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Editorial Report

AN AMAZING CASE OF IRREGULARITY, CORRUPTION AND ILLEGALITY; APPOINTMENT OF PROFESSOR OF PHARMACY IN PUBLIC SECTOR UNIVERSITY WITH HIS UNACCEPTABLE, ILLEGITIMATE AND NON-SUPPORTIVE EXTERNAL EVALUATION REPORTS OF FOREIGN EXPERTS

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Running title:

Healthcare system and pharmaceutical patient care.

Keywords: Faculty Appointment Criteria, Recruitment Process, Quality Assurance, University of Sargodha, Corruption, Higher Education Commission.

Abstract

The quality control in public and private sector universities improve the over quality of education and professional skills in local and international economy. That also gives confidence and certainty to educational system and help to maintained high quality standards. Additionally, these become important component to deliver and contribute in human resources. the faculty position description that covers the scholarly areas should include the experience, academic credentials, and particular disciplinary background. That should compatible with international standards that appeal to a broad applicant pool. For this purpose, we have to avoid the conditions that deter the highly qualified applicants around the world. Avoid the “replacement” of faculty member who has left or retired from the department. The precision about excellence and superlatives i.e. exceptional, “distinguished should be linked to teaching records, research scholarship and professional commitments. The appointment of teaching faculty in public sector universities is an important component of academia. The appointment of professor on behalf of the academically

engineered foreign report should be discouraged at all possible level. The unacceptable, illegitimate and non-supportive external evaluation to a serious corruption that is happened in aforesaid university should be handled seriously. The responsible culprits should be investigated and treated as per legal requirements and academic jurisprudence.

Introduction

The quality control in public and private sector universities improve the over quality of education and professional skills in local and international economy. That also gives confidence and certainty to educational system and help to maintained high quality standards. Additionally, these become important component to deliver and contribute in human resources. The developed professional competencies increased the overall access to different skills and programs. Therefore, we can develop the higher quality education system relevant to national needs; compatible and enables local education authorities to demonstrate best possible research and learning resources. Thus, the evaluation, improvement and promotion of parameters of faculty hiring can strengthen the indigenous education system. The experts work in collaboration to formulate fundamental policies, guiding principles and priorities for educational Institutions to assure the promotion of socio-economic development.

Additionally, the faculty position description that covers the scholarly areas should include the experience, academic credentials, and particular disciplinary background. That should compatible with international standards that appeal to a broad applicant pool. For this purpose, we have to avoid the conditions that deter the highly qualified applicants around the world. Avoid the “replacement” of faculty member who has left or retired from the department. The precision about excellence and superlatives i.e. exceptional, “distinguished should be linked to teaching records, research scholarship and professional commitments.

Higher Education Commission of Pakistan

The local education authority named Higher Education Commission (HEC) of Pakistan has developed and deployed the faculty appointment criteria. That is considered as fundamental recruitment guidelines for public and private universities. That covers all disciplines excluding engineering, medical, information technology, medical sciences (nonclinical, basic and clinical sciences), law, arts, architecture and computing disciplines. HEC also provide the policies, guidelines and information regarding Services, facilities, Scholarships, Funds, University Information, Quality Assurance, Initiatives & Research, Policies, Procedures, Publications, local Statistics, Jobs and Careers. Thus, HEC assume to provide all possible information with and/or without power to enforce and implement all over the country to facilitate and assure the quality of education. This institution also provide the fundamental guidelines about the Meritorious Professor, Policy Clarification Letters/ Guidelines/ Recommendations, Academic Benefits of HEC Recognized Journals, Parameters for Assessment of Candidates for Appointment as Faculty Members, Minimum Experience of a PhD Faculty Member to Supervise a PhD Thesis , Supervision of MS/MPhil Research Thesis by MS/MPhil Qualified Faculty Member and Raising Minimum Qualification for Appointment of Lecturer.

