



# SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)

(Established under section 3 of the UGC Act, 1956)

Re-accredited by NAAC with 'A++' Grade | Awarded Category - I by UGC

Founder: Prof. Dr. S. B. Mujumdar, M. Sc., Ph. D. (Awarded Padma Bhushan and Padma Shri by President of India)

## Notification No. 1480

SIU/ U-28/ 2024/ 3869

Dated 19<sup>th</sup> September, 2024

**Subject: Multi Author Verified Score (MAVS) and Research Support Fund Guidelines**

Ref: Notification No. SIU/ U-28/ 1289 dated 8<sup>th</sup> May, 2023

**WHEREAS**, the Guidelines for Research Support Fund (RSF) of the University was notified vide Notification No. SIU/ U-28/ 1289 dated 8<sup>th</sup> May, 2023.

2] **AND WHEREAS**, the Guidelines for Research Support Fund was specifically for the year 2023, hence it was proposed that the guidelines be made generic, which shall be applicable for every year. Furthermore, the University has made minor modifications in the guidelines to make it more inclusive.

3] **AND WHEREAS**, the Board of Management vide Resolution No. A23: BoM: 05.09.2024 has approved the Multi Author Verified Score (MAVS) and Research Support Fund Guidelines.

4] **NOW THEREFORE**, the MAVS and Research Support Fund Guidelines by the University are hereby notified for information of all concerned as Annexure 'A'.

The Guidelines will be effective from the date of publication this notification.

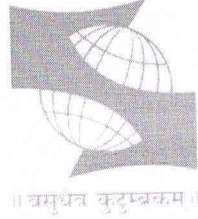
Date: 19<sup>th</sup> September, 2024



*Dr. M. S. Shejul*  
Dr. M. S. Shejul  
Registrar

**Copy for information to:** The Hon'ble Chancellor, Pro Chancellor, Vice Chancellor, Provost-FoMHS, Principal Director- Symbiosis, Advisor, Symbiosis, Deans of Faculties, Directors/ Heads, Deputy Directors/ Deputy Heads, Administrative Officers/ Assistant Administrative Officers/ Office Superintendents of Constituents/ Research Centres/ Support Departments/ Skills and Continuing Education

Annexure 'A'



# **SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)**

## **Multi Author Verified Score (MAVS) and Research Support Fund Guidelines**

Key Information	
<b>Title</b>	Multi Author Verified Score (MAVS) and Research Support Fund Guidelines
<b>Policy Owner</b>	Director-SCRI
<b>Responsible Department</b>	SCRI
<b>Approved by</b>	Board of Management, SIU India
<b>Date of Approval</b>	05.09.2024
<b>Version number</b>	Version 1 – Notification -1289
	Version 2
<b>Frequency of review</b>	Three (3) years

## 1.0 Preamble

Universities are recognized as creators and disseminators of knowledge and as such, Research has to be a significant activity of the faculty of any university. Teaching, another important activity of faculty is expected to be fortified by the learnings of the research undertaken by faculty members. It is, therefore, not surprising that all accreditation and ranking agencies lay emphasis on research and assign high proportion of weightage to the research output and outcome of the University.

Symbiosis International (Deemed University) [SIU] has articulated its objective of sharpening its research focus and enhancing its research output. To provide the necessary support and to create a conducive research ecosystem SIU adopted a number of initiatives. The Symbiosis Centre for Research and Innovation [SCRI] was established in 2009. Today, this support department has the following departments:

- Department for Research Publications
- Department for Research Projects and Funding
- Department to oversee Ph.D. programmes and
- Department for Intellectual Property Rights

The Head, Department for Research Publication and the Head, Department of Research Projects have been actively supporting faculty members in enhancing publications. Further, Symbiosis Teaching Learning Resource Centre [STLRC] is focused on capability building and has been conducting a number of FDPs on Research.

While the research output has been increasing over the years, it has not grown at the speed desired. We still have faculty members with no publications at all in SCOPUS/WOS listed journals or with a very sporadic publication history. In order to improve this situation and enhance the quantity and quality of publications, SIU has had consultative meetings with Deans and Directors and this document is an outcome of such meetings. One important and enabling outcome is that SIU will now support the faculty with a Research Support Fund (RSF) as well as reward them with research incentives that are delinked from the use of the RSF. While most universities give only one or the other of the two, SIU strongly believes in building an ecosystem that supports the faculty with the financial resources required to facilitate publication.

