

STATUTES/AMENDED STATUTES

ELIGIBILITY CONDITIONS FOR  
APPOINTMENT OF FACULTY  
MEMBERS IN PAY SCALES

HIGHER EDUCATION COMMISSION,  
ISLAMABAD LETTER NO.1-6/HEC/AD  
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Eligibility Criteria for the vacant  
Posts advertised in the year 2019 and

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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 members. 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 courses 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**

<b>Position</b>	<b>Minimum qualifications</b>	<b>Experience</b>	<b>Minimum number of publications</b>
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	Nil
Assistant Professor	PhD in relevant field from HEC recognized University/ Institution.	No experience required	Nil
	<p style="text-align: center;"><b>OR</b></p> Master's degree (foreign) <b>OR</b> M.Phil (Pakistan) <b>OR</b> 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/ research experience in a recognized university or a post- graduation Institution or professional experience in the relevant field in a National or International organization.	Nil

Associate Professor	Ph.D in the relevant field from an HEC recognized University/Institution	<p>10-years teaching/research in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p><b>Note:</b> After 30<sup>th</sup> June, 2013*, 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.</p> <p style="text-align: center;">OR</p> <p>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</p>	<p>The applicant must have 8 publications (with at least 2 publications in last 5 years) up till 30<sup>th</sup> Sep. 2008 and 10 publications (with at least 4 publications in the last five years after 30<sup>th</sup> Sep. 2008 in the HEC recognized Journals.</p>
Professor	Ph.D. from an HEC recognized institution in the relevant field	<p>15-years teaching/research in HEC recognized University or post-graduate Institution or professional experience in the relevant field in a National or International organization.</p>	<p>The applicant must have 12 research publications (with at least 3 publications in last 5 years) up till 30<sup>th</sup> Sep. 2008, and</p>

		<p><b>Note:</b> 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.</p> <p>OR</p> <p>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.</p>	<p>15 research publications (with at least 5 publications in the last 5 years) after 30th Sep. 2008, in HEC recognized Journals.</p>
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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**

<b>Position</b>	<b>Minimum qualifications</b>	<b>Experience</b>	<b>Minimum number of publications</b>
<b>Lecturer</b>	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
<b>Assistant Professor</b>	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  <b>OR</b> 2-years professional experience in the relevant field in a national or international organization.	Nil
	<b>OR</b>		
	PhD in the relevant field from HEC recognized University/ Institution	No Experience is required for PhD degree holders.	Nil
<b>Associate Professor</b>	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. <b>Note:</b> 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.

		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.	
<b>Professor</b>	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. <b>Note:</b> 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-	

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

<b>Position</b>	<b>Minimum qualifications</b>	<b>Experience</b>	<b>Minimum number of publications</b>
<b>Demonstrator</b>	MBBS or Master's Degree (First Class) in 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.	No experience required	<b>Nil</b>
<b>Associate Professor</b>	Ph.D in the relevant field from an HEC recognized University/Institution OR equivalent degree awarded after 8-years of education in the relevant field as determined by the HEC.	No experience required	<b>Nil</b>
	OR Master's degree (foreign) or M.Phil (Pakistan) or equivalent degree awarded after 18-years of education in the relevant field from an HEC recognized University /Institution.	4-years teaching/ research experience in a recognized university or post-graduate Institution or professional experience in the relevant field in a National or International organization.	<b>Nil</b>
<b>Associate Professor</b>	Ph.D in the relevant field from an HEC recognized University/ Institution.	10 years teaching/ research in HEC recognized University or a post-	The applicant must have 8 publications (with at least 2

		<p>graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p><b>Note:</b> 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</p>	<p>publications in last 5-years) up-till 30<sup>th</sup> September, 2008 and 10 publications (with at least 4 publication in the last 5-years) after 30<sup>th</sup> September 2008 in HEC recognized journals</p>
		<p style="text-align: center;">OR</p> <p>Professional experience in the relevant field in a National or International organization will be required.</p> <p style="text-align: center;">OR</p> <p>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.</p>	
<p><b>Professor</b></p>	<p>Ph.D from an HEC recognized University/Institution in the relevant field.</p>	<p>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.</p>	<p>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</p>

