

FRAMEWORK FOR HEC DISTINGUISHED NATIONAL PROFESSOR (DNP) PROGRAM



**Higher Education Commission
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FRAMEWORK FOR HEC DISTINGUISHED NATIONAL PROFESSOR (DNP)

1. Purposes and Principles

For the purposes of recognizing the achievements of outstanding academicians and researchers, and for enabling the continued utilization of their services in national organizations, the title of Distinguished National Professor (DNP) shall be awarded to scholars who are leaders in their respective fields and who have made significant contributions to their academic disciplines at national and international level.

DNP is a prestigious title and an exceptional honor, which shall be awarded solely on the basis of merit as assessed against prescribed eligibility criteria and upon the recommendation of a high level selection committee constituted by the Higher Education Commission (HEC).

2. Eligibility and Evaluation Criteria

The title of DNP shall only be awarded to Meritorious Professors or Emeritus Professors (please see **Annex-I** for more details). Nominations can be submitted at any point in the career of a prospective candidate. Appointment to the position shall commence on or after their 60th birthday and conclude on the 70th birthday. DNPs would be treated as a regular faculty member (although not eligible to be appointed against administrative positions).

2.1 Evaluation Criteria. The purpose is to establish that the nominee is a person of international eminence and that he or she is active in their field and would be able to make significant contributions to the educational vision of the university. Candidates shall be evaluated on their excellence in teaching, research, academic leadership, and contributions at national and international levels. Emphasis would be placed on quality and impact, rather than quantity. The following indicators will be used in this regard:

Table 1: Evaluation Criteria and Indicators			
Activity	Criteria	Indicators	Weight
<i>National & International Level Contributions</i>	Should have contributed at national and international level in relevant area of expertise.	Discoveries, patents, policy papers, international partnership/fund raising initiatives etc.	20 %

Table 1: Evaluation Criteria and Indicators			
Activity	Criteria	Indicators	Weight
<i>Services to Community</i>	Should have achieved a distinguished reputation of service not only to university but also to the community.	Outreach community activities/projects, awareness campaigns in respective fields/societal issues, membership/leadership role in societies/organizations etc.	15 %
<i>Research</i>	Should have made an impact in their field.	Minimum journal articles (10 for natural sciences, or 5 for social sciences or humanities), in reputed journals (JCR – ISI Web of Knowledge), or a book published by an academic publisher	15 %
<i>Mentorship</i>	Demonstrable interest in advising graduate student.	Should have supervised at least 10 PhD graduates in the last 5 years.	10 %
<i>Research Grants</i>	Have a strong record in grant writing and soliciting research funding	Should have won local and/or international research grants during the last 3 years, and have produced demonstrable impact.	10 %
<i>Recognition</i>	Be recognized for their work.	Should have received a prestigious national or international award, e.g., national civil award, or best teacher award, in last five (05) years.	10 %
<i>Engagement</i>	Involvement in professional networks.	Should have active membership of prestigious societies and associations during last 3 years.	10 %
<i>Endorsement</i>	Recommendations from recognized experts in the field.	Have at least 3 referee reports from renowned professors from top 500 ranked international universities or institutes.	10 %

3. Procedure

The following procedure will be adopted for receiving nominations and finalization of recommendations:

- a. The nomination and selection of Distinguished Professors will take place annually.
- b. At the start of each calendar year (which runs from September to May), the universities will issue a call for nomination from all faculties and departments.
- c. The deadline for receiving of the applications, together with all supporting documents, is 30th of November.

- d. Each participating university will set up a permanent selection committee, chaired by the Vice Chancellor and including the Registrar, Director QEC, existing DNPs and other members to review the applications or nominations and recommend the candidates for award of DNP. The Deans can be included/consulted by the selection committee however they will be replaced annually or upon completion of a cycle.
- e. The selection committee would finalize its decision by 31st January and the results conveyed to HEC.
- f. Ten copies of the complete dossier, comprising all the documents and assessment of the selected DNP, must be submitted to HEC for final selection. The dossier, properly annexed and page numbered, must include the following:
 - i. A covering note by the candidate and filled application form, duly signed by the VC/Registrar
 - ii. Latest CV of the candidate.
 - iii. A certificate, duly signed by all members of the University's Selection Committee (in original), certifying that all eligibility criteria has been met
 - iv. Complete data along with weightage assigned on DNP Evaluation Parameters (**as per Table 1**).
 - v. Evidence and supporting documents for achievements claimed in research (list of books and published articles along with impact factor, citation index, year of publication, publisher), scholar supervision (list of scholars along with degree completion status), research grants (list of local/international grants including funding source, year and amount), professional recognition (list and certificates of local/international awards received) and professional networks (list and certificates of membership of international organizations).
 - vi. Four one-page statements prepared by the candidates. The four statements are:
 - i). Statement on contributions in relevant field at national and international level along with evidences;
 - ii). Statement on distinguished service rendered by the nominee at the community and country level, including evidences;

- iii). Statement showing impact of research activities (e.g. patents, professional accomplishments of students supervised, new courses/techniques/syllabi/instructional material etc).
- iv). Statement/five year plan, describing the nominees' future commitments at the university and country level.
- vii. List of three referees along with names, postal address, email IDs as well as their short biography and assessment of nominee's contributions/impact in the relevant field(s). At least one of the reviewers must describe/assess the impact of the nominee's contribution in service to the university, community and country.
- g. Candidates recommended by the universities shall be evaluated at national level by the Selection Committee (**Table 2**), which shall meet annually to finalize its recommendations before 1st March.
- h. Only those whose application and supporting documents were submitted to universities on or before the annual deadline (30th November) and recommended by the parent university will be eligible for the award.
- i. The Commission Meeting will review the recommendations and approve the final selection. (Refer terms and conditions at **Annex-I** for further details).

