**Criteria for Tenure Track Term Review**

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| **Sr. No.** | **TTS Process** | **Minimum Criteria to Save the Tenure** | **If Qualify** | **If Do Not Qualify** |
| 1. | First term appointment as Assistant Professor (3 Years on probation) | 1. \* Research publication in HEC recognized research journals = 4 2. Courses taught = 18 3. Research Students Supervised: MSC/BS=8, MS=6 (2 in each year) Supervised/Co supervised \*\*PhD. =1 4. Paper/poster presented in Conferences = at least 03 conferences OR 2 conferences and 1 poster presentation | 2nd term appointment as Assistant Professor (3 Years on probation) | Termination  OR  Warning for the following year extension |
| 2. | Second term appointment  as Assistant Professor (3  Years on probation) | 1. \* Research publication in HEC recognized research journals= 6 2. Courses taught = 18 3. Research Students Supervised: MSC/BS=8, MS=6 (2 in each year) \*\*Ph.D. =1 4. Paper/ poster presented in Conferences = at least 03 conferences OR 2 conferences and 1 poster presentation | Tenured Assistant Professor  OR  Promoted to Associate Professor as per HEC eligibility criteria | Termination  OR  Warning for the following year extension |
| 3. | Appointment as Associate Professor (4 Years on probation) | 1. \* Research publication in HEC recognized research journals = 4 2. Courses taught = 16 3. Research Students Supervised: MSC/BS=10, MS=8 \*\*Ph.D. =2 4. Paper/ poster presented in Conferences = 6 conferences OR 4 conferences plus 2 posters | Promoted to Associate Professor on TTS as per HEC eligibility criteria OR  Tenured Associate Professor | Termination  OR  Warning for the following year extension |
| 4. | Appointment as Professor (4 Years on probation) | 1. \* Research publication in HEC recognized research journals= 10 2. Courses taught = 16 3. Research Students Supervised: BS=8, MS=10, \*\*Ph.D. =4 4. Paper/ poster presented in Conferences = 12 conferences OR 08 conferences plus 04 Posters | Tenured Professor | Termination  OR  Warning for the following year extension |

\*Journals recognized by the Higher Education Commission (HEC), for the purpose of TTS appointment/promotions

\*\* At least thesis submitted and it is under evaluation by the foreign expert.