

**COMPLIANCE REPORT ON OBSERVATIONS HIGHLIGHTED BY
INSTITUTIONAL PERFORMANCE EVALUATION BY HEC**

It is submitted that Institutional Performance Evaluation (IPE) report was presented in the 35th meeting of Syndicate held on 19.12.2022. The Syndicate directed Compliance Implementation Committee of the University would submit a complete compliance report in the upcoming meeting of the Syndicate. The complete compliance report on observations highlighted by HEC is placed at **Appendix** for perusal of the Syndicate.



MNS-UNIVERSITY OF AGRICULTURE, MULTAN
OLD SHUJABAD ROAD, MULTAN
REGISTRAR OFFICE
Tel: 061-9201541, E-mail: hr@mnsuam.edu.pk

No: MNS-UAM/RO-09/2076
Date: 04.12.2023

NOTIFICATION

The Syndicate in its 39th meeting held on 21.10.2023 approved the MNSUAM 15 years Business Plan.

Somya Ambreen
Additional Registrar

Copy to:-

1. Deans/Coordinator of the Faculties
2. Directors/Chairpersons/HoD's of all Teaching and Non-Teaching Institutes/Departments/Offices
3. Convener, Members and Secretary of concerned committee
4. Resident Auditor
5. Secretary to the Vice Chancellor
6. P.A to Registrar
7. Office Record File

MNS UNIVERSITY OF AGRICULTURE, MULTAN

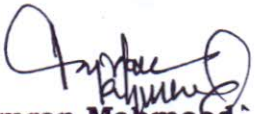
No: MNS-UAM/RO-09/609

Date: 19.04.2023

Subject: **EXTRACT FROM THE MINUTES (ITEM NO.15) OF 37TH MEETING OF THE SYNDICATE HELD ON 21.03.2023**

COMPLIANCE REPORT ON OBSERVATIONS HIGHLIGHTED BY INSTITUTIONAL PERFORMANCE EVALUATION BY HEC

The Syndicate showed satisfaction on the overall compliance report on observations highlighted by the Institutional Performance Evaluation (IPE) by HEC. The syndicate further directed to convey its concern to the committee on this significant delay and directed to present Business Plan in the next meeting of the Syndicate.


Imran Mahmood
Registrar

NO. & DATE EVEN

Copy forwarded for necessary action to:

- Deputy Registrar (HR)
- Office File

Appendix

Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status
Standard 01: Mission Statement and Goals					
Findings					
1.2.1	Based on the available record provided as evidence the university is not exactly clear who actually conceived the idea of mission. However, the university has approved its mission in 12 th meeting of Syndicate held on June 25, 2016 purely based on the behest of Vice Chancellor. Secondly, the university in this regard is silent till June 25, 2016 and there was no any approved mission till the said date.	The Vision, Mission, and Strategic Plan of the University was approved from Syndicate Meeting held on 25.06.2016 and notified No. MNS-UAM/RO-09/202 dated 28.07.2016, and this was published as 15 Years Vision Plan (Annex-1.1 Standard 1 of UPR)			Already given response was satisfactory . Therefore, no action required.
1.2.2	Based on available record no consultation has been made except formation of a committee that didn't make any contribution.	Preparation of the document by the Committee after consultation and approval by the Syndicate indicates that consultation process was followed.			Already given response was satisfactory . Therefore, no action required.
1.2.3	The mission has not been reviewed or renewed so far.	Committee Notified vide MNS-UAM/RO(HR)-04/1117 dated: 25-05-2022 for reviewing the mission and vision, and challenges (Annex-1.2.3-1.2.4)	December 31, 2022, and will be presented in following Syndicate	Registrar Office and committee	The task is completed and attached at Annex-A.
1.2.4	The University couldn't provide the action plan to meet the challenges for mission.				
1.2.5	Response under section (c) needs clarity about how financial goals are being set and which process is being followed.	MNSUAM financial goals are based upon the resources generation areas including 1) Government Grants, 2) Own Resources, and 3) Donations.		Treasurer	Already given response

Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status
		Based upon these budgeted receipt estimates, financial allocation to each department is made as per HEC criteria of student/teacher ratio, while budget allocation for ORIC, QEC and Financial Aid office is made as per each office requirement to meet the HEC initiatives/targets.			was satisfactory . Therefore, no action required.
1.2.6	Strategic and Business Plan has not been developed so far which was supposed to be ready right after 28.7.2021 syndicate meeting for approval. (Reference letter issued by registrar vide their letter No. MNS-UAM/RO-09/202.	<ul style="list-style-type: none"> • Strategic Plan of the University was approved from Syndicate Meeting held on 25.06.2016 and notified No. MNS-UAM/RO-09/202 dated 28.07.2016. • A committee has been constituted vide notification No. MNSUAM/RO(HR)-04/1186 Dated 31.05.2022 to develop Business Plan (Annex-1.2.6). 	December 31, 2022, and will be presented in following Syndicate	Registrar Office and committee	Initial Draft has been prepared and under review with the Committee.
Recommendation					
1.3.1	Formulation of a committee is needed to address the above mentioned deficiencies from point No. 1.1 to 1.6 in which presence of all the relevant stakeholders particularly involvement of director QEC may be ensured.	Committees mentioned in sections 1.2.3 and 1.2.6 have been constituted			Already discussed in serial No. 1.2.3 and 1.2.6. Therefore, no action is required.
Standard 02: Planning and Evaluation					
Findings					
2.2.1	The University has mentioned Executive Committee and Campus Construction Committee (CCC) in informal planning, and showed regular meetings but couldn't provide it's any approved SOPs	Notifications No. 1037 dated 10.2.15 and No. MNS-UAM/RO-09/0702 dated 24.12.2018 indicate that CCC was constituted and re-constituted after approval from Syndicate (Annex-2.5 Standard 2 of UPR)			Already given response was satisfactory . Therefore,

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	in this regard. Moreover, approval /notification of CCC was not provided.				no action required.
2.2.2	Life Cycle Management plan for the university infrastructure was not provided / developed by the university.	Life Cycle Management plan is under process, as it is approved from competent forum it will be shared	December 31, 2022, and will be presented in following Syndicate	Director P&D and Director Estate	Task has been completed and attached at Annex-B.
Recommendation					
2.3.1	In order to address 2.2 query, the registrar office may regulate this and 2.5 needs to be addressed though director planning and development.	Addressed in sections 2.2.1 and 2.2.2			Already discussed above mentioned serial no. 2.2.1 and 2.2.2. Therefore, no action is required.
Standard 03: Organization and Governance					
Findings					
3.2.1	Meetings of the statutory bodies needs to be scheduled regularly and clearly stated/approved by the syndicate. Academic council meeting has been	Meeting of the statutory body i.e. Syndicate conducted more than it is mentioned in the act, however, Academic Council meetings conducted in a year as per act but will be increased after starting new degree programs.	Notifications attached (Annex-3.2.1)	Registrar Office	Placed at Agenda Item No. 07

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	conducted once in a year which is insufficient.				
3.2. 2	The Syndicate and other statutory bodies minutes needs to be notified which is not in most of the cases particularly composition of the statutory bodies according to the act.	Minutes of meetings of all statutory bodies are notified as a regular practice and were shown to the IPE team			Already given response was satisfactory . Therefore, no action required.
3.2. 3	Organizational Chart has not been approved by any statutory body.	Organizational Chart is the part of 15 Years Vision Plan (Annex-1.1 Standard 1 of UPR) that was approved from Syndicate Meeting held on 25.06.2016 and notified No. MNS-UAM/RO-09/202 dated 28.07.2016			Already given response was satisfactory . Therefore, no action required.
3.2. 4	The university has not chalked out conflict of interest and IPR policy. Moreover, no evidence was noted regarding adoption of Cyber policy of the government.	Intellectual Property Management Framework was approved from Syndicate No. MNS-UAM/RO-09/1135 dated 03.06.2019 (Annex-4.10 Standard 04 of UPR)	Adoption of Cyber Policy will be placed as agenda item in Syndicate meeting	Registrar Office	The approval of Policy of Conflict of Interest is placed at Agenda Item No. 11 The approval of adoption of

