

# HIGHER EDUCATION COMMISSION

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## REVISED POLICY ON PUBLICATION REQUIREMENTS FOR FACULTY APPOINTMENTS AND PROMOTIONS

Effective September 15, 2021

### 1. BACKGROUND AND PRINCIPLES

- 1.1. This policy is entitled the "Policy on Publication Requirements for Faculty Appointments and Promotions (revised) 2021" (HJRS). The objective of this Policy is to ensure that the faculty members are acknowledged and incentivized for doing higher quality research and publishing it in high quality journals. To ensure, it is imperative that research publications in journals of higher quality (in terms of internationally recognized standards) are accorded greater weight than those published in journals with relatively lower standard. To this end, a points based system has been introduced, which places higher weight on papers published in higher quality journals.
- 1.2. This Policy builds upon the reforms introduced in the journals recognition system, under the HJRS with a view to bringing the quality of national journals at par with international standards, attaining indexation of well reputed international indexing agencies, and addressing the concerns of various stakeholders regarding limitations of previous policies. The updated journals policy has been implemented effective July 1, 2020, in the form of the HEC Journal Recognition System (HJRS), which divides research journals into three different categories (namely W, X, and Y) within each knowledge area, on the basis of a number of internationally benchmarked and recognized quality parameters. The policy as well as the journals database is available at <https://hjrs.hec.gov.pk/>.
- 1.3. While aligning faculty appointments and promotion policy to the HJRS, it has been ensured that the previously applicable minimum requirements for appointment or promotion are not changed retroactively.

### 2. APPLICABILITY FRAMEWORK

- 2.1. This Policy will be effective from September 15, 2021
- 2.2. In order to determine the category (W, X, Y) of a particular publication, the following criteria shall be applicable: (a) for papers published after September 15, 2021 their category will be determined according to HJRS; and (b) for papers published before September, 2021 the category will be determined in accordance with the HEC categorization policy applicable at the time of publication.
- 2.3. In case of papers published in journals that recognized in HJRS in W or X category only but were not recognized earlier by the HEC recognition system prior to September 15, 2021, the authors may claim credit for such publications before this date according to the HJRS category on September 15, 2021. However, publications in the journals that were already recognized by HEC before September 15, 2021, their category of a journal would be determined as per the policy in vogue at the time of publication.

2.4. In the new policy, the unified and the same criteria are recommended for promotion of faculty members both on TTS or BPS. The title and the rank of an “Associate Professor” or a “Professor” is expected to have the same quality irrespective of the pay scale on which he is hired.

**3. PUBLICATION REQUIREMENTS FOR TTS FACULTY<sup>1</sup>**

3.1. Before September 15, 2021 the following publication requirements will be applicable for TTS faculty appointment and promotion:

<b>PRE APRIL 15, 2021 POLICY</b>			
<b>TTS Position</b>	<b>Total Papers Required</b>	<b>Category Acceptable</b>	<b>Recent Publications Requirement</b>
<b>Associate Professor</b>	10	<i><u>For Science Disciplines</u></i> W	4 publications in the last 5 years
<b>Professor</b>	15	<i><u>For Social Science Disciplines</u></i> Before 01-07-18: W, X and Y Post 30-06-18: W and X	5 publications in the last 5 years

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3.2. On and after September 15, 2021, the publication requirements for BPS/TTS faculty appointment and promotion in case of TTS, are set forth in the following table:

