4 advertised positions, respectively. In case of more than 4 advertised position one candidate per post shall be added accordingly e.g, 23 (22+1) candidates shall be called for 5 (4+1) advertised positions.

1. Quantification of candidate score shall be made as per relevant annexures A & B appended hereto.
2. A maximum of top 5, 8, and 10 candidates on the basis of overall merit shall be called for interview against l, 2 and 3 advertised positions, respectively, In case of more than 3 advertised positions, two candidates per post shall be added accordingly,
3. The Selection Board shall conduct interview and make recommendations to the Syndicate on the basis of overall merit and suitability of the candidates, The Selection Board Evaluation Proforma for appointment of Teachers are given in Annexure C, D, E and F appended to these Statutes.

Provided that interview marks shall not be challengeable in any court oflaw.

1. Candidates may present themselves with the permission ofthe chair through visual electronic media if he is unable to appear before the Selection Board due to circumstances beyond his control:

Provided that the candidate shall request the Universityfor online interview at least three days prior to the date of interview.

1. Appointments shall be made by the Syndicate, on the recommendations of the Selection Board.
2. Appointment order or offer letter containing necessary terms and conditions to the selected candidates shall be issued by office of the Registrar.

5. Procedure for Quantification

(1) Academic Qualification (40 Marks)

This shall include all scholastic certificates/degrees from SSC to Master/BS or equivalent (16 years of education). A total of 40% marks shall be assigned to the academics for the posts of BPS-18 to BPS-21. Quantification of academics shall be calculated as under:

1. SSC: Score of SSC = (obtained marks)/(total marks) x 100 x 1
2. Intermediate: Score of Intermediate = (obtained marks)/(total marks)x
3. Bachelor (02 years) and Master (02 years)/LL,B (03 years)/Equivalent:

Score of Bachelor and Master/LL.B (03 years)/Equivalent =

(Sum of obtained marks in Bachelor and Master/LL.B (03 years)/Equivalent)/(Sum of total marks of Bachelor and Master/LL.B (03



1. Bachelor degree (4  D/LL.B (05 years)/Equivalent degree: Score of Bachelor (4years)/Pharm D/LLB (05 years)/Equivalent degree (obtained marks)/(total marks)x

The total score on the basis of academics i.e SSC, Intermediate, Bachelor (2  years), Master (2 years), LL.B (03 years) and Equivalent shall be calculated as:

Total Score — (Score of SSC+ Score of Intermediate+ Score of Bachelor+

Score of Master/LL.B 3

In case of Bachelor degree (4 years)/Pharm-D/Equivalent degree, the percentage of marks shall be multiplied by 7 and the total score on the basis of academics i.e SSC, Intermediate, Bachelor (4 years), Pharm D, LL.B (05 years) and Equivalent Degree shall be calculated as:

Total Score (Score of SSC+Score of Intermediate+Score of Bachelor (4 yrs)PharmD/LIJ.B (5 years)/Equivalent Degree ))/10

Net Score = Total Score x 0.4

In case of appointments of teacher in the subject of Education, B.Ed (2 years)+M.Ed, (1 year)/Equivalent degree, the marks/percentage/CGPA obtained shall be consider for Master Degree in the respective evaluation proforma.

Provided that ifthe transcript ofa candidate contains only marks or percentage, then the total marks/percentage obtained under semester shall be multiplied by 0.9

Providedfurther that ifthe transcript ofa candidate contains CGPA (on the scale of4) or both CGPA & Percentage/Marks, then only CGPA will be consider and the approximate point value will be given as perfollowing table:



