



## **AIC Report**

**Prof. Dr. Maqbool Sial  
Dr. Abdul Hayee Qureshi**

**Jan 16-17, 2014**

**Department of Agri. Business & Marketing  
Institute of Business & Management Science, UAF**

## Evaluation Criteria: Weightage for Agriculture Degree Program

Sr. No	Program Evaluation Criteria	Points Assigned	Points Awarded
<b>Major Criteria</b>			
1	Strength and Quality of Faculty	200	150
2	Curriculum Design and Development	150	100
3	Infrastructure and Learning Resources	200	100
4	Students Support and progression	150	100
	<b>Sub – Total (a)</b>	<b>700</b>	<b>450</b>
<b>Minor Criteria</b>			
5	Research and Consultancy Activities	150	80
6	Governance and Leadership	100	60
7	Recent Innovations and Best practioeces	50	32
	<b>Sub – Total (b)</b>	<b>300</b>	<b>172</b>
	<b>Grand total (a+b)</b>	<b>1000</b>	<b>622</b>

## **Executive Summary**

Institute of Business Management Sciences (IBMS), UAF was created in January 2011 by merging four different departments of the university. Presently, 16 member fulltime teaching faculty is engaged in accomplishing the teaching and research activities of the institute. Master and Bachelor level degrees are being offered to the students. Bachelor of Business Administration (BBA) classes have also been started at sub-campus located at distance. Current enrollment in MS Management specialization in Agribusiness is 17 and in B.Sc. (Hons) Agriculture majoring in Marketing & Agribusiness is 38 in total.

The institute has ample potential to become a landmark in agribusiness education in Pakistan. Basic ingredients are available however some radical changes need to be made in right direction with precision and prudence. Whole physical infrastructure, furniture and fixture be refurbished along with up gradation of IT equipment and installation of state-of-the-art audio/visual gadget in the campus.

Curriculum needs revision and tailoring according to the market demand and most recent development happened in the education sector. Young and foreign qualified faculty members deserve dynamic and able leadership which can raise their morale, bring funds and create conducive environment of competition, reward and research. Student confidence also needs to be build by providing them enough opportunities to interact with the agro-industry players and executives in shape of seminars, lectures and study visits. Practical working experience in terms of internship with leading agro business and corporate sector is vital for young professionals' success in the field.

On the basis of the SWOT analysis, detailed visit of facilities and resources as well as dialogue with the faculty and stockholders, the committee assessed substantial potential for improvement and capacity building of agri. Business degree programs. It recommends the rating of the degree programs in 'Y1' category of NAEAC/HEC with 62% score, hoping up-gradation in due course of time.

## **Introduction**

University of Agriculture, Faisalabad is the premier educational institution of Pakistan in agricultural sciences. The institution was initially established in 1906 as Punjab Agricultural College and research institute, Lyallpur and upgraded as University in 1961. Currently, four sub-campuses are functioning under the auspices of the university at Dera Ghazi Khan, Toba Tek Singh, Bahawalpur and Depalpur. The university is organized into six faculties *viz.* Faculty of Agriculture, Faculty of Social Sciences, Faculty of Agricultural Engineering and Technology, faculty of Sciences, Faculty of Animal Husbandry, and Faculty of Veterinary Sciences. The teaching staff of the university is comprised of more than 500 members of whom 224 hold Ph.D degrees from local and overseas universities.

Institute of Business Management Sciences (IBMS) falls under the domain of Faculty of Social Sciences and was created in January 2011 by merging two teaching departments *viz.* i) Department of Business Management Sciences (BMS) and ii) Department of Marketing and Agribusiness (MAB) and two other establishments *viz.* i) Business Incubation Centre (BIC) and ii) WTO Cell. Presently, 16 member fulltime teaching faculty is engaged in accomplishing the teaching and research activities of the institute. Master and Bachelor level degrees are being offered to the students primarily from the neighboring districts of Punjab. The institute holds its Bachelor of Business Administration (BBA) classes at sub-campus of the university situated about 20 kilometers away from the main campus.