<b>POLICY ON AND AFTER SEPTEMBER 15, 2021 (BOTH BPS AND TTS)</b>				
<b>BPS/TTS Position</b>	<b>Points required</b>	<b>Category acceptable</b>	<b>Points Per Publication</b>	<b>Recent Publications Requirement</b>
<b>Associate Professor</b>	20		<p><b><u>For Science Disciplines</u></b></p> <p>If a journal was <b>W before 01-07-2020</b> and also remains in <b>W tin HJRS</b> then <b>4 points</b> else <b>2 points</b></p> <p>If published <i>after</i> 30-6-2020  W= 4 points  X= 2 points</p>	Out of 20 points, the faculty members must earn 8 points in last 5 years.
<b>Professor</b>	30		<p><b><u>For Social Science Disciplines</u></b></p> <p>If a journal was <b>W before 01-07-2020</b> and also remains in <b>W tin HJRS</b> then <b>4 points</b> else <b>2 points</b></p> <p>If published <i>after</i> 30-6-2020  W= 4 points  X= 2 points  Y (if published before 01-07-18) = 2 points and afterwards it would be Y = 1</p> <p><b><u>For Regional Languages</u></b></p> <p>If a journal was <b>W before 01-07-2020</b> and also remains in <b>W tin HJRS</b> then <b>4</b></p> <p>If published <i>after</i> 30-6-2020  W= 4 points  X= 2 points  Y (if published before 01-07-18) = 2 points and afterwards it would be Y = 1.  Z (if published before 01-07-18) = 1 point and afterwards zero</p>	Out of 30 points, the faculty members must earn 10 points in last 5 years.
<b>Associate Professor 10 points</b>			<p><b><u>For Regional Languages</u></b></p> <p>If a journal was <b>W before 01-07-2020</b> and also remains in <b>W tin HJRS</b> then <b>4</b></p> <p>If published <i>after</i> 30-6-2020  W= 4 points  X= 2 points  Y (if published before 01-07-18) = 2 points and afterwards it would be Y = 1.</p>	
<b>Professor 15 points</b>			<p><b><u>For Regional Languages</u></b></p> <p>If a journal was <b>W before 01-07-2020</b> and also remains in <b>W tin HJRS</b> then <b>4</b></p> <p>If published <i>after</i> 30-6-2020  W= 4 points  X= 2 points  Y (if published before 01-07-18) = 2 points and afterwards it would be Y = 1.  Z (if published before 01-07-18) = 1 point and afterwards zero</p>	

\*In case the faculty member spends beyond six years at the assistant professor stage, they will have to complete additional publication requirements in accordance with HEC's Notification 15-54/HEC/A&C/2020/1883 dated 16<sup>th</sup> October 2020

#### 4. POINTS AWARDED FOR PATENTS (SCIENCE DISCIPLINES ONLY)

Faculty members who have been awarded/granted patents related to their field of study after September 15, 2021 may receive points toward their publication requirements in accordance with the following table, provided that this benefit shall only be available for science disciplines, and provided further that points may not be awarded for multiple patents filed in different countries based on the same invention.

Patent Awarding Country	Points Awarded Per Patent	Maximum Points
EU, US, UK, Japan	4 points each for a unique patent	Maximum 8 points for Associate Professor and 12 points for Professor
Australia, Canada, China, Malaysia, Pakistan, South Korea, Russia, Turkey.	2 points each for a unique patent	

#### 5. POINTS AWARDED FOR PUBLISHING OF BOOKS AND BOOK CHAPTERS (FOR SOCIAL SCIENCES AND REGIONAL LANGUAGES ONLY)

Recognition of research-oriented books for grant of academic benefits are as under. The categories for various publications will be prescribed by the SENSE project, Netherlands from time to time. The publisher in SENSE (<https://sense.nl/quality-and-criteria/>) categorized as A, B, and C would be recognized as W, X and Y respectively. For local and regional publishers, an HEC committee may decide equivalence to X or Y category only by the R&D Division of the HEC.

Publication	Points Awarded	Maximum Points
<b>Books</b>	W= 4 X = 2 Y = 1	<b>Social Science</b> For Books, the points awarded would be 2*(category points) and for book chapters, it would be (category points) only.
<b>Book Chapters</b>	W= 4 X = 2 Y = 1	Maximum 12 points for Associate Professor and 20 points for Professor for Social Science disciplines.  <b>Regional Languages</b> For Books, the points awarded would be 3*(category points) and for book chapters, it would be 2*(category points) only.  Maximum 06 points for Associate Professor and 10 points for Professor for Regional Languages disciplines.

## **6. The Division of Points in case of multi-authors**

**6.1** In case of Natural sciences, authors get full reward of the points determined in this policy if the number of authors are 6 or less than 6. If the number of authors exceeds 6, then R & D division of HEC may send such papers for international peer review to determine the justification of such a large number of authors and may decide to divide the points equally among all authors if the justification is not established.

**6.2** Similarly, for social sciences, authors get full reward of the points determined in this policy if the number of authors is 3 or less than 3. If the number of authors exceeds 3, then R & D division of HEC may send such papers for international peer review to determine the justification of such a large number of authors and may decide to divide the points equally among all authors if the justification is not established.