



# 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 6<sup>th</sup> 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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