



**GOVERNMENT OF THE PUNJAB  
LIVESTOCK & DAIRY DEVELOPMENT  
DEPARTMENT**

Dated the Lahore 4<sup>th</sup> January, 2019

**NOTIFICATION**

**No.5-121/SO(P)L&DD//2015(CUVAS)** Pursuant to the approval of Competent Authority, following criteria is hereby notified for the appointment of Vice Chancellor of Cholistan University of Veterinary and Animal Sciences, Bahawalpur under the provisions contained in Cholistan University of Veterinary and Animal Sciences, Bahawalpur Act 2018.

**Eligibility Criteria**

Vice Chancellor is fundamentally a leadership position. Therefore, the Search Committee will look for highly accomplished, qualified and motivated candidates for the position of Vice Chancellor through applications from the candidates or nominations from renowned scholars / academicians, management experts. The Search Committee members may also nominate potential qualified candidates. The applicants should have:

1. Ph.D. Degree from HEC recognized Institution.
2. Experience in a senior academic, research or management leadership position.
3. Experience of working in a well-reputed international organization/academic institution (teaching/research/management) at a relatively senior position.
4. Demonstrated capability for mobilization of financial resources from national/international agencies.
5. Demonstrated/Documented experience of establishing new organizations or restructuring existing organizations/ departments.
6. Distinguished research and publications record.
7. Earned Civil Awards.

**Short-Listing Criteria**

1		Academic Qualifications = (20 Marks)	
			Max Marks
a)	Ph.D. in the field of Veterinary / Animal Sciences from HEC recognized University/Institution.		15
b)	Ph.D. from one of the Top 500 Universities of the World – QS Ranking		03
c)	Post Doctorate (Accepted/recognized by HEC)		02
2		Professional & Leadership Experience = (30 Marks)	
			Max Marks
a)	Experience in senior academic, research or management leadership position in teaching/research institutions 2 marks per year for Vice Chancellor/2 marks per year for Pro-Vice Chancellor/ 2 marks per year for Dean of a Faculty/ Director Centre of Excellence; one mark per year for Director of a teaching Institute/Director Research/ORIC, Chairperson of a Teaching Department/ Head of Department and Professor of the public sector university. Or Experience in senior leadership position(C level executive) in large public or private sector organization such as CTO,CFO,COO,CEO or equivalent(Two mark per year in a full time leadership position such as CEO,DG or equivalent).One mark / year as Director or equivalent position		10
b)	Experience of working in an international Organization excluding NGOs (Teaching/research/management) at relatively senior position(C level		10

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	executive /Director or equivalent).More than 5 years of international Experience. International Organization/Multilateral Organization such as the un-system (UN, WHO, UNESCO, ILO), World Bank and bilateral Governmental organization such as DFID, DANIDA, etc. at 2 <sup>nd</sup> tier level position at the country level setup at least UNESCO listed universities at Assistant Professor level or above. Multinational companies i.e. Corporate Organization that own or control production of goods or services in two or more countries other than their home countries, at 2 <sup>nd</sup> tier level position or above. Foreign public sector organization at 2 <sup>nd</sup> tier level position or above. Research institutions or foundations having a budget of \$ 500 million at 2 <sup>nd</sup> tier level position or above.	
c)	Demonstrated capability of mobilization of financial resources / grants from national / international agencies (Rs.500 million-1billion and above = 05 marks, Rs. 100 – 499 million = 03 marks.Rs.10-99 million=02 marks)	05
d)	Demonstrated/ Documented experience of establishing new organizations or restructuring existing organizations or establishment of new university or sub campus, establishment of new department/institutions, upgradation of department to institutes etc. Further interpretation can be added keeping in view the applicant pool.	05
<b>3</b>	<b>Publications, Honors &amp; Awards = (15 Marks)</b>	
		<b>Max Marks</b>
a)	Impact Factor Publications as major author in HEC recognized journals as well as publications in category X & Y of local HEC recognized journals as of June 30,2017.(one mark for each publication)	10
b)	<p>Book Authored:</p> <p>i. Two marks per authored book by reputed national/international publishers to be decided by the committee on case to case basis (maximum 3 marks).</p> <p>ii. One mark per chapter of a book by reputed national/international publishers to be decided by the committee on case to case basis (maximum 2 marks)</p> <p><b>General guidelines</b></p> <p>a. Books/book chapter published after peer review by international publishers of repute from the academically advanced world and books published by national publishers of international repute, recognized by HEC will be considered.</p> <p>b. The book/book chapters should not be text book nor a compilation/guide/audited book but truly an original research work.</p> <p>c. Monographs for HEC/PHEC will be included.</p> <p>d. The book/book chapters or the matter from the book/book chapter should not have already been published anywhere else nor should academic credit (of any kind) been taken in terms of any published research papers from the same book.</p> <p>iii. Registered patent recognized by HEC(02 marks /patent)</p>	
c)	Awards (civil award, research award, national/international awards i.e. Government of Pakistan (Civil award), Provincial Governments of Pakistan (Aizaz-e-Fazeelat) etc. International/regional/organization (HEC), and any other award to be decided by the search committee on a case to case basis.	

