



National Agriculture Education Accreditation Council

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AIC Report

**Prof. Dr. Safdar Ali
Mr. Tahir Saleem**

My 7-8, 2012

**Department of Soil & Environmental Sciences
University College of Agriculture, University of Sargodha**



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Dated: 6 June, 2012

The Chairman
NAEAC Secretariat
Room # 2, Old Comsats Building
HEC Sector H-8/1, Islamabad

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Subject: Accreditation Inspection Committee's (AIC) Report.
(Department of Soil and Environmental Sciences, University of
Sargodha, Sargodha)

Respected Sir:

The Accreditation Inspection Committee (AIC) constituted by your honor vide letter No. Dy. No. 726-/NAEAC/ HEC-2012 dated April 2, 2012, visited the Department of Soil and Environmental Sciences, University College of Agriculture, University of Sargodha, Sargodha 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 Honorable Mr. Tahir Saleem Ex Chief/Project Director, NFDC, Islamabad, along with your office team spent two days (May 7-8, 2012) there for accreditation and evaluation of the degree programs offered by the Department of Soil and Environmental Sciences as per necessary guidelines and the toolkit. The draft report prepared unanimously is annexed herewith for your kind information and further perusal please.

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

Prof. Dr. Safdar Ali
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.726/NAEAC/HEC-2012</i> <i>Islamabad: April 2, 2012</i>

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

Chairman, Department of Soil and Environmental Sciences, University College of Agriculture, University of Sargodha 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 | Prof. Dr. Safdar Ali
Chairman, Department of Soil Science and S&WC
PMAS Arid Agriculture University Rawalpindi | Convener |
| ii | Mr. Tahir Saleem
Tahir Saleem Ex Chief/Project Director, NFDC,
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. (Hons.), M.Sc (Hons), Ph.D) prepared by the Department of Soil and Environmental Sciences
- 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 (7-8 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 May 7-8, 2012**. 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,

Naseer Alam Khan
secretary, NAEAC

Distribution:

- i. Prof. Dr. Safdar Ali, Chairman, Department of Soil Science, PMAS AAUR, Rawalpindi
- ii. Mr. Tahir Saleem Ex Chief/Project Director, NFDC, Islamabad.

Cc: Dr Ghulam Sarwar, chairman, Department of Soil and Environmental Sciences, UCA,UOS, Sargodha.

2. Dept. of Soil and Environmental Sciences, University of Sargodha, Sargodha.

- **DEPARTMENT HISTORY & MAIN FEATURES**

The department of soil and environmental sciences was only established recently. While the University of Sargodha was established in 2002, the University College of Sargodha was established as a constituent college of the University of Sargodha in October 2005. In the same year introductory course of soil science was offered to the students of first semester. A soil science as major subject was offered to the students of the first batch in 2007. The department of soil & environmental sciences was established in January, 2012. The department has produced 34 BSc.(Hons), 5 MSc.(Hons). Currently enrolled for BSc. (Hons), MSc.(Hons) and Ph.D. are 43, 13 and 2 students, respectively.

Being a newly established campus, the infrastructure – buildings, laboratories, library – facilities are excellent. However, the administrative block is yet to come up. It is the Dean of the college who controls the budget. However, the faculty members have enough delegation to manage their day-to-day business in good shape. Besides, there is enough budget available which the faculty members can draw upon as and when needed. This is a very promising aspect of the institution.

- **DEGREE PROGRAMS OFFERED**

- B.Sc. (Hons.) Soil Science Since 2005
- M.Sc. (Hons.) Soil Science Since 2009
- Ph. D. Soil Science Since 2012

3. CRITERION ANALYSIS

Criteria I: Strength and Quality of Faculty

The total faculty of the department of Soil and Environmental Sciences is 05 . All are full time faculty members. The student teacher ratio is 1:10. The evaluation committee met Professor/HOD, and Assistant Professors of Soil Science to discuss their academic background, areas of interest, and their perceptions about the academic programs, students and peers opportunities for professional growth besides research opportunities, facilities available, teacher-student relationship, teaching load and strengths and weaknesses of the program. It was done by calling the faculty staff of various levels and holding frank and free discussions assuring them that the objective of this visit was to effect improvements rather than a criticism of their program.

