

MINUTES OF THE MEETING HELD TO DISCUSS ISSUES & CHALLENGES IN ADOPTION/IMPLEMENTATION OF TENURE TRACK SYSTEM

To facilitate the universities with the ongoing process the subject meeting was held on July 15, 2009, at 10:30 am in the Lecture Hall, Higher Education Commission Islamabad. The meeting was Chaired by Prof. Dr. S. Sohail H. Naqvi, Executive Director, HEC and attended by the following:

1. Prof. Dr. S. Sohail H. Naqvi, Executive Director, HEC, Islamabad.
2. Dr. Irshad Malik, Registrar, COMSAT Institute of Science & Technology, Islamabad.
3. Mr. Abdullah Khan, Registrar, University of Science and Technology, Bannu.
4. Mr. Mahmood Khan, Registrar, Hazara University Mansehra.
5. Prof. Dr. Habib Ahmad, Hazara University Mansehra.
6. Prof. M Akram Bhatti, Registrar, University of Gujrat
7. Muhammad Ishtiaq, Registrar, Islamia University Bahawalpure.
8. Prof. Dr. M. Khaleeq-ur-Rahman, UET Lahore.
9. Dr. Dilawar, Registrar, Agricultural University, Peshawar.
10. Dr. M. Qayyum Khan, Registrar, University of Azad Jammu & Kashmir.
11. Prof. Gul Majid, Gomal University
12. Mr. Sahibzada Faisal Khurshid, Registrar, GCU Lahore.
13. Prof. Aurangzeb Alamgir, Additional Registrar, University of the Punjab, Lahore.
14. Syed Mansoor Sarwar, University of the Punjab, Lahore.
15. Prof. Dr. M. Mansoor Khan, UET, Peshawar.
16. Eng. Imtiaz Ahmed Khan, Registrar, UET, Peshawar.
17. Mr. Tariq Saleem, Registrar, KUST,
18. Mr. Bahadur Khan, Deputy Registrar, KUST.
19. Ms Maryam Rab, Registrar, Fatima Jinnah Women University, Rawalpindi.
20. Maqbool Aawan, Registrar, Arid Agricultural University, Rawalpindi.
21. Ms Aliya Khan, Registrar, Quaid-e-Azam University, Islamabad.
22. Dr. Abdul Hameed Toor, Quaid-e-Azam University, Islamabad.
23. Mr. Ateeq-ur-Rahman, A. Registrar, Institute of Space Technology, Islamabad.
24. Prof. Dr. Riaz Hussain Qureshi, Advisor (QA & LI), HEC, Islamabad.
25. Ms Zia Batool, Director General (QA), HEC, Islamabad.
26. Mr. Nasir Shah. Deputy Director QA), HEC, Islamabad.
27. Mr. Hakim Ali Talpur, AD (QA), HEC, Islamabad.
28. Mr. Muhammad Raza, AD (QA), HEC, Islamabad.
29. Mr. Sanaullah Memon, AD (QA), HEC, Islamabad.

Following universities participated the subject meeting virtually through Video Conference:

- University of Baluchistan.
- University of Agriculture, Faisalabad.
- Bahauddin Zakariya University (BZU), Multan.
- University of Sargodha.
- University of Malakand
- University of Health Sciences Lahore

1. Meeting commenced with the recitation of few verses from Holy Quran and after that Prof. Dr. Sohail Naqvi, Executive Director, HEC welcomed the participants, which was then followed by individual introduction of representative of each university.

2- Minimum Eligibility Conditions:

Regarding the minimum conditions required to be fulfilled for appointment under Tenure Track System, Prof. Dr. Sohail Naqvi clarified to the participants that the criteria given in this regard are minimum in nature and therefore, relaxation, in any case, is not possible especially with respect to the required years of Post-PhD experience and publications in Journals recognized by the HEC for the purpose of Tenure Track appointments.

