

**INDIAN INSTITUTE OF MANAGEMENT BODH GAYA**



भारतीय प्रबंध संस्थान बोधगया  
**Indian Institute of Management  
Bodh Gaya**

# **RESEARCH POLICY**

**Uruvela, Prabandh Vihar, Bodh Gaya-824234, India**

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## **1. The Research Context in India**

High-end research has traditionally not been a priority in Indian B-schools and IIMs in particular. At present, the established IIMs as a group are under-represented in major journals. This presents a real opportunity for IIM Bodh Gaya (IIMBG). While our goal is to have world class teaching in our IPM, PGP and Ph.D. degree programs, cutting edge research is also essential for faculty development, to differentiate us in the short and medium term, and last but most importantly to produce future business leaders.

## **2. Research Targets of IIMBG**

A key element of IIMBG's mission is a commitment to thought leadership in research that builds theory and inspires practice. IIMBG's goal is not just to increase the quantity of research but to ensure its impact. Research quality must be recognized by peers in each field and research must appear in peer-reviewed journals with an emphasis on top journals having both a theoretical and a practitioner orientation. IIMBG has developed a list of journals categorized as A\*\*, A\*, A and B (see Annexure 1). IIMBG has formulated several specific research goals it hopes to achieve by 2030:

- 20 publications in A\*\* or A\* Category Journals
- 150 to 200 publications in A or B Category journals

While these targets are clearly ambitious and aspirational, they are not unrealistic. Attracting, motivating and retaining high quality faculty and doctoral students is the key. As faculty members IIMBG would primarily aim for recent doctoral graduates of leading schools in India and abroad who have demonstrated academic excellence in their chosen fields and who show potential for research excellence.

We are putting in place the following career development plan for our faculty to help them advance as respected researchers. We divide the career development plan into two stages. In initial stage, i.e. for a period of five years, the faculty should focus on:

- Focus on research and teaching excellence through mentoring and collaboration
- Develop expertise through attendance at conferences and courses
- Research internships abroad
- Start publication in A\*\* journals
- Build collaborations among faculty

After creating a strong research base through the above set of activities, the aim should be broadening the research base through the following set of activities:

- Deepen international collaborations
- Expand research productivity through doctoral students and develop application expertise
- Include Research articles in teaching courses wherever possible

- Collaboration with International faculty members of top 100 QS ranked institutions
- Moderate level of consultancy
- Expand publications to include practitioner-oriented journals for practitioners
- Promote case Studies publications for practitioners
- Provide increasing mentorship to young faculty
- Write books & book chapters

All of this will provide the research foundation that will help establish IIMBG's identity and build its reputation with peer groups and subsequently in industry and policy circles as well.

## 2.1 Accomplishing these Goals

IIMBG has defined a set of policies, incentives and support activities to accomplish these goals. No element is meant to stand alone; they form a consistent, integrated approach. A number are already in place including:

- *Research incentives and support* – publications in journals are incentivized monetarily according to the category of journal (subject to completing 180 hours of teaching load along with the satisfactory completion of institutional work). Besides, faculty members are supported in every possible manner to facilitate a conducive research environment (see Annexures).
- *IIMBG Research Award* – to recognize and reward outstanding doctoral scholars and faculty members.
- *Seminars and Colloquiums* – Actively fostering an environment that encourages faculty to exchange research ideas and remain informed about their colleagues' projects through initiatives such as seminars, colloquiums, etc.

In addition, we are looking at other areas such as:

- Strengthening the mentorship support available to faculty so they have more access to global faculty colleagues, adjunct faculty, industry practitioners and others with acknowledged research expertise
- Inviting research faculty from India and abroad to spend flexible periods of time at IIMBG. Given our location, we could expect the world leading researchers to spend time with our faculty and the Institute.
- Invite reputed/established research faculties from India and Abroad to deliver Research Seminars to faculty and scholars under Global Brown Bag Seminar Series (GBBSS)
- In-house Faculty and Research Scholars research seminars – Brown Bag Research Seminar Series (BBSS).

## **Journal Classification and Global Benchmarking**

Accordingly the following universally accepted journal classifications have been considered while creating the journal classifications:

- FT-50 containing the top 50 journals in the Financial Times Journal list
- Journal ratings of Australian Business Dean's Council (ABDC)
- Journal ratings of Association of Business Schools (ABS), UK
- ISI Thomson Scientifics' Impact Factor (Journal Citation Reports® by Thompson Reuters)

## **Notes**

- For categories of publications specified in the policy, the incentives would be shared as follows:
  - Single Author: 100% to the author
  - In the case of jointly authored papers, cash incentives will be divided by 'n', where n: total number of authors
- For all such papers wherein a paper is jointly written by a student from IIM Bodh Gaya and an IIM Bodh Gaya faculty, only the IIM Bodh Gaya faculty will get the incentive amount as per the policy mentioned above
- In case of a paper jointly written by two or more faculty from different institutes, the award of incentives to IIM Bodh Gaya faculty and Adjunct Professor under joint authorship of faculty members of IIM Bodh Gaya will be made, based on the classification of the publication (as per the above policy)
- For the accepted papers, IIM Bodh Gaya faculty has to give an undertaking stating the acceptance/ publication of the paper and also submit a copy of the paper/copyright form along with the acceptance mail/ proof, which should indicate the affiliation of the faculty to IIM Bodh Gaya.
- Research Papers which are accepted for publication, but yet have not yet been published can be considered towards Performance Appraisal of the faculty. However, the faculty will receive the associated incentive amount only after the paper has been published for the Date/Month for Volume/Issue number.
- The workload of the faculty members will take into cognizance the research output of the faculty. Faculty members who have at least one A\* or one A + one B Category publication will be required to teach three full credit courses in an academic year. Similarly, faculty members with one B Class publications will be required to teach four full credit courses in the academic year.

## **Research and Publication Ethics Committee (RPEC)**

### **About RPEC**

The promotion of research culture among faculty members and students has been a significant activity undertaken by IIMBG over the past many years. IIMBG envisages a responsive role with a vision to promote intellectual contributions through academic research in all functional areas. In its endeavour to promote academic research and publication, IIMBG encourages faculty members to undertake externally funded major and minor research projects that can have an impact on society, business,

and other stakeholders. IIMBG also provides seed money to the faculty members to undertake Minor/Major Research Projects (MRPs).

IIMBG is committed to perform an ethical review of research studies by protecting the rights and welfare of human subjects as well as supporting IIMBG's research mission. The institute has a comprehensive review process to ensure that all research involving human elements addresses relevant ethical considerations and is subject to appropriate review.

Hence all research having human element considerations are referred to the Research and Publication Ethics Committee (RPEC), which has been constituted by the institute. The RPEC reviews all research involving human subjects before recruitment and data collection, which is conducted by IIMBG faculty, students, and staff. The proposals are reviewed in three cycles every year, i.e., in February, June, and October, or as and when required. RPEC is also known as the Institutional Ethics Committee (IEC), Institutional Review Board (IRB), Ethics Review Board (ERB), and Research Ethics Board (REB) in many countries and situations.

Read More

1. [Web Link](#)
2. [Guidelines](#)

### Research Incentive Scheme

(Based on the minutes of the 6<sup>th</sup> HR Committee Meeting dated 18<sup>th</sup> April 2023)

#### Research Publication & PGP Teaching Equivalence

The MBA Programs teaching equivalence for Research Publications shall be as follows:

Total Teaching Hours + journals mentioned in next column	Journals			
	A* (Single Author)	A (Single Author)	Scopus Indexed B (Single Author)	
60	1	1	1	Or equivalent B-Category Scopus Indexed Papers. Work-load adjustment shall be pro-rata based if no of authors increase.
90	-	1	1	
120	-	-	1	

#### Faculty Incentive

- The overall Annual Faculty Incentive Amount (resulting from extra Teaching/ Research/ Executive Education/ FDP/ MDP/ Consulting Project) shall be equal to the Annual Gross Emoluments (Basic+DA).

#### Research Incentives and Journal Classification

The Revised Journal Classification & Research Incentives shall be as follows:

Category of Publication	Source
Category A**	FT 50
Category A*	ABDC - A* (Scopus indexed under Business Management & Accounting category or Web of Science***) or ABS - 4* (Scopus indexed under Business Management & Accounting category or Web of Science***) or ISI-IF*** (10 and above)#
Category A	ABDC – A (Scopus indexed under Business Management & Accounting category or Web of Science***) or ABS – 4 (Scopus indexed under Business Management & Accounting category or Web of Science***) or ISI-IF*** (7 to less than 10)#
Category B	ABDC – B (Scopus indexed under Business Management & Accounting category or Web of Science***) or ABS - 3 (Scopus indexed under Business Management & Accounting category or Web of Science***) or ISI-IF*** (3 to less than 7)#

- ❖ \*\*\*Web of Science ISI-IF (Under social science citation index (SSCI) only).
- ❖ To increase the number of publications that help in improving NIRF ranking, IIMBG would be incentivizing faculty members for Scopus (JCR-Q2 & Q1 (in this category ABDC 'C' can be included)) publications, which are in the Business, Management, and Accounting category with a maximum of Rs. 1,00,000 only, per-faculty annually.
- ❖ Reimbursement of submission fee for the published papers (with volume and issue assigned) in all areas (Incentive capping clause will not be applicable on this component).
- ❖ Predatory journals will not be considered (Bell's list and list prepared by Web of Science and/or Scopus).
- ❖ The benchmark Impact factors set for different categories of publication will be reviewed every three years.
- ❖ No incentivization for publication in ABDC 'C' category journals

#The preference will be as follows: 1<sup>st</sup> ABDC, 2<sup>nd</sup> ABS and 3<sup>rd</sup> ISI-IF. Revised Impact Factor range effective from the academic year 2025-26.

**(Based on the minutes of the Academic Council Committee Meeting dated 11<sup>th</sup> August 2023)**

- Workload adjustment against research publication shall be considered only when the research article is available with Volume and Issue number. Early announcement or notification of volume and issue shall not be considered. The same rule shall apply for Research Incentivization also.
- Date/Month for Volume/Issue number for research publication beyond the affiliation period shall not be considered.
- Faculty to use 'Single Affiliation' of IIM Bodh Gaya only. The objective is to solely dedicate the Research Work for improving the NIRF ranking of the institute.
- Faculty to use 'iimbg.ac.in' domain-based email-id for publication details during their affiliation with the institute.
- During the Faculty Incentive Calculation any shortfall in Mandatory PGP Teaching of 60 hours shall be compensated by IPM Teaching as follows: (2hrs of IPM Teaching = 1 hrs of PGP Teaching).

**Research Projects and/or Research Consultancy Projects: Based on the minutes of the 6<sup>th</sup> HR Committee Meeting dated 18<sup>th</sup> April 2023**

The Incentivization Policy for Research Projects and/or Research Consultancy Project is as follows:

- For internally funded research projects, there will not be any revenue sharing between IIMBG and the research project team.
- For the externally funded Research Projects and/or Research Consultancy Projects, that are funded by agencies (such as UGC, ICSSR etc) that release fund based on bills that are submitted, there will not be any revenue sharing between IIMBG and the project team.
- For externally funded Research Projects and/or Research Consultancy Projects that are funded by international funded agencies (such as WHO, IMF, World Bank etc) or national agencies/government bodies/any other institutions that release funds on project without submission of bills, the following policy may apply:
  - Up to Rs. 5.00 lakhs worth of Research Projects and/or Research Consultancy Projects, no sharing with the IIMBG.
  - If the project (whatever the amount) is such that where the institute is involved in any way, and the project's money is credited into the school's account, then 10% of the revenue will go as part of the institutional charge.
  - For all the Research and/or Research Consultancy Projects more than 5.00 lakhs revenue sharing will be 2/3 to the project team and 1/3 to the institution after accounting all expenses.

### **Support for Research Projects**

IIM Bodh Gaya has created 'Faculty Development Scheme' to take care of research and development of faculty members. This will include following:

- **Research Financial Support Scheme (RFSS)**

The Institute encourages faculty members to carry out high quality research and publish in classified journals. The research support scheme is intended to fund early stage, but well thought out research proposal with well-defined deliverables from regular faculty member of IIM Bodh Gaya. It is expected that the research proposal will result in publications in classified journals. Faculty members have to submit a detailed proposal of their research project to avail this fund in the prescribed format. The amount that any specific research project will be allocated will be based on the evaluation of the research proposal submitted.

Research funding under different RFSS will be processed by Chairperson, Research in consultation with one or two members of the Research Committee (Seed Money Approval Team, SMAT). The proposal will be refereed by an Institute faculty member designated by SMAT. SMAT will take the referee recommendations(as described in different RFSS) into account when making its decision on funding.

Director is the ultimate approving authority for all research projects. Approved budgets for research projects are sent to the Accounts department who monitor and maintain the accounts of expenditures as per the approved budgets.

- a. **Research Funding up to Rs.3 Lakhs***

Faculty members, who have completed one year of service on regular position at IIM Bodh Gaya, can avail seed money of up to Rs. 3 Lakhs to carry out their research project. Faculty members will have to submit detailed proposal of their research in the prescribed format to the Chairman (Research) to avail this fund. The Research Committee of IIM Bodh Gaya will evaluate the proposal and make a recommendation to the Director for approval.

- b. **Research Funding more than Rs.3 Lakhs and up to Rs.10 Lakhs***

For proposals between Rs. 3 to 10 Lakhs, two External Experts from top IIT/IIMs such as IIM Ahmedabad, Bangalore, Calcutta or from IIT Bombay, Delhi, Kanpur, Kharagpur and Madras, will be appointed to blind review the proposal. Faculty members may be asked to make a presentation in front of these experts in an open seminar. The Research Committee will send the recommendation of experts to the Director for approval.

- c. **Research Funding more than Rs.10 Lakhs***

If the research proposal is more than Rs. 10 Lakhs, process enumerated in sub-section (b) will be followed. The Research Committee will send the

recommendation of experts to the Director. Director will submit the proposal along with experts' report and his comments for approval to the Board of Governors of IIM Bodh Gaya.

Seed grant funds from the Institute can be used to pay for salaries of Research Assistants, travel for data collection and interviews, and other miscellaneous expenses such as postal/ fax/telephone.

- **Seed Fund for Case Writing**

Case Seed Grants are intended to fund writing case. It is expected that the case proposal will result in a publishable case in Harvard Case Publishing/Ivey League Case Publishers/ European Case Clearing House/Emerald. Faculty members have to submit a detailed proposal of their research project to avail themselves of this fund in the prescribed format. The grant in this case will be limited to Rs.1 lakh.

