



National Agriculture Education Accreditation Council

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

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Dated: Dec 07, 2011

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**Subject: Accreditation Inspection Committee's (AIC) Report
(Khyber PK, Agricultural University, Peshawar)**

Respected Sir:

The Accreditation Inspection Committee (AIC) constituted by your honor vide letter No. 616/NAEAC/ HEC-2011 dated Oct 26, 2011, visited the KPK Agricultural University Peshawar and conducted the accreditation through review meetings, interviews, individual meetings and group consultations and visits, etc. as per schedule given to us.

The Undersigned and Dr Muhammad Ashraf Mirza, CSO (Rtd), NARC, Islamabad alongwith your office team spent two days (Nov 3-4, 2011) there for accreditation and evaluation of the Dept of Livestock Management and degrees offered by the Dept as per necessary guidelines and the toolkit given to us. The draft report prepared unanimously is annexed herewith for your kind information and further perusal please.

I thank you for your trust. Please acknowledge the receipt and let me know if anything missing or needed form this end.

Prof Dr Muhammad Younas
Convener of the AIC


Encl: (9 pages + Annexures)

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1. INTRODUCTION

The Composition of the Accreditation Inspection Committee (AIC) and the TOR were given in the following letter from NAEAC, Islamabad.

	National Agriculture Education Accreditation Council NAEAC Secretariat, Room# N-2, N-Block, old Comsats building, HEC, H-8/1, Islamabad Ph# 051-90802681, Fax#051- 90802682 Website: www.naeac.org, Email: infonaec@yahoo.com
	<i>Dy. No. 616/NAEAC/HEC-2011</i> <i>Islamabad: October 26, 2011</i>

Subject: Accreditation Inspection Committee (AIC) for Accreditation of Degree Programs

Chairman, Department of Livestock Management, KPK Agricultural University, Peshawar has offered degree programs of his department for external assessment and accreditation. Chairman National Agriculture Education Accreditation Council (NAEAC) has constituted an Accreditation Inspection Committee (AIC) of the following Experts/Program Evaluators.

- | | | |
|----|---|----------|
| i | Dr. Muhammad Younas
Chairman, Department of Livestock Management
University of Agriculture, Faisalabad | Convener |
| ii | Dr. M. Ashraf Mirza
CSO (Rtd) Animal Husbandry
NARC, Islamabad | Member |

2. The Accreditation Inspection Committee shall have the following **TORs**:

- To validate the self-assessment report (SAR) of the degree programs (B.Sc and M.Sc (Hons)) prepared by the Department of Livestock Management.
- To carryout external evaluation of the degree programs in a transparent, neutral, holistic and participatory manner for accreditation and rating **based on seven (7) evaluation criteria given in the Evaluation Manual.**
- To submit a synthesized and concise analytical report (4-5 pages only) consisting of SWOT Analysis and actionable recommendations based on the interactions with the Dean, Chairman, Faculty Members, Students and Support Staff and alumni as well as detail visit of physical infrastructure, facilities and other teaching- learning resources available for the degree programs.
- To submit clear, specific and justified degree programs accreditation and rating recommendations to the Chairman-NAEAC.

3. The AIC shall carry out the accreditation process **from November 2-3, 2011.** The draft report may be submitted to Secretary NAEAC within a period of two weeks of the on-site visit. The Experts/Program Evaluators shall be offered an honorarium of Rs.5,000/- per day during the on-site accreditation visit of the degree programs besides TA/DA as per HEC rules.

With best regards,

Yours sincerely,



Malik Kashif Anwar
IT Coordinator, NAEAC

Distribution:

- Dr. Muhammad Younas, Chairman, Department of Livestock Management, UAF
 - Dr. M. Ashraf Mirza, CSO (Rtd) Animal Husbandry, NARC, Islamabad
- Cc:** Prof. Dr. Subhan Qureshi, Chairman, Department of Livestock Management, KPK AUP

