ISF COLLEGE OF PHARMACY

(An Autonomus College U/s UGC Act 1956)

RESEARCH POLICIES
@ ISFCP

ESTD. 1984

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(An Autonomous College U/s UGC Act 1956)

**NAAC Accredited "A" Grade College
GT Road, Ghal-Kalan, Moga -142 001 (PB.)**

www.isfcp.org

RESEARCH POLICIES

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1. Introduction

ISFCP an autonomous college is an independent research organization that plays a crucial role in promoting innovation and advancing knowledge in various fields. To ensure the highest quality standards, it is essential to establish comprehensive research policies that guide their activities. This document outlines essential research policies for autonomous colleges to address the key areas such as research concepts, documentation, ethics, projects, funding, consultancy, collaboration, and capacity building.

2. Objectives

The primary objectives of research policies are to:

- Foster a culture of research excellence and innovation
- Promote interdisciplinary and collaborative research
- Ensure ethical and responsible research practices
- Attract and retain a diverse, skilled, and motivated research workforce
- Support the translation of research findings into practical applications and societal benefits
- Establishment of a special lab to strengthen the research concept.
- Specific lab generations include Zebra Lab, Polymer Lab, Neurosciences Lab, etc.
- Publications in Scopus, web science and at least UGC care journal, Patents, Design Patents,
- MoUs with relevant industry and research centres.

3. Research Ethics and Integrity

Autonomous college must commit to upholding the highest ethical standards in research. To maintain the quality of research, ethics and Integrity, the following committees are constituted to strengthen research –

- ✓ Research Development Cell (RDC)
- ✓ Research Advisory Board (RAB)
- ✓ Research Advisory Council (RAC)

(Detail of Committee Attached as Annexure)

All committees are constituted per the UGC/affiliating guidelines for Autonomous Colleges for research.

Some important points include:

- Establishing an Institutional Review Board (IRB) to review and approve research proposals/Projects etc.
- Developing and implementing a research ethics code during the academic session
- Ensuring compliance with national and international ethical guidelines released by the authorities from time to time.
- Providing training and resources for researchers on ethical considerations
- Implement mechanisms to prevent and address research misconduct and check for plagiarism through software.
- CCSEA, the Institutional Ethics Committee, and the Bio-safety Committee approved the Institutional Animal Ethics Committee.

4. Funding and Resource Allocation

To support high-quality research to -

- Develop a transparent and merit-based funding allocation process
- Diversify funding sources through grants, industry partnerships, and philanthropy
- Allocate resources equitably among departments and research groups
- Invest in research infrastructure and cutting-edge technology
- Establish financial incentives for research productivity

Fund Allocated as Seed Money for Research

- For faculty, seed money will be approved up to Rs. 2.00 Lacks on the recommendation of the RAB committee for research work. Faculty member must submit the project details with the expected outcome.
- Seed Money is used for research work and infrastructure, including purchasing, repairing, and outsourcing research facilities. The dfaculty will submit the proposal for strengthening the lab, and the maximum fund will be released at a stretch of Rs. 5.00, which is lacking in the recommendation of the governing body.

5. Intellectual Property Rights

Protecting intellectual property rights (IPR) is crucial for fostering innovation in college to -

- Develop a comprehensive IPR policy
- Provide training on IPR issues for researchers and staff
- Facilitate patent filing and protection processes
- Encourage technology transfer and commercialization of research findings
- Establish fair revenue-sharing mechanisms for researchers and the institute

  To strengthen IPR, a separate cell of IPR was established for regular work on awareness programs of IPR, Patent, Design patents, Copyright, workshops, certificate courses - online and offline, guest lectures, students' cell of IPR, and many other activities for better understanding of IPR. IPR rules, regulations, and policies are updated and available on the website.

  Dr. Rahul Taneja was appointed IPR advisor for all types of work related to IPR.

