

The last ill of higher education in Pakistan is lack of human resource. Most of reputable universities and colleges of Pakistan appoint visiting faculty which doesn't meet long-term staffing needs. e.g. A research institute invites an expert researcher for a short-term project, fostering collaboration and networking. However, this doesn't contribute to the institute's long-term research capabilities. There are various reasons for appointment of visiting staff like their expertise in a subject, highly qualified, flexibility and networking. Likewise, our remarkable institutes lack teachers training programmes. Teachers are not provided with guidance or trained properly according to their specific cadre due to insufficient funding, limited qualified trainers and high demand of such programs. This shortage is compromising the quality and reach of teacher training initiatives. Moreover, the faculty which is appointed as permanent faculty is always overburdened which leads to increase workload, burnout and negative impact on the quality of education. Adequate staffing is crucial for maintaining a healthy environment. It's much important to make teachers fulfill their roles effectively, in teaching, research and other responsibilities. Contrary, permanent faculty have one major flaw. That is irresponsible behavior of permanent faculty is seen in some institutes which result in decline in quality of education, contributes to high drop out rates, affects the reputation of institute negatively and also it hampers research productivity.