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|  | |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | Value | CGPA | Value | CGPA | Value | CGPA | Value | CGPA | | 33 | 1.00 | 46 | 1.77 | 59 | 2.94 | 72 | 3.71 | | 34 | 1.06 | 47 | 1.88 | 60 | 3.01 | 73 | 3.73 | | 35 | 1.12 | 48 | 1.99 | 61 | 3.08 | 74 | 3.75 | | 36 | 1.18 | 49 | 2.10 | 62 | 3.16 | 75 | 3.78 | | 37 |  | 50 | 2.21 | 63 | 3.23 | 76 | 3.80 | | 38 | 1.30 | 51 | 2.32 |  | 3.30 | 77 | 3.83 | | 39 | 1.35 | 52 | 2.43 | 65 | 3.37 | 78 | 3.85 | | 40 | 1.41 | 53 | 2.54 | 66 | 3.44 | 79 | 3.87 | | 41 | 1.47 | 54 | 2.65 | 67 | 3.51 | 80 | 3.90 | | 42 | 1.53 | 55 | 2.66 | 68 | 3.58 | 81 | 3.92 | | 43 | 1.59 | 56 | 2,73 | 69 | 3.65 | 82 | 3.94 | | 44 | 1.65 | 57 | 2.80 | 70 | 3.66 | 83 | 3.97 | | 45 | 1.66 | 58 | 2,87 | 71 | 3.68 | 84 | 3.99 | |

1. Additional Relevant Higher Qualification (05 Marks)

This shall contribute 20% marks to the overall merit. Marks for the relevant additional higher qualification above the minimum eligibility criteria shall be awarded as under;



* 1. LL.M/M.Phil or equivalent (Law) = 03
  2. PhD = 05

Provided that ifa candidate holds both the degrees, only the marks ofPhD degree shall be awarded.

1. Screening Test (10, 20 Marks)

Screening Test shall comprise of written test and demonstration each carries 10 marks in case of Lecturer and 5 marks each in case ofAssistant Professor.

* 1. Written Test: Written Test shall be conducted for appointments in BPS-18 (Lecturer) and for Assistant Professor BPS-19 by the University/Approved

Testing Agency, Qualifying marks of screening test shall be 50%,

* 1. Demonstration: Qualifying marks of demonstration shall be 50%,
  2. In order to qualify the screening test, an overall 60% marks in aggregate in the written test and demonstration as a whole (e.g. 12 marks out of 20 marks for Lecturer or 06 marks out of 10 marks for Assistant Professor) shall be required.

1. Relevant Experience (05,10 Marks)

Teaching/research experience (full time) in HEC recognized university/institution or a postgraduate institution or professional experience in the relevant field in a National or International Organization shall be considered. A candidate shall be awarded 01 mark for each year of experience over and above of the required experience subject to provision of authentic document.

The maximum marks shall not exceed 05 for Law and Arts & Design Disciplines,

The maximum marks shall not exceed 05 for BPS-18 and BPS 19 while the maximum marks shall not exceed 10 for BPS-20 to BPS-21 for all discipline excluding Law and Arts & Design.

Provided that fraction of experience (in months and days) shall be calculated infraction. For illustration, a candidate having 2 years, 5 months and 10 days over andabove the required experience, be awarded 2 + (5x30 + 10)/360 = 2 + 160/360 2 + 0.44 2,44 marks. Similarly, a candidate having 2 years and 6 months over and above the required experience shall be granted 2 + 2 + 180/360 — 2 + 0.50 = 250 marks,

1. Distinction (05 Marks)

Distinction shall contribute 5% to the overall merit. Marks for distinction shall only be assigned after provision of authentic certificates/ degrees issued by the Controller of Examinations. Distinction marks shall be allocated as per the following table:

1. Research Publications in HEC Recognized Journals (05,10 Marks)

Publication marks shall be awarded to candidates for their papers published in HEC approved/recognized journals. Publication(s) of candidates shall be verified as per HEC criteria by Quality Enhancement Cell (QEC) duly endorsed by the Scrutiny Committee, Candidates for the post of Associate Professor and Professor shall be evaluated for relevancy, nature of work and contribution in the relevant field by the Subject Experts (Referees) for the purpose from duly approved list by the Vice Chancellor. A candidate shall be awarded 01 marks as 1st author/corresponding author and 0.5 mark as co-author for each paper, over and above the required number of publications, published in HEC approved journals. Maximum marks shall not exceed 05 for BPS -18 & BPS -19 and 10 marks for appointment in BPS20 & BPS-21,

