

## **INTRODUCTION**

1. The National Agriculture Education Accreditation Council (NAEAC) was established in February 2006 by the Higher Education Commission (HEC) having representation of Academia and R & D Institutions in the private and public sector. Main function of the Council was to implement the external quality assurance and quality improvement of agriculture education degree programs through predetermined standards, policies, procedures and criteria and to systemize and execute a comprehensive process of accreditation of degree programs.

The process includes:

- i. Self Evaluation
  - ii. External Evaluation by a group of experts and site visit
  - iii. Publication of a report including decision and recommendations and
  - iv. A follow-up procedure to review actions taken in the light of the recommendations
2. Since, accreditation of degree programs is the single most important activity of the Council; the NAEAC doubled its target of accreditation of the agricultural degree programs in 2010-11 with a view to fast track the completion of all the 160 degree programs offered by 17 agricultural education institutions in Pakistan within the next two years.

3. External evaluation and accreditation process of degree programs is carried-out on the basis of a set of evaluation criteria, standards and prescribed procedures. There are seven criteria consisting of four major and three minor. The major criteria are: (i) strength and quality of faculty (ii) design and development of curricula (iii) infrastructure and learning innovations (iv) student support and progression. The minor criteria are: (i) faculty research and consultancy services (ii) governance and leadership and (iii) recent innovations and best practices adapted.

The accreditation process involves a number of steps as given below

- i) Offering of degree programs by the department for external evaluation and accreditation
- ii) Acquisition of self assessment report and relevant data pertaining to degree programs
- iii) Desk review of self evaluation report and other documents by the proposed AIC
- iv) Finalization of schedule of on-site visit of AIC with mutual consent
- v) Logistics and on-site visit arrangements by the host institutions

- vi) Formation of AIC by the competent authority notified by the NAEAC Secretariat
- vii) Observation, examination and visit of various facilities and resources by the AIC
- viii) Exit meetings with Dean and HOD to share major findings and SWOT Analysis
- ix) Sharing of draft report of AIC with the HOD and Dean
- x) Finalization and submission of AIC report containing actionable recommendations and explicit SWOT Analysis with final rating of accreditation of degree programs

Accreditation Category/Rating	Overall Score Range	Upper Band	Middle Band	Lower Band
W	80-100%	95-100% W1	88-94% W2	80-87% W3
X	65-79%	75-79% X1	70-74% X2	65-69% X3
Y	50-64%	60-64% Y1	55-59% Y2	50--54% Y3
Z	40-49%	46-49% Z1	43-45% Z2	40-42% Z3

W: Degree Program fully meeting the set criteria

X: Degree Program having minor shortfalls

Y: Degree Program not meeting some of the major criteria

Z: Degree Program seriously deficient

4. During 2010-11, NAEAC completed accreditation of 33 degree programs (with a cumulative total of 60 degree programs) at three agricultural universities, including 12 at University of Agriculture, Faisalabad, 7 at PMAS Arid Agriculture University, Rawalpindi and 14 at KPK Agricultural University, Peshawar. The accreditation process followed the standards, evaluation criteria, and procedures approved by the HEC. In accordance with the NAEAC's accreditation framework, the AIC comprising at least two external experts is constituted by the competent authority. The Council ensures that the program evaluation by the external experts is fair, professionally sound, transparent, and participatory with the objective of quality enhancement and capacity building.

## II. ACCREDITATION ACTIVITIES:

### A. University of Agriculture, Faisalabad

#### 1. Degree Programs in Agricultural Economics and Plant Breeding & Genetics(PBG)<sup>1</sup>

5. Accreditation activities at the University of Agriculture, Faisalabad covered Degree Programs of the disciplines of Agricultural Economics and Plant Breeding and Genetics (PBG). Two Accreditation Inspection Committees (AICs), one each for the discipline were constituted with the approval of Chairman NAEAC from the roster of Program Evaluators (PEs). AICs on-site visit was carried-out during December 28-29, 2010. Members of AICs of both the disciplines besides conducting a holistic review of the degree programs also held meeting with the Vice-Chancellor and discussed issues relating to quality assurance and accreditation.

6. The AIC on Agri. Economics concluded with the following strengths and weakness of the degree programs:

#### **Strengths:**

- i) Highly qualified, motivated and committed faculty working in a conducive Environment.
- ii) The faculty is very receptive and appreciative to constructive suggestions.

#### **Weaknesses:**

- i) Rapid turnover/high drop out in the faculty.
- ii) Research topics are generally selected without adequate guidance by the supervisor.
- iii) Mentoring of junior/new faculty by their senior to enhance their pedagogical skills is also not formally practiced.

7. The AIC on PBG identified the following major strengths and weakness of the degree programs:

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<sup>1</sup> The AIC on Agricultural Economics comprised of Dr. Dilawar Ali Khan and Prof. Dr. Munir Khan Khattak, KPK AUP. The members of AIC on PBG were Prof. Dr. Muhammad Munir, PMAS AAUR and Dr. Syed Dilnawaz Ahmed Gardezi, Faculty of Agriculture, Rawalakot, AJK.

**Strengths:**

- i) Well qualified faculty with enthusiasm and will to work for students training and research.
- ii) Faculty members have good publications in HEC approved / impact factor journals.
- iii) The computer and internet facilities are available for all faculty members.

**Weaknesses:**

- i) The space in laboratories and lecture rooms is insufficient according to the number of students.
- ii) Laboratory facilities for students training and experiments are inadequate and facilities for molecular and biotechnological trainings are limited.
- iii) The computer and internet facilities for students within the department are limited.

8. The AICs recommended accreditation/rating of the degree programs of Agricultural Economics in the lower band category of “X” with 65.2% score and Plant Breeding and Genetics in the upper band category of “X” with 79% score.

**2. Degree Programs in Forestry and Range Management and National Institute of Food Science and Technology<sup>2</sup>**

9. AICs on-site visit of both the disciplines was carried-out from March 7-8, 2011. Members of AICs of both the disciplines attended a detailed presentation by the HODs besides conducting a comprehensive review of the SAR, infrastructure, facilities and resources available for the degree programs.



10. The AIC on Forestry and Range Management pointed out with the following strengths and weakness of the degree programs.

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<sup>2</sup> The AIC on Forestry and Range Management comprised of Dr. Sarwat Naz Mirza, PMAS AAUR and Dr. Muhammad Afzal, Punjab Forestry Research Institute, Faisalabad. The members of AIC on Food Science & Technology were Prof. Dr. Alam Zeb, KPK-AUP & Dr. Sarwar Dogar, Fauji Cereals, Rawalpindi.

**Strengths:**

- i) Multi-dimensional degree programs with theoretical and practical knowledge of all related disciplines of natural resource management.
- ii) The department has large and developed area for field oriented training and research.
- iii) Good library and internet facilities are available for degree programs.

**Weaknesses:**

- i) Extensive touring to field area is lacking in the program.
- ii) Lab equipment not well maintained and Inadequate space for classrooms and
- iii) Course contents are updated occasionally.

11. The AIC on National Institute of Food Science & Technology assessed the following major strengths and weaknesses of the degree programs:

**Strengths:**

- i) All faculty of the institute are PhD qualified in food science & technology.
- ii) Several specialized labs well equipped for students practical and research.
- iii) Institute has sufficient faculty offices with multi-media facility and seated classrooms.

**Weaknesses:**

- i) Shortage of specialized faculty required for courses such as food microbiology, food biotechnology, meat technology and food engineering.
- ii) Shortage of qualified lab staff for installation and proper maintenance of the instruments.
- iii) Seminars, workshops are seldom organized for post-graduate students.

