



Career Advancement Policy

1. Introduction

This policy outlines the framework for career advancement for faculty members at Tantia University, in alignment with the guidelines of the National Assessment and Accreditation Council (NAAC). The policy aims to foster professional growth, enhance academic and research capabilities, and ensure a supportive and motivating environment for faculty members.

2. Objectives

- To promote continuous professional development and lifelong learning among faculty.
- To establish clear and transparent criteria for faculty promotions and advancements.
- To support faculty in their research, teaching, and community service activities.
- To encourage a culture of mentorship, collaboration, and ethical practices.

3. Faculty Development Programs

- The university shall organize regular workshops, seminars, and conferences to enhance faculty skills and knowledge.
- Faculty members will be encouraged to pursue higher qualifications and participate in continuing education programs.
- Support will be provided for faculty to engage in research and innovation activities.

4. Performance Appraisal System

- An annual performance appraisal system will be implemented to evaluate faculty contributions in teaching, research, and service.
- The appraisal system will be transparent and based on predefined criteria, including student feedback, peer reviews, and self-assessments.

5. Promotions and Incentives

- Promotion criteria will be clearly defined, considering teaching effectiveness, research output, publications, and institutional contributions.
- Faculty members demonstrating outstanding performance will be eligible for incentives such as research grants, awards, and special recognitions.



6. Research and Publications

- Faculty will be encouraged to undertake research and publish their findings in reputable journals and conferences.
- The university will provide necessary support for research activities, including funding, infrastructure, and time allocation for research.

7. Mentorship and Support

- Senior faculty members will mentor junior faculty, providing guidance on career development, research, and teaching methodologies.
- Support systems, such as counseling and professional development workshops, will be available to assist faculty in balancing their professional and personal responsibilities.

8. Professional Development

- Faculty participation in national and international conferences, professional bodies, and collaborative projects will be supported and encouraged.
- Opportunities for sabbaticals and study leaves will be provided to enable faculty to pursue advanced research or specialized training.

9. Quality Assurance and Continuous Improvement

- Continuous assessment and improvement of faculty performance and career development programs will be conducted through feedback mechanisms and quality assurance processes.
- Best practices and benchmarking against national and international standards will be implemented to ensure excellence.

10. Infrastructure and Resources

- Adequate infrastructure and resources, such as laboratories, libraries, and digital access, will be provided to support faculty activities.
- The university will ensure that faculty have access to the necessary tools and environments to perform their duties effectively.

11. Work-Life Balance

- Policies that support work-life balance, including flexible working hours and family-friendly initiatives, will be promoted.



- Wellness programs will be established to support the physical and mental well-being of faculty members.

12. Ethical Standards and Integrity

- The university will uphold high ethical standards and academic integrity in all faculty activities.
- Policies on plagiarism, conflict of interest, and research ethics will be strictly enforced to maintain the integrity of academic work.

13. Review and Amendment

- This policy will be reviewed periodically to ensure its relevance and effectiveness.
- Amendments to the policy will be made as needed to address emerging challenges and opportunities in the field of health sciences.