

Guidelines for VC Appointment Criteria Notified by the Punjab Government

1	Academic Qualification = (Max 20 Points)		
	Shortlisting Criteria Notified by Govt. of Punjab	Max Points	Guidelines for Criteria Notified by Govt. of Punjab
a)	PhD	12	Candidates will get points for either having a PhD OR having an MA/MSc/MS/MPhil, not both. Since Information Technology University of the Punjab, Lahore is a specialized university, the two marks reserved for relevant subject shall be awarded only two those candidates who hold their degree in any of the subject being taught in any of the faculties / departments at the university. A list of faculties / departments of the university is as follows: <ol style="list-style-type: none"> 1. Computer Science / Information Technology 2. Electrical Engineering 3. Economics / Data Sciences 4. Business & Management
b)	MA/MSc /MS/MPhil	07	
c)	MA/MSc /MS/MPhil, PhD from one of the Top 500 Universities of the World – QS Ranking	08	A candidate will get the additional 08 points if he/she has obtained any of the degrees listed in 1c from a Top 500 QS listed universities in addition to the points obtained from 1a OR 1b

2	Professional & Leadership Experience = (Max 30 Points)			
	Shortlisting Criteria Notified by Govt. of Punjab		Max Points	Guidelines for Criteria Notified by Govt. of Punjab
a)	<p>Experience in a senior academic, research or management leadership position in teaching/research institutions</p> <p style="text-align: center;">OR</p> <p>Experience in senior leadership position (C level executives) in a large public or private sector organization such as CTO, CFO, COO, CEO or equivalent</p>	<ul style="list-style-type: none"> • 2points for every year in a full-time senior leadership position (eg. VC, Pro VC, Dean) • 1point for every year as Chairman/HoD of University Department, Principal of constituent college and Professor • 2 points for every year in a full-time senior leadership position such as CEO, DG or equivalent • 1 point for every year as Director or equivalent position 	10	<ul style="list-style-type: none"> • Experience will be taken as the cumulative experience of the individual, provided it is not overlapping. In case of overlapping experience, higher marks will be considered than otherwise. <p style="text-align: center;"><i>Illustrations</i></p> <ol style="list-style-type: none"> 1. If a candidate has been Dean for 04 years and HOD of a department for 02 years, he/she can get the maximum possible points i.e 10. 2. If someone has been a top tier executive e.g. CEO for 04 years and a second tier executive e.g. Director for 02 years, he/she can get the maximum possible points.- i.e 10

				<ul style="list-style-type: none">• Large private sector organizations may be defined as those having:<ol style="list-style-type: none">1) More than 500 employeesAND2) i) More than Rs. 250 million paid-up capitalORii) More than Rs. 500 million in annual turnover• Large public sector organizations may be defined as those having:<ol style="list-style-type: none">1) More than 1000 employeesOR2) More than Rs. 1 billion in expenditure• Senior leadership level position or equivalent in non academic category may be taken as a full-time 1st tier position in a large private sector or public sector organization as defined above.• Director level position or equivalent may be taken as a full-time 2nd tier position in position in a large private sector or public sector organization as defined above.
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b)	<p>Experience of working in an international organization excluding NGOs (teaching/research /management) at relatively senior position (C Level Executives/ Director or equivalent)</p>	<ul style="list-style-type: none"> • More than 5 years of international experience = 10 Points • 3-5 years of international experience= 07 Points 	10	<p>International organizations are those organizations that have international membership, scope and presence and may include the following:</p> <ol style="list-style-type: none"> 1) Multilateral organizations such as the UN-system (UN, WHO, UNESCO, ILO), World Bank, and bilateral governmental organizations such as DFID, DANIDA etc. at 2nd tier level position at the country level set-ups at least 2) UNESCO-listed universities at Assistant Professor level or above 3) Multinational companies i.e. corporate organizations that own or control production of goods or services in two or more countries other than their home country, at 2nd tier level position or above 4) Foreign Public-sector organizations at 2nd tier level position or above. 5) Research institutions or foundations having a budget of \$500 million at 2nd tier level
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				position or above.
c)	Demonstrated capability for mobilization of financial resources/grants from national/international agencies	<ul style="list-style-type: none"> Rs. 500 million - 1 billion and above = 05 Points Rs. 100 – 499 million = 03 Points 	05	<ul style="list-style-type: none"> The resources raised need not be for a single project but may be cumulative resources raised over the span of the candidate's career. Granting, or getting approval for funding does not imply mobilizing resources, which ought to have actually been mobilized and utilized. The candidate must have played a clearly defined lead or key role in the mobilization of financial resources.
d)	Demonstrated/Documented experience of establishing new organizations or restructuring existing organizations		05	<p>Candidates must provide evidence of quantifiable and measurable metrics of creating impact i.e. a pre and post analysis of establishing new organizations or restructuring existing organizations which shall be assessed on the following scale:</p> <p>Gross positive impact, including a major</p>

				turnaround 5 Substantial positive impact, including a turnaround 4 Substantial positive impact 3 Moderate impact 2 Some measurable impact 1
3	Publications, Honors & Awards (15 Points)			
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a)	Research Articles, Books/Book Chapters, Registered Patents (<i>Nationally/Internationally recognized</i>), Research and Policy Documents	<ul style="list-style-type: none"> 10 or more research articles published in peer reviewed journals/conference proceedings, Books/Book Chapters published by reputed publishers, Registered Patents- (<i>Nationally/Internationally recognized</i>) Research and Policy Documents= 10 Points 5-9 research articles published in peer reviewed journals/conference proceedings, Books/Book Chapters published by reputed publishers, Registered Patents- (<i>Nationally/Internationally recognized</i>) Research and Policy Documents = 05 Points 	10	<i>Research Articles & Conference proceedings</i> <ul style="list-style-type: none"> 01 point per research article publication/conference proceeding Research articles published in peer-reviewed journals and conference proceedings will include all journals/conference proceedings listed in ISI Web of Science, SCOPUS, or HEC foreign- and local-recognized journals. For research articles published in journals before the time that

				<p>HEC started recognizing foreign and local journals, the journal will be considered as recognized if it has been recognized by HEC in the subsequent years provided the journal was in publication before the HEC was established in 2002</p> <p><i>Books & Book Chapters</i></p> <ul style="list-style-type: none">• 01 point per chapter in a book and 02 points per book• Books / Book chapters published by international academic publishers of repute, listed on the SENSE ranking of academic publishers and books recognized by HEC will be considered.• The book / book chapters should not have been written exclusively as a text book. Compilation of someone else's work in a book or book chapter, and an edited book or book chapter will not be considered.
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				<ul style="list-style-type: none"> • If the book /book chapter has already been considered and given points under any of the other categories i.e. Research Articles, Registered Patents (<i>Nationally/Internationally recognized</i>), Research and Policy Documents, then the book/book chapter will not be considered. <p><i>Registered Patents (Nationally/Internationally recognized)</i></p> <ul style="list-style-type: none"> • 04 points per patent listed by World International Property Organization (WIPO) or Intellectual Property Office Pakistan <p><i>Research and policy document</i></p> <ul style="list-style-type: none"> • 01 point per research and policy document • Research and policy documents should be formal and should have been considered and approved by a forum competent
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				<p>to consider or approve them..</p> <p>The authorship of the document should be clear. The candidates must provide evidence of quantifiable and measurable metrics of creating impact i.e. a pre and post analysis of writing and implementing the research & policy document.</p>
b)	Research Awards, National/ International Awards		05	<p>Awards may include:</p> <ul style="list-style-type: none"> • Civil awards from international/national/provincial governments • Widely acclaimed international/national research awards