

Minutes of the Meeting

32nd Meeting of Higher Education Research Committee (HERC)

held on

**30 – 31 August 2023
Through VLC**



**Directorate of Research, Innovation & Commercialization (RIC)
Bahria University Head Office
Islamabad**

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Reference Designators & Terms

These designators/terms are meant to introduce clarity, standardization and ease of reference while consulting or referring to this document.

Item Number Item oonn

Where

oo = ordinal sequence of HERC Meeting

nn= serial number of item in that HERC Meeting

Example:

Item 1712 means Item No. 12 of 17 HERC Meeting

Decision on a Decision oonn

New Item

Example:

Decision 1712 means Decision on Item 1712

Example:

Decision 1712.b means Decision 1712, Clause 'b'

Example:

Decision 1712.b.2 means Decision 1712, Clause 'b', sub-clause '2'

Decision on a Decision o₂ (oonn)

Previous Item

Example:

Decision 17 (1512) means decision taken by 17 HERC Meeting on the prevision review item 1512

Example:

Decision 17 (1512) b means decision taken by 17 HERC Meeting on the prevision review item 1512 clause 'b'

Example:

Decision 17 (1512) b.3 means decision taken by 17 HERC Meeting on the prevision review item 1512 clause 'b' sub clause '3'

Action

Authority, Entity, Official, Person, Unit, Dept, Office, etc. required to implement the decision

Responsibility

The supra single Authority, Entity, Official, Person, etc required to:

- a. Coordinate the actions taken by the Authorities, Entities, Officials, Persons, Units, Depts., Offices listed against the action
- b. Report to the Council the progress on the matter, through periodic progress reports and at the meeting of the Council.
- c. Be overall responsible to the Competent Authority, and the Council, for the case/issue/point/item he or she has been made responsible for.

Deadlines

Any time period deadlines shall count from the date of issue of the minutes. Time period in days shall imply working days.

Acronyms & Abbreviations

AAI	Additional Agenda Item
Acad	Academics
ADRC	Aquatic Diagnostics & Research Center
AI	Artificial Intelligence
BBS	Bahria Business School
BUHS	Bahria University Health Sciences
BSEAS	Bahria School of Engineering & Applied Sciences
CE	Computer Engineering
CS	Computer Sciences
CoE	Centre of Excellence
DIC	Director Admin Islamabad Campus
DIPP	Director Institute of Professional Psychology
DKC	Director Admin Karachi Campus
DLC	Director Admin Lahore Campus
DNCMPR	Director National Centre for Maritime Policy Research
DS	Dental Section
EDC	Estimated Date of Completion
EE	Electrical Engineering
E&ES	Earth & Environmental Sciences
ES	Engineering Sciences
H&NS	Humanities & Natural Sciences
HSC	Health Sciences Campus
H&SS	Humanities & Social Sciences
IC	Islamabad Campus
IO	International Office
KC	Karachi Campus
LC	Lahore Campus
MS	Management Sciences
RIC	Research, Innovation & Commercialization
SIL	Smart Integrated Logistics
SE	Software Engineering
SMP	Strategic Management Plan
PP	Professional Psychology
TD	Technology Development

Bahria University Head Office

1.	Vice Admiral Asif Khaliq HI (M) (Retd)	Rector	Chair
2.	R/Adm Ahmad Fauzan HI (M)	Pro-Rector (RIC)	Member
3.	R/Adm M. Arshid Javaid SI (M) (Retd)	Pro-Rector (Academics)	Member
4.	Brig. Dr. Asif Ali Asif (Retd)	Pro-Rector (Health Sciences)	Member
5.	Cdre. Muhammad Jalaluddin SI (M), S.Bt (Retd)	Registrar	Member
6.	Dr. Saleem Aslam	Director ORIC	Member/Secy
7.	Dr. Atif Raza Jafri	Dean ES/Principal BSEAS	Member
8.	Dr. Adam Saud	Dean H&SS/Principal BHSS	Member
9.	Dr. Muhammad Fayaz	Dean Law	Member
10.	Cdre. Zahid Iqbal SI (M)	Controller Examinations	Member
11.	Cdre. Asim Raza SI (M) (Retd)	Director Academics	Member
12.	Cdre. Dr. Zahid Hasan Bawar SI (M) (Retd)	Director Technology Dev.	Member
13.	Dr. Asad Waqar	Director PGP	Member
14.	Dr. Awais Mehmood	Director SMP	Member
15.	Dr. Sumaira Kausar	Director CoE-AI	Member
16.	Mr. Fazal Wahab	Director QA	Member

Bahria University Islamabad Campus

17.	R/Adm Zaka-ur-Rehman HI (M) (Retd)	Director General	Member
18.	Dr. Shahid Iqbal	HOD, Dept. of MS	Member
19.	Dr. Said Akbar Khan	HOD, Dept of E&ES	Member
20.	Dr. Khalil Ullah Muhammad	HOD, Dept. of BS	Member
21.	Dr. Irfan H. Qasarani	HOD, Dept. of H&SS	Member
22.	Dr. Shehzad Hassan	HOD, Dept. of CE	Member
23.	Dr. Awais Majeed	HOD, Dept. of SE	Member
24.	Dr. Arif-ur-Rahman	HOD, Dept. of CS	Member
25.	Dr. Shoaib Mukhtar	HOD, Dept. of Law	Member
26.	Dr. Shazia Yusuf	HOD, Dept. of PP, H-11	Member
27.	Dr. M. Iqbal Hajana	PGP Coord, Dept of E&ES	Member
28.	Dr. Kashif Sultan	PGP Coord, Dept of SE	Member
29.	Dr. Imran Fareed	PGP Coord, Dept of EE	Member

Bahria University Karachi Campus

30.	V/Adm Khawaja Ghazanfar Hussain HI (M) (Retd)	Director General	Member
31.	Cdre. Muzammil Hussain SI (M) SE (Retd)	Director Admin	Member
32.	Dr. Zainab Hussain Bhutto	Dean, PP	Member
33.	Dr. Muhammad Zahid	Dean, MS/Principal BBS	Member
34.	Dr. Sohaib Ahmed	Principal – BSEAS	Member
35.	Dr. Oyoona Abdul Razzaq	Principal – H&SS	Member
36.	Dr. Asif Inam	Principal – BMAS	Member
37.	Dr. Naveed Ahmad	Head ADRC	Member
38.	Dr. Liaquat Ali	HOD, Dept. of MS	Member
39.	Dr. Salma Hamza	HOD, Dept. of E&ES	Member
40.	Dr. Mukesh Kumar Maheshwari	HOD, Dept. of EE	Member
41.	Dr. Syed Safdar Ali	HOD, Dept. of CS	Member

42.	Dr. Osama Rehman	HOD, Dept. of SE	Member
43.	Dr. Shoaib Mughal	HOD, Dept. of CE	Member
44.	Dr. Kiran Bashir Ahmad	HOD, Dept. of IPP	Member
45.	Dr. Mubashir Ali Khan	HOD, Dept. of BS	Member
46.	Dr. M. Ashfaq	HOD, Dept. of Media Std.	Member
47.	Dr. Abdul Qadir	HOD, Dept. of IS	Member
48.	Dr. Rao Muhammad Rashid	PGP Coord, Dept of MS	Member
49.	Dr. Humera Farooq	PGP Coord, Dept of CS	Member
50.	Dr. Hina Shakir	PGP Coord, Dept of SE	Member

Bahria University Lahore Campus

51.	Cdre. Jawad Ahmed Qureshi SI (M) (Retd)	Director Campus	Member
52.	Dr. Adnan Hushmat	HOD, Dept. of MS	Member
53.	Dr. Khawaja Qasim Maqbool	HOD, Dept. of CS	Member
54.	Dr. Khawar Bilal Baig	HOD, Dept. of PP	Member

Bahria University Health Science Campus, Karachi

55.	V/Adm Ather Mukhtar HI(M) (Retd)	Director General	Member
56.	Maj. Gen. Prof. Dr. Shehla M. Baqai HI (M) (Retd)	Dean Health Sciences	Member
57.	Dr. Shama Asghar	Principal (DS) (A.O.L)	Member
58.	Dr. Nasim Karim	Principal BUHS-PGI	Member
59.	Dr. Khalid Aziz	Principal BUCPT	Member
60.	Dr. Mehreen Lateef	Principal BUCAHS	Member
61.	Cdr. Afshan	Principal PNNC	Member

In Attendance

62.	Dr. Waqar-ud-Din	DD ORIC – KC
63.	Mr. M. Umair Saeed	Manager QA – LC
64.	Mr. Syed Rizwan Ali	Manager BIC – KC
65.	Mr. Adeel Ahmad	AD R&D – BUHO
66.	Mr. Abrar Hussain	AD I&C – BUHO
67.	Ms. Erum Shafiq	AD QA – KC

Proceedings

1. The proceedings commenced at 0930hrs on 30 August 2023 with recitation of few verses from the Holy Quran and Darood Shareef ﷺ.
2. The Honorable Rector/Chairperson HERC in his opening remarks welcomed all the members of HERC from HO, IC, KC, LC and HSC.

Confirmation of the Minutes of 31st HERCM held on 25 January 2023

3. After soliciting the approval of the Chairperson HERC, Minutes of the 31st HERCM were communicated to all members and non-member participants. Since no comments/observations were received, the minutes are therefore tabled for confirmation.

Decision:

4. The minutes of the 31st HERCM were confirmed by the committee. *Point dropped.*

Review Items (12)

Item No. 3001: Progress Review of RIC

Action By: **Director ORIC**

Decision 31 (3001):

5. HERC approved hiring of a dedicated person for the post of Incharge TISC. The detailed Terms of References (ToRs) along with the placement of Incharge TISC in BU organogram be processed on file for perusal and approval of the Chairperson HERC. *Progress be Reported.*

Progress Reported:

6. Detailed TORs for Incharge TISC were prepared by Director ORIC in close consultation with Pro-Rector (RIC) in the light of approved mandate of HEC and practices adopted by peer universities. The same was approved by the Honorable Rector on 16 March 2023.
7. Advertisement for the hiring of Incharge TISC was floated by the Dte. of HR twice. However, due to the peculiar nature of the job of Incharge TISC, no applicant has been qualified in the approved criteria. Head hunting is at hand.

Decision 32 (3001):

8. Head hunting for hiring of Incharge TISC to be culminated on priority. *Point Dropped.*

Item No. 3008: Approval of Adding New Names in the List of Foreign & Local External Examiners

Action By: **Director PGP**

Decision 31 (3008):

9. The under-process proposal be reviewed with inclusion of measures for enhancing the quality of PhD supervision at BU. *Progress be Reported.*

Progress Reported:

10. As per comments on the case file by Treasurer, due to financial constraints, increase in rates of honorarium is not possible at present. Same will be considered on availability of funds.
11. Dte. of PGP has proposed corrective actions to improve the quality of PhD supervision at BU. In this aspect, PGP has proposed new Agenda Items No. 3206, 3208 and 3209 in this HERCM for needful deliberations and approval.

Decision 32 (3008):**12.** Increase in honorarium rates for external evaluators to remain on agenda.

Action Required	Action By	Responsibility
Implementation of Decision	Treasurer	Treasurer

13. *Progress to be Reported.***Item No. 3101: Progress Review of Major KPIs of RIC**Action By: **Director ORIC****Decision 3101:****14.** Following decisions were undertaken by HERC:

- a. Measures to be proposed for enhancing departmental level input in the entrepreneurial ecosystem of BU.
- b. Standing Agenda Item be included in the agenda of respective FRCMs regarding assigning of targets to FMs for submission of research proposals to external funding organizations.
- c. Pro-Rector (RIC) in consultation with Registrar, Dean Law and Director ORIC to issue instructions for enhancing submission of research proposals for funding.
- d. Information regarding the following KPIs be included in the presentation by Director ORIC:
 - i. BU led startups
 - ii. Percentage of Active Research Faculty
 - iii. Percentage of Post Graduate Students

Progress Reported:**15.** Following progress was reported by the relevant offices:

- a. Input was solicited from Principals/Deans regarding enhancing entrepreneurial ecosystem of BU. The received input is attached as [Appendage 31 \(3101\)](#) for the information of HERC. As per the input following actions may be undertaken:
 - Incorporation & strengthening of Entrepreneurship culture in academic programs through course(s)
 - Arrangement of trainings for BUFMs on Entrepreneurship
 - Enhanced liaison by Manager BICs with all faculties

Furthermore, under the kind directions of Honorable Rector, a “Policy on Establishment of Faculty Led Startups” have also been drafted for Enhancing Entrepreneurial input of BUFMs in RIC ecosystem of BU. The same is included as Fresh [Agenda Item-3204](#) of this HERCM for the promotion of entrepreneurial culture at campus level. *Action completed. Point to be Dropped.*
- b. Instructions have been issued regarding assigning targets to FMs for submission of research proposals to external funding organizations in their respective FRCMs by the respective Deans. Furthermore, in order to provide financial benefits to BUFMs against the successful research proposals on acquiring funding from external organizations, a policy titled Cash Incentives for Funded Research Projects has been approved by the Honorable Rector. The approved policy has already been disseminated to all concerned on 19 April 2023. *Action completed. Point to be Dropped.*
- c. The progress review presentation of Director ORIC in 32 HERCM will include the desired information regarding the assigned KPIs. *Action completed. Point to be Dropped.*

Discussion:

16. Dean ES apprised the committee that targets have been assigned to PhD faculty members for submission of research proposals to external funding organizations. Furthermore, publication targets are also assigned to FMs. Dean Law briefed the committee about the assignment of targets to PhD FMs for submission of research proposals to funding organizations.

Decision 32 (3101):

17. Needful has been done. *Points Dropped.*

Item No. 3102: Progress Review of Funded Research Projects

Action By: **All PIs of Projects**

Decision 3102:

18. Following decisions were undertaken by HERC:

a. Project wise decisions are appended below:

S.No.	Project Title	Decision
i	Development of Memory Boost Nutraceutical from Indigenous Marine Sources of Algae Plants and Coral Reefs	▪ Progress to be Reported
ii	Effect of Naturally Isolated Bioactive Compounds as Anticorrosive and Antifouling agents for its use in Shipping Industry: A Novel Approach to Identify and Prevent Marine Biofouling	▪ Progress to be Reported
iii	Marine Bioprospecting of Novel Bioactive Compounds from Medicinally Important Unexplored Species for Drug Discovery	▪ Progress to be Reported
iv	Cable Driven Parallel Robot Workbench	▪ Progress to be Reported
v	Methodology development for testing of SARS-CoV-2, COVID-19 infection by 2 for the enhancement of seafood export from Pakistan to meet the global seafood trade demand.	▪ Commercial testing license /certification be solicited from National/International bodies from the platform of ADRC.

b. A commercialization strategy of BU be drafted on the footings of practices/policies adopted by peer universities for acceptance of research outcomes by the industry.