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					National Cyber Security Policy 2021 is placed on Agenda Item No. 12.
Recommendations					
3.3.1	The registrar office may address all above mentioned observations of standard 3 through a competent committee.	All observations have been addressed			Already given response was satisfactory . Therefore, no action required.
Standard 04: Integrity					
Findings					
4.2.2	The harassment committee is not comprised of proper structure and the named as inquiry committee with rights to investigate Sexual harassment.	The harassment committee is notified as per university act vide: MNS-UAM/RO-09/0383 dated: 17-08-2018 and subsequently appointed Harassment Monitoring Officer Vide: MNS-UAM/RO(HR)-09/1329 dated: 03-12-2019	Already implemented as per Protection Against Harassment of Women Act 2010. (Annex-4.2.2)	Registrar Office	Placed at Agenda Item No. 09.
Recommendations					

Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status	
4.3.1	The separate grievances committees for Students, Faculty and Staff is required to be constituted and procedure/policy to address the grievances.	The number of faculty, staff, and students are less at this time and a general Grievances Committee (constituted vide: MNS-UAM/RO(HR)-09/1320 dated: 03-12-2019) is enough to handle the complaints if any. However, with increasing number of campus community separate committees will be constituted in future (as per need).			Placed at Agenda Item No. 13.	
4.3.3	The research monitoring standards are required to be formed and its standard operating procedures.	<ul style="list-style-type: none"> • The university has notified Ethical Institutional Review Board vide notification No. MNSUA/RO(HR)-08/605 Dated: 08-04-2021 (Annex-4.3.3) • DGS is developing SOPs for monitoring postgraduate research. 	SOPs for research monitoring have been approved from Board of Advanced Studies and Research in meeting held on 13.06.2022 (Annex-4.3.3a)	ORIC and DGS	Task has been completed. Notification along with SOPs is attached at Annex-C .	
4.3.4	The administrative “TURNITIN” account is the prime need of the university and QEC required to resolve it on priority and HEC should facilitate with this challenge faced by the young and dynamic researchers of the university.	Turnitin Admin account has been received and user accounts are provided to the faculty members after trainings			QEC	Already given response was satisfactory . Therefore, no action required.
4.3.4	Conflict of interest policy is required to be framed and approved by statutory bodies in consultation with concern departments.	The university follows the Conflict-of-interest guidelines / policy issued by HEC from time to time.			Registrar	Already discussed in Sr. No. 3.2.4. Therefore, no action is required.

Standard 05: Faculty

Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status
Recommendations					
1	Faculty members having PhD may be compensated / appointed in the next grade as soon as possible.	As per approved procedure faculty positions are announced and advertised and all those who qualify can apply and compete for the positions.		Registrar & Deans	Already given response was satisfactory . Therefore, no action required.
2	Young faculty Training Programs shall be initiated / must be in vogue	Young faculty training/orientation program is compulsory activity of all new faculty members and staff.	Notification attached (Annex-2)	Registrar (HR Dept.)	Chairman, O&CE is working on it.
3	Teachers evaluation is procedure needs to be updated, transparent and must be used for reward.	There are four procedures adopted for fair evaluation of the teachers i. Probation assessment ii. DTRC iii. TRP iv. Students feedback			Implemented in form of Best University Teacher Award, Best Paper Award and Outreach Award
4	Faculty members be given training in writing and revising Syllabus	<ul style="list-style-type: none"> • Various trainings and capacity building programs are offered at GRC (Graduate Resource Centre). • For curriculum development and revision, a number of trainings have already been conducted even at departmental level. • The training programs for newly appointed faculty are also organized. 	During the current year, 2022, at least three trainings will be organized for newly appointed faculty. The schedule is as under:	PO Academics	Incorporated in serial No. 02 of Standard 05.

