



Ref: RIT/

Date: 26 SEP 2023

## Policy for Encouraging Teaching Faculty for Post Doctorate Fellowships in Reputed Institutes / Universities

**Introduction:** This policy is formulated as per recommendations of NAAC Committee. The objective of this policy is to support and encourage teaching faculty in our institute to pursue advanced research through Post Doctorate programs and contribute in the development of students and institute. The rules and guidelines for teaching faculty of our institute who wish to pursue a Post Doctorate degree at other recognized institutes or universities are outlined in this policy document.

### Objectives:

1. To promote a culture of research and academic advancement among teaching faculties.
2. To enhance the knowledge base and expertise of teaching faculties.
3. To foster collaborations between our institution and other academic organisations.

### Rules and Guidelines:

1. Eligibility: Only full-time teaching faculties who have completed a minimum of 5 years of service at our institute are eligible to apply for the Post Doctorate program.
2. In an academic year, faculties will be sponsored for Post Doctorate as per the need of department and institute. Department Post Graduation Committee (DPGC) will recommend the name of faculty for the Post Doctorate sponsorship to Director of our institute as per the following categories.

- Category A:

Faculty pursuing Post Doctorate in institutes where the residential course work requirement is mandatory for a period not more than one academic year. In such cases, RIT will provide full time study leave with basic pay for that period. In this case, after acquiring Post Doctorate degree, the sponsored faculty is required to give his/her service to RIT for minimum 3 years from the date of award of degree. Difference in the salary for that period will not be released after award of Post Doctorate degree. Two increments will be released after award of degree.



# RAJARAMBAPU INSTITUTE OF TECHNOLOGY

An Autonomous Institute, Affiliated to Shivaji University, Kolhapur

Approved by AICTE New Delhi, D.T.E., Govt. of Maharashtra

NAAC Accredited 'A+' Grade NBA Accredited



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• Category B:

Faculty pursuing Post Doctorate degree externally from University/Institutes with no residential or course work requirements, in such cases, RIT will give maximum 15 days' study leave per year, preferably in vacations without disturbing academic activities. In this case, after acquiring Post Doctorate degree, the sponsored faculty is required to give his/her service to RIT for minimum 2 years from the date of award of degree.

3. Every sponsored faculty shall have to submit a notarized bond to Director of RIT stating the conditions of services for pursuing Post Doctorate program as per the category.
4. Maximum two years' study leave shall be given to faculty.
5. Faculties are responsible for arranging their own funding for research-related expenses, including tuition fees, laboratory charges, travel, and accommodation.
6. If sponsored faculty leaves the institute without completion of Post Doctorate, he/she has to pay gross salary to institute for duration of his/her study leave.
7. After completion of the Post Doctorate degree if faculty leaves the institute, then he/she has to pay Gross salary to institute as per following details
  - a. Within one year: - Gross salary of 24 Months.
  - b. After Completion of 1 Years - Gross salary of 18 Months.
  - c. After Completion of 2 Years - Gross Salary of 12 months.
8. If the sponsored faculty leaves the institute without completing the agreement, he/she shall not claim gratuity.
9. Sponsored candidate shall have to submit yearly progress report to respective DPGC.
10. Status of any type of sponsored faculty after acquiring Post Doctorate degree will be governed by norms and guidelines suggested by UGC/AICTE/DTE/University appropriately.
11. The management reserves the rights to alter, modify above rules as per the requirement.



*[Signature]*  
Director