Syndicate of University Constituted a Review Committee to Settle the Irregularity

The Deputy Registrar (Admin) in University of Sargodha is a competent and honest officer and always fulfils the assigned duties with utmost dedication; issued notification in compliance with the order of the Governor Punjab's number No.GS(Univ-I)11-5/2017-25 dated October 28, 2021; date of Hearing: 16.09.2021 the syndicate of the University of Sargodha in its 1/2022 meeting held on 27.09.2022 to

constitute a committee to investigate the illegal recruitment process of the appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21). Syed Nasir Abbas Bukhari pleased to issue the notification No. SU/Admin(HR) 6464-74 with his beautiful signature on November 7, 2022 to establish the rule of law with institution and academics. In compliance with the Governor Punjab's order number No.GS(Univ-I)11-5/2017-25 dated October 28, 2021; date of Hearing: 16.09.2021 the syndicate of the University of Sargodha in its 1/2022 meeting held on 27.09.2022 constituted a committee to investigate the illegal recruitment process of appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21). The notification No. SU/Admin(HR) 6464-74 dated November 7, 2022 issued successfully. The Governor Punjab order to dispose of the revision petition of petitioner professor, referred to this forum by the Hon'ble Lahore High Court, Lahore, vide order dated 15" June 2021, passed in connection with Writ Petition No. 37666/2021 titled "Prof Dr. Muhammad Ilyas Tariq versus Governor of Punjab/ Chancellor, University of Sargodha etc" wherein the petitioner has challenged the appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21). The brief facts of the case are that the University of Sargodha advertised one post of Professor of Pharmacy (BS-21), with last date for submission of applications as 31 December 2009. Dr. Sajid Bashir applied for the said post.

Unacceptable, Non-Supportive and Unfavorable External Reports of Foreign Experts

Pursuant to the above direction of the Hon'ble Court, the petitioner was afforded an opportunity of personal hearing on 16" September 2021 in the presence of representatives of the University. During the course of hearing, the petitioner contended that foreign referee namely Prof. Severre Arne Sande from Oslo University of Norway clearly mentioned in his report that Dr. Sajid Bashir did not possess required number of 15 research publications; a pre-requisite for appointment as Professor of Pharmacy (BS-21). The petitioner, therefore, claimed that Dr. Sajid Bashir was not eligible for appointment as Professor of Pharmacy (BS-21), as he was deficient on criterion of required number of research publications. The second foreign referee namely Muhammad Azmi Ahmad Hassali was research collaborator of Dr. Sajid Bashir. He, therefore, should not have been selected as foreign referee to evaluate application dossier of his research collaborator. The petitioner termed it a conflict of interest, thus needs to be addressed accordingly. He further contended that meeting of the Selection Board dated 20" March 2012 in which the case of appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21) was discussed, was short of quorum, because one member of the Selection Board namely Dr. Zahoor- ul-Hassan, who attended the meeting of the Selection Board as Dean of Pharmacy, was not appointed as Dean, Faculty of Pharmacy by the Governor/Chancellor/Competent Authority. He was rather assigned look after charge of this Faculty by the Vice Chancellor. He, therefore, contended that Dr. Zahoor-ul-Hassan, who was Dean of Faculty of Medical & Health Sciences, was not entitled to attend the meeting of the Selection Board as Dean, Faculty of Pharmacy.

 **Uio : School of Pharmacy**
University of Oslo

Registrar Ch. Izhar-ul-Haq
University of Sargodha
Sargodha
Pakistan

Date: 22 February 2011

Appointment of Professor of Pharmacy (Pharmaceutics)

Re: your letter of 25 January 2011 (No. UOS/RPS/727)

I have been asked to evaluate the suitability of Dr. Sajid Bashir for the position as Professor in Pharmacy (Pharmaceutics).

The basis of the evaluation is the advertisement for the position including the eligibility criteria, a statement about the duties of a Professor, Dr. Bashir's application with curriculum vitae, certificates and copies of his publications.

For the position as a professor the eligibility criteria are divided into three areas:

- 1. Academic:** *Ph.D. from HEC recognized institution in the relevant field*
Dr. Bashir has submitted a certificate showing that he has received the degree of Doctor of Philosophy with a dissertation titled "Pharmacokinetics of Ciprofloxacin in normal and different metabolically altered conditions in rabbits" from the University of the Punjab. According to the WEB-pages of the Higher Education Commission (www.hec.gov.pk), the university issuing the certificate is an approved institution. The area of the research is within biopharmaceutics, which is perfectly relevant for the present position.
- 2. Experience:** *15 years teaching/research experience in HEC recognized University...*
Dr. Bashir has documented a total of more than 15 years as Lecturer/Assistant Professor/Associate Professor in the universities of Balochistan and Sargodha, which according to the WEB-pages of the HEC is an approved institution.
- 3. Publications:** *15 research publications (with at least 5 publications in last 5 years) in Journals recognized by the HEC.*
Dr. Bashir has submitted 2 original articles in HEC-approved journals and a short communication prior to 2006.

During the last 5 years he reports 16 accepted publications.