12. The AICs recommended accreditation/rating of the degree programs of Forestry and Range Management in the middle band category of “X” with 71.2% score and National Institute of Food Science and Technology (NIFST) in the upper band category of “X” with 79% score.



National Institute of Food Science and Technology, UAF

### 3. Degree Programs in Plant Pathology and Agricultural Extension<sup>3</sup>

13. Two AICs, one each for Plant Pathology and Agricultural Extension were constituted and on-site visit was conducted from March 28-29, 2011. The AIC Members had detailed interaction with all the faculty members, students and support staff of the department. The AICs also visited research infrastructure including laboratories, library, class rooms and faculty offices. Comprehensive participatory SWOT analysis was also carried-out separately with the faculty and students.

14. The AIC on Plant Pathology concluded the following major strengths and weaknesses of the degree programs:

#### **Strengths:**

- i) The faculty is highly qualified (85% PhDs) and experienced with four faculty members as HEC approved supervisors.
- ii) Good infrastructure with five functional laboratories, three class rooms, 14 faculty offices, departmental library, computing facility and post-graduate teaching and research activities.
- iii) The faculty has published 674 research articles in HEC approved journals and published four text books and practical manuals.

#### **Weaknesses:**

- i) Need capacity building by inducting regular and quality faculty in Plant Virology, and Mycology and Fungal Pathology and Physiological Plant Pathology.
- ii) Laboratories are deficient with modern equipment such as ultracentrifuge, Polymerase Chain Reaction (PCR) equipment, HPLC, GC, spectrophotometers, Gel electrophoresis and documentation related equipment, insufficient -20 and -80C refrigeration storage of specimen and kits, etc.
- iii) Over 60% of the faculty members are on TTS with no job security and deficient of quality teaching and research experience

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<sup>3</sup> The AIC on Plant Pathology consisted of Prof. Dr. Muhammad Arif Chohan, KPK-AUP and Dr. Ghulam Mohyuddin, Ayub Agricultural Research Institute, Faisalabad. The AIC on Agricultural Extension comprised of Prof. Dr. Noshad Khan, Allama Iqbal Open University, Islamabad and Prof. Fazal Karim.

15. The AIC on Agriculture Extension assessed the following major strengths and weakness of the degree programs:

**Strengths:**

- i) Qualified and experienced faculty comprising eight PhDs and two M.Sc. teachers.
- ii) Effective use of multi-media, audio-visual and effective pedagogical skills in the class rooms.
- iii) The department undertakes field projects in the adjoining rural communities to develop linkages between farmers and the department

**Weaknesses:**

- i) Shortage of space for class rooms, AV Lab., computer laboratory and departmental library
- ii) Average teaching load of the faculty is much higher as compared to HEC criteria
- iii) Non-availability of funds for study tours and field trips of the students.

16. The AICs recommended accreditation/rating of the degree programs of Plant Pathology in the middle band category of “X” with 74% score and Agricultural Extension in the middle band category of “X” with 72.5% score.



Department of Plant Pathology, University of Agriculture, Faisalabad

**B. Pir Mehr Ali Shah Arid Agriculture University, Rawalpindi**

**1. Degree Programs in Forestry and Range Management<sup>4</sup>**

17. The AIC consisting of two experts and Secretary of the Council was constituted with the approval of Chairman-NAEAC. The committee carried-out on-site visit during November 25-26, 2010. They had a holistic review and visit of physical, human and other teaching resources of the department deployed for the degree programs besides an exit meeting with the Dean of Faculty.

18. The AIC on Forestry and Range Management delineated with the following strengths and weaknesses of the degree programs.

**Strengths:**

- i) The only degree awarding institution in Punjab to produce Forest and Range scientists/managers with focus on arid and semi-arid areas.
- ii) Envisaging continuous changes in the degree programs curricula with emerging trends and challenges

**Weaknesses:**

- i) Insufficient funds for laboratory-cum-field research and library/reference books.
- ii) No teaching faculty in the area of Timber technology and Watershed Management
- iii) Insufficient IT devices, Multimedia, computers compared to the student enrollment.

19. The AIC recommended accreditation/rating of the degree programs of Agro-forestry and Range Management in the upper band category of “X” with 75% score.



Department of Forestry and Range Management, PMAS AAUR



## 2. Degree Programs in Food Science and Technology<sup>5</sup>

20. On-site visit to the degree programs of Food Science and Technology was carried out from November 25-26, 2010. Members of AIC comprehensively reviewed the degree programs by validating all the aspects relating to the accreditation process and also held detailed meetings and interaction with each faculty member, students groups and the support staff.

21. The AIC on Food Science and Technology underlined with the following strengths and weaknesses of the degree programs.

### **Strengths:**

- i) The teaching staff is adequately qualified as per standards/criteria of HEC.
- ii) Labs are equipped with useful instruments and few of them are locally designed and efficiently working.
- iii) Food processing lab for bakery products and beverages prepares quality and economical products for students and staff.

### **Weaknesses:**

- i) Lack of Food Engineering laboratory. Available labs hardly meet students practical and research needs besides substantial renovation requirements.
- ii) Shortage of trained lab staff. Safety apparatus were found absent in labs. Infrastructure for practicals and research experiments needs improvement.
- iii) Departmental library needs up-gradation and strengthening with sufficient text books and research articles.

22. The AIC recommended accreditation/rating of the degree programs of Food Science and Technology in the lower band category of “X” with 67.3% score.

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<sup>5</sup> The AIC on Food Science and Technology comprised of Prof. Dr. Alam Zeb, KPK Agricultural University, Peshawar and Dr. Sarwar Dogar, Production Manager, Fauji Cereals, Dharmyal Road, Rawalpindi.

### 3. Degree Program in Wildlife Management<sup>6</sup>

23. On-site visit was carried-out from April 4-5, 2011 of the degree program of Wildlife Management by the AIC team constituted for the purpose. Members of AIC besides a holistic review also held detailed meetings with Dean, faculty and interaction with students and support staff.

24. The AIC on Wildlife Management pointed out the following strengths and weaknesses of the degree program.

#### **Strengths:**

- i) Qualified faculty with three PhDs in the relevant discipline, among a faculty of five having a good track of publications and academic/professional experience.
- ii) Basic facilities necessary to execute the degree program (MSc Wildlife Management) including basic research equipment, relevant books, and a rich collection of scientific articles is available.
- iii) Curriculum for the degree program is developed, following HEC standards, and according to the needs of stakeholders.

#### **Weaknesses:**

- i) Inadequate space for offices, labs and classrooms
- ii) Lack of advanced lab and field equipment, and proper transport arrangements for the fieldwork
- iii) Field exposure of the students is limited due to lack of resources available with the department.

25. The AIC recommended accreditation/rating of the degree program (M.Sc) of Wildlife Management in the middle band category of “X” with 71.4% score.



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Department of Wildlife Management, PMAS AAUR

#### 4. Degree Programs in Agricultural Economics<sup>7</sup>

26. On-site AIC visit of the degree programs of Agricultural Economics was carried out from May 19-201, 2011. Members of the AIC comprehensively reviewed the degree programs also held meetings with Dean of Faculty to share the views and findings of the visit.

27. The AIC on Agricultural Economics identified the following strengths and weaknesses of the degree program.

##### **Strengths:**

- i) Competitiveness of the degree programs with the corresponding programs at other agricultural universities. The graduates have successfully competed against those graduates produced by well established and reputed universities.
- ii) Department had successfully added M.SC, M.Phil and Ph. D programs in a short span of time besides having limited faculty.
- iii) Faculty inclined to further upgrade the post-graduate level teaching research and through enhancing inter-disciplinary planning and arid agricultural system orientation.