**Note:**

- All claims should be supported with documentary proof.
- In case of overlapping experience the highest score in any category will be counted towards determining merit of the candidate.
- Only full-time teaching/administrative experience will be considered.

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- iv. The Search Committee will examine/determine the validity of the Research Publications, Books/Book Chapters, Registered Patents, Research and Policy Documents OR may appoint a Technical Review Committee from PHEC for this purpose.

4	Interview by Search Committee = (35 Marks)
	<p>The interview will be an opportunity for the Search Committee to evaluate the candidate in the following 03 broad categories:</p> <p>i. <b>Strategic Vision &amp; Leadership Position: (10 Marks)</b></p> <ul style="list-style-type: none"> <li>▪ Vision, strategy and plans for the growth and progress of the institution applied for keeping in view its specific needs and the challenges involved in reaching goals / targets.</li> <li>▪ Leadership abilities, preferably in education and academic administration and management as well as record of experience and skills in initiating and managing change, strategic planning and overseeing the implementation of plans.</li> <li>▪ Ability to create a peaceful environment conducive for scholastic achievements.</li> </ul> <p>ii. <b>Knowledge Pertaining to Higher Education: (15 Marks)</b></p> <ul style="list-style-type: none"> <li>▪ Knowledge of the major developments, trends and challenges in higher education specifically with regards to R&amp;D, financial management, resource development and quality assurance.</li> <li>▪ Significant international exposure and ability to create linkages &amp; networking worldwide.</li> <li>▪ Understanding of the scholarly purposes of a university, and of the Economic, social and political issues faced by the higher education sector nationally and internationally.</li> <li>▪ Understanding of the diverse needs of and issues pertaining to different disciplines in higher education and the ability to form and balance priorities relevant to national socio-economic needs and growth.</li> </ul> <p>iii. <b>Personal Traits: (10 Marks)</b></p> <ul style="list-style-type: none"> <li>▪ Demonstrated ability to represent the university effectively, nationally and internationally, especially with government, business and the wider community.</li> <li>▪ Entrepreneurial, negotiating, interpersonal and communication skills.</li> <li>▪ Strong team building and leadership attributes.</li> <li>▪ Demonstrated ability to maintain gender sensitivity in governance and management policies and practices across the board.</li> <li>▪ Ability to avoid conflict of interests and ensure transparency.</li> </ul>

**Qualification Marks** = 65 (20+30+15)

**Interview Marks** = 35

**Total Marks** = 100 (65+35)

Only candidates scoring 65% marks (42 marks) will be short-listed

The Government of the Punjab further in exercise of the powers vested in it under section 15(3) and 15(4) of the Cholistan University of Veterinary and Animal Sciences, Bahawalpur Act 2018 has been pleased to constitute Search Committee and determine procedure & criteria to be followed by the Search Committee is as under:

