



Capital University of Science and Technology

Promotion Appointment Policy - 2019

Qualification and Experience Requirements for Faculty Appointment / Promotion

a) Lecturer

- i) **Qualification:** First Class MS/MPhil/equivalent degree awarded after 18 Years of education in the relevant field from an HEC recognized University/Institution with no 3rd division in the academic career.
- ii) **Experience:** Teaching experience shall be preferred.

b) Assistant Professor

- i) **Qualification:** PhD in relevant field from an HEC recognized University.
- ii) **Experience:** No experience is required.

c) Associate Professor

- i) **Qualification:** PhD degree in relevant discipline from an HEC recognized university.
- ii) **Experience:** 10-years teaching/research experience in an HEC recognized University or a postgraduate Institution or professional experience in the relevant field in a National or International organization.
OR
5-years post-PhD teaching/ research experience in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.
- iii) **Publications:** 10 research publications with at least 4 publications in the last 5 years in the HEC recognized Journals.

d) Professor

- i) **Qualification:** PhD from an HEC recognized Institution in the relevant field.
- ii) **Experience:** 15-years teaching/research experience in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.
OR
10-years post-Ph.D teaching/research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.
- iii) **Publications:** 15 research publications with at least 5 publications in the last 5 years in HEC recognized journals.