

**“THE UNIVERSITY OF AGRICULTURE FAISALABAD
AWARD OF MERITORIOUS PROFESSORS (BPS-22) STATUTES”**

1. Short title, Commencement and Application:

- 1.1 These Statutes may be called “*The University of Agriculture, Faisalabad, Award of Meritorious Professors (BPS-22) Statutes*”.
- 1.2 These Statutes shall be deemed to have come into force with immediate effect.
- 1.3 The existing statutes namely the University of Agriculture Faisalabad Basic Scales of Pay Statutes, 1999 (Grant of BPS-21 and 22 to University Professors) with allowances and fringe benefits will be repealed.

2. Definitions.

- 2.1 In these Statutes, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them.
- 2.2 “Special Selection Board” means permanent members of the Selection Board constituted under paragraph 6(1) of the First Statutes appended to the University of Agriculture, Faisalabad Act, 1973 and one representative of Chairman, HEC, and one representative of Chancellor.
- 2.3 “Syndicate” means the Syndicate of the University under the Act.
- 2.4 “Proforma” means the Proforma appended to these Statutes.
- 2.5 “Professor” means the Professor who is a whole time employee of the University and has been *appointed in BPS-21 on a regular basis*.
- 2.6 “Chancellor” means the Chancellor of the University.

NOTE : All other expressions herein used shall have the same meaning as assigned to them in the Act and the relevant Statutes of the university.

3. Provision of Posts

- 3.1 The number of Professors to be placed in BS-22 in University shall be calculated on the basis of 3% of the filled posts of the Professors in BS-21 subject to a maximum of 3 professors.

4. Eligibility

- 4.1 **Minimum service in BPS-17/equivalent and above should be 20 years**
- 4.2 Only those Professors who have served at least for 02 (two) years in BPS-21 in the university with Ph.D. degree/equivalent terminal degree as determined by HEC.
- 4.3 Should have **five (5) research publications in the past 5 years with** at least **three (3)** research publications in the past 2 years in HEC recognized journals.
- 4.4 **Must have produced two Ph.Ds. or one Ph.D and five (5) M.Phil. in the last 5 years**

5 Procedure of Promotion

- 5.1 Requirement for advertisement of posts as provided in the relevant section of the University Act will be dispensed with.
- 5.2 Each eligible University Professor shall be invited to submit papers for consideration by the **Special Selection Board (permanent members of the Selection Board, one representative of Chairman, HEC and one representative of Chancellor) for the award of BPS-22.**
- 5.3 The Vice Chancellor shall prepare the cases of Professors in BPS-21 **for the award of BPS-22** and present the record of each such Professor on the proforma designed for this purpose, and approved as a part of the statutes along with (a) Annual Confidential Reports (ACRs) **for the last five years**, and (b) a resume of the Professor and his/her achievements in research, teaching and educational administration.
- 5.4 The University shall calculate total **score** of each eligible applicant according to the parameters detailed in Clause 6 (Grading Procedure). **Those who secure a minimum score of 60 will be presented before the S.B. for consideration.**
- 5.5 A meeting of the **Special** Selection Board shall be called to consider cases **for award of BPS-22 and the** recommendations shall be placed before the Syndicate. **Finally,** the recommendations of the Syndicate shall be sent to the Chancellor for approval.
- 5.6 The grant of BS-22 will be effective from the date of approval of the Chancellor.

6. Grading Procedure (Total 100 marks)

- 6.1 Length of service (maximum **15** marks)
- 6.1.1. 5 marks of service per year rendered as **Professor** in BPS-21 over and above the minimum qualifying requirement of 2 years in BPS-21, subject to a maximum of **15** marks.
- 6.2 Research Publications: Papers/books/monograph/patents /Crop varieties (approved) (maximum **30** marks).
- 6.2.1. 2 marks per paper published in HEC recognized **journals with impact factor or journals cited in Social Science citation Index.**
- 6.2.2. **0.5** mark per paper published in local HEC recognized journals (in case of Medical Sciences, PMDC recognized journals).
- 6.2.3. 2 marks per Patent/Crop Variety (approved), subject to a maximum of 6 marks.
- 6.2.4. 2 marks per books authored or edited internationally, subject to a maximum of 4 marks.
- 6.2.5. 1 mark per book *authored* or edited *locally*, subject to a maximum of **2** marks.
- 6.3 Academic **Performance** (maximum **30** marks)
- 6.3.1. No. of M.Phil* produced **1** mark per M.Phil, maximum of **6** marks
- 6.3.2. No. of Ph.D. produced 5 marks per Ph.D, maximum of **15** marks

*M.Phil or equivalent qualification of 18 years of schooling with requirement of thesis of at least two semester duration for partial fulfillment of the terminal degree.

6.3.3. Research Grant Awards (**3 Marks** for less than 1 million and **5 marks** for more than 1 million) as Principal Investigator (other than the research grants given by the university).

6.3.4. Awards/Honors (maximum **6 marks**)

6.3.4.1 National Awards (Civil/President) 2 marks per award
maximum of **4 marks**

6.3.4.2 International Awards/Honours, **recognized by HEC** 2 marks per award
maximum of **4 marks**

6.3.4.3. HEC Best Teacher Award, **Izaz-e-Kamal**
Izaz-e- Fazeelat 1 mark per award maximum
of **4 marks**

6.4 Post-Ph.D. Qualification (maximum **5 marks**)

6.4.1. 2 marks for a 6 months to 1 year post doctorate at foreign University/
Institute to a maximum of 4 marks

6.4.2 5 marks for **one year or more** post- doctorate at foreign
institute/university.

Note: **Only Post-doctorate** of at least 6 months duration will be counted.

6.5 Annual Confidential Reports (maximum **10 marks**)

6.5.1. Outstanding 2.0 marks

6.5.2. Excellent 1.5 marks

6.5.3. Good 1.0 mark

NOTE

1. **Sum score of** ACRs for the last 5 years shall be taken into account.
2. Top 3 categories irrespective of nomenclature shall be considered.
3. In case the candidate is a serving Vice Chancellor, ACRs of the last five years preceding to his appointment as Vice Chancellor shall be considered.

6.6 Educational Administration (maximum **10 marks**)

6.6.1 Vice Chancellor: **4** marks per year upto maximum of **10**
marks

6.6.2 Pro Vice Chancellor: **3** marks per year upto maximum of **8**
marks

6.6.3 Dean/**Director Centre of Excellence:** **2** marks per year upto maximum
of **3** marks

6.6.4 Principal of Constituent College/Chairman of the Department/ Director of Institute: 1 mark per year upto maximum of 3 marks

6.7 Miscellaneous

6.7.1 In case of numbers in fraction, then 0.50 or above shall be considered as 1 (e.g. 59.5 or above will be 60.0 whereas 59.49 or less will be 59).

6.7.2 A Professor appointed as Vice Chancellor in BPS-22 shall be allowed personal grade of BPS-22 as Professor after he/she relinquishes the charge of the office of Vice Chancellor, provided he/she has completed one tenure of four years as Vice Chancellor and has been a regular Professor in a Public Sector University prior to his/her appointment as Vice Chancellor. The personal grade so granted to him/her shall not be counted towards the 3% quota of BPS-22.

6.7.3 Award of BS-22 to a Professor shall be personal to him and there should be no need to upgrade the post. He will carry the scale in the event of his transfer to another post.