



AIC Report

**Prof. Dr. Khalid Javed
Dr. Amanullah Cheema**

April 29, 2014

**Department of Animal Sciences
UCA, University of Sargodha**

ABSTRACT

Accreditation Inspection Committee (AIC) visited the Department of Animal Science, University College of Agriculture, University of Sargodha, Sargodha on 29/04/2014 for external evaluation of BS (Animal Science) Degree Program for accreditation and rating based on seven criteria mentioned in a toolkit. Based on seven said criteria and detail visit of physical infrastructure, facilities and other teaching – learning resources available for degree program, accreditation inspection committee (AIC) have synthesized a transparent, neutral and concise analytical report consisting of SWOT analysis and actionable recommendations based on interactions with Dean, Principal, Officer Incharge, Faculty members, students and support staff. According to HEC grading criteria of degree programs and above mentioned critical neutral analysis the accreditation outcome of accreditation inspection committee (AIC) for Animal Science Degree Program in the Department of Animal Science University College of Agriculture, University of Sargodha, is within the satisfactory level (65-79% score) of “X” category of National Agriculture Education Accreditation Council/HEC, implying that the degree program is meeting the major criteria with minor short falls.

Introduction

We are thankful to Chairman National Agriculture Education Accreditation Council (NAEAC) who gives us the responsibility as an accreditation inspection committee (AIC) for external evaluation of BS (Animal Science) Degree Program in the department of Animal Science, University College of Agriculture, University of Sargodha, Sargodha for accreditation and rating based on seven criteria mentioned in a toolkit. Based on seven said criteria and detail visit of physical infrastructure, facilities and other teaching – learning resources available for degree program, accreditation inspection committee (AIC) have synthesized a transparent, neutral and concise analytical report consisting of SWOT analysis and actionable recommendations based on interactions with Dean, Principal, Officer Incharge, Faculty members, students and support staff.

Sr No.	Criteria	Points Assigned	Points Awarded
Major Criteria			
1	Strength And Quality of Faculty	300	265
2	Curriculum Design and Development	150	140
3	Infrastructure and Learning Resources	150	135
4	Students Support and Progression	100	85
Sub – Total (a)		700	625
Minor Criteria			
5	Research and Consultancy Activities	150	135
6	Governance and Leadership	100	90
7	Innovative/ Best Practices	50	40
Sub – Total (b)		300	260
Grand Total (a+b)		1000	890

Standards and Criteria for Agriculture Degree Programs

Name and Designation
Evaluator

Signature of Program

Criteria 1: Strength and Quality of Faculty (265)

The department is in infancy (established during 2012) and has eight qualified faculty members (PhD 2; M Phil/MSc (Hons) 5 and BSc 1) with considerable teaching experience to meet HEC criteria. Two faculty members are pursuing their postgraduate (PhD) degree at University of Veterinary & Animal Sciences Lahore and University of Agriculture Faisalabad. The department is still short of the senior faculty keeping in view the academic assignments. The faculty uses updated instructional techniques such as, multimedia, animated flexes; sketch or models etc. and objective assessment tools are routinely practiced within the semester. e.g. quizzes assignments etc. Course files are properly maintained by each faculty member and course review report is regularly submitted at evaluation time. There is equal opportunity for all faculty members to fully funded scholarships for doctorate and post doc within the country and abroad under faculty development programs. A learning environment exists at the work place and is conducive to both students and the teachers. The department initiated a four years undergraduate degree (BS Animal Science) during 2010 and its first batch will complete its degree this year. The staff is sometimes deprived of opportunities and less exposure to professional training programs due to inadequate funding and less technical facilities to staff. Course contents and time tables are pre planned and are strictly followed by each faculty member and the students.

Criteria 2: Curriculum Design and Development (140)

Curriculum objectives are designed in such a way that will groom the professional proficiency and innate talent of students and updation of curriculum is mainly emphasized in the light of said criteria after every three years. Students are quite satisfied regarding the quality and importance of the course contents and are highly recommended to explore latest reference books to increase their technical knowledge. There is proper reporting of instructor to the Chairman/Officer incharge of department about course completion and objective assessment of students. Course evaluation system also exist within the department for which the key evaluating authority are students, those give their feedback on each instructor at specific performa. Course files are also maintained by each teacher about each course assigned to him that may be checked by students in the form of attendance record or transparencies / power point presentations etc. Faculty meetings are regularly held to discuss about updating of existing practices and to adopt new scientific techniques in the light of international standards.

