

SERVICE RULES FOR RESEARCHERS AND FACULTY AT PIDE

JANUARY 2017

1. Short Title and Commencement:

- (a) These Rules may be called the Pakistan Institute of Development Economics (PIDE) Rules for Researchers and Faculty, 2016.
- (b) These Rules shall come into force immediately upon approval by the senate of PIDE.
- (c) These Rules supersede previous service rules. However, on matters where these rules are silent, previous rules remain in force. Conflicts, contradictions or ambiguities may be resolved by explicit written rulings by VC PIDE, subject to confirmation by Chancellor and Senate.

2. Definitions:

- (a) The definitions as given in the PIDE Islamabad Service Statutes 2008 and the Service Regulations of the PIDE, 1997, are incorporated by reference.
- (b) "Researchers" is a service cadre at PIDE which refers to posts designated as Staff Economist, Research Economist, Senior Research Economist, Chief of Research, and Joint Director.
- (c) "Teaching Faculty" is a service cadre at PIDE which refers to posts designated as Lecturer, Assistant Professor, Associate Professor, Professor. Throughout this document, "Faculty" will be considered as an abbreviation for Teaching Faculty. This cadre is subdivided into two categories, BPS Faculty and TTS Faculty, to be defined more precisely later in this document.
- (d) "Academic Staff" will be used to cover all Researchers and Faculty (both BPS and TTS) as defined above. The word "Staff" will be considered as an abbreviation for Academic Staff throughout this document, which deals only with this category of employees of PIDE.

3. Extent of Application:

- (a) These Statutes shall apply to all Academic Staff, as defined briefly above, and further detailed later in this document.
- (b) These Statutes shall not apply to:
 - (i) Anyone serving the Institute on a specific contract or agreement of service.

- (ii) Any person in a provincial or federal Institute/University or any employee of the Federal or Provincial Government, autonomous, semi-autonomous or private body who has been deputed to serve under the Institute on deputation or on special terms and conditions.
- (iii) Any person associated with the Institute only as holder of scholarships, fellowship or other kind of stipends/grants.

4. General Introduction:

The terms and conditions of every new appointment to the Academic Staff shall be stated in writing and given to the appointee before the appointment is made.

- (a) The Institute may make the following types of appointments of Academic Staff:
 - (1) Temporary appointments:
 - a. Temporary appointments can be made to the Academic Staff in the following circumstances:
 - (i) To fill the gaps caused by Staff members on leave.
 - (ii) An appointment required to be made urgently and normal set procedure cannot be followed.
 - b. Staff members on temporary appointments shall be appointed initially for a maximum period of one year and such temporary appointee may be reappointed for a second or third year if approved by the Selection Board.
 - c. Full time temporary appointment shall not lead to permanent appointment; all permanent appointments must go through the procedures for permanent appointments to the Academic Staff as detailed elsewhere in this document.
 - d. Temporary appointments may also be made for
 - (i) Post Doctoral fellows working with a senior researcher or faculty at the Institute for a limited period.
 - (ii) Research Associates working towards their PhD degree.
 - e. Temporary appointments may be made for Staff members appointed as visiting researchers or professors, to fill positions funded by other than Government-appropriated funds, to replace staff members on leave, or whenever an appointment has to be

made so late that normal search procedures cannot be followed. With the exception of appointments made without a normal search procedure, staff members on such appointments may be reappointed for a second or third year if mutually agreeable to PIDE and the Staff member, or they may be reappointed under a term appointment. Such reappointments shall not exceed a total of three years except in the case of an explicit exception granted by the Institute Syndicate.

- (2) Regular Appointments for Staff Members will be subject to probation for one year. At the expiry of probation, the appointment may be regularized, terminated, or probation may be continued for an additional year. If no specific orders are issued at the end of year, the probation will be considered to continue. In absence of specific orders at the end of second year, the probation will be considered as terminated.
- (b) The recommendations for appointments shall be in accordance with the statutes, regulations and rules of the PIDE.
- (c) Standard Terms and Conditions of appointment for each type of appointment shall be approved by the Syndicate.