##### **Weaknesses:**

- i) Limited faculty resources are spread rather thinly over 5 levels of different degree programs.
- ii) Heavy teaching work load on teachers and average number of students per teacher is also more than 30.
- iii) Academic infrastructure including classrooms, library, computer labs and internet access is substantially weak.

28. The AIC recommended accreditation/rating of the degree programs of Agricultural Economics in the lower band category of “X” with 68.5% score.

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<sup>7</sup> The AIC for Agricultural Economics consisted of Prof. Dr. Abdul Salam, Federal Urdu University, Islamabad and Dr. Muhammad Azeem Khan, Chief Scientific officer/ Sr. Director SSI, National Agriculture Research Center.

**C. KPK Agricultural University, Peshawar**

**1. Degree Programs in Food Science and Technology<sup>8</sup>**

28. Accreditation activities at KPK Agricultural University, Peshawar covered degree programs of the discipline of Food Science and Technology. The AIC comprising three members carried-out on-site visit from December 19-20, 2010 and conducted a holistic review of the degree programs also held detailed meetings and interaction with faculty, support staff and students.

29. The AIC on Food Science and Technology found with the following strengths and weaknesses of the degree program.

**Strengths:**

- i) Qualified teaching/research faculty is available with sufficient career growth opportunities to keep them motivated for their job performance
- ii) Academic program such as curriculum is generally sufficient for B.Sc (Hons.) and M.Sc. (Hons.) students to make them successful technologists.
- iii) Evaluation of course contents, instructions and grading by students are good.

**Weaknesses:**

- i) Infrastructure for practical performance, conduct of experiments/research work needs improvement. Except microbiology all labs are not well equipped resulting in the inadequate training of the students.
- ii) Instruction facilities such as proper classrooms, multimedia, library and computer facilities, etc need to be improved.
- iii) Limited number of supporting staff and vacant positions of laboratory staff with no career development plan for the faculty.

30. The AIC recommended the accreditation/rating of the degree programs of Food Science and Technology in the middle band category of “Y” with 58.5% score.



## 2. Degree Programs in Plant Protection and Weed Science<sup>9</sup>

31. On-site AICs visit of the disciplines of Plant Protection and Weed Science was carried out from April 11-12, 2011 by the AICs constituted for the purpose. Members of the AICs of both the disciplines besides conducting a comprehensive review of the degree programs also held meeting with Dean, faculty members and interaction with students and support staff.

32. The AIC on Plant Protection pointed out the following strengths and weaknesses of the degree program.

### **Strengths:**

- i) The department has qualified and experienced teaching staff, among 9 faculty members, eight possess Ph.D degrees from well reputed universities.
- ii) Ability of conducting research in the field of IPM, biological control, acarology, toxicology, host plant resistance and stored grains pest management.
- iii) Field area for research is available and well maintained.

### **Weaknesses:**

- i) The department lacks in spacious and controlled conditioned laboratories with safety arrangements and security plan, class rooms, green house facilities and common room.
- ii) Lack of well equipped departmental library and computer room
- iii) Lack of lab. Equipment including stereomicroscope, HPLC, growth chambers, centrifuges, electrophoresis, PCR, spectrophotometer, relevant software, chemicals and glass-wares, books, national and international journals in different areas of entomology needed for graduate research program.

33. The AIC on Weed Science assessed following strengths and weaknesses of the degree programs.

### **Strengths:**

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<sup>9</sup> The AIC on Plant Protection comprised of Dr. Ghulam Jilani and Prof. Dr. Muhammad Naeem, PMAS AAUR. The AIC on Weed Science were Prof. Dr. Zahid Atta Cheema, UAF and Dr. Rashid Ahmad Shad.

- i) Competent and hardworking faculty members holding PhD degrees (except three) has won national and international awards.
- ii) The classes are being taught regularly and course contents are completed within the stipulated period.
- iii) Computer and internet facilities are available for the faculty.

**Weaknesses:**

- i) Inadequate office space for the faculty, shortage of IT facilities and lack of controlled environment facilities etc.
- ii) Lack of well-maintained and well-equipped labs including Herbarium.
- iii) Poor faculty /student ratio.

34. The AICs recommended the accreditation/rating of the degree programs of Plant Protection in the middle band category of “Y” with 56.4% score and Weed Science in the lower band category of “X” with 67.9% score.



Department of Plant Protection, KPK AUP

### 3. Degree Programs in Agronomy and Institute of Biotechnology & Genetics Engineering<sup>10</sup>

35. AICs on-site visit was conducted from May 13-14, 2011 of both the disciplines of Agronomy and Biotechnology & Genetic Engineering by the AICs constituted by the competent authority. Members of the AICs carried-out two days program review according to schedule.

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<sup>10</sup> The AIC on Agronomy comprised of Prof. Dr. Fayyazul Hassan, PMAS AAUR and Prof. Dr. Mushtaq Hussain Kazmi. The AIC on Inst. of Biotechnology & Genetic Eng. were Prof. Dr. Syed Dilnawaz Gerdezi and Dr. Shahid Masood.



Department of Agronomy, KPK AUP

36. The AIC on Agronomy earmarked following strengths and weaknesses of the degree programs.

**Strengths:**

- i) Qualified and strong faculty with sufficient teaching and research experience
- ii) Students preference for admission in the department
- iii) Highly motivated and friendly environment for research and learning.

**Weaknesses:**

- i) Inadequate office, lecturing and laboratory space with relevant qualified laboratory Staff.
- ii) No departmental library, old edition books in the main library.
- iii) High strength of faculty (17) but low intake ratio as well as lesser teaching load.

37. The AIC on Biotechnology and Genetic Engineering underlined the following strengths and weaknesses of the degree program.

**Strengths:**

- i) Qualified faculty with broader vision and will to work for students training and research.
- ii) Adequate teaching and research infrastructure farms, green houses, screen houses and other facilities for conducting teaching and research.
- iii) Departmental library is well organized and has good number of course/reference books.

**Weaknesses:**

- i) Funds for the post-graduate research are inadequate. The only source is the research projects earned by the faculty.
- ii) The computer facilities for students within the department are limited and hence the internet facilities are hard to access.
- iii) The space in laboratories and lecture rooms is in-sufficient according to the number of under graduate and post graduate students.

38. The AICs recommended accreditation/rating of the degree programs of Agronomy in the upper band category of “X” with 76% score and Institute of Biotechnology and Genetic Engineering in the upper band category of “X” with 78% score.



Institute of IBGE, KPK AUP

#### 4. Degree Programs in Agricultural Chemistry and Horticulture<sup>11</sup>

39. Two AICs one each for the discipline of Agricultural Chemistry and Horticulture carried out on-site inspection from June 13-14, 2011. The peer teams evaluated teaching-learning resources for the degree program besides participatory SWOT analysis with faculty and students.

40. The AIC on Agricultural Chemistry pointed out the following strengths and weaknesses of the degree programs.

##### **Strengths:**

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<sup>11</sup> The AIC on Agricultural Chemistry were Prof. Dr. Muhammad Kalim Tahir, Preston University, Islamabad and Dr. Ihsanullah. The AIC on Horticulture comprised of Mr. Muhammad Hashim Laghari and Dr. Muhammad Khalid Qureshi, PMAS AAUR.