The University had notified Guidelines for Research Support Fund (RSF) vide Notification No. SIU/ U-28/ 1289 dated 8th May, 2023. Since the Guidelines were for the Calendar Year 2023, the University constituted a committee to relook into the guidelines and submit its recommendations. The Board of Management considered the report and the guidelines have been modified accordingly.

## A. Collaboration with external scholars

SIU encourages faculty members to collaborate with fellow faculty within SIU and also with faculty from HEIs outside SIU. By building strong networks and collaborating with compatible national and international partners, our research outcome can be elevated and can open up several new vistas for stronger academic ties with other universities both in India and abroad. High quality research can give international recognition and extend the reach of the University in developed and developing countries. This will give a distinct visibility to SIU in research. Symbiosis Centre for International Education [SCIE] has been building such networks and SIU has over 80 MoUs with foreign universities. Details of the same have been communicated to all constituents of SIU. Directors/Heads of Departments/Faculty members may reach out to faculty members of partner universities with common research interests and explore collaborating opportunities to publish research articles.

While collaboration with fellow faculty within SIU is encouraged, it would require more collaborative papers to enhance SIU's count of unique publications. In such collaborations, though each collaborating faculty has one paper to his/her credit it does not result in an increased number of unique publications for SIU. This is because ranking agencies count the number of unique papers published with SIU affiliation.

On the other hand, when the collaboration is with faculty members outside SIU, such papers count for each of the HEIs to which the collaborating faculty members are affiliated.

It is highly beneficial for faculty members to collaborate with researchers from multiple countries, as opposed to solely partnering with those within the same country. Engaging in international collaborations enables SIU faculty members to achieve their research objectives more efficiently by leveraging diverse perspectives and expertise. Collaborating with faculty from other Higher Education Institutions in India and abroad can accelerate the research process, enhance the quality of outcomes, and foster global academic connections.

Keeping this in mind, the research targets for faculty members of SIU have been set in terms of Multiple Author Verified Score (MAVS) score which is explained in the following paragraph.

## B. Computation of Multiple Author Verified Score (MAVS)

“Multiple Author Verified Score (MAVS)” is a metric used to evaluate academic contributions by calculating a fractional score for each author of a paper based on the number of contributing authors. In this system, the total score for a publication is divided equally among all contributing authors, with each author receiving a share proportional to their contribution. This score is used to assess the impact and contribution of a faculty member's work in collaboration with others. For example, if there are 3 authors contributing to the paper, then each of the author will get a fractional score of 0.33 (i.e. 1/3). Hence, 0.33 is the MAVS of the faculty. Similarly, if there are 2 authors, then the MAVS of the faculty will be 0.5 (1/2).

The computation of all fractional scores for all publications of a faculty member will accrue/sum towards the achievement of the set MAVS target.

- Every paper published by a faculty member is checked for the number of contributing authors and each contributing author will get a fractional score as explained below:

Example: If there are four authors from within SIU (either from the same Institute or other Institutes of SIU) contributing to the paper, each of them will be given  $\frac{1}{4} = 0.25$  score. Hence 0.25 is the MAVS of the faculty. (If there are two authors from within SIU, the MAVS will be  $\frac{1}{2} = 0.5$ )

If the other authors in the above example are not from SIU, then the SIU author get an MAVS score of 1, since the SCOPUS database will count this paper as a unique paper for SIU. It is therefore advisable for faculty to collaborate with faculty outside SIU to achieve higher MAVS scores.

- To attain the targets defined below, every faculty member will have to accumulate MAVS, by publishing papers till the desired MAVS target is met / or exceeded!
- Faculty may also publish papers in collaboration with students. When a faculty member publishes a paper with student(s), the student(s) will not be counted as co-author(s) for the purpose of computing the MAVS score.
- To compute the MAVS score, SIU will consider only publications in Q1, Q2, Q3 SCOPUS / WoS indexed Journals. However, for the Faculties of Media, Law and Design, papers published in Q4 Journals will be considered only if they are seen in the SCOPUS/WoS databases at the time of evaluation in the month of January every year. Papers published earlier but delisted at the time of evaluation will not be considered for computation of MAVS score.

