

FRAMEWORK FOR HEC DISTINGUISHED NATIONAL PROFESSOR (DNP) PROGRAM



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

1. Purposes and Principles

For the purpose of recognizing the achievements of outstanding academicians and researchers, the title of Distinguished National Professor (DNP) shall be awarded to scholars who are leaders in their respective fields and have made significant contributions to their academic disciplines at national and international levels.

DNP is a prestigious title and an exceptional honor, which shall be awarded solely based on merit as assessed against prescribed eligibility and evaluation criteria as well as upon the recommendations of a high-level HEC selection committee, mentioned at Section-4.

2. Eligibility and Evaluation Criteria

The title of DNP shall only be awarded to full-time permanent serving Professors with at least 05 years of experience as Professor (BPS/Tenured/Long-term contract) at an HEC recognized public or private sector university/HEI in Pakistan.

The Distinguished National Professors will retain the title for life however, the associated financial benefits will cease 3 years after selection or on the date of their superannuation, whichever is earlier.

2.1 Evaluation Criteria. The purpose is to establish that the nominees are professionals of international eminence who are active in their respective fields and would be able to make significant contributions to the educational vision of the university. Candidates shall be evaluated based 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 & weights will be used in this regard:

(Guidelines at Section 2.2 must be considered while grading the candidates based on the below given indicators)

Table 1: Evaluation Criteria and Indicators			
Activity	Criteria	Indicators	Marks
Research Contributions	Should have made an impact in their field. This includes Inventions, Innovations and published research.	Patents, Discoveries, Products, Services, Processes, Impact Factor (IF) of journals, Citation Index of publications.	Max. marks (30) 1. <u>Invention/Innovation (max. 10 marks):</u> a. Product/process or service developed only (physical and Virtual) but not commercialized (max. 4 marks): - Patents granted (01 mark each) - Process or website (01 mark each) b. Product/process or service commercialized (physical and Virtual) (max. 4 marks):

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Activity	Criteria	Indicators	Marks
			- Patents licensed (02 marks each) - Process or website implemented for service (02 marks each) c. Crop Variety (max. 4 marks) - Crop variety registered (01 mark each) - Crop variety commercialized (02 marks each) 2. <u>Impact Factor/Citations</u>: (max. 20 marks) - Cumulative Impact Factor as Corresponding Author (max. 05 marks) - Number of Citations (max. 05 marks) - Citations per article (max. 05 marks) - Highest H-Index (max. 05 marks) Note: Maximum marks under 1. "Invention/Innovation" should be 10, even if the candidate obtains full marks in all indicators under this head.
Mentorship	Should have supervised research of at least 05 PhD graduates.	Number of PhD graduates supervised as main Supervisor, together with quality of PhD thesis, measured in terms of impact factor of journals in which papers from PhD thesis got published.	Max marks (12) - 0.6 marks allocated for each PhD student supervised (max. 06 marks). - Cumulative Impact Factor of publications emerged from PhD thesis of respective mentees (max. 06 marks).
Research Grants	Have a strong record in grant writing and soliciting research funding.	Should have won local and/or international research grants and	Max. marks (12) - One mark each for cumulative grant funding worth Rs. 5 million (max. 12 marks for cumulative

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		executed the projects as Principal Investigator. This does not include grants received from parent university.	grant funding worth Rs. 60 million or above).
<i>Services to Community</i>	Should have experience of service not only to university but also to the community.	Outreach community activities or projects, advocacy campaigns, awareness created on societal issues, national dialogue, engagement in Policy formulation on higher education, talk shows on TV, articles/columns in popular press.	Max. marks (10) - 02 marks per advocacy campaign, awareness on societal issues or engagement in national dialogue that enabled policy formulation and/or supported social inclusion (max. 04 marks) - 1.5 marks each on policy formulation, talk shows on national media, articles/columns in popular press (max. 6 marks).
<i>Recognition, Engagement and other contributions in the field</i>	Be recognized for their work, engaged with professional societies/organizations. Have demonstrable contributions in the field.	Should have received prestigious national or international awards, e.g., national civil award, or best teacher award. Elected as the fellow of the prestigious national/international academies, such as Pakistan Academy of Sciences (PAS) and TWAS (The World Academy of Sciences). Developed academia-industry linkages with tangible outcomes. Invited keynote speaker in seminars,	Max. marks (30) <u>Awards:</u> maximum 12 marks National (Max. marks 06) - 02 marks per award of excellence in Teaching (HEC's Best University Teacher Award) or Award of Excellence in Research or Life-time Academic Achievement Award. - 01 mark each for other awards such as PAS awards or HEC research/teaching awards (maximum 02 marks) International (Max marks 06) - 03 marks per international award, as per list provided at Annex-II. <u>Fellowship/Membership: (Max marks 07)</u>