- i) Foreign Qualified Faculty with Ph.Ds in different areas of agricultural chemistry and other related fields.
- ii) Adequate laboratory and field research facilities.
- iii) Strong coordination and linkages with other teaching, research and industrial organizations.

**Weaknesses:**

- i) Lack of IT training of Faculty and support staff and use of latest software for data analysis.
- ii) Non-availability of funds to improve laboratory facilities i.e. chemicals, latest lab equipment for quality lab experiments and shortage of class rooms.
- iii) Greenhouse facility is required to conduct experiments under controlled conditions.

41. The AIC on Horticulture earmarked with the following strengths and weaknesses of the degree programs.

**Strengths:**

- i) Highly qualified and experienced teaching faculty with more than 75 percent PhDs capable to impart quality education.
- ii) Adequate field/farm area is available for field experiments.
- iii) Collaboration with sister institutions in the province like PDA, Cantonment Board, Agriculture Research Institute & Research Stations.

**Weaknesses:**

- i) Inadequate lab equipment particularly for Post-Harvest Management/ Physiology, Tissue Culture, Nutrient Analysis, etc.
- ii) Non-availability of Green House, Shade House, Plastic Tunnels, Growth Chambers, Cold Store, Lath House, etc.
- iii) Inadequate space for class rooms, laboratories and faculty offices. Shortage /non-availability of trained support staff for lab to operate and maintain the equipment.

42. The AICs recommended accreditation/rating of the degree programs of Agricultural Chemistry in the lower band of Category “X” with 67.3% score and Horticulture in the upper band category of “Y” with 60.4% score.



**Department of Agricultural Chemistry, KPK AUP**



**Department of Horticulture, KPK AUP**

### III. QUALITY ASSURANCE AND ACCREDITATION AWARENESS SEMINARS:

40. As per bye-laws of the Council, the secretariat is committed to organize quality assurance and accreditation awareness seminars. It is a regular and ongoing activity of the Council. The overall objective of this activity is to create awareness among stakeholders and sensitize them regarding the significance of accreditation of degree awarding programs. The Seminar focused on the role of NAEAC and various aspects of Accreditation process. It



Awareness Seminar at Agriculture College, D. G. Khan (sub campus UAF)

41. Secretary NAEAC highlighted the mandate, role and functions besides mission statement and objectives, TORs, scope of work and status of NAEAC. The participants were briefed about the concept, definition and purpose of accreditation, general framework, accreditation process, and selection criteria for program evaluators.



Awareness Seminar at Sindh Agriculture University, Tandojam

42. Five awareness seminars were organized at different agricultural education institutions including Allama Iqbal Open University, Islamabad (October, 2010); UAF Agriculture College, D.G. Khan (April, 2011); Sindh Agriculture University, Tandojam (May, 2011); Zulfiqar Ali Bhutto Agriculture College, Dokri (May, 2011) and National Agricultural Research Centre, Islamabad (June, 2011). Participation of these awareness seminars including the faculty and students was overwhelming and the activity was very much appreciated and

encouraged. So far, NAEAC Secretariat has organized and conducted fifteen awareness seminars. **Three more awareness seminars are planned for 2011-12 at University of Agriculture, Water and Marine Sciences, Uthal, (Lasbella), Balochistan College of Agriculture, Balleli Road, Quetta, and Institute of Agriculture Sciences, University of Karachi covering about 100 percent of all the Agriculture Education Institutions in Pakistan.**



Awareness Seminar at Z.A. Bhutto Agriculture College, Dokri, Larkana

#### IV. MEETINGS OF THE COUNCIL

##### *Minutes of Fifth Council Meeting:*

43. The fifth meeting of the NAEAC was held on January 31, 2011 at 11:00 A.M. in the Mural Hall of HEC, H-9, Islamabad. The meeting was chaired by Dr. M. E. Tusneem, Chairman-NAEAC and attended by 16 of the 22 Council Members representing agricultural universities, research institutes, agro-industry and R&D institutions in public and private sectors. There were two proxies and six apologies/absentees (Annex-I).

44. After recitation from the Holy Quran, the Chair welcomed the Council Members to the fifth meeting of the Council. He reviewed the annual progress of the Council and highlighted achievements over the past two years and future plan of work for next 2 years. The Council members were informed that HEC would like NAEAC to fast track its accreditation activities so that it could accomplish first round of accreditation and rating of all the degree programs by the end of FY 2013-14.



45. The Chairman noted that **Fifth Meeting of NAEAC** Cells (QEC's) established by HEC in agriculture institutions are assuming increasingly greater role, although some has very limited capacity. Strong working relationship and linkages are being established by the NAEAC with these QEC's who are working on internal assessment/evaluation of degree programs and on learning innovations.

46. With a view to fast track its activities, HEC has allocated NAEAC an additional grant of Rs.1.00 million for FY 2010-11 despite its overall financial constraints. The Executive Director, HEC recently reviewed the performance of four Councils engaged in accreditation work and

encouraged them to achieve the targets. Should budgetary constraints arise, he would be willing to provide additional funding. In addition, the E.D stressed the importance of training of evaluators and need for effective communication strategy to disseminate results of accreditation for the guidance of prospective students and their parents.

47. Responding to the introductory remarks, the Council members commended the performance of the Council despite its very limited budget and staff. They congratulated the Chair for his dynamic leadership and the Secretariat for its dedication and hard work. The Members assured full cooperation of their institutions in achieving the targets. They noted the need for burden sharing; but expressed their limitations due to their own budget deficits.

48. After the introductory remarks of the Chair and Members comments thereon, the Secretary, NAEAC presented the formal agenda to the Council. A summary of the decisions taken in the meeting is given below.

**Item #1: Confirmation of the Minutes of the Fourth Meeting of NAEAC**

49. The minutes of the Fourth meeting of NAEAC held on January 23, 2010 were presented for review and approval. The members pointed out some typo and the need to attach the list of participants.

*Subject to these corrections, the Council approved the minutes of its fourth meeting held on January 23, 2010 at Mural Hall of HEC, Islamabad*

**Item# II: Consideration and Approval of the Reports of Accreditation Inspection Committees (AICs)**

50. The Council members were informed that NAEAC had undertaken accreditation of nine disciplines and 18 degree programs at four major Institutions including 8 at PMAS-AAU, Rawalpindi, 4 at University of Agriculture, Faisalabad, 4 at KPK Agricultural University, Peshawar and 2 at Institute of Plant Pathology, University of the Punjab, Lahore. The reports of the Accreditation Inspection Committees (AICs) were compiled and submitted to the Members in advance of the meeting. A summary of the results/accreditation rating of degree programs is given in (Annex-II).

51. It was observed by some Council members that according to the summary results, all degree programs are rated in 'X' Category. It points to need for evaluation criteria to be made more specific for more objective assessment or the accreditation categories be further subdivided into sub-categories such as X1, X2, X3 with quantitative scores for each degree program. The Chair explained that the final rating in fact is based on the quantitative numbering system based on HEC approved criteria and sub-criteria. These details are given in the detailed reports of AICs but not provided here. Nonetheless, The NAEAC Secretariat would revisit the evaluation manual/tool kit. A copy of the Evaluation Manual (tool kit) will also be forwarded to all the Council members for their valuable input.