Criteria 3: Infrastructure and Learning Resources (135)

Lab staff is fully efficient about the existing practices and equipment utilization is quite proper by them but the up gradation and further training of lab staff is needed for new techniques that need a more budget for proper functioning. With the advancement of technology there is new invention daily in each field, so, to update the students, there is need of new literature with more quantity in library but it also face out the same problem of financial hindrance. Library staff is fully equipped with their technical knowledge to serve the students better and students are also fortune to access each facility which is needed by them according to their degree program. e.g. internet, multimedia etc. For hands on training the University College of Agriculture Sargodha has a plan for establishment of a poultry farm and ruminants farm in near future. At present the students have access for practical training to Military Dairy Farms and some private dairy and poultry farms nearby. A veterinary clinic is also functional which not only provides veterinary services to local farmers but also students have opportunity for artificial insemination / pregnancy diagnosis / veterinary practices besides identification and restraining / handling of animals.

Criteria 4: Students Support and Progression (85)

Admission response to degree program is not so much attractive, so, it require more facilitation to students to get better response, but the students are enrolled fairly on merit that decrease the % age of dropout students. Needy and deserving students are financially facilitated by different banks. This factor gives additional favor to their interest in their profession. There is healthy environment for academic counseling that groom the curricular and extracurricular potential of students. Internship program is the mandatory part of degree that make a good interaction b/w private and Govt. sector according to the teachers perception but it gives good practical exposure and better opportunity for employment on student side. Students suggest the best aspect of degree program is their easy access to internet for surfing of recent advances in their profession, But some aspects that need a improvement are; availability of latest labs with latest techniques, Availability of latest versions of reference books, recent journals and Improved method of teaching with modern facilities, such as, models, sketch, flexes, videos etc. Medical facilitation is also provided to faculty and students for common ailments.

Criteria 5: Faculty Research and Consultancy Activities (135)

There is trend of making new projects and research plans according to international standards and our local market demand, so, the faculty members and post graduates have their first priority in research work. There is a separate budgetary allocation for seminars and conferences

Criteria 6: Governance and Leadership (90)

Administrative authority is working according to predefined rules and there is a proper procedure for every type of work that is strictly followed. There is a placement bureau of university that has good interaction with private sector and different Government projects and try to adjust a considerable number of students according to their interest and efficiency. Outgoing students will remain in contact with the department for their productive feedback and to get assistance from department. Each activity of dept. is well planned and properly recorded

Criteria 7: Adaptation of Best Practices (40)

Students are highly responsive to course work and the instructor way of communication. Both practical and theories are designed to clear the concept of students and according to their time limit. Assessment criteria for both teachers and students are pre designed. There is a team of experts for updation of contents in degree program according to international standards.

SWOT: Analysis of Degree Program of BS (Animal Sciences)

Strength of degree programs

- All faculty members are well qualified with considerable teaching experience.
- There is ample choice to revised reference books, journals and also a free access to internet for all the students within a scheduled time.
- Students are financially facilitated in the form of scholarships and interest free loans.
- Up to date teaching material prepared by the department is available.
- Practical training facilities are available to students

Weakness of degree program

- There is a still short of faculty according to work load
- Departmental labs are deficient with needed equipments and required lab staff.
- Job opportunities for graduating students are not very clear.
- Lack of appropriate offices space for most of the faculty members.

Opportunities for degree programs

- Students can join the teaching line in different Govt. or Private Institute on merit basis.
- They can be adjusted in different private companies related to their fields e.g. Corporate Dairy Farms/ Poultry Farms etc.
- They can be selected in different Govt. developmental projects e.g. Breed improvement program, Cholistan dairy development project etc.
- They can be facilitated by HEC for higher education in indigenous or overseas program by meeting the said criteria.
- They can start their own business on the basis of their professional background.

Threats to degree programs

- No. of graduates are more than space in Govt. or private sector in terms of jobs, so, there is danger of unemployment.
- Annual student intake is more than capacity of department that is discouraging factor for the new comers.
- Developmental budget is not according to growing need of the department that creates an academic lapse.
- Teaching load is more than standard criteria that impair the quality of teaching.
- No of labs are not according to student's concentration and are also deficient with technical staff and equipments.

