

Discipline	Eligibility Conditions for appointment of faculty in Arts & Design (Studio Practice) disciplines, in all HEIs/DAIs
Lecturer	
Minimum Qualification	First professional degree (4 Years minimum, First Division) from HEC recognized University/Institution with no third division in the academic career
Experience	Nil
Minimum Number of Publications	Nil
Assistant Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in the relevant field from HEC recognized University/ Institution b. Master's degree (foreign) or MPhil or equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution c. First professional degree (4 Years minimum, First Division) with no 3rd division in the academic career from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. Nil b. 4-years teaching/ research experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization. c. 6-years teaching /research experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization.
Minimum Number of Publications	Nil
Associate Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in the relevant field from HEC recognized University/ Institution b. Master's degree (foreign) or MPhil OR equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. 10-years teaching research experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization. Note: After 30th June, 2015, at least 4-years post PhD level experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization will be required. OR 5-years post PhD level experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization b. 12-years teaching/research experience (with at least 4-years' experience after the Masters (Foreign) or equivalent degree in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization.
Minimum Number of	Outstanding and substantial level of professional art activity (Demonstrated by participation in 6 exhibitions at

Publications	national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)
Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD from HEC recognized University/Institution in the relevant field b. Master's degree (foreign) or MPhil or equivalent degree in the relevant field from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. 15-years teaching/ research experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International Organization Note: After 30th June, 2015 at least 8-years post PhD level experience in a recognized University or a Post-graduate Institution or professional experience in the relevant field in a National or International organization. OR 10-years post PhD level experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization. b. 17-years teaching/ research experience (with at least 8-years' experience after Master's degree (foreign) or MPhil or equivalent degree in HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization.
Minimum Number of Publications	Outstanding and substantial level of professional art activity and a national or international contribution to the development of Arts and Design in general. (Demonstrated by at least 8 exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)