**Decision:** *The Council endorsed the AIC reports for 16 out of 18 degree programs\* and agreed with the recommended ratings of the AICs as 'X' Category for both B.Sc (Hons) and M.Sc(Hons) degree programs but raised concern on AIC Report on Plant Pathology, University of Punjab and recommended to place the degree programs in the 'Y' category of HEC implying that these degree programs do not meet one of the major criteria i.e. agricultural background of teaching faculty.*

**Item# III: Review and Approval of Annual Work Plan for Financial Year 2010-11**

52. Annual Work Plan 2010-11 was presented to the Council Members. The Council commended the chair and Secretariat for nearly doubling the accreditations of degree programs from 18 to 32 during 2010-11 within the meager resources (Annex-III). The Council was informed that it would also continue to organize awareness seminars for its stakeholders so as to cover all agriculture institutions for learning innovations and capacity building. Similarly, at least two Council meetings shall be convened in a year. In addition, second meeting of the Council for the year 2010-11 is planned for June 2011 subject to availability of funds. The Council was informed that regular updating and maintenance of roster is obligatory and needs to be implemented. At present 80 Program Evaluators/Experts of different disciplines of agriculture are on the roster of NAEAC. Brief CVs of the program evaluators are maintained. The website needs further upgrading and improvement in timely updating so that it has the latest information including AIC reports, minutes of the Council meetings, manuals and procedures, etc. New communication strategy of NAEAC shall be designed for effective dissemination of information to stakeholders.

**Decision:** *The Council commended the efforts of the Secretariat and approved the work plan of the Council for FY 2010-11. They complimented the Chair and Secretariat for accomplishing large volume of work with meager resources.*

**Item# IV: Approval of Annual Report for FY 2009-10.**

53. Compilation of Annual Report is a regular and mandatory activity. The Council has prepared its third annual report highlighting various activities and achievements of the Council during 2009-10.

**Decision:** *The Council members approved the Report and commended NAEAC for producing an informative presentable report.*

**Item# V: Consideration and Approval of NAEAC Budget Breakup for 2010-11.**

54. The budget breakup proposed for the year 2010-11 was presented to the members of the Council. The Council members were of the view that budgetary provisions for such an important and technical task are nominal, need to be increased substantially. It was told that HEC has ensured the availability of the funds as and when required. A few corrections/modifications in the budget breakup were proposed by the Council which was carried out accordingly. Budget allocation, utilization and audit report for FY- 2010-11 is shown in (Annex-IV).

**Decision:** *The budget Break up for 2010-11 was approved by the Council members.*

**Item# VI: Renewal of Annual Service Contract of NAEAC Staff.**

**Decision:** *The Council approved the contractual appointment of NAEAC Secretariat Staff from September 2010 to September 2011 as proposed.*

**V. STRENGTHENING DATABASE OF AGRI. EDUCATION INSTITUTIONS:**

55. Strengthening of database is on-going activity of the Council. Various sources of data are the Registration forms, NAEAC forms for preparation of Self Assessment Reports (SARs), E-mail survey, SARs of teaching departments and the AIC Report. A set of data available from the aforementioned resources are processed and presented in the tables given below:



**Table 1: Faculty Development Plan, Placement of Graduates and Alumni Association**

56. All the Agriculture Education Institutions are required to have short-term and long-term faculty development plan in place. Faculty response of two out of four universities was the highest (100%), the lowest at SAUT followed by KPK, AUP. Similarly, very few (14%) reported the availability of such a plan at Gomal University and 38% at B.Z.U, Multan. Thus, the response regarding the existing of Faculty development plans was significantly higher in Agriculture Universities compared to the Agriculture Faculties and Agriculture Colleges.

**Table I: Faculty Development Plan, 2012**

Institution/Program	Faculty Development Plan	Lab Staff Trained	Placement Record Maintained	Alumni Functional
<b>Agriculture Universities</b>				
	<b>*Percent</b>			
University of Agriculture, Faisalabad	100	90	30	40
KPK Agricultural University, Peshawar	91	73	55	27
Sindh Agriculture University, Tandojam	67	50	42	25
PMAS Arid Agriculture University, Rawalpindi	100	64	91	73
<b>Agriculture Colleges</b>				
University College of Agriculture, B.Z.U, Multan	38	25	25	13
University College of Agriculture Sargodha	75	25	30	25
<b>Agriculture Faculties</b>				
Faculty of Agriculture Rawalakot, Azad Jammu and Kashmir University.	83	17	0	33
Faculty of Agriculture, Gomal University, D.I.Khan	14	43	66	37

\* Percent degree programs implementing faculty development plan, trained lab staff, maintaining lab record and having alumni association.

57. The professional training of the technical staff is an important aspect of the teaching faculty. It directly affects the efficiency and quality of the individual performance. Most of the HODs offering degree programs at UAF and KPK AUP reported that their staff was well trained. However, in SAUT and PMAS AAUR, the response was not encouraging. Incidentally, the staffs of agriculture colleges were hardly trained for the job and they have learnt the handling and maintenance of equipment through experience. There is a need to review the recruitment qualification (F.Sc, B.A) of staff with trained and qualified technicians.

58. Very few teaching departments were maintaining placement record of the graduates except PMAS AAUR, where alumni record was also properly maintained. More than 50% departments had not established the Alumni Association and rely on the university level alumni. Both maintenance of graduate record and alumni association were very useful. It can help upgrade the department by providing useful suggestions and resources. These organs may also contribute in the conduct of seminars/conferences and socio-cultural activities.

## 2. Maintenance of Course files, Course feedback and Curriculum Revision

59. Maintenance of course files by the faculty is an internationally known practice. Quality Enhancement Cells (QEC) of the universities has introduced this useful practice that has several benefits. In all the four universities of agriculture, now almost all the faculty members are maintaining course files with essential ingredients. However, in agricultural colleges and agriculture faculties, little more than 50% faculty members follow this practice. Course feedback is received from the students at the end of each semester to review and improve the content and design of the course to be offered in future. Review and updating of curricula is carried out in the Board of studies (BOS) and Board of Faculty (BOF) meetings held periodically. Almost all the Agricultural Education Institutions have statutory organs of BOS and BOF to review and discuss the academic issues.

**Table II: Maintenance of Course files, Course feedback and Curriculum Revision, 2012**

Institution/Program	Course file Maintained	Course Feedback	Curriculum Revision
<b>Agriculture Universities</b>	<b>Percent</b>		
University of Agriculture, Faisalabad	100	80	100
KPK Agricultural University, Peshawar	100	91	100
Sindh Agriculture University, Tandojam	100	67	100
PMAS Arid Agriculture University, Rawalpindi	100	100	91
<b>Agriculture Colleges</b>			
University College of Agriculture, B.Z.U, Multan	60	50	100
University College of Agriculture Sargodha	50	40	100
<b>Agriculture Faculties</b>			

Faculty of Agriculture Rawalakot, Azad Jammu and Kashmir University	70	40	100
Faculty of Agriculture, Gomal University, D.I.Khan	56	36	86

**VI. WEBSITE UPDATING**

60. NAEAC website ([www.naeac.org](http://www.naeac.org)) is completely revamped with new home page which is continuously updated with latest data/information including Annual reports 2008-09 and 2009-10 Parent alerts, press releases, conferences and training workshops, membership, communication strategy, SOPs, Byelaws and NAEAC eight forms including registration form regarding the registration for the universities/colleges and awareness seminars conducted by NAEAC in agricultural universities/colleges. Accreditation framework including Evaluation Manual, Guidelines for program evaluators, accreditation process and outcome for degree programs, Criteria/Standards for teaching departments, roster of program evaluators, selection of program evaluators, formation of AIC and TORs of AIC are also placed on the website. The NAEAC website is also linked with a HEC website. With a view to make it more flexible and user friendly, it is planned to further upgrade the website by hiring the services of an expert webmaster. The NAEAC Secretariat would welcome suggestions and technical advice of the Council Members and other stakeholders.