### **C. Inclusion and Exclusion criteria for MAVS (Multi Author Verified Score) Calculations:**

#### **1. Exclusion from MAVS (Multi Author Verified Score) Calculations:**

Faculty members holding designations such as Teaching Assistant, Teaching Associate, Research Assistant, Research Associate, part time Adjunct Faculty, visiting faculty, will be excluded from the calculation of MAVS, as they will not be given MAVS targets. However, to foster their engagement in research activities, if they publish research papers affiliated to SIU, they will be eligible to receive research incentives.

#### **2. Inclusion for MAVS (Multi Author Verified Score) Calculations:**

In cases where a faculty member in cadre collaborates with a Teaching Assistant, Teaching Associate, Research Assistant, Adjunct Faculty or visiting faculty as a co-author, the MAVS calculation will be as if they have collaborated with internal faculty members of Symbiosis International University (SIU). For example, if Faculty Member A collaborates with Teaching Assistant B on a paper published in a SCOPUS-indexed journal, Faculty Member A's MAVS score would be calculated as 0.5. It will help to foster their engagement in research activities, if they publish research papers affiliated to SIU, they will be eligible to receive research incentives.

#### **3. Student Exclusion from MAVS Calculations:**

Undergraduate (UG), Postgraduate (PG), and Ph.D. students shall be excluded from MAVS (Multi Author Verified Score) calculations and will not be eligible for any incentives.

However, faculty members from, Symbiosis International (Deemed University), who are pursuing their Ph.D. in Symbiosis International (Deemed University) or any other university shall be counted in the calculation of MAVS and incentives.

For instance, if faculty Member "A" collaborates with Student "B" (UG/PG/Ph.D.) on a paper published in a SCOPUS/ WoS-indexed journal, the MAVS score for Faculty Member "A" will be calculated as 1.0.

#### **4. Faculty Cadre for MAVS Calculations:**

MAVS (Multi Author Verified Score) calculations will include only faculty members holding the positions of Assistant Professor, Associate Professor, Professor (including Directors), and full-time Adjunct Faculty members. The MAVS targets for full-time Adjunct Faculty members and Professors of Practice will be set equivalent to those of an Assistant Professor.

#### **5. Publications for MAVS Calculations:**

a. All types of publications indexed in Scopus or Web of Science (WoS), including journal papers (Q1/Q2/Q3), review papers, conference proceedings, book chapters, and books, shall be included in MAVS (Multi Author Verified Score) calculations.

b. However, Faculty members are required to achieve at least 50% of their MAVS score through publications in journals indexed in Scopus or WoS, with the journal ranking in the Q1/Q2/Q3 quartiles. If 50% of MAVS Score is not achieved in journal papers (Q1,2,3), it will not be considered as achievement of MAVS targets.

c. In addition to the standard MAVS, a separate MAVS (J+C+B+O) score will be calculated for all faculty, encompassing all publications (journals, conferences, book chapters, and others) indexed in Scopus/WoS. If a faculty member does not meet the MAVS target, and the targets are met with the MAVS (J+C+B+O) score, faculty members will be considered for annual pay benefits, though it will be lower compared to those who achieve the MAVS target.

d. Faculty members who are first authors in Q1/Q2 journal publications indexed in Scopus/WoS, without any other SIU co-authors, will be eligible for an additional incentive. The specific amount will be determined at the time of incentive calculation and communicated accordingly.

e. Financial incentives will remain unchanged; however, faculty members with a "patent granted" will receive incentives equivalent to those for Q1 journal publications. If multiple faculty members/ inventors are involved in granted patent then the distribution of incentives will follow the same rules as for Q1 journal incentives. The applicant's name for the patent must include "Symbiosis International (Deemed University)" for it to be considered. No incentive will be given if the applicant's name does not include SIU. This will be calculated for the calendar year.

f. The Research Support Fund (RSF) may be utilized for publications, including conference papers, journal papers, book chapters, and opinion papers indexed in Scopus/WoS.

g. Faculty members who have resigned or are serving a notice period shall not be entitled for research incentives. This applies to all faculty members who have resigned, including those currently serving a one/two/three-month notice period and those who have already left SIU.

h. Faculty members who have published papers in journals indexed in Scopus/WoS (Q1/Q2/Q3 quartiles) but have not met their MAVS target will receive 50% of the incentive they would have otherwise earned for the published papers.