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			1. July 2022 2. September 2022 3. November 2022		
5	The university must devise a mechanism to send outstanding faculty members abroad to further their education	University encourages and facilitates the faculty members for higher education in inland or overseas Universities.	List of faculty members attached. (Annex-5)	Registrar Office	Already given response was satisfactory . Therefore, no action required.
6	Faculty satisfaction mechanism should made part of regular activities	Faculty Survey (HEC proforma) is regular annual activity		Registrar Office (HR Dept.)	Already given response was satisfactory . Therefore, no action required.
Standard 06: Students					
Findings					
6.2.1	The department of Computer Science offers three under graduate programs; namely BS (Computer Science), BS (Information Technology) and BS (Data Science). On the website of the university	1. The application for the accreditation of BSIT program was submitted in April 2019 (Annex-6.2.1) Due to the COVID-19 pandemic, accreditation visit was not arranged. Now, request for the accreditation visit has been sent to NCEAC and waiting for their plan of visit (Annex-6.2.1) .	Department of Computer Science will send letter/email to NCEAC for starting BSIT	Chairperson CS & IT	Visit of Accreditation Council is expected during last week of

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	<p>(www.mnsuam.edu.pk/index.php/accreditation), it is stated that zero visit of BS (CS) took place in 2018 and as a consequence the batch admitted in 2014 was accredited. The department did not apply for accreditation for BS (CS) batches admitted after 2015. BS (IT) program was started in 2014, but so far request for its accreditation has never been submitted. In addition, BS (Data Science) was started in 2021 without seeking permission from NCEAC. Such non-compliance with HEC regulations is likely to lead to debarment from getting scholarships from HEC to study abroad. Moreover, employment in certain government departments (defense related) may also be denied to graduates, whose batch was not accredited. The intake was increased from 100 in 2020 to 200 in 2021, without seeking "Change of Scope" from NCEAC.</p> <p>It was also noted that the number of credit hours for BS (CS) and BS(IT) were more than the number recommended by NCEAC.</p>	<ol style="list-style-type: none"> 2. Due to the COVID-19 pandemic, Computer Science batch 2015-19 was successfully accredited (Annex-6.2.1) but during COVID-19 pandemic accreditation was delayed and now department of Computer Science is going to submit accreditation for other batches. 3. Preparations for BSDS accreditation is under progress, however HEC has stopped zero visit for BSDS program. 4. The minimum criteria for HEC is fulfilled regarding the credit hrs. for BS (CS) and BS(IT) degree programs. 	<p>accreditation process again till 30-06-2022 tentatively.</p>		<p>December, 2022. Email attached at Annex-D.</p>
6.2.2	<p>Prospectuses for the year 2020-21, and 2021-22 were not available in hard copy form.</p>	<ul style="list-style-type: none"> • Due to COVID-19 scenario prospectus were not printed. • Digitalization and Paperless environment is encouraged all over the world. Therefore, electronic copies of Prospectus are made available for all stakeholders. 			<p>Already given response was satisfactory . Therefore,</p>

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					no action required.
6.2.3	Proof of departmental advisors/coordinators of respective departments were not provided.	Notifications attached (FSSH, FAES, FVAS, FABSET) (Annex-6.2.3)		Deans of Faculties	Already given response was satisfactory . Therefore, no action required.
6.2.4	No proof of revision of students' guidelines was provided.	Students' guidelines are approved from statutory bodies and revised time-to-time as per need and/or to meet requirements of HEC (Annex-6.2.4)		Director Academics, Undergraduate and Postgraduate Prospectus Committees	Already given response was satisfactory . Therefore, no action required.
6.2.5	Approval of Admission Policies and student's guidelines were not provided	Admission policies for each degree program are well designed and approved by academic council and Syndicate. (Annex-6.2.5)		Director Academics (Admission Committee)	Placed at Agenda Item No. 14
6.2.6	Amount of scholarships/financial aid given from institutional funds for last three years were not provided.			Director/ Incharge Financial Assistance	Discussed in Sr. No. 11.2.3, Therefore, no action is required .

