Recruitment of Employees

STATUTES/AMENDED STATUTES

ELIGIBILITY CONDITIONS FOR APPOINTMENT OF FACULTY MEMBERS IN PAY SCALES

HIGHER EDUCATION COMMISSION, ISLAMABAD LETTER NO.1-6/HEC/AD (QA)/2007DATED, 02.04.2007

UET Notification No.Regu-III/6(86)/07/304, dated 13.06.2007

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1.0 Appointment of Faculty Members.

1.1 Introduction

Appointment of faculty members in an academic institution is one of the most important issues to be addressed to improve the quality of higher education in Pakistan. Any issue of such importance is necessarily complex, and requires careful consideration. Since appointment to a post directly impacts the professional, personal and financial standing of faculty membe4rs. Decision making on qualitative factors requires experience, and is open to the introduction of personal biases, and therefore it is necessary to define minimum requirements on quantitative data such as the number of years of service and number of Journal publications. This document lists only the **Minimum Eligibility Criteria** for appointment to a regular faculty post. However, the universities are encouraged to develop comprehensive criteria for appointment to a faculty post based on the research contribution, teaching effectiveness and service to the professional community of the faculty members.

1.2 Detailed Criteria

The detailed criteria to be developed by each university may take into account

- Quality of teaching,
- Number of courses taught and number of student contact hours.
- Student evaluation of curses taught,
- · Development of new courses and laboratories,
- MS/Ph.D. student supervision,
- Quality of research publications,
- Research funding attracted,
- · Honours received, and
- Degree and level of participation in activities for the promotion of their respective disciplines as well as development of the Institution in which the faculty member is employed.

1.3 Applicability

The Eligibility Conditions for appointment are applicable to all Universities and Degree Awarding Institutions (DAIs)

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1. Eligibility Conditions for appointment of faculty in all disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) disciplines in all Universities and Degree Awarding Institutions

	versities and Degree Awardi		N. 7
Position	Minimum qualifications	Experience	Minimum
			number of
			publications
Lecturer	First Class Master's Degree OR equivalent degree awarded after 16 years of education in the relevant field with no 3 rd Division in the academic career from an HEC recognized University/ Institution. However, during the next two years (i.e. until September 30, 2008) if no candidate is available without 3 rd division in the academic record, then the university may forward the case for appointment for a selected candidate to the HEC for consideration and approval	No experience required	Nill
Assistant Professor	PhD in relevant field from HEC recognized University/ Institution.	No experience required	Nill
		OR	
	Master's degree (foreign) OR M.Phil (Pakistan) OR equivalent degrees awarded after 18 years of education as determined by the HEC in the relevant field from an HEC recognized University/ Institution.	4-years teaching/ researchexperience in a recognized university or a post- graduation Institution or professional experience in the relevant field in a National or International organization.	Nil

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Associate	Ph.D in the relevant field	10-years	The applicant
Professor	from an HEC recognized	teaching/research	must have 8
	University/Institution	in an HEC	publications
	•	recognized	(with at least
		University or a post-	2 publications
		graduate Institution or professional	in last 5
		experience in the	years) up till
		relevant field in a	30th Sep.
		National or	2008 and 10
		International	publications
		organization.	(with at least
		Note: After 30 th June,	4
		2013*, at least 4-years	publications in
		Post-PhD level	the last five
		experience in an HEC	years after 30 th
		recognized University	Sep. 2008 in the
		or post-graduate institution or	HEC recognized
		professional experience	Journals.
		in the relevant field in a	
		National or	
		International	
		organization will be	
		required. OR	
		_	
		5-years post-Ph.D.	
		teaching/ research	
		experience in an HEC	
		recognized University	
		or a post-graduate	
		institution or	
		professional experience	
		in the relevant field in a	
		National or International	
		organization	
Professor	Ph.D. from an HEC	15-years	The applicant
	recognized institution in the	teaching/research in	must have 12
	relevant field	HEC recognized University or post-	research publications
		graduate Institution	(with at least
		or professional	3
		experience in the	publications
		relevant field in a	in last 5
		National or	years) up till
		International organization.	30th Sep. 2008, and
		organización.	2000, allu

	Note: After 30th June, 2013*, at least 8 years Post Ph.D level experience in an HEC recognized University or post- graduate institution or professional experience in the relevant field in a National or International organization will be required. OR 10-years post-PhD teaching/ research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.	15 research publications (with at least 5 publications in the last 5 years) after 30th Sep. 2008, in HEC recognized Journals.
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^{*} amended vide notification NO.Univ/Regu-III/6(86)/87/10/980, dated 4.12.10.

