



**GOVERNMENT OF THE PUNJAB**  
**HIGHER EDUCATION DEPARTMENT**  
28<sup>th</sup> November, 2025

**Details of Criteria – Annex A**  
**(General & Women Universities)**

**Short-Listing Criteria:**

| <b>Academic Qualification = (35 Points)</b> |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <b>1</b>                                    | <b>Max Points</b> | <b>Details of Criteria</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>• PhD</b>                                | <b>35</b>         | <ul style="list-style-type: none"><li>• PhD from the Top 100 QS Ranked Universities of the World = <b>35 Points</b></li><li>• PhD from the Top 101 – 300 QS Ranked Universities of the World = <b>33 Points</b></li><li>• PhD from the Top 301 – 500 QS Ranked Universities of the World = <b>31 Points</b></li><li>• PhD from an HEC recognized or UNESCO listed institution = <b>29 Points</b></li></ul> <p><b>Note:</b> The most current, publicly available QS Ranking will be referred to while allocating points</p> |

| 2                                                                                                                                                                                                                                                                                                                                                                           | Professional & Leadership Experience = (30 Points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <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> <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>• <b>3 points</b> for every year in a full-time senior leadership position (eg. VC, Pro VC, Dean or equivalent position)</p> <p>• <b>2 points</b> 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 position</p> <p>• <b>3 points</b> for every year in a full-time senior leadership position such as CEO, DG or equivalent first tier position</p> <p>• <b>2 points</b> for every year as Director or equivalent 2<sup>nd</sup> tier position</p> | 30         | <p>Experience will be taken as the cumulative experience of the applicant provided it is not overlapping.</p> <ul style="list-style-type: none"> <li>• 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., 30</li> <li>• If a candidate has been CEO for 06 years and a Director for 6 years, he / she can get the maximum possible points i.e., 30.</li> <li>• In case of overlapping experience, higher marks will be considered:</li> </ul> <p>Large private sector organizations may be defined as those having</p> <ul style="list-style-type: none"> <li>i. More than 500 employees</li> <li>AND</li> <li>ii. More than Rs. 250 million paid-up capital</li> <li>OR</li> <li>i. More than Rs. 500 million in annual turnover</li> </ul> |



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|                                                                                                |                                                                                                                                                                                                                                                                                                                                                                     |    | <p>Large public sector organizations may be defined as those having</p> <p>i. More than 1000 employees<br/><b>OR</b></p> <p>i. More than Rs. 1 billion in annual expenditure</p> <ul style="list-style-type: none"> <li>Senior level position or equivalent in non-academic category may be taken as full-time 1<sup>st</sup> tier position in a large public or private sector organization as defined above</li> <li>Director level position or equivalent may be taken as a full-time 2<sup>nd</sup> tier position in a large public or private sector organization as defined above</li> </ul> |
| 3                                                                                              | Publications (35 Points)                                                                                                                                                                                                                                                                                                                                            |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <p>Research Articles, Publications, Conference Proceedings, Books / Book Chapters/ Patents</p> | <ul style="list-style-type: none"> <li>2 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</li> <li>2 points per Book Chapter and 4 points per Book published by international academic publishers</li> </ul> | 35 | <p><b>Details of Criteria</b></p> <ul style="list-style-type: none"> <li>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</li> <li>Book written solely for the purpose of being used as a textbook will not be considered.</li> </ul>                                                                                                    |

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|  | of repute, listed on the SENSE ranking of academic publishers and books recognized by HEC                                                |  | <ul style="list-style-type: none"> <li>• Compilation of someone else's work in a book and edited book will not be considered</li> <li>• If the book / book chapter 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 /book chapter will not be considered</li> </ul> |
|  | <ul style="list-style-type: none"> <li>• <b>2 points</b> per patent listed by World Intellectual Property Organization (WIPO)</li> </ul> |  |                                                                                                                                                                                                                                                                                                                                                                                                                                            |

### **No. & Date Even**

A copy is forwarded for information and necessary action to:-

1. Secretary to Governor, Punjab.
2. Secretary to Chief Minister, Punjab.
3. The Chairperson, Punjab Higher Education Commission.
4. The Additional Secretary (Staff) to Chief Secretary, Punjab.
5. All Members of the Search Committee.
6. P.S. to Minister for Higher Education.
7. P.S. to Secretary, Higher Education Department.
8. P.S. to Additional Secretary (Universities), Higher Education Department.
9. The Superintendent Government Printing Press, Lahore with the request to publish the Notification in the Official Gazette.
10. Notification File.

*Sgt* 28/11/25

**(MUHAMMAD AAQIB NASEER)**  
SECTION OFFICER  
(PVT-UNIV-II)