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6.2.7	Increase in the number of students should be complemented by matching increase in faculty and other supporting resources. While the supporting resources may have been provided, but the number of faculty seems to be inadequate. This mismatch has resulted in much higher workload (up to 17 credit hours in a semester) on the faculty members of the Department of Computer Science.	Faculty hiring is a continuous process. To meet the requirements of faculty at the University position of Professors, Associate Professor, Assistant Professors, and Lecturers have been announced (through national newspapers and University website https://mnsuam.edu.pk/images/Advertisements/2022/May/jobs/Advertisement.pdf)	Tentatively End of 2022	Registrar Office	Already given response was satisfactory . Therefore, no action required.
Recommendations					
6.3.1	The total number of students in the university are stated to be around 5,000, while the number of faculty members are around 125, leading to students to faculty ratio of 40:1. This ratio is much higher than the recommended figure of 20:1. The additional course load is being managed by overloading the available faculty by assigning them 13 to 17 credit hours in a semester, compared with a norm of 9-12 credit hours. If that was not enough, many faculty members are assigned additional administrative and academic responsibilities.	Faculty hiring is a continuous process. To meet the requirements of faculty at the University position of Professors, Associate Professor, Assistant Professors, and Lecturers have been announced (through national newspapers and University website https://mnsuam.edu.pk/images/Advertisements/2022/May/jobs/Advertisement.pdf)	Tentatively End of 2022	Registrar Office	Already given response was satisfactory . Therefore, no action required.
6.3.2	MNSUAM Website has a portal for students to submit complaints, feedback and suggestions for improvement. However, when tried to access that a warning (Deceptive site ahead) was	Complaint portal is active and can be access via website too. https://complaints.mnsuam.edu.pk/	Complaint portal is active since 25-05-2022	Chairperson CS & Incharge Website	Already given response was satisfactory . Therefore,

Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status										
	displayed. This happened on a few other links on the website as well.				no action required.										
6.3.3	The University does not provide opportunities to the public to give feedback to the university.	Feedback Portal is live now and link is available at website https://forms.gle/15YuM7q9VMc3CoB36	Feedback portal is active since 25-05-2022	Chairperson CS & Incharge Website	Already given response was satisfactory . Therefore, no action required.										
6.3.4	The number of students in department of Computer Science is more than 700, whereas the number of faculty is seven. The students to teacher ratio is 100:1, which is unacceptably high and needs immediate steps to fix this problem.	<p>New faculty positions (as per following table) are advertised and after due process new faculty will join the department. This will reduce the work load of existing faculty members.</p> <table border="1" data-bbox="875 906 1357 1086"> <thead> <tr> <th>Designation</th> <th>No of Post</th> </tr> </thead> <tbody> <tr> <td>Professor</td> <td>01</td> </tr> <tr> <td>Associate Professor</td> <td>01</td> </tr> <tr> <td>Assistant Professor</td> <td>04</td> </tr> <tr> <td>Lecturer</td> <td>04</td> </tr> </tbody> </table>	Designation	No of Post	Professor	01	Associate Professor	01	Assistant Professor	04	Lecturer	04	Tentatively 30/09/2022	Registrar & Chairperson CS	Already given response was satisfactory . Therefore, no action required.
Designation	No of Post														
Professor	01														
Associate Professor	01														
Assistant Professor	04														
Lecturer	04														
6.3.5	Students Handbook should be published and should be given to each student at the time of admission.	Digitalization and paperless environment is encouraged all over the world. Therefore, electronic copies of Prospectus are made available for all stakeholders including students.		Deans and DGS	Already given response was satisfactory . Therefore, no action required..										

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Recommendations					
1.	Faculty must be involved in budget preparation. They will give good feedback. Also they would learn from senior	A budget call is sent to all teaching departments/institutes in each year. Concerned chairperson/Directors proposes the budget estimates in consultation with the faculty members		Treasurer	Already given response was satisfactory . Therefore, no action required.
2.	If all Administration positions are filled at once, might create financial complications	Administration and faculty positions are filled as per requirement / need of the university.		Registrar	Already given response was satisfactory . Therefore, no action required.
3.	Students must be encouraged to use / avail the digital library/ facilities provided by HEC.	<ul style="list-style-type: none"> • Seminars on the awareness and use of digital library will be conducted by the Central Library • Visitors count will be displayed at website of the Library (MNSUAM) 	<ul style="list-style-type: none"> • Session I = 5th September 2022 • Session II = 18th November 2022 • Visitors count displayed = June, 2023 	Chief Librarian	Report of Awareness Seminars on use of Digital Library is attached at Annex-E.
4.	SOP for resource allocation may be developed	Budget Resources are allocated at the analogy of HEC guidelines of faculty student ratios with the approval of syndicate.		Treasurer	Already given response was satisfactory . Therefore,

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					no action required.
5.	Space for the library may be needed	Library space is sufficient for presently enrolled students.		Chief Librarian	Plan to Increase the space is attach at Annex-F
6.	The University has to move toward digital book facilities like “Candle”	Funding from HEC for Candle	September, 2023	Chief Librarian	Already given response was satisfactory . Therefore, no action required.

