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|  | **Government College University, Faisalabad**ANNUAL PERFORMANCE OF TTS FACULTY APPLICABLE FROM 01-01-2021 Assistant Professor(s) / Associate Professor(s) / Professor (s) |

**Personal Information:**

Name of faculty member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Father/ Husband Name (as mentioned in offer letter): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

TTS Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Subject: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Faculty: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact No. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

First date of joining in GCUF with designation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of joining as Assistant Professor (under TTS): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of joining as Tenured Associate Professor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of joining as Tenured Professor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Category**  | **A** | **B** | **C** | **D** | **E** | **F** | **Grand Total** |
| **Max Marks**  | **30** | **10** | **08** | **12** | **30** | **10** | **100** |
| **Secured Marks (Self-Assessment)** |  |  |  |  |  |  |  |

**Signature of faculty member concerned** (with date)**:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Endorsed by:**

Chairman/Principal/Director: Signature/Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean: Signature/Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**For office use only:**

Verified Scores

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Category**  | **A** | **B** | **C** | **D** | **E** | **F** | **Grand Total** |
| **Max Marks**  | **30** | **10** | **08** | **12** | **30** | **10** | **100** |
| **Secured Marks**  |  |  |  |  |  |  |  |

**Qualifying scores for positive annual Review and annual increment for Assistant Professor:**

|  |  |  |
| --- | --- | --- |
| 01 | Qualifying scores for Sciences Disciplines  | 65 for the year 2021to onwards |
| 02 | Qualifying scores for Social Sciences Disciplines | 55 for the year 2021to onwards |

**Qualifying scores for positive annual Review and annual increment for Associate Professor:**

|  |  |  |
| --- | --- | --- |
| 01 | Qualifying scores for Sciences Disciplines  | 75 for the year 2021to onwards |
| 02 | Qualifying scores for Social Sciences Disciplines | 65 for the year 2021to onwards |

**Qualifying scores for positive annual Review and annual increment for Professor:**

|  |  |  |
| --- | --- | --- |
| 01 | Qualifying scores for Sciences Disciplines  | 80 for the year 2021to onwards |
| 02 | Qualifying scores for Social Sciences Disciplines | 75 for the year 2021to onwards |

**Applicable w.e.f. January 01, 2021**

**Verified by:**

Director ORIC\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Director QEC\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Convener of Committee\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Category A: Teaching & Academics (Maximum Weightage = 30)**

| **Sr. #.** | **Parameters** | **Max Score** | **Score** |
| --- | --- | --- | --- |
|  |  (PhD student supervision (supervisor 1 only) and projects (PI only) will be considered as credit hour as approved by the academic council, Average work load of 2 semesters (academic calendar ) will be considered)  | 07 |  |
|  | Mark awarded by QEC, 4 marks for each semester, average of scores earned in each semester, 40% =4 marks; 50%=5 marks; 60%=6 marks; 70%=7 marks; 80%=8 marks  | 08 |  |
|  | Chairperson’s Evaluation  | 05 |  |
|  | Dean’s Evaluation  | 05 |  |
|  | Vice Chancellor’s Evaluation | 05 |  |

FOR TEACHNING WORK LOAD PLEASE PAST SCREENSHOT OF SUBJECTS TAUGHT FROM FACULTY PORTAL

QEC SORE WILL PROVIDED BY THE QEC DIRECTORATE

CHAIRPERSON AND DEAN EVALUATION SCORE WILL BE PROVIDED BY THE RELEVANT CHAIRPERSON THROUGH SEALED ENVELOPE AND VICE CHANCELLOR EVALUATION WILL BE RECEIVED BY CONVENER OF TTS EVALUATION COMMITTEE

**Category B: Research Supervision (Maximum Weightage = 10)**

| **Sr. #.** | **Parameters**  | **Weight (a)**  | **Number (b)** | **Score** **(a x b)** |
| --- | --- | --- | --- | --- |
|  | PhD thesis defended as Main Supervisor (during the year)  | 10 |  |  |
|  | \*PhD thesis (ongoing) as Main Supervisor (after synopsis defense up to 3 years duly notified by ASRB) | 5 |  |  |
|  | \*\*M.Phil./MS thesis completed as main supervisor (during the year)  | 5 |  |  |

Credit of only those students will be given, in which the faculty member was the Main Supervisor. However, the credit of Supervisor-II or Co-supervisor will only be awarded if the MS/PhD programs are not being run in the parent department.

\* Notification of advanced studies is mandatory for claim of PhD ongoing students;

\*\*For graduated thesis claim, thesis title page and supervisory committee signed pages are mandatory for MS/M.Phil & PhD thesis completed.

