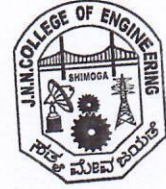




NATIONAL EDUCATION SOCIETY(R.)



JAWAHARLAL NEHRU NEW COLLEGE OF ENGINEERING

HUMAN RESOURCE MANUAL

Version 2.0

Approved by AICTE New Delhi: Certified by UGC 2f & 12B,
Accredited by NAAC – 'B',
NBA Accredited Branches: UG – CV, ME, EEE, ECE, CSE, ISE & TCE
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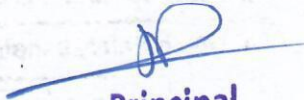

Principal
J N N College of Engineering,
Shivamogga.

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HR 300 BENEFITS

HR301: QUALITY IMPROVEMENT PROGRAM FOR FACULTY

This policy is in line with the QIP Policy outlined by AICTE. The policy is aimed at supporting the existing faculty in pursuing full time Ph.D. with study leave and financial support, as per applicability and at the discretion of the Managing Council.

1. Applicability

- i. Only for pursuing Ph.D. in related subjects with premier institutions like IIT, IISc & NIT.
- ii. Ordinarily, only one faculty for every 10 faculty in a department shall be eligible (on first come first served basis) to avail the facility of study leave under this policy at any given point of time. However, depending upon other considerations, the Management may entertain more or less candidates.
- iii. In case of dearth of funds or excess of candidates desirous of leave, special approval for study leave without financial assistance may also be considered, if the applicant is so interested.
- iv. Faculty should have completed at least 5 years of service as a regularized faculty in JNNCE to be eligible for study leave under this policy.

2. Procedure

- i. Faculty planning to proceed for their Ph.D. will inform the Principal through the HoD and Vice Principal.
- ii. The Principal shall give in-principle recommendation to proceed. However, the actual sponsorship of the candidate under QIP will be subject to the overall criteria governing the number of candidates in each department and other considerations governing the scheme, and will be decided by the CAA Committee and further to be ratified in GC and MC.
- iii. Based on the recommendations, study leave would be sanctioned for 3 years or less (in exceptional cases).
- iv. After successful completion of Ph.D., the faculty shall resume duty at JNNCE and should serve the institute for a period of minimum 5 years from the date of award of Ph.D. This period of service would be treated as contractual service (that is service under the agreement period)
- v. During the study leave the faculty is required to submit progress report in person every 6 months
- vi. In case there is a dire need to extend leave – not more than an additional 6 months to 12 months, the request has to be seconded by the guide which will be validated and sanctioned which is at the sole discretion of the Principal and the Management. For the extended leave period, no financial assistance shall be provided.
- vii. It is possible that a faculty may not have completed the entire requirement of Ph.D. in the prescribed time of 3 years, and shall pursue the remaining part of the dissertation work from JNNCE. It is also possible that a faculty can rejoin JNNCE ahead of completion of leave period if he submits the dissertation in advance. In such cases, the contractual period of service, that is, 5 years from the date of award of Ph.D.
- viii. For the purposes of career advancement, as a special gesture, the management will treat the leave period as continuity of service. Thus, the increments for the period of study leave shall be protected.

Faculty proceeding on leave will be entitled to financial support as follows: [applies only to above cited]

- i 50% of gross salary at the time of relieving will be paid during the study leave period.
- v Before proceeding on leave, the faculty shall sign an agreement with JNNCE to serve the Institute, upon their return from leave, for a period of 5 years from the date of award of degree. In case a faculty violates the agreement in due course, or does not submit the dissertation within two years of rejoining the Institute or does not successfully defend the thesis within three years of rejoining the institute, the faculty shall reimburse the entire sum availed from the Institute (fellowship, contingency grant and any other sum paid to the candidate or the host institution on behalf of the candidate) together with 14% per annum interest.