Of these, 4 original articles, 1 report and 1 short communication appear in journals with impact factors, i.e. HEC category W. 6 original articles have been published in journals that according to the listing on www.hec.gov.pk, is in category Z

In addition he reports 3 original articles (in Sci. Int. (Lahore) and Diabet.Croat.) and



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Figure 1.1 The external foreign expert reports confirming the illegal appointment of Professor of Pharmacy.

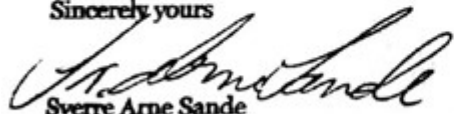
1 short communication (in East. Med. Health J.) in journals of unknown status.
The topics of all publications are pharmaceutically relevant.
In addition Dr. Bashir reports 3 submitted manuscripts. These are not enclosed in the application and have not been evaluated in the present context.

Conclusion:

Dr. Bashir fulfills all the requirements for academic qualifications and professional experience.

With respect to the number of publications, I have been informed that only publications in HEC-category W, X and Y are to be considered for appointments. In my opinion reports and short communications can not be considered as research publications. Based on these assumptions Dr. Bashir has a total of 6 original articles, and 4 within the last 5 years. In that case, he does not comply neither with the requirement for the total publications, nor with the requirement for publications during the last five years. If one or more of the publications in journals of unknown status should turn out to be recognized by HEC, he will comply with the requirement for number of publication during the last 5 years, but the total number will still be too low.

Sincerely yours



Sverre Arne Sande
Professor

Figure 1.2 The external foreign expert reports confirming the illegal appointment of Professor of Pharmacy.

In all four members, including Dr. Zahoor ul Hassan, attended the meeting of the Selection Board dated 20th March 2012, which is the minimum requirement of the quorum of the Selection Board in terms of Para 6(3) of the First Statutes appended as Schedule with the University of Sargodha Ordinance 2002. He further submitted that Dr. Zahoor ul Hassan was appointed as Dean, Faculty of Medical & Health Sciences. Dean, Faculty of Medical & Health Sciences comes to an end on 18th February, 2012. The petitioner, therefore, contended that Dr. Zahoor ul Hassan was not even Dean of Faculty of Medical & Health Sciences on 20th March 2012, the date of meeting of the selection board.



Date: 24th February 2010

Ch. Izhar-ul-Haq,
Registrar,
University of Sargodha,
Sargodha,
PAKISTAN

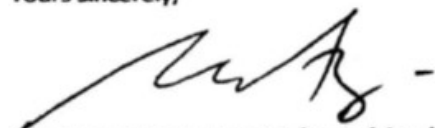
Dear Sir,

Evaluation Report For Professorial Appointment

With reference to the matter above, I had received all the relevant documents from your office for my personal evaluation and recommendation for Dr Sajid Bashir's professorial appointment.

Kindly find my evaluation and recommendation report for your further action.

Yours sincerely,



Associate Professor Dr. Mohamed Azmi Ahmad Hassali,
B.Pharm (Hons), M.Pharm (Clin Pharm) (USM), PhD (Monash, Aust)
Programme Chair,
Discipline of Social and Administrative Pharmacy,
School of Pharmaceutical Sciences,
Universiti Sains Malaysia,
11800 Penang,
Malaysia
E-mail: azmihassali@usm.my
Tel: +604-6534085 Fax: +604-6570017

Figure 2. The illegitimate and unacceptable external foreign expert report of associate professor for the appointment of Professor.

By TCS



HIGHER EDUCATION COMMISSION

H-9, Islamabad, Pakistan
Telephone (051) 90401609 Fax (051) 90401602
E-mail: rfirdous@hec.gov.pk

No. 05-48/A&C(Affairs)/2016/HEC
July 01, 2016

7151

Subject: Complaint regarding Irregularities in University of Sargodha, Sargodha

Reference your complaint dated nil on the above subject.

02. As per policy, the matter was referred to the concerned University for comments. The response received from the university is forwarded for your kind information (copy enclosed).

Rabia Firdous
(Rabia Firdous)

Assistant Director (A&C)

✓
Dr. Taha Nazir
Assistant Professor, B.Pharm,
University of Sargodha,
Main Campus University Road, Sargodha
Contact # 0321 222 0885

cc to:

- i. E.S. to the E.D, HEC.

Annexure 4. Letter of University of Sargodha dated June 27, 2016 to HEC Islamabad;
concealment of facts and hiding the record.

➤ **Mr. Awais Ahmed**
Assistant Director (A&C)
Higher Education Commission,
Sector H-9, Islamabad.

