



**National Agriculture Education Accreditation Council**

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**32**

**Report of the  
Accreditation Inspection Committee  
(AIC)**

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## **Introduction**

National Agricultural Education Accreditation Council, with a mandate to validate the programs offered by different Department selected Department of Livestock Management, University of Agriculture to be included in this accreditation program. The Department is offering degree courses in the area of Animal Science at B.Sc. (Hons), M.Sc. (Hons) and Ph.D level. The Department was advised to submit a comprehensive Self-Assessment Report (SAR). Upon submission of this report NAEAC constituted Accreditation Inspection Committee (AIC) for objective assessment and subsequent recommendation for the purpose of accreditation. The AIC visited the Department of Livestock Management University of Agriculture, Faisalabad on 26<sup>th</sup> and 27<sup>th</sup> July 2011 for validation of the information provided by the Department and evaluation as per provisions of criteria given in the Evaluation Manual. The committee had detailed meetings with the teaching staff, under and Postgraduate students and support staff of the department. The committee also visited the experimental farms, laboratories, classrooms and faculty offices. Based on the criteria in the toolkit and detail visit of physical infrastructure, facilities and other teaching – learning resources available for degree programs, accreditation inspection committee (AIC) has synthesized a transparent, neutral and concise analytical report consisting of SWOT analysis and actionable recommendations based on interactions with Dean, Chairman, Faculty Members, students and support staff. The same is being presented in the following pages along with copy of completed and signed toolkit.

## **Criteria 1: Strength and Quality of Faculty**

All faculty members are highly qualified with ample experience to meet HEC criteria. The department is still short of the 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. Post graduate students have keen desire and provided opportunity to attend the seminars to help express their creative talent. So far the department has produced 10 Ph.D and 125 M.Sc. (Hons) that clearly indicates the efficiency of faculty members in the area of higher education and research. However, 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**

Curriculum objectives are designed in such a way that will groom the professional proficiency and innate talent of students and up-dation 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 different reference books to increase their technical knowledge. There is proper reporting of instructor to the chairman 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 etc. Faculty meetings are regularly held to discuss about up-dation of existing practices and to adopt new scientific techniques in the light of international standards.

### **Criteria 3: Infrastructure and Learning Resources**

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 updates 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 programs. e.g. internet, multimedia etc. There is good opportunity for researchers to perform their trial smoothly due to adequate farm area and machinery.

### **Criteria 4: Students Support and Progression**

Admission response to degree program is not so much attractive, so, it require more facilitation to students to got 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**

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

## **Criteria 6: Governance and Leadership**

Administrative authority is working according to predefined rules and there is a proper procedure for every type of work that is strictly followed. Department also generate its own finance from different resources due to its lot of productive works but financial assistance is only the key hindrance for developmental plans. There is a placement bureau of university that has good interaction with private sector and different Govt. projects and has adjusted a lot of students according to their interest and efficiency. Outgoing students 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**

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 up-dation of contents in degree programs according to international standards.

## **SWOT: Analysis of Degree Program of B.Sc (Hons) and M.Sc (Hons)**

### **Strength of degree programs**

- All faculty members are highly qualified with ample experience.
- Learning environment exists within the department that is conducive to all.
- Curriculum designed for degree programs is flexible to offer sufficient choice for students.
- 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
- Field area for research is available to each researcher and well maintained by the department

### **Weakness of degree programs**

- There is a still shortage of faculty according to existing work load
- Salaries in public sector are not very attractive.
- Development progress is slow because of shortage of financial resources.
- Departmental labs are deficient with needed equipment and required technical staff.
- Annual budget allocation to each department is not according to their functional need.
- Lack of appropriate offices space for 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. Nestle, Haleeb, Engro 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.
- Many students have availed national and international competitive grants for higher studies.