PLEASE ATTACH RELEVANT DOCUMENTS HERE AS PROOF

**Category C: Research Projects & Achievements**

**(Maximum Weightage = 08)**

| **Sr. #.** | **Parameters**  | **Weight (a)**  | **Number (b)** | **Score** **(a x b)** |
| --- | --- | --- | --- | --- |
|  | Research Project Funding awarded (funding equivalent to 0.1 -0.99 million PKR) both local or foreign funding as PI only, competitive grants only other than GCUF (for the project duration)  | 02 |  |  |
|  | Research Project Funding awarded (funding equivalent to 1.0 -2.99 million PKR) both local or foreign funding as PI only, other than GCUF (for the project duration)  | 04 |  |  |
|  | Research Project Funding awarded (funding equivalent to 3.0 -4.99 million PKR) both local or foreign funding as PI only, other than GCUF (for the project duration)  | 06 |  |  |
|  | Research Project Funding awarded (funding equivalent to ≥ 5.0 million PKR) both local or foreign funding as PI only, other than GCUF (for the project duration)  | 08 |  |  |
|  | Research Project Funding awarded (funding equivalent to 0.1 -0.99 million PKR) both local or foreign funding as Co-PI only, competitive grants only other than GCUF (for the project duration)  | 01 |  |  |
|  | Research Project Funding awarded (funding equivalent to 0.5 -2.99 million PKR) both local or foreign funding as Co-PI only, other than GCUF (for the project duration)  | 02 |  |  |
|  | Research Project Funding awarded (funding equivalent to 3.0 -4.99 million PKR) both local or foreign funding as Co-PI only, other than GCUF (for the project duration)  | 03 |  |  |
|  | Research Project Funding awarded (funding equivalent to ≥ 5.0 million PKR) both local or foreign funding as Co-PI only, other than GCUF (for the project duration)  | 04 |  |  |
|  | Patent registered as main contributor during the year (National)  | 05 |  |  |
|  | Patent registered as main contributor during the year in technologically advanced country, as per HEC, (International) | 08 |  |  |
|  | Industrial Linkage (Established / Initiated / Signed during the Year)**\*** (notified by the Registrar office) | 03 |  |  |
|  | Revenue generated through industrial linkages (funding generated ≥ 1.0 million PKR) | 01 |  |  |
| Revenue generated through industrial linkages (funding generated ≥2.0 million PKR) | 02 |  |  |
| Revenue generated through industrial linkages (funding generated ≥3.0 million PKR or more) | 03 |  |  |
|  | Prototype Development (notified by the Registrar office) | 05 |  |  |
|  | Commercialization of Intellectual Idea or your own Product (notified by the Registrar office) | 05 |  |  |
|  | Editor of HEC recognized Journal (notified by the Registrar office) | 03 |  |  |
|  | Community Services (notified by the Registrar office)  | 04 |  |  |
|  | Providing Consultancy to an Organization (notified by the Registrar office) | 04 |  |  |
|  | Award (International/PAS/RPA-PCST/HEC/Presidential etc., ) | 05 |  |  |

**\***Only those projects / linkages shall be considered, wherein both the parties (GCUF and the concerned industry / organization) have significant share of facilities, responsibilities, and liabilities.

PLEASE ATTACH THE RELEVANT DOCUMENTS HERE (NATIONAL OR INTERNATIONAL GRANTS LETTERS)

**Category D: Conferences, Seminars, Workshops, Trainings, Symposia**

 **(Maximum Weightage = 12)**

| **Sr. #.** | **Parameters** | **Weight (a)**  | **Number (b)** | **Score** **(a x b)** |
| --- | --- | --- | --- | --- |
|  | Oral presentation in International scientific activity (Foreign) | 12 |  |  |
|  | Oral presentation in International scientific activity (National/Local) | 06 |  |  |
|  | Participation in scientific activity as Invited/Plenary/ Keynote Speaker/Trainer (Foreign & Local) | 10 |  |  |
|  | Oral presentation in International scientific activity in the form of Webinar (Virtual Seminar/Conference) (Foreign, National/Local) | 06 |  |  |
|  | Poster presentation in International scientific activity (Foreign)\* | 06 |  |  |
|  | Poster presentation in International scientific activity (National/Local) \* | 03 |  |  |
|  | Participation in scientific activity in the related field (Foreign/national, local) \* | 02 |  |  |
|  | International Event with at least 2-days activity with minimum of two or three (02 or 03) foreign speakers organized as Focal Person (Principal Organizer/Secretary) | 12 |  |  |
|  | National Event with at least 2-days activity organized as Focal Person (Principal Organizer/Secretary) | 06 |  |  |
|  | Symposium organized as Focal Person (Principal Organizer/Secretary) | 02 |  |  |

**\*** Maximum score earned in total through poster presentation cum participation is 6; further a faculty member must have at least one oral presentation to attain maximum score of 12.

