

## **Research Promotion Policy (RPP) – Chettinad Academy of Research and Education (CARE)**

### **1.0 Preamble**

Twenty First Century is facing formidable challenges in health care. The demands made by changes in lifestyle as well as sudden burst of infectious diseases can only be met when scientific discoveries are made and translated to viable applications in a set time frame. The progression of “the bench side” inventions to “bed side” applications needs a cohort of clinical researchers and scientists working in tandem, where newly emerging interdisciplinary areas of biomedical sciences are integrated with human healthcare and delivery. Research Promotion Policy (RPP) of CARE aims to foster and sustain excellence and leadership in research and innovation in various areas of national and global interest. Research shall be an integral part of imparting quality education, with the motto of generating future wealth of the country in the form of intellectual property rights. CARE shall be committed to pursue research to the benefit of the common man with highest level of integrity. In the process of pursuing research, CARE would emerge as one of the top 25 universities of India in the area of Medical and Allied Research.

Students and faculty of CARE shall be encouraged to undertake path breaking innovative research and target to pursue translational research based on the central dogma of discoveries → innovations → products. A cohort of interdisciplinary team would be encouraged to work for solution addressing practical problems of mankind. RPP of CARE looks forward to CARE undertaking research in areas of Grand Challenges of the 21<sup>st</sup> Century and to directly contribute to the nation in meeting these challenges.

### **2.0 CARE – Research Vision & Mission**

CARE’s vision is to excel in all areas of research that it undertakes with a commitment to Quality with Highest Levels of Ethical Standards.

Mission of CARE is to create an innovative and creative ecosystem to pursue an integrated approach to connect discovery and innovation to address global, national and societal challenges

### **3.0 Objectives of the Research Promotion Policy**

- a. Create an R&D culture by recruiting best in class highly motivated researchers who have demonstrated capability in research
- b. To provide an ambience for excellence through appropriate R&D ecosystem

- c. Foster inter/cross disciplinary research through a platform for knowledge sharing

#### **4.0 Mechanisms to be adopted under Research Promotion Policy**

- a. University seed money of up to Rs. 5 Lakhs for young faculty
- b. Incentives and recognition for quality publication and extramural research projects
- c. University funding of major and minor select research projects
- d. University Junior Research Fellowship and Post-Doctoral Fellowship
- e. Annual contingent grants for University JRF
- f. Fostering interdisciplinary / clinical research
- g. Involving clinicians in Doctoral committees
- h. Building a core internationally trained interdisciplinary faculty
- i. Support for publication in high impact journals
- j. Support for collection of clinical data/HEC
- k. Promote research inquisitiveness in faculty through part-time PhD programs
- l. Support visiting faculties from reputed institutions in India and abroad
- m. ICT – high band width network and high-end computing facilities
- n. Central instrumentation facility
- o. CPCSEA approved animal facility for research
- p. Support for Expansion and Upgradation of Central Instrumentation Facilities/Departmental central research facilities
- q. Increased support to outcome based research leading to an innovation and resulting in an entrepreneurial venture.
- r. Research grants for exceptional research performance, filing patents, technology transfer
- s. Support system to nurture innovation and Entrepreneurship and expansion of Institute Innovation and Incubation Center
- t. Support for the development of University-Industry Research Consultancy and Extension Center
- u. Encouragement and support to Faculty to select society specific problems and conduct research and provide feasible solutions.

#### **5.0 Research Advisory Committee**

A research advisory committee (RAC) of eminent scientists and clinicians set new directions for research based on the national and contextual needs of affordable clinical care. RAC identifies opportunity for “signature” contributions in R&D on human healthcare and suggests various measures for establishing a niche R&D

system in CARE. RAC would be supported by committees on mentoring, monitoring and promoting quality and ethically sound innovative, inter/cross disciplinary research in frontier thrust areas of national as well as global interest.

## **6.0 Support Committees**

- Board of research studies
- Institutional review board
- PG research review committee
- UG research review committee
- PhD/doctoral committee
- Institutional human and animal ethics committees
- Plagiarism and ethics in research monitoring committee
- Plagiarism screening committee
- Intellectual property rights cell and Research Consultancy Team
- Institute innovation and incubation cell

## **7.0 Supporting Research Policies**

- Code of ethics in research and education
- Policy on career advancement for the awardees
- Policy on salary increment for the awardees
- IPR policy
- Expansion and Upgradation of Central Instrumentation Facilities/  
Departmental central research facilities
- Encourage Undergraduate Research Initiatives
- Strengthen linkages by expanding national and international collaborations  
and partnerships

## 8.0 Research Ecosystem



## 9.0 Research Capability Building

A thematic rather than departmental approach to foster interdisciplinary research collaboration would be in place. This also promotes end-to-end research leading each translation of technology or development of high impact publications

The research advisory committee identifies appropriate themes for research in a three/five-year research models. Some potential research models that would be in place are

- Focussed basic research in medical science
- High risk – high impact research
- Mission mode research
- Fast track translation research
- Societal research
- Grant in aid projects
- Industry funded sponsored research
- Academy/Institution linked collaborative research

## 10.0 Strategic Plan for Quality Publications

- Researchers would be assessed for their publication metrics. H-index, number of publications with IF > 50% of the highest impact factor journal in a chosen subject area and number of citations. The best performing researchers would be awarded for their achievements as detailed in Policy

on career advancement for the awardees and Policy on salary increment for the awardees

- In an alternative model, researchers who create national and international collaborations leading to publications of high impact (i.e IF > 75% of the highest impact factor journal in a chosen subject area) would be awarded.

### **11.0 Ease of Doing Science at CARE**

A Research Directorate with a full time Director, research convener, research coordinator, deputy registrar and requisite assistants follow a proactive mechanism for facilitating and implementation of research projects.

The job roles of the research directorate would include

- a. Advance funds for sanctioned projects
- b. Complete financial and technical support for IP
- c. Simply procedures for sanctioning institutional projects/procurements by investigators
- d. Autonomy coupled with accountability provisioning for PI
- e. Time to time auditing and submission of utilization certificates for externally funded projects
- f. Periodic training and workshops for IP/research tools etc.
- g. Facilitating sharing or resources
- h. Aligning with other institutions for collaboration and facility sharing

### **12.0 Expectations from Researchers and Students**

- a. Undertake research leading to high quality publications, presentations in national and international conferences, intellectual property
- b. Nurture/ promote research with a return of investment of at least 0.5 through institutional visibility / earnings from commercialization/ technology consultancy services
- c. Share / disseminate knowledge with fellow researchers
- d. Contribute to
  - a. Original research
  - b. Books and chapters
  - c. Integration and synthesis of existing knowledge
  - d. Application of knowledge to solve common man's problems
- e. Develop research concepts that provide for extramural funding for research

- f. Be part of select research committees in other universities, fellows of national and international science societies
- g. Progress to develop national policies, develop test methods, new standards for medical education, new curriculum based on new research areas

### 13.0 Setting Goals

The Organizational Goal of CARE is to Strengthen the Research Culture across all faculties of CARE.

CARE proposes to develop Centres for Excellence in specific areas of research with significant impact on healthcare. This centre would imbibe the WHO strategy on research for health, which comprises of a) Capacity – strengthening of health research system, b) Standards – Good research practices, c) Priorities – Meeting health needs, d) Translation – evidence into practice.

### 14.0 Success Plan for Research @ CARE