**VII. ROSTER OF PROGRAM EVALUATORS/EXPERTS**

61. As of June 2011, as many as 86 program evaluators/experts have been enlisted in the roster of program evaluators of NAEAC. Maintenance and updating of roster is mandatory as it facilitates the Council to select the program evaluators of requisite specialization and discipline. These program evaluators are drawn on the basis of eligibility selection criterion earlier laid down by the Council. AICs are constituted by the competent authority from the NAEAC roster of experts. The secretariat has collected and maintained one-page short CV of all the experts. A group of thirty program evaluators/experts have been trained in the accreditation process in June 2011. The second training workshop is planned in December, 2011 by availing the expertise of the Master Trainers. Discipline-wise breakup of the program evaluators/experts is Agronomy (11), PBG (9), Entomology (15), Horticulture (7), Plant Pathology (8), Soil Science (10), Agri. Extension (4), Animal Sciences (1), Agri. Economics (7), Food Technology (5), Forestry and Range Management (6), Agri. Chemistry (2), Agri. Engineering (1).

**VIII. TRAINING WORKSHOP FOR PROGRAM EVALUATORS/ASSESSORS  
27-29 June, 2011**

62. The HEC attaches high importance to quality assurance of degree programs and capacity enhancement of degree awarding institutions. Four Accreditation Councils have been setup by HEC covering all major areas of education with the objective of accreditation of degree programs offered in the country. These accreditation Councils are responsible for program accreditation in the respective subject and enjoy autonomy and independence in terms of implementation of accreditation process under the policy guidelines of HEC. National Agriculture Education Accreditation Councils (NAEAC) is one of the four accreditation Councils (Annex-V).



63. In order to strengthen the NAEAC's capabilities to fulfill its mission more effectively, Quality Assurance Agency (QAA), HEC organized a three-days training workshop for the Program Evaluators/Experts of the National Agriculture Education Accreditation Council (NAEAC).

The objectives of the training workshop were:

- To improve the relevant skills of Program Evaluators (PE's) in undertaking accreditation inspection based on prescribed standards, criteria and procedures.
- To establish the credibility of accreditation process among stakeholders as an effective tool for quality improvement.
- To exchange views and experiences on international best practices for accreditation of agriculture degree programs and their effectiveness in quality enhancement.

The expected outcomes of the workshop were:

- Better Trained Program Evaluators for assessment of degree programs
- Improved quality of the on-site inspection and accreditation of degree programs
- Improved quality and consistency of the AIC Reports
- Greater credibility of accreditation process

64. The inaugural ceremony of the three-day training workshop was held on June 27, 2011 at Learning Innovation (LI) Hall, C& T Building, HEC, Islamabad. Prof. Dr. Syed Sohail H. Naqvi Executive Director, Advisor, HEC was the chief guest.

65. Prof. Dr. Riaz Hussain Qureshi, Advisor (HRD and Scholarships), HEC chaired the concluding session. Dr. Qureshi, highlighted the establishment of Quality Enhancement Cells (QEC's) and their role of internal evaluation. He also justified the creation of four accreditation councils by HEC for accreditation of degree programs and hoped that the workshop deliberations would have equipped the participants with new knowledge and skills to perform their task more effectively and efficiently.

66. Prof. Dr. Azam Ali Khwaja, MD QAA, HEC asserted that HEC is funding these four accreditation Councils and more training workshops are in the pipeline. This is the first in series. Director General QAA thanked the resource person for his best efforts and hard-work to make the workshop a success. He also thanked the participants for sparing time for the workshop. The resource person (Prof. Dr. Colin Peiris) worked to articulate various aspects of accreditation process. The workshop deliberations were iterative, participating and highly rewarding.

67. Majority of the participants were of the view that this training workshop was a good opportunity for sharing experiences and views regarding accreditation process which also increased knowledge to perform the task more effectively. The participants recommended that such type of workshops should be a regular feature to strengthen the capacity of the program evaluators to meet changing environments and emerging scenarios.

Post-evaluation rating by the participants indicated that training workshop has successfully achieved its objectives.



**Training Workshop of Program Evaluators**

## **IX. PROGRAM EVALUATION MANUAL (Toolkit)**

68. Evaluation Manual/Tool Kit is an important instrument for the external assessment and accreditation/rating of agriculture degree programs. The manual is revised and upgraded periodically. The main objective is to make it quantitative, objective, precise and easy to use by the Program Evaluators. The manual encompasses various aspects of all the seven evaluation criteria adopted by the Council.

69. To revise the manual, the views and comments of the Deans of Agriculture Faculties in the Agriculture Universities were solicited. Social Scientists from Research Organizations were also requested to provide valuable input to improvise the manual. As a result, comments and views were received from more than ten scientists on various aspects of the manual. These comments were reviewed and all possible suggestions were incorporated to fine-tune the manual.

70. Opportunity of the collective wisdom of the participants of the training workshop of the Program Evaluators of NAEAC was also availed. The participants made an in-depth review of the manual and presented valuable suggestions to further improve and fine tune the manual. The Resource Person of the training workshop also examined the manual and gave his suggestions for presentable and precise tool kit. The tool kit has been further revised and its volume reduced from 33 pages to 20 pages including two pages write-up of standards/criteria for university teaching departments.

## **X. NAEAC COMMUNICATION STRATEGY**

### **Objectives:**

72. The main objectives of the NAEAC's Communication Strategy are to: (i) disseminate information about its activities and accreditation processes and programs; (ii) issue alerts (Annex-VI) for prospective students and their parents on the accreditation status of various agriculture education institutions and the degrees programs they offer; (iii) collect, compile, and disseminate general information and data on agriculture education in Pakistan; (iv) reach out all stakeholders, including students and their parents, faculty, HEC management and QAA, heads of agriculture education institutions, government and international agencies concerned, agro-industry, employers of agriculture graduates in the public and private sectors, media, educators, bankers, farmers, consumers, etc. on accreditation and quality enhancement programs of HEC/NAEAC; and (iv) to create awareness for continuing need for internal and external monitoring of education quality and learning innovations in agriculture education institutions (Annex-VII).



	Proposed Activities	Cost Estimates (Rs.)
i.	Electronic and Print Media (Web, Parent Alerts, Manuals/forms, etc.)	<i>NAEAC Annual Report 2010-11</i>

### Target Audience:

73. The target audiences of NAEAC are all stakeholders and outreach sources, including the following:

- i. Quality Assurance Agency (QAA), HEC i.e. ( MD QAA & DD QAA),
- ii. Council Members of NAEAC,
- iii. Accreditation Councils,
- iv. Agriculture Education Institutions,
- v. Quality Enhancement Cells (QEC's) in Agriculture Institutions,
- vi. Parents and Students,
- vii. Alumni Associations,
- viii. Employers of Agriculture Graduates
- ix. National, Regional and International Agencies Concerned

### Communication Mix:

74. The following media would be adopted for transfer of and dissemination of information:

- i. Electronic and Print Media
- ii. Multimedia, Radio, Television, Online, etc.
- iii. E-News Letters, Brochures
- iv. Evaluation Reports of the Accreditation Inspection Committees
- v. Conferences and Meetings
- vi. Telecommunication, etc.

