



No. GIKI/HRD./OO/707/2020:-

March 10, 2020.

NOTIFICATION


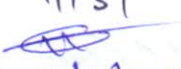
Subject: Approval of proposal of HEC guidelines for appointment and Promotion of Lecturer and above

The Executive Committee in its 66th meeting held on 11th February, 2020 at Islamabad approved proposal of HEC guidelines for promotion of Assistant Professor and above effective from 1st July, 2021. Rules for appointment of Lecturer and above will be enforced with immediate effect. Approved proposal is attached.


Sher Ali Shah

Assistant Director (HR/Facilitation)

Distribution

- Pro-Rector (Academics)  11/3/20
- Pro-Rector (Admin. & Finance) 
- All Deans/HoDs 11/3/20

cc:

- Secretary to Rector  11/3/20

P.T.O



HUMAN RESOURCE DEPARTMENT

**APPROVED PROPOSAL FOR REVISION IN SELECTION, APPOINTMENT AND
PROMOTION CRITERIA FOR FACULTY MEMBERS WITH RESPECT TO HEC
RULES**

I: SELECTION AND APPOINTMENT

Position	GIK Existing Criteria	Revised criteria for adoption with immediate effect
Lecturer	Master's degree in the relevant discipline from a recognized university abroad or acceptable equivalent.	Master's Degree/ (First Class) in the relevant field from HEC recognized University / Institution with no 3rd Division in the Academic career.
Assistant Professor	PhD in the relevant discipline from a recognized university abroad or acceptable equivalent, preferably with some publications in refereed journals of international repute. The applicant should have demonstrated the capability to conduct independent and original research.	PhD in the relevant field from HEC recognized University / Institution , preferably with some publications in refereed journals of international repute. The applicant should have demonstrated the capability to conduct independent and original research.
Associate Professor	PhD in the relevant discipline from a recognized university abroad or acceptable equivalent with five (5) years' service as Assistant Professor and six (6) research publications in refereed journals of international repute. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university. The applicant should have demonstrated the capability to conduct Independent and original research.	PhD in the relevant discipline from a recognized university by HEC in consultation with PEC with five (5) years post PhD experience as Assistant Professor and 10 research publications with at-least 4 in the last 5 years, in impact factor journals . Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university. The applicant should have demonstrated the capability to conduct Independent and original research.
Professor	PhD in the relevant discipline from a recognized university abroad or acceptable equivalent	PhD in the relevant discipline from a recognized university by HEC in consultation with PEC



<p>with six (6) years' service as Associate Professor and 12 research publications in refereed journals of international repute or 11 years post PhD teaching and research experience with 12 research publications in impact factor journals of international repute. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university. Candidates for Professorship must have demonstrated that their research achievement have had a recognized impact on the advancement of knowledge in their subject area(s).</p>	<p>with six (6) years' service as Associate Professor and 15 research publications with at-least 5 in the last 5 years, in impact factor journals or 11 years post PhD teaching and research experience and 15 research publications with at-least 5 in the last 5 years, in impact factor journals. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university.</p> <p>Candidates for Professorship must have demonstrated that their research achievement have had a recognized impact on the advancement of knowledge in their subject area(s).</p>
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II: PROMOTION *

Positon	GIK Existing Criteria	Revised criteria for adoption w.e.f. 1.7.2021
Associate Professor	<p>Five (5) years' service as Assistant Professor with six (6) research publications in refereed journals of international repute. Candidate shall have rendered at least three years' service in the GIK Institute and remaining two years' experience should be teaching and research in a university of international repute. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university. The applicant should have demonstrated the capability to conduct Independent and original research.</p>	<p>Five (5) years post PhD experience as Assistant Professor and ten (10) research publications with at-least 4 in the last 5 years, in impact factor journals. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university. The applicant should have demonstrated the capability to conduct Independent and original research.</p>
Professor	<p>Six (6) years' service as Associate Professor with twelve (12) research publications in refereed journals of international</p>	<p>Six (6) years' service as Associate Professor and fifteen (15) research publications with at-least 5 in</p>



<p>repute or acceptable designs or patents. Candidate shall have rendered four years' service in the GIK Institute and remaining two years experiences should be teaching and research in a university of international repute. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university.</p> <p>Candidates for promotion to Professorship must have demonstrated that their research achievement have had a recognized impact on the advancement of knowledge in their subject area(s).</p>	<p>the last 5 years, in impact factor journals or 11 years post PhD teaching and research experience and fifteen (15) research publications with at-least 5, in the last 5 years in impact factor journals. Two years industrial experience in an organization of international repute will be considered equivalent to one year of teaching and research experience in the university.</p> <p>Candidates for Professorship must have demonstrated that their research achievement have had a recognized impact on the advancement of knowledge in their subject area(s).</p>
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* Note: other terms and conditions for promotion to the post of Associate Professor and Professor already set by the Institute will remain the same.