections, and ensure adherence to safety protocols.

Objectives of IBC:

- To safeguard the health and safety of researchers, staff, and the environment
- To facilitate the advancement of scientific research responsibly and ethically.
- To provide guidance and support to researchers regarding safe handling, storage, and disposal of biohazardous materials.
- To monitor ongoing research activities by ensuring adherence to approved safety protocols and regulations.
- Conduct periodic inspections of facilities and laboratories to identify potential hazards and ensure compliance with biosafety standards.

This Committee shall be constituted by all institutions handling hazardous microorganisms and/or GE organisms. The Committee will be the nodal point for the implementation of the biosafety guidelines and for the interactions within the institution. The Committee shall comprise the Head of the Institution, Scientists engaged in the recombinant DNA work, a medical doctor and a nominee of the Department of Biotechnology.

Steps to be followed:

1. Submit a hard copy of the application to the office of the Member Secretary, IBC. A soft copy of the application should also be submitted via email.
2. The application form can be downloaded from here: (.....)
3. The application should be submitted at least 30 days in advance
4. It is the duty of the primary investigator (PI) to apprise the IBC about experiments involving recombinant DNA (rDNA) technology, genetically modified organisms (GMOs) or living modified organisms (LMOs) through the application. This should be done before the submission of a grant application to a funding agency.
5. While preparing the application please note the following:
 - For experiments involving rDNA; the PI must determine the biosafety level as well as the category that the experiments fall under based on the guidelines provided on page 187 in the following document <<Recombinant DNA Safety Guidelines of DBT>>.
 - The assignment of the risk category of any microorganism(s) being handled as part of the experimental protocol must be determined based on the information provided on pages 208-220 of the following document <<Recombinant DNA Safety Guidelines of DBT>>.

- Go through the guidelines provided by DBT in the following document to understand the responsibilities of the PI <<DBT Guidelines Handbook - 2011>>.
6. The application will be evaluated by the committee (and subject expert if required) and the applicant may be asked to furnish other documents if required.
 7. A meeting of IBC will be scheduled and the date will be communicated to the applicant at least 20 days in advance. The applicant may be asked to present his/her proposal to the committee and a decision will be communicated to the applicant within a week.
 8. A meeting of IBC will be scheduled and the date will be communicated to the applicant at least 20 days in advance. The applicant may be asked to present his/her proposal to the committee and a decision will be communicated to the applicant within a week.

The constitution, composition, role and functions, information for compliance requirements, and processes to be followed while dealing with hazardous microorganisms, GE organisms or cells and products thereof in line with Rules 1989 is described in "Guidelines and Handbook for Institutional Biosafety Committee". Adherence to the guidelines shall be binding for all IBCs.

* All applicants are advised to go through the Indian Biosafety Rules & Regulations.

Annexure IX

GUIDELINES ON IPR AND COPYRIGHT

In the University, faculty members, research scholars and students are engaged in research and development work of considerable importance. Such works may lead to the evolution of intellectual property know-how, copy-rights, designs, instruments, devices, processes, specimens, software and other inventions having potential for commercialization with or without the registration under different Acts enacted by the Government for protection of intellectual properties. The creation of intellectual property not only contributes to the professional development of the individuals involved but also enhances the reputation of the University, providing educational opportunities for students and promoting public welfare. Particularly, a commercial exploitation of intellectual property can be of considerable socio-economic benefit to the country. The University, therefore, supports and encourages the efforts directed towards bringing the fruits of university research in diverse fields of knowledge to public use and benefit while protecting the interests of the scholars. The guidelines/policy shall govern the intellectual property rights of the University, faculty members, research scholars, students and others connected with the work, product, ideas and inventions created in connection with the activities of the University.

Objectives:

- To foster, stimulate and encourage creative activities in the widest sense in the areas of Technology, Science, Arts and Management.
- To protect the legitimate interests of the University, faculty, scholars, students and other members of the University and the society at large
- To resolve possible conflicts of opposing interests.
- To put in place a transparent administrative system for the ownership control and assignment of intellectual properties and sharing of the revenues generated by the intellectual properties developed and owned by the University.
- To evolve an organizational structure and procedures through which inventions and discoveries made in the course of university research can be made readily available to the public through channels of commerce.
- To establish standards for determining the rights and obligations of the university, creation of intellectual property (for example inventions, developers, authors) and their sponsors with respect to inventions, discoveries and works produced at the university.
- To ensure compliance with applicable laws and regulations and enable the university to secure sponsored research funding at all levels of research.