- **Presenting Papers in International Conferences**

- Faculty member on regular appointment may present a paper in one international referred conference in every two years after completion of one year. However, faculty member will get an opportunity to present paper in International Referred Conference every year, if his/her average teaching feedback is above 5.6 out of 7.
- For attending any conference, faculty member must seek prior approval from the Director.

The Institute will fund the participation fee; TA/DA (as per Institute rules); Visa fee, if any, and the faculty member would be treated on official leave for the duration of the seminar/conference plus journey days. If faculty leaves the institute during probation, he/she must refund the complete expenses incurred during that period.

- **Faculty Development Fund for Regular Faculty**

Regular faculty members will be supported annually with Rs.1.00 lac for the following activities (**Please refer to Annexure 3 for more details**):

- a. Presenting Papers in National Conferences

Faculty members are encouraged to present their research papers in national conferences. Expenses for registration fee and payment of TA/DA for presenting a paper in two National Conferences (Refereed) and for the Registration fee only for presenting a paper in an additional one National Referred Conferences (that is the third) organized by IIMs / IITs / top Professional Societies / Bodies. For attending any conference, a faculty member has to seek prior approval from the Director.

- b. Professional Membership

Faculty Development Fund may be used for membership of three international professional bodies / associations.

- c. Faculty Development Programmes

Faculty members may be nominated to attend Faculty Development Programmes in India. Their expenses will be met from the Faculty Development Fund.

- d. Buying software/hardware:  
Faculty members can use this fund to buy software/hardware for their research.
- e. Buying Books and Journals:  
Faculty members can buy books and journals upto Rs.10,000/- per annum from Faculty Development Fund.
- f. Any other Academic / Research Expenses not mentioned in a to e.
- g. Unused fund: Any unused fund can be carried forward for a year only.

Prior approval of Director is required to avail Faculty Development Fund.

### **8.1.2. Faculty Development Funds for faculty members on contract**

Faculty members on contract will be supported annually with Rs. 50,000/- per annum for following activities:

- a. Research Support Scheme:  
Seed money will be provided to carry out research project.
- b. National/International Conference:  
Faculty members are encouraged to present their research papers in national conferences. Expenses for registration fee and payment of TA/DA for presenting papers in refereed National Conferences.
- c. Professional Membership  
Faculty Development Fund may be used for two international professional bodies / associations.
- d. Faculty Development Programmes  
Faculty members may be nominated to attend Faculty Development Programmes in India. Their expenses will be met from the Faculty Development Fund.
- e. Buying software:  
Faculty members can use this fund to buy software for their research.
- f. Unused fund:  
Any unused fund can be carried forward for a year only.

## Indian Institute of Management Bodh Gaya (IIM Bodh Gaya)

### Agreement of Commitment - Minor Research Project

1. I, -----, am working at Indian Institute of Management Bodh Gaya (IIM Bodh Gaya), as ----- in the Department of ----- hereby agree to undertake the research project entitled - -----  
-----  
-----sanctioned to me by Indian Institute of Management Bodh Gaya (IIM Bodh Gaya), Uruvela, Prabandh Vihar, Bodh Gaya- 824234, India vide letter No.----- dated - -----.
2. I have read and fully understood all the rules and regulations of financial support for minor Research Projects of Indian Institute of Management Bodh Gaya (IIM Bodh Gaya). I hereby agree to follow all those rules and regulations and such other rules framed by Indian Institute of Management Bodh Gaya (IIM Bodh Gaya).
3. I agree to attend the quarterly Review Meetings to be conducted by Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) and shall make presentation on the progress of the research project.
4. I agree to submit three copies of the final report to be prepared by me to the Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) within three months of the date of expiry of the period of the project.
5. I agree to submit the raw data in the form of schedules or notes or processed on electronic devices such as CDs, Floppies, tapes etc. to Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) at the end of the project, if so required.
6. I agree that all the assets created out of the project funds shall be the property of Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) and after the completion of the project the same will be transferred to Indian Institute of Management Bodh Gaya (IIM Bodh Gaya).
7. I agree to submit to Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) copies of all research papers/articles, which may be brought out from the project data and to acknowledge in such papers/articles, the financial support provided to me by Indian Institute of Management Bodh Gaya (IIM Bodh Gaya).
8. The amount could be utilized either for completing an entire project or for a pilot project that will lead later on to a bigger project with external funding.
9. Publication (acceptance) of at least one ABDC-B category research article is expected and encouraged within one year from the project completion. However, if project remains unpublished, a project report needs to be prepared and submitted, which will be evaluated by a committee, and upon a satisfactory report from the committee project can be submitted. If committee is of the opinion that project needs to be revised, at most, two chances of revision will be given without any additional monetary support to the team members, and even if, committee finds project as unsatisfactory, team members have to refund the entire amount received for the project.
10. Once sponsored project is published in at least any ABDC-B category journal, faculty members will be able to receive only 40% to 60% (exact amount will be decided by the Research Committee of IIMBG) of the total incentive amount, otherwise, they should have received.
11. The projects can be taken up jointly by a team of faculty members or a faculty member and a PhD research scholar. Where team members from an outside organization are involved in the project, the primary investigator or primary author of the article must be the IIM Bodh Gaya Faculty.

12. Projects of a multi-disciplinary and cross-functional nature involving more than one faculty of the University or more than one department in a faculty are encouraged.

13. At the conclusion of the Project a seminar should be presented based on the findings of the project. Also, the accounts should be settled at the conclusion of the project.

14. I agree to refund to Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) the money released to me, if I fail to complete the project within the time allowed by Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) or any of the terms of this agreement are contravened by me except for any unforeseen/extraordinary circumstances brought to the notice of the Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) in writing.

15. If any faculty member (who is a principal investigator and other members are outside IIMBG), for whatever reason, is leaving IIMBG without completing the project, he/she shall return all the money received under the project. If any other member of the project is IIMBG faculty, the existing faculty member will become the principal investigator and the whole responsibility to complete the project and settle the accounts lies with him/her.

16. Any other concerns that might come-up will be at the discretion of the Chairperson, Research & Publication, in consultation with Research & Publication committee.

**Signature of the Principal Investigator**

**Place:**

**Date:**

## MINOR RESEARCH PROJECT SCHEDULE

Total Financial Support: up to **Rs. ....**under the two heads

- (i) Research Expense: **60% of the total Financial Support.**
- (ii) Monthly Research Allowance: **40% of the total Financial Support** distributed equally for the project duration **from-----** to -----

**Signed by the Principal Investigator in the presence of:**

- 1.
- 2.

**Indian Institute of Management Bodh Gaya (IIM Bodh Gaya)**

**Minor Research Project**

**PROGRESS REPORT**

Name of the Researcher	
Designation	
Department	
Project Title	
Start date and scheduled end date	
Report for the three months ended	
Activities done (List down period-linked specific activities undertaken with reference to the plan submitted. Attach documents in support	1. 2. 3.
Expense details during the period (Attach supporting vouchers)	
Activity Plan for the next three months commencing from the close of the current report period	1. 2. 3.
Financial budget for the next three months period	
Special notes/comments/requests if any	
Signature and Date	

NB: 1. For activities done, list only brief details – for example, detailed literature review write-up is not expected, but a bibliography with mention of topics covered /reviewed must be attached. For independent study visits – mention institutions visited and provide a brief indication of the data collected. Actual data need not be submitted.

2. Financial Budget must state estimated expenses for the projected activities must be stated item wise – E.g. Development and printing, data support, stationery, travel, etc.

3. Attach a separate sheet, if space in the format is insufficient.

**Indian Institute of Management Bodh Gaya (IIM Bodh Gaya)**

**Minor Research Project**

Date: .....

- 1. Principle Investigator name**
- 2. Co- Principle Investigator name**

*Department of Marketing*

Indian Institute of Management Bodh Gaya (IIM Bodh Gaya)

Dear Sir/Madam,

**Sub: Approval of Minor Research project under the Faculty Research Programme**

Re: Your Proposal for Minor Research Project of Indian Institute of Management Bodh Gaya (IIM Bodh Gaya)

Research Project: .....

We are pleased to inform you that your Research Proposal for a Minor Research Project of the Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) has been approved. The project duration shall be up to 12 months from the start date. In this regard, you may avail the financial support from the Indian Institute of Management Bodh Gaya (IIM Bodh Gaya) on the following conditions.

1. The financial support is extended at your request.
2. 60% of the total financial support towards research expenses will be disbursed progressively as under:
  - 25% on signing the Agreement of Commitment & providing an activity plan for the 1.
  - 50% on satisfactory progress made, at the end of the first half of the project duration
  - 25% on satisfactory completion of the project and submission of the project report in the prescribed format along with the original bills and vouchers.
3. The financial support towards Research Allowance will be disbursed quarterly and the first disbursement shall be based on satisfactory progress made at the end of first three months and on similar basis, for subsequent three-month periods.
4. Project Progress Report must be submitted at the end of every three months from start date till the duration of the project. Report for the final three months must be in the form of the completed project. The report must contain copies of all relevant expense bills/vouchers in support of Research Expenses.
5. You must execute the Agreement of Commitment in the prescribed format
6. You must submit an Activity Plan for the first three months.
- 7. The start date for your project is: .....**

Kindly acknowledge receipt and your acceptance by signing the duplicate of this letter.

**Director**

**Chairperson, Research & Publication Committee**

## Strategic Research Roadmap (2026–2036)

### 1. Strategic Orientation

Building on its research policy framework, **Indian Institute of Management Bodh Gaya** aims to strengthen its position as a **research-driven, globally benchmarked institution**.

The roadmap integrates **research output, quality, funding, and global engagement**, aligned with **AACSB standards, NIRF metrics, and QS rankings**, through a phased and measurable approach.

### 2. NIRF Research Metrics (PU & QP)

To align with national benchmarking, the Institute focuses on key NIRF research indicators:

- **Publications (PU):**  
Represents the **number of research publications indexed in Scopus/Web of Science**, normalized per faculty strength, reflecting research productivity.
- **Quality of Publications (QP):**  
Measures the **impact and quality of research output**, based on metrics such as **citations, journal impact, and field-weighted indicators**.

These indicators form the basis for setting **quantitative and qualitative research targets**.

### 3. Phased Research Targets

#### 3.1 Short to Medium Term (3–5 Years)

The focus is on achieving scale and visibility.

#### Rankings & Performance Targets

- **Top 20 in NIRF (Business Schools)**
- **Entry into Top 250 QS Global Rankings**
- **Participation in NIRF Research Rankings by 2028**

#### NIRF Research Benchmarks

- **PU Score: 10–15**
- **QP Score: 15–25**

#### Research Output

- **240 publications within 3 years**
- **3 publications per faculty (average)**

#### Funding & Projects

- Internal:
  - **₹3 lakh projects: 2–3 per year**
  - **₹3–10 lakh projects: ≥1 per year**

- External:
  - ₹2 crore within 5 years
- Projects:
  - 10 minor projects (5 years)
  - ≥1 major project annually

### **3.2 Long Term (10 Years)**

The focus is on consolidation and global positioning.

#### **Rankings & Performance Targets**

- Top 15 in NIRF (Business Schools)
- Top 200 QS Global Rankings
- Top 50 in NIRF Research Ranking

#### **NIRF Research Benchmarks**

- PU Score: 25–30
- QP Score: 25–35

#### **Research Output**

- 350–400 publications
- 5 publications per faculty (average)

#### **Funding & Projects**

- External funding: ₹5+ crore (10 years)
- Projects:
  - 25 minor projects (10 years)
  - ≥1 major project annually (10 total)

#### **Journal (IJSBI)**

- Indexed in Scopus & Web of Science
- Impact Factor ≥ 5
- ABDC-B / ABS 2–3 ranking

### **4. Research Output and Quality Enhancement**

The Institute will ensure sustained productivity and quality through:

- Faculty benchmarks:

- **3 publications/faculty (short term)**
- **5 publications/faculty (long term)**
- Quality focus:
  - Increased share of *ABDC A, A, and FT50 publications\**
  - **100% Scopus/WoS indexed publications**
- Academic engagement:
  - **International Brown Bag Seminar Series**
  - Interaction with **journal editors and leading scholars**
- Recruitment alignment:
  - Minimum **2 ABDC-B / ABS-3 publications**
  - Preference for **Top 200 QS PhD/Postdoctoral exposure**

## **5. Collaboration and Research Ecosystem**

To strengthen global integration and research capacity:

- Institutional collaborations:
  - **Top 500 QS institutions (priority: Top 200)**
  - Active **MoU-based partnerships**
- Faculty engagement:
  - **≥1 conference participation per year**
  - **≥2 special issues per conference**
- Capacity building:
  - **1 trimester research leave (2–3 months)**
  - **2–3 workshops annually**
  - **Summer School Programs**
- Research ecosystem:
  - **Postdoctoral Programme**
  - **1 visiting scholar/year**
- Academic platforms:
  - **4–5 conferences every 2 years**
  - **3–4 journal collaborations per conference**

## **6. Research Funding and Thematic Focus**

## **Funding Strategy**

- Internal:
  - ₹3 lakh projects: 2–3 annually
  - ₹3–10 lakh projects: ≥1 annually
  - ₹10+ lakh projects: 2–5 over 5–10 years
- External:
  - ₹2 crore (5 years)
  - ₹5+ crore (10 years)

## **Research Centres**

Two centres will anchor thematic research:

1. **Environment, Sustainability and Circular Economy**
2. **Financial Leadership and Sustainable Digital Transformation**

These will support **focused research, funding acquisition, and industry linkage.**

## **7. Journal Development and Research Impact**

The Institute's journal (IJSBI) will be developed as a high-impact platform.

### **5-Year Targets**

- Scopus & WoS indexing
- **Impact Factor ≥ 2**
- Inclusion in **ABDC & ABS**

### **10-Year Targets**

- **Impact Factor ≥ 5**
- **ABDC-B / ABS 2–3 ranking**

### **Action Measures**

- **20–30% rejection rate**
- Strengthened peer review
- Reviewer recognition mechanisms
- Active dissemination via **LinkedIn, Twitter, Instagram, Facebook**
- Promotion of **100% published papers**
- Invited contributions from reputed scholars

## **8. Adaptive Contingency Plan for Faculty Development**

To ensure continuous progress and alignment with AACSB qualification requirements, the Institute adopts a **proactive and supportive approach**.