1. Research Projects Completed (05 Marks)

Marks for research projects shall be granted to a candidate for appointment as Assistant Professor, Associate Professor and Professor, who has successfully completed (duly certified) research projects equal to or greater than PKR 1.0 million as Principal Investigator.. A candidate shall be awarded 1.0 mark for each completed project of 1.0 million, 02 mark for 2 million, 03 marks for 3 million, 04 marks for 4 million and 05 marks for 5 million rupees projects. Maximum in all cases shall not exceed 05 marks:

Provided that in case of Co-principal Investigator(s), halfofthe marks allotted to the Principal Investigator shall be allotted to each Co-principal Investigat01t

1. Post-Doctoral Experience (05 Marks)

Two marks for 6 months to one year duration, to a maximum of 4 marks and 5 marks for more than one year post-doctoral duration at foreign university or institute;

Provided that Post-doctorate of at least 6 months duration shall be considered, however, in case ofcounting such experience in the eligibility criteria, marks shall not be assigned.

1. Research Supervision of MPhil/MS/LLM or equivalent/PhD Scholars (05 Marks)
   1. 0.5 marks per MPhil/MS/LLM or equivalent scholar supervised;
   2. 1.0 mark per PhD student supervised;

Provided that documentary evidence ofthe supervision shall be determined by the proofofsupervision and result declaration/degree.

6. Quantification of the Short-listed Candidates

A maximum top 5, 8 and Il candidates on the basis of overall merit shall be called for interview against 1, 2 and 3 advertised positions, respectively for lecturer(s)/Assistant Professor. In case of more than 3 advertised positions, two additional candidates per post shall be added accordingly.

Quantification of the short-listed candidates for interview shall be displayed by the Registrar office at the time of interview for the concerned candidates.



# Interview (20 Marks)

(l) The candidates for the positions in BPS-18 to BPS-21 shall appear in person before the Selection Board for interview;

Provided that a candidate with permission ofthe chair may present himselfthrough visual electronic media if he is unable to appear beýöre the Selection Board in person with genuine reasons.

1. All members of the Selection Board including subject expert(s) shall record their marking/evaluation independently (by name). After interview of the candidate(s), final marks of the interview based on assessment by members of the Selection Board and subject expert(s), shall be determined based on average. In case of tie, calculation ofmarks shall be carried out to more than two decimal places and then the marks shall be determined for final decision about the recommendation of the candidate.
2. Sixty percent (60%) qualifying marks in the interview is pre-requisite for selection

i.e., a candidate must secure at least 12 marks out of 20, he shall otherwise be declared as failed in interview. 

1. The Selection Board shall recommend name(s) of suitable candidate(s) for appointment on the basis of overall merit.
2. Basic Pay Scales, Allowances and Fringe Benefits
   1. The scales ofpay ofUniversity Teachers shall be governed by the Schemes ofBasic Pay Scales and other related benefits, as approved by the Syndicate.
   2. Any change in pay and allowances by the government shall be adopted by the University through relevant bodies.
   3. The following Basic Pay Scales shall be admissible to Teachers:

|  |  |  |
| --- | --- | --- |
|  | Post | BPS |
| (a) | Professor | 21 |
| (b) | Associate Professor | 20 |
| (c) | Assistant Professor | 19 |
| (d) | Lecturer | 18 |

1. Fixation of Pay on Appointment to Higher Post

0 (l) When a Teacher is appointed from a lower post to a higher post, where the stage in the scale of pay of the higher post, next above the Substantive Pay ofthe teacher in the Scale of Pay of the lower post, gives a pay increase equal to or less than a full increment in the scale of pay of higher post, the initial pay in the scale of pay ofthe higher post shall be fixed after allowing a premature increment in the scale of pay of such higher post.

* 1. On appointment to the next higher post, actual pay of the higher post shall be given to the incumbent on assumption of duty,
  2. Seniority shall be determined by the order of merit by the Selection Board and shall stand intact irrespective of the date ofjoining.

10, Age Limit

The upper age limit for initial appointment ofteachers shall be 45 years and the date of birth shall be determined from the Secondary School Certificate or equivalent;

Provided that employee ofthepublic sector universities, and government/ semi government /autonomous organizations shall be exemptedfrom this age bar if they