**Understanding the concept of MAVS is critical since it will henceforth be linked to the disbursement of the RSF and research incentives**

#### **D. Setting Targets**

The research publication targets set by SIU every year, will supersede norms of Statutory Councils (if any).

The University has now set targets in terms of the MAVS explained above and not in terms of absolute number of papers.

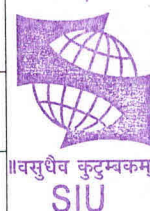
The University is also aware that the potential to publish in SCOPUS/ WOS indexed journals is much higher in some domains as compared to certain others.

As such, SIU recognizes the Faculty of Engineering, Faculty of Computer Science and Faculty of Medical and Health Sciences as research intensive faculties. All Research Centres, by virtue of their very existence, are also seen as fountains of knowledge creation and hence are required to be research-intensive in its activities. The publication targets for the various institutes/ research centres/ department have been accordingly set.

The cadre wise targets for MAVS publication for the various Institutes/ Research Centres/ Departments are given below until further notice:

#### **MAVS targets for Publications**

<b>Affiliation of Faculty members</b>	<b>MAVS required for Professor</b>	<b>MAVS required for Associate Professor</b>	<b>MAVS required for Assistant Professor</b>	<b>MAVS required for Directors</b>
Head / faculty in the Research Centres (all Cadres including Research Professors) Excluding SCRMCI, SCUS, SCBS, SCALSAR#	5	5	5	5
SIT- Pune and SSBS	4	4	4	4
SIT - Nagpur SIT -Hyderabad	4	4	2	2
PG Management Institutes, SCRI, SCIT and SICSR	3	3	2	2
UG Management Institutes, SIHS, SSSS, SCHS, SSE, SSI,	2	2	1	1



SIG, SCON				
Institutes under FoL, FoMC, FoAD, SSLA , SMCW, SSCA, SSIS	1	1	1	1

# Research target have not been set for these centres because currently, faculty have not been appointed exclusively for these centres. However, when such appointments are made, such faculty will also be set a research target.

**SIU also encourages full time Adjunct Faculty and non-teaching staff to publish papers. They will also be entitled to RSF and incentives as per this policy. The Vice Chancellor will be the approving authority. The RSF amount will be reimbursed after proof of Publication is submitted to SCRI and validated by Head Research Publications.**

### **E. Research Support Fund (RSF)**

In order to support the faculty in achieving the set MAVS target, the following are the changes proposed with regard to the Research Support Fund from calendar year 2023 and till further notice.

- (i) The Research Support Fund will be Rs. 40,000/- (Rupees Forty thousand only) per MAVS . To explain this, for every paper to be published in journals indexed in SCOPUS / WoS , SIU will provide an RSF of Rs. 40000 only irrespective of the number of collaborating authors. So, if two faculty members from SIU come together to publish a paper, they would each be entitled to RSF of Rs. 20000. If however the co-author is from outside SIU, the SIU faculty can claim Rs. 40000 as RSF.

Research Support Fund will be granted at the rate of Rs. 40000 per MAVS target set for the cadre. For example, at SIT, Professors who have an MAVS target of 4 will be eligible for an RSF of Rs. 1,60,000 p.a. with a cap of Rs. 40000 per MAVS. However, if the faculty fulfills the target MAVS and still has a balance of RSF, he/she may use it for publishing more papers and earn the research incentive. Alternatively, if the MAVS targets have been met and the faculty member has no additional requirement of RSF for that calendar year, the unutilized RSF amount may be carried forward and added to the RSF of the next calendar year. The carry forward is permitted only for one year

- (ii) However, if a faculty member has utilized the RSF and has no publication by the end of the year, the next year's RSF will be reduced to the extent of this amount from the RSF allocation of the next year.
- (iii) SIU will make available a portal which will be the only avenue for a faculty member to apply for RSF.
- (iv) It may be noted that the RSF utilized from April to December of an Academic year will be reimbursed / disbursed the same year and the RSF utilized during the period January to March of the Academic year will be reimbursed in the next financial year. This is because SCOPUS displays the number of papers for a CY.