		<i>NAEAC Annual Report 2010-11</i>
<b>ii.</b>	<b>Multimedia, Radio, Television</b> seminars/workshops)	
<b>iii.</b>	<b>E-News-letters, Brochures</b> (News/Views, brochures, manuals, handbooks, etc	50,000
<b>iv.</b>	<b>Mail, Postage, Courier Services</b> (distribution of reports material, other material to stakeholders)	25,000
<b>v.</b>	<b>Conferences and Meetings:</b> Arranged conferences and meetings as per byelaws.	200,000
<b>vi.</b>	<b>Telecommunication:</b> Teleconference purpose, telephone/fax, etc	30,000
<b>Total</b>		<b>500,000</b>

### **Budget Estimates**

75. In order to implement the proposed Communication Strategy, additional funds of Rs. 0.5 million will be needed based on the expanded scope of various ongoing and new activities as given below:

### **XI. QUARTERLY PROGRESS REPORTS**

76. As per byelaws, it is obligatory for each accreditation Council to prepare and submit the Quarterly Progress Reports (QPRs) to the controlling body HEC. In pursuance of the byelaws of HEC, the QPRs are being prepared regularly by the Council. The Council has prepared 11QPRs and three Annual Reports which were submitted to the Chairman–NAEAC and HEC.

77. To monitor and evaluate the progress of the Council during the quarter under report, the QPRs reflect the highlights of the activities and achievements of the Council as well as determine the progress towards the achievement of the goal set by the Council. The same is being submitted to Advisor (QA&LI), QAA.

### **XII. BUDGET FOR FY 2010-11**

78. In June, 2008 HEC committed an annual grant of Rs.2.00 million to each Accreditation Council. In order to fast track accreditation activities and to compile first cycle of accreditation with 4-5 years, the current level of findings is inadequate. During FY 2010-11, additional grant was requested and rupees one million were provided. Budget allocation and utilization for FY

2010-11 is given at Annex-IV. In fifth Council meeting of NAEAC held in January 2011, the Council members were of the view that budgetary provisions for such an important and technical task are nominal which needs to be increased substantially. It was told that HEC has ensured the availability of the funds as and when required. A few corrections/modifications in the budget breakup were proposed by the Council which was carried out accordingly.

### **XIII. RECENT INITIATIVES AND LEARNING INNOVATIONS IN AGRICULTURE EDUCATION INSTITUTIONS:**

#### **UNIVERSITY OF AGRICULTURE, FAISALABAD**

Within the last three years, major learning and quality assurance initiatives taken at the University of Agriculture, Faisalabad are outlined below.

##### **Combined Admission**

79. University of Agriculture, Faisalabad offers 21 B.Sc degrees and majors, 52 graduate and 33 Ph.D programs. To develop a broader understanding of agriculture, combined admission system was introduced for undergraduate degree programs in agricultural sciences.

##### **Flexible curriculum**

80. To promote interdisciplinary approach, the postgraduate programs are made flexible in terms of supervisory committees, credit hours, offering combined course. The flexibility of curriculum brought relevance in terms of producing, delivering and acquiring knowledge.

##### **New Degree Programs and Majors, and New Academic Institutes**

81. New undergraduate degree programs and majors in Microbiology, Food Engineering, Biotechnology, Environmental Sciences, Food Science and Technology, Animal Husbandry, Agriculture Education have been instituted.

##### **Adjunct Faculty Appointments**

82. The UAF has instantly expanded its faculty resource by introducing Adjunct Faculty appointments. There are 100 plus PhDs working in research institution at Faisalabad, which are being engaged.

### **Faculty Advisory Boards and Stakeholders Workshops**

83. Faculty Advisory Boards have been constituted for each department/institute. Stakeholders from industry, farming community, Employers of the graduates from Public and Private Sector and Civil Society have been included as members of the boards.

### **Ph.D thesis Defence through Video Conferencing Facility**

84. The PhD exams and thesis defence has been made possible with the relevant universities and HEC through video conferencing facility.

### **National and International Virtual Conferencing**

85. The HEC has provided one Video Conferencing facility to almost every university. The use of this facility at UAF was enhanced for conducting online research, lectures, complete credit courses, seminars and conferencing at a level that four more such facilities with extended capacity have to be established.

### **Module based Teaching in Large Groups and Online Attendance System**

86. To absorb the increasing enrolment pressure on the infrastructure, teachers and other resources, more economically a module based system for lecturing to large groups has been initiated. This has contributed to more efficient and effective deployment of resources with enhanced learning environment.

### **Student Financial Aid System**

87. To increase access to education, several initiatives were taken in the student financial aid system. Which includes institution of **UAF Alumni Scholarships** from around the world, establishment of **Endowment for Students Scholarships**, and to maintain the self esteem of the students, the Poor Boys Scholarships is enhanced and named as **Need-Based Scholarships**.

### **International Internships**

90. International Student Internship Programs have been launched to promote cultural, religious, ideological and institutional mixes for enhanced learning, understanding, acceptability and open mindedness. Students from various universities of Australia, Germany, Malaysia and Muscat do their internships at UAF. They live with the local students in the hostels and have a wider interaction through participation in curricular and Co-curricular activities at the UAF.

### **Other Quality Assurance Initiatives**

91. Graduate Advisors has been appointed at Post-graduate level for monitoring and evaluation. Screening Test in addition to GRE (G) for admission to post-graduate degree programs for the Faculty of Sciences Peer-review of PhD dissertation before submission by placing it for one week in Chairperson/Director Office. Now students and faculty could give suggestions for improvement of the theses and the peer pressure has obligated quality assurance. Plagiarism check through Turnitin software provided by HEC has been implemented on synopsis and theses for all post-graduate degree programs.

92. Setting common question paper of a course taught by different faculty members and marking one question of all the answer sheets by same teacher. Review of Results/Award lists by Board of Studies (Peer-Pressure), for the fairness and uniformity of marking.

### **KHYBER PAKHTUNKHWA AGRICULTURAL UNIVERSITY, PESHAWAR**

- In order to investigate the plagiarism cases and take punitive action against the offenders, QEC has constituted Plagiarism Standing Committee (PSC) on 7<sup>th</sup> September, 2010. Up till now two hundred (200) PhD, M.Phil, M.Sc (Hons) and MS thesis of the students have been checked for plagiarism.
- Teacher's evaluation and course evaluation is carried out at the end of each semester, regularly. This practice was also carried out for Fall 2010 and Spring 2011. The student's feedback was analyzed and the analysis reports have been forwarded to the concerned departments for further necessary action and record.
- Self Assessment Reports (SARs) of the following two departments of Livestock Management and Agricultural Economics are under process.
- National Video Conferencing program has been started in Khyber Pakhtunkhwa Agricultural University, Peshawar which has promoted distant learning like online lectures, Seminars and E-learning courses in the University.
- QEC AUP has constituted a committee for Institutional Performance Evaluation (IPE)

**PIR MEHR ALI SHAH ARID AGRICULTURE UNIVERSITY, RAWALPINDI**

**Campus Management System**

93. The University Institute of Information Technology of PMAS-Arid Agriculture University Rawalpindi has launched a Campus Management System (CMS). As a result, all the academic, administrative and financial sections/departments of the university have been linked through on-line networking system. The admission processes, enrollment, examination system, result submission, official communication and students/courses evaluation have all been operated through campus management system.

**Maintenance of Course Files:**

95. Preparation and maintenance of course file of the course offered by a faculty member is mandatory. The practice of maintaining course file is adopted internationally to monitor as how effective the course has been taught.

- Eight field research laboratories have been established in the areas of Agronomy, Horticulture, Plant Breeding and Genetics, Forestry and Range Management, Plant Pathology, Entomology and Soil Science at University Research Farm Koont.
- Library facilities have been upgraded considerably and five faculty members completed short term trainings abroad
- All the faculty members of PMAS AAUR maintain a course file for each course offered by them. At the end of semester, original file is deposited with the QEC of the University and a copy is retained by the teacher.