The IPR Cell of the University will coordinate the activity of evaluating, protecting, marketing, licensing and managing the IPR generated at the University. The creators of the IPR shall provide all the necessary information to the cell for the management of the IPR. The IPR Cell will get it evaluated through the IPR Advisory

Committee and also by co-opting the patent attorney/legal external experts whenever and wherever needed, before deciding to manage the IPR.

Other important aspects like responsibilities of the university, responsibility of creators/inventors, revenue sharing, dispute resolution and other miscellaneous provisions are to be mentioned. Refer:
<https://www.pondiuni.edu.in/departments/ipr-cell/>

Annexure X

GUIDELINES ON AGREEMENTS MoU, MoA AND LoAS

Research is increasingly collaborative, and participatory, involving individuals from different disciplines and institutions within and beyond India. In establishing research collaborations researchers should be mindful of the University's policies and guidelines, as well as funder, legal and regulatory requirements, ensuring that research partners and their employing institutions can meet the required standards of research conduct. There needs to be clear agreement on and articulation of the standards and frameworks that will apply to collaborative work. This is particularly important about the provenance of intellectual ideas and ownership of research outcomes as well as the specific conditions under which these may be shared. All parties should be clear about their respective roles and responsibilities within the collaboration, which should be set out in any formal collaboration agreement. The Research and Development Cell of PU can advise and has various model agreements for use in such collaborations.

A Letter of Agreement (LoA) and a Memorandum of Agreement (MoA) are essential documents in formalizing collaborations and partnerships. LoAs outline the scope, responsibilities, and terms of a specific project or collaboration, fostering clarity and alignment between parties. MoAs, more comprehensive in nature, establishing the legal framework and governance structure of long-term partnerships, detailing financial arrangements, intellectual property rights, and dispute resolution mechanisms. Both documents provide a roadmap for effective communication, delineate expectations, and mitigate risks, ensuring mutual understanding and commitment. Ultimately, LoAs and MoAs uphold transparency, accountability, and trust, laying the foundation for successful and sustainable collaborations.

The following points may be indicated in LOA /MOA for clarity;

1. Scope of Collaboration: Provide a detailed description of the project or collaboration, including specific objectives, activities, and deliverables.
2. Responsibilities: Outline the roles and responsibilities of each party involved in the collaboration, including any financial contributions, resources, or expertise provided.
3. Timeline: Specify the start and end dates of the collaboration, along with any milestones or deadlines for deliverables.
4. Intellectual Property Rights: Clarify the ownership and management of any intellectual property, including patents, copyrights, or trademarks, resulting from the collaboration.
5. Confidentiality: Define the terms of confidentiality and any obligations to maintain the confidentiality of proprietary information shared during the collaboration.
6. Publication and Dissemination: Address the rights and responsibilities regarding the publication, presentation, or dissemination of research findings or other project outcomes.

7. Financial Arrangements:Detail any financial arrangements, including funding, budget allocations, reimbursement of expenses, or cost-sharing agreements.
8. Termination Clause:Specify the conditions and procedures for terminating the agreement, including any notice periods or circumstances leading to termination.
9. Governing Law:Determine the governing law and jurisdiction applicable to the agreement in case of disputes or legal issues.
- 10.Signatures:Include spaces for signatures and dates from authorized representatives of both parties to signify their agreement to the terms and conditions outlined in the LoA/MoA

Project implementation procedure shall be followed in Samarth portal as per the MoE guidelines

Annexure XI

Thrust Areas of Research

Based on the expertise of the faculty members, facilities and resources available and national research priorities, the following indicative list of thrust areas has been identified to promote R&D at Pondicherry University