After the introductory session Prof. Dr. Riaz Hussain Qureshi delivered a detailed and comprehensive presentation covering almost all the issues pertaining to the Tenure Track System. Before the start of presentation Prof. Dr. Sohail Naqvi reiterated and made it clear that strict adherence to the existing Tenure Track Statutes version 2.0 is mandatory because the money with respect to the tenure track is released preconditioned on adherence to the minimum eligibility criteria enumerated in these statutes and no change of substantial nature is allowed, since the revised Model Tenure Track Statutes entail a high salary package approved by the Ministry of Finance and any policy change will have to be referred back to the Ministry of Finance.

Questions raised by the participants during the presentation were responded by the Executive Director/Advisor (QA&LI).

3- Post-Doctorate Experience:

Mr. Abdullah Khan raised the question as to whether it is possible to give a slight bit edge with respect to the required number of Post-Doc experience to the weaker universities so that the weaker universities could attract senior faculty.

On this matter Prof. Dr. Sohail Naqvi replied that no relaxation on the basis of weaker or anything else could be allowed. Post PhD experience, in this regard, has already been taken into account and there is a requirement of mere 4 years of Post PhD experience for an Associate Professor which is not asking for much. Appointing

a fresh PhD as Associate Professor under TTS is synonymous to bringing the whole system down.

Decision 3.1: It was decided that NO policy change would be made in the Model Tenure Track Statutes version 2.0 which is approved by the Finance Division.

4- Publication:

Dr. Rasul Bakhsh Raisani enquired as to why the HEC has only given emphasis on the publications in a few Journals while ignoring the other credentials that a Professor usually has to his/her credit such as Conference Proceedings etc. that are published, chapters in a book, PhDs supervised etc. and asked for inclusion of these in the minimum eligibility conditions for appointment of Professor under TTS so that so many other Social Scientists could also enter into the system.

Prof. Dr. Riaz Hussain Qureshi responded that the number of HEC recognized Journals in Social Science disciplines is larger as compared to the number of Journals in Science disciplines. Hence Social Scientist have more option to publish in HEC recognized Journals.

Prof. Dr. Sohail Naqvi added that Social Science Committee had already put forward some extensive recommendations which have also been approved by the Commission with some exceptions. But there is certain confusion here which repeatedly comes up and it is important to be clarified here. He emphasized that it is the question of minimum eligibility conditions versus evaluation of an applicant. The minimum eligibility conditions allow an applicant to enter into the system while academic assessment is far more complex than mere research publications. Therefore, the evaluation must be carried out taking all the academic credentials e.g. research work, conference organized, paper presented, PhDs produced, research grants received etc. into account in a quantifiable manner on a proforma such as the FEP (Faculty Evaluation Proformae) developed by UET Peshawar, available at their website www.nwfpuet.edu.pk.

Decision 4.1: It was thereof decided that the universities may adopt some sort of Profoma for scrutiny process as well as for evaluation of faculty members under TTS like the FEP developed by UET Peshawar.

5- Leave/Post Doctoral Leave under TTS:

On the issue of leave under TTS there was a detailed discussion and debate among the participants especially on the grant of Post Doctoral Leave. Speaking on the matter Prof. Dr. Sohail Naqvi stated that, in principle, Post Doctoral leave or any other leave should not be granted when the person is on Track/Probation. However, a BPS faculty member, who has transferred to the TTS, can avail Post Doctoral leave at the BPS rates and under BPS rules. While referring to the US practice, he pointed out that faculty are expected to have completed the post doctoral assignment before joining the TTS. Otherwise they have to wait till such time as they have secured their tenure. In our TTS system all faculty members are entitled to four months sabbatical leave for every three years of TTS service after securing tenure. For those cases where tenure has not yet been secured, the university is to decide on the subject matter i.e.

the length of the leave that may be awarded. The important question here is whether a university can spare him/her for the purpose and whether this Post Doctorate is going to be of value addition for the institution or not. But TTS salary cannot be availed by the candidate in such cases. Some of the participants asked to formalize the Leave system under TTS. Prof. Dr. Sohail Naqvi agreed and decided to constitute a Committee on the issue.

