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ST JOSEPH'S UNIVERSITY

11 August 2023

St Joseph's Research and Innovation Council (SJRIC)

St Joseph's University, Bengaluru

Guidelines for the appointment of Research Faculty (RF) for SJRIC-2023

1. Purpose

As a Jesuit university, St. Joseph's promotes research among its students and faculty members. To this end, St Joseph's Research and Innovation Council (SJRIC), wishes to appoint dedicated Research Faculty (RF) with definite research outcomes. The invitation is open to any current staff member of SJU.

2. Guidelines

The following are the guidelines for the appointment of dedicated research faculty:

- 1) The faculty member must have completed a post-doctoral research experience (not teaching or administrative) of a minimum of two years in any national or international institute of high ranking.
- 2) The faculty member must have peer re-viewed, first-authored or corresponding author publications as part of his or her post-doctoral experience and should be able to carry out independent research.
- 3) The Research Committee and the representative of the management will make the final selection of the Research Faculty. Such faculty will continue to draw their salary in the existing pay structure. They can avail the seed money grant to start off their research.
- 4) There are no PhD scholars or Project Assistants assigned to the Research Faculty member during the first year. The Research Faculty member is the primary researcher. He or she may take help from others including those outside the institution. He or she may guide Master's students for their projects in consultation with the HoD, PG coordinator of the respective departments and the research director.
- 5) The appointment is for one academic year but can be renewed after an evaluation.
- 6) The faculty member will teach a maximum of 12 hours/week (in sciences, including labs) and 10 hours/week (for all other programmes), primarily for post-graduation. The research director will consult the Dean, the HoD, the PG coordinator of the respective department, the Registrar and the CHRO in coordinating the workload. Teaching assistants will be recruited to make good for the remaining workload of the Research Faculty. The Research Faculty start their research as soon as the teaching assistants are recruited.

7) Such dedicated Research Faculty members will report to the Research director for their research but will take instructions from the departmental heads and PG Coordinators as regards their classes/labs.

8) The research faculty members will set question papers and will evaluate answer scripts of the courses they taught but will have no other exam duties. The quantum of work assigned by the HoD to the Research Faculty for question paper setting and evaluation should be proportional to the teaching assignment of the faculty.

3. Responsibilities of the Research Faculty:

1. Minimum two first authored publications in SSCI, AHCI (SCI considered only for Literature) indexed journals in one academic year.
2. Teaching 12 hours/week in sciences or 10 hours/week in other programmes.
3. The Research Faculty should not outsource their research work.
4. Other research related work as assigned by the research director.

4. Evaluation, renewal or termination

1. After one academic year, the research faculty are evaluated based on their published works as well as their teaching performance. If found satisfactory, the Research Faculty will continue with the same terms and conditions.
2. If the research is not found satisfactory, SJRIC will terminate the contract with the research faculty. In that case, the faculty has to return all the research facilities. The Finance Officer in coordination with SJRIC will fix a sum of money to be returned by the Research Faculty.
3. If the research faculty wants to discontinue their research during the year, they will have to make a written submission citing the reasons. In this case, the Finance Officer in coordination with SJRIC will fix a sum of money to be returned by the Research Faculty. The same clause is applicable in case of accidents and emergencies, necessitating the resignation of the Research Faculty.
4. The teaching evaluation is considered if the Research Faculty wants to return to the department, after the successful completion of the project.

Fr Roshan Castelino SJ

SJRIC

Rev Dr Victor Lobo SJ

Vice-Chancellor

Link to the application form:

<https://forms.gle/6jKzxxgzFCW6pkVQ9>



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Vice-Chancellor

VICE - CHANCELLOR
St Joseph's University
P. B. 27094
36, Lalbagh Road
Bengaluru - 560 027