



**GOVERNMENT OF THE PUNJAB  
HIGHER EDUCATION DEPARTMENT**

15<sup>th</sup> February, 2019

**NOTIFICATION**

**NO. SO(Univ.)PHEC-1/2018.** In supersession of this Department's Notification of even number dated 18.01.2019, the Chief Minister Punjab / Controlling Authority of Punjab Higher Education Commission has been pleased to approve the revised short-listing criteria to determine the eligibility of candidates for the post of Chairperson, Punjab Higher Education Commission as follows:

**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 = (30 Points)	Max Points
<ul style="list-style-type: none"> <li>• PhD</li> </ul>	<ul style="list-style-type: none"> <li>• PhD from the Top 100 QS Ranked Universities of the World = <b>30 Points</b></li> <li>• PhD from the Top 101 – 300 QS Ranked Universities of the World = <b>27 Points</b></li> <li>• PhD from the Top 301 – 500 QS Ranked Universities of the World = <b>24 Points</b></li> <li>• PhD from an HEC recognized or UNESCO listed institution = <b>21 Points</b></li> </ul> <p><b>Note:</b> The most current, publicly available QS Ranking will be referred to while allocating points.</p>	30
2	Professional & Leadership Experience = (35 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>4 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>	35

*Muhammad Abdul Wahid*



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>1.5 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 published by international academic publishers of repute and <b>1 point</b> per book published locally, 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 (30+35+35)**

Candidates scoring 75% marks (75 points) will be short-listed. Only top fifteen (15) short-listed candidates will be called 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:-

1. Principal Secretary to Chief Minister, Punjab.
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.

*Usman Abdul Ghani*  
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SECTION OFFICER (UNIV.)