Following is the upshot of the discussions held at length:

1. Mostly teachers were happy and satisfied with the facilities, support and the teaching environment. They, in fact, seemed enthusiastic and committed to their profession, which augurs well and is a happy sign.
2. The space in the laboratory was up to the mark., which is a good sign for a good quality education.
3. The research projects have been demanded for funding to the appreciable extent. The teachers are enthusiastic to write more projects for funding in future also.

Criteria II: Curriculum Design and Development

The curriculum is a reflection, how far it is supportive in achieving learning objectives and student learning outcomes. The team members were informed that degree level curriculum has been developed with the collaboration of HEC through its Curriculum Review Committees (CRCs). The member of the curriculum review committee (CRC) is Dr. Ghulam Sarwar, chairman from this institute. A uniform curriculum approved by HEC has been adopted by all the Agricultural Universities/Colleges. Generally, maximum weightage is given to final exams (60 per cent), followed by mid term (30 per cent) and assignments/quizzes, etc. (10 per cent). To keep abreast of the latest knowledge in the concerned discipline, it is imperative to have a regular review and update of the curriculum. In the recent years, feedback mechanism is considered extremely useful for participatory and objective decision making. The Quality Enhancement Cell (QEC) of UOS has made positive efforts to develop this mechanism on regular basis for continuous improvement of teaching learning quality.

The expert committee felt that the objectives / goals of the degree programs, and both the curricula content were standard. The books prescribed more than adequately meet the requirement. Students as a tradition depend on how the faculty teaches them, because it is the faculty that sets the standards irrespective of the reading material, which, of course, the brighter students do make use of. Thus, the student perception of the curricula was rated as very good.

Criteria III: Infrastructure and Learning Resources

Classrooms: There were three classrooms for classes. The students at present are relatively fewer in number and look very happy with the services and access to them.

Laboratories: There are 01 teaching laboratories and two research laboratory. The laboratory equipment in these laboratories is being purchased as per PC1 of the College Project.

Library: There is a university College of Agriculture library, which contains sufficient relevant books, journals, etc. The library is being linked with digital library developed by the Higher Education Commission of Pakistan, where, over 15000 full text journals and 25000 abstracted journals are available free of cost.

Experimental farms: The College is provided with a 72 acres experimental area. On-farm research and demonstrations are carried out for research projects and thesis research. All the farm equipment and machinery is of University College of Agriculture - owned and is available as and when required.

Criteria IV: Students Support and Progression

The evaluation committee was apprised that students are provided handouts in the class and/or a folder containing topics wise data and lecture material for the given class and semester, which are placed in the library. The teachers provide handouts of lectures along with some presentations on multimedia. Students were of the opinion that the number of assignments should be increased and more quizzes should be conducted to keep the students fully involved in the semester system. A few internship reports were checked and found of good quality. Internship and practical training might be a regular feature with a view to developing a strong and effective program. Students' attendance is well maintained and their attitude towards their studies is encouraging. It seems their perceptions about degree programs should be satisfactory. It is good to see that girls get hostel accommodation within the university campus, While there may be some opportunity for students to avail of the scholarships, currently the students seem to be self-supporting and hardly any financial support from the university are banks in the form of interest-free loans is available.

Criteria V: Research and Consultancy Activities

There seems to be adequate research and consultancy activity in the college. The team was briefed that it was mandatory for the teaching faculty to devote 80 per cent time to teaching and 20 per cent to research.

Criteria VI: Governance and Leadership

The highest administrative governance authority is the Vice Chancellor, followed by the Registrar, Treasurer and Controller of Examinations. The part of the organizational setup of the college is controlled by the Principal, who is responsible to report to the Dean and Vice Chancellor of the University. The Vice Chancellor is the overall controlling authority. Important bodies of the university include the Syndicate, the Senate, Academic Councils, Advanced Study & Research Board, Finance & Planning Committees, Selection Board, Boards of Studies, Directorate of Students' Affairs and Hall Warden. The rules and

procedures of the university are well organized and documented. All bodies of the university function within the framework of well defined rules and procedures. To further improve leadership in research and teaching, an exchange with other universities, local and abroad, will be of great help.

