



College of Medicine & Dentistry at the Hills, Abbottabad

Policy on Recognition, Incentives, & Rewards for Faculty Achievements



FOR THE YEAR 2025-26



Disclaimer

This is a CMDH Policy on Recognition, Incentives, and Rewards for Faculty Achievements. The final implementation should be reviewed by the institution's legal counsel for formal endorsement.



1.0 Preamble & Purpose

The College of Medicine & Dentistry at the Hills, (CMDH), Abbottabad, acknowledges that its **National and International Faculty** form the intellectual backbone of the institution. Their contributions in education, research, administration, global collaborations, and clinical service directly uplift the academic reputation and quality of the institution.

This policy aims to:

1. Establish a formal, transparent system for acknowledging exceptional faculty achievements.
2. Promote a culture of academic excellence, innovation, and global competitiveness.
3. Provide monetary and non-monetary incentives, and ensure career growth aligned with institutional standards.
4. Ensure fairness and equal opportunities for both national and international faculty members.
5. Align institutional recognition standards with PMDC College & Hospital Recognition Regulations 2024 and global academic benchmarks.

2.0 Scope

This policy applies to:

- All full-time and part-time **National Faculty**
- All full-time and visiting **International Faculty**
- Faculty employed in Basic Sciences, Clinical Sciences, and Dental Sciences.

3.0 Definition of Notable Achievements

A. Teaching & Educational Excellence

1. Receiving institutional, national, or international **Best Teacher Awards**.
2. Designing innovative teaching strategies, digital learning tools, or assessment models adopted by CMDH.
3. Consistently high student evaluations for 2+ consecutive years.
4. Curriculum development, course revision, or introduction of new training modules.
5. Leading successful faculty development workshops or international academic courses.

B. Research & Scholarly Output

1. Publication in:
 - **High-Impact Factor journals (IF > 5)**
 - HEC-recognized **W, X, or Impact Factor** journals
 - Q1/Q2 Scopus indexed journals
2. Securing national or international competitive grants.
3. Filing or obtaining patents.
4. Publishing academic books or chapters with reputable publishers.
5. Presenting keynote/plenary talks at international conferences.
6. Establishing global research collaborations or multi-center trials.

C. Clinical & Professional Excellence

1. Introducing new clinical services, procedures, or quality improvement models.
2. Achieving exceptional patient satisfaction scores or peer recognition.
3. Receiving awards from national/international medical associations.
4. Leading clinical audits or hospital quality initiatives aligned with PMDC hospital standards.

D. Leadership, Administration & Community Service

1. Chairing major college committees with measurable outcomes.
2. Leading accreditation, curriculum, hospital safety, or academic quality projects.
3. Representing CMDH at international academic bodies or professional societies.
4. Outstanding contribution to public health outreach, community medicine, or medical camps.

4.0 Modes of Acknowledgment

CMDH recognizes faculty excellence through formal, non-monetary, and monetary rewards.

4.1 Non-Monetary Recognition

1. Formal Letters & Certificates

- Issued by the Principal for outstanding achievement.
- Copies placed in personnel files for promotion purposes.

2. Public Recognition

- Achievement announcements on:
 - College website
 - Social media (Facebook, Insta, Tiktok & Telegram)
 - Notice boards
 - Annual newsletter
 - Annual report

3. Annual “Faculty Excellence Awards” Ceremony

Awards categories include:

- Best Teacher Award (Basic & Clinical Sciences)
- Best Researcher Award
- Best Clinician Award
- Best International Faculty Award
- Rising Star (Young Faculty) Award
- Lifetime Achievement Award

4. CMD “Wall of Fame”

- Displaying photos and citations of top achievers annually.

5. Nomination for External Awards

- PMDC, HEC, CPSP, national academic bodies
- International awards (AMME, FAIMER, Global Medical Teaching Awards)

4.2 Monetary Incentives

A. Research Publications

Achievement	Incentive
IF > 5 / Q1 Journal	PKR 50,000
IF 3–5 / Q2 Journal	PKR 30,000
Category W / X	PKR 15,000

B. Research Grant Incentive

- **15% overhead** to the Principal Investigator (subject to grant rules).

C. Book/Book Chapter

- PKR 25,000 per published book/chapter.

D. Conference Support

- Funding priority for award-winning faculty to attend national or international conferences.

4.3 Incentives for International Faculty

CMD recognizes the importance of attracting and retaining international academic talent.

International faculty are eligible for:

1. International Faculty Excellence Award (PKR + Certificate + Trophy).
2. Accommodation Allowance/Relocation Support as per institutional policy.
3. Annual Performance Bonus for exemplary contributions.
4. Support for international conferences, symposiums, and collaborative research.
5. Priority access to research seed grants and teaching innovation funds.
6. Recognition in institutional global collaboration reports.

5.0 Governance & Process

5.1 Faculty Recognition & Awards Committee (FRAC)

Composition:

- Dr Muhammad Naeem Khan, Principal (Chair)
- Dr Fasseh Uz Zaman, Vice Principal,
- Dr Muhammad Junaid Khan, Director Medical Education
- Dr. M Nadeem Zafar, Medical Director Teaching Hospital
- Dr, Adeel Jan, HoD
- Asad Hussain, Deputy Director Research & Quality Enhancement Cell

5.2 Responsibilities of FRAC

1. Review nominations and verify supporting evidence.
2. Maintain transparent scoring and evaluation criteria.
3. Recommend awardees to the Principal for final approval.
4. Publish an annual Recognition Report.

5.3 Nomination Process

- Faculty may **self-nominate** or be nominated by HODs.
- Standard nomination form + documentary evidence required.
- All decisions must be based on merit and documented criteria.

6.0 Alignment with PMDC Standards

This policy complies with:

- PMDC College Recognition Standards 2024
- PMDC Hospital Recognition Standards 2024
- National Higher Education quality and faculty development guidelines
- Ethical principles for academic evaluation and recognition

Any updates in PMDC regulations shall automatically apply and be incorporated in the next revision.

7.0 Policy Review

This policy will be reviewed every **three years** or earlier if required due to regulatory updates.

Approved By

Principal

College of Medicine & Dentistry, Abbottabad