The institute is offering its teaching and academic expertise aiming to facilitate the economy by providing highly skilled business professionals and students. They exert to explore their potential, craft opportunities and lead nationally and internationally. So far, 300 students have been graduated by securing M.Sc (Hons) Agri. Marketing degree while 150 students got their degrees in MBA (Marketing & Agribusiness) and B.Sc (Hons) Agriculture majoring in Marketing & Agribusiness, each. Current enrollment in MS Management specialization in Agribusiness is 17 and in B.Sc. (Hons) Agriculture majoring in Marketing & Agribusiness is 38 in total.

## Criterion wise Analysis

### Major Criteria ( 1-4)

#### 1. Strength and Quality of Faculty

- Sixteen (16) fulltime teaching faculty members comprised of six (06) Ph.D degree holders, mostly from overseas universities, and 10 with Master level degrees. The institute also has the assistance of eight (08) part-time faculty members. Three regular faculty members are pursuing their Ph.D degrees and are on study leave. The average teaching experience is about eight years.
- The existing teaching work load for Assistant Professor is 15 credit hours per week while for Lecturer it is 18 credit hours per week.
- Quizzes, assignments, mid-term and final exams are adequately used as instrument to assess students' performance. However, projects/seminars are not adequately being used for professional grooming and building confidence of the students. Use of sessional tests is rare.
- Submission of Faculty Course Review Reports (CRR) at the end of each course is practiced regularly but taking its advantage in improvement of the course seems obscure. Degree program monitoring system also needs improvement.
- Systematic teachers training program for newly inducted faculty members is not prevalent however some informal orientation plan exists.
- The IBMS enjoys satisfactory faculty development and career planning mechanism leading to PhD and Post-Doc training through Higher Education Commission (HEC).
- Salary package and allied fringe and benefits are of satisfactory level as per the exiting market situation. However, faculty perception about job satisfaction is moderate.
- The institute lacks in provision of conducive environment *w.r.t.* office space, ICT equipment, library and place for professional dialogue and interacts in shape of some refectory to its teaching faculty at their workplace.
- Systematic recognitions and award mechanism to best performing faculty member is not in place.
- Organizing and/or hosting national and international professional events by the IBMS are very little however participation of the faculty members in such events organized/hosted by other local/national institution is adequate. Contribution of

the faculty members in conference proceedings and/or publication of project reports are of satisfactory level.

- Number of Ph.D students supervised by HEC approved faculty member is nil while average number of M.Sc students supervised by the faculty member is four.
- Faculty members are of the opinion that existing degree program needs up-gradation as it is performing well.
- Faculty encourages students to ask questions as an attempt to promote analytical and critical thinking. Use of different instructional techniques and adoption of professional code of ethics is subtle.

## **2. Curriculum Design and Development**

- Curriculum objectives of degree programs lack focused thinking and articulation in terms of market demand and diversification.
- Curriculum contents are not much compatible with the emerging needs of market and deficient in inculcating desired students' learning outcomes.
- Title of the major subject for B.Sc (Hons) Agriculture may be reworded from "Marketing and Agribusiness" to "Agribusiness" only.
- Titles of the subject STAT-302, MAB-403 and RS-401of B.Sc (Hons) may be revisited.
- Titles of the subject BM-726 of MS Management –agribusiness specialization may be revisited.
- Currently, seven different degrees programs with specialization in 12 different subjects are being offered by the institute. It would be advisable to restrict the list up to few degree programs with specialization in specific subjects of command, faculty strength, infrastructure and linkages with the industry.
- To spearhead too many degree programs with existing faculty, resources and leadership would be difficult and such efforts may bring disrepute to the institute instead of becoming centre of excellence in the market.
- Integration of information technology in the existing curriculum is of satisfactory level and students are being offered with sufficient choices in selection of elective courses.
- Practice of curriculum revision is generally followed after every 2-3 years in order to adjust as per market demand.