6. Collaboration and Partnerships

Autonomous colleges must actively promote collaboration and partnerships by:

- Encouraging Interdisciplinary Research and Collaboration within the ISFCP of various post-graduate programs.
- RAC of college encourages interdisciplinary research and collaboration outside the various research institutes/Universities/Colleges with the proper permission from the RAC.
- Facilitating national and international research collaborations -MoUs
- Developing partnerships with industry, government, and non-governmental organizations to resolve their problem related to thrust area of industry and their products.
- Participating in research networks and consortia
- Promoting researcher mobility and exchange programs

7. Dissemination of Research Findings

To maximize the impact of research in the provided infrastructure to -

- Develop a policy for open-access publication of research findings
- Support researchers in disseminating their work through conferences, seminars, and other events
- Engage in public outreach and communication activities

- Collaborate with policymakers to inform evidence-based decision-making
- Foster a culture of knowledge-sharing and collaboration

8. Monitoring and Evaluation

Effective monitoring and evaluation of research activities are essential for ensuring quality and impact to -

- Establish performance indicators and targets for research activities
- Regularly assess research productivity and impact through internal and external evaluations
- Use evaluation results to inform resource allocation and strategic planning
- Encourage a culture of continuous improvement and learning
- Foster transparency and accountability in research processes

9. Capacity Building and Training

To maintain a skilled and motivated research workforce to -

- Invest in capacity-building and professional development programs for researchers and staff
- Provide training on research methodologies, ethics, and other relevant topics
- Establish mentoring and support networks for early-career researchers
- Promote diversity and inclusion in the research workforce

10. Research Data Management and Sharing

The college established robust research data management policies to ensure data quality, security, and accessibility to -

- Develop guidelines for data collection, storage, and archiving
- Ensure compliance with data protection and privacy regulations
- Provide training and resources on data management best practices
- Encourage open data sharing while respecting intellectual property rights and confidentiality requirements
- Establish data repositories and platforms for data sharing within the research community

11. Health, Safety and Environment

To ensure a safe and sustainable research environment in the autonomous college to -

- Develop and implement comprehensive health, safety, and environmental policies
- Establish a dedicated health and safety committee responsible for monitoring and enforcing compliance
- Provide regular training and resources on health and safety practices to researchers and staff
- Promote the use of environmentally friendly and sustainable research practices and technologies
- Encourage a culture of responsibility and awareness regarding health, safety, and environmental issues within the research community.

12. Stakeholder Engagement and Community Involvement

To maximize the societal impact of research, autonomous institutes engage with various stakeholders and involve the community in their research activities to -

- Identify key stakeholders, such as industry partners, government agencies, non-governmental organizations, and the local community.
- Develop strategies for engaging stakeholders and incorporating their input into research priorities and decision-making processes.
- Establish mechanisms for regular communication and collaboration with stakeholders.
- Involve the local community in research projects and initiatives where relevant and appropriate.
- Demonstrate societal benefits and impact of research activities through public outreach and communication efforts.

13. Research Infrastructure and Facilities

To support cutting-edge research, autonomous institutes must invest in state-of-the-art research infrastructure and facilities to -

- Regularly assess and update research infrastructure to meet current and future needs.
- Ensure equitable access to facilities and resources for all researchers and research groups.
- Invest in advanced technologies and equipment to support innovative research.
- Establish centralized facilities and services, such as core laboratories and shared research platforms.

- Promote the efficient and sustainable use of research infrastructure and resources.

14. Internationalization of Research

To enhance the global competitiveness and impact of research, autonomous institutes promote internationalization in their research activities to -

- Encourage and support international collaborations and partnerships
- Attract and retain international researchers and staff
- Participate in international research networks, consortia, and initiatives
- Promote researcher mobility through exchange programs, visiting researcher positions, and joint appointments
- Foster a diverse and inclusive research environment that values international perspectives and contributions

15. Research Impact Assessment

To demonstrate the value and impact of research conducted at autonomous institutes, it is essential to assess the broader impact of research activities to involve regularly -

- Developing and implementing frameworks and methodologies for evaluating research impact, including economic, social, environmental, and cultural dimensions
- Establishing performance indicators and targets for research impact
- Regularly monitoring and assessing the impact of research projects and initiatives
- Communicating research impact to stakeholders, funding agencies, and the public
- Using research impact assessment results to inform resource allocation, strategic planning, and research priorities