Criteria VII: Recent Innovations and Best Practices

Hiring of senior faculty and purchase of laboratory equipment for the University Agriculture College as per PC1 will help to boost up the research potential for degree programs.

4. SWOT ANALYSIS OF THE DEPT DEGREE PROGRAMS

Overall analysis

Major strengths

- Enough financial support is forthcoming, being a new institution, and the Vice Chancellor is a supportive person.
- Availability of well equipped laboratories and vast experimental field area.
- An adequate library facility with latest books.
- A very congenial working environment.
- A committed and qualified teaching faculty

Major weakness

- The faculty lacks positions of professorship and associate professorship which sets the temper and tenor of the faculty.
- The faculty should be exposed to foreign trainings and experience.
- The culture of science has yet to be inculcated, maybe through developing society at the local level and encouraging teachers and the taught to express themselves both oral presentations and written papers.
- Library facilities need up-gradation through provision of more reference literature.
- Inter-faculties exchanges at Dean's forum should be encouraged.

Major opportunities

- Foreign training and scholarships.
- Academic clubs.
- Career planning in view of the new institution.
- Field experimentation leading to studies on long-term field trials testing the effect of nutrient application on quality of crops and soil health.
- Being a new institution, there is a tremendous scope to exploit the development of intellectual faculties of the faculty staff – provided they are shown the way and encouraged.

Major challenges

- Encouraging intake of more and brighter students.
- Developing the faculty standards, not only matching the best in the country but also going hand in hand with foreign faculty standards.
- Embarking on a scholarly newsletter.
- Giving an honest and positive leadership so that most teachers and the taught fully exploit their potential.
- The faculty have to look for tomorrow – in the changing environment one should not stagnate but should be forward-looking in identifying problems and meeting them resource fully.

Recommendations

The current positions of the faculty of the department, although all hold PhD degrees, are assistant professors. It is recommended that the position of a full professor be filled – maybe through taking on deputation from some other universities of the country. That will set the temper of the department at a respectable position. If some of these assistant professors are due for promotion, one of them at least be raised to the level of associate professor. The infrastructure is amicable and good. However, they need to yet develop a good greenhouse facility and a meeting room. We should encourage that the department

arranges monthly seminars in which the faculty members present some of the latest developments in the field of soils and environment related to plant nutrition and precision farming. However, the performance of the faculty is really good and needs encouragement. Some of the strengths and weaknesses having already been pointed out in the foregoing section, the committee recommends that the department be graded as X category (i.e. in the middle band – X2).

5. ACTIONABLE RECOMENDATIONS

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

- Establishment of seminar room and Dept. library
- Periodicals and journals for faculty and students
- More HEC opportunities, scholarships and financial aids
- Provision of more equipment and trained laboratory staff
- Develop green house facilities.

6. LIST OF ANNEXURES

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

AIC Draft Report Visit on May 7-8, 2012

7. Evaluation Criteria for Agricultural Degree Programs

Sr. No	Criteria	Points Assigned	Points Awarded
Major Criteria			
1	Strength and Quality of Faculty	250	177
2	Curriculum Design and Development	150	109
3	Infrastructure and Learning Resources	200	144
4	Students Support and Progression	100	72
Sub-Total (a):		700	502
Minor Criteria			
5	Research and Consultancy Activities	150	105
6	Governance and Leadership	100	75
7	Recent Innovations and Best Practices	50	37
Sub-Total (b):		300	217
Grand Total (a+b):		1000	719

1. Prof. Dr. Safdar Ali
Chairman, Department of Soil Science and S&WC
PMAS Arid Agriculture University, Rawalpindi

Convener

2. Mr. Tahir Saleem,
Ex. Chief/Project Director, NFDC, Islamabad

Member