5. **Basis for Evaluation for Appointment:**

Appointment: For appointment a candidate shall be evaluated in terms of the following:

- (a) Scholarship, research, publications and other creative work.
- (b) Professional activities (for example, conferences, seminars, projects, consultancies, etc.).
- (c) Service. Internal candidates will also be evaluated in terms of service to the Institute, and this factor will be taken into consideration as a factor for giving them preference over external candidates of approximately equal academic merit.
- (d) Merit. PIDE is a merit based organization. Rules for defining Seniority have been provided in previous regulations, and remain in force, without modification or change. However, seniority will only be considered when comparing two internal candidates of nearly equal merit for promotion to the same post. In general, having passed more time at the institute will not be a factor in eligibility for promotion. Effective utilization of time spent at PIDE will be reflected in more acts of service, more publications, and more research activities, which will be duly taken into account.
- (e) A candidate who ceases to be academically productive will be deemed to have reached the ceiling of his pay scale. Examples of such academic inactivity are: (i) The failure of a member of the research staff to contribute even one article in a

regular issues of the Pakistan Development Review or in an internationally reputed journal in three years; (ii) the failure of a member of staff to publish two articles in a regular issue of the Pakistan Development Review or in an internationally reputed journal or a book in five years.

- (f) Teaching: This quality will be of major importance for BPS and TTS Faculty appointments. Good teaching skills in a Researcher may be taken into account, but lack of them will not be barrier for consideration for appointments in the Researcher cadre. The evaluation of this quality shall include:
- (i) Knowledge of the field of study.
 - (ii) Awareness of the latest developments in the field.
 - (iii) Skill in communicating to students and in motivating their interest.
 - (iv) Ability to stimulate them to think critically.
 - (v) To motivate the students to appreciate the inter-relationship of different fields of knowledge.
 - (vi) To motivate the students to be concerned with the applications of knowledge to vital human problems.
- (g) Scholarship, Research and other Creative Work: This quality will be evaluated for all academic staff. In order to assess the scholarship, research and other creative work of a candidate/staff member the following details will be analyzed:
- (i) Has research and other creative work of the candidate/staff member made a contribution to the particular field of interest?
 - (ii) Can the achievements of a candidate/staff member be taken to serve as an indication of professional competence?
 - (iii) What the candidate/staff member has published or contributed to other media appropriate to the field. In particular, publications like Project Reports, Conference Papers, and other non-Academic, or non-refereed publications may be considered in this category.
 - (iv) Where applicable, are the achievements reflected in teaching including face-to-face teaching, preparation/updating or revision of instructional materials, support material or strengthening of tutor competencies?
 - (v) Where applicable, number of successful M. Phil. and PhD candidates guided and the number currently being guided and supervised.
 - (vi) Performance in Research & Survey Projects.
- (h) Relevant experience:
- (i) Experience as a teacher in institutions of higher learning.
 - (ii) As a researcher, as a consultant, as a guide of theses, dissertations, and projects.
 - (iii) A record of service to the university community, academic profession, as well as the larger public interest will be considered as a positive factor in evaluation of experience.
- (i) Professional Characteristics: This category would include:

- (i) All traits which contribute to an individual's effectiveness as a teacher, researcher, as a leader in the professional area or as a human being.
- (ii) The candidate's intellectual depth and maturity.
- (iii) Vitality and resourcefulness to constitute effectiveness.
- (iv) Willingness to cooperate so that the individual can work harmoniously with others while maintaining independence of thought and action.

6. **Indicative Sources of Information for the Evaluation of Academic Staff:**

Candidate's competency or contribution as a professional shall be evaluated in the following areas:

- (a) Teaching Abilities (Not required for Researchers, but may be taken into account if relevant)
 - (i) Seeking out students' opinion. For this purpose, the Institute shall put into position a reliable system for evaluation of courses taught, written, revised, or coordinated at production stage or maintenance stage.
 - (ii) Guidance and leadership in students' activities.
 - (iii) Initiation and participation in curriculum development e.g. new courses, new programmes etc.
 - (iv) Teaching load at Masters, M. Phil. and PhD levels or load of faculty, face to face, course development or maintenance or programme coordination.
 - (v) When applicable, number of M. Phil. and PhD students produced to date and currently under guidance and scholarly supervision.
- (b) Research and other Creative Work:
 - (i) Published articles in terms of their disciplinary contents and relevant journals in which they have been published co-authored paper. The articles will be evaluated for quality as follows:
 - i. Articles published in journals listed in the SSI or SSCI citation index, or in the lists of the HEC recognized journals will qualify for being counted.
 - ii. Articles published in journals listed in Beall's List of Predatory Journals will not be counted.
 - iii. Articles published within conference proceedings (including PDR IV) will not normally be counted towards publication requirements for any post. However, upon establishment of quality and merit, a maximum of one such article may be taken into consideration towards fulfilment of the publication requirements.
 - iv. Articles which do not fall within either category (i) or (ii), or those which fall within both categories (i) & (ii), will be evaluated independently as follows. Such articles will be treated as submissions to the PDR and evaluated either informally, or formally via standard refereeing process, to assess whether or not they would qualify for

publication in the PDR. Only those judged as being suitable for publication would be considered as being of acceptable quality.

