

TTS Appointments Process

Advertisement:

Appointments at universities are made by the respective Universities/institutions therefore applicants must apply against the vacant positions available at a university/institution according to the advertisement made by the respective institution.

Selection Process:

It is pertinent to mention that the Universities, being appointing authority, should bear the entire onus and may check all the publications and other minimum eligibility conditions of the applicants against their original/actual documentary evidences and should also ensure that the publications are in Journals recognized by the HEC for the purpose of Tenure Track Appointments (Journals that fall under the category W, X and Y for Social Sciences; upto June 30th 2011 (only W category thereafter), while for Science disciplines only W category (Impact Factor) Journals, are acceptable).

Selection Criteria*:

For Assistant Professor

Qualification: PhD Degree/ Terminal Qualification in the relevant field (from an HEC recognized Institution).

Note: For PhD degree holders from Pakistan the Registrar must certify that the PhD thesis was evaluated by two foreign Experts as per HEC guidelines for award of PhD degree, in case foreign evaluation was not done then the candidate must provide evidence of two publications in Journals recognized by the HEC.

* Selection Criteria for Associate Professor and Professor are given at Annexure-A

Role of HEC with respect to the TTS:

The HEC will provide separate funding for TTS i.e (The difference between the BPS and the TTS salary). General guidelines (Model Tenure Track Statutes are available at HEC's website www.hec.gov.pk with respect to Tenure Track system. While the appointment (Assistant Professor / Associate professor/ Professor) made by the universities/ institutions, HEC endorsement will be required on prescribed Proformae (available at website). Only initial appointment requires HEC endorsement. University should maintain all the record / documentary evidences of information provided through these Proformae. A detail Process (SOPs) in this regard is attached at Annex-B.

Note: For further information regarding TTS, the HEC's website may please be visited under the caption "Tenure Track Statutes"

Minimum Eligibility Conditions for Appointment of Associate Professor/Professor under TTS

Following are the “**Minimum Eligibility Conditions**” which must be considered by the respective Universities before scrutiny of the applications for appointment under Tenure Track System (TTS).

For Associate Professor

- † **Qualification:** PhD Degree/ Terminal Qualification in the relevant field (from an HEC recognized Institution).
- † **Experience:** 6-years Post-PhD or minimum of 4-years of post-PhD experience along with at least 6 years of experience prior to the PhD. (The experience to be counted is to be of teaching/research in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization)
- † **Publications:** 10 research publications (with at least 4 publications in the past 5 years) in Journals recognized for the purpose of appointment on Tenure Track by the Higher Education Commission, i.e. research papers published in Journals that fall under the category W, X and Y for Social Sciences (till 30th June 2011) while for Science disciplines papers published in only W category (Impact Factor) Journals.
- † **TRP* Recommendations:** The applicant must have been recommended by at least two neutral foreign experts of TRP, in clear context of Tenure Track **OR** Tenure appointment.