- Regular **mid-year and annual research reviews**
- Early identification of faculty requiring additional research support
- Targeted interventions:
  - **Individualized one-on-one mentoring**
  - Facilitation of **collaboration with domain experts**
- Qualification alignment:
  - Faculty are informed **~1 year in advance** regarding **SA/SP/IP status**
  - Enables timely planning of research and consultancy activities
- Workload alignment:
  - Greater focus on **research and consultancy**, while maintaining academic balance
- Ecosystem strengthening:
  - **5+ postdoctoral fellows annually (growth phase)**
  - **≥10 Top 200 QS collaborations**
  - **≥50% international co-authored publications**

## 9. Conclusion

This roadmap provides a **structured, measurable, and globally aligned framework** for advancing research excellence.

Through a combination of **clear targets, faculty support systems, global collaboration, and impact-oriented strategies**, the Institute is positioned to:

- Achieve **Top 15 NIRF ranking**
- Enter **Top 200 QS Global Rankings**
- Build a **sustainable, high-impact research ecosystem aligned with AACSB standards**

## Annexure 4

### FACULTY DEVELOPMENT OF ALLOWANCE

- **Rs. 1, 00,000** (Rupees Three Lakhs only) Faculty Development Allowance is made available by the institute to each faculty member every financial year (April – March). Every Quarter, 25% of the annual entitlement gets accrued and available to utilise.
- This amount may be used for the purposes mentioned in per Annexure to this document.
- The funds from each faculty member's Faculty Development Allowance account is allowed to rollover into the individual faculty member's account. However, at any point in time, total accumulated available funds, including rolled-over balance, shall not exceed 2 times the annual entitlement. Accordingly, further rolling over and/or quarterly accrual of funds shall not be allowed above this ceiling limit.
- The Faculty Development Allowance usage period would be taken as the financial year April-March. All claims should be settled/submitted by 31<sup>st</sup> March of the respective financial year. Settlement on a later date may be considered if it is not practical to submit the claim for any unforeseen reason.
- The ceiling limit to purchase the capital assets out of the overall fund available (including any amount rolled over, if any) will be **Rs. 50,000** per annum only (Rupees Fifty Thousand only)
- Purchase of capital asset(s) of any value above the annual ceiling limit of Rs.50,000 (Rupees Fifty Thousand only) in a financial year would need approval from the Director
- Any Asset worth of more than **Rs. 10,000** will be treated as Institute's asset at the time of its purchase.
- It should be ensured that all original bills/invoices along with proof of transactions, are submitted to Accounts for verification.
- Faculty members hired on contract for a period of one year or more will also be entitled to Faculty Development Allowance according to IIMBG HR policy.
- Amendments to this policy are hereby approved by the Director on November 20, 2023.
- The Upgradation/Replacement of capital assets is allowed after three years of its purchase.
- The total expenses from this fund on one item head should not exceed 50% of the available fund.

## **GUIDANCE NOTE ON FACULTY DEVELOPMENT ALLOWANCE**

1. BOOKS, PERIODICALS, JOURNALS AND THEIR SUBSCRIPTION: Includes books (both paper and electronic versions) and subscribing journals (including life subscription), which will exclusively be for the personal use of the faculty member concerned.
2. STATIONERY & SOFTWARE: Funds should not be used to purchase the stationery & software provided by the Institute to the faculty.
3. Gadgets such as laptops, storage items, pen drives, portable hard disk drives, e-book readers, research equipment, and devices of a similar nature will be considered capital expenditure/asset.
4. CONFERENCE, WORKSHOP, FDP & RESEARCH WORK: to meet the expenses such as registration fee, participation fee, Visa fee, insurance fee, air or ground travel, local travel, boarding & lodging and daily allowances for domestic as well as international travel (subject to within 1 week stay).
5. CHARGES FOR EDITORIALS/SUBMISSIONS/PUBLICATION IN JOURNALS.
6. MEMBERSHIP FEES OF VARIOUS PROFESSIONAL BODIES.
7. HIRING OF RESEARCH ASSISTANTS AND FIELD WORKERS.
8. TRAVELLING, LODGING, BOARDING & HOSPITALITY FOR RESEARCH COLLABORATORS.

### **Retention/Replacement policy of device:**

- No new device may be sanctioned to the faculty member/officer who has already been allotted the same device in the Institute during the last five years. Any further issue with the computer/Laptop in case of loss/damage beyond repair within the prescribed period should be considered only after the cost is recovered from the faculty member/officer based on the book value after deducting the depreciation.
- To calculate the book value, a depreciation of 25% per year, on a straight-line method, be adopted. (Ministry of finance, department of expenditure)
- Post completion of five years of usage, the faculty member/officer may retain the issued device.
- In case, any faculty member/officer leaves the institute due to retirement/resignation/technical resignation and the device issued to him/her is not older than 5 years, then he/she has to either return the device or may retain the same on the payment of its residual value.

### **CLARIFICATION NOTES:**

1. The mode and the class of travel, lodging, boarding, and any DA (Daily Allowance) should be as per the usual entitlement of the faculty member.
2. The faculty member should apply to and receive a sanction from the Director before the commencement of international travel.
3. Passport or its renewal-related expenses shall not be allowed from the Faculty Development Allowance.
4. In the case of items of which the listed categories are not prima facie identifiable, the Institute may seek a self-declaration from the concerned faculty on the inclusion of such item in any of the above particular categories.
5. Expenses on any items which is not specifically covered in the above list shall require prior approval from the Director.
6. If the balance accrued to the FDA account is insufficient, faculty may obtain special approval from the Director to utilize the future entitlement.
7. Use of FDA during the notice period would need approval from the Director.

### **Procedure To Maintain Records**

- A Hard Copy of the Register and Excel will be maintained if we do not have any software.
- The Item Handover/ Takeover register will be there to record the details of items procured.
- The IT department has to create an identification number for all the items and devices.
- Register Pages will be as per employee only, where the receiver's Signature must be there with the date of receiving with all the details of devices, including the identification number of the Item.
- Later, the IT office will record all the same details in Excel or software.

**Facilitating Research Interactions**

Visiting Research Program – Twice in their career, a faculty could be sent for a period of two to six months at Institute expense. Institute support would cover travel, accommodation, sustenance/living and other relevant expenses to work with faculty from other institutions, subject to a maximum of INR 10 lakh/ visit. Institute would support up to two such visits in any given year.

## IIM Bodh Gaya Framework for AI Use in Research

### Purpose and Scope

This framework establishes principles, standards, and procedures for the responsible use of Artificial Intelligence (AI) tools across all research activities. It applies to all researchers—faculty, staff, students, and collaborators—engaged in:

- Academic publishing (journal articles, conference papers, books, book chapters)
- Funded and institutional research projects
- Theses, dissertations, and other student research
- Consultancy and industry-sponsored research
- Quantitative, qualitative, and mixed-methods empirical research
- AI/ML development and applied research

The framework is designed to evolve with technological advances while maintaining core commitments to integrity, transparency, accountability, and reproducibility.

### **Part I: Foundational Principles**

These principles are absolute and apply to all research types without exception.

#### **1.1 Transparency**

All use of AI tools in the research process—from conception to dissemination—must be disclosed in a clear, specific, and verifiable manner. Disclosure should include the tool name, version, use type, and the scope of AI involvement.

#### **1.2 Accountability**

Human researchers bear full and ultimate responsibility for all outputs produced with or through AI assistance. Accountability includes accuracy of content, originality, ethical compliance, and adherence to all applicable laws, regulations, and institutional policies.

#### **1.3 Integrity and Reproducibility**

AI must not be used to fabricate data, manipulate results, generate fake citations, or circumvent ethical safeguards. Research must remain reproducible; AI-assisted processes must be documented with sufficient detail to enable independent verification.

#### **1.4 Data Privacy and Security**

AI tools must not be used in ways that compromise data privacy, confidentiality, or security. Researchers must assess data sensitivity before using any AI tool and comply with all applicable data protection regulations (e.g., GDPR, HIPAA, FERPA, IRB requirements).

## 1.5 Equity and Non-Discrimination

Researchers must be aware of and mitigate potential biases in AI tools, particularly when AI is used in data collection, analysis, or interpretation, as these practices can affect human subjects or produce discriminatory outcomes.

## Part II: Detailed Policies by Research Type

### 2.1 Research Papers (Journal Articles, Conference Proceedings, Books)

#### Rationale

Peer-reviewed publications are the cornerstone of scholarly communication. They require the highest standards of integrity, originality, and transparency. Readers and reviewers must be able to distinguish between human intellectual contribution and AI-generated content.

#### Allowed Uses Without Prior Approval

Use Case	Description	Disclosure Requirement
Language editing	Grammar, spelling, punctuation, clarity improvements	Minimal statement required
Style and formatting	Adherence to journal style guides, reference formatting	Minimal statement required
Code debugging	Identifying errors in analysis code	Disclose in the methods or code availability statement
Literature search assistance	Identifying potentially relevant papers (must be manually verified)	Disclose in methods

#### Conditional Uses (Require Documentation and Verification)

Use Case	Conditions	Verification Required
Drafting text sections	Must be substantially revised; verbatim AI text is unacceptable	Authors must confirm original contribution
Literature summarization	AI summaries must be verified against original sources	All citations must be manually checked

Use Case	Conditions	Verification Required
Figure and table generation	AI-generated visuals must be clearly labelled	Underlying data must be reproducible without AI
Peer response drafting	AI may assist in structuring responses to reviewers	Content must be author-generated and critically reviewed

### Prohibited Uses

- Submitting fully AI-generated manuscripts without substantial human authorship
- AI-generated data, empirical results, or statistical outputs without verification
- AI-generated references without manual verification (hallucinated citations)
- Using AI to write peer reviews (confidentiality and critical judgment concerns)
- Undisclosed AI use in any form

### Mandatory Disclosure

A clear disclosure statement must appear in a prominent location (methods, acknowledgements, or a dedicated section). Templates:

#### Minimal:

*"AI tools (Grammarly, version X) were used for language editing only. No AI was used for content generation, data analysis, or interpretation."*

#### Moderate:

*"AI tools (ChatGPT-4, GitHub Copilot) were used for code debugging and manuscript structuring. All analyses, results, and conclusions were manually verified by the authors."*

#### Extensive:

*"AI tools were used for drafting assistance, coding, and preliminary data exploration. All AI-generated content was critically reviewed, substantially revised, and validated by the authors. Detailed logs of AI usage are available upon request."*

## 2.2 Research Projects (Funded, Institutional, Lab-Based)

### Rationale

Research projects involve complex workflows—from design and data collection to analysis and dissemination. AI use must be documented to ensure reproducibility, data integrity, and compliance with sponsor requirements.

## Allowed Uses

Use Case	Description	Conditions
Data preprocessing	Cleaning, transformation, organisation	Non-sensitive data only; maintain original raw data
Coding assistance	Writing, debugging, and optimising analysis scripts	Code must be version-controlled and documented
Simulation support	Running simulations, parameter exploration	Document all AI-assisted decisions
Literature review	Initial screening, citation organisation	Manual verification of all included sources
Project management	Scheduling, task tracking, and meeting summaries	No confidential project details to the public AI

## Conditional Uses (Require Explicit Approval)

Use Case	Conditions	Approval Process
AI-assisted data analysis	Must be explainable; AI cannot be the sole analytical method	PI approval; documented methodology
Model building and selection	Full documentation of AI involvement; reproducibility required	Methodological review by a senior researcher
Qualitative data coding	AI coding must be validated by human coders; intercoder reliability is required	IRB review of human subjects data
Synthetic data generation	Clear labelling; validation against real data	Ethics committee review

## Prohibited Uses

- Using AI on confidential, proprietary, or human subjects' data without explicit approval
- Uploading sensitive institutional data to public AI platforms
- AI-generated conclusions without human validation
- Using AI to bypass IRB or ethics requirements

**Additional Requirements**

- Maintain AI usage logs: tool name, version, prompts, dates, purpose
- Ensure data privacy compliance with all applicable regulations
- Declare AI tools in methodology sections and project reports
- For funded projects: verify sponsor-specific AI policies
- Archive prompts and AI-generated outputs alongside data and code

**2.3 Theses and Dissertations (Student Research)**

**Rationale**

Theses and dissertations assess a student's independent intellectual capacity. AI may assist but cannot substitute for the student's own scholarship, analysis, and writing. Students must be able to defend all aspects of their work.

**Allowed Uses**

Use Case	Description
Grammar and language improvement	Spelling, punctuation, style
Structural organization	Suggestions for chapter organization, flow
Coding assistance	Help with syntax, debugging, documentation
Citation management	Formatting references, organizing bibliographies

**Conditional Uses**

Use Case	Conditions
Drafting assistance	Student must be the primary author; AI-generated text must be substantially revised; student must understand and be able to explain all content
Literature review assistance	Student must read and engage with all cited sources; AI summaries are not a substitute
Data analysis	The student must understand all analytical methods; AI-assisted code must be comprehensible to the student

### Prohibited Uses

- AI writing entire chapters or substantial sections
- AI-generated literature reviews without critical engagement and source verification
- Using AI to produce results that the student cannot explain
- Undisclosed AI use in any form

### Mandatory Declaration

Students must include a signed declaration in the front matter. Template:

*"I declare that all intellectual content, analysis, and conclusions presented in this thesis/dissertation are my own. AI tools [list tools] were used for [specify uses, e.g., language refinement, coding assistance] under my direct supervision and control. I have critically reviewed and take full responsibility for all AI-assisted content."*

### Supervisor Responsibilities

- Discuss AI use early in the supervisory relationship
- Review AI disclosures as part of manuscript evaluation
- Ensure students can explain AI-assisted work during viva/defence
- Report suspected misuse to the academic integrity committee

## 2.4 Consultancy and Industry-Sponsored Research

### Rationale

Consultancy and industry research involve heightened confidentiality, intellectual property considerations, and contractual obligations. AI use must not compromise client trust or legal agreements.

