



**GOVERNMENT OF THE PUNJAB  
HIGHER EDUCATION DEPARTMENT**

18<sup>th</sup> January, 2019

**NOTIFICATION**

**NO. SO(Univ.)PHEC-1/2018.** Chief Minister Punjab / Controlling Authority of Punjab Higher Education Commission has been pleased to approve the following short-listing criteria to determine the eligibility of candidates for the post of Chairperson, Punjab Higher Education Commission:

**Essential Attributes:**

The applicant should be a person of eminence and proven ability, having at least a Ph.D degree or equivalent with significant contribution to higher education as teacher, researcher or administrator.

**Short-Listing Criteria:**

1	Academic Qualification = (35 Points)	Max Points
• PhD	<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>	<b>35</b>
2	Professional & Leadership Experience = (30 Points)	Max 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> <p>b) Experience in senior leadership position in a large public or private sector organization such as DG, Director, CTO,</p>	<ul style="list-style-type: none"><li>• <b>3 points</b> for every year in a full-time senior leadership position (eg. VC, Pro VC, Dean or equivalent position)</li><li>• <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</li><li>• <b>3 points</b> for every year in a full-time senior leadership position such as CEO, DG or equivalent first tier</li></ul> <p style="text-align: center; vertical-align: middle;"><b>30</b></p>

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CFO, COO, CEO or equivalent.	position • <b>2 points</b> for every year as Director or equivalent 2 <sup>nd</sup> tier position	
<b>3</b>	<b>Publications (35 Points)</b>	<b>Max Points</b>
Research Articles, Publications, Conference Proceedings, Books / Book Chapters/ Patents	<ul style="list-style-type: none"> <li>• <b>2 points</b> 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>• <b>2 points</b> per Book Chapter and <b>4 points</b> per Book published by international academic publishers of repute, listed on the SENSE ranking of academic publishers and books recognized by HEC</li> <li>• <b>2 points</b> per patent listed by World International Property Organization (WIPO)</li> </ul>	<b>35</b>

**Note:**

1. In case of overlapping experience within 2(a) and 2(b), the highest score in any category will be counted towards determining the merit of candidates.
2. Only full-time teaching / administrative / management experience will be considered. Additional Charge will not be considered while calculating experience.
3. Certified profile of large public or private organizations, as described in 'Details of Criteria' placed as **Annex-A**, will be provided by the applicants.
4. "Equivalent" position will be decided by the Search Committee on a case-to-case basis.
5. The Search Committee will examine / determine the validity of Research Articles; Books / Book Chapters **OR** may appoint a Technical Review Committee for this purpose. Candidates will provide undertaking that points being claimed for a Research Article, Publication, Conference Proceeding are not being additionally claimed for a book / book chapter or vice versa.
6. Further clarity of the criteria is available in 'Details of Criteria' placed as **Annex-A**. If any question arises as to the interpretation of any of the provisions of the short-listing criteria, it shall be referred to the Search Committee for clarification and final decision.

**Qualification Points = 100 (35+30+35)**

Candidates scoring 75% marks (75 points) will be short-listed for the interview.

**Interview Points = 100**

**Total Points= 200**

**BY ORDER OF THE CHIEF MINISTER/  
CONTROLLING AUTHORITY**

SECRETARY  
HIGHER EDUCATION DEPARTMENT

**No. & Date Even**

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

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1. Principal Secretary to Chief Minister, Punjab w/r to diary No. 156 dated 07.01.2019.
2. All members of the Search Committee.
3. Chairperson, Punjab Higher Education Commission.
4. P.S.O to Minister for Higher Education, Punjab.
5. P.S. to Secretary, Higher Education Department.
6. P.S. to Additional Secretary (Academics), Higher Education Department.
7. Notification File.

*Shahzad Ali Nasir*  
**(SHAHZAD ALI NASIR)**  
SECTION OFFICER (UNIV.)





**Details of Criteria – Annex-A**

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

**Short-Listing Criteria:**

1	<b>Academic Qualification = (35 Points)</b>	
• PhD	<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, publically available QS Ranking will be referred to while allocating points</p>	
2	<b>Professional &amp; Leadership Experience = (30 Points)</b>	
Experience can be in anyone or in a combination of the following two categories:  a) Experience in a senior academic, research or management leadership position in teaching/research institutions	<ul style="list-style-type: none"> <li>• <b>3 points</b> for every year in a full-time senior leadership position (eg. VC, Pro VC, Dean or equivalent position)</li> <li>• <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</li> </ul>	<p><b>Details of Criteria</b></p> <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> </ul>

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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"> <li>• <b>3 points</b> for every year in a full-time senior leadership position such as CEO, DG or equivalent first tier position</li> <li>• <b>2 points</b> for every year as Director or equivalent 2<sup>nd</sup> tier position</li> </ul>	<p><u>(In case of overlapping experience, higher marks will be considered.)</u></p> <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> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>ii. More than Rs. 250 million paid-up capital</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>i. More than Rs. 500 million in annual turnover</li> </ul> <p>Large public sector organizations may be defined as those having</p> <ul style="list-style-type: none"> <li>i. More than 1000 employees</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>i. More than Rs. 1 billion in annual expenditure</li> </ul> <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>
<p>3</p>	<p><b>Publications (35 Points)</b></p>	<p><b>Details of Criteria</b></p>
<p>Research Articles, Publications, Conference Proceedings, Books / Book Chapters/ Patents</p>	<ul style="list-style-type: none"> <li>• <b>2 points</b> 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>• <b>2 points</b> per Book Chapter and <b>4 points</b> per Book published by international academic publishers of repute, listed on the SENSE ranking of</li> </ul>	<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>

	<p>academic publishers and books recognized by HEC</p> <ul style="list-style-type: none"><li>• 2 points per patent listed by World International Property Organization (WIPO)</li></ul>	<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>
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