



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 (Post Doctoral Research Programs)

Date:15/05/2019

PCCOER/policy/2019/1210-6


For Full time Post Doctoral Research Program:

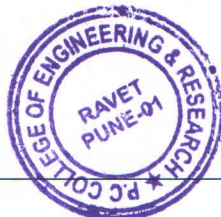
1. Principal **on behalf of the Management** is authorized to accept / reject the proposal submitted by faculty member for the sponsorship for **Post Doctoral Research Programs** at reputed institute like IITs, IISc, NITs etc. **based on the Merit, relevance, requirements and usefulness to the participant and the Institute as well.**
2. At any given instance of time maximum one from each distinct Department of 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 ten years are only eligible to submit the proposals for the sponsorship for Full Time Post Doctoral Research Program.
4. Leave for maximum of two years could be granted for completion of Post Doctoral Research Programs. However during Leave Period the faculty member will have to report to college once in **six Months** on a working Day and will have to submit Progress Report to the Principal at the end of every **Semester** till the completion of the Post Doctoral Research Program.
5. 50% of the salary during the leave period (for maximum period of two 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 Post Doctoral Research Program
6. Balance accumulated 50% of salary payment will be made to the sponsored candidate **after** completing two years of service with PCCOE&R, after completion of the Post Doctoral Research Program.
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 Post Doctoral Research Program within stipulated two years time frame. If the status **of the** Post Doctoral Research Program (after two 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 two years leave of absence for Post Doctoral Research Program.**

9. In case the Post Doctoral Research Program is not completed within five years (from the date of admission) further increments and other benefits shall be stopped till completion of the Post Doctoral Research Program.
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 leave requirement) and Part Time (without Six Months leave requirement) maximum **10 % of the Total Faculty of the Department** will be permitted at a time.

Note: The Policy is discussed and framed in presence of Senior Faculty members and Principal of PCCOE&R & R, Ravet; and would be applicable to PCCOE&R & R, Ravet


Prof. Dr. Harish Tiwari
Principal





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Policy on Sponsorship for Higher Studies (Post Doctoral Research Programs)


Date:15/05/2019

PCCOER/policy/2019/1210-7

For Part time Post Doctoral Research Program:

A) In case 'six months leave requirement'

1. Principal **on behalf of the Management** is authorized to accept / reject the proposal submitted by faculty member for the sponsorship for Post Doctoral Research Program at reputed institute like IITs, IISc, National Research laboratory etc. **based on the Merit, relevance, requirements and usefulness to the participant and the Institute as well.**
2. At any point of time maximum **one** 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 Post Doctoral Research Program.
4. **Leave for maximum of six months could be granted** after which the Faculty will have to resume duties at PCCOE&R. However, during Leave period the Faculty Member will have to report to College once in every three Months on a working Day. He / She will have to submit Progress Report to the Principal at the end of every **Semester** till completion of Post Doctoral Research Program
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 two years** for working with PCCOE&R after completion of Post Doctoral Research Program.
6. Balance accumulated 50% of salary payment will be made to the sponsored candidate **after** completing two years of service with PCCOE&R, after completion of Post Doctoral Research Program.
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 of the remaining Bond Period for which the Faculty will not be serving the institute as per Bond Period.
8. 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 Post Doctoral Research Program (after resuming duties at PCCOE&R from leave **granted** for completion of Post Doctoral Research Program).
9. The faculty permitted to avail this facility will have to complete the Post Doctoral Research Program within stipulated two years time frame. If the status of the Post Doctoral Research work (after two 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.
10. In case the completion of Post Doctoral Research work is not completed within five years (from the date of admission) further increments and other benefits shall be stopped till the completion of Post Doctoral Research Program.
11. 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.
12. 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.
13. Considering Policy for Full Time, Part Time (with Six Months leave requirement) and Part Time (without Six Months leave requirement) maximum **10 % of the Total Faculty of the Department** will be permitted at a time.


Prof. Dr. Harish Tiwari
Principal