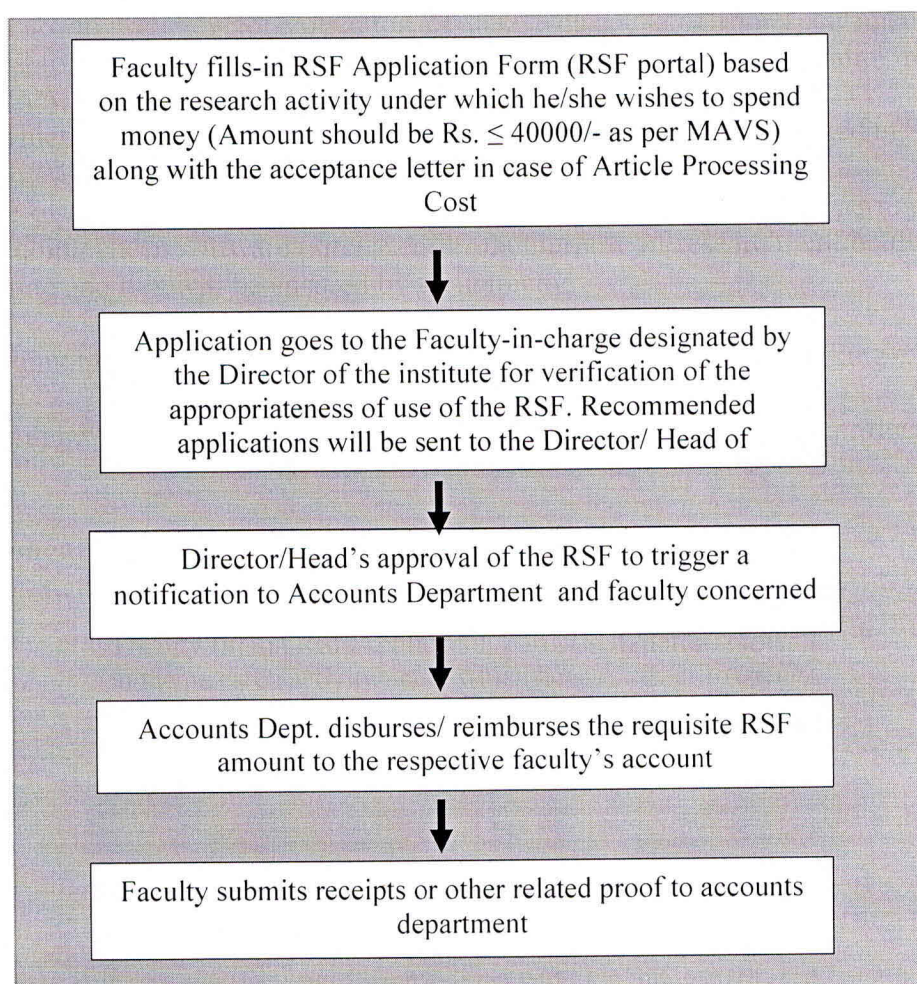
The operational expenses (leading to publication), for which this amount of Rs. 40000 per MAVS can be utilized is outlined below:

1. Pay for Article processing fees / review of articles.
2. Copy-editing of research papers.
3. Travel expenses for data collection undertaken during field surveys etc. for Research
4. Printing / stationery expenses for surveys conducted
5. Payment to any agency for collection of data / data taken from such agency/hiring resources for data collection in any form (including photography, audio- recording, videography etc.)
6. Papers which are to be published in conference proceedings that are indexed in SCOPUS/ WoS
7. Purchase of consumable, disposables and non-capital equipment for experiments. Any tool or equipment or software purchased for the purpose of research will be the asset of the institute and this will be ensured by the Director.

This amount cannot be used to merely attend conferences/ seminars or networking events.