PLEASE PASTE CONFERENCE CERTIFICATE(S) HERE

**Category E: Research Publications (Maximum Weightage = 30)**

**(i). For Faculties of Physical Sciences, Life Sciences, Engineering & Technology and Pharmaceutical Sciences and Medical Sciences,**

**(ii) Papers Published during the Year in HEC Recognized Journals (\*W Category) shall be accepted;**

| **Sr. #.** | **Parameters** | **Weight (a)**  | **Number (b)** | **Score** **(a x b)** |
| --- | --- | --- | --- | --- |
|  | Paper published in impact factor journal (IF ≥3.0) as principal author (First author or corresponding author)  | 15 |  |  |
|  | Paper published in impact factor journal (IF ≥3.0) other than principal author (up to five authors)  | 05 |  |  |
|  | Paper published in impact factor journal (IF 1.50 to 3.0) as principal author (First author or corresponding author)  | 10 |  |  |
|  | Paper published in impact factor journal (IF 1.50 to 3.0) other than principal author (up to five authors)  | 5 |  |  |
|  | Paper published in impact factor journal (IF up to 1.49) as principal author (First author or corresponding author)  | 7 |  |  |
|  | Paper published in impact factor journal (IF up to 1.49) other than principal author (up to five authors)  | 4 |  |  |

**(iii). For Faculties of Economics & Management Sciences, Arts & Social Sciences and Islamic & Oriental Learning, Papers Published in HEC Recognized Journals: X Category or above) shall be accepted.**

| **Sr. #.** | **Parameters** | **Weight (a)**  | **Number (b)** | **Score** **(a x b)** |
| --- | --- | --- | --- | --- |
|  | Paper published in “W” category, impact factor journal as principal author (First author or corresponding author)  | 15 |  |  |
|  | Paper published in “W” category, impact factor journal other than principal author (up to five authors)  | 10 |  |  |
|  | Paper published in HEC recognized “X-category” journal as principal author (First author or corresponding author)  | 10 |  |  |
|  | Paper published in HEC recognized “X-category” journal other than principal author (up to five authors)  | 07 |  |  |

**Disclaimer** (For Appointment / Promotion to the Senior Positions i.e. Associate Professor or Professor):Only those Publications would be considered / counted as admissible under HEC’s Tenure Track Statutes, Guidelines and University Policies.

One “W” category publication (For Sciences) and “W” or “X” category publication (for social sciences only) is mandatory as principal author (First author or corresponding author) for consideration for annual review and or annual increment.

Only first corresponding author will be considered what’s so ever the affiliation of the authors would be.

As per policy, marks will be awarded to both first and corresponding authors, however only one author will claim the paper for eligibility based on in-writing mutual consent of both the authors.

\*As per recent notification of HEC implemented w.e.f. July 01, 2020, HEC has introduced HJRS (HEC Journal Recognition System). The HJRS recognized journals 2019 list uses the journal parameters of 2019 and the list remains applicable from July 01, 2020, to June 30, 2021 and all HEIs have been informed by HEC that from 01 July 2020 the HJRS system will be applicable. All the national and international journals recognition will be accessed through HJRS and only those journals will be considered as HEC recognized which are listed/accessed in HJRS. HEC has implemented the HJRS vide notification Ref. No. 2(22) R&D (SS&H) HEC/2019/337; Dated November 05, 2019; however there is no direction regarding utilization of journals in this notification for

1. BPS Appointment and promotions
2. TTS appointment and promotions
3. Ph.D. degree requirement etc.,

Previously, HEC guidelines are available, for utilization of journals for sciences and Social Sciences.

However, to avoid the confusions arising among researchers, the TTS Evaluation Committee has unanimously decided to seek guidance from HEC regarding utilization of HJRS. We have sent query to HEC inquiring, either HJRS will be utilized in the light of the notifications (Annex-II & Annex-III) as already in practice OR HEC has devised any other policy regarding utilization of journals.

In response to our query, HEC official wrote, “***Utilization of journals, as mentioned in the trailing email of yours which include BPS Appointment and promotions, TTS appointment and promotions, Ph.D. degree requirement etc., are yet to be finalized. The same would be made public once approved.”***

In the light of HEC email, the Committee is of the view that previous journal utility system will be applicable i.e., “W” impact factor journals listed in JCR for sciences and “W” category & “X” category HEC recognized journals for social sciences.