- Student perception about the quality and innovativeness of the curriculum being taught to them is of mixed in nature. However, it was unanimously desired by the students that some introductory/minor course about IBMS's degree program must be taught in first four semesters. Such intervention will enable them to join IBMS with more clarity and understanding.
- Availability of text/reference books (new editions) and journals (latest issues) are rare in central library whereas departmental library also equipped poorly and students were found not much inclined to use such facilities.
- An average contact hour for theory courses is 15 hours per semester while contact hours for a course is three (3) hours.
- Course registration and withdrawal policy of the institute is well spelled and adequately disseminated to the students. Admission policy also well documented and notified.
- Maintenance of course files were observed with some cursory attitude and recommendations and /or suggestions related to the course for the next session are not communicated in proper written format at appropriate forum, mere verbal discussion was considered sufficient in this regard.
- Meetings of Board of Studies and faculty held regularly however mechanism to receive stakeholders' feedback and its incorporation in the curricula is not properly shaped and observed. Presence of any stakeholder in the aforesaid fora is not sufficient for such academic exercise.
- It appeared that existing syllabus failed to build confidence, articulation and level of judgment among the students.

### **3. Infrastructure and Learning Resources**

- Class rooms are old and seriously deficient in standard safety measures to avoid any mishap. In most of the rooms entrance and exit doors are same which can cause obstruction in case of any emergency. Passageway leading to class rooms is of obscurity in nature and difficult to approach.
- Furniture of the class rooms gives depressing look and needs to be replaced. Latest audio/visual equipment is missing. Computer labs. equipped with latest machines were hardly to observe. Qualified lab. staff is also lacking.
- Departmental library facility is of symbolic in nature with only seating capacity of 20 chairs which certainly requires expansion and refurbishment with all respect. Lack of latest edition of books and journals are observed. Annual allocation for purchase of newspapers, periodicals and books was Rs 10,000 during the year

2012-13 and estimates of 2013-14 which shows scarcity of funds for the important knowledge resource base.

- On-line surfing, scanners, CD writer facilities along with back up power generation facility is missing.
- In total eight (08) class rooms with an average covered area of 30x20 sq.ft are available. Faculty offices are 12 only to accommodate 16 teaching members average covered area of 10x10 sq. ft.
- The IBMS is housed in old building which require ample renovation and up gradation work to give standard teaching and learning atmosphere. However, total area available to the institute is sufficient.

## **MINOR CRITERIA (5-7)**

### **4. Students Support and Progression**

- Student response to admission in degree program is good. Average intake in B.Sc (Hons) 5<sup>th</sup> semester is 30 while average intake in M.Sc (Hons) 1<sup>st</sup> semester is 20.
- Transport and hostel facilities are available.
- Merit and need-based scholarships are available to the under and post-graduate students.
- Medical and sports facilities are available at central level.
- No proper mechanism is available for students counseling.
- Industrial and market place study tours needs to be enhanced. Allocation of Rs 50,000 is not suffice for the purpose.

### **5. Research and Consultancy**

- Internship opportunities are limited to few organization/enterprises which needs to strengthen by bringing more agro industrial sector under this scheme. Internship with SMEDA, PAMCO, PHDEC, etc hardly observed.



- Special lectures by some renowned business personalities, agro industry representatives and entrepreneurs are deficient and need to be followed for building good relationship and scholastic wellbeing of the students/young professionals. Allocation of Rs 6, 000 for whole year is trivial for such activities.

## **6. Governance and Leadership**

- Dynamic and motivated leadership can take the institute at its climax by boosting confidence and morale of the young faculty members besides provision of conducive environment.
- Organizational structure is fairly good, however there is need to develop yearly calendar of events, invited lectures and visits to agribusiness enterprises located in different cities of the country.
- The institute should publish some news bulletin or magazine to keep students abreast of with the latest development in their field and inculcate professionalism and sense of competition among the young professionals.

