



MOTHER THERESA INSTITUTE OF PHARMACEUTICAL EDUCATION & RESEARCH

(SPONSORED BY THERESA SAMUEL GEORGE SOCIETY)

Approved by PCI & AICTE, New Delhi. Affiliated to JNTU Anantapur

46/1-N-3, George Avenue, A-Camp, Joharapuram Road,
KURNOOL 518002, Andhra Pradesh, India.

Phone : +91-8518-277572 | Helplines : +91-9849 332 122, 7330 666 762

E-mail : miperknlapindia@gmail.com | Website : www.miperknlapindia.ac.in

POLICY DOCUMENT

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

According to the institution's policy, teaching staff members are entitled to financial support for conducting research within the college, attending conferences, workshops, seminars, publications, membership fees, workshops, and FDPs, as well as for participating in state, national, and international pharmaceutical research projects and becoming a professional member in related fields. By improving resources and research capabilities and giving faculty members a platform to disseminate their expertise to a global audience, it seeks to elevate the Caliber of teaching.

Policy Objectives:

- The aim is to cultivate a research inclination and enhance the research proficiencies of faculty members.
- to raise instructors' educational credentials.
- to give educators a secure space in which to express their ideas and knowledge.
- to communicate with distinguished researchers and intellectuals from research centres
- to increase educators' in-depth understanding of these topics.
- to facilitate communication between academics and the general public.

Eligibility Criteria for Financial Assistance:

Financial help will be available to the regular teaching faculty of the institute. Attending FDPs, research projects, symposiums, workshops, conferences, and courses in the field of pharmaceutical science at the state, national, and worldwide levels is financially assisted.

Teaching personnel who finished their PhD program on schedule by utilizing the available financial help or physical facilities.

Research projects and publications that are published in reputable journals such as SCOPUS, Web of Science, or SCI indexed journals are eligible for financial help.





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Various welfare schemes are implemented by MIPER for the teaching and non-teaching staff.

- Teaching Staff is provided financial assistance to attend in various professional programs viz., national and international Conferences, Seminars, Workshops and FDPs.
- Supporting the faculty for Ph.D registration and carrying research work in College labs, providing consumables for research work and Leaves with pay etc.
- Leave facilities for both teaching and Non-teaching staff: Staff members can avail the leave facilities as per the eligibility criteria and college norms.
- MIPER sponsored various professional membership (lifetime) for teaching staff including All India Teachers Association (APTI)

How to Apply Regarding the plan. Teaching faculty members who want to apply for Ph.D. financial aid should submit the necessary glassware or chemicals to the stores section, with approval from the principle.

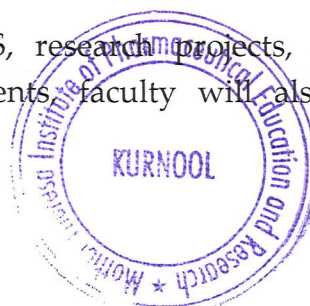
Within three days of attending FDPS / Research works / conferences / workshops / seminars / symposia / memberships, faculty who would like to receive financial support for attending FDP / Research works / symposia / workshops / conferences / courses/memberships must get permission from the principal and turn it in to the principal or office with the required paperwork, such as a participation or presentation certificate or registration receipt.

Procedure for Approval:

For FDPs, research projects, conferences, workshops, seminars, publications, and symposia, certificates of attendance must be given to the accountant, the academic and research coordinator, and both.

After obtaining the necessary paperwork, the college accountants may release the monies with the principal's approval.

In addition to travel expenses to attend FDPS, research projects, conferences, workshops, seminars, symposia, and other events, faculty will also receive a registration fee.





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Professional Development Policy:

- Financial assistance for faculty members for Paper Publications (SCI/SCIE/SCOPUS/High Impact Factor).
- Cash Incentive for Online Certification courses (SWAYAM NPTEL).
- Text Book and Book Chapter publications support
- Encourages non-teaching faculty to attend hands on training program.

Performance Appraisal System:

MIPER follows 360-degree appraisal system for teaching staff. The assessment of Academic Performance Index (API) involves the following parameters:

- Teaching-Learning and Evaluation.
- Research Contribution.
- Co-Curricular, Extension and Professional Development activities.




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