# 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

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Eligibility Criteria for the Waeant-Posts adventised in the year 2019 and

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21/1/2021

## 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)

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

	in all Universities and Degree Awarding Institutions			
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 <sup>rd</sup> 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 <sup>rd</sup> 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	

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. 2008 and 10
		National or	publications
		International organization.	(with at least
		Note: After 30 <sup>th</sup> June,	4
		Note: After 30 June, 2013*, at least 4-years	publications in
		Post-PhD level	the last five
		experience in an HEC	years after 30 <sup>th</sup>
		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 HEC recognized	must have 12 research
	relevant field	University or post-	publications
		graduate Institution	(with at least
		or professional	3
		experience in the relevant field in a	publications in last 5
		National or	years) up till
		International	30th Sep.
		organization.	2008, and

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	15 research publications (with at least 5 publications in the last 5 years) after 30th Sep. 2008, in HEC recognized Journals.
organization.	

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

Position	Minimum qualifications	Experience	Minimum 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 recognized University/ Institution.	No experience required	Nil
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.

Professor	PhD degree in relevant field, recognized by HEC in consultation with PEC	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.  Till June 2012, 12-years teaching/research experience in a recognized institution/ college/	research publications (with at least 2/3/5
		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.	,
		OR  10-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.	
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<sup>\*</sup>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.

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

Position	Minimum	Experience	Minimum
1 05141011	qualifications		number of
	quantitations		publications
D 4 4	MBBS or Master's	NT '	•
Demonstrator		No experience	Nil
	Degree (First Class) in	required	
	the relevant field with no 3 <sup>rd</sup> 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 <sup>rd</sup>		
	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 avecariones	Nil
	froman HEC recognized	No experience	NII
Professor	University/Institution OR	required	
	equivalent degree awarded		
	after 8-years of education		
	in the relevant field as		
	determined by the HEC.		
	determined by the File.	OR	
	Master's degree (foreign)	4-years teaching/	Nil
	or M.Phil (Pakistan) or	research experience in	1411
	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		research in HEC	must have 8
Frotessor	from an HEC recognized	recognized	publications
	University/ Institution.	University or a post-	(with at least 2

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

Note: After 30 <sup>th</sup>	publications in
June, 2010, at least	the last 5-years)
8-years Post-Ph.D.	after 30 <sup>th</sup>
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.	

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

Position	Minimum qualifications	Experience	Minimum
2 001011	4		number of
			publications
C	MBBS with	3-years teaching/	_
Senior	MD/MS/FCPS/MDS/	research experience	Nil
Registrar	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	organization.	
		OR	
	MBBS with Master's degree	4-years teaching/	Nil
	(foreign) or equivalent degree	research experience	1 111
	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
	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.	4	
	MBBS with Master's degree	4-years teaching/	2 research
	(foreign) or equivalent degree	research experience	publications in

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 <sup>th</sup> September 2008 and 10 publications (with at least 4 publications in the last 5 years) after 30 <sup>th</sup> Sep. 2008, in HEC recognized journals.
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	The applicant must have 12 research publications (with at least 3 publications in last 5 years) up till 30 <sup>th</sup> September, 2008 and 15 publication (with at least 5 publications in the last 5 years) after 30 <sup>th</sup> Sep.2008, in HEC recognized Journals.

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

Position	les and Degree Awarding in		Minimum
Position	Minimum qualifications	Experience	
			number of
			publications
Lecturer	LLB Degree (First Class)	Nil	Nil
	with no 3 <sup>rd</sup> 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 <sup>rd</sup> 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	1411	1411
Frotessor	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	
	2 : 22 522 y , 222 523 523 523 523 523 523 523 523 523	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.	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.	
		Note: After 30 <sup>th</sup> 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.	
	L.L.M, J.D in Law or equivalent degree from an HEC recognized University/Institution.	OR  12-years teaching/research experience (with at least 4-years experience after the post-terminal degree level) in an HEC recognized University or a post- graduate Institution or	The applicant must have 8 publications (with at least 2 publications in last 5 years) up

		professional experience in the relevant field in a National or International Organization.	till 30 <sup>th</sup> September, 2008 and 10 publications with at least 4 publications in the last 5- years) after 30 <sup>th</sup> 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 <sup>th</sup> 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 teaching/research experience in a recognized University or a post- graduate Institution or	The applicant must have 12 research publications (with at least 3 publications in last 5-years) up till 30 <sup>th</sup> September, 2008 and 15 research publications (with at least 5 publications in the lat 5-years) after 30 <sup>th</sup> September, 2008, in HEC recognized journals.

L.L.M, J.D or equivalent	professional experience in the relevant field in a National or International organization. OR 17-years	The applicant
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.	must have 12 research publications (with at least 3 publications in last 5-years) up till 30 <sup>th</sup> September 2008 and 15 research Publications in the last 5- years) after 30 <sup>th</sup> September 2008, in HEC recognized journals.

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

Position	Minimum qualifications	Experience	Minimum
	•	•	number of
			publications/
T	Einst musfession al decuse	NT*I	Achievements
Lecturer	First professional degree	Nil	Nil
	(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 30 <sup>th</sup>		
	September, 2008) if no		
	candidate is available		
	without 3 <sup>rd</sup> 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	PhD in the relevant field	Nil	Nil
Professor	from HEC recognized		
	University/ Institution		
		OR	1
	Master's degree (foreign)	4-years teaching research	
	or M.Phil. OR equivalent	experience in a recognized	
	degree awarded after 18	University or a Post-	
	years of education in the	graduate Institution or	
	relevant field from HEC recognized	professional experience in	
	University/Institution	the relevant field in a National or International	
	Oniversity/insutution	organization.	
	OR		
	First professional degree	6-years teaching research	
	(4 Years minimum, First	experience in a	
	Division) from HEC	recognized University	
	recognized	or a Post- graduate	
	University/Institution.	Institution or	
		professional experience	
		in the relevant	

		field in a National or	
		International organization.	
Associate Professor	PhD in the relevant field from HEC recognized University/ Institution  Master's degree (foreign) or M.PhilOR		Outstanding and substantial level of professional art activity (Demonstrated by participation in 6 exhibitions at national or international level with 6 exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)
or M.Phi equivaler awarded years of relevant recogniz	or M.PhilOR equivalent degree awarded after 18 years of education in the	12-years teaching	
	relevant field from HEC recognized University/Institution	degree in a HEC recognized University or a Post- graduate Institution or professional experience	

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