16. Research Excellence Framework

To ensure research quality and competitiveness, autonomous institutes develop and implement a Research Excellence Framework (REF) to involve

- Establishing criteria for research excellence that align with the institute's mission and strategic goals
- Regularly assessing the quality and impact of research outputs, such as publications, patents, and technology transfers
- Evaluating the research environment, including infrastructure, facilities, and support services

- Assessing the vitality and sustainability of research groups and departments
- Using REF outcomes to guide resource allocation, strategic planning, and performance management

17. Research Inclusivity and Diversity

To foster a diverse and inclusive research community, autonomous institutes must prioritize inclusivity and diversity in their research policies and practices to include -

- Developing and implementing strategies to promote diversity in the recruitment and retention of researchers and staff
- Ensuring equal opportunities and support for researchers from different backgrounds, genders, and career stages
- Addressing systemic barriers and biases in research processes, such as funding allocation, peer review, and career progression
- Encouraging diverse perspectives and approaches in research activities and decision-making processes
- Establishing safe and inclusive spaces for open dialogue and the exchange of ideas

18. Research Career Development

To attract and retain talented researchers, autonomous institutes must provide ample opportunities for career development and progression. This involves:

- Establishing clear career pathways and expectations for researchers at different stages of their careers
- Providing regular performance reviews, feedback, and guidance on career development
- Offering opportunities for professional development through training, mentoring, and networking programs
- Encouraging researchers to develop transferable skills and engage in interdisciplinary research
- Recognizing and rewarding research excellence, innovation, and impact

19. Responsible Research and Innovation

Autonomous institutes must adopt a responsible research and innovation (RRI) approach to ensure that research activities align with societal needs and values. This includes:

- Incorporating RRI principles into research policies, processes, and practices

- Engaging with stakeholders and the public to co-create research agendas and priorities
- Assessing the potential societal, ethical, and environmental implications of research projects and technologies
- Encouraging researchers to consider the broader impacts and applications of their work
- Promoting transparency, accountability, and reflexivity in research processes and decision-making

20. Research Policy Review and Updating

To ensure that research policies remain relevant and effective, autonomous institutes periodically review and update their policies to involve -

- Establishing mechanisms for regular monitoring and evaluation of research policies and practices
- Identifying areas for improvement and updating policies based on evidence and stakeholder feedback
- Engaging with the research community, stakeholders, and external experts in the policy review process
- Aligning research policies with evolving national and international standards, guidelines, and best practices
- Ensure updated policies are effectively communicated to researchers and staff, and provide training and resources to support their implementation.

In conclusion, the research policies outlined above provide a comprehensive framework to guide the activities of autonomous institutes in pursuing research excellence, innovation, and societal impact. These policies encompass various areas, including research ethics, funding, intellectual property, collaboration, data management, health and safety, stakeholder engagement, infrastructure, internationalization, impact assessment, and responsible research and innovation.

By implementing these policies, autonomous institutes create an environment that fosters high-quality research, interdisciplinary collaboration, and the translation of research findings into practical applications. Moreover, these policies support the development of a diverse and skilled research workforce, promote responsible and ethical research practices, and ensure that research activities align with societal needs and values.

Research policies must be regularly reviewed and updated to remain adequate and relevant, incorporating feedback from researchers, stakeholders, and external experts. This iterative process will enable autonomous institutes to continually improve their research performance and contribute to advancing knowledge and improving society.

RESEARCH POLICIES FOR AN AUTONOMOUS INSTITUTE

Overall, research policies are well defined in the RAB committee meeting, and the college maintained the decorum as well as ethics of the college.

1. **Research Integrity**: The ISFCP ensure that all research conducted under its purview meets the highest standards of research integrity. This includes adhering to ethical principles, promoting objectivity, maintaining data privacy and security, and avoiding conflicts of interest.

2. **Research Funding**: The ISFCP establish policies and procedures for seeking and obtaining research funding. It ensure that all funding sources comply with ethical and legal guidelines and are used appropriately.

3. **Intellectual Property**: The ISFCP develop clear policies on the ownership, management, and commercialization of intellectual property resulting from research activities. It establish mechanisms for protecting and licensing intellectual property and ensuring fair and equitable sharing of benefits.