### Allowed Uses

Use Case	Conditions
Market and landscape analysis	Using publicly available data only
Code generation	For non-proprietary applications, client approval is recommended
Scenario simulations	With appropriate disclaimers about AI involvement
Presentation preparation	Non-confidential content only

### Restricted Uses (Require Client Approval)

Use Case	Approval Required
Client data processing	Written client consent; enterprise AI tools only
Proprietary information analysis	Legal review; data non-use guarantees
AI-generated deliverables	Clear labelling of AI involvement

### Prohibited Uses

- Uploading client data, trade secrets, or confidential business information to public AI platforms
- Using AI without client disclosure where it materially affects deliverables
- AI-generated advice without human expert review

### Mandatory Safeguards

- Adhere strictly to confidentiality agreements and non-disclosure provisions

- Use only enterprise-tier AI tools with data non-use guarantees
- Conduct data leakage risk assessments before any AI deployment
- Obtain written client consent for AI involvement in material aspects
- Maintain audit logs of all AI use for client review if requested

## 2.5 Quantitative and Empirical Research (Economics, Finance, ML, etc.)

### Rationale

Quantitative research demands rigorous methods, reproducibility, and transparency. AI tools can accelerate workflows but risk introducing errors, biases, or irreproducible results if used carelessly.

### Allowed Uses

Use Case	Description
Code generation	R, Python, MATLAB, Stata, Julia scripts
Code debugging	Identifying errors and inefficiencies
Model suggestions	Exploring alternative specifications, algorithms
Documentation	Writing comments, README files, and documentation
Reproducible pipeline automation	Containerization, workflow management

### Conditional Uses

Use Case	Conditions
AI-assisted interpretation	Must be independently verified; domain expertise cannot be replaced by AI
Variable selection	AI suggestions must be validated against theory and domain knowledge

Use Case	Conditions
Model tuning	Full documentation of AI involvement; reproducibility required
Statistical testing	Understanding of assumptions and limitations required

### Prohibited Uses

- Blindly trusting AI outputs without validation
- Using AI to generate results without understanding the underlying models
- AI-assisted p-hacking or selective reporting
- Undisclosed AI use in statistical analysis

### Best Practices for Quantitative Research

- Version control all code, including AI-assisted scripts
- Document AI prompts used for code generation
- Validate AI-generated results with traditional methods where possible
- Include AI disclosure in reproducibility packages
- For machine learning research: disclose AI use in model development, separate from final evaluation

## 2.6 Qualitative and Interpretive Research

### Rationale

Qualitative research relies on the researcher's judgment, contextual understanding, and interpretive depth. AI may assist with organization but cannot substitute for human interpretation.

### Allowed Uses

Use Case	Description
Transcription	AI-assisted transcription with manual verification
Initial coding	AI-suggested codes as a starting point

Use Case	Description
Data organization	Managing large qualitative datasets
Literature organization	Citation management, thematic mapping

### Conditional Uses

Use Case	Conditions
Thematic analysis	AI coding must be validated by human coders; intercoder reliability is required
Sentiment analysis	Clear documentation of methods; validation against human judgment
Content analysis	Transparent coding schemes; manual verification of AI classifications

### Prohibited Uses

- AI-generated interpretive conclusions without human analysis
- Replacing researcher reflexivity with AI
- Using AI without disclosing its role in coding and analysis

### Best Practices for Qualitative Research

- Document all AI involvement in coding and analysis
- Include AI disclosures in methods sections
- Maintain original data separate from AI-processed versions
- Acknowledge AI as a tool, not a co-interpreter

## 2.7 AI/ML Development Research (Developing New Models or Techniques)

### Rationale

Research that develops new AI systems carries unique risks related to harmful outputs, dual-use potential, bias, and evaluation integrity. This research demands heightened scrutiny and responsible development practices.

### Allowed Uses

Use Case	Description
Model development	Within approved ethical frameworks
Benchmarking	Against standard datasets with proper methodology
Ablation studies	Documenting all experimental conditions
Open-source release	With responsible use clauses and safety measures

### Required Practices

Requirement	Description
Risk assessment	Mandatory pre-development assessment of potential harms, misuse, and dual-use applications
Training data disclosure	High-level disclosure of data sources, including copyright and privacy status
Safety evaluations	Standardized safety, bias, and robustness benchmarks (e.g., HELM, BIG-bench)
Model cards	Documentation of capabilities, limitations, and intended use
Watermarking	For generative models, implement traceability mechanisms where feasible

### Prohibited Uses

- Releasing models without safety evaluations
- "Teaching to the test" – optimising specifically for benchmark performance

- Deploying models without clear limitations and intended use statements
- Training on copyrighted or private data without proper authorisation

### **Part III: Disclosure and Documentation Framework**

#### **3.1 Tiered Disclosure System**

Tier	AI Involvement	Disclosure Requirement	Documentation
<b>Tier 1: Minimal</b>	Grammar, spelling, and formatting only	Brief statement in acknowledgements or methods	None required beyond the statement
<b>Tier 2: Moderate</b>	Code assistance, structural editing, and literature organisation	Detailed statement in the methods section	Summary of tools and uses
<b>Tier 3: Substantial</b>	Drafting, data analysis, model development, coding	Comprehensive statement with specific details	AI usage logs, prompts, and version information available upon request
<b>Tier 4: Intensive</b>	AI developed as a research output, novel AI methods	Full methodology disclosure, model cards, and risk assessments	Complete documentation; audit trail

#### **3.2 AI Usage Log Template**

For Tier 3 and Tier 4 uses, researchers should maintain logs with:

Field	Description
Tool name and version	e.g., ChatGPT-4 (2024-05-13)
Date of use	YYYY-MM-DD

Field	Description
Purpose	e.g., code generation, drafting, analysis
Input/Prompt	Exact prompt or query used
Output summary	Brief description of AI-generated content
Human verification	How the output was validated
Revisions made	Description of changes to AI output

### 3.3 Model Documentation (for AI Development Research)

When developing new AI models, researchers must provide:

- **Model Card:** Capabilities, limitations, training data, intended use
- **Data Sheet:** Training data composition, sources, processing
- **Evaluation Report:** Performance on standard benchmarks, safety evaluations
- **Risk Assessment:** Identified harms, misuse scenarios, mitigation measures

## Part IV: Risk-Based Classification and Oversight

### 4.1 Risk Matrix

Risk Category	Definition	AI Use Examples	Oversight Level
<b>Very Low</b>	No impact on research integrity or data security	Spelling and grammar correction	Self-disclosure
<b>Low</b>	Minimal impact; easily verifiable	Code formatting, reference organisation	Self-disclosure with documentation

Risk Category	Definition	AI Use Examples	Oversight Level
<b>Medium</b>	Potential impact on findings or reproducibility	Drafting, coding, preliminary analysis	Supervisory review; disclosure
<b>High</b>	Direct impact on results, human subjects, or sensitive data	Data analysis, model building, interpretation	Formal review; audit required
<b>Critical</b>	Development of new AI systems; dual-use potential; human subjects without safeguards	AI model release; clinical decision support; autonomous analysis	Ethics committee review; external oversight

## 4.2 Oversight Mechanisms

Oversight Level	Responsible Party	Requirements
<b>Self-governance</b>	Individual researcher	Adherence to principles; disclosure
<b>Supervisory review</b>	PI, supervisor, department chair	Review of AI use documentation
<b>Committee review</b>	Research and Publication Ethics Committee (RPEC)	Formal approval; ongoing monitoring
<b>Institutional audit</b>	Research and Publication Ethics Committee (RPEC)	Random audits; investigation of concerns

## Part V: Prohibited Practices and Enforcement

### 5.1 Explicitly Prohibited Practices

The following practices are prohibited under all circumstances:

Prohibition	Description
AI authorship	Listing AI as author or co-author
Fabricated references	AI-generated citations to non-existent sources
Hallucinated results	Presenting AI-generated false outputs as empirical findings
Copy-paste AI content	Uncritically including AI-generated text as original work
Undisclosed AI use	Any AI use in peer-reviewed work without disclosure
Data leakage	Uploading sensitive, confidential, or protected data to public AI
Peer review AI use	Using AI to generate peer reviews
Circumvention of access controls	Using AI to bypass paywalls or access restricted data
IRB evasion	Using AI to avoid or circumvent IRB requirements
Bias non-disclosure	Failing to address known AI biases affecting research outcomes

## 5.2 Violation Handling

Violations will be addressed according to existing institutional integrity procedures, potentially including:

- Correction or retraction of published work
- Withdrawal of funding or institutional support
- Academic integrity proceedings (for students)
- Disciplinary action (for faculty and staff)
- Notification to sponsors, journals, or collaborators as appropriate

## **Part VI: Implementation and Guidance**

### **6.1 Researcher Responsibilities**

All researchers must:

- Familiarise themselves with this framework
- Disclose AI use in accordance with specified requirements
- Maintain documentation as required by risk category
- Consult with supervisors or ethics committees when uncertain
- Report suspected violations or concerns

### **6.2 Supervisor and PI Responsibilities**

Supervisors and principal investigators must:

- Discuss AI use expectations at the outset of projects
- Review AI disclosures and documentation
- Ensure trainees understand AI limitations and ethical considerations
- Verify that AI use complies with sponsor and institutional requirements
- Model responsible AI practices

### **6.3 Institutional Responsibilities**

Institutions should:

- Provide training on responsible AI use
- Maintain updated guidance as AI tools evolve
- Establish clear reporting mechanisms for concerns
- Conduct periodic reviews of policy effectiveness
- Support researchers with resources for AI documentation

### **6.4 Training and Education**

All researchers should receive training covering:

- This framework and its application
- AI capabilities and limitations
- Ethical considerations in AI use
- Disclosure and documentation requirements
- Data privacy and security with AI tools

## Part VII: Model Policy Statements for Institutional Adoption

### 7.1 Short Form (For Handbooks and Websites)

*"Researchers at IIM Bodh Gaya may use AI tools to support their work, provided they adhere to the principles of transparency, accountability, and integrity. All AI use must be disclosed in publications, theses, and project documentation. AI tools cannot be listed as authors, and researchers bear full responsibility for all AI-assisted outputs. Use of AI on sensitive or confidential data is prohibited without explicit approval. Detailed guidance is available in the Comprehensive AI in Research Framework."*

### 7.2 Medium Form (For Grant Applications and Ethics Submissions)

*"This research will/will not use AI tools in accordance with the Institutional Framework for AI Use in Research. If AI is used, it will be documented in methodology sections, with tool names, versions, and nature of use disclosed. The PI will maintain AI usage logs and ensure that all AI-assisted outputs are verified. No AI will be used on sensitive data without appropriate safeguards. The research team takes full responsibility for all research outputs, regardless of AI assistance."*

### 7.3 Long Form (For Institutional Policy Documents)

Available as a separate document incorporating all elements of this framework.

## Part VIII: Appendices

### Appendix A: Glossary of Terms

Term	Definition
<b>AI Tool</b>	Any software or service that uses artificial intelligence, machine learning, or large language models to generate, analyse, or process content
<b>Disclosure</b>	A clear statement describing AI use in research outputs
<b>Generative AI</b>	AI systems that produce text, code, images, or other content in response to prompts
<b>Hallucination</b>	AI-generated content that is factually incorrect, fabricated, or not present in source materials

Term	Definition
<b>LLM</b>	Large Language Model, a type of AI trained on extensive text data
<b>Prompt</b>	The input provided to an AI tool to generate a response
<b>Reproducibility</b>	The ability to independently replicate research findings using documented methods and materials
<b>Responsible AI</b>	Development and use of AI systems that are ethical, transparent, fair, and accountable

### Appendix B: Tool-Specific Considerations

Tool Type	Examples	Considerations
General-purpose LLMs	ChatGPT, Claude, Gemini	Data privacy risks; hallucinations; disclosure required
Coding assistants	GitHub Copilot, Cursor	Code licensing implications; disclosure recommended
Writing assistants	Grammarly, ProWritingAid	Lower risk; minimal disclosure sufficient
Research assistants	Elicit, Scite, Consensus	Verify all outputs; disclose use
Transcription tools	<a href="#">Otter.ai</a> , Whisper	Verify accuracy; disclose in methods
Data analysis tools	Julius AI, ChatGPT Code Interpreter	Full documentation required; validation essential

### Appendix C: Quick Reference Card

Research Type	Key Requirement	Prohibited
Journal article	Disclosure in methods	AI authorship; undisclosed use
Funded project	Maintain usage logs	Sensitive data on public AI
Thesis/dissertation	Signed declaration	AI-written chapters
Consultancy	Client approval	Client data on public AI
Quantitative	Code documentation	Blind AI trust
Qualitative	Human validation	AI-only interpretation
AI development	Risk assessment	Unsafe model release

### Version History and Review

Version	Date	Changes	Approved By
1.0	[Date]	Initial adoption	[Committee/Office]

This framework will be reviewed annually and updated as AI technologies and research practices evolve.

### Summary of Enhancements

Area	Enhancement
<b>Structure</b>	Reorganized into eight comprehensive parts with clear hierarchy

Area	Enhancement
<b>Rationales</b>	Added rationale for each policy section to explain <i>why</i> rules exist
<b>Use Cases</b>	Expanded allowed/conditional/prohibited sections with detailed tables
<b>Risk Framework</b>	Added formal risk matrix with oversight levels
<b>Documentation</b>	Created detailed log templates and tiered disclosure system
<b>Implementation</b>	Added researcher, supervisor, and institutional responsibilities
<b>Enforcement</b>	Clarified prohibited practices and violation handling
<b>Education</b>	Added training recommendations
<b>Appendices</b>	Added glossary, tool-specific guidance, quick reference card
<b>Model Policies</b>	Provided adoptable policy language for institutions

## **Addendum: AI Policy for Business School Research and PhD Programs**

### **Purpose**

This addendum extends the Comprehensive Institutional Framework to address the distinctive research contexts of business schools, including:

- Discipline-specific considerations (accounting, finance, marketing, operations, strategy, organisational behaviour, etc.)
- Methodological diversity (econometrics, structural equation modelling, experiments, case studies, ethnography, design science, etc.)
- The PhD journey (coursework, comprehensive exams, dissertation, job market)
- Executive education and practice-oriented research
- Collaborative research with industry partners

## Part IX: Discipline-Specific Considerations for Business School Research

### 9.1 Accounting Research

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	Text analysis of disclosures, earnings call transcripts; anomaly detection; audit analytics; tax research
<b>Allowed</b>	AI-assisted text analysis with documented dictionaries; code generation for financial data processing; preliminary anomaly detection
<b>Conditional</b>	AI-generated variables must be validated against manual coding; audit analytics must maintain human oversight
<b>Prohibited</b>	Using AI to generate financial statements or audit opinions; undisclosed AI in archival data construction
<b>Disclosure</b>	Must detail AI use in variable construction; provide reproducibility packages

#### Example Disclosure:

"BERT-based text analysis was used to classify management tone in earnings calls. The classification model was validated against human-coded samples (n=500, inter-coder reliability = 0.87). All prompts and code are available in the online appendix."

