



**GOVERNMENT OF THE PUNJAB
HIGHER EDUCATION DEPARTMENT**

Details of Criteria – Annex-A

(to determine the eligibility of candidates for the post of Chairperson, Punjab Higher Education Commission)

Short-Listing Criteria:

1			Academic Qualification = (30 Points)
<ul style="list-style-type: none"> • PhD 			<ul style="list-style-type: none"> • PhD from the Top 100 QS Ranked Universities of the World = 30 Points • PhD from the Top 101 – 300 QS Ranked Universities of the World = 27 Points • PhD from the Top 301 – 500 QS Ranked Universities of the World = 24 Points • PhD from an HEC recognized or UNESCO listed institution = 21 Points <p>Note: The most current, publicly available QS Ranking will be referred to while allocating points.</p>
2			Professional & Leadership Experience = (35 Points)
<p>Experience can be in anyone or in a combination of the following two categories:</p> <p>a) Experience in a senior academic, research or management leadership position in teaching/research institutions</p>			<ul style="list-style-type: none"> • 4 points for every year in a full-time senior leadership position (eg. VC, Pro VC, Dean or equivalent position) • 2 points for every year as Chairman /HoD/ Director of University Department/ Center, Registrar, Treasurer, Controller of Examinations, Principal of a constituent college, university Professor or equivalent
			Details of Criteria
			<p>Experience will be taken as the cumulative experience of the applicant provided it is not overlapping.</p> <ul style="list-style-type: none"> • If a candidate has been Dean for 06 years and HOD of a Department for 6 years, he / she can get the maximum possible points i.e., 35 • If a candidate has been CEO for 06 years and a Director for 09 years, he / she can get the maximum possible points i.e., 35

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<p>b) Experience in senior leadership position in a large public or private sector organization such as DG, Director, CTO, CFO, COO, CEO or equivalent.</p>	<p>position</p> <ul style="list-style-type: none"> • 3 points for every year in a full-time senior leadership position such as CEO, DG or equivalent first tier position • 2 points for every year as Director or equivalent 2nd tier position 	<p><i>(In case of overlapping experience, higher marks will be considered.)</i></p> <p>Large private sector organizations may be defined as those having</p> <ul style="list-style-type: none"> i. More than 500 employees <p>AND</p> <ul style="list-style-type: none"> ii. More than Rs. 250 million paid-up capital <p>OR</p> <ul style="list-style-type: none"> i. More than Rs. 500 million in annual turnover <p>Large public sector organizations may be defined as those having</p> <ul style="list-style-type: none"> i. More than 1000 employees <p>OR</p> <ul style="list-style-type: none"> i. More than Rs. 1 billion in annual expenditure <ul style="list-style-type: none"> • Senior level position or equivalent in non-academic category may be taken as full-time 1st tier position in a large public or private sector organization as defined above • Director level position or equivalent may be taken as a full-time 2nd tier position in a large public or private sector organization as defined above
<p>3</p>	<p>Publications (35 Points)</p>	<p>Details of Criteria</p> <ul style="list-style-type: none"> • For research articles published in journals before the time that 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 • Book written solely for the purpose of being used as a textbook will not be considered
<p>Research Articles, Publications, Conference Proceedings, Books / Book Chapters/ Patents</p>	<ul style="list-style-type: none"> • 1.5 points per research article / publication / conference proceeding in peer reviewed journals / conference proceedings listed in ISI Web of Science, Scopus, or HEC recognized foreign and local journals • 2 points per Book published by international academic publishers of repute and 1 point per book published locally, listed on the SENSE ranking of 	

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	<p>academic publishers and books recognized by HEC</p> <ul style="list-style-type: none"> • 2 points per patent listed by World Intellectual Property Organization (WIPO) 	<ul style="list-style-type: none"> • Compilation of someone else's work in a book and edited book will not be considered • If the book has already been considered and given points under any of the other categories i.e Research Articles, Publications, Conference Proceedings, Registered Patents (Nationally / Internationally recognized), then the book will not be considered
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(USMAN ABDUL GHANI)
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