4. **Research Collaboration**: The ISFCP encourage and facilitate collaboration among researchers within the ISFCP and with external partners. This includes establishing policies and procedures for sharing data, resources, and facilities and managing joint research projects.

5. **Research Review**: The ISFCP establish policies and procedures for reviewing research proposals, conducting ethical reviews, and monitoring research progress. This includes ensuring compliance with relevant regulations and guidelines and maintaining records of research activities.

6. **Research Output**: The ISFCP establish policies and procedures for disseminating research results, including publishing research findings in peer-reviewed journals, presenting research findings at conferences, and communicating research findings to stakeholders.

7. **Researcher Development**: The ISFCP supports its researchers' professional development by providing training opportunities, mentoring, and career development resources. It also establish policies for recognizing and rewarding research excellence.

8. **Data Management**: The ISFCP establish policies and procedures for managing research data, including storage, backup, and archiving. It ensure that data are stored securely, accessible only to authorized personnel, and comply with relevant regulations and guidelines.

9. **Open Access**: The ISFCP promote open access to research outputs, including publications, data, and software. It establish policies and procedures for making research outputs openly available while respecting intellectual property rights and privacy considerations.

10. **Research Ethics**: The ISFCP establish policies and procedures to conduct all research activities ethically. This includes obtaining informed consent from research participants, protecting the welfare of animals used in research, and ensuring that research involving human subjects adheres to ethical guidelines.

11. **Research Review Board**: The ISFCP established a research review board consisting of independent experts to review research proposals and advise on research ethics and compliance issues.

12. **Research Compliance**: The ISFCP establish policies and procedures for ensuring compliance with relevant laws, regulations, and guidelines, such as those related to animal welfare, human subjects research, and biosafety.

13. **Research Reporting**: The ISFCP establish policies and procedures for reporting research findings and outcomes to funding agencies, regulatory bodies, and other stakeholders. This includes ensuring that research reports are accurate, complete, and transparent.

14. **Research Quality Assurance**: The ISFCP establish policies and procedures to ensure the quality of research activities and outputs. This includes conducting regular audits and assessments of research practices, data integrity, and research outputs.

15. **Research Communication**: The ISFCP establish policies and procedures for communicating research findings to the public and other stakeholders. This includes

promoting science communication and engaging with the public through outreach and education initiatives.

16. **Conflict of Interest**: The ISFCP establishes policies and procedures for identifying and managing conflicts of interest during research activities. This includes disclosing any financial or personal interests that may influence research outcomes and taking appropriate steps to manage any conflicts.

17. **Research Safety**: The ISFCP establish policies and procedures for ensuring the safety of researchers and research participants. This includes ensuring compliance with relevant health and safety regulations and guidelines and providing appropriate training and equipment for working with hazardous materials and equipment.

18. **Research Prioritization**: The ISFCP establish policies and procedures for prioritizing research activities and allocating resources based on strategic priorities, scientific merit, and societal impact.

19. **Research Accessibility**: The ISFCP establish policies and procedures for ensuring that research activities and outputs are accessible to researchers with diverse backgrounds and abilities. This includes ensuring that facilities, resources, and information are available and accessible to all researchers, regardless of their physical or cognitive abilities.

20. **Research Monitoring and Evaluation**: The ISFCP establish policies and procedures for monitoring and evaluating the effectiveness of research activities and outcomes. This includes setting measurable goals, tracking progress, and conducting regular evaluations to assess the impact of research activities on scientific knowledge, policy, and society.

21. **Research Reproducibility**: The ISFCP establish policies and procedures for ensuring the reproducibility of research findings. This includes promoting transparency and openness in research practices and data sharing and adhering to best practices for data management and statistical analysis.

22. **Research Partnerships**: The ISFCP establish policies and procedures for developing and maintaining partnerships with other research organizations, industry partners, and stakeholders. This includes establishing guidelines for intellectual property sharing, collaborative research, and resource sharing.

23. **Research Ethics Training**: The ISFCP provide research ethics training to researchers, staff, and students involved in research activities. This includes providing guidance on ethical considerations related to research design, data collection, and analysis and promoting a culture of ethical research practices.
   These policies must be regularly reviewed and updated to ensure they remain relevant and effective.