Subject: COMPLAINT REGARDING IRREGULARITIES IN UNIVERSITY OF SARGODHA, SARGODHA

Please refer to your letter No. 05-48/HEC/A&C/2010/6938 dated 20.04.2016 on the subject captioned above.

This is to inform that Dr. Sajid Bashir has been serving as Professor / Chairman, Department of Pharmacy, University of Sargodha, on regular basis w.e.f. 22.03.2012. Furthermore, the Hon'ble Chancellor / Governor Punjab vide No. SO(Univ)15-1/2010 dated 18.03.2013 (Annexure-A), in pursuance of the powers vested in him under Statutes 2(1) and 2(2) of First Statutes appended as scheduled read with section 9(7) of University of Sargodha Ordinance, 2002, was pleased to appoint Dr. Sajid Bashir, Professor of Pharmacy as Dean, Faculty of Pharmacy, University of Sargodha, Sargodha for a period of three years which expired on 18.03.2016. Subsequently, the Hon'ble Chancellor / Governor of the Punjab has been pleased to re-appoint Prof. Dr. Sajid Bashir as Dean, Faculty of Pharmacy, University of Sargodha w.e.f. 17.05.2016 for a period of three years vide Notification No. UOS/Acad/1393 dated 20.05.2016 (Annexure-B).

2. All allegations raised by Dr. Taha Nazir, Assistant Professor are based on misunderstanding / misconception. Dr. Sajid Bashir is an experienced and highly qualified Professor and University has not found any objection on the integrity and loyalty with University during his service.

3. It is, therefore, requested that the complaint launched by Dr. Taha Nazir, Assistant Professor may kindly be dismissed as it is baseless and bears no merit consideration.

Please see!

Awais Ahmed
30/06/2016
Mudassar Kamran
REGISTRAR
27/6/16

CC

- Secretary to Vice-Chancellor
- PA to Registrar

vahia
30/06

6/07/16

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Annexure 3. Higher Education Commission letter No. 05-48/A&C(Affairs)/2016/7151 dated July 01, 2016, forward the matter to concerned university for comments.



GOVERNOR PUNJAB

ORDER

No.GS(Univ-D11-5/2017- 25

Date of Hearing: 16.09.2021

Present:

1. **Prof. Dr. Muhammad Ilyas Tariq**,
Institute of Chemistry,
University of Sargodha
2. **Mr. Waqar Ahmad**,
Additional Registrar (General),
University of Sargodha
3. **Syed Nasir Abbas Bukhari**,
Deputy Registrar,
University of Sargodha

Petitioner

Representatives of
University of Sargodha

This order will dispose of the revision petition of Prof. Dr. Muhammad Ilyas Tariq, Institute of Chemistry, University of Sargodha referred to this forum by the Hon'ble Lahore High Court, Lahore, vide order dated 15th June 2021, passed in connection with Writ Petition No. 37666/2021 titled "*Prof. Dr. Muhammad Ilyas Tariq versus Governor of Punjab / Chancellor, University of Sargodha etc*" wherein the petitioner has challenged the appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21).

2. Brief facts of the case are that the University of Sargodha advertised one post of Professor of Pharmacy (BS-21), with last date for submission of applications as 31st December 2009. Dr. Sajid Bashir applied for the said post. Having fulfilled the pre-requisites such as determination of eligibility and obtaining evaluation reports of local and foreign referees, the case was placed before the Selection Board in its meeting dated 20th – 21st March 2012. The Selection Board recommended Dr. Sajid Bashir for his appointment as Professor of Pharmacy (BS-21). The Vice Chancellor, in exercise of powers under Section 13(3) of the University of Sargodha Ordinance 2002, appointed Dr. Sajid Bashir as Professor of Pharmacy (BS-21) vide Notification dated 22nd March 2012. The Syndicate approved recommendations of the Selection Board in its meeting held on 9th July 2012.

3. The petitioner Dr. Muhammad Ilyas Tariq filed Writ Petition No. 37666/2021 in the Hon'ble Lahore High Court, Lahore, challenging appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21), which was disposed of, vide order dated 15th June 2021, in the following terms:

ATTESTED TO BE TRUE COPY

Section Officer (Univ)
Governor's Secretariat, Punjab,
Lahore.

Page 1 of 5

Figure 10. Order of the Governor Punjab regarding illegal appointment of professor of pharmacy.

Table 1. The Research Articles Highlighting the Corruption of the Dean Pharmacy, University of Sargodha.