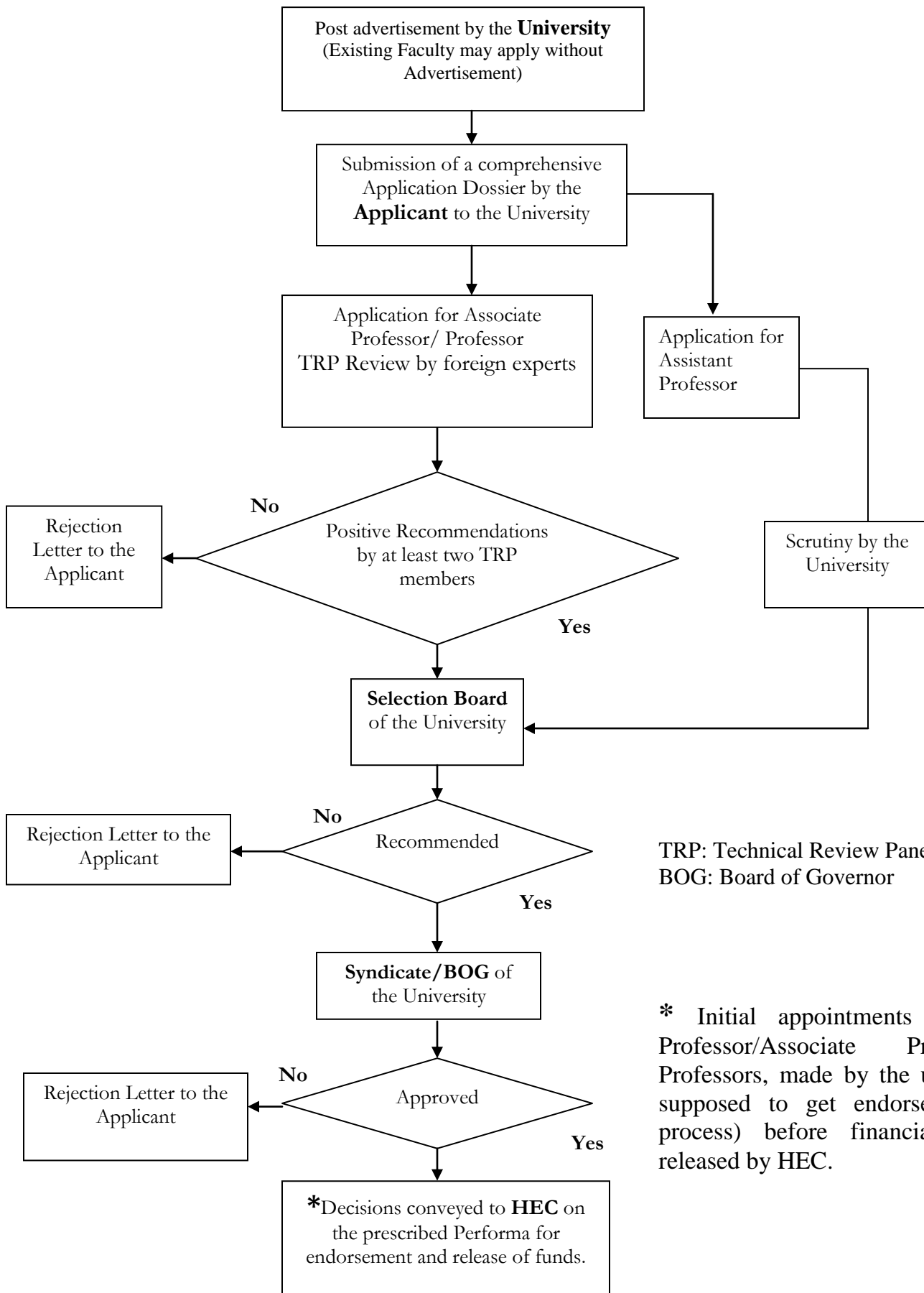
For Professor

- † **Qualification:** PhD Degree/ Terminal Qualification in the relevant field (from an HEC recognized Institution).
- † **Experience:** 11-years Post-PhD or minimum of 7-years of post-PhD experience along with at least 12 years of experience prior to the PhD. (The experience to be counted is to be of teaching/research in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization)
- † **Publications:** 15 research publications (with at least 5 publications in the past 5 years) in Journals recognized for the purpose of appointment on Tenure Track by the Higher Education Commission, i.e. research papers published in Journals that fall under the category W, X and Y for Social Sciences (till 30th June 2011) while for Science disciplines papers published in only W category (Impact Factor) Journals.
- † **TRP* Recommendations:** The applicant must have been recommended by at least two neutral foreign experts of TRP, in clear context of Tenure Track **OR** Tenure appointment.

* The Technical Review Panel (TRP) is to be constituted by the University, composed of eminent international academics and researchers in the relevant area, drawn only from technologically advanced countries. Following parameters must be observed while selecting TRP Members for each appointment (Professor /Associate Professor) to be made under TTS.

- i). should not have served as Supervisor/Co-Supervisor of the candidate under review.
- ii). should not have been a student of the candidate.
- iii). should not have been a co-author of the candidate on any publication.
- iv). Must have the rank of an Associate Professor or above in a recognized university or equivalent position in a recognized research organization.
- v). He/She also must not have a lower rank than the applicant.

SOPs – for appointment on Tenure Track System



TRP: Technical Review Panel
BOG: Board of Governor

* Initial appointments of Assistant Professor/Associate Professors / Professors, made by the university, are supposed to get endorsed (one time process) before financial impact is released by HEC.