24. **Researcher Responsibilities**: The ISFCP establish policies and procedures outlining the responsibilities of researchers, including ensuring the safety and welfare of research participants, maintaining the confidentiality of research data, and promoting ethical research practices.

25. **Research Dissemination**: The ISFCP establish policies and procedures for disseminating research findings to relevant stakeholders, including policymakers, industry partners, and the general public. This includes developing communication strategies for reaching different audiences and ensuring that research findings are presented accurately and clearly.

26. **Research Review Process**: The ISFCP establish policies and procedures for the review of research proposals, including the establishment of review criteria, review timelines, and the composition of review panels.

27. **Research Accountability**: The ISFCP establish policies and procedures for ensuring accountability in research activities, including establishing mechanisms for reporting research misconduct, ensuring compliance with relevant laws and regulations, and implementing appropriate corrective actions when necessary.

28. **Research Funding Allocation**: The ISFCP establish policies and procedures for allocating research funding, including establishing funding criteria, funding timelines, and the composition of funding review panels.

29. **Research Performance Evaluation**: The ISFCP establish policies and procedures for evaluating the performance of researchers, including establishing performance criteria, evaluation timelines, and the composition of evaluation panels.
   30. Research Resource Allocation: The ISFCP establish policies and procedures for allocating research resources, including establishing resource criteria, resource allocation timelines, and the composition of resource allocation panels.

30. **Research Collaboration Agreements**: The ISFCP establish policies and procedures for entering into collaboration agreements with other research organizations, including the establishment of guidelines for intellectual property sharing, collaborative research, and resource sharing.

31. **Research Commercialization**: The ISFCP establish policies and procedures for the commercialization of research outputs, including the establishment of guidelines for patenting, licensing, and spin-off companies.

    These policies must be reviewed and updated regularly to remain relevant and effective.

32. **Research Publication**: The ISFCP establish policies and procedures for publishing research findings, including the establishment of publication guidelines, authorship criteria, and peer review processes.

33. **Research Training**: The ISFCP provide training opportunities for researchers, including training in research methods, data analysis, research ethics, and science communication.

34. **Research Partnerships with Industry**: The ISFCP establish policies and procedures for partnering with industry, including establishing guidelines for intellectual property sharing, collaborative research, and resource sharing.

35. **Research Sustainability**: The ISFCP establish policies and procedures for promoting sustainability in research activities, including the establishment of guidelines for responsible research practices, environmental sustainability, and social responsibility.

36. **Research Review Committees**: The ISFCP establish committees to review and oversee research activities, including research ethics committees, safety committees, and animal care committees.

37. **Research Dissemination to the Public:** The ISFCP establishes policies and procedures for disseminating research findings, including developing communication strategies for reaching different audiences and ensuring that research findings are presented accurately and clearly.

38. **Research Data Sharing**: The ISFCP establish policies and procedures for sharing research data, including data sharing agreements, data storage and archiving, and data management and security.

39. **Research Innovation**: The ISFCP establish policies and procedures for promoting innovation in research activities, including the establishment of guidelines for intellectual property management, technology transfer, and commercialization.

40. **Research International Collaboration**: The ISFCP establish policies and procedures for collaborating with international research organizations, including establishing guidelines for intellectual property sharing, collaborative research, and resource sharing.

41. **Research Training and Mentorship**: The ISFCP provide training and mentorship opportunities for students and early-career researchers, including internships, fellowships, and mentoring programs.

    These policies must be reviewed and updated regularly to remain relevant and effective.

42. **Research Innovation Management**: The ISFCP establishes policies and procedures for managing innovation resulting from research activities, including establishing technology transfer offices and commercialization programs.

43. **Research Compliance Monitoring**: The ISFCP establish policies and procedures for monitoring compliance with relevant laws, regulations, and guidelines, including establishing compliance review committees and the implementation of corrective actions when necessary.

44. **Research Diversity, Equity, and Inclusion**: The ISFCP establish policies and procedures for promoting diversity, equity, and inclusion in research activities, including the establishment of guidelines for recruiting and retaining underrepresented groups in research.