#	Title English	Title Urdu	doi
1	An amazing character revealing the fundamental factors hurting the health standards, pharmaceutical patient's care and teaching quality in developing countries.	ادویات و صحت کے نظام کو مجروح کر نیوالی حقیقی اور مثالی شخصیت۔	http://dx.doi.org/10.52182/22205187.13022021
2	The corruption of dean pharmacy, university of Sargodha needs attention and appropriate investigation.	جامعہ سرگودھا کے شعبہ فارمیسی کے سرپرست کی بددیانتی و بد عنوانی۔	http://dx.doi.org/10.52182/22205187.7122018
3	Pharmacy council of Pakistan, pharmacy discipline and pharmacist community.	پاکستان فارمیسی کونسل کی ناکامی کا سدباب اور اسکے نظام صحت پر اثر اب۔	http://dx.doi.org/10.52182/22205187.07112021
4	An ideological compliance to establish the real state of Pakistan.	فکری قومی تعبیر سے عملی ملکی تعمیر کا حقیقی سفر۔	http://dx.doi.org/10.52182/22205167.25062020
5	Correction of pharmaceutical teaching institution is the start point of professional growth.	ادویاتی تعلیمی اداروں کی اصلاح، پیشہ فارمیسی کی ترقی و خوشحالہ کا نقطہ آغاز۔	http://dx.doi.org/10.52182/22205187.13122016
6	You will always be in our heart and memories	تمہاری یادیں بسی ہیں دل میں افق کے اس پار جانے والو۔	http://dx.doi.org/10.52182/22205167.132022019
7	Lest we forget; Muhammad Iqbal (late) and dr. Riffat ul zaman (late)	شہد افارمیسی کی عظمت کو سلام۔	http://dx.doi.org/10.52182/22205187.11022019
8	M. Iqbal (late) - great leader, skilled pharmacist and outstanding person.	عزت مآب محمد اقبال کی عظمت کو سلام۔	http://dx.doi.org/10.52182/22205187.27082019
9	Pharmaceutical "fact sheet" 2014-15; released by prof. Dr. Taha nazir president pharmacist federation (pakistan) and pharmacist alliance, ppa.	پیشہ فارمیسی کا حقائق نامہ 2014-2015	http://dx.doi.org/10.52182/22205167.25012015
10	The dilemma of pharmacy profession in Pakistan; a "white paper" regarding ppa election 2014	پیشہ فارمیسی کا المیہ۔ قرطاس اہتہ۔	http://dx.doi.org/10.52182/22205187.21072014
11	Lest we forget to our legend heroes	تمہاری یادیں بسیں دل میں افق کے اس پار جانے والو۔	http://dx.doi.org/10.52182/22205187.19012020

Pharmaceutical Review

12	Prudential review of pharmacy teaching institutions in Pakistan.	پیشہ فارمیسی کے ملکی تدریسی اداروں کا تجزیاتی جائزہ۔	http://dx.doi.org/10.52182/22205187.14062015
13	Review of evolving role and poor representation of pharmacy professional in Pakistan.	ماہرین ادویات کی ناقص نمائندگی اور پیشہ ورانہ بد حالی کی وجوہات و اسباب۔	http://dx.doi.org/10.52182/22205187.25032016
14	Review of dissimilar roles, responsibilities and official duties of licensing (qualified person) and employee (working) pharmacists.	قانونی اور ملازم فارماسسٹ کے پیشہ ورانہ کردار کا اصولی فرق۔	http://dx.doi.org/10.52182/22205187.13032017
15	The poor and illegal representation of pharmacy profession in Pakistan.	پاکستان کا غیر معیاری ادویاتی نظام اور غیر اخلاقی پیشہ ورانہ نمائندگی۔	http://dx.doi.org/10.52182/22205187.02022014
16	Insufficient effort of the government of the punjab to improve the local health care.	حکومت پنجاب کے ادویاتی قوانین اور نظام صحت کے غیر یقینی اور ادھورے اقدامات۔	http://dx.doi.org/10.52182/22205187.03082017
17	The potential reasons of poor representation and despicable professional situation in Pakistan.	ماہرین ادویات کی ناقص نمائندگی اور پیشہ ورانہ بد حالی کی وجوہات و اسباب۔	http://dx.doi.org/10.52182/22205187.03082017