- v. Quality of articles, as assessed by citations (via Google Scholar, or other sources), and by expert evaluations, will also be taken into account. High quality articles may be assigned up to double weight of others.
 - (ii) Colloquia, seminars, etc. given in the Department, Institute, or elsewhere. For this purpose, the papers read out by staff would be relevant.
 - (iii) Book(s) written: If the applicant has written a book, it should be evaluated through an independent panel of international experts. A book published by an international publisher pertaining to research in the relevant field, authored (not edited) by an applicant shall count as the equivalent of 4 publications up to a maximum of two such books. A similar book, published by a local publisher shall count as equivalent to 2 publications up to a maximum of 2 such books. Moreover, chapter in an edited book in a relevant area published by an international publisher shall count as equivalent to one publication up to a maximum of 2 such publications. Similarly, chapter in an edited book in a relevant area published by a local publisher shall count as equivalent to one publication up to a maximum of 1 such publication.
 - (iv) Work done as a consultant in the relevant field.
 - (v) Papers presented at professional meetings, seminars, etc.
 - (vi) Specific projects undertaken; ongoing research projects may also be considered for evaluation.
 - (vii) Post doctoral scholarship, or other types of self-training undertaken to improve professional qualifications and skills.
 - (viii) Any other creative work in terms of its public presentation and reception.
- (c) Relevant Experience:
- (i) In case of new appointments the judgment of service will depend greatly on the information obtained from letters of recommendations or the record provided by the institution where the person last served.
 - (i) The Annual Reports of the staff and other relevant past performance reports.
 - (ii) Any additional assignments/projects shouldered by the applicant e.g. as Deanship, Chairperson of the Department, and Member of the Syndicate, Academic Council and other statutory bodies and Chairperson and Member of non-statutory bodies of the Institute.
 - (iii) The relevant qualification and required experience as specified in detail for each post later in this document.

7. **Procedure for appointments to the Academic Staff at PIDE:**

- (a) All vacant posts for the Academic Staff shall be advertised in the media within the country and given on the websites of the Institute. All promotions will be done in this way, in open competition with all eligible internal and external candidates

- (b) Reasonable efforts would be made to also advertise the posts in suitable publications abroad.
- (c) Candidates from within the Institute and other institutions within the country and abroad would be free to apply if they fulfil the basic qualifications prescribed in these rules.
- (d) The candidate shall prepare a comprehensive application dossier that should include letters of reference from eminent academics and researchers in their area of specializations.
- (e) The applications must be supported with copies of publications in Refereed Recognized Journals.
- (f) For senior level appointments (Associate Professor, Professor, Chief of Research, Joint Director) the dossier of each candidate should be sent to an independent Technical Review Panel (TRP) to be constituted by the Institute and composed of eminent international academics and researchers in the relevant area.
- (g) Upon receipt of the recommendation from the Technical Review Panel (TRP), the case will be placed before the Selection Board of the Institute.
- (h) The applications for positions at grade BPS 17, 18 and 19 (Lecturer, Assistant Professor, Staff Economist, Research Economist, Senior Research Economist), the dossier of the applicant with the recommendations of concerned Head of Department / Research Division and the Dean / Director Research will be directly placed before the Selection Board.

8. Institute Selection Board:

The Selection Board of the Institute as constituted under the PIDE Act/Statutes will be deemed to be the Selection Board for selection to the Academic Staff.

9. Change of Cadre:

In special case, academic staff may be transferred in administrative cadre upon approval of Vice Chancellor or Chancellor, PIDE

10. Termination of Service of confirmed members of Academic Staff:

The services of an Academic Staff member after regularization will be terminated only in accordance with the rules of the Institute applicable to confirmed employees of the Institute and in accordance with such rules prescribed for the Institute.