### 9.2 Finance Research

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	Sentiment analysis; alternative data processing; model estimation; portfolio simulation
<b>Allowed</b>	Code generation for standard models; data cleaning; alternative data preprocessing
<b>Conditional</b>	AI-assisted trading strategies must be back tested with clear documentation; AI-generated signals require economic rationale

Aspect	AI Policy Considerations
<b>Prohibited</b>	Using AI to generate returns without theoretical justification; undisclosed AI in factor construction
<b>Disclosure</b>	Must document AI involvement in trading rules; maintain reproducibility of backtests

**Example Disclosure:**

*"AI-assisted code generation (GitHub Copilot) was used to implement the Fama-French factor calculations. All code was manually reviewed and validated against benchmark implementations. No AI was used in factor selection or trading rule specification."*

**9.3 Marketing Research**

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	Text analysis of reviews; image analysis; consumer segmentation; experiment design; conjoint analysis
<b>Allowed</b>	AI-assisted coding of open-ended responses (with validation); image feature extraction; preliminary segmentation
<b>Conditional</b>	AI-generated consumer insights must be validated with human judgment; synthetic respondents require IRB review
<b>Prohibited</b>	Using AI to simulate consumer responses without disclosure; undisclosed AI in causal inference
<b>Disclosure</b>	Must detail AI involvement in data processing; provide validation metrics

**Example Disclosure:**

"CLIP embeddings were used to extract visual features from 50,000 product images. Feature extraction was validated against human ratings ( $r=0.82$ ). All analyses linking visual features to consumer choice were conducted using traditional econometric methods without AI assistance."

## 9.4 Operations and Supply Chain Management

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	Optimization; simulation; demand forecasting; text analysis of contracts; supplier analytics
<b>Allowed</b>	AI-assisted optimisation code; simulation parameter tuning; preliminary forecasting models
<b>Conditional</b>	AI-generated forecasts must be validated against benchmark models; optimisation heuristics require convergence analysis
<b>Prohibited</b>	Using AI to generate supply chain decisions without human review; undisclosed AI in simulation studies
<b>Disclosure</b>	Must document AI involvement in algorithm development; provide reproducibility materials

### Example Disclosure:

*"AI-assisted code generation was used to implement the simulated annealing algorithm for the facility location problem. Algorithm parameters were tuned manually. All final results were validated using traditional optimisation solvers (Gurobi)."*

## 9.5 Strategy and Management

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	Text analysis of strategy disclosures; topic modelling; network analysis; case study coding
<b>Allowed</b>	AI-assisted topic modelling; preliminary text classification; literature organisation

Aspect	AI Policy Considerations
<b>Conditional</b>	AI-generated strategy classifications must be validated against manual coding; case study AI assistance requires transparency
<b>Prohibited</b>	Using AI to generate theoretical contributions; undisclosed AI in qualitative coding
<b>Disclosure</b>	Must detail AI involvement in construct measurement; provide validation materials

**Example Disclosure:**

"BERTopic was used to identify strategic themes in 10-K filings. Topic assignments were validated by two independent coders (Cohen's  $\kappa=0.79$ ). The final theoretical framework was developed solely by the authors."

**9.6 Organisational Behaviour and Human Resource Management**

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	Qualitative data coding; survey analysis; text analysis of employee reviews; experiment design
<b>Allowed</b>	AI-assisted transcription; preliminary coding suggestions; literature review assistance
<b>Conditional</b>	AI coding must be validated by human coders; IRB review required for AI analysis of human subjects' data
<b>Prohibited</b>	Using AI to replace researcher reflexivity in qualitative work; undisclosed AI in sensitive employee data analysis
<b>Disclosure</b>	Must detail AI involvement in coding; provide intercoder reliability metrics

**Example Disclosure:**

"AI-assisted coding (using Atlas.ti AI) was used to generate initial code suggestions for 200 interview transcripts. All AI-suggested codes were reviewed, revised, and finalized by two human coders. Final themes emerged from human interpretive analysis, not AI categorization."

## 9.7 Information Systems and Technology Management

Aspect	AI Policy Considerations
<b>Common AI Uses</b>	AI/ML model development; design science research; algorithm development; user behaviour analysis
<b>Allowed</b>	AI-assisted code generation; model prototyping; design artefact development
<b>Conditional</b>	AI-developed artefacts must be clearly attributed; model evaluation must be transparent
<b>Prohibited</b>	Releasing AI models without safety evaluations; undisclosed AI in human subjects' experiments
<b>Disclosure</b>	Must provide model cards; document AI involvement in artefact development

### Example Disclosure:

*"The proposed AI-based decision support system was developed using standard ML libraries. AI-assisted code generation (GitHub Copilot) was used solely for boilerplate code. All model architecture decisions, hyperparameter tuning, and evaluation were performed manually by the authors."*

## Part X: PhD Program AI Policy (Comprehensive)

### 10.1 Overview and Philosophy

The PhD program prepares students to become independent researchers. AI tools can support learning and research but must not compromise the development of foundational skills, critical thinking, or scholarly independence. This policy applies to all PhD students across coursework, comprehensive exams, dissertation research, and the job market.

## 10.2 PhD Coursework

### Allowed Uses

Activity	Permitted AI Use
<b>Problem sets</b>	AI for debugging code; checking calculations; understanding concepts (must disclose)
<b>Paper reviews</b>	AI for grammar; structural suggestions (critical analysis must be the student's own)
<b>Literature reviews</b>	AI for initial paper identification; citation management (must read all cited papers)
<b>Presentation preparation</b>	AI for slide formatting; image generation (must verify content)

### Conditional Uses (Require Instructor Approval)

Activity	Conditions
<b>Drafting paper sections</b>	Instructor must pre-approve; substantial revision required; disclosure mandatory
<b>Data analysis</b>	The student must understand all methods; AI-generated code must be explained
<b>Peer feedback</b>	AI may assist in structuring feedback; substantive comments must be the student's own

### Prohibited Uses

- Submitting AI-generated work as original
- Using AI to bypass reading required materials
- AI-generated critical analysis or theoretical contributions
- Undisclosed AI use of any kind

## Instructor Responsibilities

- Clearly communicate AI policy in each course syllabus
- Specify whether AI is permitted for assignments
- Design assessments that evaluate student skills, not AI proficiency
- Report violations to the PhD program director

## 10.3 Comprehensive / Qualifying Examinations

### Principle

Comprehensive exams assess a student's mastery of their discipline and readiness for independent research. AI use during exams fundamentally undermines this assessment.

### Policy

Exam Format	AI Policy
<b>In-person, proctored</b>	No AI use permitted; violation constitutes academic dishonesty
<b>Take-home, timed</b>	No AI use unless explicitly permitted in writing by the exam committee; disclosure required
<b>Open-book, extended</b>	AI is used only for grammar and formatting; substantive AI use is prohibited without disclosure

### Prohibited

- Using AI to generate exam responses
- AI-assisted literature reviews without source verification
- Undisclosed AI use of any kind

### Consequences

Violations will be treated as academic integrity violations and may result in exam failure, program probation, or dismissal.

## 10.4 Dissertation Proposal and Development

### Allowed Uses

Stage	Permitted AI Use
<b>Idea generation</b>	AI for exploring research questions; must critically evaluate all ideas
<b>Literature review</b>	AI for initial paper discovery; must read and engage with all sources
<b>Methodology design</b>	AI for exploring methods; must justify choices independently
<b>Pilot analysis</b>	AI for exploratory coding; must understand all outputs

### Conditional Uses (Require Advisor Approval)

Stage	Conditions
<b>Drafting proposal sections</b>	Advisor pre-approval; substantial revision; disclosure
<b>Data collection (qualitative)</b>	IRB review; human validation of AI-assisted coding
<b>Model specification</b>	Full documentation; advisor review of AI involvement

### Prohibited

- AI-generated theoretical contributions without original analysis
- Undisclosed AI in methodology decisions
- AI-generated literature reviews without source verification

### Advisor Responsibilities

- Discuss AI expectations at the outset of supervision
- Review AI disclosures in proposal drafts
- Ensure students can explain AI-assisted work
- Document AI discussions in supervision records

## 10.5 Dissertation Research and Writing

### Allowed Uses

Activity	Permitted AI Use
<b>Code development</b>	AI-assisted coding with documentation
<b>Data analysis</b>	AI for preliminary exploration; final analysis must be verifiable
<b>Writing</b>	Grammar, clarity, structure; drafting assistance with disclosure
<b>Citation management</b>	Reference formatting; organisation

### Conditional Uses

Activity	Conditions
<b>AI-assisted qualitative coding</b>	Validation against human coding; documented intercoder reliability
<b>AI-generated figures/tables</b>	Clear labelling; underlying data must be independently verifiable
<b>Substantive drafting</b>	Advisor approval; substantial revision; disclosure

### Prohibited

- AI writing entire chapters
- AI-generated results without understanding
- Undisclosed AI in any form

### Documentation Requirements

Students must maintain:

- AI usage log (tool, version, prompt, output, verification)

- Code repository with AI contributions documented
- Disclosure statement for each dissertation chapter

## **10.6 Dissertation Defence and Final Submission**

### **Disclosure Requirements**

At defence, students must:

- Present an AI disclosure statement as part of the opening presentation
- Be prepared to answer questions about AI use in their research
- Demonstrate understanding of all AI-assisted content

### **Committee Responsibilities**

- Review AI disclosures prior to defence
- Question students about AI use during defence
- Assess whether AI use has compromised scholarly independence
- Document AI-related considerations in the defence report

### **Final Submission**

The final dissertation must include:

- A signed AI declaration (see template below)
- AI disclosure in the methodology section
- For substantial AI use: AI usage log in the appendix

### **AI Declaration Template (Signed by Student and Advisor)**

*"I declare that:*

- 1. I have disclosed all use of AI tools in this dissertation, including in the attached AI Usage Log.*
- 2. All intellectual content, theoretical contributions, and interpretations are my own.*
- 3. I understand and can explain all AI-assisted code, analysis, and writing.*
- 4. My advisor has reviewed my AI disclosure and confirms my scholarly independence.*

*[Student signature]*

*[Advisor signature]"*

## **10.7 PhD Job Market Materials**

### **Principle**

Job-market materials (job-market paper, teaching statement, research statement) reflect the student's scholarly identity and capabilities.

### Policy

Material	AI Policy
<b>Job market paper</b>	Same as dissertation policy; full disclosure required
<b>Research statement</b>	No AI-generated content; AI for grammar only
<b>Teaching statement</b>	No AI-generated content; AI for grammar only
<b>Cover letters</b>	AI for formatting and grammar; content must be original
<b>Presentations</b>	AI for slide design; content must be original

### Prohibited

- AI-generated research or teaching statements
- Undisclosed AI in job market paper
- Misrepresenting AI-assisted work as entirely original

### Disclosure in Applications

If AI was used substantially in the job market paper, candidates should:

- Include disclosure in the paper's methodology section
- Be prepared to discuss AI use in interviews
- Demonstrate understanding of all AI-assisted components

## 10.8 PhD Program Reporting and Monitoring

### Annual Progress Reviews

- Students must report AI use in their annual progress report
- Advisors must certify that AI use is appropriate and disclosed
- The PhD program director may request AI usage logs for review

### Training Requirements

All PhD students must complete:

- Year 1: Responsible AI in Research workshop
- Year 2: Discipline-specific AI methods training
- Year 3: AI disclosure and documentation best practices
- Ongoing: Updates as AI tools evolve

### **Violations**

AI-related violations will be handled according to the university's academic integrity policy, with potential outcomes including:

- Mandatory training
- Supervised AI use
- Progress review held
- Program probation or dismissal

## **Part XI: Methodological Considerations for Business School Research**

### **11.1 Quantitative Methods**

Method	AI Policy Considerations
<b>Econometrics</b>	AI for code generation only; model specification and interpretation must be researcher-driven
<b>Structural Equation Modelling</b>	AI for syntax; model selection must be theory-driven
<b>Experimental design</b>	AI for pilot testing; final design must be researcher-specified
<b>Machine learning</b>	Full documentation of AI involvement; separate training/test; avoid data leakage
<b>Simulation</b>	AI for code generation; parameter selection and interpretation must be manual

### **11.2 Qualitative Methods**

Method	AI Policy Considerations
<b>Case studies</b>	AI for transcription; coding suggestions; all interpretation must be researcher-driven
<b>Ethnography</b>	AI for field note organisation; reflexivity cannot be automated
<b>Interviews</b>	AI-assisted transcription with verification; AI coding requires human validation
<b>Focus groups</b>	AI for transcription; analysis must be human-led
<b>Archival/document analysis</b>	AI for initial categorisation; close reading by a researcher required

### 11.3 Mixed Methods

Aspect	AI Policy Considerations
<b>Integration</b>	AI may assist in integration; qualitative-quantitative synthesis must be researcher-led
<b>Validation</b>	AI-assisted results in one method must be validated by the other method
<b>Disclosure</b>	Must disclose AI use separately for qualitative and quantitative components

### 11.4 Design Science Research

Aspect	AI Policy Considerations
<b>Artifact development</b>	AI-assisted code for prototypes; design decisions must be researcher-made

Aspect	AI Policy Considerations
<b>Evaluation</b>	AI for data collection in evaluations; human judgment required for artifact assessment
<b>Contribution</b>	Theoretical contributions cannot be AI-generated

## **Part XII: Collaborative Research in Business Schools**

### **12.1 Faculty-PhD Student Collaboration**

Context	AI Policy Considerations
<b>Co-authored papers</b>	Clear agreement on AI use; student must understand AI-assisted components
<b>Supervision</b>	Advisors must review AI disclosures; ensure student scholarly independence
<b>Credit and authorship</b>	AI use does not affect authorship decisions; human contributions determine authorship

### **12.2 Cross-Disciplinary Collaboration**

Context	AI Policy Considerations
<b>Quantitative-qualitative teams</b>	Agree on AI use standards across paradigms; document in a collaboration agreement
<b>Business-engineering/CS collaborations</b>	Ensure AI disclosure standards are consistent; business school standards apply to business school outputs

### **12.3 Industry and Executive Education Research**

Context	AI Policy Considerations
<b>Practitioner-focused research</b>	Disclose AI use to practitioners; ensure AI does not compromise practical relevance
<b>Executive education materials</b>	AI for formatting; content must be original and practitioner-tested
<b>Industry-funded projects</b>	Client approval for AI use; data privacy safeguards; disclosure in outputs