However, the Section Officer (Univ-I), Governor's Secretariat, Punjab, Lahore, vide letter No.GS(Univ.I).11-5/2021- 1336 dated 29.10.2021, forwarded a copy of order No.GS(Univ-I)11-5/2017-25 dated 16.09.2021 passed by the Governor / Chancellor for information. The decision is as under:-

"For what has been stated above, I, in exercise of powers conferred upon me under Section 10 of the University of Sargodha Ordinance 2002, am inclined to decide the instant revision petition in the following manner: (i) Revision petition of Dr. Muhammad Ilyas Tariq, to the extent of declaring appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21) as null and void, is dismissed being devoid of merit. (ii) The Syndicate of the University is directed to review the recruitment process of appointment of Dr. Sajid Bashir as Professor of Pharmacy (BS-21), with due attention to the alleged irregularities pointed out by Prof. Dr. Muhammad Ilyas Tariq in his revision petition, and if required, take necessary action against the University Authorities/Officer(s)/Official(s) on their failure to perform their duty as per requirements of the University Law/Statutes. The report on the matter has also been submitted to Ms. Rabia Naz, A&C Division, Higher Education Commission, Islamabad vide No.SU/Admin(E-I)/14146 dated 04.11.2021 in response to her email dated 24.09.2021 received through First Secretary, Consulate General of Pakistan, Toronto addressed to Incharge complaint Cell, Prime Minister's Secretariat, Islamabad.

Therefore, it is encouraged to punish the culprits, who are consistently damaging the system and committing the criminal act of concealment of facts and hiding the record of illegal appointment of professor of pharmacy in University of Sargodha. The seat of professor of pharmacy was advertised on November 1, 2009 in Daily Jung, bearing last date December 31, 2009, under which the said professor was selected.

The foreign reports did not support the appointment of candidate as professor in university of Sargodha as under,

1. **Sverre Arne Sande**, Professor of Pharmaceutics and Social Pharmacy, Sem Sælands vei 3 Farmasibygningen 0371 Oslo (T.: +47 22856590, C.: +4791833324, E.: Email s.a.sande@farmasi.uio.no) stated in his decision (conclusion) that "reports and short communications can not be considered as research publication. In this case, he (Dr. Sajid Bashir) do not comply neither with the requirement for the total publications, nor with the requirement for publication during the last five years. If one or more the publication in journals of unknown status should turn out to be recognized by HEC, he will comply the requirement for number of publication during the last 5 years, but the total number will still be too low".
2. **Dr. Hohamed Azmi Ahmad Hassali**, Associate Professor, Programme Chair, Discipline of Social and Administrative Pharmacy, School of Pharmaceutical Sciences, Universiti Sains Malaysia, 11800 Penang, Malaysia (T.: +604 653 4085, F.: +604 657 0017, azmihassli@usm.my) was associate professor at that time. He can not evaluate the candidate for the appointment as professor. One step lower expert automatically disqualified to examine the credibility of a candidate of higher (professorship) position. Secondly, **Dr. Hohamed Azmi** has worked with candidate (Sajid Bashir) during September 2009 - November 2009 to complete a cross-sectional, observational study entitled "Association between knowledge and drug adherence in patients with hypertension in Quetta, Pakistan". Both of them (candidate and evaluator) have published their research article in "Tropical Journal of Pharmaceutical Research" April 2011; 10(2): 125-132. This is potential conflict of interest and automatically disqualifies

the appointed of expert Hohamed Azmi Ahmad Hassali as foreign exprt. His evaluation also null and vided on behalf of his explicit predefined relationship with candidate.

Then administration (registrar office) misinterpret, concealed the facts and hided the real information. Because in methodology section of the article it is explicitly described that the project started in September 2009 and completed November 2009. Thus, candidate started project on September 2009 and completed on November 2009; before the advertised closing date December 31, 2009 of university of Sargodha. Then was, followed by revised accepted on January 12, 2011 and finally published on April 20, 2011.

Additionally, the aforesaid alleged officer has a long terrible history of corruption; the cases/ information already submitted to different authorities as given in Annexure 1-6. Thus, a prompt legal action is encouraged to establish the rule of law.

Additionally, the aforesaid alleged officer has a long terrible history of corruption; the cases/ information already submitted to different authorities as given in Table 1.

Conclusion

The appointment of teaching faculty in public sector universities is an important component of academia. The appointment of professor on behalf of the academically engineered foreign report should be discouraged at all possible level. The unacceptable, illegitimate and non-supportive external evaluation to a serious corruption that is happened in aforesaid university should be handled seriously. The responsible culprits should be investigated and treated as per legal requirements and academic jurisprudence.



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