		<p><b>Note:</b> After 30<sup>th</sup> June, 2010, at least 8-years Post-Ph.D. level experience in an HEC recognized university or a post-graduate institution or professional experience in the relevant field in a National or International organization will be required.</p> <p>OR</p> <p>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.</p>	<p>publications in the last 5-years) after 30<sup>th</sup> September 2008, in HEC recognized journals.</p>
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**4. Eligibility Conditions for Appointment of Faculty in Medical Sciences (Clinical Sciences) disciplines as per classification by PMDC.**

<b>Position</b>	<b>Minimum qualifications</b>	<b>Experience</b>	<b>Minimum number of publications</b>
<b>Senior Registrar</b>	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	3-years teaching/ research experience in a recognized university or post-graduation institution.  OR Professional experience in the relevant field in a national or international organization.	<b>Nil</b>
	<b>OR</b>		
	MBBS with Master's degree (foreign) or equivalent degree awarded after 18-years of education in the relevant field from an HEC recognized University/ Institution.	4-years teaching/ research experience in a recognized university or a post-graduation Institution or professional experience in the relevant field in a National or International organization.	<b>Nil</b>
<b>Assistant Registrar</b>	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.	3-years teaching/ research experience in a recognized university or post-graduation institution or Professional experience in the relevant field in a national or international organization.	2 research publications in HEC recognized journals.
	MBBS with Master's degree (foreign) or equivalent degree	4-years teaching/ research experience	2 research publications in

	awarded after 18-years of education in the relevant field from an HEC recognized University/ Institution.	in a recognized university or a post-graduation Institution or professional experience in the relevant field in a National or International organization.	HEC recognized journals.
<b>Associate Professor</b>	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.	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.
<b>Professor</b>	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**

<b>Position</b>	<b>Minimum qualifications</b>	<b>Experience</b>	<b>Minimum number of publications</b>
<b>Lecturer</b>	LLB Degree (First Class) 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.	<b>Nil</b>	<b>Nil</b>
<b>Assistant Professor</b>	Ph.D in Law or equivalent degree from an HEC recognized university/institution.	<b>Nil</b>	<b>Nil</b>
	<b>OR</b>		
	L.L.M, J.D or equivalent degree from an HEC recognized University/Institution.	4-years Teaching/ research experience in a recognized university or a post-graduation institution or professional experience in the relevant field in a National or International organization.	<b>Nil</b>
<b>OR</b>			
	LLB degree (First Class) from an HEC recognized University/Institutions.	6-years teaching/research experience in a recognized university or a post-graduation institution or professional experience in the relevant field in a National or International organization	<b>Nil</b>

<b>Associate Professor</b>	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.	
		<b>Note:</b> 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.	
		<b>OR</b>	
		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.	
	<b>OR</b>		
	L.L.M, J.D in Law or equivalent degree from an HEC recognized University/Institution.	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.
<b>Professor</b>	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.	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.
		<b>Note:</b> 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	

		professional experience in the relevant field in a National or International organization.	
	OR		
	L.L.M, J.D or equivalent degrees from an HEC recognized University/ Institution.	17-years 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 <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.**

<b>Position</b>	<b>Minimum qualifications</b>	<b>Experience</b>	<b>Minimum number of publications/ Achievements</b>
<b>Lecturer</b>	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 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.	<b>Nil</b>	<b>Nil</b>
<b>Assistant Professor</b>	PhD in the relevant field from HEC recognized University/ Institution	<b>Nil</b>	<b>Nil</b>
	<b>OR</b>		
	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 Post-graduate Institution or professional experience in the relevant field in a National or International organization.	
	<b>OR</b>		
First professional degree (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 International organization.	
<b>Associate Professor</b>	PhD in the relevant field from HEC recognized University/ Institution	<p>10-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.</p> <p><b>Note:</b> After 30<sup>th</sup> June, 2010 at least 4-years post PhD level experience in a recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization will be required.</p> <p><b>OR</b></p> <p>5-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</p>	<p>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)</p>
	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	<p>12-years teaching research experience (with at least 4-years experience after the Masters (Foreign) or equivalent degree in a HEC recognized University or a Post- graduate Institution or professional experience</p>	

		in the relevant field in a National or International organization	
<b>Professor</b>	PhD from HEC recognized Institution in the relevant field.	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. <b>Note:</b> 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.	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 the research criteria).
	Master's (Foreign) or M.Phil or equivalent degree in the relevant field from an HEC recognized University/ Institution.	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 professional experience in the relevant field in a National or International organization.	