## **7. Adoption of Good Practices**

- Student participation in seminar/lecture organization needs to be encouraged besides other extra curricular activities.
- Orientation programs need to arrange for students interested to join IMBS.
- There is need to develop linkages with foreign universities and institutions.

## **SWOT ANALYSES**

### **Major Strengths:**

- The Institute of Business Management Sciences (IBMS) enjoys the patronage of renowned University of Agriculture, Faisalabad to attract the students around the country.
- Availability of land area (physical resource base) for expansion of existing infrastructure/building.
- Qualified Ph.D degree holding young faculty.

### **Major Weaknesses:**

- Shortage of experienced and relevant full time faculty.
- Inadequately designed curriculum.
- Poor physical infrastructure and state-of-the art equipment.
- Severe shortage of funds for infrastructure and faculty development.
- Lack of relevant and dynamic leadership.
- Lack of motivation, rewards and incentives for best performing faculty member.
- Limited internship opportunity and linkages with dynamic and leading agro-industry entrepreneurs/institutions.

### **Major Opportunities:**

- Opportunities for induction of experienced and dynamic faculty.
- Opportunities to develop well crafted curricula and choice of topics/contents.
- Opportunities to undertake students' research projects with well reputed agro-industrial establishments by taking the benefit of Alumni.

### **Major Threats:**

- Lack of competency to undertake large number of degree program.
- Poor confidence level of students to compete with graduates of similar degrees.

### **Actionable Recommendation:**

- Physical infrastructure such as class rooms, furniture and fixture, staff refectory and committee room be improved on immediate basis.
- Library, computer labs. and full time specialized faculty in agribusiness and/or related subject may be recruited. Their placement will enhance pure academic-teaching environment within the campus and flourish R&D culture.
- Funds be arranged or more allocation be directed to the institute.
- Existing curriculum be reviewed after careful analysis of the market and other similar degree awarding institutions.



**UNIVERSITY OF AGRICULTURE, FAISALABAD**  
Institute of Business Management Sciences

No. IBMS/PA/15

Dated: 04-03-2014

Naseer Alam Khan  
Secretary, NAEAC  
NAEAC Secretariat  
HEC, Islamabad

Subject: **AIC Report of Agri. Business and Marketing Program**

Reference: Your E.mail per subject dated 21-02-2014

Thank you for the feedback on evaluation of our Agribusiness Degree Programs. Your frame work to evaluate the degree program is very impressive that adequately address the performance criterion effectively. It highlighted the critical areas in a manner that give a right direction to improve the programs accordingly. Your good self have provided us the following grading and information:

**Evaluation Criteria**

Sr. #	Program Evaluation Criteria	Points Assigned	Points Awarded
<b>Major Criteria</b>			
1	Strength and Quality of Faculty	200	150
2	Curriculum Design and Development	150	95
3	Infrastructure and Learning Resources	200	75
4	Students Support and progression	150	90
<b>Sub - Total (a)</b>		<b>700</b>	<b>410</b>
<b>Minor Criteria</b>			
5	Research and Consultancy Activities	150	64
6	Governance and Leadership	100	58
7	Recent Innovations and Best practices	50	30
<b>Sub - Total (b)</b>		<b>300</b>	<b>152</b>
<b>Grand Total (a+b)</b>		<b>1000</b>	<b>562</b>

Although we have provided all necessary information during your visit here through face to face interview as well as in the form of documents but we are astonished to see the marks awarded under the each criterion. We would like to submit our parawise/criterion wise comments/views to present/clarify our position with the request to review your grading/allocation of marks against each criterion as follows:

## 1. Strength and Quality of Faculty

Paragraph 1 to 4 Agreed

5 Systematic teachers training program for newly inducted faculty members is not prevalent however some informal orientation plan exists.

