

1. On-campus Accommodation Policy

1.1. Objective

The primary objective of providing on-campus accommodation is to facilitate faculty members to join the University during times of major transitions in their careers. On-campus accommodation is a major tool for attraction and retention of faculty members. The University strives to provide this facility to as many individuals as possible through on-campus construction of new residential units but cannot guarantee space for all faculty members. As the University would not be able to provide housing to all faculty members a fixed tenure system is used to ensure availability of housing for new faculty members.

1.2. Eligibility

The following academic staff members are eligible for on-campus accommodation: -

1. Professors;
2. Associate Professors;
3. Assistant Professors.
4. Teaching Fellows/Research Fellows/Lecturers

Teaching Fellows/Research Fellows/Lecturers will be offered shared accommodation. Adjunct and Visiting faculty members will be on low priority and may be offered accommodation if space is available. In special cases where applicants do not fulfill the eligibility criteria for accommodation, HR and VC approval will be required.

1.3. Entitlement

As the demand of accommodation may outstrip supply, there will be fixed occupancy tenure for everyone. The tenure will be different for faculty members at different academic ranks. The occupancy tenure will be as follows: -

Designation	Occupancy Tenure
Professor	Five (5) years
Associate Professor	Six (6) years
Assistant Professor	Eight (8) years
Teaching Fellows/Research Fellows/Lectures	Three (3) years
Visiting Faculty/Adjunct Faculty	Three (3) years (subject to contract tenure/extension/rank)

Table 1: Fixed Occupancy Tenure Entitlements for On-Campus Accommodation

1.4. Policy

1. The University will provide on-campus accommodation on a space availability basis to faculty members and their dependents. Dependents include children, dependent parents and dependent siblings only. People joining the University from abroad or out of city with no alternative accommodation arrangement in Lahore will be given preference.

- 2.** As the demand of accommodation may outstrip supply, there will be a fixed occupancy tenure for everyone, as mentioned in the Table 1 above.
- 3.** For residents occupying the apartments prior to 2005, the clock will start from January, 2005.
- 4.** The above-mentioned occupancy tenure may be extended in each of the cases depending on availability of accommodation. In such cases, the extension will be given with the explicit condition of vacating the apartment on a two months' notice. The rank at the time of provision of the accommodation will be used for tenure calculations.
- 5.** The University will not provide any financial subsidy for on-campus accommodation. Hence, representatives from three real estate agencies of good standing will be requested to independently assess the fair market rental value of LUMS accommodations. This assessment will be carried out every three years. The occupancy charges of the accommodation will be kept at par with the fair market value.
- 6.** Initially, if there is any discrepancy between current occupancy charges and assessed fair market rents then the current occupancy charges will be adjusted in line with the market rents over a period of two years.
- 7.** Faculty members will be expected to take possession of furnished apartments in their current state; request for replacement/addition in furnishings will not be catered.
- 8.** HR will only be responsible for allocating apartments to faculty members, issues regarding apartment maintenance will be handled by Facilities & Engineering department.