

### **ADVISORY ON POST-DOCTORAL FELLOWSHIPS**

The Board of Governors in its 6<sup>th</sup> meeting held on March 10, 2012 had approved a Post-Doctoral Fellowship Scheme to be implemented at IITGN. This scheme was amended further in the 13<sup>th</sup> meeting of the Board of Governors held on March 14, 2014. Research and Development advisory No. 5 outlines the amended scheme for institutionalizing Post-Doctoral Fellowships at IITGN. The present advisory is complimentary to the above-mentioned advisory and provides details related to possible funding sources, the selection process, expectations from post-doctoral fellows, and the evaluation and monitoring process.

The main objective of this scheme is to train talented post-doctoral researchers who would eventually take up positions at premier institutions of national/international repute. Additionally, the post-doctoral fellows contribute to the research-conducive atmosphere in the Institute and enhance the research effectiveness of IITGN faculty. It is important however to note that post-doctoral position is not a stepping stone towards a faculty position at IITGN. Hence a post-doctoral fellow joining the Institute should be made aware that the Institute will not consider him/her for a faculty position during or immediately after completion of the post-doctoral fellowship at IITGN.<sup>1</sup>

**Funding Sources:** Post-doctoral fellows at IIT Gandhinagar could be funded through a number of sources:

- Through Externally-Funded Post-doctoral Fellowship: Candidates who have been selected through national/international post-doctoral fellowship schemes such as DST National Post-Doctoral Fellowship (N-PDF), UGC Post-Doctoral Fellowship, CSIR Research Associate (RA), Woman Young Scientists Award, National Board for Higher Mathematics (NBHM) post-doctoral fellowship or other similar schemes, may join as a post-doctoral fellow at IITGN.

The Institute encourages all candidates with a good academic record to apply for such schemes through IITGN. An applicant should find an IITGN faculty member as his/her mentor and apply to the external agencies in consultation with the mentor. The application for fellowship will be forwarded to the external agency by the Dean R&D after evaluation of the candidate's CV and the project proposal. Alternatively, if a candidate already has an approved external post-doctoral fellowship, and his/her application/project proposal was not forwarded through IITGN, the candidate must identify an IITGN faculty member as his/her mentor for implementation of his/her fellowship, and apply to IITGN.

In some cases, a PDF may not have a specific faculty mentor and will work independently on research.

- Through External Grants of a Faculty Member: IITGN faculty members may support post-doc fellows through their own externally funded projects and/or

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<sup>1</sup> In a rare case, the Institute may recruit a post-doctoral fellow with the understanding that upon outstanding performance, s/he may be considered for a faculty position. In such a case, the same will be recorded in writing with approval of the Director.

CPDA/PDA type funds. For this typically, the faculty member may include salary provision of Research Associates (RA) when applying for project grants. The Institute may provide partial additional funding on a case-to-case basis to research-active faculty members.

- Through Full Institutional Support: The Institute may fully support a post-doc fellow to work with to a new IITGN faculty member (e.g., those who have spent less than one year at the Institute) or in research areas critical to IITGN. For this, the faculty member may submit a research proposal to Dean (R&D) providing detailed justification. Similarly, faculty members spending very significant time on institute administration may seek Institute funds to support a post-doctoral fellow to ensure that their research is not adversely affected.

**Selection Process:** All post-doctoral fellowship candidates irrespective of the funding source will appear for an interview with a panel proposed by the concerned faculty member through Dean R&D and approved by the Director. This panel will make recommendations on the suitability of the candidate for a post-doctoral position at IITGN.

**Support from the Institute and expectations from post-doctoral fellows:** The Institute will provide a desk space and a PC to post-doctoral fellows to carry out their research. For post-doctoral fellows who are fully supported by external agencies, the Institute may allow 25% of the overhead charges (received from the agency) to be spent by the fellow for professional activities. For post-doctoral fellows who are partially and fully supported by IITGN, a sum of Rs. 50,000 per year and Rs. 1,00,000 per year, respectively, may be made available for professional activities.

All post-doctoral fellows are expected to carry out high quality research and publish in reputed peer-reviewed international journals and participate in conferences. All post-doctoral fellows regardless of funding source are expected to engage in teaching. Those fully supported by IITGN are expected to spend around 10-15 hrs per week in teaching-related activities (including the time spent for preparation, grading, etc). Others may have lower participation in teaching activities. All post-doctoral fellows may also co-supervise BTech/MSc/MTech students. In general, all post-doctoral fellows are expected to exhibit good conduct and adapt to the Institute's culture.

**Evaluation and Monitoring Process:** All post-doctoral fellows will present their research progress every semester. An evaluation committee for each post-doctoral fellow will be formed by the faculty mentor, and will be approved by the Dean R&D. The Committee will assess the research progress and will send its report to Dean R&D.

**Extension of Post-doctoral Fellowship Tenure:** The extension of tenure beyond the first year for all post-doctoral fellows (irrespective of their funding source) will be done only after receiving a positive recommendation from the evaluation committee.