



SNJBs
SHRIMAN SURESHDADA JAIN
COLLEGE OF PHARMACY
(Jain Gurukul), Neminagar, Chandwad, Dist. Nashik-423 101.
NBA Accredited UG Program
Best College (Rural Area) Awarded by SPPU

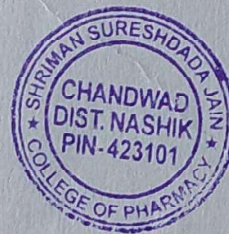
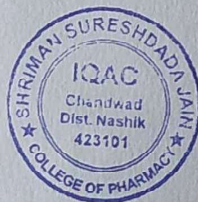



EMPLOYMENT GROWTH AND DEVELOPMENT POLICY

- SNJBs Shriman Sureshdada Jain College of Pharmacy, has prepared different policies for the growth of employees which are mentioned below in terms of FDP/STTP/IPR and publications.
- Office duties are normally sanctioned for the FDP/STTP along with TA & DA
- For faculty encouragement exam fees of NPTEL certifications is paid by the organization for the merit holders.
- The incentives for Research Publications and intellectual Property Rights as below, and is made effective from **1st January 2024**. The details are as under.

Particulars	Indexing data base	Incentive amount
RESEARCH PUBLICATIONS: Original Research Paper / Review article / Case Report	I. Indexed Journal with Impact Factor of Thomson Reuters/ Clarivate Analytics: Indexed in PubMed Central / Medline, Scopus, and Web of Science (Science Citation Index Expanded, and Emerging Sources Citation Index)	
	• Upto 1 impact factor	1,000/-
	• More than 1 and less than 2 Impact factor	2,000/-
	• More than 2 and less than 3 Impact factor	3,000/-
	• More than 3 and upto 5 Impact factor	5,000/-
	• More than 5 and upto 10 Impact factor	10,000/-
	• More 10 Impact factor	20,000/-
	II. Indexed Journal with No Impact Factor	500/-

2023/19




PRINCIPAL
SNJB's SHRIMAN SURESHDADA JAIN
COLLEGE OF PHARMACY, NEMINAGAR
CHANDWAD (NASHIK)

Note: Percentage wise distribution of Incentive among authors of the above said articles

No. of authors	% distribution
2	50% of the assigned incentive each as per
3	33 % / equal distribution of the assigned incentive each as per
4	25 % of the assigned incentive each as per
5	25% each among first author and corresponding author and remaining 50% to be equally distributed among remaining 3 authors

BOOK PUBLICATION	International Book (As editor/author)	8,000/-
	National Book	4,000/-
BOOK CHAPTERS	International Book chapter	4,000/-
	National Book chapter	2,000/-

FDPs/STTPs/conference/workshop/training

Prior written permission from HOD is must. Release of benefits will be on the submission of original receipts and certificate of participation. Name of college should be reflected at the conference	2,000/-
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Promotion to professional membership

- If a teaching faculty has more or equal to 10 years of experience, then the college should contribute 50% of total membership fees limited to maximum amount of Rs. 5000 per member per year.
- If a teaching faculty has an experience less than 10 years, then the college should contribute 25% of total membership fees limited to maximum amount of Rs. 3000 per member per year

Expenses towards filing Intellectual Property Rights (IPR)


For IPR filling (Indian or International Patent, Patent Design and Copy Right) the college will contribute Rs. 10,000 (Ten thousand only) after publication of patent.

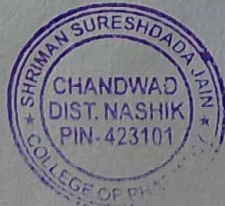
MOOC Or NPTEL Courses


The institute shall offer reward of Rs. 15,000 towards organisation of MOOC or NPTEL courses in our institute by teaching faculty.

This policy document is effective from **1st January 2024 to 31st December 2029**

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Dr. C. D. Upasani
Principal




PRINCIPAL
SNJB's SHRIMAN SURESHDADA JAIN
COLLEGE OF PHARMACY, NEMINAGAR,
CHANDWAD (NASHIK)