Standard 08: Academic Programs and Curricula

Recommendations

8.3.1	<p>1. The Specific Departments of Microbiology and Animal Sciences awarding separate degrees and need to create separate departments as soon as possible to avoid any inconvenience to the students.</p> <p>2. Department of Environmental and Soil Sciences awarding two separate degrees in soil science and environment required to create separate department or convert it into institute as soon as possible to avoid any inconvenience to the students.</p>	<p>1. The Faculty of Veterinary and Animal Sciences has been recently established and is planning restructuring of the departments and creation of new institutes in line with degree programs already being offered and future degree programs. In this regard, meetings of Department Board of Studies are being scheduled in the month of June 2022 to discuss</p> <ul style="list-style-type: none"> • Upgradation of Department of Pathobiology into "Institute of Pathobiology and Biomedical Sciences" with sections of Microbiology, Parasitology, Pathology and Public Health. • Department of Animal Feed and Production' into "Institute of Animal Sciences" with sections of Animal Anatomy, Animal Physiology, Animal Nutrition, Animal Genetics, Livestock Management and Dairy Sciences. 	December 2022	<p>1.Coordinator FVAS and Chairperson of department</p> <p>2.Deans FAES and Chairperson SES.</p>	Action not required
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Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status
		<ul style="list-style-type: none"> • Department of Fisheries and Aquaculture into "Department of Zoology and Fisheries" 2. Department of Soil and Environmental Sciences has prepared draft for upgradation to Institute. This will be presented before statutory bodies for approval. 			
Standard 09: Public Disclosure and Transparency					
Findings					
9.2.1	The web link to Online Systems-->Complaint Portal issues a security warning suggesting the user to back off. Hence it is dangerous to enter a complaint, feedback or suggestion for improvement.	Complaint portal is active and link is available at website under the menu online systems https://complaints.mnsuam.edu.pk/	Complaint portal is active since 25-05-2022		Already given response was satisfactory . Therefore, no action required.
9.2.2	It seems that the university does not have a mechanism to receive formal feedback from public.	Feedback Portal is active and link is available at website under the menu online systems https://forms.gle/15YuM7q9VMc3CoB36	Feedback Portal is active since 25-05-2022		Already given response was satisfactory . Therefore, no action required.
Recommendations					
9.3.1	It would be better if the university website also provides a platform to connect alumni, prospective employers, and internship providers.	Alumni form is generated and link is available at website under the menu online systems https://forms.gle/ZhbMMKrERYQAvhse6	Alumni Link is active since 25-05-2022	Chairperson CS & Incharge Website	Task Completed

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9.3.2	Every student has the right to receive an interim transcript (stating progress to-date) at the end of every semester.	University Management System (UMS) is being developed and currently under implementation phase. Major modules of the UMS are as follows: <ul style="list-style-type: none"> • Department • Programs • Students • Faculty/Staff • Courses • Attendance • Exam Management and • Results. Initially it is deployed at Department of Agro Industrial Engineering on trial basis and after successful implementation whole campus will be shifted on this UMS.	University Management System(UMS) will be implemented at whole campus tentatively 31-12-2022	Controller Examinations & Chairperson CS	Agreement finalized for UMS and will be operational by 01.07.2023
9.3.3	The university website should provide a link to help students get up-to-date information about their academic progress (view attendance, marks in tests/ assignments, GPA, etc.).	The University Management System will be available online after successful trial at Department of Agri Engineering.	University Management System(UMS) will be implemented whole campus wide tentatively dated 31-12-2022	Controller Examinations & Incharge Website	Already given response was satisfactory . Therefore, no action required.