**Disagree-** Normally the recruitment and selection of the faculty staff is performed through a rigorous selection criteria in the university that assess whether the person being recruited has capability to deliver and communicate knowledge which is a formal process. Moreover, systematic teachers training program exists at central level and teacher especially the young faculty being nominated for such trainings both at national as well as international level and IBMS gets its share and informal orientation at the institute level also exists.

I think HRD is the central phenomenon and if such arrangement exists at departmental level in any public sector university in Pakistan, we would love to visit to see how it works?

Paragraph 6 to 7 Agreed

8 The institute lacks in provision of conducive environment *w.r.t.* office space, ICT equipment, library and place for professional dialogue and interacts in shape of some refectory to its teaching faculty at their workplace.

**Disagree.** We have state of the art facilities at IBMS. Each and every lecture room is equipped with mounted multimedia and sound system facility. Two well equipped computer labs available for students and faculty and Wifi internet facility is also available in IBMS free of cost. The CCTV security system is also now in place for the surveillance and monitoring for ensuring quality teaching. We showed you the invoices of all these facilities which were under installation during your visit.

As far as, the office space is concerned, every teacher has an independent office with adequate space. We have well established library facility in the IBMS. Dr. Abdul Hayee Qureshi, one of the members of AIC visited the library himself during this visit. We also have a conference room for teachers and professional discussions. The presentation by the focal person during your visit was arranged in the same room.

9. Agreed

10 Organizing and/or hosting national and international professional events by the IBMS are very little however participation of the faculty members in such events organized/hosted by other local/national institution is adequate. Contribution of

the faculty members in conference proceedings and/or publication of project reports are of satisfactory level.

**Disagree**-We have organized 6 national and international events during the year 2013 in the form of conference/workshop/seminars independently in which scholars from Qatar and Australia participated as resource persons. The faculty also remains involved to work with other faculty members at the university level to organize these events at central level. The notifications and reports of these events can be provided if required.

11Number of Ph.D students supervised by HEC approved faculty member is nil while average number of M.Sc students supervised by the faculty member is four.

**Disagree**- our one faculty member, Dr. Abdul Ghafoor, has completed his PhD from the same institution under the supervision of the Ex-Director, Dr Khalid Mustafa n who was the HEC approved supervisor. Moreover, Prof. Dr. Munir Ahmad, Director IBMS is also amongst the HEC approved supervisors notified Vide letter No.PCST-1/2002-CM Dated 31-07-2003

12 to 14 Agreed

## 2. Curriculum Design and Development

- Curriculum objectives of degree programs lack focused thinking and articulation in terms of market demand and diversification.

**Disagree** -We are offering 23 credit hours out of 38 for the M.S Agribusiness are completely focused on agribusiness area and are market oriented as under:

- BM-762 Agricultural Price Analysis
- BM-764 Food Marketing: An International Perspective
- BM 763 International Trade in Agricultural Commodities
- BM 767 Supply chain management
- BM-728 Advanced Marketing Management
- BM-719 Special Problem (Market based study)
  
- BM-726 WTO Agreements: Implications for Agriculture
- BM-720 Seminar (Agribusiness issues)
  
- Dissertation (Market based problem on various crops)
  
- Curriculum contents are not much compatible with the emerging needs of market and deficient in inculcating desired students' learning outcomes.

**Disagree** -This may be the feedback of some of the students who are ignorant of the reality as they have not yet realized the practical experience of their field adequately. Otherwise the

courses aforementioned are designed for the same purpose and our graduates are working in the leading national and international organization in their subject area. A list of the alumni provided with the documents as well as the report submitted for evaluation at the time of your visit. The same can be provided to your goodself again if desired.

- Title of the major subject for B.Sc (Hons) Agriculture may be reworded from “Marketing and Agribusiness” to “Agribusiness” only.

**Agreed.** We have already noted down your suggestion and equally acknowledged during our meeting which will be amended in due course through a formal process prevailing in the university.

