

## **IBS RESEARCH POLICY**

1. IBS research policy defines the main directions of actions, aimed at creating, publication, evaluation and dissemination of IBS faculty research and the use of research findings in the educational process.
2. The IBS research mission is the creation of knowledge that is practice-oriented, derives from close collaboration between expert researchers and practicing managers, and addresses contemporary organizational and management challenges faced by Russian businesses.
3. IBS is a business school that is oriented both at teaching and at research in the areas of management and business development. IBS supports research that is in line with its mission, and encourages the use of research outcomes in the educational process and in the research of IBS students.
4. The research process is organized, faculty members are motivated to produce intellectual contributions, research results are used in the educational process and new knowledge is disseminated among the academic community.
5. The business-school facilitates and carries out research projects, creating research laboratories, supporting faculty in receiving research grants, and also organizing own research projects, aimed at the implementation of the School's mission.
6. The School realizes the following types of research activities:
  - Basic research (scholarship): creating new knowledge in the area of management and business theory. This is reflected in academic articles in peer-reviewed journals (including peer-reviewed journals from the VAK list), in monographs and academic conference proceedings.
  - Applied research: research that is aimed at the study of specific issues and problems and that synthesizes new understandings or interpretations of knowledge or technology; develops new methods and methodology based on the existing knowledge in a specific discipline. As a rule this research integrates and builds on the existing management practice. This research is reflected in articles in academic journals (including peer-reviewed journals from the VAK list) and in academic conference proceedings.
  - Pedagogical research: research that is aimed at developing new approaches to teaching management and business disciplines, at creating new teaching methods, that impact learning behavior, and transforming curricula. This research is reflected in innovative course syllabi, new textbooks and study guides.

7. The IBS Academic Council approves of the main research directions and topics, that are in line with the IBS mission, reviews the directions, topics and research implementation on an annual basis and makes corrections and revisions if necessary.
8. Research outcomes: results of research and innovative pedagogical activity of individual faculty and teams, aimed at the development of management and business theory and continuous improvement of educational process, and in general at the implementation of the IBS mission.
9. Each IBS faculty member has to report on his research using a standardized report form. Each IBS faculty employed on a permanent basis, has to publish at least 2 articles per 2 years with one of the articles being published in a peer-reviewed journal.
10. The School conducts scientific conferences on a regular basis, where the most important research outcomes for the past year are discussed. Research outcomes and publications are also discussed at academic department meetings, together with brainstorming on the implementation and realization of new teaching methods and introducing the most recent research outcomes and relevant materials into the educational process.
11. IBS faculty members deliver open lectures and speeches in RANEPA, based on the results of their theoretical and applied research, which ensures broad impact on the educational process and supports professional development of faculty and preparation of students of the Academy.
12. The most significant research outcomes are published in Russian and foreign academic journals and are also available on the IBS website. The School supports its faculty in publishing business cases and their placement in international clearing houses. IBS Academic Council develops and approves of the Regulations on Faculty Publication Activity Stimulation.
13. IBS encourages international publication activity in international and provides support to the faculty members who strive to publish their research results in reputable international journals.
14. IBS faculty members must show their affiliation with IBS in their publications if IBS is their primary place of employment or if publications are based on findings and results of research projects, carried out or financed by the School.
15. IBS tracks and collects quantitative and qualitative data on produced intellectual contributions:
  - Journals and article collections.
  - Research monographs.
  - Textbooks.
  - Published cases.
  - Received research grants.
16. IBS evaluates and assesses its research activity. Quantitative and qualitative indicators used are as follows:

- Number of articles, published by UBS faculty members, with a separate tracking of articles, published in the VAK list.
  - Number of presentations/reports at academic conferences.
  - Number of monographs.
  - Number of textbooks, published by IBS faculty (including co-authored monographs)
  - Improvements and changes to course syllabi over the last five years, driven by research and documented results of such improvements.
17. Research is evaluated basing on the ratings, RSCI counts, through stakeholder surveys, reviews, published in academic journals and online repositories, student evaluation in regard to the use of research findings in teaching: what changes were made to the courses, what new elements appeared and what courses are taught differently.
  18. Research evaluation primarily concerns the research of the faculty members for whom IBS is the main place of employment. Sometimes research of adjunct faculty members is also evaluated, especially if the findings and outcomes of this research are used in teaching and other IBS activities. In this case intellectual contributions of adjunct faculty are kept track of and taken into account same as intellectual contributions of core faculty.
  19. For evaluating research outcomes and impact IBS uses quantitative indicators such as citation indices. In addition, due to the fact that IBS activities are to a large extent practice-oriented considerable, publications in top-rated mass media, as they contribute directly to the popularization of new management ideas and instruments to a wider business audience.
  20. IBS keeps record of research results portfolios in terms of individual disciplines. These records are kept by program directors Faculty members are responsible for keeping track and informing program directors of their intellectual contributions in respective disciplines. It also means that faculty members are required to keep track of the improvements and changes to course content made as a result of their research findings. The data are summarized by program directors, who also take account of the following aspects: which research findings resulted in course changes, what kind of changes were made, how that affected learning outcomes.

## **Appendix 1**

### Prioritized research topics

2021

- Ethics and Corporate Social Responsibility
- Cross-cultural management;
- Ethical Human Resources Management;
- SME in Russia;
- Knowledge Management;
- Business education development.

2022

- Ethics and Corporate Social Responsibility
- Cross-cultural management;
- Ethical Human Resources Management;
- SME in Russia;
- Strategic Management by Values;
- Management in conditions of chaos.