Progress Reported:

19. Following progress was reported:

a. PIs of the projects reported the following progress on the decisions of 31 HERCM.

S.No.	Project Title	Progress
i	Development of Memory Boost Nutraceutical from Indigenous Marine Sources of Algae Plants and Coral Reefs	<ul style="list-style-type: none"> ▪ Project is completed in August 2023. ▪ Patent is filed in IPO-Pakistan on 23 May 2023.
ii	Effect of Naturally Isolated Bioactive Compounds as Anticorrosive and Antifouling agents for its use in Shipping Industry: A Novel Approach to Identify and Prevent Marine Biofouling	▪ Project is completed with identification and exploration of marine species for antioxidant, antiulcer and antimicrobial properties with development of animal model for osteoporosis.

iii	Marine Bioprospecting of Novel Bioactive Compounds from Medicinally Important Unexplored Species for Drug Discovery	<ul style="list-style-type: none"> Project is completed in August 2023. Patent is filed in IPO-Pakistan on 23 June 2023.
iv	Cable Driven Parallel Robot Workbench	<ul style="list-style-type: none"> Project is completed in August 2023.
v	Methodology development for testing of SARS-CoV-2, COVID-19 infection by 2 for the enhancement of seafood export from Pakistan to meet the global seafood trade demand.	<ul style="list-style-type: none"> Aquatic Diagnostic Research Centre (ADRC) has applied for ISO 17025 accreditation from Pakistan National Accreditation Council. Upon accreditation, the case will be processed for certification from Marine Fisheries Department (MFD).

b. Current Commercialization Strategy duly incorporated in Intellectual Property Policy of BU (Clause 9) was reviewed holistically and was found to be in line with the practices adopted by peer universities including NUST, AIR, FAST and latest promulgated policy of HEC. Furthermore, BU has already established BSTS as commercial contracting entity to undertake contracts with the industry for commercialization of research outcomes.

Discussion:

20. Dr. Mehreen Latif presented the progress on three applied research projects funded by BU. She briefed the committee that patents have been filed by BU. Once the patents are awarded, the research will be commercialized.
21. The Chair inquired about the business strategy of the developed product from the research projects for acquiring maximum financial benefits by BU from commercialization of the novel products. Director ORIC briefed the committee that all the commercial agreements with the industry to be undertaken by Bahria Science and Technology Solutions (BSTS); Commercial Contracting Entity of BU.
22. Pro Rector RIC apprised the committee that BSTS will take on board the Principal Investigators of the projects in light of the advice from legal advisor. The Chair said that a presentation be arranged regarding the available expertise along with comparison of such commercialization cases adopted by other universities.
23. Director Academics opined that BU has developed a product which shall be commercialized through the Dte. of Technology Development being the focal office for commercialization of technologies developed by BU researchers.
24. Dr. Attayab briefed the committee regarding the completed project. He apprised the committee about the initiatives undertaken to deploy the developed prototype in industry. He further said that the prototype will be utilized for industrial based solutions along with hands on training to BU students. Karachi Base Ware housing groups will be approached to demonstrate and discuss its potential in their Specific industry-related applications. Artificial Intelligence based system will be incorporated in the project in due course of time.
25. Dr Saima briefed the committee that the project has already been completed and ADRC is in discussion with Marine Fishers Department for getting certification. She further said that different clients have approached BUKC for testing COVID on sea food.
26. Director QA said that Aquatic Diagnostics and Research Center (ADRC-BUKC) has already applied for ISO 1702 Certification. Head ADRC briefed the committee regarding different initiatives undertaken by ADRC for compliance with the certification requirements.

27. Director ORIC briefed the committee regarding the commercialization strategy of BU duly incorporated in IP Policy.

Decision 32 (3102):

28. Following decisions were undertaken by the HERC:

- a. A presentation session be arranged to be chaired by the Honorable Rector regarding the current capacity of BSTS in purview of the commercialization of research outcomes with pilot case of research outcomes achieved by Dr. Mehreen Latif. The presentation shall include an achievable timeline on different identified milestones **(Project: i – iii)**.
- b. Pro-Rector RIC to review the outcomes of the project along with application of the project in the industry through provision of needful support by BU **(Project: iv)**.
- c. DG KC to apprise the Chairperson regarding status of ISO Certification by ADRC. Pro-Rector RIC to review the way forward of **Project-v** and recommend the closure if deemed appropriate.
- d. Director ORIC to present the commercialization strategy of BU to the Honorable Rector and recommend the measures for better functioning and materializing the commercialization outcomes of research endeavors of BU researchers.

Action Required	Action By	Responsibility
Implementation of Decision – a	Director Technology Development	Pro-Rector (RIC)
Implementation of Decision – b	Pro-Rector (RIC)	Pro-Rector (RIC)
Implementation of Decision – c	Head ADRC	DG KC
Implementation of Decision – d	Director ORIC	Pro-Rector (RIC)

29. *Progress to be Reported.*

Item No. 3104: Review of Research Incentives Offered by BU

Action By: **Director ORIC**

Decision 3104:

30. HERC decided to solicit Campus level and faculty level input on the proposed amendments in the current RIC policies. A separate presentation session be arranged under the Chairmanship of Honorable Rector/Chairperson clearly mentioning the proposal vis a vis the input from CUs/Faculties for soliciting the final approval. *Progress be Reported.*

Progress Reported:

31. Campus level Input was solicited and presented in presence of all stakeholders on 8 March 2023. The following Policies were updated/approved by the Honorable Rector on 5 April 2023.

- | | |
|---|-------------------|
| a. Course Load Reduction Policy | UPDATED |
| b. Intellectual Property Policy | UPDATED |
| c. Cash Incentive for Funded Research Projects | NEW Policy ISSUED |
| d. Non-Cash Incentives for Achieving Excellence in Research | NEW Policy ISSUED |

32. The updated/approved policies have been disseminated to all concerned on 19 April 2023 and also uploaded on official CMS/EMS portal. *Action completed. Point to be Dropped.*

Decision 32 (3104):

33. Needful has been done. *Point Dropped.*

Item No. 3105: Review of Criteria Best Faculty Researcher Award Policy of BU

Action By: **Director ORIC**

Decision 3105:

- 34.** It was decided by the HERC to solicit Campus level and faculty level input on the proposed amendments in the current Best Faculty Researcher Award Policy of BU. A separate presentation session be arranged under the Chairmanship of Honorable Rector clearly mentioning the proposal vis a vis the input from CUs/Faculties for soliciting the final approval.
Progress be Reported.

Progress Reported:

- 35.** Campus level Input was solicited and presented before the Honorable Rector in presence of all stakeholders on 8 March 2023. Revised Weightage Criteria for Best Faculty Researcher Award Policy was approved by the Honorable Rector after developing consensus with all stakeholders. The approved policy has been disseminated to all concerned on 19 April 2023 and also uploaded on official CMS/EMS portal.

Decision 32 (3105):

- 36.** Needful has been done. *Point Dropped.*

Item No. 3107: Review of Current R&D Budget of BU

Action By: **Treasurer**

Decision 3107:

- 37.** The office of Treasurer to solicit input from the Dte. of RIC-BUHO regarding the allocation of budget under different head of R&D prior to finalization and tabulation in BoG. *Progress be Reported.*

Progress Reported:

- 38.** Input from Dte. of RIC-BUHO was being undertaken by the office of Treasurer for needful consideration. The instruction will be complied for future R&D budget allocation of BU.

Decision 32 (3107):

- 39.** Needful has been done. *Point Dropped.*

Item No. 3108: Measure to Effectively Implement MoUs & BU-Industry Interaction Mechanism

Action By: **All Deans**

Decision 3108:

- 40.** Following decisions were undertaken by HERC:

- a. Focal Persons be nominated by respective Principals at School Level for requirement identification and execution of MoUs and different initiatives with the industry at school/departmental level.
- b. The activities undertaken by each department be tabled in every Departmental Research Committee Meeting (DRCM) as STANDING AGENDA ITEM and consolidated progress report along with documentary evidence of implementation of MoUs and different industrial initiatives/activities be forwarded to Faculty Research Committee Meeting (FRCM) as STANDING AGENDA ITEM for needful deliberations and information.

Progress Reported:

41. Following progress was reported by the relevant offices:

- a. Focal persons have been nominated by all CUs/Schools. *Action completed. Point to be Dropped.*
- b. Needful instructions have been issued by Dte. of ORIC to all Deans for inclusion of Standing Agenda Items DRCMs and FRCMs regarding Progress on MoUs at departmental and faculty level.

Decision 32 (3108):

42. All concerned are directed to comply with the decision of HERC in true letter and spirit. *Point Dropped.*

Item No. 3109: Measures to Enhance Effectiveness of DRCs and FRCs

Action By: **All Deans**

Decision 3109:

43. Following decisions were undertaken by HERC:

- a. DRCs and FRCs be constituted in the light of BU Statutes 2022.
- b. Standard Template for recording of Agenda and Minutes be adopted by all FRCs. Director ORIC to forward the template for recording of agenda & minutes of FRCMs to all Deans.

Progress Reported:

44. Following progress was reported by the relevant offices:

- a. FRCs of Faculty of ES (vide Registrar Notification) and Faculty of Law (vide Case File) was constituted. DRCs of all departments and FRCs of PP, H&SS, MS and HS are to be constituted.
- b. Dte. of ORIC forwarded standard templates on 24 Feb 2023 for recording of Agenda and Minutes of FRCs to all Deans for needful adoption.

Discussion:

45. Dean PP opined that the composition of DRCs and FRCs are already given in PhD Rules of BU. Director QA said that the composition shall be notified by the office of Registrar. Dean PP expressed that the notification shall be issued as per designation of the members of DRCs/FRCs. Director QA replied that the composition and constitution of different committees have been changed and need to be notified.

46. The Chair said that the ambiguities shall be addressed in context of the prevailing BU Rules.

Decision 32 (3109):

47. Process of Constitution of Departmental Research Committees (DRCs) and Faculty Research Committees (FRCs) be revisited by Pro-Rector (Academics).

Action Required	Action By	Responsibility
Implementation of Decision	All Deans	Pro-Rector Academics

48. *Progress to be Reported.*

Item No. 3110: Amendments in the PG Rules/Features Enhancements of TTM

Action By: **All Deans**
Director PGP

Decision 3110:

49. Following decisions were undertaken by the HERC:

- a. Advisory Committees for PhD scholars be formulated in the light of already approved ToRs for all PhD scholars of BU by the respective Deans.
- b. Input from all the relevant stakeholders be solicited and revised proposal be presented in a separate meeting to be chaired by the Honorable Rector.

Progress Reported:

50. Following progress was reported by the relevant offices:

- a. Instructions have been issued by Dte. of ORIC on 24 February 2023 to all Deans.
- b. Input from stakeholders was gathered and a consolidated presentation was arranged before the Honorable Rector. Same has been notified by the Registrar's office on 26 May 2023. *Action completed. Point to be Dropped.*

Decision 32 (3110):

51. Advisory Committees for PhD scholars be formulated in the light of already approved ToRs for all PhD scholars of BU by the respective Deans.

Action Required	Action By	Responsibility
Implementation of Decision	All Deans	All Deans

52. *Progress to be Reported.*

Item No. 3112: Cancellation of PhD Student Candidacies

Action By: **Relevant HoDs – All CUs**

Decision 3112:

53. Following decisions were undertaken by HERC:

- a. Based on FRC's recommendation and BU PhD Rules, HERC approved termination of PhD Student Candidacy of following FOUR PhD Scholars in CE, ES, CS and MS programs from IC & KC and transcript be issued clearly depicting the degree status as "INCOMPLETE".

Sr. #	Name	Enrollment	Department & Campus
i.	Mr. Shehzad Ahmad	01-281162-003	Computer Engineering – IC
ii.	Ms. Asma Khalil	01-286192-002	Environmental Sciences – IC
iii.	Mr. Adnan Abdullah	02-284162-002	Computer Sciences – KC
iv.	Mr. Yasir Munir	01-280132-007	Management Sciences – IC

- b. HoDs of relevant departments shall issue a notification letter addressed to the respective scholars clearly indicating the cancellation of their PhD Student Candidacy.
- c. The PhD student candidacy cancellation case of Ms. Hina Agha (02-280181-007) from the Department of Management Sciences – KC is referred to FRC-Management Sciences for re-consideration in the light of approved BU Rules.

Progress Reported:

54. Following progress was reported by the relevant offices:

- a. The status of FOUR DROPPED PhD scholars has been updated by Controller Examinations in BU Examination Records Database (ERD). *Action completed. Point to be Dropped.*
- b. Notification letters in respect of Mr. Adnan Abdullah (CS-KC), Mr. Yasir Munir (MS-IC), Mr. Shehzad Ahmed (CE-IC) and Ms. Asma Khalil (E&ES-IC) have been issued by the concerned HoDs.
- c. The case for cancellation of Third Unsatisfactory Report of Ms Hina Agha was deliberated in 20 FRC-MS and it was decided that the third unsatisfactory progress report to be revoked by the supervisor after formal approval of Honorable Rector. Honorable Rector accorded approval on 6 June 2023 to revoke third unsatisfactory progress report of Ms Hina Agha for the tenure (September 2021 – November 2021). *Action completed. Point to be Dropped.*

Decision 32 (3112):

55. Needful has been done. *Points Dropped.*

Item No. 3114: New Format of MS and PhD Research Proposal and Thesis

Action By: **Dean H&SS**

Decision 3114:

56. A comparative analysis be made between the current approved template with proposed changes and the same be processed on case file through relevant offices for soliciting the approval of the Honorable Rector.

Progress Reported:

57. New format for Research Proposal and Thesis based on qualitative research methodology for PhD and MS/MPhil students enrolled in Faculty of H&SS, was recommended by Pro-Rector (RIC) on case file for kind approval by Honorable Rector on 6 June 2023. As per directions of Honorable Rector on case file on 6 June 2023, a presentation session be arranged by Dean H&SS for soliciting final approval.

Discussion:

58. Dean H&SS briefed the committee regarding the arrangement of presentation session for soliciting the approval of Honorable Rector for new format of research proposal and thesis for MS/MPhil and PhD students.

Decision 32 (3114):

59. Presentation to be arranged on Priority.

Action Required	Action By	Responsibility
Implementation of Decision	Dean H&SS	Deans H&SS

60. *Progress to be Reported.*

New Items (14)

Item No. 3201: Progress Review of Major KPIs of RIC

Sponsor: **Director ORIC**

Referral Authority: **31st HERCM**

Summary of the Case:

61. Consequent to the decision of 31st HERCM, progress on the achievement of MAJOR KPIs by BU will be presented before the HERCM for information.

