



Theem College of Engineering

Approved by AICTE (New Delhi), Government of Maharashtra & DTE
Affiliated to University of Mumbai & MSBTE

"A NAAC Accredited Institute"

Success... through
quality education !

Village Betegaon, Boisar Chilhar Road, Boisar (East), Tal. & Dist. Palghar - 401 501.

Tel.: 7769916109 ● Telefax : (02525) 284 927 ● Email : info@theemcoe.org ● Website : www.theemcoe.org

Ref. No.: _____

Date : 30/12/2021

Mobilization of funds and the optimal utilization of resources

Subject: Regarding Institute, staff and Students benefited by Sponsorships provided
by Managements

Reference:

6.4.3 Institutional strategies for mobilization of funds and the optimal
utilization of resources.

With reference to above subject, institute does support Sponsorships / financial assistance
to the staff for Faculty Development Program / Short term training program / Memberships of
external agencies or organizations etc. The details are given in the enclosures.



Dr. Aqueel Ahmed Shah
(Principal)

PRINCIPAL
THEEM COLLEGE OF ENGINEERING
Boisar (East) Tal. & Dist. Palghar -401 501.

Enclosures: -

1. Self-attested supporting documents of sponsorship for Staff.



H. J. THIM TRUST'S THEEM COLLEGE OF ENGINEERING

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NAAC Accredited with B+ Grade

Village Betagaon, Boisar Chilhar Road, Boisar (E), Tal. & Dist.: Palghar - 401 501.

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Institute-Staff Policies

1. Faculty Empowerment Policy:

- P.F: Exists as per government Norms, equally shared by institute and staff.
- Gratuity: Exists as per government Norms. All the necessary provisions are made for financial containments by institute.
- MLWF: Exists as per guidelines by Government of Maharashtra.

2. Working Hours:

- As per norms of Mumbai University.

3. Leave policy:

- Number of CL: As per Norms
- Medical Leave: As per Norms
- Earned Leave:
EL exists for non-teaching staff 30days per annum.
EL conversion from Vacation to EL is in 3:1. Ratio.

4. Pay policy:

- VIth Pay scale, to Assistant professors as per the university norms
- Different slabs for 2 yrs., 4 yrs. and 6 yrs. experiences, to avoid disparity amongst staff selected in different time periods.

5. Increment Policy: Uniform/Feedback based or both.

6. Motivational Policy:

- Financial assistance like fees, processing charges, TA/DA, in part or in some cases full.
- STTP/Training/ workshop/conferences/ Paper presentation
- At least one professional body membership to all the staff.
- Non-teaching staff is provided with uniform.

7. Higher Education policy:

- For, PhD - Sponsorship letters shall be provided
- Financial assistance may be considered.

8. Research and consultancy policy:

All the projects and consultancy, additional skill based or school finishing activities in each and every department are considered for revenue sharing. The income shall be remunerated amongst the staff involved in the training, consultancy for income generation. The ratio of remuneration distribution shall be 60%: 40%; Staff: Institute.

9. Financial Support Policy:

- Funding for Research project.
- Funding for Patent filing.

10. Teacher Incentives and awards for extra ordinary work:

- Additional increments.
- Awards.
- Certificates and felicitations.
- Study books allowance.



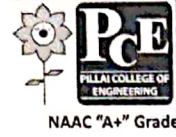
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CERTIFICATE OF COMPLETION

This is to certify that

Ansari Shadab Azhar Nazeer Iqbal

from

Theem College of Engineering, Boisar

has successfully completed the 3 Days Online Faculty Development Program on "Modern Manufacturing Techniques" organised by Department of Mechanical and Automobile Engineering, Pillai College of Engineering from 4th March to 6th March, 2021.

Dr. Richa Agrawal
Coordinator

Dr. Divya Padmanabhan
HoD Automobile Engg.

Dr. Dhanraj Tambuskar
HoD Mechanical Engg.

Dr. Sandeep Joshi
Principal



CERTIFICATE OF COMPLETION

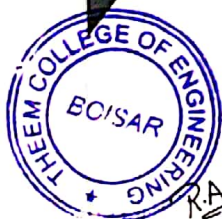
This is to certify that

Mohammed Wasim Khan

from

Theem COE

has successfully completed the 3 Days Online Faculty Development Program on "Modern Manufacturing Techniques" organised by Department of Mechanical and Automobile Engineering, Pillai College of Engineering from 4th March to 6th March, 2021.



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Date : 02/03/2021

To,
The principal,
of Theem COE,
through H.O.D. mechanical.

Subject : Regarding refund of payment of
online faculty development program
by MES's Bilai COE.

Respected Sir,

I am Anasari Shadab Akbar, asst prof
in mechanical department in our college.
As per the advice of HOD, I have
registered online faculty development program
on "Modern Manufacturing Techniques" from 4th
to 6th March. Kindly refund registration fees
Rs: 500/- only.

Thank you

Yours sincerely
Anasari Shadab Akbar