4. Selection Committee.

The composition of the national level selection committee shall be as follows:

Table 2: DNP Selection Committee HEC		
1.	Chairperson, HEC	Chairman
2.	Executive Director, HEC	Member
3.	Vice Chancellor of a Public Sector University (<i>to be nominated by the Commission</i>)	Member
4.	Two (02) existing DNPs	Member
5.	Director General (Academics), HEC	Member/Secretary

The Committee may co-opt any member in its constitution, if required

5. Emoluments & Performance Evaluation

The remunerations to the DNP shall be based on his or her last drawn salary and shall be paid by the host university from its own budget. It shall be the responsibility of the host university to monitor the performance of the DNP.

6. Roles and Activities

The DNP shall engage in such activities as expected from a full professor, however, being holder of the national award and an extraordinary honor, he/she will also be entrusted with national responsibilities, including, but not limited to, the following:

- Research-based policy advice to the government.
- Representation of the university in international forums, including those for fundraising or income generation.
- Facilitating national and international partnerships.
- Organizing national/international conferences.
- Contributing to improvements or innovations in research and teaching programs and methodologies.
- Engaging students in community-oriented work/projects.

7. Suspension/Pre-mature termination

The DNP may not be removed from his or her position except in case of proven charges of gross misconduct or plagiarism.

8. Trust and confidence

In accepting conferment of the title, DNPs shall agree to (a) observe the policies of the host university, including with respect to confidential information and data protection, (b) protect and safeguard the reputation of the host university and (c) conduct himself or herself in a manner consistent with the host university's published policies and procedures.

TERMS AND CONDITIONS OF THE HEC DNP AWARD

1. Eligibility

a. Only those who have achieved the status of Emeritus or Meritorious Professors as per the HEC criteria below and recommended by the parent university are eligible for the award:

i. *Meritorious Professor:*

- 1). Minimum service in BPS-17/equivalent and above should be 20 years.
- 2). Only those Professors who have served at least two (02) years in BPS-21 in the university with PhD degree/equivalent terminal degree as determined by HEC.
- 3). Should have five (05) research publications with at least three (03) research publications in the past two (02) years in HEC recognized journals.
- 4). Must have produced to (02) PhDs or one (01) PhD and five (05) MPhil in the last five (05) years at the time of appointment

ii. *Professor Emeritus:*

- 1). A Meritorious Professor retired in BPS 21 or 22 or retired with tenured status and who have served university or a constituent institute or a Center of Excellence of the university for a minimum period of 10 years as a Professor.
- 2). Vice Chancellors, if he/she was a Professor of a university and retired after completing at least one tenure as VC in their parent university or in any other public sector university shall be conferred the status of Professor Emeritus in the parent university.

b. A Professor who had received the HEC DNP award under the old framework would be eligible to apply after the expiry of their previous term. Also, if they reapply, they will have to upload their information and supporting documents for the entire intervening period since their receipt of the award. The university's internal committee would have the right to examine the entire dossier in order to judge their eligibility for the subsequent award.

c. Members of the University's Evaluation Committee will not be eligible for the award

d. In the event that the name of a Vice Chancellor is recommended for appointment, the recommendation will have to be endorsed by the Chairman, HEC.

- e. Individuals who have disciplinary proceedings pending against them or have been penalized on charges of plagiarism or other forms of misconduct are not eligible.

2. Terms

- a. The HEC Distinguished National Professor will retain the title for life. However, their financial benefits would cease on their 70th birthday.
- b. The HEC Distinguished National Professor Awardee will receive a Certificate of Merit, and a salary equal to their last drawn salary until their 70th birthday.

3. Selection Procedure

- a. All names will be submitted by the universities after a transparent scrutiny process described below.
- b. Candidates whose names and supporting documents were not received to the university on or before the deadline of 30th November will not be eligible.
- c. The nominees are required to provide detailed justification of the proposed appointment in the covering letter, specifically addressing the criteria outlined in Table 1. The CV must include supporting information, consistent with the required criteria.
- d. The initial screening will take place at the university level, from among the candidates whose nominations have been received on or before 30th November.
 - i. The university will notify a selection committee for the purpose.
 - ii. The Selection Committee will undertake the university-level scrutiny, and submit its recommendations, duly signed by all members, to HEC
 - iii. While submitting the nomination, the Selection Committee at the university will certify that all eligibility criteria have been met.
 - iv. The department head and dean of relevant faculty will add their remarks in the candidates' dossier for facilitation of the selection committee.
 - v. It will be the responsibility of the university to identify the international reviewers who are themselves qualified and willing to make judgement of the nominees.
 - vi. The university is responsible for ensuring the transparency of the process and maintaining a balance between disciplines, specifically giving due considerations to underrepresented disciplines (e.g. fields under the Social Sciences, Arts & Humanities disciplines).

- vii. The university will set up a mechanism to address grievances if any.
- 4. HEC will only entertain nominations received according to the prescribed channel and procedure. HEC's decision will be based solely on the documentary record plus the recommendation of the university selection committee.
- 5. HEC has the right to not make an award in a particular year.
- 6. The decision of the HEC will be final.
- 7. Anyone who provides false or misleading evidence will be barred permanently from the competition. An award granted on the basis of false and misleading evidence will be withdrawn.