

Policy for Post-Doctoral Fellowship at MDI

Post-doctoral researchers are known to add to research capabilities and output and help faculty publish more and better at research institutions around the world. In order to create a supportive climate for research and to build a stronger connect to young scholars who have recently earned (or are about to earn) their Ph.D., it is proposed to create Post-Doctoral Fellowships at MDI Gurgaon/Murshidabad.

The Post-Doctoral Fellowship in Management (PDFM) is designed keeping in view MDI's goal to create a high-quality research environment. Its objective is to support high quality research by scholars with a doctoral degree and an outstanding academic record. The fellowships are granted for an initial period of one year, which can be extended by another year subject to satisfactory performance in the first year. The final number of positions awarded in a given year will depend on the number of suitable candidates identified through a rolling online advertisement process. The research work during the postdoctoral period should be in areas that are of interest both to the postdoctoral fellows and the Institute.

These scholars would be working in collaboration with existing regular faculty of MDI Gurgaon/Murshidabad. They would be conducting research as well as publishing and contributing to MDI community as researchers and scholars (including by participation at research events). They may also help support the teaching of faculty members in evaluating students and preparation of teaching materials. They may be given a fixed term annual contract renewable for one more year based on performance.

Scholars may be recruited in any of the academic areas and/or the schools of MDI Gurgaon/Murshidabad. A scholar may be assigned to a specific faculty member by mutual consent on the recommendations of the FPM Committee.

Fellows selected for the PDFM will conduct academic research jointly with a resident faculty member in their area of interest. Hailing from institutes in India and abroad, the fellows would come with a diverse set of Ph.D. backgrounds including those grounded in the basic

disciplines. While some join immediately upon completion of their Ph.Ds, others may come to with some work experience. The Fellows would add significantly to the academic vibrancy of the Institute through their own research, as well as by working jointly with faculty members on research, by presenting seminars, and by aiding in teaching.

Structure

- The duration of the fellowship will be for a period of 2 years, with continuation of fellowship in the second-year subject to satisfactory performance in the first year. In no case will the fellowship be extended beyond two years.
- Fellows will conduct academic research jointly with a resident faculty member in their area of interest. The goal will be to publish in top, internationally recognized journals.
- Apart from the research pursued by the post-doctoral research fellow, her/his services may be utilized by the Area for upto 10 hours per week for academic assistance in the Area's work majorly for research assistance, but could also be for teaching and handling of tutorials in certain cases or organizing research conferences.
- The FPM Committee will meet every six months to assess the performance of the post-doctoral fellow. The candidate should present half-yearly progress reports detailing the research work carried out and research findings supported by manuscripts of the papers published/accepted/ under review for publication or working papers to the Committee. It is expected that at the end of the first year, the candidate will have completed at least two working papers of a quality that has fair chance of consideration in an ABDC A/A* level journal.
- At the end of two years, the candidate may be issued a certificate of completion post-doctoral fellowship in management by MDI after a review to determine adequacy of the candidate's research contribution while holding the post-doctoral research fellowship at MDI Gurgaon/Murshidabad.
- If the post-doctoral fellow wishes to leave the program before the end of the tenure, he/she can do so with giving one month's notice. The fellowship may be terminated by

the Institute if the performance/conduct of the fellow is unsatisfactory after giving one month's notice to the post-doctoral fellow.

Benefits

- Each selected Research Fellow would receive a grant of approximately Rs.80,000/- per month with free campus accommodation. In case of campus accommodation is not availed, HRA and Transport Allowance as per Institute policy shall be provided.
- A contingency grant of Rs.50,000/- per annum will be provided to the post-doctoral research fellow for research purposes.
- Institute would pay the expenses for a fellow to attend one conference abroad from an approved list of conferences if their joint paper with a resident faculty member is accepted for presentation at that conference.
- Office space will be provided to post-doctoral research fellows along with a computer and printer. They will be issued special research library card, enabling them to borrow upto ten books from the library at a time.
- A post-doctoral research fellow will be eligible for leave from the fellowship not exceeding 30 days in a year for each completed year of the fellowship. The leave can be availed on a pro-rata basis for the duration (on a 6 months' basis) of the fellowship completed.

Eligibility

Applicants must have a consistently good academic record and demonstrated research potential. Candidates with a Ph.D. Degree or who have submitted their thesis for Ph.D. degree may also apply. The thesis must be in appropriate discipline.

The age limit for applicants for the Post-Doctoral Fellowship will be a maximum of 40 years (45 for women).

Selection

- Selection will be based on demonstrated research skills and a fit with the research interests of resident faculty. Shortlisted candidates will be invited to campus to present their research before a final decision is made. The selection would be authorized by Director upon receiving the recommendation from the Selection Panel chaired by the Dean (Research) on the basis of the presentation and an interview of the candidate.
- The candidates selected for the PDFM will be attached to the given area and will be associated with a faculty member of the group who will essentially perform the role of a mentor and collaborator.
- Selection will be based on demonstrated research skills and a fit with the research interests of resident faculty.