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2. Eligibility Conditions for appointment of faculty in Engineering, Information Technology, Computing disciplines and *Architecture, City & Regional Planning in all Universities and Degree Awarding Institutions

	g ili ali Olliversities alia	Degree Awarding Institution	3
Position	Minimum	Experience	Minimum
	qualifications	_	number of
	-		publications
Lecturer	Master's Degree/ B.Sc(Engr.) (First Class) in the relevant field with no 3rd Division in the academic career from HEC	No experience required	Nil
	recognized University/ Institution.		
Assistant Professor	Master's degree in relevant field till 2010. After 2010, 30% should be Ph.D's, after 2012, 60% should be PhDs and by the end of 2015, 100% should be PhDs in the relevant field from an HEC recognized University/ Institution.	2-years teaching/research experience in a recognized institution/university/ college OR 2-years professional experience in the relevant field in a national or international organization.	Nil
		OR	
	PhD in the relevant field from HEC recognized University/ Institution	No Experience is required for PhD degree holders.	Nil
Associate Professor	Ph.D. in the relevant field from institution recognized by HEC in consultation with PEC.	Till June 2012, 07-years Teaching /research experience in a recognized institution/ college/ university or 7-years professional experience in the relevant field in a national or international organization out of which 2- years must be teaching experience. Note: After 2012, 10-years teaching experience with at least 4-years experience at the Post- PhD level in HEC	5/8/10 research publications (with at least 1/2/4 publications in the last 5 years) by the calendar years 2007/2008/2012 respectively, in HEC/PEC recognized journals.

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		recognized University or a post-graduate institution or professional experience in the relevant field in a National or International Organization will be required. OR	
		5-years post PhD teaching/ research experience in an HEC recognized University or a post- graduate Institution or professional experience in the relevant field in a National or International organization.	
Professor	PhD degree in relevant field, recognized by HEC in consultation with PEC	Till June 2012, 12-years teaching/research experience in a recognized institution/ college/ university or 12- years professional experience in the relevant field in a national or international organization out of which 5-years must be teaching experience. Note: After 2012, 15-years teaching/research experience with at least 8-years' experience at the Post-PhD level in HEC recognized University or a postgraduate institution or professional experience in the relevant field in a National or International organization will be required.	research publications (with at least 2/3/5 publications in the last 5 years) by the calendar years 2007/2008/2012 respectively, in HEC/PEC recognized journals
		OR 10-years post PhD teaching/ research experience in an HEC recognized University or a post-	

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graduate Institution		
or professional experience		
in the relevant field in a		
National or International		
organization.		

^{*}Higher Education Commission vide No.8-5/QAA/HEC/06-69, dated 06.08.2007 explained that Eligibility conditions for appointment of Faculty in Architecture, City & Regional Planning are to be considered as stipulated for Engineering, Information Technology and Computing Sciences disciplines in all University/Institutions.

UET Notification No.Regu-III/6(68)/07/549, dated23.08.2007

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3. Eligibility Conditions for Appointment of Faculty in Medical Sciences (Non-Clinical & Basic Sciences) disciplines as per classification by PMDC

Clinical & Basic Sciences) disciplines as per classification by PMDC			
Position	Minimum	Experience	Minimum
	qualifications		number of
			publications
Demonstrator	MBBS or Master's	No experience	Nil
2 cmonstrator	Degree (First Class) in	required	1 122
	the relevant field with	required	
	no 3 rd Division in the		
	Academic Career from		
	an HEC recognized		
	University /Institution.		
	During the next two years		
	(i.e. until September 30,		
	2008) if no candidate is		
	available without 3 rd		
	division in the academic		
	record, then the University		
	may forward the case for		
	appointment of a selected		
	candidate to the HEC for		
	consideration and approval.		
Associate	Ph.D in the relevant field	No experience	Nil
Professor	froman HEC recognized	required	
Tiolessor	University/Institution OR	required	
	equivalent degree awarded		
	after 8-years of education		
	in the relevant field as		
	determined by the HEC.		
		OR	
	Master's degree (foreign)	4-years teaching/	Nil
	or M.Phil (Pakistan) or	research experience in	
	equivalent degree warded	a recognized	
	after 18-years of	university or post-	
	education in the relevant	graduate Institution or	
	field from an HEC	professional	
	recognized University	experience in the	
	/Institution.	relevant field in a	
		National or	
		International	
		organization.	
Associate	Ph.D in the relevant field	10 years teaching/	The applicant
Professor	from an HEC recognized	research in HEC	must have 8
	University/ Institution.	recognized	publications
	Chi Cibicy, histication.	University or a post-	(with at least 2