2. DEPT OF LIVESTOCK MANAGEMENT, Khyber PK Agric Univ, Peshawar

• DEPARTMENT HISTORY & MAIN FEATURES

The Department of Livestock Management (LM) was established in 1985 under TIPAN Project in the then NWFP Agricultural University, Peshawar. The Dept has been offering B.Sc.(Hons.) Animal Husbandry degree program and has produced 350 graduates alongwith the M.Sc.(Hons.) and PhD in Livestock Management in the Faculty of Animal Husbandry and Veterinary Sciences presently Khyber PK Agric University, Peshawar. Now Dept is offering animal production, extension and other associated courses to 5 year composite DVM degree students since 2004. Presently the Chairman and the senior staff of the Dept of LM is housed in the Academic Block of the Faculty of Animal Husbandry and Veterinary Science (AHVS). The Dept of ABG, Poultry Husbandry and Animal Nutrition and all other Veterinary Depts are in the same building. Some Lab facilities of the Dept of Livestock Management like dairy farm, milking parlor, DTC (Dairy Training Center), SPU, AI Center and sheep & goat unit, etc. are located in Malakandhir a few kilometers away from the Dept.

The Dept is actively engaged in supporting livestock sector through training, research and technology transfer to various groups of stakeholders. The dairy sector is also supported through student's internship in various facets of livestock production. Dept maintains a strong liaison with the NGOs and other subject related associations. Dept faculty has extended advisory and consultancy services to many organizations and NGOs like P&D, LTC, Farmers, SDFA (Sarhad Dairy Farmers Association) and Relief International, etc. Various leaflet and booklets and reports are clear testimony of the out-reach programs that have given the faculty an opportunity to disseminate the completed research.

• DEGREE PROGRAMS OFFERED

- B.Sc.(Hons.) Animal Husbandry (1985 to 2004)
- Composite 5 year DVM program (2004 to todate)
- M.Sc.(Hons.) Livestock Management
- PhD Livestock Management

3. CRITERION ANALYSIS

Criteria I: Strength and Quality of Faculty

The Faculty members at the Dept of Livestock Management, Faculty of Animal Husbandry and Veterinary Sciences, Khyber Pakhtunkhwa Agricultural University, Peshawar are highly trained and well equipped with the latest innovations in their field. Presently they are 8 in number against a strength of 15 provided in the budget comprised on Professors (2), Associate Professor (2), Assistant Professor (2) and Lecturer (2) (**Annexure # 1**). Dept pyramid as per HEC standard is disturbed. One Faculty has availed PDF (Post-Doctoral Fellowship), six are PhDs and two faculty members are in the process of completing their PhDs. The range of the experience of the faculty is from 4-29 years. This makes enough expertise to meet the needs of an independent Dept to fit into the HEC requirements. Dept has produced 3 PhDs and 65 M.Sc.(Hons.) so far.

Apparently it looks like that the Faculty is overloaded, with this heavy workload the Dept needs more Faculty to teach all classes with full zeal and conduct quality research (**Annexure # 2**). The classes of 5 year DVM degree, their undergrad courses, postgraduates of M.Sc.(Hons.) and PhD programs demand more time and attention. Other than classes, it leaves very less time to write projects and conduct post graduate quality research. Also very less contact hours remains at their disposal to manage the post graduate student research and their write ups. As HEC Approved Supervisors they are supervising more students than recommended (2-11) per semester.

Finding permanent and visiting Faculty in the subject is a difficult option as with the closure of the degree of Animal Husbandry, the production people are not getting trained in their subjects. Faculty uses all gadgets of ICTs to deliver their class room material and to address the Dept extension activities. The students assessment instruments like quizzes, assignments, projects, sessional tests, mid and final exams, etc. are adequately used in the classes. Course Review Reports (CRR) are submitted regularly. The committee has seen the CRR but the QEC has seldom given them feedback on this subject. Adequate program of monitoring system exists at the Dept level that is partially or occasionally implemented.

Systematic teacher training plans are in place through HEC. Some teachers have benefitted from this exercise. Further improvement in Faculty development and improving qualifications leading to PhD and PDF also exists which are rarely implemented. Despite the salaries are attractive, adequate opportunities exist for academic progress, some incentives are being offered to the Faculty thru HEC, the job satisfaction rating is moderately satisfied due a to good salary packages (**Annexure # 3**), primarily due to the Univ environment, which needs to be further improved. Environment at work place is good that can even be made very good by extending some facilities at work places. The Faculty has been squeezed at new facility (building) and need some more breathing space. The awards/recognitions for faculty are not up to the mark, if improved the stability index can further be improved.