11. Annual Performance Expected from Academic Staff

- (a) Minimal Performance Required [1]: All faculty members are required to teach 9 credit hours per semester. All research staff should produce at least three PIDE Discussion Papers per year. New courses, or advanced courses, which require extra preparation, may be counted as 1.5 courses, at discretion of management.
- (b) Minimal Performance Required [2]: All academic staff is expected to keep abreast of latest developments within their research fields. For this purpose, taking online courses via Coursera, Trainings offered within PIDE and elsewhere, and writing book reviews and summaries of important new books, would be considered as satisfactory. Also, teachers are expected to make efforts to keep current with latest

- pedagogical practices. Participating in one week of teacher training every year would be considered minimally adequate for this purpose.
- (c) Refereed Discussion Papers. As evident from the equivalence of teaching two courses to one discussion paper, high quality discussion papers are required to fulfil this obligation. As per usual procedure, the discussion paper should be presented at a Nurturing Minds seminar with a discussant. Following seminar presentations, comments will be gathered from participants and formal referees reports will be obtained from relevant specialists within or outside PIDE. The presentation will then be revised in the light of comments and be approved by Director of Research in order to be accepted as a Discussion Paper. The goal of this process is to produce a draft which is nearly ready for submission to journals. Since the process of submission and acceptance is subject to long and variable delays, often with multiple submissions and multiple rounds of revision, the final publication usually does not reflect recent work, and so publications in journals will not be taken as discharging the minimal obligation of producing Discussion Papers. Publications will be taken as meritorious activities and will count towards promotions, as well as eligibility for honoraria and/or extra increments.
- (d) Achievement of the minimal standards as described above will be considered as satisfactory and normal, and will create entitlement to a normal salary increment, provided that performance is also satisfactory in other respects. Achievement significantly greater than the minimal required performance, as detailed below, will be taken into consideration as grounds for honorarium and/or extra increments. Failure to meet this minimal standard would be regarded as "inefficiency" and subject to disciplinary actions, including but not limited to, denial or reduction of the normal increment to salary.
- (e) In addition to meeting these minimal obligations, the members of the Institute staff must adhere to the overall discipline of the Institute, participate actively in the research, academic, training, and administrative activities of the Institute and the PSDE and do in the most efficient manner the work assigned to them by their superior officers, or the head of the Institute, from time to time. In particular, participation in research projects, AGM activities, committees formed for various purposes, and all other PIDE activities will constitute merit, while unsatisfactory performance constitutes demerit, and both will be taken into account in considerations for annual evaluations and promotions. Failure or refusal of any duties or assigned work will be liable to disciplinary action in the prescribed manner.
- (f) Activities in addition to the minimal obligations will be taken into account in determining awards, honoraria and extra increments. In particular, the top 5 staff with the best performance in dimensions of service to PIDE in any form will be given some recognition in annual evaluations. These employees will be entitled to honoraria and/or extra increments as determined by appropriate authority. Additional activities which will be considered for this purpose include, but are not limited to: obtaining research grants for projects, running training programs at PIDE, supervision of students undertaking research, writing book reviews or refereeing for PDR, dissemination and publicising of research findings via newsletters or other media, and other activities which further the interests of PIDE.

- (g) For those who fulfil the minimal obligations, teaching one additional course per semester, may be paid at regular rates given to external hires for this purpose. Payments for more than one course would not be allowed.
- (h) Substitutions: At the discretion of authorities, researchers or academic staff may be permitted to substitute alternative activities of service to PIDE, as a replacement for the minimal requirement of three discussion papers or six courses. For instance, a faculty member may opt to write a discussion paper as a replacement for two courses, or a researcher may opt to teach two courses instead of writing a discussion paper. In particular, exceptionally heavy duties such as Head of Department, Program Coordination, or Secretary AGM, would be considered as equivalent to two courses or one research paper. Other combinations of duties and services may be allowed as a substitution for one paper/one or two courses after explicit written authorization from Director or Dean, with approval of VC PIDE. Complete substitution of other activities in place of all three papers/six courses, will not normally be allowed. However, this may be permitted occasionally on a temporary basis under special circumstances, at the discretion of VC PIDE.