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Activity	Criteria	Indicators	Marks
		workshops, TV talk shows etc. on promotion of research in the relevant discipline. Contribution in editorial services (Chief editor of international Journal).	Membership/Fellowship of renowned international/national academies/societies as below: - Elected fellow of PAS (02 marks). - Elected fellow of discipline-wise professional societies (01 mark for each with maximum of 02 marks) - Elected Fellow/Member of reputed Foreign Science Academy, such as TWAS or IAS (03 marks). <u>Other Contributions: Max marks 11</u> - Served as Chair of Academic Chairs abroad (max. 02 marks) - Chief Editorship (CE) of journal(s) (Max 03 marks) as below: - 01 mark per CE of a journal with IF 01 to <02 - 02 marks per CE of a journal with IF 02 to <03 - 03 marks for CE of a journal with IF 03 and above - 02 mark per tangible collaboration internationally or with industry (max. 04 marks) - 01 mark for invited keynote speaker at a reputable conference/seminar (Max. 02 marks).
Endorsement	Recommendations from recognized experts in the field.	Have at least 3 referee reports from renowned professors from top 500 ranked	Max. marks (6) - Up to 02 marks per referee (max. 06 marks)

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		international universities/ institutes or indigenous eminent scholars (Fellows of IAS, TWAS or PAS)	

2.2 Guidelines for grading the candidates

The following principles will be observed while grading the candidates under various indicators, given at Table-1 above:

i. *Research Contributions:*

- The maximum marks to be given under “Invention/Innovation” should be 10, even if the candidate obtains full marks in all indicators under this head.
- The candidates will be ranked within one broad subject category on percentile basis, which means that a candidate with the highest Cumulative Impact Factor of his/her publications as a Corresponding Author in a given broad category of subjects will get maximum marks (100%). Other candidates will get marks accordingly (e.g. if 05 is taken as the benchmark for the highest Cumulative IF, then the others will get 04 marks for IF of 04, 03 marks for IF of 3 and so on).
- Similarly, the candidate with the highest number of total citations, h-index and citation per article will get maximum marks (100%), while others will get marks accordingly.
- In case, there is only one candidate in the broad discipline, top percentile scores to be used will be mean/average of top scores candidates in all disciplines.

ii. *Mentorship*

- The highest Cumulative Impact Factor of publications emerged from PhD thesis of respective PhD graduate(s) will get maximum marks (100%), while others will get marks accordingly.

iii. *Research Grants:*

- Marks on research projects will be given only, if the applicant is Principal Investigator (PI).

iv. *Recognition & Engagement*

- Only those International Awards that are listed in the Annex-II of this framework will be considered for grading.

- No marks will be awarded for certificate of appreciation/participation or research fellowship/scholarship.
- No marks will be assigned in case of membership of Boards, Committees & other Governing bodies within the universities.

3. Procedure for nomination and recommendations

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

- I. The nomination and selection of Distinguished National Professors will take place annually.
- II. The universities will issue a call for nomination from all faculties and departments upon initiation of the annual cycle by HEC.
- III. The application/nomination will be supported with the following:
 - a. A covering note and complete data on DNP Evaluation Parameters (**Table 1**).
 - b. Latest CV of the candidate.
 - c. Evidence/supporting documents required for achievements claimed under:
 - i. *Research Contributions*:
 - Official documents or evidence of patents/service/process/crops (commercialized/not commercialized).
 - List of articles published including authors, title, name of journal, year of publication, pages and DOI assigned along with impact factor of each article in the respective year of publication, as well as citation index (total citations, H-Index and citations per article), using Web of Science (WOS) as the data source. The weblink allowing access to Web of Science Profile ID must also be provided.
 - ii. *Mentorship*:
 - Evidence/notifications of supervision as main supervisor, list of PhD scholars supervised along with research titles of PhD thesis and list of publications emerged from PhD thesis combined with IF of respective journal(s), degree completion year/status, copies of degrees and registration number in HEC Directory.
 - A statement by candidate that publications listed under this category are from PhD thesis under his/her supervision (as main supervisor) and that he/she is corresponding author in all publication under this category. Incorrect statement can lead to debar for three years, applying to DNP; debarring to other facilities of HEC, such as research funding and other awards may also be affected depending on level of violation of ethics.