The facility of participation to seminars and conferences is adequately available and they have enough opportunities to avail. Faculty's contribution towards books, chapters and proceedings is adequate and the list of publications is attached (**Annexure # 4**). Faculty perception about degree program is clear, but it needs still up-gradation and improvement. Basic reason for nor performing well is that all production courses has been added into 4 year degree program of DVM to make it a 5 year program, the contents obviously have become overloaded and cause confusion for students. Due to more admissions, the student teacher ratio (1:20 by HEC) is disturbed and even the use of instructional techniques leaves less time for critical thinking and question answer sessions. Since two years, the DVM intake has been reduced to half with the intention for giving more exposure to the students in the labs. This was in spite of the fact that applications for the degree program were huge in number but the reduction was decided to improve the quality of teaching and demonstration.

Criteria II: Curriculum Design and Development

The Dept of Livestock Management at KPK Agric Univ, Peshawar is contributing to the teaching and research for 5 year DVM degree program. The curriculum has gone under many vigorous revision due to lot of feedback obtained in the last few years. Much brainstorming and improvement has taken place in 5 year DVM curricula, degree program is well defined, curriculum objectives support the degree program but it still remains overloaded. Contents need restructuring to make them compatible to the emerging needs. Flexibility doesn't exist in the curricula, once they are admitted, they have to be DVM. As far as post graduate contents are concerned, they need revision through HEC. It will improve the teaching, student perception to make the contents current. The department has submitted a development project for adding more lab and classroom facilities to the setup, with a view to introduce more research areas like biotechnology, quality control and meat science. Such proposals need proper support of the administration and sponsoring agencies.

Textbooks are in ample quantity in main library and book bank issues books to the students while research Journals are in short supply. Dept and Faculty budget is also used by the main library to purchase the books needed for the Dept. On line access is also hampered some of the time, inter loan library system doesn't exist. Dept or Faculty Library is not in place (**Annexure # 5**). Credit Hours are fine but contact hrs are less as far as contents and practicals are concerned. Faculty try to complete the course within the stipulated time of the semester.

All post graduate students are well aware about the PG courses, admission policy, their enrolments and withdrawal. Dept has maintained course files, which were verified by the AIC. Some of them need updating

and further organization. Meeting of the BOS is a big mess, which is held with the consent of the DASR. The prevailing system is imbalanced providing excessive authority to the DASR which needs correction and straightening in the best interest of the PG studies. QEC does the teacher's evaluation, course satisfaction & evaluation by the students, but seldom gives feedback to the Dept.

Criteria III: Infrastructure and Learning Resources

The Labs and Lecture Room were built for ~ 250 (50 x 5) students in the new building and now all Veterinary Depts (Animal Health ~ 8 Dept) and Animal Production/Husbandry (~ 4 Depts) share this facility. Dept has one research lab (that can hold ~ 50 students in 2 batches), one dairy farm, SPU and some field facilities. Dept used to have some labs in old building, now those have been taken away. More space and infrastructure is needed for post graduate labs, offices which are the dire need of the Dept. Whatever lab equipment are they are properly utilized (**Annexure # 6**), however, labs need more equipment to strengthen their PG research and faculty capacity. Lab staff is available but they also need extra trainings to increase their experience and capacity to further raise their professional competency (**Annexure # 7**).

Annual budget allocation to the Dept library is very meager and inadequate (only Rs 16,000/-) which is also spent by the main library to purchase the subject books recommended by the Dept Faculty. Main library has more than 100 subject books on its shelves. All practicals are arranged and conducted by the Faculty on regular basis and notebook writing & completion is must for each course.

Number of subscribed local journals is only five (5) while foreign journals are not subscribed after 2003 when HEC entered into digital library system. The operation of the digital library system is seasonal with limited and insufficient reach. Anyway book bank has ample volumes to lend the subject books to the students. The main library has sufficient equipment but their access to students is also limited. Some of the PCs, photocopier, scanner and CD writers, etc. need to be given to the Dept. Lib has enough seating capacity but less piece of mind but the Dept/Faculty should have its own facility to provide more computing and surfing facility to the students. Main library is short in sufficient material to UG (15 for 400) but has little use for PG students (2 for 70) for deep research, computing, surfing and data analyses. The Dept has to be strengthened through provision of more computer to the computer lab and access to the Thompson ISI web of Knowledge.