12. Grant of Honoraria and Increments

- (a) Authority for Grant of Honoraria and Annual Increments
 - (i) The Syndicate is authorized to sanction honorariums as well as annual increase in basic pay of all staff members, except members of the Syndicate.
 - (ii) The Vice Chancellor is authorized to sanction honorariums as well as annual increase in basic pay of all other members of the Syndicate.
 - (iii) The Senate shall determine the honorarium as well as increase in basic pay of the Vice Chancellor
- (b) Determining the Date of Annual Increment for New Entrants
 - (i) Those who are employed between 1st December to 1st June may be considered for annual increment with effect from 1st December.
 - (ii) Those who are employed between 2nd June to 30th November may be considered for annual increment with effect from 1st December of the next service year.
- (c) Self- Assessment Report

A self-assessment report shall be completed by every member of the Academic Staff. In this form the staff member will document the teaching, research, advisory, consultative and administrative service rendered by him during the previous year. Where appropriate the self-assessment will be backed by documented evidence, that may include (i) course files, (ii) publications (published, submitted, in preparation), (iii) research project in progress and completed, (iv) report on industrial project undertaken (v) details of new courses developed or innovation introduced in course or laboratory work, (vi) requisite information about MSc, MPhil and PhD students supervised, and (vii) advisory and administrative services rendered.

- (d) Procedure for Grant of Annual Increase/Honorarium
 - (i) By 1st September each year every faculty member will complete and submit to the respective Department Chairperson and Head of Research a self-assessment report.
 - (ii) Completed report will be reviewed and verified by the relevant superior officer, and forwarded with comments to the Dean of the respective Faculty, or Director of Research. The Dean/Director shall look at the reports from the various departments to ensure parity of assessment methodology, and shall forward the reports to the Vice Chancellor after noting his observations. The Vice Chancellor will present the reports in a meeting of the Syndicate of the University and any observations and note of dissent in case of his disagreement with the views / assessment of Department Head and/or Dean of Faculty shall be recorded.
- (e) The Vice Chancellor shall make the final decision on assessment of the faculty members and shall forward the reports for record purposes to the Senate.
- (f) Following allocation of budget to the University the Syndicate shall recommend to the Vice Chancellor the pay raise, if any, to be granted to the faculty members. The faculty member shall be entitled to a pay raise that may consist of three components.
 - (i) One annual increment determined by the pay scale of the post to which the faculty member is appointed.
 - (ii) Performance based pay increment determined by an evaluation of the performance report of the faculty member for the previous service year. The performance based pay increments may be based on the factors listed in the annual assessment report.
 - (iii) Honorarium to be given that may be based on factors listed in the annual assessment report. An honorarium is applicable only for a particular service year.

13. **Retirement Age:**

The retirement age for the persons on the academic staff will be 60 years.

14. **Appeals:**

Appeals against decisions of various bodies will be made in accordance with the Rules of the Institute on the subject.

15. **Leave Benefits:**

All Academic Staff may avail leaves as per existing rules.

Appendix 1: Researcher Posts and Qualifications

The following posts are defined within the Researcher Cadre:

1. Joint Director (BPS-21)
2. Chief of Research (BPS-20)
3. Senior Research Economist (BPS-19)
4. Research Economist (BPS-18)
5. Staff Economist (BPS-17)

1. Joint Director (BPS-21)

Eligibility conditions for this post are:

- (i) A PhD from a recognized university.
- (ii) 17 years of distinguished career in a recognized national or international research/teaching institutions. (While computing the total experience, rules specified for BPS-20 (iii) will also be applicable for recruitment/promotion to BPS-21).
- (iii) At least ten published research of highest quality. The candidate should have published at least four papers in *Pakistan Development Review*/internationally reputed journal of equal or higher ranking in the last five years.
- (iv) Demonstrated ability to guide research and the capacity to handle problems of research and administration at the PIDE; and
- (v) The opinion of three experts will be sought to evaluate the merits of his/her candidacy. The procedure for selection of the referees will be as prescribed in paragraph (iv) of the recruitment rules of the Institute for B-20.

2. Chief of Research (BPS-20)

- (i) Candidate for BPS-20 must possess a PhD degree from a recognized university.
- (ii) The candidate must have at least completed five productive years in BPS-19 before becoming eligible for appointment/promotion in BPS-20. Five productive years will mean that the candidate has already published at least five substantial articles in a regular issue of the *Pakistan Development Review*/internationally reputed journal of equal or higher ranking. (A book of high professional merit may also be taken into account in determining the merit of the candidate).
- (iii) He/she should have a minimum research experience of 10 years in a recognized research/academic institution. This period will include a maximum of four years spent on acquiring the PhD degree. Maximum one year relaxation can be given in outstanding cases.
- (iv) The opinion of three experts will be sought to evaluate the merits of his candidacy. (The referees for such purposes will be appointed by the head of Institute preferably from the Editorial Board of the *Pakistan Development Review* and the Advisory Board of the Institute).

