



PIMPRI CHINCHWAD EDUCATION TRUST
Pimpri Chinchwad College of Engineering & Research.
Plot No.B, Sector No.110 (P), Laxminagar Ravet, Pune.

Policy on Sponsorship for Higher Studies (Ph.D. Programs)

Date:15/05/2019

PCCOER/ policy / 2019 / 1210-3 For Full time Ph.D. Program:

1. Principal **on behalf of the Management** is authorized to accept / reject the proposal submitted by faculty member for the sponsorship for Ph.D. programs at reputed institute like IITs, IISc, NITs state Government Universities etc. **based on the Merit, relevance, requirements and usefulness to the participant and the Institute as well.**
2. At any given instance of time maximum **five** faculty members (preferably one from each distinct Department) from PCCOE&R will be permitted to avail this facility based on seniority, performance, time and need basis.
3. The faculty members who have served PCCOE&R for more than two years are only eligible to submit the proposals for the sponsorship for Full Time Ph.D. Program.
4. Leave for maximum of three years could be granted for completion of Ph.D. Research work. However during Leave Period the faculty member will have to report to college once in **three Months** on a working Day and will have to submit Progress Report to the Principal at the end of every **Semester** till the Award of Degree.
5. 50% of the salary during the leave period (for maximum period of three years) will be paid regularly to the sponsored candidate every month, and he/she has to sign a **bond of four years** for working with PCCOE&R after completion of Ph.D. program.
6. Balance accumulated 50% of salary payment will be made to the sponsored candidate **after** completing three years of service with PCCOE&R, after award of Ph.D. Degree.
7. The Bond Value will be equal to the three months salary (at the time of leaving institute, in case of leaving) plus the Total salary paid during Leave Period with 15% interest on the salary Amount paid plus 50% of the Salary for total remaining Bond Period for which the Faculty will not be serving the institute as per Bond Period.
8. The faculty permitted to avail this facility will have to complete the Ph.D. Program within stipulated three years time frame. If the status **of the** Ph.D. work (after three years) needs further time, the said work must be completed latest within next **one** year. However no extension of leave of absence for this period shall be considered.

The Faculty Member will have to take the Academic Load with other responsibilities assigned by higher authorities after resuming to duties at PCCOE&R on **completion of three years leave of absence for Ph.D.**

9. In case the Ph.D. work is not completed within five years (from the date of admission) further increments and other benefits shall be stopped till award of the Ph.D. Degree. Faculty designated as Associate Professor/ Professor without Ph.D. (if any) shall be put in Assistant Professor Scale with effect from June 2019-20 (After five years). In case, thesis is already submitted within five years, one year extension shall be considered
10. The Faculty will abide by rules and regulations of PCCOE&R during this period, in case of any discrepancy, the Management of PCCOE&R reserve all rights to take necessary disciplinary action as deemed fit. Under any unforeseen circumstances / Legal issues arising will be handled within the jurisdiction of Pune.
11. The Management of PCCOE&R reserves all rights to cancel the leave and call back the Faculty Member to resume duties at any point of time in case such emergency in the interest of the Institute arises.
12. Considering Policy for Full Time, Part Time (with Six Months Course Work) and Part Time (without Six Months Course Work) maximum **20 % of the Total Faculty of the Department** will be permitted at a time.


Prof. Dr. Harish Tiwari
Principal





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Policy on Sponsorship for Higher Studies (Ph.D. Programs)

For Part time Ph.D. Program:

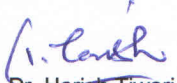
Date:15/05/2019

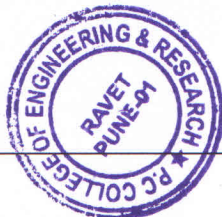
PCCOER Policy/2019/1210-4

A) In case 'Course Work Leave' is needed for six months

1. Principal **on behalf of the Management** is authorized to accept / reject the proposal submitted by faculty member for the sponsorship for Ph.D. programs at reputed institute like IITs, IIScState Government, Universities etc. **based on the Merit, relevance, requirements and usefulness to the participant and the Institute as well.**
2. At any point of time maximum **two** Faculty Members per Department from PCCOE&R will be permitted to avail this facility based on seniority, performance, time and need basis. However if need arises for permitting the Senior Faculty Members for such Studies, such Proposals may be considered on the merit and requirements of the Department. The decision of the Principal in consultation with the Head of the Department will be final.
3. The faculty members who have served PCCOE&R for more than **three** years are only eligible to submit the proposals for the sponsorship for Part Time Ph.D. Programs.
4. **Leave for maximum of four months for completion of course work could be granted** after which the Faculty will have to resume duties at PCCOE&R. However, during Leaveperiod the Faculty Member will have to report to College once in every Month on a working Day.He / She will have to submit Progress Report to the Principal at the end of every **Semester** till the Award of Degree.
5. 50% of the salary during the leave period (for maximum period of six months) will be paid regularly to the sponsored candidate every month, and he/she has to sign a **bond of three years** for working with PCCOE&R after completion of Ph.D. programs.