Standard 10: Assessment and Quality Assurance

Recommendations

1.	For stability at the QA process, some staff at Assistant / Deputy Director must be appointed on permanent bases.	Two more Assistant Directors QEC (additional charge) have been notified (Annex-1) making total number three. The present team is enough for all QEC activities as the number of students and faculty is low at campus. However, with increase in enrollment and faculty hiring in future, permanent staff may be appointed.	Registrar / QEC	Already given response was satisfactory . Therefore,
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					no action required.
2.	All programs must be accredited with the concerned council	Most of the programs are accredited from the respective councils, others are under-process of accreditation (Q. 8 & 9 Standard 10)	Continuous process	QEC	Already given response was satisfactory . Therefore, no action required.
3.	Students satisfaction and graduating students proforma must be filled and corrective measures shall be adopted	All such proforma are filled and maintained, and were presented to IPE team in Six box files		QEC	Already given response was satisfactory . Therefore, no action required.
4.	Regular Awareness Programs must be arranged for students, faculty and staff regarding quality assurance	List of events is provided (Q.12 Standard 10)		QEC	Already given response was satisfactory . Therefore, no action required.
5.	To keep the QEC vibrant, sufficient budget allocation may be made to carry out all the necessary activities and task in time	Sufficient budget is allocated to QEC every year. However, expenditures not covered in budget (as per need) are accommodated from other heads.		QEC & Treasurer	Already given response was satisfactory

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					. Therefore, no action required.
Standard 11: Student Support Services					
Findings					
11.2.3	Year-wise summary of the financial aid/scholarships awarded to students in the last three years was not provided. The SFAO (Student Financial Aid Office) claims to have twelve sources of financial aid/scholarships for students. However, summary of such financial assistance stating the number of beneficiaries and the amount disbursed was not provided for the last three years.	Summary provided by the Incharge Financial Assistance (Annex-11.2.3)	Incharge Financial Assistance		Already given response was satisfactory . Therefore, no action required.
Recommendations					
11.3.1	The University should establish Student Placement/ Career Counseling Office with its dedicated and trained staff. This office should liaise with surrounding industry to help students find summer internships and also help them with job placements. Moreover, this office should arrange lectures/talks by industry practitioners on the recent trend and industry expectation from the graduates.	<p>CDC/PB office exists and working dedicatedly to serve the students so far. Office is situated at Academic block Room # 372. We have two studentships (students on paid work) along with two faculty members Dr. M. Ishtiaq and Dr. Usman Jamshed. Internships are being dealt through internship committee i.e., almost 12 focal persons, with one focal person from each department / institute, who are doing better job.</p> <p>We have placed more than 80 % internships in Agro-based industry and progressive farms each year and majority of them are on paid internships.</p> <p>We regularly conduct industry lectures / talks and recruitment drives for the placement of our graduates. We have organized 14 awareness sessions along with recruitment drives in the year 2021-22 (Annex 11.3.1). Almost equivalent number of</p>	Incharge CDC		Already given response was satisfactory . Therefore, no action required.

Sr.	Recommendations of IPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons	Current Status
		<p>programs are also being organized by different departments in collaboration with CDC.</p> <p>We are connected with Alumni through alumni groups on Whatsapp and Facebook pages. Now our alumni graduates are also helping us to trained our students.</p> <p>All of above information along with evidence was presented to the ICE team on the day of visit.</p>			
11.3 .2	<p>Submission of an affidavit (on a Rs 20 Stamp Paper) by every recipient of financial aid seems an unnecessary expense and hassle for the student. A simple declaration at the bottom of application form should suffice.</p>	<p>Affidavit on judicial stamp paper is demanded from the students to comply with the requirement of scholarships funding agency i.e. Undergraduate Ehsaas Scholarship Program & Need Based scholarships of HEC. However, no judicial paper stamp affidavit is demanded for any other scholarships</p>	Treasurer & Financial Assistance		<p>Already given response was satisfactory . Therefore, no action required.</p>
11.3 .3	<p>Multan is a hot place, and the students park their (hundreds of) motorcycles in open area and on soft ground. Parking arrangements for motorcycles under shade and on hard ground is needed. The shade may be provided by Solar Panels, as they also generate electricity.</p>	<p>The agreement with third party to provide the parking facility with shade and hard standing is under process and will be implemented by commencement of new semester in September 2022.</p>	Director Estate		<p>Already given response was satisfactory . Therefore, no action required.</p>