3. Senior Research Economist/Demographer/Anthropologist (BPS-19)

- (i) With a PhD from a recognized/accredited institution in the relevant field, no experience or publications are required.
- (ii) Without a PhD, the candidate must have:
 - a. An MA/MSc (18 years education)/All but Dissertation (ABD) status from a foreign university OR an MPhil from a national HEC recognized university
 - b. Six years of relevant experience post the minimum required educational criteria
 - c. As the publication requirement, a candidate must have published at least two articles in a regular issue of the Pakistan Development Review/internationally reputed journal of equal or higher ranking.
- (iii) Excellent written and communication skills to be judged through the Institute selection process.

4. Research Economist/Demographer/Anthropologist (BPS-18)

A candidate must possess at least MA/MSc degree (18 years education)/ABD status from a recognized foreign university OR an MPhil from a national HEC recognized university.

5. Staff Economist/Demographer/Anthropologist (BPS-17)

The candidate should be at least MA/MSc 2nd Class (16 years education) in Economics, Demography, Anthropology, or related social science disciplines.

Appendix II: BPS Faculty: Posts and Qualifications.

This appendix specifies the experience and qualifications (including publications) required for appointments or promotions to the BPS Faculty. There are four BPS grades within the BPS faculty:

1. Professor (BPS-21)
2. Associate Professor (BPS-20)
3. Assistant Professor (BPS-19)
4. Lecturer (BPS-18)

1. Professor (BPS-21)

A faculty member appointed to the rank of Professor is expected to have had an impact on the state of knowledge. It is expected that the Professor will continue to develop and mature with regard to teaching and research and other qualities. Particular attention should be given to the quality and significance of contribution to the candidate's field. He/she should be fully conversant with the general problems of Institute education and its social implications as full Professors are likely to be the most enduring group in the faculty and who will give leadership and set the tone for the entire Institute.

- (i) PhD from a recognized/accredited and reputable institution in the relevant field.
- (ii) 11 Years post-PhD/Relevant terminal qualification or minimum 7 years of post-PhD experience with at least 12 years of experience prior to PhD The experience to be counted is of teaching/research experience in a recognized University/Institute or a post-graduate institution or professional experience in the relevant field in a national or international research organization.

- (iii) Fifteen research publications (with at least 5 publications in the past 5 years) in HEC recognized Refereed Journals.

2. Associate Professor (BPS-20)

The candidate for the post of Associate Professor should show evidence of knowledge of development in the field of expertise, evidence of research and conscious interest in improving teaching methods. Should possess the following qualifications:

- (i) PhD from a recognized/accredited and reputable institution in the relevant field.
- (ii) At least ten years of total relevant experience, with at least four years of post-PhD experience.
- (iii) In addition 10 research publications (with at least 4 publications in the past 5 years) in HEC recognized refereed journals, acceptable for BPS appointments to Associate Professor.

3. Assistant Professor (BPS-19)

To be appointed as Assistant Professor on BPS Faculty, the Candidate should possess the following qualifications:

- (i) With a PhD from a recognized/accredited institution in the relevant field, no experience or publications are required.
- (ii) Without a PhD, the candidate must have an MPhil from a Pakistani Institution or a Masters from a foreign institution, plus four years of relevant experience post the minimum required educational level. Candidates with ABD status from foreign universities will be considered as equivalent to a foreign Masters.
- (iii) Excellent written and communication skills to be judged through the Institute selection process.

4. Lecturer (BPS-18)

- (i) This rank is most appropriate for persons beginning their teaching careers. It should be used by any department or Faculty which finds it convenient and appropriate to include lectureship within its faculty rankings. It can also be used for persons needed to fill temporary posts under emergency conditions. As with any appointment, the status should be made clear and put in writing at the time of employment.
- (ii) Lecturers are appointed with the understanding that they will not be promoted to professorial rank unless they obtain a PhD degree or relevant terminal qualification.
- (iii) The minimum eligibility criterion is of MPhil (18 years of education) in the relevant field from an HEC recognized University/Institution with no 3rd division in the academic career. Condition of no 3rd division shall not be applicable in the qualification of appointment as lecturer provided that the candidate holds a higher degree viz. PhD or equivalent degree with not more than one 3rd division in entire academic career.