- Titles of the subject STAT-302, MAB-403 and RS-401of B.Sc (Hons) may be revisited.

**Agreed.** The concerned departments shall be requested accordingly to address the observation of the AIC following the formal process prevailing in the university.

- Titles of the subject BM-726 of MS Management –agribusiness specialization may be revisited.

**Agreed.** We have already noted down your suggestion and equally acknowledged during our meeting which will be amended in due course through a formal process prevailing in the university.

- Currently, seven different degrees programs with specialization in 12 different subjects are being offered by the institute. It would be advisable to restrict the list up to few degree programs with specialization in specific subjects of command, faculty strength, infrastructure and linkages with the industry.

**Disagree partially.** We are offering only four specialization such as Marketing, Finance, HR, and Agribusiness under programs such as MBA 3.5 years, MBA 2.5 years, MBA Executive, MS Management , BBA. We have relevant faculty for each degree having PhD. MS and MBA degree. However, some infrastructural facilities such as renovation of rooms will be made accordingly.

- To spearhead too many degree programs with existing faculty, resources and leadership would be difficult and such efforts may bring disrepute to the institute instead of becoming centre of excellence in the market.

**Disagree-**This could be a presumption not the reality as we have sixteen regular members and almost the equal number of visiting faculty we engage in each semester from the industry in order to share the workload

- Agreed
- Agreed

- Agreed
- Availability of text/reference books (new editions) and journals (latest issues) are rare in central library whereas departmental library also equipped poorly and students were found not much inclined to use such facilities.

**Disagree.** I think AIC could not pay visit to the central library which is well equipped with text/reference books with a total collection of books more than 1,60,000, Journals 57800, World Bank report 73,000, FAO reports 13700, Online Journals 15,000 and E Books 41800 . Moreover, We have already provided you the list of latest books and journal which can be verified from the central library. As far as departmental library is concerned, it is properly equipped with the relevant material and is catering the needs of the faculty and students. However, we are working to bring the latest material in place as well.

- Agreed
- Agreed
- Maintenance of course files were observed with some cursory attitude and recommendations and /or suggestions related to the course for the next session are not communicated in proper written format at appropriate forum, mere verbal discussion was considered sufficient in this regard.

**Disagree.** The course files are properly and regularly maintained both in soft and hard form in the IBMS (Hard copies are still lying with the focal person and none of your team member asked for review as reported by him). The same is also made available in soft form for the students at UAF web site. The students can access the teaching material as and when required and desired. The same was also illustrated during presentation at the time of the visit of AIC.

- Meetings of Board of Studies and faculty held regularly however mechanism to receive stakeholders' feedback and its incorporation in the curricula is not properly shaped and observed. Presence of any stakeholder in the aforesaid fora is not sufficient for such academic exercise.

**Partially agree.** Recently the Academic Council in its meeting held on 13-01-2014, has approved the establishment of special Faculty Borad for IBMS (the same was also mentioned in the presentation at the time of the visit of AIC) ensuring the presence of all stakeholders including representation from the industry as well.

- It appeared that existing syllabus failed to build confidence, articulation and level of judgment among the students.

**Disagree.** The students are securing good grades and not even a single complaint has been lodged from any student since I took over as Director, IBMS. The students are actively participating in business plan competitions in their subject areas. Recently, the student team of IBMS participated in the Youth festival competition held at GCU Faisalabad and female



student team got first position at Divisional level and they are now going to compete at provincial level.

### 3. Infrastructure and Learning Resources

- Class rooms are old and seriously deficient in standard safety measures to avoid any mishap. In most of the rooms entrance and exit doors are same which can cause obstruction in case of any emergency. Passageway leading to class rooms is of obscurity in nature and difficult to approach.

**Partially agree.** The building block is old but still in good condition. The sewerage system has been recently replaced. The electrification along with fixation of new panels in the whole building has been completed which meets all safety standards. Generator facility is also available to cope with the load shading and to ensure electricity supply without any interruption.