	1	Recruitment of	
		graduate Institution	publications in
		or professional	last 5-years) up-
		experience in the	till 30 th
		relevant field in a	September,
		National or	2008 and 10
		International	publications
		organization.	(with at least 4
		Note: After 30 th June,	publication in
		2010, at least 4-years	the last 5-years)
		Post-Ph.D. level	after30th
		experience in an HEC	September 2008
		recognized university	in HEC
		or a post-graduate	recognized
		institution or	journals
		OR	Journais
		Professional	-
		experience in the	
		relevant field in a	
		National or	
		International	
		organization will be	
		required.	
		OR	
		5-years post-Ph.D.	
		teaching/research	
		experience in HEC	
		recognized	
		University or a post-	
		graduate Institution	
		or professional	
		experience in the	
		relevant field in a	
		National or	
		International	
		organization.	
Professor	Ph.D from an HEC	15-years teaching/	The applicant
	recognized	research experience	must have 12
	University/Institution in	in HEC recognized	publications
	•	University or a post-	(with at least 3
	the relevant field.	graduate Institution	publications in
		or professional	last 5 years) up
		experience in the	till 30 th
		relevant field in a	September 2008
		National or	and 15 research
		International	publication
		organization.	(with at least 5
	i	<u> </u>	

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	Note: After 30 th	publications in
	June, 2010, at least	the last 5-years)
	8-years Post-Ph.D.	after 30 th
	level experience in	September
	an HEC recognized	2008, in HEC
	university or a post-	recognized
	graduate institution	journals.
	or professional	
	experience in the	
	relevant field in a	
	National or	
	International	
	organization will be	
	required.	
	OR	
	10-years post-Ph.D.	
	teaching/research	
	experience in a	
	recognized	
	University or a post-	
	graduate Institution	
	or professional	
	experience in the	
	relevant field in a	
	National or	
	International	
	organization.	

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4. Eligibility Conditions for Appointment of Faculty in Medical Sciences (Clinical Sciences) disciplines as per classification by PMDC.

Position	N/:-:	E	Minimum
Position	Minimum qualifications	Experience	=-
			number of
			publications
Senior	MBBS with	3-years teaching/	Nil
Registrar	MD/MS/FCPS/MDS/	research experience	
2108220202	Ph.D./M.Phil (Old Courses of	in a recognized	
	4-years) (Pakistan) /	university or post-	
	Membership of Royal	graduation	
	Colleges (UK)/Diplomat of	institution.	
	American Board or	OR	
	equivalent International	Professional experience	
	terminal qualifications (as	in the relevant field in a	
	determined by HEC) in the	national or international	
	Clinical Medical Science	organization.	
	disciplines		
		OR	
	MBBS with Master's degree	4-years teaching/	Nil
	(foreign) or equivalent degree	research experience	
	awarded after 18-years of	in a recognized	
	education in the relevant field	university or a post-	
	from an HEC recognized	graduation Institution	
	University/ Institution.	or professional	
		experience in the	
		relevant field in a	
		National or	
		International	
		organization.	
Assistant	MBBS with	3-years teaching/	2 research
Registrar	MD/MS/FCPS/MDS/	research experience	publications in
Registrar	Ph.D./M.Phil (Old Courses of	in a recognized	HEC recognized
	4-years) (Pakistan) /	university or post-	journals.
	Membership of Royal	graduation institution	
	Colleges (UK)/Diplomat of	or Professional	
	American Board or	experience in the	
	equivalent International	relevant field in a	
	terminal qualifications (as	national or	
	determined by HEC) in the	international	
	Clinical Medical Science	organization.	
	disciplines.		
	MBBS with Master's degree	4-years teaching/	2 research
	(foreign) or equivalent degree	research experience	publications in