Discussion:

62. The Chair inquired about the decreasing trend of post graduate students at BU. Director QA briefed that overall intake trend of post graduate scholars has been decreasing across Pakistan with the passage of time. Director QA said that a request has already been forwarded to all Deans for proposing measures in consultation with respective HoDs to strengthen the post graduate programs and enhance student enrollment at PG programs of BU.

63. Pro-Rector RIC opined that most of the PG students are part time students and doing jobs along with their education. Due to prevailing financial situation, aspiring post graduate students have pended their aspiration for higher education.

64. DG KC expressed that the functionality of research centers is delegated to Dte. of RIC-BUHO which hampers their functionality. Pro-Rector (RIC) said that the HR working in research centers are part of faculty at the departments of respective CUs which compromises the functionality of research centers. He further proposed that the working of research centers should be relooked. Director CoE-AI said that the faculty members working in research centers are only allowed one course load waiver which compromises their efficiency.

65. DG KC suggested that targets set in BU Strategic Plan may also be revisited considering the current situation of BU. Director SMP opined that online portal was launched for amicably understanding the targets set in BU strategic Plan. He further said that a very comprehensive exercise has already been conducted for devising the targets in 2021. Director QA suggested that a periodical review of targets defined in Strategic Management Plan be conducted for timely devising the corrective action plan.

Decision 3201:

66. Following decisions were undertaken by HERC:

- a. Director PGP in consultation with Director QA and all Deans to arrange a presentation session for proposing measures to strengthen the post graduate programs and enhance student enrollment at PG programs of BU.
- b. The organizational working of research centers and business incubation centers in BU organogram to be looked into by Pro-Rector (RIC) keeping in view the input of DGs of CUs.
- c. All heads of CUs to develop mechanisms to achieve the targets defined in BU Strategic Management Plan. Presentation sessions on assigned targets of BU Strategic Plan be arranged by all CUs during the visit of Honorable Rector.
- d. Director SMP in consultation with Director QA to arrange presentation on BU Strategic Plan for the achievement of assigned targets by relevant stakeholders.

Action Required	Action By	Responsibility
Implementation of Decision – a	Director QA/All Deans	Director PGP
Implementation of Decision – b	Pro-Rector (RIC)	Pro-Rector (RIC)

Implementation of Decision – c	All Heads of CUs	All Heads of CUs
Implementation of Decision – d	Director SMP/Director QA	Director SMP

67. Progress to be Reported.

Item No. 3202: Progress Review of PhD Scholars		
Sponsor: All Deans	Referral Authority: 30th HERCM	

Summary of the Case:

- 68.** To closely monitor the PhD progression by enrolled PhD scholars of BU, a mandatory agenda item will be included in every HERC in which Deans of respective faculties will present the progress of PhD scholars towards completion of their degrees.
- 69.** Departmental and Faculty level consensus pertaining to the progress of each PhD scholar be solicited after thorough deliberations of the progress report by each PhD scholar at the level of Departmental Research Committees (DRCs) and Faculty Research Committees (FRCs).
- 70.** The Deans of each faculty will present consolidated progress report depicting the status of achieved milestones for information of HERC.

Discussion:

- 71.** All Deans presented the progress on PhD scholars of their respective faculties. The Chair said that prompt mechanism shall be adopted by PhD supervisors to advise the students regarding their PhD milestones mapped on their PhD journey at BU. He further directed that only problematic cases should be presented.

Decision 3202:

- 72.** All the problematic cases shall be presented separately. Furthermore, an identical format of presentation shall be adopted by all Deans.

Action Required	Action By	Responsibility
Implementation of Decision	All Deans	All Deans

73. Progress to be Reported.

Item No. 3203: RIC – Corrective Action Plan for Improvement of International Ranking		
Sponsor: Director ORIC	Referral Authority: Committee Report	

Summary of the Case:

- 74.** Bahria University has been continuously working to improve its international ranking through well-defined Policies/Process/SOPs/Corrective Action Plans and its implementation.
- 75.** As per the directions of Dte. of QA, detailed policies were drafted in the following identified potential areas for improvement in the international rankings of BU:
- Policy to Encourage Foreign Research Collaboration
 - Policy on Hiring of Research Track Faculty (RTF) at BU
- 76.** The policies were shared with all the stakeholders. Consolidated input of the relevant stakeholders was presented before Pro-Rector (RIC). The policies were revised based on the received input and directions of Pro-Rector (RIC).
- 77.** Approval is solicited from HERC on the following policies placed at [Appendage 3203-A](#) & [Appendage 3203-B](#):
- Policy to Encourage Foreign Research Collaboration

b. Policy on Hiring of Research Track Faculty (RTF) at BU

Discussion:

- 78.** Director SMP said that Impact Factor limit imposed in the policy shall not be > 3.00. BU may consider waving the benchmark of 3.00 impact factor in the joint publication with foreign researchers. Director ORIC said that that only high impact factor publications qualify for higher citations.
- 79.** Director QA opined that provision of dual affiliation may also be permitted in the cash award policy. Dean PP expressed that publication fee percentage shall be enhanced by BU to cater the financial cost of publications. Dr Humera CS-KC said that citations can only be enhanced for publications published in open access journals as they are accessible to all the general public.
- 80.** Dean MS expressed that the policy is very good and supported as it is the requirement of NBEAC regarding national/international collaborations. Director CoE-AI said that research publications are the first step of collaboration which can be culminated into preparation of research projects. She further supported the proposed policy.
- 81.** Pro-Rector (RIC) apprised the committee that Research Track Faculty (RTFs) is available in international universities and RTFs in international universities are self-sustaining on the acquisition of funding for their research endeavors.
- 82.** The Chair inquired about the benefits to be acquired by BU on the implementation of RTF Policy. Director QA said that research strength will be enhanced if the policy is approved by BU. He further said that research areas shall be identified from Sustainable Development Goals (SDGs) of UN.
- 83.** Dean ES said that areas mentioned in the policy depicts the research facilities already available in the shape of Research Centers at BU. He further endorsed the policy considering it beneficial for BU in the long run. Director TD expressed that the proposed policy will develop a system that will enhance research and development projects of BU.
- 84.** Director Academics said that the centers already established by BU are underutilized and the proposed policy will enhance the utilization of available resources of BU and ultimately increase the research endeavors.
- 85.** Pro-Rector (RIC) said that BU is strengthening the academic discourse and the established research centers are established on the course of management. The RTF is mandated to establish research labs through external funding. The research labs around the world are self-sustainable and manage their expenses from external funding.

Decision 3203:

86. Following decisions were undertaken by HERC:

- a.** The **Policy to Encourage Foreign Research Collaboration** placed at [Appendage 3203-A](#) stands approved without any limit of Impact Factor of publications. The policy to be floated to all relevant stakeholders after SIX Months' time to assess the benefits acquired by BU. Benefits vis a vis the policy to be tabled in 34th HERC Meeting (Sept. 2024).
- b.** The Policy on **Hiring of Research Track Faculty (RTF) at BU** placed at [Appendage 3203-B](#) stands approved. An extensive study duly incorporating the areas (identified in the SDGs) to be undertaken based on the input from all relevant stakeholders prior to soliciting the approval of Honorable Rector.

Action Required	Action By	Responsibility
Implementation of Decision – a & b	Director ORIC	Director ORIC

87. *Progress to be Reported.*

Item No. 3204: Policy on Establishment of Faculty Led Startups/ Research Spinoffs

Sponsor: **Director ORIC**

Referral Authority: **Pro-Rector (RIC)**

Summary of the Case:

88. Bahria University is actively working towards the promotion of Innovation and Entrepreneurship development across all campuses of BU.
89. Higher Education Commission (HEC) also lays special emphasis on the importance of faculty-based startups in driving economic growth, fostering technology transfer, and enhancing the reputation of the institution and the country.
90. Dte. of RIC developed a policy that aims to encourage and support faculty members of BU to engage in entrepreneurial activities, establish startups, and promote innovation and commercialization of their research.
91. The policy covers the grant of permission to full-time BU Faculty Members/Research Track Faculty (RTF) Members to participate as “Entrepreneurial Faculty”. Draft Policy was shared with all the stakeholders. Consolidated input of the relevant stakeholders was presented before Pro-Rector (RIC).
92. The policy was revised based on the received input and directions of Pro-Rector (RIC). Finalized Policy document is placed at [Appendage 3204](#) for the information. Approval is solicited from HERC for Policy on Establishment of Faculty Led Startups/ Research Spinoffs.

Discussion:

93. Pro-Rector (RIC) said that currently BU is not getting any marks in Annual Assessment of BIC due to no availability of policy on establishment of faculty led startups/spinoffs. Till date no faculty led startup has been established by BU.
94. The Chair said the commercial benefits shall be shared faculty led startups with BU. He further expressed that international practice to be viewed for distribution of commercial benefits of the startups.
95. Manager BIC BUKC said that Google is the startup of Stanford University and till date Google is paying 2% of the revenue to Stanford University. He further suggested that BU should make such arrangements with Faculty Startups/Spinoffs to accrue long term monetary benefits.
96. Pro-Rector RIC said that BU is only facilitating the FMs for kick starting their business without the provision of any seed funding. As per International practices, universities/venture capitalists provide millions of fundings to startups for materializing their research outcomes in the shape of commercial benefits.
97. Director Academics opined that the monetary sharing conditions shall be kept negotiable for kick starting the idea of establishing faculty led startups along with provision of assistance for strengthening the businesses.
98. Director ORIC shared the example of FAST wherein the equity sharing model is only adopted after spending minimum time duration in their business incubation ecosystem. He further suggested that we may adopt the policy for one to two years’ time and review the policy based on the lessons learnt.

Decision 3204:

99. HERC approved Policy on Establishment of Faculty Led Startups/ Research Spinoffs placed at [Appendage 3204](#).

Action Required	Action By	Responsibility
Implementation of Decision	Director ORIC	Director ORIC

100. Point Dropped**Item No. 3205: Policy on Research Groups (RGs) at BU**Sponsor: **Director ORIC**Referral Authority: **Pro-Rector (RIC)****Summary of the Case:**

101. It has been observed that the functionality and output of research groups are not up to the desired level which compromises achievement of different other performance indicators including collaboration, funded research projects, joint publications, commercialization of research etc.
102. To revamp the formation and functionality of Research Groups (RGs), a detailed proposal was prepared with an aim to enhance efficiency and effectiveness of all Research Groups. The proposal was shared with all relevant stakeholders. Based on the input received and directions of Pro-Rector (RIC), the proposal was converted into a comprehensive Policy.
103. The proposed policy aims to enhance the functionality of RGs for achieving excellence in research by BU through:
- Providing recognition and support for a growing area of research excellence within which researchers pursue a common research agenda and are able to develop a critical mass of research.
 - Increasing the quality and intensity of BU's research outputs, including traditional academic publications, Higher Degree Research completions, research impact and non-traditional research dissemination.
 - Facilitating collaboration with external partners, particularly through funded research activities.
104. Approval is solicited from HERC for "Policy on Research Groups (RGs) at BU" placed at [Appendage 3205](#).

Discussion:

105. Director Academics proposed that DGs should be kept on board for smooth reporting. Director ORIC said that the reporting channel may be changed as per the requirement of the stakeholders. Dean ES opined that different resources are required from campuses and incorporating the relevant offices shall be addressed in the reporting channels.
106. Director QA proposed that appropriate weightage should be given to the key performance indicators of research groups. Director ORIC said that quantitative parameters may be assigned for assessing the performance of research groups.

Decision 3205:

107. The Chair decided that more work needs to be done for incorporating the campus level input in the policy. The policy to be presented again in 33rd HERCM after building consensus with all CUs.

Action Required	Action By	Responsibility
Implementation of Decision	Director ORIC	Director ORIC

108. *Progress to be Reported.*

Item No. 3206: PhD Research Publication Journals Listing

Sponsor: **Director PGP**

Referral Authority: **Pro-Rector (RIC)**

Summary of the Case:

109. No. of citations is one of the pillars of the international rankings like QS or THE. Google scholar metrics show the top 100 journals over the last five years. Similarly, HEC HJRS system shows discipline wise journals with category level as well. Above all, the JCR reports indicate the citations, quartile level and impact factor of the reputed journals.

110. To improve the quality of PhD research at BU, it is proposed that a committee of experts may please be formed under the headship of Pro-Rector RIC. This committee will generate the discipline-wise list of highly cited impact factor journals for PhD research scholars of BU. Proposed committee experts include:

- | | |
|--------------------|---------------------------------|
| a. Pro Rector RIC | Head/President |
| b. Dir ORIC | Member |
| c. Dir PGP | Member |
| d. Dir QA | Member |
| e. All Deans | Member |
| f. Subject Experts | 02 from each discipline/Faculty |

Discussion:

111. Director PGP presented the proposal to the committee. Pro-Rector (RIC) said that a consolidated list of journals will be prepared by the committee for the information of all faculties. Dean H&SS said that there are no journals available in Pakistan in W, X and Y Category.

112. DG IC opined that priority journals may be identified and communicated to all concerned for publishing of their research papers. There is no need to restrict the researchers for publishing their research work in some specific journals. HoD CS-LC said that the supervisors shall guide the PhD scholars for identification of quality journals and publishing their research work.

113. The Chair said that sensitization measures may be undertaken by Dte. of PGP regarding the quality journals.

Decision 3206:

114. Status Quo to be maintained. *Point Dropped.*

Item No. 3207: PhD Research Paper Vetting Prior to ITD

Sponsor: **Director PGP**

Referral Authority: **Pro-Rector (RIC)**

Summary of the Case:

115. As per clause 28.5 of PhD rules 2017, "Evidence of publication of at least one research paper, in an HEC approved "X" category journal ("Y" in case of Social Sciences only), based on the scholar's PhD research work, is to be submitted.

116. However, the acceptance of research paper is mandatory prior to internal thesis defence (ITD) and publication of research paper is mandatory prior to final thesis defence (FTD). The scholar must be the first author for the required publication followed by the Supervisor/Co-Supervisor. Affiliation with BU shall be mentioned as well”.
117. In current practice, the concerned Principal sends the publication data to PGP Dte for onward verification by Dte. of QA and Dte. of ORIC. It has been observed that only journal category and online presence is verified by both directorates. However, it is also stated that the publication should be based on the scholar’s own PhD research, which is beyond the scope of QA Dte and ORIC Dte.
118. In order to verify the alignment of the published paper with the PhD research topic of the scholar, the endorsement of the supervisor and advisory committee on the Performa placed at [Appendage 3207](#) be made mandatory prior to verification by the QA Dte and ORIC Dte.