- Furniture of the class rooms gives depressing look and needs to be replaced. Latest audio/visual equipment is missing. Computer labs. equipped with latest machines were hardly to observe. Qualified lab. staff is also lacking.

**Disagree Partially.** The ban is imposed on the purchase of new furniture by the Govt. However, the repair of furniture shall be ensured. However, during your visit, we showed you the invoices of fifty latest computers and multimedia that were under the process of installation. The latest 45 machines (computers) have been installed and another new well equipped computer Lab. has been established at IBMS. Now, each class room is equipped with the mounted multimedia and sound system. Following members are the responsible for lab operations which were also provided in the report submitted to your good office before your visit:

Name	Qualification	Experience
Mr. Zeeshan Goreja Lecturer	M.Sc. (Computer Science) International Islamic University Islamabad.	12 years
Mr. M. Usman Ashraf Lecturer (on study leave)	MS(CS) UAF Pursuing Ph.D in computer sciences	12 years
Azhar Bashir Associate Engineer	B.A. Diploma of Associate Engineer	12 years
Atif Munir, Lab. Assistant	M.Sc. (CS)	13 years

All these officials are qualified and have adequate experience in handling computer Lab. equipment, etc.

- Departmental library facility is of symbolic in nature with only seating capacity of 20 chairs which certainly requires expansion and refurbishment with all respect. **Lack of latest edition of books and journals are observed.** Annual allocation for purchase of newspapers, periodicals and books was Rs 10,000 during the year 2012-13 and estimates of 2013-14 which shows scarcity of funds for the important knowledge resource base.

**Partially agree.** Except the red one (which is already explained) rest would be reviewed

- On-line surfing, scanners, CD writer facilities along with back up power generation facility is missing.

**Disagree.** We have free Wi-Fi facility available to all staff and students as we demonstrated the opening of online course file during presentation here at IBMS. A full time generator and UPS facilities in the computer lab exist. Following is the details of the facilities as per the record we provided you in our report under the head of "**COMPLETE INVENTORY OF ALL LAB EQUIPMENTS**" in our report. These are not just the record but in actual it exists in the IBMS:

Sr. #	No. Stock Register	Item No. of the Stock Register	Types of Equipments	Quantity
4	2&3	1&4	UPS (2kva) 3	2
8	2	2	Scanner (HP-	1
12	2	5/15	Hp Scanner 2400/4300	2
27	1	16/2	UPS Batteries	4
28	1	16/3 47/2	UPS 600 VA 6 UPS 2KVA 1	7
30	1	19	Scanner	1

- In total eight (08) class rooms with an average covered area of 30x20 sq.ft are available. Faculty offices are 12 only to accommodate 16 teaching members average covered area of 10x10 sq. ft.

**Partially agree.** There are eight class rooms and two computer labs. equipped with sate of the art facilities. We have plenty of offices available for the faculty still lying vacant and we are waiting for the faculty members to be accommodated who are doing their Ph.D. abroad and in indigenous institutions. It was also mentioned in the report.

- Agreed.

#### **4. Students Support and Progression**

- Agreed.
- Agreed.
- Agreed.
- Agreed.
- No proper mechanism is available for students counseling.

**Disagree.** A well established career development and student counseling center is in operation at central level. Moreover, 4 tier arrangements for student counseling exist at IBMS level. For example, 5 faculty members (three female faculty members for girls and 2 male

members for boys) have been deputed to act as advisors to extend coaching and counseling services for the students. Four faculty members are acting as Program Incharge for students to handle their queries, listen to them and help them out. Research students are allotted supervisors to seek guidance for their research work. Moreover, Director office and myself is also available for the students counseling as and when required

- Agreed

## Minor Criteria

### 8. Research and Consultancy

- Agreed
- Agreed
- Agreed
- Agreed
- Agreed

### 9. Governance and Leadership

- Dynamic and motivated leadership can take the institute at its climax by boosting confidence and morale of the young faculty members besides provision of conducive environment.