### **Part XIII: Implementation for Business Schools**

#### **13.1 Department-Level Implementation**

Each business school department should:

- Appoint an AI policy liaison
- Develop discipline-specific examples and templates
- Provide training tailored to departmental methods
- Review AI disclosures in departmental research seminars

#### **13.2 PhD Program Implementation**

The PhD program should:

- Include AI policy in the PhD handbook
- Provide AI training in the doctoral core curriculum
- Establish a PhD AI policy committee
- Review AI disclosures annually

#### **13.3 Research Centres and Institutes**

Business school research centers should:

- Establish centre-specific AI guidelines
- Ensure AI use aligns with centre values and research integrity
- Document AI use in center reports and outputs

## **Part XIV: Model Language for Business School Research Outputs**

### **14.1 Journal Article Disclosure (Discipline-Specific Examples)**

*The following templates provide model language for disclosing AI use in journal articles. Researchers should adapt these examples to reflect their specific methods, tools, and validation procedures.*

#### **Economics**

##### **Example 1: Computational Economics / Structural Estimation**

*"AI-assisted code generation (GitHub Copilot) was used to implement the structural estimation routine in Julia. All code was manually reviewed, tested against simulated data, and validated against benchmark results from existing literature. Model specification, identification strategy, and all economic interpretations were developed by the authors without AI assistance."*

**Example 2: Text Analysis / Natural Language Processing***"AI-assisted text classification (GPT-4 with few-shot prompting) was used to categorize earnings call transcripts into forward-looking vs. backward-looking statements. The classification prompt was iteratively refined using a manually labeled training set (n=2,000 statements, inter-coder agreement=0.92). All subsequent econometric analyses were conducted using standard methods without AI involvement."*

##### **Example 3: Causal Inference / Field Experiments**

*"AI was used for randomization checks and balance testing code generation. No AI was used in experimental design, treatment assignment, or outcome analysis. All final results were computed using manually verified Stata code."*

##### **Example 4: Macroeconomic Forecasting**

*"AI-assisted model selection (auto-ARIMA with AI-generated code) was used for exploratory forecasting. The final model specifications were selected based on economic theory and manually validated using traditional time-series diagnostics. All reported forecasts and inference are based on manually specified models."*

#### **Finance**

##### **Example 1: Empirical Asset Pricing**

*"AI-assisted code generation (GitHub Copilot) was used to implement the portfolio sorting algorithms and factor calculations. All code was manually reviewed and validated against benchmark implementations from WRDS and existing replication packages. No AI was used in factor selection, anomaly identification, or statistical inference."*

**Example 2: Corporate Finance / Textual Analysis**

*"BERT-based sentiment analysis (FinBERT) was used to extract tone from earnings conference calls. The model outputs were validated against a manually coded subsample (n=1,500 calls, correlation=0.87). All regression analyses were conducted using standard panel data methods without AI assistance."*

**Example 3: Market Microstructure / High-Frequency Data**

*"AI-assisted code generation was used for data cleaning and preprocessing of high-frequency trade data. All data processing steps were manually verified using summary statistics and visual inspection. No AI was used in trade classification, order imbalance calculations, or econometric estimation."*

**Example 4: Behavioral Finance / Experimental Design**

*"AI was used for pilot testing of experimental instructions and for generating code for randomization procedures. The final experimental design, hypotheses, and all analyses were conducted manually using standard statistical software. No AI was used in data collection or participant recruitment."*

**Accounting**

**Example 1: Financial Reporting / Text Analysis**

*"AI-assisted text analysis (FinBERT) was used to classify forward-looking statements in 10-K filings. The classification dictionary was developed manually and validated against human coding (n=1,000, accuracy=0.89). All regression analyses were conducted using standard econometric methods without AI assistance."*

**Example 2: Audit Analytics / Anomaly Detection**

*"AI-assisted anomaly detection (unsupervised ML) was used to identify unusual journal entries in the audit sample. All flagged entries were manually reviewed by the research team. No AI was used in audit opinion prediction or in the final statistical models."*

**Example 3: Tax Research / Corporate Tax Avoidance**

*"AI-assisted code generation was used to construct tax avoidance measures (e.g., ETR, book-tax differences) from Compustat data. All code was manually reviewed and cross-validated against existing literature. No AI was used in the construction of hand-collected tax data or in regression analysis."*

**Example 4: Disclosure Quality / Readability**

*"AI-assisted readability analysis (using pre-trained linguistic models) was used to compute Fog Index and other readability metrics. The metrics were validated against manually computed scores for a random sample of 500 filings (correlation=0.91). All analyses linking readability to firm outcomes were conducted using standard methods."*

## **Information Technology Systems & Analytics**

### **Example 1: Machine Learning Model Development**

*"AI-assisted code generation (GitHub Copilot, Cursor) was used for boilerplate code, data preprocessing, and initial model prototyping. All model architecture decisions, hyperparameter tuning, and final evaluation were performed manually by the authors. The final models were validated using standard cross-validation procedures with manually implemented test harnesses."*

### **Example 2: Design Science / Artifact Development**

*"AI-assisted code generation was used to develop the prototype of the proposed AI-based decision support system. All design decisions, system architecture, and evaluation criteria were determined by the authors. The artifact's evaluation was conducted through user studies with manually collected and analyzed data."*

### **Example 3: Human-AI Interaction / User Behavior**

*"AI was used to generate experimental stimuli (chatbot responses) for the user study. All stimuli were manually reviewed and pilot-tested for realism and consistency. No AI was used in user data collection, statistical analysis, or interpretation of results."*

### **Example 4: Algorithmic Fairness / Bias Audits**

*"AI-assisted code generation was used for exploratory bias analysis across protected attributes. All fairness metrics were computed using validated libraries with manually reviewed code. The final fairness assessment and recommendations were developed by the authors based on domain expertise."*

### **Example 5: Predictive Analytics / Business Applications**

*"AI-assisted feature engineering suggestions were explored during model development. All features used in the final models were selected based on domain expertise and manually validated for business relevance. Model performance was evaluated using manually implemented cross-validation."*

## **Marketing**

### **Example 1: Visual Marketing / Image Analysis**

*"CLIP embeddings generated by AI were used for image feature extraction from product images. Feature extraction was validated against human judgments (n=500,"*

correlation=0.84). All subsequent analyses linking visual features to consumer choice were conducted using standard regression methods without AI assistance."

#### **Example 2: Consumer Text Reviews / Sentiment Analysis**

"AI-assisted sentiment classification (GPT-4) was used to categorize consumer reviews into sentiment dimensions. Classification accuracy was validated against human coders (n=2,000 reviews, Cohen's  $\kappa=0.85$ ). All econometric analyses relating sentiment to sales were conducted using manually verified code."

#### **Example 3: Experimental Design / Consumer Behavior**

"AI was used to generate pilot stimuli for the online experiment and to debug the experiment code. The final experimental design, hypotheses, and all primary analyses were conducted manually. No AI was used in participant recruitment or data collection."

#### **Example 4: Conjoint Analysis / Preference Measurement**

"AI-assisted code generation was used to implement the hierarchical Bayes estimation for conjoint analysis. All code was manually reviewed and validated against benchmark results from simulated data. No AI was used in experimental design or preference interpretation."

#### **Example 5: Social Media Analytics / Influencer Marketing**

"AI-assisted text and image analysis was used for initial coding of influencer posts. All AI-generated codes were manually reviewed and refined by two independent coders. The final categorization scheme and all hypothesis tests were developed manually."

### **Business Law**

#### **Example 1: Legal Text Analysis / Contract Analysis**

"AI-assisted text analysis (legal-specific LLM) was used to identify boilerplate and non-standard clauses in commercial contracts. All AI-identified clauses were manually reviewed by legal experts (n=500 contracts, validation rate=0.94). No AI was used in the legal interpretation or doctrinal analysis."

#### **Example 2: Regulatory Compliance / Disclosure Analysis**

"AI-assisted document classification was used to categorize SEC comment letters and corporate responses. Classification was validated against manual coding by legal researchers (n=1,000 letters, agreement=0.88). All legal analysis and conclusions were developed by the authors without AI assistance."

#### **Example 3: Judicial Outcomes / Case Law Analysis**

"AI-assisted text extraction was used to identify case outcomes and judicial reasoning patterns from court opinions. All extracted data were manually verified for accuracy. No AI was used in the legal analysis, doctrinal interpretation, or normative conclusions."

#### **Example 4: Corporate Governance / Bylaw Analysis**

*"AI-assisted text analysis was used to extract corporate governance provisions from proxy statements. The extraction algorithm was validated against hand-collected data for a random sample of 300 firms (accuracy=0.96). All statistical analyses and legal interpretations were conducted manually."*

### **General Management (HRM & OB)**

#### **Example 1: Qualitative Interviews / Thematic Analysis**

*"AI-assisted transcription ([Otter.ai](#)) was used for interview transcription. Transcripts were manually verified for accuracy. AI-assisted coding (Atlas.ti AI) generated initial code suggestions; all codes were reviewed, revised, and finalized by human coders. Thematic analysis and interpretation were conducted manually."*

#### **Example 2: Survey Research / Scale Development**

*"AI was used for grammar and clarity refinement of survey items. All scale items were developed by the authors based on established theory. No AI was used in data collection, factor analysis, or scale validation."*

#### **Example 3: Experimental / Vignette Studies**

*"AI was used to generate pilot vignettes and to debug experimental code. The final vignettes, manipulations, and measures were developed by the authors. No AI was used in data analysis or hypothesis testing."*

#### **Example 4: Text Analysis / Employee Reviews**

*"AI-assisted text analysis (pre-trained sentiment model) was used for initial coding of employee review narratives. AI-generated sentiment scores were validated against manual coding for a subsample (n=1,000 reviews, correlation=0.82). All subsequent analyses linking sentiment to outcomes were conducted using manually verified code."*

#### **Example 5: Meta-Analysis / Systematic Review**

*"AI was used for initial literature search and screening assistance. All included studies were manually reviewed by two independent coders. Data extraction, effect size calculation, and meta-analytic procedures were conducted manually using standard software."*

### **General Management (OM & QT)**

#### **Example 1: Operations Research / Optimization**

*"AI-assisted code generation was used to implement the mixed-integer programming formulation. All code was manually reviewed and validated against benchmark instances. Model formulation, constraint development, and all optimization parameters were specified by the authors without AI assistance."*

#### **Example 2: Supply Chain / Simulation Modeling**

*"AI-assisted code generation was used for simulation model implementation. The model structure, parameters, and experimental design were developed manually. All simulation runs were executed using manually verified code, and results were validated against analytical benchmarks."*

**Example 3: Empirical Operations / Panel Data**

*"AI-assisted code generation was used for data cleaning and preliminary analysis. All final econometric models were specified and estimated manually. No AI was used in variable construction, instrument selection, or interpretation of results."*

**Example 4: Behavioral Operations / Experiments**

*"AI was used to generate pilot instructions and to debug experimental code. The final experimental design, task parameters, and all hypotheses were developed by the authors. No AI was used in data collection or analysis."*

**Example 5: Quality Management / Text Analytics**

*"AI-assisted text classification was used to categorize customer complaints and quality incidents. Classification accuracy was validated against manual coding (n=1,500 incidents, agreement=0.86). All statistical process control analyses were conducted using manually implemented methods."*

**General Management (Humanities and Liberal Arts)**

**Example 1: Business Ethics / Normative Analysis**

*"AI was used for grammar and clarity refinement only. All ethical analysis, argumentation, and normative conclusions are the sole work of the author. No AI was used in the development of philosophical arguments or case analysis."*

**Example 2: Business History / Archival Research**

*"AI-assisted text extraction was used to digitize and organize archival documents. All transcribed documents were manually verified against original sources. Historical analysis, interpretation, and narrative construction were conducted entirely by the author without AI assistance."*

**Example 3: Organizational Culture / Ethnographic Research**

*"AI was used for field note organization and initial coding suggestions. All ethnographic analysis, interpretation, and theoretical development were conducted manually. No AI was used in participant observation, interviews, or the development of cultural insights."*

**Example 4: Leadership Studies / Narrative Analysis**

*"AI-assisted transcription was used for interview and speech recordings. All transcripts were manually verified. Thematic analysis and narrative interpretation were conducted by the authors using manual methods. No AI was used in the development of leadership frameworks or conclusions."*

### **Example 5: Corporate Social Responsibility / Philosophical Inquiry**

"AI was used for literature organization and reference formatting only. All theoretical development, critical analysis, and normative arguments are the original work of the author. No AI-generated content appears in the final manuscript."

### **14.2 PhD Dissertation Disclosure (Comprehensive Template)**

#### **Comprehensive Disclosure Across Multiple Chapters:**

"This dissertation was completed with the following AI assistance documented by chapter:

- **Chapter 1 (Introduction):** AI (Claude) was used for structural organization suggestions only. All content was written by the author.
- **Chapter 2 (Literature Review):** AI (Elicit, Connected Papers) was used to identify initial papers and map citation networks. All cited papers were read in full. No AI-generated summaries were used without verification.
- **Chapter 3 (Methodology - Quantitative):** AI (ChatGPT-4, GitHub Copilot) was used to generate initial code for the structural equation model and for debugging. All code was manually reviewed, modified, and validated against benchmark results from simulated data.
- **Chapter 4 (Methodology - Qualitative):** AI-assisted transcription ([Otter.ai](#)) was used for interview transcription. Transcripts were manually verified for accuracy. AI-assisted coding (Atlas.ti AI) generated initial code suggestions; all codes were reviewed, revised, and finalized by the author in collaboration with a second coder (intercoder reliability=0.84).
- **Chapter 5 (Analysis and Results):** No AI was used in the primary analysis. AI was used for code debugging and visualization formatting only.
- **Chapter 6 (Discussion and Conclusion):** No AI was used in theoretical development, implications, or conclusions. AI (Grammarly) was used for grammar and clarity refinement.

Full AI usage logs, including prompts, outputs, and verification steps for each chapter, are included in Appendix A. My advisor has reviewed this disclosure and confirms that all intellectual contributions, theoretical developments, and interpretations are my own."

### **14.3 Conference Presentation Disclosure**

#### **Example for Conference Submissions and Presentations:**

"This research used AI tools in the following ways:

- **Literature review:** AI (Scite) was used for citation discovery. All sources were manually verified.
- **Data analysis:** AI-assisted code generation (GitHub Copilot) was used for exploratory

analysis. Final models were implemented manually.