- iii. *Research Grants:*
 - List of local/international research grants won/received including information on funding source, start & end dates of project, grant amount and role of candidate i.e. PI/Co-PI.
- iv. *Services to Community:*
 - Evidence/official documents of campaigns, policies (developed or contributed in its formulation), tv/media shows, articles in print media etc.
- v. *Recognition, Engagement and other Contributions:*
 - List and certificates of national/international awards received.
 - Notifications/evidence of editorship of journal including weblink of the respective journal as well as evidence for Chair of Academic Chair(s).
 - List and letters of fellowships/memberships along with engagement status (Lifetime/specific term).
 - Letters/evidence of industry collaboration (s) and data/reports on outcomes.
 - List and dates of reputed conferences/seminars (regularly held at least for the last 05 years), where the candidate was invited as keynote speaker.
- vi. *Endorsement:*
 - List of three referees with names, academic title, postal address, email IDs (institutional email, in case still serving) as well as their short biography and assessment of DNP candidate's contributions/impact in the relevant field(s). At least one of the referees must describe/assess the impact of the DNP candidate's contribution in service to the university, community and country.
 - A statement on *Conflict of Interest*, that the candidate has not collaborated with the referee at least in last 5 years, either in terms of joint publication, co-supervision of a graduate student, or Co-PI in a research grant.
 - It will be the responsibility of the university to examine profiles of the referees who are themselves qualified and willing to make judgement of the DNP candidates.
- d. Two one-page statements prepared by the candidates, covering the below:
 - i. Contributions in relevant field at national and international level and its impact.
 - ii. Services rendered at the community/university level and its impact.
- IV. Each participating university will set up a permanent/Standing selection committee, to be chaired by the Vice Chancellor including the Registrar, Director QEC, up to two existing DNPs and up to three senior Deans to review the applications and recommend one candidate for the award of DNP.

- V. The selection committee would make the decision and convey the results to HEC within deadlines specified by HEC.
- VI. All the documents of the recommended nominee would be provided by the universities to HEC in the form of a dossier, duly tagged and page numbers inserted. Soft copies of the dossier must also be provided in a USB or uploaded on online storage/file sharing platforms.
- VII. Candidates recommended by the universities shall be evaluated at national level by the HEC Selection Committee (**Table 2**), which shall meet annually to finalize its recommendations.
- VIII. The candidates can be called to appear in an interview if the national level selection committee deems it necessary.
- IX. Only those whose applications and supporting documents were submitted on or before the specified deadline and recommended by the parent university will be considered for the award of title.
- X. The National Level Selection Committee will review the recommendations and approve selection of the DNPs under the below subjects/categories. A maximum of five DNPs will be selected per cycle with not more than one DNP in any of the below mentioned subjects/categories:
 - i. Education.
 - ii. Social Sciences, Journalism and Information
 - iii. Information and Communication Technology
 - iv. Health and Welfare
 - v. Arts and Humanities
 - vi. Natural Sciences, Mathematics and Statistics.
 - vii. Engineering, Manufacturing and Construction.
 - viii. Agriculture, Forestry, Fisheries and Veterinary
 - ix. Services
 - x. Business, Administration and Law

4. Selection Committee.

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

Table 2: DNP Selection Committee HEC		
1.	Executive Director, HEC	Chairperson
2.	Three (03) existing DNPs from different fields	Members
3.	Chairperson, Vice Chancellors Committee	Member
4.	Director General/In charge (Academics), HEC	Member
5.	Director (Academics), HEC	Secretary

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

(Refer to “Terms and Conditions” at **Annex-I** for further details).