- Artificial Intelligence and Robotics
- Green Energy Technologies
- Sustainability and Climate Change
- Bioresource Technology
- Stem Cell and Cancer Research
- Drug Discovery and Development (Pharmaceutical Leads)
- Nutraceuticals and Functional Foods
- Traditional Medicines
- Genomics and Microbiome
- Synthetic Biology
- Agriculture and Environmental Biotechnology
- Conservation Biology and Wildlife Management
- Evolution and Animal Behaviour
- Astrophysics
- Nanotechnology
- Organic and inorganic chemistry
- Outbreak Tracking and Control
- Antimicrobial Resistance – Surveillance and Control
- Marine Biology and Marine Biotechnology
- Aquatic Animal Health Management
- Oceanographic, Marine Biology and Fisheries
- Disaster Management
- Pollution, hydrology and environmental engineering
- Social Sciences and Humanities
- Research on Languages
- Political Sciences both National and International
- Arts and Spirituality
- Information Technology
- Statistics and Modelling
- Banking Technology and Management
- Administration and human resource management
- Traditional Knowledge
- Sustainable Development, Open Science and Gender
- Others

புதுவைப் பல்கலைக்கழகம்
पांडिच्चेरी विश्वविद्यालय
PONDICHERY UNIVERSITY
 (केंद्रीय विश्वविद्यालय / A Central University)



பேராசிரியர். ஜோசப் செல்வின்
 प्रोफेसर जोसेफ सेल्विन
Prof. Joseph Selvin
 இயக்குனர் (ஆராய்ச்சி மற்றும் மேம்பாடு)
 निदेशक (अनुसंधान एवं विकास प्रकोष्ठ)
Director (Research & Development)

भारत रत्न डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन
 Bharat Ratna Dr. B.R. Ambedkar Administrative Building
 आर.वी.नगर/R.V. Nagar, कालापेट/Kalapet
 पुदुच्चेरी/Puducherry-605 014
 दू.भा./Phone : (Off.) 0413-2654928
 ई-मेल/Email : director.research@pondiuni.edu.in

सं/No. PU/R & D CELL/OFFICE-PART-I.D./

दिनांक/Date: 17.10.2023

To.
All the Members
 Pondicherry University

Sir/Madam,

**Sub : PU - R & D Cell – Constitution of Committee for Research Policy & Project
 Implementation Guidelines of Pondicherry University - Reg**

I am to inform that a committee has been constituted with the following members to look into the above said matters:

Dr. K. Sivakumar	Professor, Dept. of Ecology & Envir. Sciences	Chairman
Dr. Mathimaran Natarajan	Assoc. Professor & Deputy Dean, International Relations	Member
Dr. P. Elumalai	Professor, Dept. of Green Energy Technology	Member
Dr. Bala. Manimaran	Professor, Dept. of Chemistry	Member
Dr. S. Victor Anandkumar	Professor & Dean, School of Law	Member
Dr. P. G. Arul	Professor, Dept. of International Business	Member
Dr. Sukhvinder Singh	Asst. Professor, Dept. of Computer Science	Member
Dr. G. Subhalakshmi	Asst. Professor, School of Law	Member
Dr. Clement Sagayaradja Lourdes	Professor & Dean, School of Humanities	Member
Dr. B.B. Mohanty	Professor & Dean, School of Social Sciences	Member

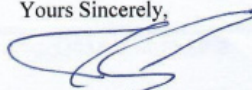
- The committee is assigned to prepare the following documents:
 - Update of PU- Research Policy
 - PU-Project Implementation Guidelines (PIG)
- The committee may prepare and submit the above documents preferably within a month for further approval by the competent authority.
- The committee may prepare a policy/ guidelines in accordance with various funding agencies, national policies, ethical guidelines and financial rules (GFR) of Govt. of India.
- The tenure of the committee members including Chairman shall be 12 months. The quorum for the meetings shall be 7 out of 10 members (including the Chairman)

(e) The Committee may consider:

1. Identify thrust areas of research and Cluster Groups / Consortia of researchers
2. Research policies for the recruitment of research personnel, procurement of equipment and financial management system
3. Coordination between IPR, Incubation centers and Entrepreneurship development
4. Avenues for the promotion of inter-disciplinary and trans-disciplinary research
5. The role of PI after retirement & arrangements at the time of retirement
6. Integration of Research Policies of various funding agencies and national policies in the PU-Research Policy document etc.

Thanking you.

Yours Sincerely,



Director (R & DC)

19/10/2023
DIRECTOR

Research & Development Cell
Pondicherry University
R.V. Nagar, Kalapet - 605 014