

St. Paul Institute of Professional Studies, Indore

Faculty Appointment, Promotion and Appraisal Policy

St. Paul Institute of Professional Studies, Indore follows the below mentioned policy for the appointment, appraisal and promotion of the faculty members which is as per the eligibility criteria prescribed by UGC.

I. Assistant Professor

1. A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
2. National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.
3. If the Ph.D. degree of the candidate has been awarded in a regular mode as per the university norms and the candidate has been registered for the Ph.D. programme prior to July 11, 2009, then such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions

II. Associate Professor

1. A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
2. A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
3. A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75).
4. The existing faculty members who are in the grade of Assistant Professor at St. Paul Institute of Professional Studies only will be eligible for the post of Associate Professor.

III. Professor

1. An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120.
2. A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.
3. The existing faculty members who are in the grade of Associate Professor at St. Paul Institute of Professional Studies only will be eligible for the post of Professor.

IV. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

V. College Principal

1. Ph.D. degree
2. Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
4. A minimum of 110 Research Score
5. Only the candidate designated by the Catholic Diocese of Indore shall be eligible for the post of Principal.
6. As per the policy, the Principal shall always be a female, reverend nun from the Christian Congregation.

Rev. Fr. Simon Raj
Director