



## Policy of Awards, Research & Career Progression

**1. Introduction:** At Keshav Memorial Institute of Commerce and Sciences (KMICS), we value the importance of fostering excellence in academia, research, and professional development among our faculty and staff. This policy outlines the criteria and procedures for awards, research support, and career progression to ensure the continuous growth and recognition of our faculty and staff members.

### 2. Awards and Recognition:

- KMICS acknowledges exceptional performance and contributions by faculty and staff through various awards and recognition programs.
- Awards may include distinctions such as Best Teacher, Best Researcher, Best Non-Teaching Staff, and others based on merit and achievements.
- A selection committee comprising representatives from different departments will evaluate nominations and select awardees.

### 3. Research Support:

- KMICS is dedicated to promoting research excellence among its faculty members.
- The institution will provide support for research activities through grants, funding opportunities, and access to research facilities.
- Faculty members are encouraged to actively participate in research projects, publications, and collaborations within their area of expertise.

### 4. Career Progression:

- KMICS aims to facilitate the career progression and professional development of its faculty and staff.
- Career advancement opportunities will be determined by performance, qualifications, and contributions to the institution.
- Faculty members will be eligible for promotions based on criteria such as teaching effectiveness, research productivity, administrative duties, and professional development activities.
- Non-teaching staff members will have avenues for career growth through training programs, skill development initiatives, and performance-based evaluations.

### 5. Evaluation and Assessment:

- Regular performance evaluations will be conducted to assess faculty and staff members' contributions and achievements.
- Evaluation criteria will encompass teaching effectiveness, research output, administrative responsibilities, professional development activities, and other pertinent factors.
- Feedback from students, peers, and supervisors will be considered to ensure fairness and transparency in the evaluation process.

  
PRINCIPAL



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## 6. Implementation and Review:

- This policy will be implemented by the Principal in collaboration with the Academic Council and relevant departments.
- Periodic reviews will be conducted to incorporate feedback, address emerging needs, and ensure alignment with the institution's goals and objectives.

## 7. Conclusion:

- KMICS is committed to fostering a supportive environment that promotes excellence in teaching, research, and career progression.
- This policy aims to recognize and reward the contributions of faculty and staff members while fostering a culture of continuous improvement and professional growth.

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