
Minimum Eligibility Conditions for Faculty Appointment 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 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 for the purpose of Tenure Track appointment.

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