Dept maintains a website at the main website of the University (<http://aup.edu.pk>) which is updated on regular basis. Dept offices make approximately 7200 sqft covered area. One class room (with 280 sqft) is equipped with multimedia, number of other offices and space provided is also very very less. All faculty offices don't have internet access. Dept also needs to have a common room and well equipped Computer Lab, Common Room and PG offices to meet the needs of the PG students, visiting scientists and class tours. The Livestock (Dairy) farm located 2 km away from the Dept contains 22 acres (6 acres under buildings and 16 acres for sowing fodder crops). Dept has an Experimental Dairy Farm, SPU, Dairy Training Center (DTC). The Labs and Farms have limited Farm Machinery and Equipment (list already attached as Annexure # 5).

Criteria IV: Students Support and Progression

Dept admission to PG courses or degrees (MS/PhD) is overwhelming, annually students are taken even more than the requirements and facilities (~10 each semester). The average yield index of the Dept is 80%, drop out rate ~ 5%. Some leave their studies because of many other reasons (migration, scholarships, family reasons, etc.). Average CGPA is 3.4 to 3.7 in MS and PhD programs, respectively.

Scholarship to students are not any problem, many students get financial aid or assistance through merit or need based scholarships (like USAID, Distt Govt, Mora, FATA and FFC, etc.). Interest free loans are the story of the past. Hostel accommodation is also getting suffocated because of the increased enrolment.

Convocation and sports facilities are adequate at Campus. Commuter buses (16) are adequate with a capacity of 50 each.

Academic counseling, internship trainings and student interaction are available in a well-organized way, yielding an encouraging attitude of students toward their studies. Each class has a class coordinator for better management and supervision (**Annexure # 8**). Student attendance is taken regularly and to maintain 75 % attendance is compulsory for all. Anyway, medical facilities are not adequate for students. Students perception about the degree is positive because of ample employment opportunities, opportunities of participation in seminar and conferences are available to students.

Courses, computing facilities, lab facility, transport, medical, student –teacher ratio, research funds and internship allowances need to be improved. Dept involves all PG students in community development through sports gala, various out-reach programs, earth quacks, floods, vaccination, vet campaigns, etc.

Criteria V: Research and Consultancy Activities

Amount of research grant received from University or HEC during last three years is meager. A project on goat semen fertility is being run valuing Rs 1.10 million while other projects have been submitted to NRPU-HEC and NSLP-PSF for funding. There are no faculty research funds in the Dept. Despite this the faculty has published many articles in IF journals, HEC recognized including some proceedings, other than student theses. Quantity of faculty research is still adequate as they are winning projects from some donors to keep their research activities going. Dept is having a good collaboration with different agencies like ALP, HEC, PSF, NGOs and Relief International, etc. mostly in outreach programs. Budget allocation for seminar and conferences during last three years was Rs. 0.16 millions/year. Projects completed during the last 5 years (list attached as **Annexure # 9**)

Criteria VI: Governance and Leadership

The University has a clearly defined and well laid out organizational setup for Admin Authority & Governance at the Dept. The Chairman has been given clear Admin control of the Dept. Rules and procedures are clearly documented. Though little resources but all are clearly defined and stable. There are some delegation of powers which is clearly understood. Dept is given Rs 8 lacs for operational budget against a request of Rs 15 lacs, this figure contains research development and admin facilities for the last three years. About 30% of this goes to Dept R&D.

Placement Bureau at University level exists, which is operative and often helps the students and maintains the necessary records of Alumni and gets feedback from them. The Dept graduates are performing well in public service commission and pvt sector in and abroad. Annual Calendar of activities is prepared with the help of the faculty and staff and the University issues a regular Campus Newsletter.