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Associate Professor	awarded after 18-years of education in the relevant field from an HEC recognized University/ Institution. MBBS with MD/MS /FCPS/ MDS / Ph.D/M.Phil. (Old Courses of 4- years) (Pakistan)/Membership of Royal Colleges (UK)/ Diplomat of American Board or equivalent international terminal qualifications (as determined by HEC) in the clinical Medical Science disciplines.	in a recognized university or a post- graduation Institution or professional experience in the relevant field in a National or International organization. 5 years post terminal qualification level teaching/research experience in an HEC recognized University or a post graduate Institution or professional experience in the relevant field in a National or International organization.	The applicant must have 8 publications (with at least 2 publications in last 5 years) up till 30 th September 2008 and 10 publications (with at least 4 publications in the last 5 years) after 30 th Sep. 2008, in HEC recognized
Professor	MBBS with MD/MS/FCPS/ MDS / Ph.D/M.Phil.(Old Courses of 4-Years) (Pakistan)/Membership of Royal College (UK)/Diplomat of American Board or equivalent international terminal qualifications (as determined by HEC) in the clinical Medical Science disciplines.	10 years post- terminal qualification level teaching/ research experience in an HEC recognized University or post graduate institution or professional experience in the relevant field in a National or International organization	journals. The applicant must have 12 research publications (with at least 3 publications in last 5 years) up till 30 th September, 2008 and 15 publication (with at least 5 publications in the last 5 years) after 30 th Sep.2008, in HEC recognized Journals.

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5. Eligibility Conditions for Appointment of Faculty in all law disciplines, in all Universities and Degree Awarding Institutions

	ties and Degree Awarding In		Minim
Position	Minimum qualifications	Experience	Minimum
			number of
			publications
Lecturer	LLB Degree (First Class)	Nil	Nil
	with no 3 rd division in the		
	academic career from an		
	HEC recognized		
	University/Institutions.		
	During the next two years (i.e.		
	until June 30, 2008) if no candidate is available without		
	3 rd division in the academic		
	record, then the University		
	may forward the case for appointment of a selected		
	candidate to the HEC for		
	consideration and approval.		
Assistant	Ph.D in Law or equivalent	Nil	Nil
Professor	degree from an HEC		1111
Trotessor	recognized		
	university/institution.		
	OR		
	L.L.M, J.D or equivalent	4-years Teaching/	Nil
	degree from an HEC	research experience in a	
	recognized	recognized university or	
	University/Institution.	a post-graduation	
		institution or	
		professional experience in the relevant field in a	
		National or	
		International	
		organization.	
	OR		
	LLB degree (First Class)	6-years	Nil
	from an HEC recognized	teaching/research	
	University/Institutions.	experience in a	
		recognized university or a	
		post-graduation institution	
		or professional experience	
		in the relevant field in a	
		National or International	
		organization	

Associate Professor Ph.D in law or equivalent degree from HEC recognized University/Institution. University/Institution. University/Institution. University/Institution. University/Institution. 10-Years teaching/research experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.
recognized University/Institution. recognized University/Institution. experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International
recognized University/Institution. experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International
or a post-graduate Institution or professional experience in the relevant field in a National or International
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Note: After 30 th June,
2010, at least 4 years
Post-PhD level experience
in an HEC recognized
University or post-
graduate institution or
professional experience in
the relevant field in a
National or International
organization will be
required.
OR
5-years post-PhD
teaching/research
experience in HEC
recognized University or
a post-graduate
Institution or
professional experience
in the relevant field in a
National or International
Organization.
OR
L.L.M, J.D in Law or 12-years The applicant
equivalent degree from an teaching/research must
HEC recognized experience (with at least have 8
University/Institution. 4-years experience after publications
the post-terminal degree (with at
level) in an HEC least 2
recognized University publications
or a post- graduate in last 5
Institution or years) up

		professional experience in the relevant field in a National or International Organization.	till 30 th September, 2008 and 10 publications with at least 4 publications in the last 5- years) after 30 th
			September 2008, in HEC recognized Journals.
Professor	Ph.D. in Law or equivalent degree form an HEC recognized University/ Institution.	15-years teaching/ research experience in an HEC recognized University or post- graduate institution or professional experience in the relevant field in a National or International organization. Note: After 30 th June, 2010, at least 8-years Post-PhD level experience in an HEC recognized university or post-graduate institution or professional experience in the relevant field in a National or International organization will be required. OR 10-years post-PhD	The applicant must have 12 research publications (with at least 3 publications in last 5-years) up till 30 th September, 2008 and 15 research publications (with at least 5 publications in the lat 5-years) after 30 th September, 2008, in HEC recognized journals.
		teaching/research experience in a recognized University or a post- graduate Institution or	

	professional experience in the relevant field in a National or International organization.	
L.L.M, J.D or equivalent degrees from an HEC recognized University/ Institution.	teaching/research experience (with at least 8-years experience after LLM/J.D or equivalent degrees in HEC recognized University or a post- graduate institution or professional experience in the relevant field in a National or International organization.	The applicant must have 12 research publications (with at least 3 publications in last 5-years) up till 30 th September 2008 and 15 research Publications in the last 5-years) after 30 th September 2008, in HEC recognized journals.