Discussion:

119. Director PGP presented the proposal before the committee. Pro-Rector (RIC) said that Director OIRC and Director QA cannot gauge the relevance of research paper published by PhD scholars with their PhD research. The proposal is devised for ensuring the relevance of research paper with the PhD research work by the relevant experts in the student advisory committee.
120. Director Academics, Dean H&SS and Dean PP endorsed the proposal for ensuring implementation of HEC rules in PhD programs of BU.

Decision 3207:

121. Performa placed at [Appendage 3207](#) is approved and to be submitted by relevant offices prior to verification of publication of research paper by PhD scholars by the Dte. of QA Dte and Dte. of ORIC.

Action Required	Action By	Responsibility
Implementation of Decision	All Deans	Director PGP

122. *Progress to be Reported.*

Item No. 3208: Inclusion of Foreign Collaborator in the Advisory Committee of PhD Scholars	
Sponsor: Director PGP	Referral Authority: Pro-Rector (RIC)

Summary of the Case:

123. As per clause as per clause 8 of PhD Rules 2017, “An advisory committee for each PhD scholar has to be appointed by the respective HoDs. Advisory committee members could be external to BU and, in some cases, members from industry or professions could be appointed as well”.
124. The TORs of advisory committee are as follows:
- Support the supervisor in his/her role and provide additional advice to the PhD scholar in technical and research related matters.
 - Oversee the research progress of PhD scholar to ensure that the overall progress of the thesis is on track and satisfactory, and that any issues affecting progress are identified and addressed.
 - Meet biannually to assess progress of the scholar and submit report to PGP Directorate through HoD, Principal and Dean.

- 125.** To make the advisory committee more effective and useful for the scholar, PGP Dte aims to broaden its horizon by proposing the inclusion of foreign faculty/professionals as external members, where possible. In this aspect, following is proposed:
- 126.** All the supervisors/potential supervisors are requested to add their known foreign collaborations to act as external members of advisory committee on volunteer basis. As it would be on a volunteer basis, therefore, the personal efforts of the supervisors play a vital role in this proposal. Potential benefits include international guidance for the scholar, payment of journal APC by the foreign member as he will be a co-author, increase in citations because of the names of the foreign universities in the papers and chances for the scholars to avail international mobility programs.
- 127.** To implement the concept, FMs from BU's International partner universities may please be asked for their consents via IO Dte. As per feedback of Dir IO, the volunteer arrangement could be a kick start. However, as TORs of the advisory committee demand time and effort, therefore an honorarium equivalent to the one paid to foreign evaluators be approved to be paid to foreign advisory committee members.

Discussion:

- 128.** Director PGP presented the proposal before the committee. Director SMP suggested that financial compensation in the form of honorarium may be paid for ensuring quality of advice by foreign advisors/collaborators. Pro-Rector (RIC) said that mandatory requirement of foreign evaluation has already been eliminated by HEC in new PhD Policy 2023.
- 129.** Dean MS opined that foreign evaluators are not going to contribute in research discourse of BU PhD scholars without any financial compensation. Director Academics proposed that volunteer contribution by foreign evaluators may be considered.

Decision 3208:

- 130.** HERC approved the inclusion of Foreign Collaborators in the PhD Advisory Committee of PhD scholars of BU on volunteer basis without any financial compensation.
- 131.** Based on the contribution made by Foreign Collaborators, the proposal be reviewed and presented in 34th HERCM to be held in September 2024.

Action Required	Action By	Responsibility
Implementation of Decision	All Deans	Director PGP

- 132.** *Progress to be Reported in 34th HERCM.*

Item No. 3209: Proposal on Induction of Fully Funded PhD Students at BU

Sponsor: **Director PGP**

Referral Authority: **Pro-Rector (RIC)**

Summary of the Case:

- 133.** The aim is to induct the best students having MS/MPhil degree, already having a good academic and research background, to pursue PhD study at BU on full time basis and complete the degree within a three-year period.
- 134.** The inducted PhD students will be required to publish 2 W-category journal papers with minimum impact factor ≥ 3.0 as per HEC HJRS system. Besides, the students will be required to apply for a research funding of at least 10 million PKR as well. The supervisor will assist the student in proposal writing and will be responsible for submitting the proposal.

135. The expected outcome is to improve the academic and research reputation of BU. The cycle is proposed to run initially for the first lot. At the end of the 2nd year the possibility of a next lot will be considered. International students are equally eligible for this PhD program.
136. To implement the concept, FMs from BU's International partner universities may please be asked for their consents via IO Dte. As per feedback of Dir IO, the volunteer arrangement could be a kick start.
137. The detailed policy along with the feedback received from relevant stakeholders is placed at [Appendage 3209](#).

Discussion:

138. Director PGP presented the proposal before the committee. Director QA opined that full time PhD scholars admitted in purview of the subject proposal will strengthen the PhD programs of BU.
139. Dean ES said that the criteria/terms of condition are very strict which will not attract any good scholars. Dean H&SS endorsed the viewpoint of Dean ES and requested to develop different criteria for the faculty of humanities & social sciences.
140. Dean MS proposed that BUFGs should strive to acquire research projects from funding organizations wherein PhD students may be hired from project funding without any financial burden on BU. Director QA endorsed the viewpoint of Dean MS.
141. Pro-Rector RIC suggested that stringent criteria were devised for ensuring induction of quality PhD scholars in the proposed stream. He also said that the stringent criterion for supervisors is devised for enhancing the quality of PhD supervision at BU.
142. The Chair expressed that the proposal merits consideration. However, due to the diversified viewpoint of the committee members, the proposal needs to be revisited.

Decision 3209:

143. Proposed Policy placed at [Appendage 3209](#) be reviewed based on the input of relevant stakeholders including the office of Treasurer. Revised proposal be presented in a presentation session to be arranged within four weeks' time.

Action Required	Action By	Responsibility
Implementation of Decision	Director PGP	Director PGP

144. *Progress to be Reported.*

Item No. 3210: Amendment in MS/MPhil & PhD Rules

Sponsor: **Director PGP**

Referral Authority: **11 DCM**

Summary of the Case:

145. In view of HEC's guidelines on Plagiarism/Turnitin in vogue, certain clauses of PhD/MS/MPhil rules need to update for better understanding and conformance. Previously, the same has been deliberated and approved in 25th and 26th HERCMs vide Agenda # 2502. Same has been deliberated in 11th DCM vide item # 1104 and has been recommended to be taken up to HERC for approval vide decision # 47.

Recommendation:**PhD Rules 2017**

Clause	For	Read
28.3	Plagiarism test shall be conducted through HEC recognized plagiarism testing software by the PGP Coordinator and report placed in the outset of the research proposal and thesis. The overall similarity of the thesis shall not exceed 19% and the similarity from a single source shall not exceed 5%. Scholar's own publication produced from the PhD research work shall be excluded while generating the similarity index report, if published work is properly cited by the scholar in his/her thesis. Furthermore, BU Plagiarism Rules are subject to HEC Plagiarism Rules. Any changes in HEC Plagiarism Rules shall be applicable to BU Plagiarism Rules.	Plagiarism test shall be conducted through HEC recognized plagiarism testing software by the PGP Coordinator and report placed in the outset of the research proposal and thesis. <u>The overall similarity index and the similarity from a single source must conform to HEC's Plagiarism Policy/Rules in vogue.</u> Scholar's own publication produced from the PhD research work shall be excluded while generating the similarity index report, if published work is properly cited by the scholar in his/her thesis.

MS/MPhil Rules 2017

Clause	For	Read
26.2	Plagiarism test shall be conducted through HEC recognized plagiarism testing software by the PGP Coordinator and report placed in the outset of the research proposal and thesis. The overall similarity of the thesis shall not exceed 19% and the similarity from a single source shall not exceed 5%. Scholar's own publication produced from the PhD research work shall be excluded while generating the similarity index report, if published work is properly cited by the scholar in his/her thesis. Furthermore, BU Plagiarism Rules are subject to HEC Plagiarism Rules. Any changes in HEC Plagiarism Rules shall be applicable to BU Plagiarism Rules.	Plagiarism test shall be conducted through HEC recognized plagiarism testing software by the PGP Coordinator and report placed in the outset of the research proposal and thesis. <u>The overall similarity index and the similarity from a single source must conform to HEC's Plagiarism Policy/Rules in vogue.</u> Scholar's own publication produced from the PhD research work shall be excluded while generating the similarity index report, if published work is properly cited by the scholar in his/her thesis.

Statutory Document(s) To Be Amended (if any): Amendments to be made in PhD and MS/MPhil Rules 2017.

Decision 3210:

146. Proposed amendment in MS/MPhil and PhD Rules of BU stands approved. Notification in this regard to be issued.

Action Required	Action By	Responsibility
Implementation of Decision	Director PGP	Director PGP

147. Progress to be Reported.

Item No. 3211: Ratification for Award of PhD DegreesSponsor: **Controller Examinations**Referral Authority: **Case Files****Summary of the Case:**

148. Undermentioned PhD Scholars of Management Studies, Software Engineering, Computer Science and Electrical Engineering from Islamabad/Karachi Campuses have completed all requirements for award of PhD Degrees. As mandated by Clause 36.2 of BU PhD Rules 2017, ratification of their award of PhD degrees is recommended for approval by HERC.

149. The details received from the office of Controller Examinations in respect of the following TWELVE PhD Scholars are attached as [Appendage 3211](#).

S.#	Student Name	Department	Campus
i.	Munaza Bibi	Management Studies	BUKC
ii.	Muhammad Hussain	Electrical Engineering	BUKC
iii.	Amer Sarfraz	Management Studies	BUIC
iv.	Hajra Masood	Computer Science	BUKC
v.	Zainab Yousuf Zaidi	Computer Science	BUIC
vi.	Abdullah	Management Studies	BUIC
vii.	Aqil Waqar Khan	Management Studies	BUIC
viii.	Zia Ur Rehman	Management Studies	BUIC
ix.	Joddatt Fatima	Computer Science	BUIC
x.	Zulfiqar Ali	Software Engineering	BUIC
xi.	Madiha Khalid	Electrical Engineering	BUIC
xii.	Syed Saqib Shah	Computer Science	BUIC

Decision 3211:

150. HERC ratified Award of PhD Degrees in respect of **Twelve PhD Scholars** along with degree completion details mentioned in [Appendage 3211](#).

151. *Point Dropped.*

Item No. 3212: Cancellation of PhD Student CandidaciesSponsor: **Relevant HoDs – All CUs**Referral Authority: **Relevant FRCs****Summary of the Case:**

152. The following SIX cases are recommended by the DRCs and FRCs after due debate for cancellation of their PhD candidacies.

3212 – A		Department of Management Studies – BUKC [FOUR SCHOLARS]	
Sr. #	Name	Enroll/Batch	Remarks
i.	Mr. S.M. Shoaib Waseem	02-280161-006 Spring 2016	<ul style="list-style-type: none"> Mr. S.M. Shoaib Waseem was enrolled in PhD (MS) in Spring 2016. The Scholar has successfully defended the thesis proposal defense. The scholar submitted the thesis for the Internal Thesis defense. Department arranged ITD two times, but the scholar submitted application to postpone the ITD

			both times due to domestic reasons. Now the scholar has submitted the application for cancellation of his admission due to personal reasons.
ii	Ms. Maawra Salam	02-280181-004 Spring 2018	<ul style="list-style-type: none"> • Ms. Maawara Salam was enrolled in Ph.D. (MS) in Spring 2018. The Scholar has successfully defended the thesis proposal defense. • Now scholar has submitted the application for cancellation of her admission due to personal reasons.
iii	Mr. Adnan Yousaf	02-280211-002 Spring 2021	<ul style="list-style-type: none"> • Mr. Adnan Yousaf was enrolled in Ph.D. (MS) in Spring 2021. The Scholar has successfully passed the first semester of coursework. • Despite several reminders from the PGP office (email and telephone), the scholar failed to register and complete his coursework within the given time frame as per BU Ph.D. Rules 2017.
iv	Mr. M. Akbar Saeed	02-280161-003 Spring 2016	<ul style="list-style-type: none"> • The scholar received the following three unsatisfactory reports during his Ph.D. research work. 1st. September 2020 – November 2020 2nd. September 2022 – November 2022 3rd. March 2023 – May 2023 • Case for the 7th-year extension was presented in the 15th FRC, due to the non-submission of the thesis for ITD, FRC not approved the 7th-year extension. • PGP office also sends reminders through email and telephonically as well, but the scholar failed to submit the thesis. Due to no progress, his supervisor marked 3rd unsatisfactory quarterly progress report with the comment “Despite several reminders, the scholar has failed to submit any work, nor presented it to the assigned examiners”.

3212 – B Department of Management Studies – BULC (ONE SCHOLAR)			
Sr. #	Name	Enroll/Batch	Remarks
i.	Ms. Ayesha Alam	03-280202-001 Fall 2020	<ul style="list-style-type: none"> • Ms. Ayesha Alam was enrolled in PhD (MS) program. She couldn't complete her course work in the two semesters i.e., Fall 2020 and Spring 2021.

			<ul style="list-style-type: none"> • Department sent her emails, but she replied that she has left the Ph.D. offered by BULC.
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3212 – C		Department of Media Studies– BUIC (ONE SCHOLAR)	
Sr. #	Name	Enroll/Batch	Remarks
i.	Ms Tehreem Rashad	01-285181-005 Spring 2018	<ul style="list-style-type: none"> • Ms Tehreem Rashad has been untraceable since December 2022. • HoD-Media Studies office has made several attempts through Email and WhatsApp to find her, but she has not responded. • Furthermore, she has not registered herself during the last three semesters. This office called her in FRC to explain her PhD status but she never replied. • She left her job at Bahria University Islamabad and verbally informed us that she does not want to continue her PhD degree. • It is pertinent to mention that she was enrolled in Spring 2018 and is now in the 6th year and is not registering herself against the program. • The concerned supervisor has recorded three unsatisfactory reports against the student. Keeping in view the PhD Rules and after thorough deliberations, the FRC and PhD Advisory Committee have recommended the cancellation of her candidacy as a PhD scholar.

153. Based on FRC's recommendation and BU PhD Rules, HERC is requested to drop the following SIX PhD Candidates of PhD Programs and transcript may kindly be issued clearly depicting the degree status as "INCOMPLETE".

Sr. #	Name	Enrollment	Department & Campus
i.	Mr. S.M. Shoaib Waseem	02-280161-006	Department of MS – KC
ii.	Ms. Maawra Salam	02-280181-004	Department of MS – KC
iii.	Mr. Adnan Yousaf	02-280211-002	Department of MS – KC
iv.	Mr. M. Akbar Saeed	02-280161-003	Department of MS – KC
v.	Ms. Ayesha Alam	03-280202-001	Department of MS – LC
vi.	Ms. Tehreem Rashad	01-285181-005	Department of Media Std – IC

Decision 3212:

154. Following decisions were undertaken by HERC:

- Based on FRC's recommendation and BU PhD Rules, HERC approved termination of PhD Student Candidacy of following SIX PhD Scholars in MS and Media Studies programs from KC, LC and IC and transcript be issued clearly depicting the degree status as "INCOMPLETE".

