



ہائیر ایجوکیشن کمیشن

HIGHER EDUCATION COMMISSION



Government of Pakistan, Islamabad

office of the
Deputy DIRECTOR
Quality Assurance Division (QAD)

Sector H-9
Islamabad, Pakistan
www.hec.gov.pk

2-QAD/HEC/TTS-137/2021/266
April 22, 2022

Subject: 'TIME BARRED' CASES OF TTS FACULTY

The public sector universities/HEIs vide HEC letter no. CON.QA/HEC/TTS-137/322, dated December 04, 2017 (**Annex-I**) were categorically apprised that the financial impact of the TTS faculty benefits beyond maximum length of the TTS process in each rank - as prescribed under clause 2.1(d) in the Model TTS Statutes version 2.0 (6 Years for Assistant Professor and 04 Years for Associate & Full Professors) - shall be borne by the respective Institution. However, maximum length of tenure track for the Assistant Professor was extended from six (06) to nine (09) years with some additional requirements vide HEC's another letter no. 15-54/HEC/A&C/2020/1883, dated October 16, 2020 (**Annex-II**). A recent review of records indicates that there do exist numerous "Time Barred" cases in each TTS rank (i.e. direct appointees in each rank) who could not fulfil the eligibility requirements for promotion to next rank within the maximum admissible length of tenure track. Accordingly, the senior management of HEC has expressed serious concern on continuity of Time-Barred cases in each TTS rank and very kindly desired that all the public sector universities/HEIs be, once for all, given a response time till **June 15, 2022**, for apt identification and completion of all administrative and codal formalities for such cases. After that, release of TTS funds (i.e., over and above BPS) for all time barred cases shall be stopped w.e.f. July 01, 2022. The response time for administrative actions has been granted as one time dispensation in the public interest to avoid disruption in the academic activities of the HEIs.

02. In view of the foregoing, the Vice Chancellors/Heads of public sector Universities/HEIs are advised to immediately share the detail of "time Barred" cases in each rank of their TTS faculty along with administrative action taken in lieu of these cases, with HEC, maximum by June 15, 2022, failing to which HEC contribution to TTS funding shall stand discontinued w.e.f. 1st July 2022. The requisite information may please be shared in soft and hard form in the format prescribed at **Annex-III** to following two HEC's focal persons:

Muhammad Faisal Khan,
Assistant Director (QAD); HEC
Email: mfkhan@hec.gov.pk

Mr. Ghulam Abbas,
IT Admin (Finance); HEC
Email: gabbas@hec.gov.pk

DR. ABAIDULLAH ANWAR

Distribution to:

The Vice Chancellors / Rectors of all the Public Sector Universities / HEIs

Cc to:

- Offices of the Chancellor of Public Sector Universities / HEIs
- The Secretaries of all the Provincial Higher Education Departments
- ES to the Chairman, HEC Islamabad
- ES to the Executive Director, HEC Islamabad
- The offices of the Advisor (Coordination/QA), DG(Finance) and DG(QAD), HEC Islamabad



HIGHER EDUCATION COMMISSION

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Muhammad Ismail

Consultant (Quality Assurance Division)

Ref. CON. QA/HEC/TTS-137/322

Date: December 04, 2017

Subject: **Timely Processing of TTS Promotion Cases**

1. It is informed that HEC Competent Authority has been pleased to approve the minutes of the 6th Tenure Track System Review Committee Meeting held on October 04, 2017 including the following recommendation on the subject matter:

- (a) For appointment/promotion to Associate Professor: On completion of six year probation period as assistant professor, University must finalize his/her case for appointment/tenure as associate professor for which the evaluation process must be initiated soon after completion of five and a half years. After six years, if the decision is not taken, all the financial cost will be borne by the university itself for assistant professor on tenure track.
- (b) For Appointment/promotion to Professor: On completion of four year probation period as Associate Professor, University must finalize his/her case for appointment/tenure for which the evaluation process must be initiated soon after completion of three and a half years. After four years, if the decision is not taken, all the financial cost will be borne by the university itself for associate professor on tenure track.

With kind regards,

muhammad ismail
(Muhammad Ismail)

04/12/17

The Vice Chancellors:

All Public Sector Universities/DAs

Copy for Information:

- The ES of Chairman, Higher Education Commission, Islamabad
- The ES of Executive Director, Higher Education Commission, Islamabad
- The Registrars/Directors/Directors QEC of all Public Sector Universities/DAs.



HIGHER EDUCATION COMMISSION

Administration and Coordination (A&C) Division
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15-54/HEC/A&C/2020/1883
Friday the October 16, 2020

Notification

The HEC Commission in its 36th meeting held on June 12-13, 2020 decided to amend clause 1.4.1.2 of the Model Tenure Track Process Statutes version 2.0 (the "Model Statutes") with respect to the maximum length of the tenure track process for Assistant Professors. This amendment shall be effective on the date of this notification and shall be applicable to all faculty members who have not exceeded the maximum period of nine years in the rank of Assistant Professor. In accordance with the decision of the Commission, the following sub-clause (c) shall be added in clause 1.4.1.2 of the Model Statutes: -

"(c) Notwithstanding anything else to the contrary in these TTS Statutes, in case of faculty members who are unable to complete the eligibility requirements for promotion to an associate professorship within a period of six years, the maximum length of the tenure process shall be increased to nine years, provided that for each additional year spent in the tenure process, the faculty member will be required to publish one additional research publication above the normal requirement for promotion."

2. For the avoidance of doubt, faculty members who had duly completed all the relevant requirements for promotion to an associate professorship within a period of six years and had timely submitted their dossiers will not be required to publish additional research publications in order to be considered for promotion, provided that such candidates must not have been in the tenure process beyond the maximum limit of nine years. For such candidates, it is advised that universities should make their best efforts to timely process these cases. Such cases shall be endorsed from the date of the meeting of the Selection Board in which the case is considered for promotion.

(Awais Ahmed)
Deputy Director (A&C)

Distribution:

- i. All Vice Chancellors/Rectors/Heads of Public Sector Universities/HEIs

Copy for information to:

- i. The ES to the Chairman, Higher Education Commission
- ii. The ES to the Executive Director, Higher Education Commission
- iii. The Director General (Finance), Higher Education Commission



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Annexure-III

LIST OF TIME BARRED CASES

University / Institute Name: _____

Date of Report: _____

Table with 6 columns: Sr, Name of Faculty Member, Designation, Date of 1st Joining, Expiry date of Probation Period, Administrative Action taken by the University / Institute.

Signatures: _____

Signatures: _____

Signatures: _____

Registrar/Director HR

Director QEC

Vice Chancellor/Rector/Director