**FIRST PAGE OF PAPER LISTED AT SERIAL No. 1**

**FIRST PAGE OF PAPER LISTED AT SERIAL No. 2**

**FIRST PAGE OF PAPER LISTED AT SERIAL No. 3**

**Category F: Review Articles/ Book(s), Book Chapter(s) Authored/Edited**

**(Maximum Weightage = 10)**

| **Sr. #.** | **Parameters** | **Weight (a)**  | **Number (b)** | **Score** **(a x b)** |
| --- | --- | --- | --- | --- |
| **Review Articles published in HEC recognized Journals**  |  |  |  |
| 1 | Review Article published in impact factor journal (IF ≥2.5) as principal author (First author or corresponding author) | 6 |  |  |
| 2 | Review Article published in impact factor journal (IF ≥2.5) other than principal author (up to five authors)  | 4 |  |  |
| 3 | Review Article published in impact factor journal (1.50 to 2.49) as principal author (First or corresponding author) | 4 |  |  |
| 4 | Review Article published in impact factor journal (1.50 to 2.49) other than principal author (up to five authors) | 3 |  |  |
| 5 | Review Article published in impact factor journal (0.10 to 1.49) as principal author (First author or corresponding author) | 3 |  |  |
| 6 | Review Article published in impact factor journal (0.10 to 1.49) other than principal author (up to five authors) | 2 |  |  |
| 7 | Review Article published in impact factor journal as principal author (First author or corresponding author) **for social sciences only**  | 10 |  |  |
| 8 | Review Article published in impact factor journal other than principal author (up to five authors) **for social sciences only** | 07 |  |  |
| 9 | Review Article published in HEC recognized journal (X category journal) as principal author (First author or corresponding author) **for social sciences only**  | 07 |  |  |
| 10 | Review Article published in HEC recognized journal (X category journal) other than principal author (up to five authors) **for social sciences only** | 05 |  |  |
| **Books published by International Publishers in technologically advanced countries as recognized by HEC** |  |  |  |
|  | Book(s), written as a Sole Author/Principal author (First & Corresponding author) in the relevant filed / Revised Edition with substantial changes | 10 |  |  |
|  | Book(s) Authored as Co-Author in the relevant filed / Revised Edition with substantial changes | 05 |  |  |
|  | Book(s) Edited as Main Editor in the relevant filed / Revised Edition with substantial changes | 10 |  |  |
|  | Book(s) Edited as Co-Editor in the relevant filed / Revised Edition with substantial changes | 05 |  |  |
| **Books published by National Publishers as recognized by HEC** |  |  |  |
|  | Book(s), written as a Sole Author/Principal author (First & Corresponding author) in the relevant filed / Revised Edition with substantial changes | 07 |  |  |
|  | Book(s) Authored as Co-Author in the relevant filed / Revised Edition with substantial changes | 04 |  |  |
|  | Book(s) Edited as Main Editor in the relevant filed / Revised Edition with substantial changes | 07 |  |  |
|  | Book(s) Edited as Co-Editor in the relevant filed / Revised Edition with substantial changes | 04 |  |  |
|  | Lab Manual with ISBN (HEC recognized publishers) | 02 |  |  |
| **Books Chapter published by HEC recognized Publishers** |
|  | Book Chapter in HEC recognized International Publisher as principal author, in the relevant filed (First author or corresponding author) | 05 |  |  |
|  | Book Chapter in HEC recognized International Publisher other than principal author, in the relevant filed (up to five authors)  | 3 |  |  |
|  | Book Chapter in HEC recognized International or National Publisher as principal author, in the relevant filed (First author or corresponding author) **for social sciences only** | 5 |  |  |
|  | Book Chapter in HEC recognized International Publisher other than principal author, in the relevant filed (up to five authors) **for social sciences only** | 3 |  |  |

**Applicable w.e.f., January 01, 2021**

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| **Fill Table for Review Articles** |
| **Sr.#** | List of authors highlighting the applicant name (as order in the original publication) | Title of research publication | Journal name, year, vol. & page number | Journal ISSN (Online) | URL of the paper  | Journal Impact Factor (if any) As per JCR  | HEC recognized category(W, X, Y, Z) As per HEC approved criteria | **For ORIC Use only** |
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**FIRST PAGE OF REVIEW ARTICLE AT SERIAL No. 1**

**FIRST PAGE OF REVIEW ARTICLE AT SERIAL No. 2**

**FIRST PAGE OF REVIEW ARTICLE AT SERIAL No. 3**

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| **Fill Table for Book(s), Book Chapter(s) Authored/Edited** |
| **Sr.#** | Title of the book | Publisher name  | Country of the publisher  | ISBN  | URL/web link of the book  | **For TTS Evaluation committee Use only** |
| 1 |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |

**FIRST PAGE OF THE BOOK PUBLISHED AT SERIAL No. 1**

**FIRST PAGE OF THE BOOK PUBLISHED AT SERIAL No. 2**