



HIGHER EDUCATION COMMISSION

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Ref. CON. QA/HEC/TTS-137/320

Date: December 04, 2017

Subject: **Early Appointment/Promotion on the Basis of Post PhD Experience-TTS Faculty.**

1. It is informed that HEC Competent Authority has been pleased to approve the minutes of the 6th Tenure Track System Review Committee Meeting held on October 04, 2017 including the following recommendation on the subject matter:

“Appointment/Promotion on the basis of Post Ph.D. experience before joining TTS.

- (a) For Assistant Professor to Associate Professor: An assistant professor who has completed a total of six years Post-PhD period as full time faculty member in HEC recognized higher education institution(s)/ Reputed Research organization(s), including minimum three years on TTS, and has also successfully completed mid-term review may be considered for appointment as associate professor provided he/she meets the other requirements to become eligible as associate professor on TTS.
- (b) For Associate Professor to Professor: A faculty member who joined TTS as associate professor and has completed eleven years Post-PhD period as full time faculty member in HEC recognized higher education institution(s)/Reputed Research Organization(s), including minimum two years on TTS as associate professor, and has also successfully completed mid-term review may be considered for appointment to professor provided he/she meets the other requirements to become eligible for professor on TTS.
- (c) The IPFP and Post-Doc experience (maximum one year) can be counted as valid experience for the purpose of the above sub-clauses clauses.
- (d) It is however, clarified that Post-PhD/Pre-TTS service, as per sub-clauses (a) and (b) above, shall not be considered/counted for any financial benefit.
- (e) This provision is available to the faculty inducted before the date of issuance of the letter in this regard”.

With kind regards,

Muhammad Ismail
(Muhammad Ismail)
04/12/17

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