### **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 equipment.
- Merger of the department with any other Department/Institute will weaken the academic environment of the department

## Comparison of HEC Standards/Criteria For University/Teaching Department with Current Situation

<b>Sr #</b>	<b>Parameters</b>	<b>HEC standards/ Norm</b>	<b>Current Situation</b>
1.	Faculty strength	Minimum 6 per department	10; Still less than required in view of the work load
2.	PhD qualified faculty	HEC criteria 5	Meeting the criteria
3.	Faculty composition ratio	1:1:2:2	1:5:1:3
4.	Teacher student ratio	1:20	1:30
5.	Admin vs teaching staff ratio	1:2	2:1
6.	Teaching load (credit hrs/ week)	Prof-8, associate-8, AP & lecturer-12	172 vs 92
7.	Revision/ updating of curriculum	Every 2-3 years	Regularly practiced within said criteria
8.	Feedback on curriculum	Essential from all stakeholders	Positive feedback from all stakeholders
9.	Objectives of curriculum	Mandatory to highlight	Clearly defined
10.	Sufficient no. of text & reference books available	Essential	Sufficient stock of revised text & reference books available
11.	Maintenance of course files by teachers	Mandatory	Regularly maintained by each teacher
12.	Meetings of board of faculty & BOS	Mandatory	Held regularly
13.	Yield index	More than 75 %	Meeting criteria
14.	Financial support to students	Essential	Enough support to needy & deserving students
15.	Easy access to counseling & guidance	Essential	Free access to students to each faculty member
16.	Students scholarships	10 % of the total students	Enough financial support
17.	Internship/ hands on training	Mandatory for B.Sc (Hons)	Students are highly responsive to it & secure their jobs/ future line
18.	Class room space	12-15 sq ft per student	There is need of more class rooms according to space requirement
19.	Minimum no of class rooms	Two per department	Need of more class room
20.	Seminar room	One	Available
21.	Reading room	One	Available
22.	Department library	Essential	available
23.	Committee room	One	Available
24.	Laboratory	At least one lab per section	Need of up gradation of lab
25.	Research journals	At least 15 current journals of the subject of international approved	Available on line and in the main library
26.	Books	At least 1500 subject books from major international publishers	Strengthening of departmental library in progress
27.	Computers	1 for 3 students	Satisfactory
28.	Internet service	Access should be provided	Enough
29.	Access to online journal	Essential	Satisfactory
30.	Minimum covered area	100 sq ft per student	Need of more area
31.	Research funding	At least 10 % of the budget to be provided	There is need of separate allocation of research funds.



## **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. 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 university. Teaching load in terms of credit hrs/ week is more on each faculty member due to still short of faculty. Up-dation 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. Huge 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 a clock. Internship program is a compulsory part of degree and students are also highly responsive to it because it gives 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. Students are fortune to approach the free latest research papers for online reading or download. Research funding is less than the allocated budget that creates a problem for supervisor and student to smoothly run the trial. In the light of above mentioned facts, it is concluded that some areas are deficient and not growing only due to not proper allocation and provision of budget for their development. 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 72 % in terms of score, X in terms of category and minor short falls in terms of description.

## **Actionable Recommendations**

- Labs are deficient with equipment and technical staff and need strengthening.
- Faculty members may be enhanced through short term and long term hiring
- Departmental library be updated with latest edition of text books, local & international journals and literature.
- More opportunities for faculty members to participate in conferences, seminars and workshops to improve 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.
- Faculty members may be exempted from administrative responsibilities.
- Timely promotion for those faculty members who fulfill minimum requirements
- Publications such as books, manuals, booklets must be given due consideration in addition to research papers
- Regular holding of departmental seminars for improving communication skills.

## **Accreditation Recommendation**

On the basis of the inspection/evaluation, the team recommends accreditation/rating of the degree programs of Department of Livestock Management, University of Agriculture, Faisalabad, Pakistan in the Middle band (72%) of “X” category of National Agriculture Education Accreditation Council/HEC.