Balance accumulated 50% of salary payment will be made to the sponsored candidate **after** completing two years of service with PCCOE&R, after award of Ph.D. Degree.
6. The Bond Value will be equal to the three months salary (at the time of leaving institute, in case of leaving) plus the Total salary paid during Leave Period with 15% interest on the Salary Amount paid plus 50% of the Salary of the remaining Bond Period for which the Faculty will not be serving the institute as per Bond Period.
7. The Faculty Member will have to take the Academic Load with other responsibilities assigned by higher authorities from time to time during the period of Ph.D. Research (after resuming duties at PCCOE&R from leave **granted** for Ph.D. **Course** work).
8. The faculty permitted to avail this facility will have to complete the Ph.D. Program within stipulated three years time frame. If the status **of the** Ph.D. work (after three years) needs further time, the said work must be completed latest within next **two** years. However no extension of leave of absence for this period shall be considered.
9. In case the Ph.D. work is not completed within five years (from the date of admission) further increments and other benefits shall be stopped till award of the Ph.D. Degree. Faculty designated as Associate Professor/ Professor without Ph.D. (if any) shall be put in Assistant Professor scale with effect from June 2019-20 (After five years). In case, thesis is already submitted within five years, one year extension shall be considered
10. The Faculty will abide by rules and regulations of PCCOE&R during this period, in case of any discrepancy, the Management of PCCOE&R reserve all rights to take necessary disciplinary action as deemed fit. Any unforeseen circumstances / Legal issues arising will be under the jurisdiction of Pune.
11. The management of PCCOE&R reserves all rights to cancel the leave and call back the Faculty Member to resume duties at any point of time in case such emergency in the Interest of the Institute arises.
12. Considering Policy for Full Time, Part Time (with Six Months Course Work) and Part Time (without Six Months Course Work) maximum **20 % of the Total Faculty of the Department** will be permitted at a time.


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Policy on Sponsorship for Higher Studies (Ph.D. Programs)


Date:15/05/2019

PCCOE&R/policy/2019/1210-5

For Part time Ph.D. Program:

B) In case 'Course Work Leave' for six months is not needed

1. Principal *on behalf of the Management* is authorized to accept / reject the proposal submitted by faculty member for the sponsorship for Ph.D. programs at reputed institute like IITs, IISc etc. **based on the Merit, relevance, requirements and usefulness to the participant and the Institute as well.**
2. At any point of time maximum **three** Faculty Members per Department from PCCOE&R will be permitted to avail this facility based on seniority, performance, time and need basis. However if need arises for permitting the Senior Faculty Members for such Studies, such Proposals may be considered on the merit and requirements of the Department. The decision of the Principal in consultation with the Head of the Department will be final.
3. The faculty members who have served PCCOE&R for more two years are only eligible to submit the proposals for the sponsorship for Part Time Ph.D. Program.
4. Leave for maximum of 7 days per year will be granted to be approved by HoD and Principal will be permitted for Ph.D. Research work. However the faculty member will have to submit Progress Report to the Principal at the end of every **Semester** till the Award of Degree.
5. The faculty has to assign a **bond of two years** for working with PCCOE&R after award of Ph.D. Degree.
6. The Bond Value will be equal to the three months salary (at the time of leaving Institute, in case of leaving) plus 50% of the Salary of the remaining Bond Period for which the Faculty will not be serving the institute as per Bond Period.
7. In case of multiple applications for leave from the same Department for the duration, the sanctioning would be at Principal's discretion based on seniority, performance, time and need basis on the recommendation of Head of the Department.
8. The faculty member will have to take Academic Load with other responsibilities assigned by higher authorities from time to time during period of Ph.D. Research.
9. The faculty permitted to avail this facility will have to complete the Ph.D. Program within stipulated three years time frame. If the status **of the** Ph.D. work (after three years) needs further time, the said work must be completed latest within next **two** years. However no extension of leave of absence for this period shall be considered
10. The Faculty will abide by rules and regulations of PCCOE&R during this period, in case of any discrepancy, the Management of PCCOE&R reserve all rights to take necessary disciplinary action as deemed fit. Any unforeseen circumstances / Legal issues arising will be under the jurisdiction of Pune.
11. The management of PCCOE&R reserves all rights to cancel the leave and call back the Faculty Member to resume duties at any point of time in case such emergency in the interest of the Institute arises.
12. Considering Policy for Full Time, Part Time (with Six Months Course Work) and Part Time (without Six Months Course Work) maximum **20 % of the Total Faculty of the Department** will be permitted at a time.
13. Special consideration of 2 days per week for a period of 3-4 months shall be considered on account of Ph.D. thesis writing with 75% salary (for this period), provided thesis is submitted within such period. Balance 25% salary shall be released only after submission of thesis.


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Principal