45. **Research Crisis Management**: The ISFCP establish policies and procedures for managing crises related to research activities, including establishing emergency response plans and crisis management teams.

46. **Research Ethics Training for Review Committees**: The ISFCP provide training for research ethics committees and other review committees, including training on ethical considerations related to research design, data collection, and analysis.

47. **Researcher Conflict of Interest Management**: The ISFCP establish policies and procedures for managing conflicts of interest that may arise for individual

researchers, including establishing disclosure requirements and implementing appropriate management strategies.

48. **Research Outreach**: The ISFCP establish policies and procedures for outreach and engagement activities, including developing community partnerships, organizing public lectures, and participating in science festivals.

49. **Research Quality Management**: The ISFCP establish policies and procedures for ensuring the quality of research activities and outputs, including establishing quality management systems and implementing quality assurance processes.

These policies must be reviewed and updated regularly to remain relevant and effective.

50. **Researcher Training and Professional Development**: The ISFCP provide training and professional development opportunities for researchers, including training on research methods, data analysis, research ethics, and science communication. Professional development opportunities include mentorship, networking, and career development resources.

51. **Researcher Recognition and Rewards**: The ISFCP establishes policies and procedures for recognizing and rewarding research excellence, including awards and prizes and promoting research output in the scientific community.

52. **Research Project Management**: The ISFCP establish policies and procedures for project management of research activities, including the establishment of project management tools and systems, project management training for researchers, and the implementation of project management best practices.

53. **Research Performance Metrics**: The ISFCP establish policies and procedures for measuring and reporting research performance metrics, including the establishment of metrics for publications, grants, patents, and other research outputs.

54. **Research Collaboration with Non-Traditional Partners**: The ISFCP establish policies and procedures for collaborating with non-traditional research partners, including government agencies, NGOs, and industry partners, to promote research that addresses real-world problems and societal needs.

55. **Research Open Science**: The ISFCP establish policies and procedures for promoting open science, including the sharing of research data, protocols, and other research outputs to increase the transparency, reproducibility, and impact of research.

56. **Research Education and Outreach**: The ISFCP establish policies and procedures for promoting research education and outreach to the public, including developing science communication resources, science outreach programs, and engagement with science media.

57. **Research Impact Evaluation**: The ISFCP establish policies and procedures for evaluating the impact of research activities and outputs, including the development of evaluation frameworks and the establishment of metrics for assessing the effects of research on scientific knowledge, policy, and society.

58. **Researcher Mental Health and Well-Being**: The ISFCP establish policies and procedures for promoting researcher mental health and well-being, including providing mental health resources, support networks, and awareness-raising initiatives.

59. **Researcher Code of Conduct**: The ISFCP establish policies and procedures for developing and implementing a code of conduct for researchers, outlining expected ethical standards of behavior, professional conduct, and conflict resolution procedures.

   These policies must be reviewed and updated regularly to remain relevant and effective.

60. **Research Collaboration with Government Agencies**: The ISFCP establish policies and procedures for collaborating with government agencies to promote research that addresses public policy issues and societal needs.

61. **Research Commercialization and Entrepreneurship**: The ISFCP establishes policies and procedures for promoting research commercialization and entrepreneurship, including establishing entrepreneurship support programs and training for researchers interested in starting their own companies.

62. **Researcher Code of Ethics**: The ISFCP establish policies and procedures for developing and implementing a code of ethics for researchers, outlining expected ethical standards of behavior and professional conduct.

63. **Research Data Privacy and Security**: The ISFCP establish policies and procedures for protecting the privacy and security of research data, including data management, storage, and sharing policies, as well as data security protocols and procedures.

64. **Researcher Intellectual Property Rights**: The ISFCP establish policies and procedures for protecting the intellectual property rights of researchers, including establishing guidelines for patenting, licensing, and protecting research outputs.

65. **Researcher Career Advancement**: The ISFCP establish policies and procedures for promoting researchers' career advancement, including establishing tenure and promotion guidelines and providing resources for professional development.

