



# **SAROJINI NAIDU VANITA MAHA VIDYALAYA**

**COLLEGE FOR WOMEN, AFFILIATED TO OSMANIA UNIVERSITY**

(Sponsored and Managed Jointly by Osmania Graduates' Association and Exhibition Society)

**NAAC Accredited 3rd Cycle**

## **Awards, Research & Career Progression Policy**

Sarojini Naidu Vanita Maha Vidyalaya has a well-defined policy for recognising the efforts of the faculty in academics, research and career development. Their efforts are rewarded with incentives.

### **Objectives:**

1. To recognize outstanding achievements by faculty and administrative staff.
2. To motivate the faculty to excel in academics, research, leadership and other areas.
3. To promote a culture of merit where faculty are rewarded based on their accomplishments and contributions.
4. To focus on career progression for professional development of faculty and staff.
5. To encourage the faculty to make significant contributions to the college and its mission.

The institution offers various measures to encourage the faculty. Some of them include

- Incentive for PhD

Three advance increments will be admissible to those who hold PhD degree, at the time of recruitment as Lecturers. A Lecturer will be eligible for two advance increments as and he/ she acquires PhD in their career. An increment of Rs. 2,500 will be included in the salary after completing PhD

- Incentive for M. Phil

An increment of Rs. 1,500 will be included in the salary after completing M. Phil

- Incentive for NET / SLET

An additional amount of Rs. 1,000 will be included in the salary as an incentive for NET or SLET


- Permissions are granted to pursue their research work.

- To encourage the faculty to pursue PhD and to publish papers. Financial assistance is given for paper publication and for attending FDPs.

- Badges are awarded on Teachers Day to those faculty who has contributions in research work, publications of papers, authoring chapters in the books, publishing books, attending FDPs, Refresher course, orientation program, organizing FDPs, conferences or any other activity in the department etc.
- Each department also will be awarded a badge for their contribution.
- The faculty are encouraged to go for exchange program in collaboration with other institutes and universities.
- The faculty are encouraged to start Short term courses and Diploma courses.
- Lump Sum incentive for acquiring higher qualifications:

Post-Graduation in relevant discipline by non-teaching Staff entitles an incentive of Rs 1,000/- per month. Incentive shall be considered only if higher qualifications will make the staff more effective in the present or next higher assignment. The incentive is admissible only for higher qualifications acquired after induction into service. The incentive shall be based on qualification without any relation to increment or level/grade of the employee. However, granting of incentive is subject matter of management.

- Enhancement of remuneration after completing PhD.
- To conduct orientation programs for the new recruits
- To encourage the faculty for orientation programs, refresher courses and FDP in Human Resource center.
- Reimbursement of fees for those who upgrade their skills with short term courses.

  
**PRINCIPAL**  
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