Decision 5.1: It was decided that a Committee be constituted to formalize leave rules under TTS.

6- Pension and other Benefits:

Discussing the issue of pension under TTS the Executive Director explained that it has already been clarified by the Ministry of Finance that the salary scales are all inclusive and no other allowance (PhD. allowance, medical allowance, orderly allowance etc.), or benefit will be admissible to the concerned faculty members, except gratuity equal to one month's pay for each completed year of service. For this purpose the pay would mean the last pay drawn after each completed year of service. However, medical facility will be provided by the University as per BPS scales.

Dr. Abdul Hameed Toor suggested that a pension and health insurance policy for the entire TTS faculty in the public sector universities should be enacted at HEC level. The gratuity of one month's pay of the faculty member may be used for this purpose. Having such a policy would help in attracting young people to join public sector universities. Prof. Dr. Sohail Naqvi agreed to the proposal and decided to constitute another Finance Committee to consider benefits under TTS to look into the matter.

Decision 6.1: It was decided that a Committee be constituted to look into the proposal.

7- Evaluation Process:

It was proposed by one of the participants with respect to the First Term evaluation that a Vice Chancellor may not be able to evaluate all the applicants under TTS therefore HEC may evaluate the cases of evaluation.

The proposal was rejected by Prof. Dr. Sohail Naqvi who stated that HEC does not have the capacity to do this job. It was further explained that the First Term review is the responsibility of the Departmental Tenure Committee (DTC). Appeal against the DTC's decision can be made to the Dean and Vice-Chancellor. Usually the Vice-Chancellor has to play his role only when there is a disagreement between DTC and the Dean.

Prof. Dr. Sohail Naqvi urged the universities to take full responsibility and ensure adherence to the processes given in the Model Tenure Track Statutes ver. 2.0 and as updated from time to time.

The Executive Director, HEC urged the larger universities to hold workshop on the TTS Processes so that other universities could learn from experience of larger universities.

Decision 7.1: Universities, being appointing authority, will ensure the conformity of processes of evaluation to the Model Tenure Track Statutes by their selves.

8- Resignation /Reversion from TTS to BPS:

On the issue of resignation from TTS it was explained that a faculty member who has transferred from the BPS to the TTS cannot go back to BPS at his/her accord. On this matter a question was raised by a participant as to why we should at all retain a person who is not performing well under the System. It was suggested that he/she should therefore be allowed to revert back to the BPS if he /she feel that they do not fit in the TTS.

Prof. Dr. Sohail Naqvi responded that Tenure Track appointment is initially a contractual appointment. Therefore, a person can quit service or the university may terminate a person on Tenure Track upon receiving negative first term or tenure reviews. For faculty who have transferred from BPS to TTS (existing faculty), can opt to revert back to their BPS positions but then would not be eligible for TTS under the “exiting faculty clause” of the TTS Statutes.

Decision 8.1: It was decided that in case of an existing faculty member (who has transferred from BPS to TTS) reverts back to BPS due to unsatisfactory performance under TTS, he/she cannot rejoin TTS. Similarly such faculty members while on TTS cannot revert back to BPS on his/her own accord. Moreover, if a faculty member on tenure track chooses to apply against an advertised TTS/BPS position (before completing his/her track/probation period) in the same university, he/she would be required to resign from the university service and then apply. The relaxation given to existing faculty members (transferred to TTS from BPS) to retain their lien with the BPS positions will be allowed *only once* during the entire career.

Decision 8.2: As a general rule an Assistant Professor /Associate Professor on track/probation, before being considered for promotion to the next cadre, must first secure Tenure in their positions in accordance with the prescribed Tenure Track procedures. There is no provision where a faculty member can apply for an advertised position without completing the laid down TTS procedures.

The meeting ended with mutual vote of thanks.