66. **Research Funding Diversity**: The ISFCP establish policies and procedures for promoting diversity in research funding, including promoting funding for research in underrepresented fields and supporting research by underrepresented groups.

67. **Researcher Internationalization**: The ISFCP establish policies and procedures for promoting internationalization in research activities, including establishing international research partnerships, participating in international research programs, and promoting international collaboration and knowledge exchange.

68. **Research Communication Ethics**: The ISFCP establish policies and procedures for promoting ethical and responsible research communication, including guidelines for engaging with the media and communicating research findings to different audiences.

69. **Research Data Sharing and Reproducibility**: The ISFCP establish policies and procedures for promoting research data sharing and reproducibility, including establishing data sharing policies, data management protocols, and guidelines for reproducible research.

    These policies must be reviewed and updated regularly to remain relevant and effective.

70. **Research Impact Assessment**: The ISFCP establish policies and procedures for assessing the impact of research activities and outputs, including the establishment of metrics for measuring the economic, social, and environmental impact of research.

71. **Researcher Intellectual Property Sharing**: The ISFCP establish policies and procedures for sharing intellectual property among researchers, including guidelines for collaborative research and the management of intellectual property rights.

72. **Researcher Professional Conduct**: The ISFCP establish policies and procedures for promoting professional conduct among researchers, including guidelines for responsible research practices, conflict resolution procedures, and whistleblower protection.

73. **Researcher Mentoring and Support**: The ISFCP establish policies and procedures for providing mentoring and support to early-career researchers, including the provision of mentorship programs, networking opportunities, and career development resources.

74. **Research Diversity and Inclusion Training**: The ISFCP provide training on diversity and inclusion to researchers, staff, and students involved in research activities to promote a culture of diversity, equity, and inclusion in research.

75. **Research Data Quality Management**: The ISFCP establish policies and procedures for ensuring the quality of research data, including the establishment of data quality management protocols, data cleaning procedures, and data quality checks.

76. **Researcher Performance Management**: The ISFCP establish policies and procedures for managing the performance of researchers, including the establishment of performance metrics, performance review processes, and performance improvement plans.

    Research Ethics Reporting and Investigation: The ISFCP establish policies and procedures for reporting and investigating allegations of research misconduct, including establishing investigation committees and implementing corrective actions when necessary.

77. **Researcher Collaboration with Civil Society Organizations**: The ISFCP establish policies and procedures for collaborating with civil society organizations to promote research that addresses societal needs and contributes to social justice.

78. **Researcher Work-Life Balance**: The ISFCP establish policies and procedures for promoting work-life balance among researchers, including providing flexible working arrangements, family-friendly policies, and mental health resources.

    These policies must be reviewed and updated regularly to remain relevant and effective.

79. **Researcher Social Responsibility**: The ISFCP establish policies and procedures for promoting social responsibility among researchers, including the establishment of guidelines for responsible research practices, community engagement, and stakeholder involvement.

80. **Researcher Professionalism**: The ISFCP establish policies and procedures for promoting professionalism among researchers, including guidelines for ethical behavior, professional conduct, and professional development.

81. **Researcher Knowledge Transfer**: The ISFCP establish policies and procedures for promoting knowledge transfer from research to practice, including establishing knowledge transfer offices and programs and developing knowledge transfer strategies.

82. **Researcher Intellectual Property Management**: The ISFCP establish policies and procedures for managing intellectual property resulting from research activities, including the establishment of guidelines for patenting, licensing, and commercializing research outputs.

83. **Researcher Conflict Resolution**: The ISFCP establishes policies and procedures for resolving conflicts that may arise among researchers, including establishing conflict resolution mechanisms and procedures.

84. **Researcher Engagement with Industry**: The ISFCP establish policies and procedures for engaging with industry partners to promote research that addresses real-world problems and societal needs, including establishing collaborative research agreements and sharing intellectual property.

85. **Researcher Communication Skills**: The ISFCP provide training opportunities for researchers to develop their communication skills, including training in science communication, writing, and public speaking.

86. **Researcher Intellectual Property Rights Management**: The ISFCP establish policies and procedures for managing intellectual property rights resulting from research activities, including the establishment of guidelines for intellectual property ownership, licensing, and commercialization.