TERMS AND CONDITIONS OF THE HEC DNP AWARD

1. Eligibility

- a. Full-time permanent serving Professors (BPS/Tenured/Long-term contract) with at least 05 years of experience as Professor at an HEC recognized public or private sector university/ HEI of Pakistan.
 - i. The applicants must be under 60 years of age.
 - ii. Individuals who have disciplinary proceedings pending against them or have been penalized on charges of plagiarism or other forms of misconduct are not eligible.
 - iii. There should be no adverse remarks in their ACRs during the previous five (05) years.
- b. A Professor who had received the HEC DNP award under the old framework can apply provided he/she is eligible. Also, if she/he reapplies, will have to provide his/her information and supporting documents for the entire intervening period since the receipt of the award. The university's internal committee would have the right to examine the entire dossier in order to judge eligibility for the subsequent award.
- c. Candidates for DNP award will not be part of the University's Selection Committee. Similarly, *Conflict of Interest* if any, has to be declared by the selection committee members that the candidate has not collaborated with any member, at least in the last 5 years, either in terms of joint publication, co-supervision of a graduate student, or Co-PI in a Research Grant.

2. Terms

- a. The Distinguished National Professor will retain the title for life however, the associated financial benefits will cease 3 years after selection or on the date of his/her superannuation, whichever is earlier.
- b. The Distinguished Professor awardee will receive an honorarium of Rs. 200,000/- on bi-annual basis for 3 years or until superannuation date, whichever is earlier. Funds for the DNP remunerations will be provided by HEC to the universities.
- c. It shall be the responsibility of the host university to monitor the performance of the DNP, which may be shared with HEC on annual basis.
- d. The DNP title may not be terminated from the holder except in case of proven charges of gross misconduct or plagiarism, which will require a process to follow.

3. Selection Procedure

- a. All names will be submitted by the universities to HEC after a transparent scrutiny process.
- b. The initial screening will take place at the university level. The universities are required to ensure circulation of the opportunity across all the departments, within the application period, to ensure fair competition and maximum participation.
 - i. The university will notify a Selection Committee for this purpose (see Section 3 "Procedure for nomination and finalization").
 - ii. The Selection Committee will undertake the university-level scrutiny, and submit its recommendation, 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. The university will set up a mechanism to address grievances if any.
 - c. Nominations and supporting documents received after due date, will not be considered.
 - d. The nominees are required to provide detailed justification of the proposed title in the covering letter, specifically addressing the criteria outlined in Table 1. The CV must include supporting information, consistent with the required criteria.
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 provided by the university on or before the deadline, and on the recommendations of the university's Selection Committee.
5. HEC has the right not to make an award in a particular year or under a particular category.
6. Maximum of 05 Distinguished National Professors will be appointed in a cycle under the list of broad categories of disciplines (mentioned at Section 3 "Procedure for nomination and recommendations") and that not more than one from a broad category of discipline will be appointed in a cycle. The decision of HEC will be final.
7. Anyone who provides false or misleading evidence will be barred for three years from the competition as well as from other facilities of HEC (Research Funding or Awards). An award granted on the basis of false and misleading evidence will be withdrawn and penalty implemented.

8. Roles and activities of DNP

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.

LIST OF INTERNATIONAL AWARDS

1. Ahmed Zewail Foundation Prize for Science and Technology
2. Al-Mustafa Prize, Government of Iran
3. Berson-Yalow Award
4. Blue Planet Prize (for Environment) of Asahi Glass Foundation
5. Boehringer International Research Award
6. Economic Cooperation Organization (ECO) Prizes
7. Engro Excellence Award
8. Federation of Asian Chemical Societies
9. Fellowship of Kings College
10. Foreign Fellow of Chinese Academy of Sciences
11. Gold Medal of the Scientific Partnership Charitable Foundation
12. High Citation Award (Elsevier/Web of Science)
13. Highest Civil Award of Austria
14. International Science Foundation (IFS) Sven-Brohult Award/ Prize
15. International Scientific Corporation Award
16. ISESCO Awards
17. Islamic Development Bank Prize
18. Kalinga Prize for Science Popularization
19. Khawarzami International Award (KIA)
20. King Faisal Award
21. Kuwait Foundation Prizes
22. Mahathir Mohamad Prize

23. OIC-COMSTECH Prizes
24. Prestigious Einstein Professorship
25. Rolex Awards
26. Royal Society of London Fellowship
27. The Friendship Award of China
28. The Islamic Organization Prize
29. The World Academy of Science (TWAS) Awards
30. TRIESTE Science Prize
31. UNESCO Awards and Prizes
32. United National Organizations Awards and Prizes
33. World Food Prize (USA)

NOTE:

The above list of international awards is not an exhaustive list and will be reviewed & updated periodically by experts.