**Disagree.** Prof. Dr Iqrar Khan worthy V.C UAF along with their faculty and Institute head hold meeting with the young faculty members on regular basis for the improvement of degree programs at IBMS. I think the dynamic leadership presently available in UAF has no match in all universities of Pakistan as UAF is the only university in Pakistan which is included in the top 100 universities of the world. This all credit goes to the present visionary and dynamic leadership of UAF..

- Agreed
- Agreed

### 10. Adoption of Good Practices

- Student participation in seminar/lecture organization needs to be encouraged besides other extra curricular activities.

**Disagree.** We held four international and three national seminars/workshops in the last one year which were totally organized by the student's team under the leadership of a faculty member appointed as focal person by the competent authority.

### International Events

<b>Seminar/workshop</b>	<b>Speaker</b>	<b>Focal Person/</b>	<b>Organizers/ Participants</b>
An international workshop on customer centric Approach for innovation  Date: Apr 4-5, 2013  Venue: IBMS	Dr. Khurram Sharif  University of Qatar , Qatar	Dr. Mubashir Mehdi  ,	Students from IBMS,
A symposium on the Trends and Challenges of Islamic Banking and Finance  Date: 26th December 2013  Venue: IBMS	Dr. Ishaq Bhatti  Latrobe University Australia	Dr Sahar Munir	Students from IBMS and focus group discussion among the Islamic Banks
A Workshop on Business Research Modeling  Date: 27 <sup>th</sup> December 2013  Venue: IBMS	Dr. Akram Monash University Australia  Dr. Ishaq Bhatti  Latrobe University Australia	Dr. Mubashir and Dr. Sahar Munir	Students from IBMS
An international workshop on High Impact Train the Trainers (HITTT) Date: 23 Jan 2014  Venue: IBMS	Dr. Khurram Sharif  University of Qatar , Qatar	Dr. Nosheen Naz	Students from IBMS

## National Events

Seminar/workshop	Speaker	Focal Person/	Organizers/ Participants
<p>A seminar on “Career Counseling” and student’s awareness on ACCA certification</p> <p>Date: Nov.26, 2013</p> <p>Venue: IBMS</p>	<p>Mr. Mohammad Naveed</p> <p>Regional Head</p> <p>Association of Certified Chartered Accountancy Faisalabad</p>	<p>Dr. Sahar Munir &amp;</p> <p>Mr. Kashif Hamid</p>	<p>Students from IBMS,</p>
<p>Islamic Financial System and Modes of Financing</p> <p>Date: December 4<sup>th</sup>, 2013</p> <p>Venue: IBMS</p>	<p>Mr. Ahmad Ali Siddiqui,</p> <p>Head of the Product development and Sharaih Compliance, Meezan Bank Karachi</p>	<p>Dr Sahar Munir</p>	<p>Students from IBMS</p>

- **Orientation programs need to arrange for students interested to join IBMS.**

**Disagree.** This is managed on regular basis when the students decide to select the specialization (major) after the fourth semester. The relevant faculty members give presentation on opportunities in agribusiness major to all agriculture students and help them out in the selection of their major field of study.

- **There is need to develop linkages with foreign universities and institutions**

**Disagree.** We are already working with university of Queensland Australia through research project and at the moment one faculty members (Dr. Mehdi) completed PhD from the same university and another Mr. Hammad Badar is pursuing under collaborative program. We are also in the process of arranging online lectures with the Department of Agribusiness and information system university of Putra Malaysia (UPM) as we have signed MoU at the university level.

Based on the above facts and figures provided against the each paragraph under the Major/Minor criteria, I think our degree program is one of the best in agribusiness sector in all public sector universities in Pakistan and we are the role model for others to follow. Therefore, we submit our request to review your overall assessment report and grading please.

-sd-  
**(Prof. Dr. Munir Ahmad)**  
**Director**