Sr. #	Name	Enrollment	Department & Campus
i.	Mr. S.M. Shoaib Waseem	02-280161-006	Department of MS – KC
ii.	Ms. Maawra Salam	02-280181-004	Department of MS – KC
iii.	Mr. Adnan Yousaf	02-280211-002	Department of MS – KC
iv.	Mr. M. Akbar Saeed	02-280161-003	Department of MS – KC
v.	Ms. Ayesha Alam	03-280202-001	Department of MS – LC
vi.	Ms. Tehreem Rashad	01-285181-005	Department of Media Std – IC

- b. HoDs of relevant departments shall issue a notification letter addressed to the respective scholars clearly indicating the cancellation of their PhD Student Candidacy.
- c. The cases which fall under the purview of academic shortcomings be addressed at departmental level and shall not be forwarded for inclusion in the agenda of HERC.

Action Required	Action By	Responsibility
Implementation of Decision – a & b	All Relevant HoDs	Controller Examinations
Implementation of Decision – c	All Relevant HoDs	All Deans

155. Progress to be Reported.

Item No. 3213: Special Approval for Conducting Research Proposal Defense

Sponsor: HoD, Dept. of H&SS – BUIC

Referral Authority: FRC H&SS

Summary of the Case:

156. The case pertains to a request for special approval from HERC for conducting PhD Proposal Defence of the following two PhD scholars.

S. No.	Name	Program	Enrollment & Intake
i.	Mr. Ghulam Murtaza	PhD International Relations	01-288211-001 [Spring 2021]
ii.	Ms. Hadiqa Mir	PhD International Relations	01-288211-002 [Spring 2021]

157. Both Scholars passed the comprehensive exam and got an approval letter to do research on 25 April 2022.
158. According to PG rulebook both scholars need to submit their research proposal within six months and have to defend it within one year from passing comprehensive exam otherwise their degree will be terminated.
159. Both scholars could not submit the research proposal in time though many reminders were sent from department and FRC. Now both scholars have submitted application to consider their case for arrangement of research proposal defense on compassionate grounds by 19th FRC Meeting of Faculty of H&SS.

Discussion:

160. Dean H&SS presented the case before the committee. Director PGP expressed that as per BU Rules the PhD candidacy of the scholar will be cancelled if the scholar is not able to defend his/her thesis within one year of passing comprehensive examination.
161. The Chair inquired about the HEC rules applicable on the subject case. Director PGP said that HEC rules are silent on the subject case. Director Academics proposed that HERC can grant permission being the statutory body of BU. He further suggested that PhD milestones of the scholars should be revised based on the maximum duration of PhD program.

Decision 3213:

162. Following decisions were undertaken by HERC:

- a. HERC approved time bar waiver to the following scholars:

S.No.	Name	Program	Enrollment
i.	Mr. Ghulam Murtaza	PhD International Relations	01-288211-001
ii.	Ms. Hadiqa Mir	PhD International Relations	01-288211-002

- b. Revised PhD roadmap including PhD program milestones of Mr. Ghulam Murtaza and Ms. Hadiqa Mir to be mapped on the timeline be processed on case file for the approval of Honorable Rector.
- c. The quarterly progress report of the scholars shall be forwarded to the Honorable Rector for his kind perusal.

Action Required	Action By	Responsibility
Implementation of Decision – a to c	HoD, H&SS-IC	Dean H&SS

163. *Progress to be Reported.*

Item No. 3214: Approval of Adding New Names in the List of Foreign & Local External Examiners

Sponsor: **Relevant HoDs – All CUs**

Referral Authority: **Relevant FRCs**

Summary of the Case:

164. Lists of foreign & local examiners/evaluators (recommended by FRC) placed at [Appendage 3214](#) are submitted for inclusion in list of pool of foreign & local examiners/evaluators.

Decision 3214:

165. HERC approved the list of foreign/local external examiners attached as [Appendage 3214](#) for Theses evaluation of PhD Programs of different faculties.

Action Required	Action By	Responsibility
Implementation of Decision	All Relevant HoDs	All Relevant Deans

166. *Point Dropped.*

Closing of the Meeting

167. The Chairperson HERC thanked all participants of the meeting. He opined that prior deliberation be undertaken by all the sponsors of the items for conducive and fruitful discussion. All members shall review the performance indicators defined in BU Strategic Plan.

168. *The Chairperson approved the conduct of HERC Meetings in March and September every Year.*

169. The meeting concluded at 1300hrs on 31 August 2023.

Dr. Saleem Aslam
Director ORIC
Secretary HERC

14 September 2023

Appendages

Appendage 31 (3101)

MEASURES TO STRENGTHEN THE ENTREPRENEURIAL ECOSYSTEM OF BU [DECISION 3101-B OF 31HERCM] BU-HO/ORIC/2023/L/650, Dated 24 February 2023	
From	Comments
Dean H&SS	<p>Proposed Measures for enhancing departmental level input in the entrepreneurial ecosystem of BU:</p> <p>PROPOSED MEASURES</p> <ol style="list-style-type: none"> 1. Research projects are being promoted regularly in the faculty. From the next academic year every Associate Professor and Professor will submit at least TWO and Assistant Professor (having PHD) will submit at least one research project proposal. 2. The faculty is and will be encouraged to do consultancies as well. 3. English Language and Communication Lab; Chinese Language Lab and BU Media House will be utilized for outsourcing and course offering in the evenings and semester breaks with the help of LDC. <p>ACTIVITIES</p> <ol style="list-style-type: none"> 1. All the departments are striving hard to incorporate entrepreneurship culture in academic programs and for the said purpose series of activities and sessions are conducted from time to time. A course of Entrepreneurship is also included in BS (English) for the promotion of Entrepreneurial ecosystem. 2. Other activities include training of SMEDA on Social Entrepreneurship, display of sustainable & environment friendly consumer goods in the event titled, Reflection: The Art of Giving back to Society with an objective to promote social entrepreneurship leaving impact on society. 3. It is also being planned to initiate Entrepreneurial week in May-23 including Guest speaker sessions with the title, Entrepreneurial Success Stories, Visit to industry, Training on Social Entrepreneurship and display of students and successful entrepreneurs with the collaboration of different chambers. <p>RECOMMENDATIONS</p> <p>To achieve up stated tasks, we require help in these domains:</p> <ul style="list-style-type: none"> • To get the maximum benefit regarding entrepreneurial ecosystem of BU, it is ideal to provide the necessary training and resources to departments to enable them to contribute effectively. This includes training in areas such as innovation, critical thinking, and entrepreneurship, as well as how to access funding, mentorship, and networking opportunities.
Dean Law	<p>Reaffirming the significance of an entrepreneurial ecosystem, BULS proposes a few measures to be taken to create legal entrepreneurship in the country. First, the Corporate Advisory Committee be constituted with real legal entrepreneurs - prominent public figures - to provide guidance to BULS to enhance its entrepreneurial capacity. Second, certain entrepreneurial connectors be identified and invited for a guest lecture. Third, certain entrepreneurial blockbusters in the legal profession, such as - Barrister Aitezaz Hassan and the like - be encouraged to invest their money by making study corners in their name. Last, honorary degrees be issued to important legal entrepreneur actors and they may also be invited for all important functions.</p>

Dean Health Sciences	<p>Ways to strengthen the entrepreneurial ecosystem of medical education institute.</p> <p>Building a strong entrepreneurial ecosystem within a medical education institute can help medical students and faculty develop the necessary skills to create innovative solutions and technologies that can improve patient care. Here are some ways to strengthen the entrepreneurial ecosystem of a medical education institute:</p> <ol style="list-style-type: none"> 1. Establish an entrepreneurship program: Design a program that offers courses, workshops, and mentoring sessions that provide medical students and faculty with the knowledge and skills needed to start and run a successful healthcare business. 2. Encourage collaborations between medical students and entrepreneurs: Foster collaborations between medical students and entrepreneurs to create a culture of innovation and creativity that can lead to the development of new technologies and solutions. 3. Establish partnerships with healthcare organizations and companies: Establish partnerships with healthcare organizations and companies to provide medical students and faculty with opportunities to work on real-world healthcare challenges and gain hands-on experience in the industry. 4. Create a healthcare incubator or accelerator: Set up a healthcare-focused incubator or accelerator that provides medical students and faculty with resources and support to launch and grow their healthcare businesses. This can include funding, office space, mentorship, and access to networks. 5. Promote entrepreneurship as a career path: Promote entrepreneurship as a viable career path for medical students and faculty by highlighting successful alumni entrepreneurs and providing access to resources that can help them start their own healthcare businesses. 6. Foster an entrepreneurial mindset across the campus: Foster an entrepreneurial mindset across the campus by encouraging medical students and faculty to think creatively, take risks, and pursue innovative ideas that can improve patient care. 7. Infrastructure and Staff: There should be a separate department and staff for the collaboration between academic and industrial partnership. By implementing these strategies, medical education institutes can create a supportive environment that encourages entrepreneurship and helps medical students and faculty develop the skills and knowledge needed to succeed as healthcare entrepreneurs. <p>Development of Entrepreneurship Program for Dental College</p> <p>Developing an entrepreneurship program for a dental college can help dental students develop the skills and knowledge they need to start and run successful dental practices, as well as to develop innovative solutions to problems in the dental field. Here are some potential components that could be included in an entrepreneurship program for a dental college:</p> <ol style="list-style-type: none"> 1. Business education: Offer courses on business fundamentals, such as marketing, accounting, and finance, that are tailored specifically to the dental industry. 2. Industry-specific training: Provide training on the latest techniques, technologies, and materials used in the dental field, as well as training on practice management, billing and coding, and legal and regulatory issues specific to dental practices. 3. Mentoring and networking opportunities: Connect dental students with mentors from the dental industry who can provide guidance and support as they develop their dental practices or innovations. Offer networking opportunities through events or online communities. 4. Hands-on experience: Provide opportunities for dental students to gain hands-on experience by working in dental practices or participating in internships or externships. This
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	<p>can provide them with real-world experience and help them develop a network of contacts in the dental industry.</p> <p>5. Innovation and entrepreneurship training: Offer courses or workshops on innovation and entrepreneurship that help dental students learn how to identify and solve problems in the dental field, develop new products or services, and bring their ideas to market.</p> <p>6. Access to resources and funding: Provide dental students with access to resources such as funding, legal and regulatory expertise, and marketing and branding support to help them start and grow their dental practices or innovations. By developing an entrepreneurship program that includes these components, dental colleges can help dental students develop the skills and knowledge they need to succeed as dental entrepreneurs and contribute to the continued growth and innovation in the dental field.</p> <p>Establishment of Partnerships between Healthcare Organizations and Companies for Improvement of Entrepreneurial Ecosystem</p> <p>Establishing partnerships with healthcare organizations and companies can help strengthen the entrepreneurial ecosystem in the healthcare industry. Here are some steps that can be taken to establish partnerships:</p> <ol style="list-style-type: none"> 1. Identify potential partners: Identify healthcare organizations and companies that are aligned with your mission and vision for the entrepreneurial ecosystem in healthcare. This can include hospitals, clinics, insurers, pharmaceutical companies, and medical device manufacturers. 2. Define partnership goals: Clearly define the goals of the partnership and what each partner hopes to achieve. This can include developing new technologies, improving patient care, or advancing healthcare research. 3. Develop a proposal: Develop a proposal that outlines the partnership goals, the roles and responsibilities of each partner, and the resources that each partner will bring to the partnership. 4. Establish communication channels: Establish regular communication channels to keep all partners informed of progress and to address any issues that may arise. This can include regular meetings, progress reports, or online communication tools. 5. Leverage resources: Leverage the resources of each partner to achieve the partnership goals. This can include access to funding, research facilities, regulatory expertise, or industry connections.
Director BULC	<p>BIC Lahore needs to have a dedicated team to initiate and scale up training and skill development and to fulfill the incubator center's responsibilities and bring in desired outcomes. Moreover, presence of dedicated team will help to increase connectivity, linkages and strong networking within National Entrepreneurial Ecosystem and Industry.</p> <p>To accelerate entrepreneurship in Bahria University "Shared Collaborative programs" among the startups incubated within BIC Islamabad, Karachi and Lahore should be initiated.</p> <p>Budget should be allocated to connect and collaborate with renowned external consultants related to the fields of technology innovation specialists, marketing and commercialization experts, financial and wellbeing consultants to nurture the capacity and capability to commercialize and monetize existing startups.</p>

BUORIC-P23 – Policy to Encourage Foreign Research Collaboration

Policy Number: BUORIC-P23
Policy Title: Policy to Encourage Foreign Research Collaboration
Approval Authority: Higher Education Research Committee (HERC)
Status: In Process

1. Responsible Party:

- 1.1 Dte. of Research, Innovation & Commercialization
- 1.2 International Office

2. Purpose:

- 2.1 Universities are considered as a hub of knowledge that produce/create innovative technologies/solutions for the welfare of the society. The dream of a standard and demand driven education can only be materialized if the academics and research pursuits of universities are in line with what is actually required for industries at national and international levels.
- 2.2 To see the bigger picture and impact on the economy, collaborative research with foreign faculty/researchers has its own significance/advantages to standardize and globalize the research. This results in the form of improvement the research portfolio and outreach of the Bahria University.
- 2.3 In view of the strategic plan of Bahria University, this policy would cater international level research collaborations.

3. Scope:

The policy is applicable to all BUFMs/approved Research Groups/Research Centers/CoEs.

4. Policy Statement:

- 4.1 BUFMs/approved Research Groups/Research Centers/CoEs shall strive to add foreign researchers in their domain, preferably from a partner university, in the relevant field. The engagement of foreign researchers shall be in the form of joint research publications and projects, consultancy, honorary membership of PhD student advisory committee and PhD theses evaluation.
- 4.2 Write joint project proposals for acquiring research funding from international funding agencies and programs of national funding agencies (*where foreign collaboration is allowed*).
- 4.3 BUFMs/Departments/Schools shall continuously strive for international collaborations and research projects in with partner universities that are funded by organizations such as British Council, USEFP, USAIDs and International Global Networks whose memberships are held by the University.
- 4.4 Foreign researchers shall be added in the list of international reviewers of BU Research Journals.
- 4.5 Faculty from International Universities be engaged in relevant research activities at Bahria University for a short duration on part time or adjunct basis. In addition, own resources, may also be considered for funding such activities.

