



6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

The institute provides financial support to its teachers to attend conferences, workshops, and to cover the fees of membership in professional organizations. This shows that the institute values professional development and aims to support its teachers in staying current in their field and networking with other professionals. The following table details the support offered **during the last five years**

Response: 61.56

Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years						Avg. % of last 5 years
Year	2021-22	2020-21	2019-20	2018-19	2017-18	61.56
Teachers provided with financial support	33	17	34	46	155	
No. of full time teachers	90	84	88	89	112	

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Policy Document on providing financial support to staff

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12. Employee Growth and Development Policy

1. Institute has prepared several policies for the growth of employees which are mentioned below in terms of publication of papers/FDP/IPR.
2. As per organization norms study leave is sanctioned to the concerned employees for Higher Education.
3. Office duties are normally sanctioned for the FDP/STTP and also registration fees and TA & DA are paid by organization.
4. For faculty encouragement exam fees of NPTEL Certifications is paid by the organization for the merit holders.
5. Many Expert Talks, Training, FDPs, STTPs are arranged for the growth of faculties free of cost by an Institution.

12.1 Journal Publications and FDPs.

1. If the teaching faculty publishes a paper in UGC care journals (or via international conference) and stating the name of the Institute as association, then maximum financial assistance of Rs. 1500 will be provided per person per Academic year.
2. If the teaching faculty publishes a paper in Scopus indexed journals (or via international conference) and stating the name of the Institute as association, then maximum financial assistance of Rs. 3000 will be provided per person per Academic year.
3. The UGC approved teaching faculty members should be allowed to attend STTPs, and FDPs, College will bear registration fee and traveling expenses maximum up to Rs. 5000/- (Rupees Five thousand only) per faculty per academic year. Faculty should take care of academics before proceeding for such a program.
4. If a faculty attends FDP/workshop related with curriculum design/implementation, the Institute will provide him 100% financial assistance of TA/DA and course fee, if any.

12.2 Promotion to Professional membership

1. If the teaching faculty has more or equal to 10 years of experience, then the Institute (SNJB LKBJ CoE) should contribute 50% of the total membership fee limited to a maximum amount of Rs. 5000/- per member per year.
2. If the teaching faculty has an experience less than 10 years, then the Institute (SNJB LKBJ CoE) should contribute 25% of the total membership fee limited to a maximum amount of Rs. 3000/- per member per year.
3. If the teaching faculty resigns from his service in the same year in which he availed the





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benefits of professional membership(s), then the amount of membership should be debited to his account and recovered.

4. The extension of the above facility is only applicable to the faculty on probation or confirmed service.
5. Financial assistance will be extended to two memberships only for a faculty.

PRINCIPAL
SNJB'S LATE SAU. KANTABAI BHAVARLALJI JAIN
COLLEGE OF ENGINEERING
KANTABAI NAGAR, CHANDWAD-423101 (M.S.)





SNJB's Late Sau. KBJ College of Engineering Chandwad



RESEARCH AND CONSULTANCY POLICY

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13. Research and Consultancy Policy:

Given below is the duly approved Research and Consultancy Policy

To,

The Principal,
SNJB's Late Sau K B Jain College of Engineering, Chandwad

Subject: Distribution of testing/consultancy/training charges

Dear Sir,

In our college, we are engage in various consultancy/testing/training programs. For this, we are charging amount from the respective company/agency. We request you allow distribution of this amount as per following manner –

1) Testing work (use of lab/equipment)

Sr. No.	Particular	Distribution Percentage
1	Institute	40%
2	Principal	05%
3	Head of Dept.	15%
4	Testing in charge	20%
5	Technical Asst.	12.5%
6	Peon	7.5%

2) Consultancy work (No lab/equipment use)

Sr. No.	Particular	Distribution Percentage
1	Institute	20%
2	Principal	05%
3	Head of Dept.	15%
4	Supporting staff (if any)	15%
5	Faculty in charge	45%

3) Training work (Inside college)

Sr. No.	Particular	Distribution Percentage
1	Institute	40%
2	Principal	05%
3	Head of Dept.	15%
4	Training team	25%
5	Technical Asst.	10%
6	Peon	05%

4) Training work (Outside college)

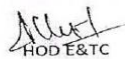
Sr. No.	Particular	Distribution Percentage
1	Institute	20%
2	Principal	05%
3	Head of Dept.	15%
4	Supporting staff (if any)	15%
5	Training team	45%

Please sanction above distribution and oblique.


HOD Civil


HOD Computer

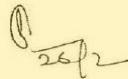

HOD Mechanical


HOD E&TC


HOD MBA


HOD Applied Science

for MM approval


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