- **Writing:** AI (Grammarly) was used for language editing only.

The authors take full responsibility for all analyses, interpretations, and conclusions. A full AI disclosure statement is included in the paper's appendix. Questions about AI use are welcome."

#### 14.4 Working Paper / SSRN Disclosure

##### Example for Pre-Publication Working Papers:

**"AI Disclosure:** This working paper used AI tools as follows: (1) AI-assisted code generation (ChatGPT-4) for data preprocessing and initial model estimation; (2) AI-assisted language editing for grammar and clarity. All code was manually reviewed and validated. All AI-generated text was substantially revised by the authors. No AI was used in the development of theoretical contributions, research design, or interpretation of results. The authors are solely responsible for all content. A detailed AI usage log is available upon request."

Full AI usage logs, including prompts and verification steps, are included in Appendix A. My advisor has reviewed this disclosure and confirms that all intellectual contributions are my own."

### Part XV: Quick Reference for Business School Researchers

#### AI Policy by Research Activity

Activity	Allowed	Conditional	Prohibited
<b>Literature review</b>	Initial discovery, citation management	AI summaries (must verify sources)	AI-generated reviews without reading
<b>Data collection</b>	Transcription, web scraping	AI-generated data (IRB review)	Fabricated data
<b>Data analysis (quant)</b>	Code generation, debugging	AI-assisted variable selection	Undisclosed AI in results
<b>Data analysis (qual)</b>	Transcription, initial coding	AI coding (must validate)	AI-only interpretation

Activity	Allowed	Conditional	Prohibited
<b>Writing</b>	Grammar, clarity, structure	Drafting (must revise)	AI-generated final text
<b>Figures/tables</b>	Formatting, visualization	AI-generated visuals (label)	Misleading AI visuals
<b>Citations</b>	Formatting, organization	AI-generated citations (verify)	Hallucinated references
<b>Peer review</b>	None	None	Any AI use

### Summary: Business School PhD Journey AI Policy

Stage	Key Principle	Disclosure Required
<b>Coursework</b>	Develop foundational skills	Instructor-specific
<b>Comprehensive exams</b>	Demonstrate mastery	None (or as permitted)
<b>Dissertation proposal</b>	Independent ideas	Advisor-reviewed
<b>Dissertation research</b>	Verifiable results	Full documentation
<b>Dissertation defense</b>	Explainable work	Defense presentation
<b>Final submission</b>	Transparent record	Signed declaration
<b>Job market</b>	Authentic identity	Methodology disclosure

**List of Conferences**

**Business Policy and Economic Environment**

*International*

American Economic Association Annual Meeting

Annual conference of Western Economic Association International

Annual conference of Eastern Economic Association

Annual conference of Southern Economic Association

Annual Congress of the European Economic Association

World Congress of the Econometric Society

Regional Meeting of the Econometric Society

Singapore Economic Review Conference

International Choice Modelling Conference

Annual Conference of Association for Public Policy Analysis and Management

World Bank Annual Conference on Development Economics or Land and Poverty

Or any other.

United States Association for Energy Economics (USAEE) Conference

International Association for Energy Economics (IAEE) Conference

ANNUAL CONFERENCE OF THE MULTINATIONAL FINANCE SOCIETY

Agriculture and Applied Economics Association Annual Meeting

Southern Agricultural Economics Association Annual Meeting

Agricultural Economics Society Annual Conference

Australian Agricultural and Resource Economics Society Annual Conference

Congress of European Association of Agricultural Economics

Global Labour University (GLU) International Conference

International Society for the Advancement of Financial Economics (ISAFE) Conference

Eurasia Business and Economics Society Conference

Ethical Finance and Sustainability (EFS)

International Islamic Monetary Economics and Finance Conference

World Finance & Banking Symposium

International Conference on Climate and Energy Finance (ICEF)

International Conference on Experimental Finance and Accounting (ICEFMA)

World Finance Conference

AAPT Workshop-Conference: "Philosophy Amplified"

Conference on Social Ontology

Conference on New Approaches to Business Ethics: Social, Epistemic, and Feminist Perspectives

Conference on Ethics of Consciousness

Conference on Authority and Its Discontents

MESEC Annual Conference

Karl Popper and Twentieth-First Century Philosophy of Science

Conference on Agency and Intentionality: Collective and Individual

Conference on LSE Workshop on Animal Minds for Early Career Researchers

Annual Symposium of Austrian Ludwig Wittgenstein Society, Austria

SOPhiA conference University of Salzburg, Austria

World Sustainability conference organised by the Green Institute, UK

Annual Conference of Asian Society of International Law

Annual Conference of European Society of International Law

WIPO Conferences

IPIRA Conferences

ALT (Association of Law Teachers) Conferences

International Workshop on "Financial Markets and Nonlinear Dynamics" (FMND)

Society for Economic Measurement Conference

The Qatar Centre for Global Banking & Finance annual conference

Conferences listed by Econometric Society (url: <https://www.econometricsociety.org/regional-activities/category~Meetings>) and International Association for Applied Econometrics (url: <https://appliedeconometrics.org/conferences>)

Conferences listed by American Economic Association (url: <https://www.aeaweb.org/news?path=news&topic=Call+For+Papers>) and European Economic Association (url: <https://www.eeassoc.org/congress>), Royal Economic Society (url: <https://res.org.uk/res-events/>)

Conferences listed by regional/national associations (such as Western Economic Association, Eastern Economic Association, International Economic Association, Atlantic Economic Association), French/Italian/German/Canadian Economic Associations etc.)

Conferences listed by NBER, World Bank, ECB, IGC, ILO, ADB, IMF, U.N. affiliated organizations such as FAO, UNCTAD, UNICEF, WHO, WIPO, UNWTO, UNIDO etc.

Conferences listed by various Public Choice Society (such as European/American/Australasian and IIPF) and Political Science/Economy conferences (American Political Science Association, Midwest Political Science Association, European Journal of Political Economy etc.)

Conferences listed by Institute of Labour (IZA) (url: <https://www.iza.org/events/conferences>) and Labour Economic Associations (SOLE, EALE, AASLE)

Conferences listed by Environmental and Resource Economics Associations (AERE, EAERE, INSEE, ISEE)

Conferences listed by Regional Science Association such as ERSA, WRSA, SRSA, NARSC, PRSCO(url: <https://www.regionalscience.org/index.php/news/events-calendar.html>), Regional Studies Association (url: <https://www.regionalstudies.org/events-and-webinars/>) and Urban Economic Association

Conferences listed by International Association for Research in Income and Wealth (url: <https://iariw.org/conferences/future-conferences/>) and Society for the Study of Economic Inequality

Conferences list by IUSSP (url: <https://iussp.org/en/iussp-calls-for-papers>) and other population associations (regional chapters-America, Europe, Asian etc.)

Conferences which provide the opportunity to submit to a journal special issue, which is recognized as per our workload norms (ABDC A and equivalent).

Conferences for Institutional and Organizational Economics, listed by World Interdisciplinary Network for Institutional Research (WINIR) and the Society for Institutional & Organizational Economics (SIOE)

Conferences listed by Society for Economic Dynamics, Midwest Macroeconomics Group and other Macroeconomics groups

Conferences listed by Development Economics Associations (NEUDC, Pacific Conference for Development Economics, BREAD (<https://www.ibread.org/conference/>), ThReD (<http://thred.devecon.org/conferences.html>), Nordic Conference in Development Economics etc.)

Conferences organized by Economic Theory and Applied Game Theory associations, such as SAET (<https://saet.uiowa.edu/conferences/>), ASSET (<https://www.assetassoc.com/index.htm>), APET (<https://www.apet-jpet.org/>), Game Theory Society (<https://gametheorysociety.org/conferences/>), Industrial Organization Society (EARIE (<https://earie.org/>), APIOS (Asia Pacific Industrial Organization Society- <https://apios.org.au/>), IOS(The Industrial Organization Society)

International conference on Research in Management and Economics

***National***

ISI Delhi Annual Conference on Economic Growth and Development

IIMA International Conference on Advanced Data Analysis, Business Analytics and Intelligence

IIMC International Conference on Public Policy and Management

IIMB Annual International Conference on Public Policy and Management

IISC International Conference on Business Analytics and Intelligence

Annual Conference of Indian Econometric Society

Annual Conference of Indian Society of Agricultural Economics

Annual Conference of Agricultural Economics Research Association (India)

Annual Conference of Knowledge Forum

Labour Economics Conference

Conferences organized by VV Giri National Labour Institute/ Tata Institute of Social Sciences (TISS)/XLRI

Interdisciplinary conferences being organized by IITs and IIMs on the themes of sustainability and sociology.

Annual Sustainability Summit by CII-ITC Centre of Excellence for Sustainable Development

**Finance and Accounts**

**International**

Conference organized by American Accounting Association

Conference organized by American Finance Association

Conference organized by Asian Finance Association

Asia Derivatives Conference

Conference organized by Accounting and Finance Association of Australia and New Zealand

British Accounting and Finance Association Conference (BAFA)

Conference organized by European Accounting Association  
Conference organized by European Finance Association  
Conference organized by Financial Management Association  
International Society for the Advancement of Financial Economics Conference (ISAFE)  
Conference organized by International Finance and Banking Society (IFABS)  
Paris Financial Management Conference  
Vietnam Symposium in Banking and Finance  
World Finance Association Conference  
Western Finance Association Conference  
Conferences conducted by the international government bodies (European central bank etc)  
Conferences listed on the website of Academy of International Business  
Conferences listed on the website of Academy of Management  
Conferences conducted in our international partner institutes  
JCAE Annual Symposium and Doctoral Consortium  
World Continuous Auditing and Reporting Symposium  
World Finance Conference (also includes World Finance Banking Symposium)  
International Conference of the Financial Engineering and Banking Society  
Cryptocurrency Research Conference

### **National**

Conference conducted by reputed Institutes of India (IITs / IIMs / IISc / TISS / ISB/ Xavier institutes) and other top Business schools of India.  
Conferences conducted by the government ministries (HRD etc)  
Conferences conducted by the research wings/ departments of the Government (IDRBT etc)  
India Finance Conference  
PAN IIM conference  
NSE-NYU Conference on Indian Financial Markets  
International Conference on Financial Markets & Corporate Finance (ICFMCF)  
IMR Doctoral Conference, IIM Bangalore

Annual Capital Markets Conference, SEBI-NISM

Research Symposium of Finance & Economics (IFMR Graduate School of Business, Krea University)

International Research Conference on Insolvency and Bankruptcy (Organized by Insolvency and Bankruptcy Board of India)

### **HRM and Organizational Behavior**

Annual Meeting of Academy of Management (AOM)

BAM Conference (British Academy of Management)

IAM Conference (Indian Academy of Management-affiliate to AOM)

Glogift (Gift Society in association of some academic institution which changes every year and in past has been organised collectively with IIM Kozhikode, IIM Bangalore, IIT Delhi, University of Vienna)

PAN IIM Conference

Conferences held at IIMs and IITs (particularly, for our PhD Students)

ANZAM: Australia and New Zealand Academy of Management

EGOS: European Group of Organizational Studies

EURAM: European Academy of Management

IRCM: International Conference on Mindfulness, IIM Bodh Gaya

SIOP: Society for Industrial and Organizational Psychology

IAAP: Conferences of International Association of Applied Psychology

SHRM Conference

ICP: Conferences of International Congress of Psychology

IACCP: Conferences of International Association of Cross-Cultural Psychology

Conferences as listed on the website of and organized by the Academy of International Business,

AAPT Workshop-Conference: "Philosophy Amplified"

Conference on Social Ontology

Conference on New Approaches to Business Ethics: Social, Epistemic, and Feminist Perspectives

Conference on Ethics of Consciousness

Conference on Authority and Its Discontents

Karl Popper and Twentieth-First Century Philosophy of Science

Conference on Agency and Intentionality: Collective and Individual

Conference on LSE Workshop on Animal Minds for Early Career Researchers

Conferences listed by various Public Choice Society (such as

European/American/Australasian and IIPF) and Political Science/Economy

conferences (American Political Science Association, Midwest Political Science

Association, European Journal of Political Economy etc.)

Conferences which provide the opportunity to submit to a journal special issue, which is recognized as per our workload norms (ABDC A and equivalent)

Conferences organized by Industrial Organization Society (EARIE)

(<https://earie.org/>), APIOS (Asia Pacific Industrial Organization Society [https://](https://apios.org.au/)

[apios.org.au/](https://apios.org.au/)), IOS (The Industrial Organization Society)

European Association of Work and Organizational Psychology (EAWOP)

European Academy of Management

Conferences and Annual Meetings organized by the American Sociological

Association and American Anthropology Association

Conferences organized by B-schools ranked in FT 100, NIRF 100, American

Bankers Association, and INFORMS online.

Conferences organized by American Psychological Association, Association for

Psychological Science, Society for Personality and Social Psychology (SPSP),

European Federation of Psychologists Associations (EFPA), International Union of

Psychological Science (IUPsyS), Society for Neuroscience (SfN) Annual Meeting,

Canadian Psychological Association (CPA) Annual Convention, British

Psychological Society (BPS), Psychonomic Society Annual Meeting, National

Institute for Occupational Safety and Health, Academy of Human Resource

Development (AHRD),

Conferences conducted in our international partner institutes.

Annual Conference of Knowledge Forum

Strategic Management Society Conference

Babson College of Entrepreneurship Research Conferences (BCERC)

Global Entrepreneurship and Innovation Research Conference (GERIC)  
European Conference on Entrepreneurship and Innovation (ECEI)  
International Association for Strategy Professionals Conference  
Asian Strategy and Management Conference (ASMC)  
EDII Entrepreneurship Conference  
Society for Entrepreneurship Educators Conference  
Strategic Management Forum Conferences  
International Association for Business and Society  
Institute of small business and entrepreneurship  
ISB Family Business Conference  
Family Firm Institute annual conference  
RENT – Research in Entrepreneurship and Small Business  
United States Association for Small Business and Entrepreneurship  
International Council for Small Business  
International Research Conference on Social Enterprise  
International Pragmatic Association Conference (IPRA)  
American Pragmatic Association Conference (AMPRA)  
Critical Approaches to Discourse Analysis Across Disciplines (CADAAD)  
World Anthropological Union Congress  
European Association of Social Anthropologists  
Conferences organised by renowned institutions in Sociology and Anthropology  
like Royal societies, Max Plank Institutes, and European Associations.

