

## **Policy for Promotion of Faculty**

School of Business and Economics is an equal opportunity employer which strives to ensure that merit based system is in place for providing opportunities for career growth to its faculty members.

The policy for promotion of faculty is enforced as per following:

1. Criteria and guidelines set by Higher Education Commission for promotion of faculty members shall be enforced in SBE.
2. Those faculty members who do not fulfill criteria of their current position as per HEC guidelines, and were promoted to the position before enactment of HEC policy, shall continue to occupy their position. However these faculty members shall be required to fulfill deficiency against HEC criteria on top priority basis.
3. Those faculty members, who lack in not more than one criteria of promotion as per HEC policy, may be promoted. However, they must demonstrate that in near future they shall achieve the said one deficient criterion.

For enactment of the Policy following process shall be followed,

1. Faculty members who fulfill HEC criteria for promotion shall request for their promotion to Office of Human Resources. OHR shall take the promotion application to the Selection Board, which will interview the applicant and may approve or reject the promotion case.
2. On recommendation of OHR, respective CoD, and Dean SBE, Rector may also promote the faculty member prior to launch of his/her application in the Selection Board, subject to subsequent approval (or rejection) by the Board.
3. Faculty members who lack in HEC criteria for promotion but were promoted to their current position before enactment of HEC criteria shall report their progress to meet deficiency to Dean SBE and OHR on annual bases.