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6. Eligibility conditions for appointment of faculty in ARTS AND DESIGN (STUDIO PRACTICES) disciplines, in all Universities and Degree Awarding Institutes.

Institute			
Position	Minimum qualifications	Experience	Minimum number of publications/ Achievements
Lecturer	First professional degree (4 Years minimum, First Division) with no third division in the academic career from HEC recognized University/ Institution. During the next two years (i.e. until 30th September, 2008) if no candidate is available without 3rd division in the academic record, then the university may forward the case for appointment of a selected candidate to the HEC for consideration and approval.	Nil	Nil
Assistant Professor	PhD in the relevant field from HEC recognized University/ Institution	Nil	Nil
		OR	
	Master's degree (foreign) or M.Phil. OR equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution	4-years teaching research experience in a recognized University or a Postgraduate Institution or professional experience in the relevant field in a National or International organization. OR	
	First professional degree		<u> </u>
	(4 Years minimum, First Division) from HEC recognized University/Institution.	6-years teaching research experience in a recognized University or a Post- graduate Institution or professional experience in the relevant	

		field in a National or	
		field in a National or	
	DID: 4 1 CT	International organization.	0-4-41
Associate	PhD in the relevant field	10-years teaching/	Outstanding
Professor	from HEC recognized	research experience in an	and substantial
	University/ Institution	HEC recognized	level of
		University or a Post-	professional art
		graduate Institution or	activity
		professional experience	(Demonstrated
		in the relevant field in a	by participation
		National or	in 6 exhibitions at national or
		International organization.	international
		Note: After 30 th June,	level with
		2010 at least 4-years post	
		PhD level experience in	6 exhibitions at
		a recognized University	national or
		or a Post- graduate	international
		Institution or	level with two
		professional experience	or more than
		in the relevant	two new
		field in a National or	works in each
		International	exhibition or
		organization will be	evidence of
		required.	equal number
		OR	of visual
		5-years post PhD	communication
		teaching/research	campaigns
		experience in a	designed and published or
		recognized University	equivalent
		or a Post- graduate	work in any
		Institution or	other
		professional experience	discipline of
		in the relevant	Arts and
		field in a National or	Design as
		International organization	specified in the
	Master's degree (foreign)	12-years teaching	research criteria)
	or M.PhilOR	research experience (with	1050archi chitchia)
	equivalent degree	at least 4-years experience	
	awarded after 18	• •	
	years of education in the	after the Masters	
	relevant field from HEC	(Foreign) or equivalent	
	recognized	degree in a HEC	
	University/Institution	recognized University or a	
		Post- graduate Institution	
		or professional experience	

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		in the relevant field in a	
		National or International	
		organization	
Professor	PhD from HEC recognized Institution	15-years teaching/ research experience in an	Outstanding and
	in the relevant field.	HEC recognized	substantial
		University or a Post-	level of
		graduate Institution or	
		professional experience	professional
		in the relevant field in a	art activity and
		National or International	a national or
		organization.	international
		Note: After 30 th June,	contribution to
		2010, at least 8-years	the
		Post-Ph.D. level	development
		experience in an HEC	of Arts and
		recognized university or	Design in
		post-graduate institution	general.
		or professional	(Demonstrated
		experience in the relevant field in a National or	by at least 8
			exhibitions at
		International organization OR	national or
		10-years post-Ph.D.	international
		teaching/ research	level with two
		experience in a	or more than
		recognized University or	two new works
		a post-graduate	in each
		institution or professional	exhibition or
		experience in the relevant	evidence of
		field in a National or	equal number
		International	of visual
		organization.	communication
			campaigns
	Master's (Foreign) or	17-years teaching/	designed and
	M.Phil or equivalent	research experience (with	published or
	degree in the relevant	at least 8-years experience	equivalent work
	field from an HEC	after LLM/JD or	in any other
	recognized	equivalent degree in HEC	discipline of
	University/ Institution.	recognized University or a	Art and Design
	msatuton.	post-graduate Institution or	as specified in
		professional experience in	the research
		the relevant field in a	criteria).
		National or International	511to11u).
		organization.	
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