### **National**

PAN IIM Conference  
National Academy of Psychology (NAoP)  
INDAM (India Academy of Management)  
Conferences conducted by all National level Institutes of India (Eminence and  
Importance) (IISc / IISERs / ISB / TISS / NITs/ IRMA/ IMT/ Ashoka/ OP Jindal/ XIMB /

MDI and other top Business Schools of India

Conferences conducted by Industry Associations, such as CII, international government bodies (European Central Bank, etc.), and Industry Leaders, such as Infosys, HP, TCS, etc.

## **Marketing**

### *International*

American Marketing Association's (AMA) Conferences

Marketing Science Conference

Academy of Marketing Science Conference (AMS)

Advances in Consumer Research (ACR) conference

EMAC - ANNUAL CONFERENCE OF THE EUROPEAN MARKETING ACADEMY

American Marketing Association's (AMA) Conferences

AMS(Academy of Marketing Science) Annual Conference

ACR (Association of Consumer Research) Conferences

ESMA (European Social Marketing Association) Conferences

ACME (ASSOCIATION OF COLLEGIATE MARKETING EDUCATORS) Conferences and Colloquiums

ANZMAC (Australian and New Zealand Marketing Academy)

International Conference on Business Analytics and Intelligence (ICBAI)

Marketing science institute's conference

Advances in consumer research's conference

European marketing association's conferences

Academy of marketing's conferences

International conference on advanced marketing

Frontier in services conferences

China India Insights Conference

Conferences organized by INFORMS online

Conferences organized by IIMs, XLRI, MDI and IITs

Conferences organized by B-schools ranked in FT 100.

Conferences organized by American Bankers Association

Kotler-Srinivasan centre for research and marketing (Great lakes conference)

Annual Tokyo business conference

AIM - AMA Sheth Foundation Doctoral Consortium

IIMBG conferences

European conferences on social media

La Londe Conference – International research conference in Marketing

WASAT - International Science Council

ICAMIB – Malibu California

International Conference on Research in Advertising (ICORIA)

International Colloquium on Relationship Marketing (ICRM)

International Consumer Brand Relationship Conference

Finnish Academy of Marketing annual conference

Society for Consumer Psychology (SCP) Annual Conference

Conference conducted by the International Centre for Anti-Consumption Research (ICAR)

Consumer Culture Theory Conference

Conference by the Society for Marketing Advances (SMA)

AIM - AMA Sheth Foundation Doctoral Consortium and Conference

Conferences organised by MICA and ISB.

Conferences organised by universities ranked within the top 200 in the QS World University Rankings.

### *National*

IIM Lucknow's Emerging Market's conference

Kotler - Srinivasan Centre for Research in Marketing and Great Lakes conference

AIM-AMA Jagdish Sheth Foundation Doctoral Consortium: very good for marketing doctoral students to attend.

Marketing in Emerging Economies, IIM Ahmedabad

IIM Kozikode's Pan IIM World Management Conference

PAN-IIM World Management Conference (WMC)

NASMEI (North American Society for Marketing Education in India)

Conferences conducted by Industry Associations, such as CII

Conferences conducted by Industry Leaders, such as Infosys, HP, TCS. UL, P&G etc

*More Conferences*

Social Media Strategies Summit

AMA: Rethinking Customer Experience

AMA: Analytics with Purpose

Sales 2.0 Conference

Inbound Marketing Summit

Adobe Digital Marketing Summit

Social Media Marketing World

Inbound Marketing Summit

Search Insider Summit

Social Media Strategies Summit

Event Marketing Summit

Content Conversion

Sales 2.0 Conference

Authority Intensive

360 Degrees of Brand Strategy

Incite Summit: West

WistiaFest

Inbound Marketing Summit

CRMC 2014

SMX Advanced

Social Media Strategies Summit

GO Inbound Marketing

Sales 2.0 Conference

Future of Marketing Summit

Call to Action Conference  
Inbound 2014  
Conversations That Win  
Content Marketing World  
Brand ManageCamp  
Sales 2.0 Conference  
Conversion Conference  
B2B Marketing Forum  
SMX East  
Inbound Marketing Summit  
Pivot Conference  
DIGIMARCON  
Ad-Tech: New York  
Internet Summit  
SMX - Social Media  
An Event Apart  
Search Insider Summit  
Dallas Digital Summit  
Marketing Sherpa Email Summit

## **Operations and Systems**

### *National*

Conferences conducted by all National level Institutes of India (IITs / IIMs / IISc / IISERs / ISB / TISS / XIMB / other top Business Schools of India)

Conferences conducted by Industry Associations, such as CII

Conferences conducted by Industry Leaders, such as Infosys, HP, TCS etc.

Society of Operations Management Conference (SOM)

Conferences conducted by all National level Institutes of India (IITs / IIMs / IISc / IISERs / ISB / TISS / XIMB / other top Business Schools of India)

Conferences conducted by Industry Associations, such as CII

Conferences conducted by Industry Leaders, such as Infosys, HP, TCS etc.

Society of Operations Management Conference (SOM)

POMS India International Conference (Annual meeting of POMS India Chapter)

Annual Conference of Operations Research Society of India (ORSI)

Pan IIM World Management Conference

International and All India Manufacturing Technology, Design and Research Conference

International Conference on Industry 4.0 and Advanced Manufacturing

International Conference on Product Lifecycle Modeling, Simulation & Synthesis

### *International*

All Conferences conducted by reputed area associations such as AIS, INFORMS, POMS, IEEE, AOM, IFIP, ACM, APICS, MSOM.

Production and Operations Management Society (POMS)

European Operations Management Association (EurOMA)

International Conference on Industrial Engineering and Operations Management (IEOM)

Global Conference on Flexible Systems Management (GLOGIFT)

Manufacturing and Service Operations Management (MSOM) conference

International Conference on Operations Research

Conference of the UK Operational Research Society

International Conference on Multiple Criteria Decision Making MCDM 2015

Hamburg International Conference of Logistics (HICL)

International Research Conference in Service Management

Japanese Operations Management and Strategy Association (JOMSA)

International Service Operations Management Forum

International Conference in Business Process Management

International Conference on Web Information Systems Engineering

International Conference on Building and Exploring Web Based Environments

International World Wide Web Conference

Symposia on VLSI Technology and Circuits

International Conference on Advances in Vehicular Systems, Technologies and Applications  
Usenix Annual Technical Conference  
International Conference on Mobile Ubiquitous Computing, Systems, Services and Technologies  
Symposium on Parallelism in Algorithms and Architectures  
Symposium on Reliable Distributed Systems  
International Conference on Emerging Security Information, Systems and Technologies  
International Workshop on Software and Compilers for Embedded Systems  
International Conference on Pervasive Computing  
International Conference on Parallel Architecture and Compilation Techniques  
International Conference on Mobile and Ubiquitous Systems: Networks and Services  
International Conference on Intelligent User Interfaces  
Annual Conference on Innovation and Technology in Computer Science Education  
International Conference on Information Systems Development  
International conference on Peer-to-peer systems  
International Conference on Evolving Internet  
International Conference on Advanced Communications and Computation  
Internet Measurement Conference  
International Conference on Internet Monitoring and Protection  
International Conference on Information Systems  
International Conference on Internet and Web Applications and Services  
International Conference on Parallel Processing  
International Conference on Internet and Web Applications and Services  
International Conference on Parallel Processing  
International Conference on Distributed Computing Systems  
International Conference on Digital Society  
International Conference on Digital Telecommunications  
International Conference on Internet Monitoring and Protection  
Genetic and Evolutionary Computations  
British Computer Society Conference on Human-Computer Interaction

Hawaii International Conference on System Sciences  
International Conference on High Performance Computing  
Symposium on High Performance Chips  
International Conference on Automated Planning and Scheduling  
International Symposium on Distributed Computing (was WDAG)  
Euromicro Conference on Real-Time Systems  
International Conference on Mobile, Hybrid, and On-line Learning  
International Conference on Parallel Processing  
European Conference on Wireless Sensor Networks  
International Conference on Formal Ontology in Information Systems  
International Conference on Future Computational Technologies and Applications  
International Conference on Design Science Research in Information Systems and Technology  
International Conference on Cloud Computing, GRIDs, and Virtualization  
European Conference on Wireless Sensor Networks  
International Conference on Formal Ontology in Information Systems  
International Conference on Future Computational Technologies and Applications  
International Conference on Design Science Research in Information Systems and Technology  
International Conference on Cloud Computing, GRIDs, and Virtualization  
International Conference on Advances in Cognitive Radio  
International Conference on Cooperative Information Systems  
International Conference on Advanced Information Systems Engineering  
Conference on Innovative Data Systems Research  
International Conference on Access Networks  
Australasian Conference on Information Systems  
International Conference on Advances in Future Internet  
Advanced International Conference on Telecommunications  
International Conference on Ambient Computing, Applications, Services and Technologies  
International Conference on Apps for Specific Array Processors  
International Conference on Human Factors in Computing Systems

International Conference on Social Eco-Informatics

Tangible, Embedded, and Embodied Interaction

International Conference on Communication Theory, Reliability, and Quality of Service

International Conference in Business Process Management

All Conferences conducted by reputed area associations such as AIS, INFORMS, POMS, IEEE, AOM, IFIP, ACM, APICS, and MSOM.

Production and Operations Management Society (POMS)

European Operations Management Association (EurOMA)

International Conference on Industrial Engineering and Operations Management (IEOM)

Global Conference on Flexible Systems Management (GLOGIFT)

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International Conference on Operations Research

Conference of the UK Operational Research Society

International Conference on Multiple Criteria Decision Making MCDM 2015

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International World Wide Web Conference

Symposia on VLSI Technology and Circuits

International Conference on Advances in Vehicular Systems, Technologies and Applications

Usenix Annual Technical Conference

International Conference on Mobile Ubiquitous Computing, Systems, Services and Technologies

Symposium on Parallelism in Algorithms and Architectures

Symposium on Reliable Distributed Systems

International Conference on Emerging Security Information, Systems and Technologies

International Workshop on Software and Compilers for Embedded Systems

International Conference on Pervasive Computing

International Conference on Parallel Architecture and Compilation Techniques

International Conference on Mobile and Ubiquitous Systems: Networks and Services

International Conference on Intelligent User Interfaces

Annual Conference on Innovation and Technology in Computer Science Education

International Conference on Information Systems Development

International conference on Peer-to-peer systems

International Conference on Evolving Internet

International Conference on Advanced Communications and Computation

Internet Measurement Conference

International Conference on Internet Monitoring and Protection

International Conference on Information Systems

International Conference on Internet and Web Applications and Services

International Conference on Parallel Processing

International Conference on Internet and Web Applications and Services

International Conference on Parallel Processing

International Conference on Distributed Computing Systems

International Conference on Digital Society

International Conference on Digital Telecommunications

International Conference on Internet Monitoring and Protection

Genetic and Evolutionary Computations

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International Symposium on Distributed Computing (was WDAG)

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International Conference on Formal Ontology in Information Systems

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International Conference on Design Science Research in Information Systems and Technology

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International Conference on Advances in Cognitive Radio

International Conference on Cooperative Information Systems

International Conference on Advanced Information Systems Engineering

Conference on Innovative Data Systems Research

International Conference on Access Networks

Australasian Conference on Information Systems

International Conference on Advances in Future Internet

Advanced International Conference on Telecommunications

International Conference on Ambient Computing, Applications, Services and Technologies

International Conference on Apps for Specific Array Processors

International Conference on Human Factors in Computing Systems

International Conference on Social Eco-Informatics

Tangible, Embedded, and Embodied Interaction

International Conference on Communication Theory, Reliability, and Quality of Service

International Conference in Business Process Management

International Workshop on Matching Under Preferences

The Stony Brook International Conference on Game Theory

Annual Stanford Institute for Theoretical Economics (SITE) Conference  
Conference on Mechanism and Institution Design

### **Strategy and Entrepreneurship**

European Academy of Management  
British Academy of Management (BAM)  
Strategic Management Society Conference  
Babson College of Entrepreneurship Research Conferences (BCERC)  
Academy of Management (AoM) Annual Conference  
Academy of International Business (AIB) Conference  
PAN IIM Conferences  
Israel strategic conference (ISC)  
GLOGIFT Conferences  
Global Entrepreneurship and Innovation Research Conference(GERIC)  
European Conference on Entrepreneurship and Innovation (ECEI)  
International Association for Strategy Professionals conference  
INDAM ( India Academy of Management)  
Global Entrepreneurship & Business Management Summit  
Asian Strategy and Management Conference (ASMC)  
EDII Entrepreneurship Conference  
Society for entrepreneurship educators conference  
Strategic Management Forum Conferences  
International Association for Business and Society  
Institute of small business and entrepreneurship  
ISB Family Business Conference  
Family Firm Institute annual conference  
RENT – Research in Entrepreneurship and Small Business  
United States Association for Small Business and Entrepreneurship  
International Council for Small Business

International Research Conference on Social Enterprise  
Entrepreneurship as Practice Conference (EAP)  
Any other IIM conference on Strategy and/or entrepreneurship

**List of Business Communication Conferences:**

**International Conferences**

Sociolinguistics Symposium (SS)  
International Pragmatic Association Conference (IPRA)  
Association for Business Communication Conferences (ABC)  
International Communication Association Conference (ICA)  
International Symposium on Bilingualism (ISB)  
Himalayan Languages Symposium (HLS)  
Generative Linguistics in the Old World (GLOW)  
American Pragmatic Association Conference (AMPRA)  
Critical Approaches to Discourse Analysis Across Disciplines (CADAAD)  
International Association of Applied Linguistics Conferences (AILA)  
Modern Language Association Conferences (MLA)  
Linguistic Society of America Annual Conferences (LSA)  
Association of Computational Linguistics  
American Association of Applied Linguistics Conferences (AALA)  
South Asian Languages Analysis Roundtable (SALA)  
Formal Approaches to South Asian Linguistics (FASAL)  
International Conference on Applied Linguistics and Language Teaching (ALLT)  
Second Language Teaching/Acquisition in the Context of Multilingual Education (SeLTAME)

**National Conferences**

International Conference of the Linguistic Society of India (ICOLSI)  
International Conference on South Asian Languages (ICOSAL)  
International Conference of Tibeto-Burman Linguistics Association of North East India (ICTIBLANEI)