- 4.6** Foreign faculty/researchers shall be requested to participate in research conferences, seminars and workshops organized by BU. Mode of video conferencing shall be used to make such events more cost effective for the university, where possible.
- 4.7** BU will award 20% additional cash award under the purview of BU cash award policy for ISI indexed impact factor publications (~~with IF > 3.0~~), if the paper is published in collaboration with any foreign researcher. The name of foreign collaborator shall be mentioned in the list of authors.
- 4.8** International Office, BUHO shall provide all possible support to FMs/researchers for collaboration with partner foreign universities of BU.

5. Reporting Mechanism

- 5.1** All departments shall maintain the list of all foreign research collaborators along with their affiliation and their contributions in different departmental research activities.
- 5.2** Principals/Directors CUs shall submit Bi-Annual Performance Report prepared in light of the parameters mentioned in Clause-4 of the policy alongwith the list of foreign research collaborators to the Dte. of RIC for the perusal of the Pro-Rector (RIC) by 31st December and 30th June each year.

BUORIC-P24 – Policy on Hiring of Research Track Faculty at BU

Policy Number: BUORIC-P24
Policy Title: Policy on Hiring of Research Track Faculty at BU
Approval Authority: Higher Education Research Committee (HERC)
Status: In Process

1. RESPONSIBLE PARTY:

- 1.1 Dte. of Research, Innovation & Commercialization (RIC)
- 1.2 All Deans/Principals
- 1.3 Dte of Human Resource-BUHO

2. PURPOSE:

- 2.1 The policy on Research Track Faculty (RTF) in BU outlines the guidelines and procedures for recruitment, appointment, and evaluation of faculty members on Research Track.
- 2.2 This policy aims to attract and retain highly qualified researchers who contribute to the following shortlisted priority areas of research.
 - 2.2.1 Information Technology & Telecommunications
 - 2.2.2 Climate Change and Environment
 - 2.2.3 Productivity improvement in Aquaculture
 - 2.2.4 Biotechnology/Bioengineering
 - 2.2.5 Economic Stability, Growth & Development
 - 2.2.6 Innovation Governance & Reforms
 - 2.2.7 Cyber Security and Artificial Intelligence

3. RTF POSITION DESCRIPTION:

- 3.1 The RTF position is designed for individuals who have primary focus on conducting high-quality research and contributing to the advancement of knowledge in their field. RTF shall be fostering research excellence, supporting BU's research objectives, and enhancing its research profile.
- 3.2 RTF position is purely contractual position which will be offered initially for a period of TWO Years. Afterwards the contract will be renewed every year based on the satisfactory performance of the individual. The performance will be evaluated by a Special Evaluation Board based on the evaluation criteria mentioned in Clause-7 of this policy.

4. ROLES AND RESPONSIBILITIES OF RTF:

RTF will strive to achieve Excellence in Research, Innovation and Commercialization in their respective domain by fulfilling the following roles and responsibilities while their tenure of appointment at BU:

4.1 Research Excellence:

- 4.1.1 Conduct original research in the designated field of expertise.
- 4.1.2 Generate novelty in terms of knowledge, theories, and methodologies through rigorous research activities.
- 4.1.3 Publish research findings in ISI-Indexed journals with high impact factor.

4.2 Funding Acquisition and Commercialization:

- 4.2.1 Seek external research funding and grants to support research projects.
- 4.2.2 Submit at least two research proposal biannually for funding to different funding agencies.
- 4.2.3 Commercialize the research outcomes through establishment of Faculty-Led Startups or direct technology transfer to industry.

4.3 Collaboration and Interdisciplinary Research:

- 4.3.1 Collaborate with colleagues, both within BU and externally, to initiate interdisciplinary research projects.
- 4.3.2 Foster collaborations with industry partners, government agencies, and other research institutions.
- 4.3.3 Contribute to interdisciplinary research initiatives and engage in joint research activities.

4.4 Research Leadership:

- 4.4.1 Demonstrate leadership in the research field through active participation in research networks and professional organizations.
- 4.4.2 Supervise and mentor junior researchers and other faculty members, fostering a research-intensive environment.
- 4.4.3 Play active role in PhD Supervisory Committees of PhD scholars.

4.5 Professional Development:

- 4.5.1 Stay abreast of the latest developments and advancements in the field through continuous learning and professional development.
- 4.5.2 Stay updated on research methodologies, emerging technologies, and research ethics.
- 4.5.3 Helps in professional development of BUFMs through organization of at least 2x training workshops every semester in relevant area of expertise.

4.6 BU and School Level Engagement:

- 4.6.1 Contribute to the academic department and programs by actively participating in research meetings, seminars, and forums.
- 4.6.2 Contribute to the BU's research culture and strategic initiatives as defined in BU Strategic Management Plan.
- 4.6.3 Formulate and lead research group in their respective domain
- 4.6.4 Establish Research Labs and subsequently transforming into Centers of Excellence in the light of approved BU policies.

5. RECRUITMENT AND SELECTION PROCESS:

- 5.1 Initially TWO posts of Assistant Professors each will be sanctioned at IC and KC for pilot testing the subject policy.
- 5.2 After completion of two years, a review meeting under the Chairmanship of Pro-Rector (RIC) will be held to ascertain the benefits acquired by BU vis a vis the goals of this policy.
- 5.3 Dte. of RIC will forward the Priority Area shortlisted by Pro-Rector (RIC) to the Dte. of HR-BUHO in which RTF shall be hired for IC and KC respectively.
- 5.4 Dte. of HR BUHO shall develop a comprehensive job advertisement highlighting the RTF position's requirements, responsibilities, and the faculty's research objectives in close consultation with Dte. of RIC for advertisement.

- 5.5 Upon selection-by-Selection board, Dte. of HR-BUHO in close consultation with Pro-Rector (RIC) shall issue letter of appointment clearly mentioning the following:
- 5.5.1 Outline the terms and conditions of employment, including salary, benefits, workload, and any research-related resources or support.
 - 5.5.2 Define the process for contract renewal or extension, performance evaluations, and opportunities for career progression.
- 5.6 Current BUFMs and BU officials working at schools/research centers are also eligible to apply for RTF positions if they fulfill the required qualifications and criteria mentioned in Clause 6 of this policy.
- 5.7 In case if current BUFMs/Officials are selected on RTF position, he/she will be redesignated as RTF and will be governed under this policy.
- 6. REQUIRED QUALIFICATIONS, CRITERIA AND RANKS:**
- RTF will be hired on following three ranks based on the mentioned qualification and expertise.
- 6.1 Research Assistant Professor (Min. Gross salary/month: Rs. 250,000)**
- 6.1.1 Hold a terminal degree (PhD)
 - 6.1.2 At least 5 years post PhD experience with minimum H-Index of 10.
 - 6.1.3 Acquired/executed research projects worth of Rs. 5 million in last 5 years as PI.
 - 6.1.4 Demonstrated competency in a scientific discipline and commitment to collaborative and/or independent research.
- 6.2 Research Associate Professor (Min. Gross salary/month: Rs. 350,000)**
- 6.2.1 Hold a terminal degree (PhD).
 - 6.2.2 At least 10 years post PhD experience with minimum H-Index of 15.
 - 6.2.3 Acquired/executed research projects worth of Rs. 10 million in last 5 years as PI.
 - 6.2.4 History of outstanding collaborative and/or independent scientific investigation.
 - 6.2.5 Additional accomplishments and activities that are not required but warrant consideration:
 - a. National/International Awards
 - b. Service on national level peer-review groups
 - c. Patents and licenses
 - d. Web site/software development
 - e. Professional Trainings conducted
 - 6.2.6 The candidate should demonstrate the extent to which their activities contribute to achieving research excellence within BU RIC ecosystem.
- 6.3 Research Professor (Min. Gross salary/month: Rs. 450,000)**
- 6.3.1 Hold a terminal degree (PhD)
 - 6.3.2 At least 15 years post PhD experience with minimum H-Index of 20.
 - 6.3.3 Acquired/executed research projects worth of Rs. 50 million in last 10 years as PI.
 - 6.3.4 History of outstanding collaborative and/or independent scientific investigation, with CV showing following evidence of continued productivity and excellence
 - 6.3.5 Additional accomplishments and activities that are not required but warrant consideration:
 - a. National/International Awards
 - b. Service on national level peer-review groups

- c. Patents and licenses
- d. Web site/software development
- e. Professional Trainings conducted

7. REVIEW AND EVALUATION:

7.1 It is important to establish clear evaluation criteria and performance benchmarks aligned with the BU's research objectives and priorities. The evaluation process will be transparent, fair, and will be conducted at least Two Months before the expiry of offered contract to RTF by the Dte. of HR-BUHO.

7.2 The following are Key Performance Indicators which will be the basis of evaluation for RTF at BU during the tenure of his/her appointment at BU:

7.2.1 Publication Record:

Evaluate the quantity and quality of research publications published (considering the Impact factor of the journals and the significance of the research findings) during the tenure of appointment at BU.

7.2.2 Research Grants/ Funding:

Assess the faculty member's success in securing research grants and external funding to support their research activities while considering the amount and significance of the grants obtained and their alignment with the BU's research priorities.

7.2.3 Research Projects/Consultancy:

Review Involvement of the faculty member in research projects/consultancy endeavors, both as a principal investigator or as a collaborator keeping in view the scope, scale, and outcomes of the projects.

7.2.4 Filling of IPRs Commercialization of Research through Innovation:

Assess the relevance of research in terms of filling of Intellectual Property Rights (IPRs) along with any commercialization venture to commercialize the research outcomes undertaken by the faculty.

7.2.5 Citations and H-Index:

Assess the citation metrics and the h-index of the faculty member's publications as indicators of their research impact and influence in the field.

7.2.6 External Recognition:

Consider any awards, honors, or fellowships received by the faculty member for their research contributions. Evaluate the significance and prestige of these recognitions.

7.2.7 Interdisciplinary Collaboration:

Evaluate the faculty member's engagement in interdisciplinary research collaborations and partnerships within and outside BU and assessing the extent and impact of these collaborations on the advancement of knowledge and research outcomes.

7.2.8 External Engagement:

Consider the faculty member's involvement in research networks, professional associations, and collaborations with industry, government agencies, or community organizations. Assess the impact of these engagements on knowledge exchange and research relevance.

8. SPECIAL EVALUATION BOARD:

- 8.1** The performance of RTF will be evaluated by a Special Evaluation Board to be constituted by the Dte. of HR in close consultation with Pro-Rector (RIC).
- 8.2** The Special Evaluation Board will evaluate the performance of RTF and decide about their retention, promotion, or culmination of contract on the basis of criteria mentioned in Clause 7 of this policy.

BUORIC-P25 – Policy on Establishment of Faculty Led Startups/ Research Spinoffs

Policy Number: BUORIC-P25
Policy Title: Policy on Establishment of Faculty Led Startups/ Research Spinoffs
Approval Authority: Higher Education Research Committee (HERC)
Status: In Process

1. INTRODUCTION

- 1.1. This policy aims to encourage and support FMs of BU to engage in entrepreneurial activities, establish startups, and promote innovation and commercialization of their research.
- 1.2. The Entrepreneurial Faculty at BU, for the purpose of this policy, is defined as:
 - 1.2.1. Founding member of a start-up
 - 1.2.2. Member of the governing board of start-up
 - 1.2.3. Holding equity in a startup

2. SCOPE

- 2.1. The policy covers the grant of permission to full-time BU Faculty Members/Research Track Faculty (RTF) Members to participate as “Entrepreneurial Faculty”, defined in Clause-1.2 with an aim to encourage FMs for initiating /actively participating in setting up startups.
- 2.2. The policy defines the objectives, eligibility criteria, evaluation criteria, procedure for submission of applications and periodic reporting mechanism of the start-ups.

3. OBJECTIVES

- 3.1. To encourage FMs to commercialize their research.
- 3.2. To encourage involvement of FMs in industrial collaborative activities to better incorporate the state of art in their university courses.
- 3.3. To support BU in meeting commercialization requirements set by HEC.
- 3.4. To attract and retain high quality FMs by providing an opportunity for commercialization of their research.

4. ELIGIBILITY CRITERIA FOR A START-UP

- 4.1. Faculty Member must be a “Full-Time FM” at any of the campuses of BU with more than 1 year of experience at BU **OR** Research Track Faculty (RTF) hired by BU without any minimum experience.
- 4.2. The start-up must be based on some research work as part of internal or externally funded project, student final year project, or student research thesis or any other research/innovation work carried out at BU.

5. APPLICATION PROCEDURE

- 5.1. Application shall be submitted on the prescribed application form with all the required information.
- 5.2. Applications may be submitted at any time.
- 5.3. A brief business plan along with following information shall be provided using the provided form.
 - 5.3.1. Domain of the start-up
 - 5.3.2. Research outputs /technologies/products that the start-up aims to commercialize

- 5.3.3. List of BUFMs and staff involved in the start-up
- 5.4. Applications must be submitted through respective Manager BICs.
- 6. PROCEDURE FOR EVALUATING THE APPLICATION**
- 6.1. Manager BIC(s) in close coordination with Director ORIC will arrange a pitching session to ascertain the potential for commercialization of the conceived business idea.
- 6.2. The pitching session will be attended by the following committee.
- 6.2.1. Director ORIC
 - 6.2.2. Manager – BIC
 - 6.2.3. Representative of Industry/ Chamber of Commerce
 - 6.2.4. HOD's from the respective department
 - 6.2.5. BU Alumni Entrepreneur
 - 6.2.6. Representative of BSTS
- 6.3. Upon the recommendation by the committee the application of establishment of faculty startup/spinoff will be processed by Manager BIC of respective campus to Director ORIC at BUHO for solicitating the approval of Pro-Rector RIC.
- 7. FINANCIAL DISTRIBUTION MODEL**
- 7.1. BU asserts legal and beneficial ownership rights over all Intellectual Property developed as a result of support either directly from or channeled through BU. In such case(s), the faculty led startup will enter into legal agreement with Bahria Science and Technology Solutions (BSTS) Pvt. Ltd.
- 7.2. After deducting any cost incurred, the Faculty Led Startup shall distribute all commercial benefits as follows:
- a. BU's Share via BSTS: 20 %
 - b. Startup/Research Spinoff Share: 80 %
- 7.3. IPRs generated by the startups will have distribution of ownership share as mentioned in clause 7.2.
- 8. MANDATORY YEARLY ASSESSMENT OF THE START-UP**
- 8.1. Approximate business/funds being generated by the start-up.
 - 8.2. Number of employments created by the start-up.
 - 8.3. Summary of industry partnerships generated by the start-up.
 - 8.4. Patents held by BU being commercialized by the start-up.
 - 8.5. Any new patents registered by the start-up
 - 8.6. Marketing material/evidence of commercialization activities by the start-up
- 9. OTHER TERMS AND CONDITIONS**
- 9.1. The faculty member during their incubation period shall comply with all the Policies/Rules/Regulations of BIC along with other instructions communicated from time to time by the BIC management.
 - 9.2. The approval for a start-up does not imply any kind of financial or legal liability of BU.
 - 9.3. The applicant shall be responsible for ensuring that the start-up does not engage in any activity that may bring disrepute to BU.
 - 9.4. BU will not provide any financial support for the established start-up as part of this approval.