All expenses will be approved and disbursed/ reimbursed only against appropriate documentary evidence

#### RSF disbursement process flow chart



## F Grant of Autonomy:

1. Directors of institutes will have the autonomy to take decisions in the following circumstances:

a) If a faculty member **has met** the given MAVS target and has also utilized the full RSF that he/she is entitled to, and has acceptance of more papers from Q1/Q2/Q3 Scopus/WoS indexed journals, then the faculty may approach the Director to seek more RSF @ Rs. 40000 per MAVS. In such cases, the Director will have the autonomy to allocate additional RSF to the faculty member, subject to the availability of RSF in the budget of the institution (because of under-utilization of the RSF by other faculty members), with a cc to the Vice Chancellor. However, **this autonomy will be limited to 50% of the unutilized RSF budget of the institute**. If the faculty concerned is a director, permission must be sought from the Vice Chancellor.

b) For approval beyond the 50% limit mentioned above or beyond the RSF Budget of the Institute, the Director may seek special approval from the Vice Chancellor.

2. Directors may identify good researchers and set **higher** publication targets for them, based on the publication history. Directors also have the discretionary powers to reduce the teaching workload of such faculty.

## G. Research Incentives

a) The incentive policy of SIU as would be announced from time to time. Only papers published in Q1, Q2 and Q3 journals indexed in Scopus or WoS will be awarded an incentive. When there is a difference in the grading for the same journal in Scopus and WoS, the incentive will be granted as per the higher grading.

b) For the calendar year 2023, the incentives for publications in journals indexed in SCOPUS/WoS are given below.

The incentive per paper (to be shared by co-authors from SIU as per the MAVS score) will be as follows:

- Papers published in Q1 journals indexed in Scopus or WoS - Rs. 50000
- Papers published in Q2 journals indexed in Scopus or WoS - Rs. 30000
- Papers published in Q3 journals indexed in Scopus or WoS - Rs. 15000

c) If the faculty member has published but has not met the MAVS target, the faculty member will get 50% of the incentive he/she would have received for the papers published.

d) All incentives will be subject to a cap of Rs. six lakhs

e) For faculty members who have published exceedingly well and the calculated incentives cross six lakhs, the Principal Director will take a decision on the additional incentive on a case to case basis.

The Directors are urged to ensure that the research target set for the institute (aggregate of the target set for the faculty members) is met.

The following example will illustrate the RSF and Incentive disbursement policy explained above.

**For faculty Dr. ABC - Cadre Professor, MAVS target 4**

Research Papers	Quality	Number of authors including Dr. ABC	Affiliation		MAVS score	RSF eligibility Rs.	Incentives due
			SIU	Outside SIU			
Paper 1	Q1	2	Both SIU	-	0.5	20000	25000
Paper 2	Q2	2	One SIU	One outside SIU	1	40000	30000
Paper 3	Q3	4	All four from SIU	-	0.25	10000	3750
Paper 4	Q1	1	Dr. ABC is the Sole author	-	1	40000	50000
Paper 5	Q1	10	One from SIU	4 faculty members from outside and 5 students from SIU	1	** Eligible for 40000 but did not utilize RSF	50000
Paper 6	Q3	4	All four from SIU	-	0.25	10000	3750
Total					4	1,20,000	1,62,500

\*\* The unutilized RSF can be utilized for further publication of papers against acceptance letters of Q1/Q2 Scopus / WoS indexed papers in the same calendar year. Alternatively, this amount may be carried forward to the next year and **added** to the RSF allocation of the next year. The carry forward is permitted only for one year

**H. Consequences of poor publication**

- The Director is required to ensure that the research target set for the institute (aggregate of the target set for the faculty members) is met. The Director's performance will be assessed based on the level of accomplishment of the targets set for the institute.
- If a faculty member has utilized the RSF and has no publication by the end of the year, the next year's RSF will be reduced to the extent of this amount from the RSF allocation of the next year.
- Faculty members not meeting the research target will receive PRI in proportion to the extent to which the target has been achieved. For example, if a faculty has an MAVS score of 2 but had a target of 3, he/she would be entitled to 2/3 of the PRI he/she would have otherwise received.
- Faculty members with zero publications will not get Performance related incentives nor will their PAR be processed.

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