



## Faculty Financial Empowerment

**Introduction:** Keshav Memorial Institute of Commerce and Sciences (KMICS) acknowledges the significance of empowering faculty members to enrich their professional competencies and effectively contribute to the institution's objectives. In alignment with this ethos, KMICS is dedicated to extending financial assistance to faculty for their participation in conferences, workshops, and membership affiliations with professional bodies.

### Policy Statement:

**1. Purpose:** The objective of this policy is to facilitate the professional growth of KMICS faculty by offering financial backing for their engagement in conferences, workshops, and membership subscriptions to professional organizations.

**2. Scope:** This policy is applicable to all full-time faculty members employed at KMICS.

### 3. Financial Support Criteria:

- Eligible faculty members seeking financial assistance must demonstrate relevance to their field of expertise.
- Financial support will encompass conference/workshop attendance fees and membership dues for recognized professional bodies.
- Allocation of financial aid will be contingent upon available budgetary provisions and the significance of the event/membership to faculty development.

### 4. Application Process:

- Interested faculty must formally apply to the designated authority, furnishing details of the event/membership and its alignment with professional growth goals.

### 5. Approval Process:

- A committee responsible for faculty development will review applications, evaluating their merit and relevance against established criteria.
- Approved applicants will receive financial assistance as per available budgetary allocations.

### 6. Faculty Obligations:

- Faculty recipients of financial support are expected to actively engage in the designated event or professional activities.
- Upon conclusion, a comprehensive report outlining key insights and outcomes must be submitted to the designated authority.

PRINCIPAL

Keshav Memorial Institute of Commerce & Sciences,  
Narayanaguda, Hyderabad-500 029  
College Code No: 1110/318



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## 7. Monitoring and Evaluation:

- Periodic evaluations will gauge the efficacy of this policy based on faculty participation rates in professional development initiatives.
- Feedback from faculty members regarding the impact of financial support on their professional growth will be solicited and utilized for policy enhancement.

**Conclusion:** Through this policy, KMICS endeavours to nurture a culture of continual learning and professional advancement among its faculty, thereby enriching the academic environment and fostering student success.

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