



HIGHER EDUCATION COMMISSION

H-9, ISLAMABAD, PAKISTAN

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Dr. S. Mahmood Raza
Adviser (QA & LD)

No.1-Adv.(QA&LI)/HEC/Gen/2011/
Dated: 14.1.2011

Subject: **Up-gradation of In-service Ph.D Holders Lecturers to Assistant Professors on Adhoc Basis.**

My Dear Vice-Chancellor/Rector,

In continuation of HEC letter No.1-1/CHR/HEC/03/857 dated April 17, 2003 (copy attached), this is clarified that in future Universities/ DAIs as a policy should avoid upgradation of in-service faculty members on adhoc basis.

However, for those in-service faculty who have already been upgraded on adhoc basis, the following procedure is advised for their confirmation (or otherwise) in the regular scale

- The positions on which faculty members had been appointed/ upgraded should be advertised by March 31, 2011 and to be filled by the prescribed selection process.
- All the faculty members appointed/ upgraded on adhoc basis would be returned to their original positions, if not selected by the appropriate body.

It may also be noted that all new faculty members with Ph.D degree should be appointed on the Tenure Track System only.

With kind regards,

Yours sincerely,

S. Mahmood Raza
(Dr. S. Mahmood Raza)

The Vice-Chancellors/ Rectors
All Public/ Private Sector Universities.

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1. The Director General (QA) HEC, Islamabad
2. Office Copy