Higher Education Commission
Empowering Pakistan

Socio-Economic Uplift
R & D
Human Resource Development

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Higher Education Commission
### Higher Education Reform in Pakistan

#### Task Force on Higher Education (April 2001)
- Reform Report (Dec. 2001)
- Key Recommendation: Create HEC

#### Implementation of Recommendations
- Steering Committee on Higher Education

#### Decisions by the President (Aug 2002)
- Double financial allocation in 2 Years
- New pay structure for faculty members linking performance & reward

#### Higher Education Commission (Sep 2002)
Higher Education Commission

**Autonomous body**
- Prime Minister of Pakistan: Controlling Authority
- One line budget

**17 Member Diverse Commission**
- Representative from each Province
- Representatives from Ministries of Edu, S&T
- 10 Eminent Educationists
- Chairman HEC has status of Federal Minister

**Executive Director, HEC**
- Federal Secretary status
- Principal Accounting Officer
- May submit cases to Cabinet directly
Functions of the HEC

- Higher Education Policy
- Financing
- Academia – Industry linkages
- Promotion of Research
- Accreditation of Institutions & Programs
- Recognition of Degrees
- Faculty Appointment Criteria
## Key Challenges in Higher Education

### Quality
- Standards
- Structure
- Ownership

### Access
- 20 Million Young (17-23)
- Enrollment
- Equity
- Spread

### Relevance
- Stakeholder Response
- Economic Linkage
- Innovation
Responding to Challenges

Core
- Faculty Development
- Improving Access & Learning
- Excellence in Research
- Relevance to National Priorities

Support
- Quality Assurance: Standards, Assessment, Accreditation
- Good Governance & Management
- Infrastructure Development: Physical, Technology

Middle East and North Africa Education Group
### Policy Fundamentals

| Academics understand university management best | • Building HEC Capacity  
|                                               | • Merit & Transparency |
| Faculty is the heart and soul of a university | • Faculty development scholarships |
| Quality is International                       | • Gradual Implementation |
| Creation of new knowledge is a core university function | • Science & Engineering focus  
|                                               | • International Standards |
Revolution

1st Phase Implementation

- 150 New Initiatives
- Mega Scholarship Programs
- Model University Law
- Publish or Perish
- University Support
  - Centrally developed programs
  - Generous funding
  - IT & Equipment support, Minimal new structures
  - Build a good model: Replicate it
Paradigm Shift

2\textsuperscript{nd} Phase Implementation

- Tenure Track System
- 4 Year Undergraduate Program
- Teaching $\rightarrow$ Learning Centered
- Development of University Vision
- HEC Capacity Development
Quality & Equity

3rd Phase Implementation

- Quality is job one
  - Quality Assurance Structure
  - Faculty Appointment Criteria
  - MS / PhD Program Criteria
- Governance
  - Vice Chancellor Appointment Mechanism
  - Financial Management
- Reaching Out: Ensuring Equitable Access
4th Phase Implementation

- Sustainable Processes
- HEC Capacity Building
  - Transferring ownership to the University
- Understanding Communication
  - Community / Local Ownership
- Addressing Gaps
  - Arts, Humanities & Social Sciences
- Understanding Financing
  - Not sustainable without fees
The Modern University

5th Phase Implementation

- Implementing the first 4 Phases (All together)
- University Management
- Diversified funding
- Political Ownership: Reaching Out
- There is more to academics than publications
  - Responding to local needs of technology
Hands on Process

Gradual: Timing is crucial

Communication & Trust

Need flexibility: One size does not fit all

Celebrating Successes

More difficult than straightening a dog’s tail!
Higher Education Reform in Pakistan

**Equitable Access**
- Public University ↑ 275%
- Women enrollment ↑ 38% → 47%
- Scholarships for Needy Students
- 10,000 PhD Faculty Scholarships

**Research Output**
- PhD Output ↑ 240%
- International Journal Output ↑ 500%
- Research Grants & Conference Travel Support
Higher Education Reform in Pakistan

Quality
- 4 Year Undergraduate Program
- International Standard MS/PhD Program
- Quality Assurance Agency
- Quality Enhancement Cell

Funding
- Recurring Budget ↑ 600 %
- Formula Based
- Development Budget ↑ 500 %
Thank You