87. **Researcher Safety and Risk Management**: The ISFCP establish policies and procedures for managing safety and risks associated with research activities, including the establishment of safety protocols, risk management plans, and emergency response procedures.

88. **Researcher International Networking**: The ISFCP establish policies and procedures for promoting international networking among researchers, including

establishing international research partnerships and participating in international research programs.

These policies must be reviewed and updated regularly to remain relevant and effective.

89. **Researcher Interdisciplinary Collaboration**: The ISFCP establishes policies and procedures for promoting interdisciplinary collaboration among researchers, including establishing interdisciplinary research programs and promoting multidisciplinary research funding opportunities.

90. **Researcher Mentorship and Training**: The ISFCP provides mentorship and opportunities for researchers, including training on research methods, data analysis, research ethics, and science communication.

91. **Researcher Professional Development**: The ISFCP establish policies and procedures for promoting the professional development of researchers, including the provision of resources for career development, mentorship, and networking opportunities.

92. **Researcher Intellectual Property Licensing**: The ISFCP establishes policies and procedures for licensing intellectual property resulting from research activities, including establishing licensing agreements and managing intellectual property rights.

93. **Researcher Scientific Rigor**: The ISFCP establish policies and procedures for promoting scientific rigor in research activities, including the establishment of guidelines for research design, data collection, and analysis.

94. **Researcher Conflict of Interest Disclosure**: The ISFCP establishes policies and procedures for disclosing conflicts of interest that may arise for individual researchers, including establishing disclosure requirements and implementing appropriate management strategies.

95. **Researcher Collaboration with Other Institutions**: The ISFCP establishes policies and procedures for collaborating with other research institutions to promote research that addresses real-world problems and societal needs, including establishing collaborative research agreements and sharing intellectual property.

96. **Researcher Scientific Integrity:** The ISFCP establish policies and procedures for promoting scientific integrity in research activities, including the establishment of

guidelines for research design, data collection, and analysis and the implementation of quality control measures.

97. **Researcher Safety Training:** The ISFCP provide safety training for researchers involved in research activities, including training on laboratory safety, fieldwork safety, and animal care.

98. **Researcher Community Engagement:** The ISFCP establishes policies and procedures for engaging with the community to promote research that addresses societal needs and contributes to social justice, including establishing community engagement programs and sharing research findings with the public.

99. These policies must be reviewed and updated regularly to remain relevant and effective.

100. **Researcher Research Misconduct:** The ISFCP establishes policies and procedures for addressing research misconduct, including establishing an investigation process and implementing corrective actions when necessary.

101. **Researcher Research Data Management:** The ISFCP establish policies and procedures for managing research data, including the establishment of data storage and archiving policies, data management protocols, and data security measures.

102. **Researcher Peer Review:** The ISFCP establish policies and procedures for peer review of research findings, including establishing peer review committees and implementing a rigorous peer review process.

103. **Researcher Collaboration with Non-Profit Organizations:** The ISFCP establish policies and procedures for collaborating with non-profit organizations to promote research that addresses societal needs and contributes to social justice.

104. **Researcher Research Funding Transparency:** The ISFCP establishes policies and procedures for promoting transparency in research funding, including establishing guidelines for disclosing funding sources and conflicts of interest.

105. **Researcher Collaboration:** The ISFCP establishes policies and procedures for promoting collaboration among researchers, including establishing collaborative research programs and promoting interdisciplinary research.

106. **Researcher Research Impact:** The ISFCP establishes policies and procedures for promoting research impact, including establishing metrics for measuring research impact and implementing strategies for maximizing research impact.

107. **Researcher Education:** The ISFCP establishes policies and procedures for promoting research education, including providing research education programs and resources for researchers.

108. **Researcher Wellness:** The ISFCP establish policies and procedures for promoting researcher wellness, including providing mental health resources, support networks, and awareness-raising initiatives.

109. **Researcher Open Access:** The ISFCP establishes policies and procedures for promoting open access to research findings, including establishing open-access publishing policies and promoting open-access research repositories.

These policies must be reviewed and updated regularly to remain relevant and effective.