



September 4, 2023

Faculty Confirmation Policy

The performance of faculty is reviewed by the FSDEC at the end of the one year probation period to decide on confirmation. In addition to teaching, research is an important performance criterion considered in the confirmation decision. Faculty on regular track would need to have a minimum weighted average teaching feedback of 3.5 on a scale of 5 to meet the teaching criterion eligibility for confirmation. Since research track faculty do not teach during the probation period, for them only research will be used as a single criterion for the confirmation decision.

Faculty hired on both regular track and research track will be assessed on their research performance based on some minimum research output criteria. The research output requirements for research track faculty will be higher than that for regular track faculty. For regular track faculty, this will account for the teaching load, including any research publication related course waivers. For both regular track and research track faculty, the research output will be measured based on the stage of review for the publication, and the quality of journal (IMI category) in which the paper is under review or accepted.

A grid (Annexure 1) has been created for the calculation of research scores for the research output factoring in the IMI category of the journal rating, and the stage of paper review culminating with final acceptance of the paper. An Excel sheet with this grid including all necessary formula has been created for the convenience of faculty members to calculate their research score. Only papers with IMI New Delhi affiliation that are indexed in **either** Web of Science “Management” subject category **or** Scopus “Business, Management & Accounting” subject category will be considered. This is because papers published outside of these database subject categories are not considered at all in the NIRF rankings. If the paper is indexed in **both** Web of Science “Management” subject category **and** Scopus “Business, Management & Accounting” subject category, then it will be counted as 1.2 papers instead of 1 paper while entering it in the grid in the Excel sheet. This is to encourage faculty colleagues to publish in journals indexed in both these database subject categories as this gives the institute maximum benefit in the NIRF rankings. Additionally, only papers submitted at least two months before the end of the probation period are considered, provided they have not been rejected till then.

Research scores needed for the faculty hired on **regular track** is given below:

- i. Research score of 3 with a full teaching load (no course waivers)
- ii. Research score of 4 with one course waiver from research publications
- iii. Research score of 5 with two course waivers from research publications

Faculty hired on **research track** will need to obtain a research score of 8, since they have zero teaching load, which is equivalent to five course waivers.

In case a faculty member under probation goes on long leave of more than 30 consecutive days, with due approval, owing to a personal contingency including medical reasons, they will need to complete a probation period that is extended by the duration of long leave availed. Eligibility for confirmation and the first increment will be on the completion of this extended probation period.

This policy will be implemented with immediate effect.

Annexure 1

		B	B+	A	A+	A-STAR		
		1	2	3	4	5		
Submitted at least 2 months ago and has not been desk rejected	1						0	
First revision	2						0	
Second revision	3						0	
Third revision	4						0	
Accepted for publication	5						0	
							0	Total Score