- 9.5.** The start-up must notify respective Manager BIC and Dte. of ORIC-BUHO in case it employs (or in any form provides honorarium/ stipend/ or pays compensation to) any BU staff or FMs.
- 9.6.** No workload exemption shall be provided to the applicant for creating /managing the start- up.
- 9.7.** BUFMs/RTFs are expected to complete all their academic/administrative obligations and responsibilities assigned to them by BU.
- 9.8.** The start-up may not engage BU students in a manner that creates conflict of interest (for example, by utilizing work completed by students as part of their courses).
- 9.9.** BU has the right to advertise the start-up and its product descriptions and marketing materials, and other disclosed information (such as number of jobs created) for promotional activities, and for meeting documenting requirements of HEC, ranking/accreditation bodies, etc.

BUORIC-P26 – Policy on Research Groups (RGs) at BU

Policy Number: BUORIC-P26
Policy Title: Policy on Research Groups at BU
Approval Authority: Higher Education Research Committee (HERC)
Status: In Process

1. Responsible Party:

- 1.1 Dte. of Research, Innovation & Commercialization (ORIC)
- 1.2 All Principals/Deans

2. Purpose:

- 2.1 A Research Group (RG) is an association of university scholars who share research interests and who engage in collaborative or closely related research and scholarly/creative activities.
- 2.2 The purpose of RG is to promote and facilitate communication and collaboration among its members, and to establish the legitimacy of the group both inside and outside the university.
- 2.3 The policy on RGs at BU outlines the guidelines & procedures for formation, functioning and evaluation of RGs as mandated in KPI 2.3.3 of BU Strategic Plan.

3. Policy Statement:

This policy aims to enhance the functionality of RGs for achieving excellence in research by BU through:

- 3.1 Providing recognition and support for a growing area of research excellence within which researchers pursue a common research agenda and are able to develop a critical mass of research.
- 3.2 Increasing the quality and intensity of BU's research outputs, including traditional academic publications, Higher Degree Research completions, research impact and non-traditional research dissemination.
- 3.3 Facilitating collaboration with external partners, particularly through funded research activities.

4. Key Functions of RGs:

RGs at BU shall fulfill following functions to achieve the aim of this policy.

- 4.1 **Facilitating Collaboration:** RGs shall provide a platform for researchers to work together on a common goal. Collaboration among researchers from different disciplines is encouraged as it often leads to more comprehensive and innovative solutions to research problems.
- 4.2 **Encouraging Creativity and Innovation:** RGs shall provide an environment that fosters creativity and encourages researchers to explore new ideas and approaches. This can lead to breakthrough discoveries and innovations.
- 4.3 **Attracting Funding:** RGs shall strive to attract funding from government agencies, foundations, and industry partners. This funding is critical for supporting research projects, purchasing equipment, and providing stipends for graduate students and doctoral fellows.

4.4 Enhancing the Reputation of BU: Successful research projects conducted by RGs of BU can enhance the reputation of BU and attract talented faculty, researchers, and students.

4.5 Providing Training Opportunities: RGs shall provide opportunities for undergraduate and graduate students to gain research experience and learn from experienced researchers. This can be a valuable experience for students interested in pursuing careers in academia or industry.

5. Formation of RGs:

5.1 A proposal to establish RG(s) shall be prepared by Principals of respective schools and forwarded through the office of Dean to the Dte. of RIC-BUHO for further processing to solicit the approval of Pro-Rector (RIC).

5.2 The proposal shall include the following information:

- i. Name of RG
- ii. Objectives and Rationale for Formation of the RG
- iii. Declaration Statement by all members confirming that its establishment will not detract from existing academic responsibilities
- iv. Description of the Constitution of RG in terms of:
 - o Organizational Structure
 - o Number of Foreign Researchers
 - o Reporting Procedures
- v. List of members and their brief Curriculum Vitae

5.3 Once approval is accorded by Pro-Rector (RIC), a notification will be issued by Dte. of RIC regarding the formation of RG.

6. Key Performance Indicators of RGs:

All RGs of BU shall be assigned following Key Performance Indicators (KPIs) derived from HEC ORIC Assessment Criteria and National/International Ranking parameters for gauging the performance of each RG every year.

6.1 Publication Output: The number and quality of publications produced by RG is an important indicator of its productivity and impact. Publications will include journal articles, conference papers, books/book chapters, and other forms of scholarly output.

6.2 Research Funding: The amount and sources of external funding secured by RG will indicate the level of support and recognition for its work. This includes grants from government agencies, private foundations, and industry partners.

6.3 Research Impact: The impact of RG's work can be measured by the number of citations, media attention, and other forms of recognition it receives.

6.4 Collaboration: The number and quality of collaborations with other RGs or institutions indicate the level of engagement and knowledge exchange within the research community.

6.5 Training and Mentorship: The ability of RG to attract and train graduate students and PhD scholars is an important measure of its success in developing the next generation of researchers.

6.6 Innovation and Commercialization: The ability of RG to translate its findings into commercial products, patents, or other forms of innovation can indicate its impact beyond academia.

7. Performance Review of RGs:

- 7.1** All RGs are required to submit Bi-Annual Performance Review Report to the Dte. of RIC-BUHO for the perusal of Pro-Rector RIC by 31st December and 30th June each year.
- 7.2** The Annual Performance Review Report shall include following information:
 - i. Progress of RG against Key Performance Indicators listed in Clause-6 of this policy
 - ii. KPIs Forecasts for the next reporting period
- 7.3** Based on the performance review, the highest achiever RG of BU will be awarded the title of “Best Research Group of the Year Award” along with Cash Prize of Rs. 100,000/ and a Rotating Trophy to be placed in the office of respective Principal of the school.
- 7.4** Best Research Group of the Year Award shall be conferred in the Convocation Ceremony of the respective campus.
- 7.5** Dte. of RIC-BU may request a report be prepared by the Head of RG into any aspect of the RG's activities at any time.
- 7.6** The Head of RG shall comply with any reporting request from the Dte. of RIC-BUHO within a reasonable period.
- 7.7** Pro-Rector (RIC) may de-notify RG upon non satisfactory performance.

Template for Paper Verification before ITD - Scholar Name (Enrollment No.)

In view of clause 28.5 of PhD Rules 2017 *“Evidence of publication of at least one research paper, in an HEC approved “X” category journal (“Y” in case of Social Sciences only), based on the scholar’s PhD research work, is to be submitted. However, the publication of research paper is mandatory prior to internal thesis defence (ITD). The scholar must be the first author for the required publication followed by the Supervisor/Co-Supervisor. Affiliation with BU shall be mentioned as well.”*

S. #	Paper Title	Journal Title With DOI/ Volume & Issue if DOI not available	Category of HEC Journal Recognition at the time of Publication (i.e. W, X, Y)	Date of Publication (Month and Year must be mentioned)	URL of Journal’s Official Website (where the Paper is online available for verification)	Authors’ Detail with Affiliations	Supervisor/ Co-Supervisor Name (Approved via FRC #, Agenda #)	Thesis Title (Approved via FRC #, Agenda #)

Endorsement: The Published Paper by the Scholar has fulfilled the criteria mentioned in above BU Rule(s).

Scholar’s Name, Signature with Date	
Supervisor’s Name, Signature with Date	
Advisory Committee Member’s Name, Signature with Date	
Advisory Committee Member’s Name, Signature with Date	
Advisory Committee Member’s Name, Signature with Date	

Note: Supervisor and Advisory committee members will verify the relevance of the published paper with respect to the PhD thesis. The copy of full length published paper must be attached with this proforma.

BUPGP-PXX –Policy on Fully Funded PhD Scholarship at BU

Policy Number:	BUPGP-PXX
Effective Date:	TBD
Policy Title:	Policy on Fully Funded PhD Scholarship at BU
Approval Authority:	Honorable Rector

1. INTRODUCTION

This policy aims to encourage the best students, already having a good academic and research background, to pursue their PhD at Bahria University (BU) on a fully funded basis. BU is dedicated to improving the quality of PhD students, increasing research output, and addressing faculty shortage issues (in some faculties). In this aspect, it is proposed that each faculty must have fully funded PhD scholars. As a pilot project, BU invites applications for PhD programs in the following disciplines:

- a. Engineering Sciences
- b. Humanity and Social Sciences
- c. Health Sciences
- d. Law
- e. Management Sciences
- f. Professional Psychology

Each faculty will be granted a total of 5 scholarships, with each scholar receiving 100k PKR/month for a designated period of 3 years.

2. SCOPE

This program is targeted for those students who have.

- completed their MS/MPhil degrees (18 years of education) in the last two years.
- produced at least 2 impact factor journal papers (IF \geq 3.0) as first authors in W-category as per the HEC HJRS system in relevant fields

3. ELIGIBILITY CRITERIA FOR STUDENTS

The potential candidates (both international and national) must fulfil each of the following.

- Applicants must have 18 years of education (MS/MPhil) with a minimum CGPA of 3.5/4.00 from an HEC recognized institute.
- NTS-GAT subject test passed with minimum 60% marks, or BU PhD admission test with 70% marks. The result must be submitted at the time of application.
- Applicants must have at least 2 impact factor journal papers (IF \geq 3.0) as first authors in W-category as per the HEC HJRS system in relevant fields.

4. INELIGIBILITY FOR STUDENTS

- These scholarships are for new students only. Those applicants who are currently availing any scholarship from BU or any other agency, are not eligible.

5. TERMS AND CONDITIONS

- This scholarship award shall be initially valid for 6 months, extendable up to a maximum of 3 years, subject to the scholar's monthly satisfactory academic performance.
- The payment of allowance admissible under the scholarship scheme shall be subject to complete adherence to all rules and regulations governing the scholarship program as well as satisfactory performance in the authorized studies.
- The scholar shall not change the specified course of studies nor register himself or herself for any other course program without prior approval of the BU.
- The scholar shall not undertake employment, whether paid or otherwise, during the same period.

- The scholar should complete his/her degree within three years; after three years, an extension of one year will be granted by the Honorable Rector subject to the successful conduct of ITD, and the scholar will pay the fee for the fourth year.
- In case the scholar fails to qualify for the course for which he/she was awarded a doctoral scholarship within four years, the BU reserves the right to recover the entire expenditure from the scholar or guarantor.
- After the completion of the PhD, the scholar will serve Bahria University for a period of three years.
- BU retains the prerogative to terminate the program at any juncture.

*Detailed terms and conditions will be made under the guidance of legal advisor after formal approval.

6. DELIVERABLES

- The applicant will teach two courses/semester (6 credits or contact hours) in their respective department during the studies as well (3/4 years).
- The applicant will successfully publish 2 impact factor journal papers (IF \geq 3.0) as first authors in W-category as per the HEC HJRS system in relevant fields to complete PhD degree.
- The applicant will successfully submit 1 research proposal of at least 10 million PKR.

7. ELIGIBILITY CRITERIA FOR POTENTIAL SUPERVISORS

The potential supervisors must have fulfilled the following criteria.

- Supervisors must have an H-index of 15 (for sciences), H-index of 8 (for social sciences) and H-index of 4 (for arts and humanities).
- Supervisors must have 1000 citations as well.
- Supervisors must have secured a minimum research funding of 1.5 million PKR.
- Supervisors must have at least supervised 10 MS/MPhil students or 1 PhD scholar or 2 PhD scholars currently under supervision.

8. FINANCIAL MODEL

For Single Students

Year	Scholarship Amount/Scholar (PKR)	Course Amount (1500/hr)	Total Cost BU Pay/Year/Scholar (PKR).
Year 1	1,200,000	-288,000	912,000
Year 2	1,200,000	-288,000	912,000
Year 3	1,200,000	-288,000	912,000
Total Cost			2,736,000

For all Students

Year	No of Students (5 Students/Faculty *6 Faculties)	Full Scholarship Amount (PKR)	Course Amount (@1500/hr) (PKR)	Total Cost BU Pay (PKR).
Year 1	30	36,000,000	-8,640,000	27,360,000
Year 2	30	36,000,000	-8,640,000	27,360,000
Year 3	30	36,000,000	-8,640,000	27,360,000
Total Cost				82,080,000

Ratification of Award of PhD Degrees

<u>S.#</u>	<u>Student Enr #</u>	<u>Student Reg #</u>	<u>Student Name</u>	<u>Date of Enrollment</u>	<u>Date of Final Defense</u>	<u>Date of Notification/ Completion</u>	<u>Department</u>	<u>Campus</u>
1.	02-280172-002	28513	Munaza Bibi	11 September 2017	15 December 2022	23 February 2023	Management Studies	BUKC
2.	02-281151-001	40242	Muhammad Hussain	02 February 2015	03 January 2023	01 March 2023	Electrical Engineering	BUKC
3.	01-280162-002	39376	Amer Sarfraz	05 September 2016	07 December 2022	01 March 2023	Management Studies	BUIC
4.	02-284151-002	31419	Hajra Masood	02 February 2015	12 January 2023	07 March 2023	Computer Science	BUKC
5.	01-284152-002	25292	Zainab Yousuf Zaidi	07 September 2015	14 December 2022	15 March 2023	Computer Science	BUIC
6.	01-280142-001	18780	Abdullah	01 September 2014	28 December 2022	24 March 2023	Management Studies	BUIC
7.	01-280152-001	43121	Aqil Waqar Khan	07 September 2015	17 January 2023	13 April 2023	Management Studies	BUIC
8.	01-280182-004	59780	Zia Ur Rehman	10 September 2018	08 December 2022	17 April 2023	Management Studies	BUIC
9.	01-284152-001	12503	Joddatt Fatima	07 September 2015	09 March 2023	09 May 2023	Computer Science	BUIC
10.	01-281151-001	40024	Zulfiqar Ali	02 February 2015	30 March 2023	31 May 2023	Software Engineering	BUIC
11.	01-281162-002	19844	Madiha Khalid	05 September 2016	13 April 2023	06 June 2023	Electrical Engineering	BUIC
12.	01-283181-003	56462	Syed Saqib Shah	06 February 2018	04 April 2023	19 June 2023	Computer Science	BUIC