#### 1. Constitution of Search Committee

As per provision of Section 15(3) of the CUVASB Act 2018, Search Committee shall consist of following members:

An Eminent Educationist/Researcher having vast experience of education/research as well as academic administration at National/International level.	Convener
An Eminent Educationist/Researcher having vast experience of education/research experience in the field of Veterinary / Animal Sciences.	Member



An Eminent person from the Veterinary and Animal Sciences related trade / industry.	Member
Chairman, Punjab Higher Education Commission, Lahore.	Member
Secretary, Livestock and Dairy Development Department, Government of the Punjab.	Member/ Secretary

**Note:**

- i. The L&DD Department shall identify a pool of professionals with above mentioned attributes with the help of Punjab Higher Education Commission and seek their willingness to serve on the Search Committee.
- ii. The L&DD Department shall recommend a panel containing preferably 12 names, including subject experts, to the Government for consideration and nomination of not less than three and not more than five members including a Convener.
- iii. The Government shall constitute Committee separately for each University.
- iv. The Search Committee may meet as often as necessary for the effective performance of its functions and two thirds of the members shall constitute a quorum for a meeting.

**2. Procedure and Criteria to be followed by the Search Committee**

As per provision of Section 15(4) of the CUVASB Act 2018, the Search Committee shall follow the following procedure and criteria:

- (i) Search Committee will prepare and approve the required advertisement to be published by the L&DD Department for the position of Vice Chancellor of the Cholistan University of Veterinary & Animal Sciences, Bahawalpur in accordance with the required qualifications, experience and other requirements for the post of Vice Chancellor notified by the Government in official Gazette.
- (ii) The Search Committee members may also seek nominations from renowned scholars / Academicians, management experts and also nominate potential qualified candidates.
- (iii) Supervise the process of short-listing of candidates by the Livestock and Dairy Development Department or Punjab High Education Commission, as the case may be, on the prescribed proforma in accordance with approved quantifiable criteria of the Government.
- (iv) Interview the short-listed candidates in accordance with the guidelines notified by the Government for the interview.
- (v) After the interview of each candidate, the Convener shall invite the opinion of each member. The Convener shall take the average of all members' score which is then assigned to each candidate on the basis of performance in the interview.
- (vi) In case of any difference of opinion, majority view point shall be considered for final allocation of interview score. The final score sheet will be certified by the signature of all members.
- (vii) The Search Committee shall recommend to the Government, in alphabetical order, a panel of three persons who, in its opinion, are suitable for appointment as the Vice Chancellor.

**A. Appointment of the Vice Chancellor.** (1) The Chancellor shall appoint the Vice-Chancellor for a term of four years.

(2) The Vice-Chancellor shall serve during the pleasure of the Chancellor.

(3) The Government shall determine the terms and conditions of service of the Vice-Chancellor.

BY ORDER OF THE GOVERNMENT OF THE PUNJAB

SECRETARY

GOVERNMENT OF THE PUNJAB  
LIVESTOCK & DAIRY DEVELOPMENT  
DEPARTMENT



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A copy is forwarded for information and necessary action to:

1. Secretary to Governor, Punjab.
2. Principal Secretary to Chief Minister, Punjab.
3. PSO to Chief Secretary, Punjab
4. PSO to Minister for Higher Education, Punjab.
5. PSO to Minister for Livestock & Diary Development Department, Punjab.
6. Chairman, Punjab Higher Education Commission, Lahore.
7. Secretary Government of the Punjab, Higher Education Department Lahore
8. Secretary Government of the Punjab, Law & Parliamentary Affairs Punjab.
9. Vice Chancellor University of Veterinary & Animal Sciences Lahore
10. Vice Chancellor Cholistan University of Veterinary & Animal Sciences Bahawalpur
11. Superintendent Government Printing Press, Lahore with the request to publish the Notification in the Official Gazette of Punjab.
12. Director General (Res/Ext/Production) L&DD Department.
13. Office file.



(DR.USMAN TAHIR)  
DEPUTY SECRETARY (TECH)

CC

PSO to Secretary, L&DD Department.