Comparison of Current Practices with HEC Standards

Faculty strength is not meeting the criteria, minimum per department and PhD qualified faculty is also less than HEC criteria. BS (Animal Science) focuses on Animal Breeding & Genetics, Livestock Management, Animal Nutrition and Poultry Production besides supporting courses on fodder production and management, animal health care and prevention. There is deficiency of faculty in Animal Breeding & Genetics and Poultry Production. Faculty composition ratio and teacher student ratio graph is also in down position than required. Requirement of admin vs. teaching staff ratio is too high than actual exist within the college. Teaching load in terms of credit hrs/ week is more on each faculty member due to still short of faculty. Updation of curriculum is regularly practiced within the said criteria (2-3 years). Objectives of curriculum are clearly defined and there is positive feedback from all stakeholders. Sufficient stock of revised text and reference books are available within the main library that has free access to each student. Teachers are also very much responsible about the courses which are assigned to them and course files are regularly maintained by each teacher within the semester. Meeting of the board of faculty and board of study is the key preference of respective authorities to discuss the deficiencies and to improve the current practices in the light of international standards. Financial support to deserving

students is enough and students have free hand to counseling and guidance by each faculty member round the clock. Internship program is a compulsory part of degree and first batch of students are likely to go for their internship this year and is expected that the students will be highly responsive to it because it will give them the huge opportunities for jobs in private sector. No. of class rooms are not up to the standard and also less than the required criteria. Reading rooms, seminar rooms and committee rooms are somewhat meeting the HEC criteria. Departmental library has not enough stock of revised subject books and current journals of the subject due to less provision of developmental budget. IT department is equipped with more no. of computers for each category of student (under and post graduates) to which students have free access within an allowed time. In the light of above mentioned facts, it is concluded that some areas are deficient and not growing properly because allocation and provision of budget for their development not enough. There are many developmental gaps in different areas that need to reduce immediately but according to available facilities the current situation is satisfactory. According to HEC grading criteria of degree programs and above mentioned critical neutral analysis the accreditation outcome of assigned degree program is 65-79 % in terms of score, X in terms of category and minor short falls in terms of description.

Actionable Recommendations

- Labs are deficient with equipments and technical staff, so, department is in need of labs staff and equipments.
- Faculty member's professional skills may be enhanced through short term and long term (doctoral and post-doctoral) training programs abroad.
- Meat production, processing and hygiene course may be included in the curriculum instead of soil science course as calves and lambs fattening is an emerging entrepreneur.
- Summer break after 6th semester may be observed as Internship period so that teaching schedule during regular semester may not be disturbed.
- Animal crush and surrounding area need improvement to avoid any injury to the working scientist/staff as well as animal too.

- Departmental library be updated with latest edition of text books, local & international journals and literature.
- There should be separate funds for faculty members to participate in conferences, seminars and workshops to improve professional exposure.
- Allocation of developmental budget should be according to the growing need of the department.
- Annual student intake should not be more than capacity of the department
- No. of faculty members be appointed as per HEC criteria.

Accreditation Recommendation

According to HEC grading criteria of degree programs and above mentioned critical neutral analysis the accreditation outcome of accreditation inspection committee (AIC) for Animal Science Degree Program in the department of Animal Science University College of Agriculture, University of Sargodha, is within the satisfactory level (65-79% score) of “X” category of National Agriculture Education Accreditation Council/HEC, implying that the degree program is meeting the major criteria with minor short falls.

FACULTY PROFILE

Name	Academic Degree		Major Area	Teaching Experience (years)		Publication Record	
	Degree	Position		Grad.	Under grad.	Journ.	Con.
Dr. Zafar Hayat	Ph.D	Assistant Prof.	Animal Nutrition	04	08	20	17
Dr. Farhan Ahmed Atif	Ph.D	Assistant Prof.	Veterinary Medicine	-	09	11	02
Mr. Muhammad Arif	M.Sc (Hons.)	Lecturer	Animal Nutrition	-	4.5	01	02
Dr. Imtiaz Hussain	M.Sc (Hons.)	Lecturer	Veterinary Microbiology	-	3.5	01	01
Mr. Zeeshan Iqbal	M. Phil	Lecturer	Livestock Management	-	1.7	03	04
Mr. Abd ur Rehman	M.Sc (Hons.)	Lecturer	Animal Nutrition	-	1.6	04	03
Ms. Atia Iram	M. Phil	Teaching Assistat	Animal Breeding and Genetics	-	0.6	01	01
Mr. Hamza Abid	BSc. (Hons) AS	Teaching Assistat	Animal Sciences	-	1.0	-	-

INFRASTRUCTURE AND LEARNING RESOURCES

- Four Class rooms with capacity of 50 students each
- All class rooms with facilities of multimedia and white board
- Audio-visual lab for video conferencing
- Seminar Room with capacity of 100 Participant
- Computer Lab with 40 computers and 8 MBPS internet Connection
- Hi-tech Laboratory with latest facilities
- Veterinary Clinic

LIBRARY

- Soft copies of many books are also available
- Access to HEC digital library
- Web page of the Department
 - Books
 - Journals

	No of Books	Seating Capacity
College Library	110	80
Departmental Library	93	10