3214 – A Faculty of Management Sciences BUKC				
Local External Examiners (THREE)				
Sr. #	Name	Affiliation	Area of Specialization	Experience
i.	Dr. Mirza Amin ul Haq	Registrar, Iqra University	Marketing	6 years
ii.	Dr. Faheem Bukhari	HoD, Iqra University	Marketing	4 Years
iii.	Dr. Hameed Akhtar	Asst. Prof, KASBIT	HRM	7 Years

3214 – B Faculty of Management Sciences BUKC					
Foreign External Examiners (THIRTEEN)					
Sr. #	Name	Affiliation	Post-PhD Experience	Area of Specialization	QS/THE Ranking
i.	Dr. Weifeng Chen	Brunel Business School, UK	15 Years	Business Management, Innovation Strategy	301-350
ii.	Dr. John Burgoyne	Lancaster University, UK	50 Years	Management	70
iii.	Dr. Ibrahim Al-Jubari	Brunel Business School, UK	8 Years	Business Administration	301-350
iv.	Dr. Goudarz Azar	Brunel Business School, UK	10 Years	Business Administration	301-350
v.	Dr. Andrew Charles Worthington	Griffith University, Australia	25 Years	Finance and Economics	201-250
vi.	Dr. Rakesh Gupta	Griffith University, Australia	12 Years	Finance	201-250
vii.	Dr. Linh Xuan Diep Nguyen	School of Business, Leicester, UK	5 Years	Finance and Risk	451-500
viii.	Dr. Reza Monem	Griffith University, Australia	25 Years	Accounting and Finance	201-250
ix.	Dr. Charlie Smith	University of Leicester, UK	11 Years	Management and Organization	451-500
x.	Dr. Alan Muller	University of Groningen, Netherlands	19 Years	Management and International Management	124
xi.	Dr. Elisabetta Anna V. Barone	Brunel Business School, UK	19 Years	Business Administration and Management	301-350
xii.	Dr. Liew Chee Yoong	UCSI University, Malaysia	10 Years	Finance	151-200
xiii.	Dr. Behzad Hezarkhani	Brunel Business School, UK	12 Years	Operational Management	301-350

3214 – C		Department of Management Sciences BULC		
Local External Examiners (FOURTEEN)				
Sr. #	Name	Affiliation	Area of Specialization	Experience
i.	Dr. Ashfaq Ahmad	Professor, Hailey College of Commerce, University of the Punjab, Lahore	Finance	13 Years
ii.	Dr. Saif UR Rehman	Assistant Professor, UMT	Management sciences	6 Years
iii.	Dr. Zahid Riaz	Associate Professor, Lahore School of Economics, Lahore, Pakistan.	Management, Business Policy	12 Years
iv.	Dr. Zia Ullah	Professor, Lahore Leads University	Management Sciences	11 Years
v.	Dr. Naveed Iqbal Chaudhry	Professor, University of the Punjab	Finance	10 Years
vi.	Dr. Hafiz Zahid Mahmood	Associate Professor, COMSATS University Islamabad, Lahore Campus	Strategic Management	14 Years
vii.	Dr. Muhammad Asif	Assistant Professor, University of Veterinary and Animal Sciences, Lahore	Marketing	5 Years
viii.	Dr. Naveed Ahmed	Deputy Director QEC/ Assistant Professor, National College of Arts, Lahore	Finance	5 Years
ix.	Dr. Samar Rahi	Assistant Professor, University of the Punjab,	Marketing	5 Years
x.	Dr. Shrafat Ali Sair	Assistant Professor, University of the Punjab, Lahore	Marketing	5 Years
xi.	Dr. Imran Shafique	Associate Professor, COMSATS University Islamabad, Lahore Campus	HRM, Leadership	7 Years
xii.	Dr. Muhammad Shakeel Alsam	Assistant Professor, COMSATS University Islamabad, Lahore Campus	Management, Organizational Learning,	4 Years
xiii.	Dr. Ahmed Qamar	Assistant Professor, COMSATS University Islamabad, Lahore Campus	Organizational Behavior	7 Years
xiv.	Dr. Syed Ahmad Ali	Assistant Professor, University of Management and Technology	Organizational Behavior	6 Years

3214 – D		Faculty of Engineering Sciences – IC & KC			
Foreign External Examiners (FIFTEEN)					
Sr. #	Name	Affiliation	Post-PhD Experience	Area of Specialization	QS/THE Ranking
i.	Dr. John H. Shaw	Harvard University	40 years	Petroleum Geosciences	2
ii.	Dr. Rosilah Hassan	Universiti Kebangsaan Malaysia	14 Years	Cyber Security, Big Data, IoT, Wireless Communication, 5G	129
iii.	Dr. Wan Mohd Nazmee Wan Zainon	Universiti Sains Malaysia	12 Years	Visual Computing, software reuse, requirement engineering practices	143
iv.	Nurul Hashimah Ahamed	Universiti Sains Malaysia	12 Years	Big Data Analytics, Data Mining, Time Series Prediction	143
v.	Zuzurinahni Bt Hj Zainol	Universiti Sains Malaysia	11 Years	UXML Databases Design and Normalization Theory	143
vi.	Dr. Norisma Idris	Universiti Malaya	12 Years	Natural Language Processing (Machine Translation, Sentiment Analysis)	70
vii.	Dr. Suraya Hamid	Universiti Malaya	10 Years	Learning Analytics, social informatics, educational technology	70
viii.	Manmeet Kaur Mahinderjit Singh	Universiti Sains Malaysia	10 Years	Information Security, Cyber Security & Network Security	143
ix.	Dr. Piero Malcovati	Professor, University of Pavia, Italy	27 Years	Microsensors and Integrated microsystems, data converters, low-voltage	469
x.	Dr. Ian Robertson	Professor, University of Leeds, England	30 Years	Microwave and millimeter-wave circuits, wireless power transfer	100
xi.	Dr. Edward Lee	Professor, University of California Berkley, USA	37 Years	Cyber-Physical systems, embedded software, real-time and concurrent system	10
xii.	Dr. Mithulan Nadarajah	Professor, University of Queensland, Australia	21 Years	Renewable energy, power grids, power system dynamics and control, FACTs, electric vehicles (EVs)	50

xiii.	Dr. Yun-Su Kim	Institute of Science and Technology, Korea.	7 Years	Application of control system, Power electronics, Biomedical Engineering	351-400
xiv.	Dr. Marizan Binti Mubin	University of Malaya, Malaysia	17 Years	Application of control system, Power electronics	351-400
xv.	Dr. Ovie Emmanuel Eruteya	University of Geneva, Switzerland	5 years	Seismic interpretation and seismic stratigraphy	201-250
xvi.	Dr. Mohammed S. Elmusrati	School of Technology and Innovations University of Vaasa, Finland	19 Years	Wireless Communication, 4G; 5G and Beyond Networks, Cyber-security	FRC-19

3214 – E Faculty of Engineering Sciences – IC & KC				
Local External Examiners (EIGHT)				
Sr. #	Name	Affiliation	Area of Specialization	Experience
i.	Dr. Shahid Amjad	Institute of Business Management (IoBM) Karachi.	Marine Environment, Climate change	20 Years
ii.	Dr. Jamshaid Iqbal	Institute of Business Management (IoBM) Karachi.	Environmental Sciences	4 Years
iii.	Engr. Dr. Zain Anwar Ali	Sir Syed University	Optimization Algorithms, Bio-Inspired Algorithm	5 Years
iv.	Dr. Faraz Shaikh	Nazeer Hussain University	Digital Signal & Image Processing, Digital Electronics	3 Years
v.	Engr. Dr. M. Ghazanfarullah Khan	Professor UIT, University	Wireless Sensors Networks	10 Years
vi.	Dr. Abdul Qadir	Usman Institute of Technology	Power Systems	19 Years
vii.	Dr. Zunera Jalil	Air University	Cyber Security	12 Years
viii.	Dr. Raheela Asif	NED UET	Data mining, Natural Language Processing	5 Years
ix.	Dr. Syed Ali Hassan	University of Sciences and Technology (NUST), Islamabad, Pakistan	5G/B5G/6G Wireless Communications /Blockchain Systems	11 Years

3214 – F		Faculty of Humanities & Social Sciences – IC			
Foreign External Examiners (TEN)					
Sr. #	Name	Affiliation	Post-PhD Experience	Area of Specialization	QS/THE Ranking
i.	Lisa Strombom	Lund University, Sweden	9 Years	Peace and Conflict Research, International relations	85
ii.	Roxanna Sjöstedt	Lund University, Sweden	18 Years	Peace and Conflict Research International Relations	85
iii.	Anthoula Malkopoulou	Lund University, Sweden	7 Years	Contemporary Political Theory	85
iv.	Sara Kalm	Lund University, Sweden	9 Years	International migration Citizenship International institutions	85
v.	Dr. Martin Bayly	London School of Economics, UK	8 Years	Global Intellectual History, International Relations	45
vi.	Dr. Bahar Baser	Durham University, UK	18 Years	Comparative Politics of the Middle East Diasporas	78
vii.	Dr. Arshin Adib-Moghaddam	University of London, UK	12 Years	Artificial Intelligence (AI) and human security	443
viii.	Jana Von Stein	Australian National University	8 Years	International Law, International Cooperation & Quantitative Analysis	34
ix.	Dr. April Biccum	Australian National University	10 Years	International and Development Communication IR	34
x.	Dr. Darren J. Lim	Australian National University	9 Years	Geo-economics, International order and Global Governance International	34

3214 – G		Faculty of Humanities & Social Sciences – IC		
Local External Examiners (TWENTY NINE)				
Sr. #	Name	Affiliation	Area of Specialization	Experience
i.	Dr. Farhan Hanif	QAU	Ethnic politics and movements, Conflict Analysis and Resolution	13 Years
ii.	Dr. Saif ur Rehman	Director (ISC)/Editor	Sri Lanka – Pakistan India- Pakistan	15 Years

		Army Institute of Military History		
iii.	Dr. Khurram Iqbal	NDU	Terrorism, Conflict & Peace	9 Years
iv.	Dr. Raja Qaiser	QAU	Research Methods Religion and Politics	8 Years
v.	Dr. Ghulam Mujadid	MY University	International Relations, War Studies	13 Years
vi.	Dr. Ijaz Shafi Gillani	Chairman Gallup Pakistan	Opinion research International Relations	36 Years
vii.	Dr. Mujeeb Afzal	QAU	India Pakistan, Hindutva BJP Politics	10 Years
viii.	Dr. Inayat Kaleem	Comsats	Maritime Affairs, China Pakistan, India Pakistan	6 Years
ix.	Dr. Muhammad Nadeem Mirza	QAU	US Foreign Policy India Pakistan Relations	10 Years
x.	Dr. Tassawar Hussain	Iqra University, Islamabad	US Pakistan US Foreign Policy	7 Years
xi.	Dr. Nazir Hussain	University of Wah	India-Pakistan Strategic Studies	19 Years
xii.	Dr. Amna Mahmood	IIUI	Pakistan Political System India Pakistan	11 Years
xiii.	Dr. Adil Sultan	Air University	Nuclear Security, Strategy	11 Years
xiv.	Dr. Zafar Nawaz Jaspal	QAU	Nuclear Security, Strategic Studies, Theories of IR	17 Years
xv.	Dr. Sadaf Farooq	IIUI	US Foreign Policy	14 Years
xvi.	Dr. Baqr Najmudin	NUST	Politics of USA	10 Years
xvii.	Dr. Farhat Konain	NUML	India, India Foreign Policy	6 Years
xviii.	Dr. Masood U Rehman Khattak	IIUI	Strategic Studies, India Pakistan Relations	5 Years
xix.	Dr. Sarwat Rauf	QAU	Russia, Post-Soviet Central Asia, Politics of Central Asia	6 Years
xx.	Dr. Amir Ullah Khan	University of Peshawar	Security Studies, International Security	7 Years
xxi.	Dr. Maliha Zeba Khan	NUML	World Maritime Affairs Geopolitics of Indian Ocean	4 Years
xxii.	Dr. Muhammad Rizwan	Directing Staff Research Air War College	India Studies Nuclear Deterrence	5 Years
xxiii.	Dr. Adil Seemab Khan	Hazara University	Sino-Iran Relations, Water Wars, Pakistan Afghan Relations	13 Years
xxiv.	Dr. Manzoor Khan	University Mardan	International Relations, Foreign Policy Analysis	12 Years

xxv.	Professor Dr. Shabbir Ahmad	University of Peshawar	Economics, Regional Integration, Area Studies	15 Years
xxvi.	Dr. Minhas Majeed	University of Peshawar	Religion; foreign policy decision-making, the U.S. and Pakistan	9 Years
xxvii.	Dr. Riaz Shad	NUML	Politics of European Union International Politics of Middle East	10 Years
xxviii.	Dr. Sohail Ahmed	COMSATS	India Pakistan, Central Asia	8 Years
xxix.	Dr. Amir Raza	University of Peshawar	International Relations	4 Years

3214 – H		Institute of Professional Psychology – KC			
Foreign External Examiners (SIX)					
Sr. #	Name	Affiliation	Post-PhD Experience	Area of Specialization	QS/THE Ranking
i.	Dr. Crystal Park	Professor, University of Connecticut	33 Years	Clinical Psychology	350
ii.	Dr. Ashley C. Woodman	Senior Lecturer, University of Massachusetts Amherst	11 years	Clinical psychology	253
iii.	Dr. K.G Swafford	Adjacent Faculty, St. Edward’s University	32 Years	Eidetic psychotherapy	251-300
iv.	Dr. Jens C. Thimm	Professor, UiT The Arctic University of Norway	12 Years	Clinical Psychology	454
v.	Dr. Manuel Fernandez Alcantara	Department Of Health Psychology. Faculty Of Health Sciences, Spain	8 years	Grief; Death; Bereavement; Palliative Care; Neurodevelopment	351–400
vi.	Dr. Linda Byrne	Deakin University, Australia	17 years	Clinical and Cognitive Neuropsychology. Neuropsychiatric.	66

3214 – I		Institute of Professional Psychology – KC		
Local External Examiners (SIX)				
Sr. #	Name	Affiliation	Area of Specialization	Experience
i.	Dr. Qasir Abbas	Government College University Faisalabad	Clinical Psychology	6 Years
ii.	Dr. Shamila Tasleem	Air University, Islamabad	Clinical Psychology	3 Years
iii.	Dr. Razia Bukhari	ZABIST, Islamabad	Clinical Psychology	8 Years
iv.	Dr Muniba Shakeel	COMSATS, Lahore	Clinical Psychology	7 Years
v.	Dr Saba Yaseen	Ziauddin University, Karachi	Clinical Psychology	8 Years
vi.	Dr. Ziasma Haneef Khan	Dept of Psychology, University of Karachi	Clinical Psychology	15 years

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