Criteria VII: Recent Innovations and Best Practices

Dept has given the detail of some quality related recent initiatives, innovations and best practices adopted like: Dairy Herd Improvement program (in operation), Feed mill brought to function to prepare custom made ration, Dept also sells prepared compound feed as Rs 800 /bag of 37 kg. Linkages have been developed between sister organizations like, Public Depts, NGOs, Farmers community, SMEDA, KPK Chamber of Commerce, Peshawar. Initiatives like Rabbit production, meat production and potentials, with China are in place. Ostrich and Cranes meat production, Establishment of milking parlor, Milk processing & value addition, Silage making, Goat semen Production and processing in SPU are among the few initiatives taken by the Dept. A salient achievement of the department has been the International workshop on Dairy Science Park, which has attracted 100+ papers of research, development and business nature and funds have been earned from HEC and private sector. The faculty hopes to get business and development support from the stakeholders to improve their functions further and support the private farmers in a more meaningful way.

4. SWOT ANALYSIS OF THE DEPT DEGREE PROGRAMS

(A brief SWOT of the Dept of Livestock Management, KPK, AUP is presented herewith)

STRENGTHS

- Qualified Faculty with enough experience and expertise
- Able Leadership with good initiatives
- Enough linkages with the industry/organizations to initiate new programs and incentives
- Holding of ample Conferences and Workshops
- Scholarships and Financial Aid available for students

WEAKNESS

- Less number of Faculty, which is overloaded
- Less space for teacher offices, seminar room, staff rooms, Dept library
- Lack of periodicals and journals for faculty and students
- Lack of enough internet facilities for all
- Budget constraint of the Dept affecting facilities
- Less land for fodder production at Dairy Farm
- Revision of PG curricula

OPPORTUNITIES

- Lot of interested post graduate students to join
- International opportunities
- HEC opportunities, scholarships and financial aids
- Exploitation of links made by the Dept leadership
- Hiring more Faculty for better teaching and research
- Dept autonomy need to be intact for admissions and graduations

THREATS

- More teaching load of Faculty
- Student intake more than capacity and facilities
- Students' training hampering due to less contact with students
- Less equipment and trained staff
- Merger of ABG with LM
- Undue interferences of ASRB in Dept BOS
- HEC difficulties in releasing budgets

5. ACTIONABLE RECOMENDATIONS

Some of the immediate actionable points emerged from the discussion are as under:

- Provision of more Faculty to avoid overloading and more time for research and counseling
- Provision of space (separate or shared office) for all teachers, labs and classrooms
- Establishment of biotechnology, quality control and meat science setup
- Establishment of seminar room, staff rooms and Dept library
- Periodicals and journals for faculty and students
- More computer/internet facilities for all
- Ample budget for increased Dept facilities
- More land for fodder production at Dairy Farm
- Post graduate student Offices
- More HEC opportunities, scholarships and financial aids
- Dept autonomy need to be intact for BOS meetings, admissions and graduations
- Increased student counseling
- Revision of Post Graduate Curricula
- Betterment of the Student Teacher ratio
- Provision of more equipment and trained staff
- Separation of Dept of ABG from LM
- Avoiding the undue interferences of ASRB in Dept BOS
- HEC releases budget on time

6. FINAL RECOMMENDATION

On the basis of the inspection/evaluation, the team recommends accreditation/rating of the degree programs of Department of Livestock Management, KPK Agricultural University, Peshawar, Pakistan in the Lower band (68%) of "X" category of National Agriculture Education Accreditation Council/HEC.

7. LIST OF ANNEXURES

1. Evaluation Criteria and Program Ratings
2. TOR of the Committee

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Evaluation Criteria for Agricultural Degree Programs

Sr No	Criteria	Points Assigned	Points Awarded
Major Criteria			
1	Strength and Quality of Faculty	250	200
2	Curriculum Design and Development	150	100
3	Infrastructure and Learning Resources	200	75
4	Students Support and Progression	100	80
Sub-Total (a):		700	455
Minor Criteria			
5	Research and Consultancy Activities	150	125
6	Governance and Leadership	100	60
7	Recent Innovations and Best Practices	50	40
Sub-Total (b):		300	225
Grand Total (a+b):		1000	680

Prof Dr Muhammad Younas

Name and Designation

Signature of Program Evaluator