**Other Initiatives**

- Diploma courses of Livestock Assistant and Field Assistant have been started at Khushab Campus.
- Three departments of the University i.e. University Institute of Management Sciences, Biochemistry and Horticulture department have been awarded ISO 9000 certification.
- New degree programs such as M.Sc(Hons) in Agriculture Extension and M.Phil/M.S in education.
- 88 workshops/trainings on current issues on international & national level were conducted in the University.

## **SINDH AGRICULTURE UNIVERSITY, TANDOJAM**

- Sindh Agriculture University, Tandojam has also been selected to work on QS-Ranking.
- The self assessment practices have been initiated in all degree offering departments of the university.
- The work has been started on Institutional Performance Evaluation Standards for HEI's as introduced by Higher Education Commission Islamabad.
- National Agriculture Education Accreditation Council has selected three Departments of Sindh Agriculture University Tandojam to perform external evaluation and accreditation of Agriculture Degree Programs.

### **XIV. IMPLEMENTATION OF THE DECISIONS OF ACs of HEC:**

96. First meeting of the four accreditation councils established by the HEC was held on January 20, 2011 at Mural hall, HEC, Islamabad.

The meeting took the following decisions:

- i. Proposal for holding workshops will be submitted by each Council within one month.
- ii. A comprehensive communication strategy will be prepared by each council.
- iii. Councils will work to incorporate the Internal Quality Assurance Mechanism introduced in Universities into their rating process so that linkage between Internal and External Quality Assurance is established.

97. As per directive of QAA, all the decisions were implemented and action was taken in the stipulated time frame.

Proposal of Training workshop for program evaluators was developed and forwarded to QAA. As a result the workshop was arranged with a foreign resource person for two days June 27-28, 2011 for 30 participants.

The NAEAC Communication Strategy is designed to establish a continuous flow of all relevant information to stakeholders and outreach sources as well as mechanism for feedback, public relations and resource mobilization. The main features of the strategy include, but not limited to the followings:

Sr#	Elements of Communication Strategy	Implementation Status
1	Dissemination of real time data and information on agriculture education.	Compilation and processing of real data and information of Agri. Degree awarding Agri. Institutions and posting on NAEAC website. Minutes of the Council meetings.
2	Exchange of information database on NAEAC accreditation activities.	Schedule and outcomes of accreditation activities, AIC report and degree program rating on NAEAC website (www.naeac.org) and Parents Alert.
3	Networking with accreditation councils at international levels.	IT working group of ACs of HEC may accomplish this task.
4	Maximizing the use of electronic and print media as a channel of communication.	Extensive use of email, fax, E-News letter, Brochure and press releases.
5	Establishing links with regional and international Quality Assurance and Accreditation agencies.	Application for institutional membership of APQN is in process.
6	Participation in national, regional and international conferences and seminars.	Participation is encouraged subject to the availability of the opportunity
7	Regular and timely production of various progress reports and updating of NAEAC website to provide real time information	Timely production and dissemination of annual reports, monthly progress reports and quarterly progress reports

Efforts are made to strengthen collaboration and linkages with the QEC established in the agricultural education institutions. The QECs in the agriculture universities/colleges cooperate and support on –site visit of AICs for the Accreditation of Degree Programs. The cell coordinates the activities and assists in the finalization of the schedule of the visit. It also arranges logistics and accommodation facilities for the inspection team. Earlier the cell guides and assists the program teams of the departments in the preparation of Self-Assessment Reports (SARs) to be validated and reviewed by the AICs. The QECs also provide feedback response and opinions of outgoing graduates, alumni, parents and the employers. The QECs also provides all requisite data/information as and when required.

To sum up QECs in the agriculture universities/agriculture colleges are proving very useful and helpful in carrying out the accreditation activities. There are however, certain areas which needs improvement. Some of them are (i) to much paper work; (ii) slow pace of preparation of SARs.



**Annexure-I**

**List of Participants of Fifth Council Meeting held on January 31, 2011**

1. Dr. M.E. Tusneem Chairman National Agriculture Education Accreditation Council (NAEAC)	2. Prof. Dr. Shahana Urooj Pro-Vice chancellor, University of Karachi-Karachi
3. Prof. Dr. Muhammad Ashfaq Dean Faculty of Agriculture, University of Agriculture, Faisalabad.	4. Prof. Dr. Muhammad Munir Dean, Faculty of Food & Crop Sciences, PMAS Arid Agriculture University, Rawalpindi.
5. Prof. Dr. Muhammad Naeem	6. Dr. Shamasuddin Tunio

	Dean Faculty of Crop Production KPK Agricultural University, Peshawar.		Dean Faculty of Crop Production Sindh Agriculture University, Tandojam.
7.	Dr. Abdul Jabbar Malik Dean Faculty of Crop & Plant Sciences, Lasbela University of Agriculture, Water & Marine Sciences, Lasbella.	8.	Dr. Mahmood Khan D.G Agriculture Research, Tarnab, KPK, Peshawar.
9.	Qazi Bashir Ahmed D.G Agriculture Research, Sariab Road, Quetta.	10.	Mrs. Samaira Samad Additional Secretary, Planning (Agriculture), Agriculture Dept., Govt. of Punjab, Lahore.
11.	Rana Kahlid Naseer Additional Secretary (Development), Government of Balochistan, Civil Secretariat, Quetta.	12.	Dr. Muhammad Tariq (Rep. of Dr. Noor-ul-Islam, D.G A.R.I), Faisalabad
13.	Mr. Muhammad Arif Khairi Deputy Secretary (Technical) Agriculture Dept., Govt. of Sindh, Karachi	14.	Mr. Sherzada Khan (Rep. of Mr. Gul Nawaz Khattak , Chief Planning Officer, Agri. Dept.), Peshawar.
15.	Mr. Saifi Chaudhry Chief Executive Shehzan International Ltd, Bund Road, Lahore.	16.	Mr. Iskandar M. Khan Premier Sugar Mills & distillery Co. Ltd, 20-A, Markaz, F-7, Islamabad.
17.	Mrs. Dur-e- Shahwar Aamer Deputy Director, QAA, HEC, Islamabad (Rep. of M.D QAA, HEC), Islamabad.		

## Annexure-II

### Summary of On-site visits of AICs for Accreditation of Degree/Rating Programs

Sr. No	University/Department	Date of Inspection	Degree Program Rating		AIC Composition
			B.Sc (Hons) Agriculture	M.Sc (Hons)	
<b>PMAS Arid Agriculture, University, Rawalpindi</b>					
1.	Deptt. of Plant Breeding & Genetics (PBG)	Second week of December, 2009	X	X	Dr. Hidayatur Rehman Professor Dr. Dil Nawaz Gardezi Dean

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2.	Department of Soil Science and SWC	Second week of December	X	X	Dr. Kaleem Abbasi Dean
3.	Department of Agronomy	First week of March, 2010	X	X	Dr. Tariq Jan, Professor Dr. Abdul Majeed Consultant ICARDA
4.	Department of Plant Pathology	First week of March, 2010	X	X	Dr. Nazir Javed Chairman Dr. Arif Chouhan Chairman
<b>University of Agriculture, Faisalabad</b>					
5.	Department of Agronomy	Second week of May, 2010	X	X	Dr. Muhammad Ashraf Chairman Dr. Bismillah Khan Head
6.	Department of Entomology	Second week of May, 2010	X	X	Dr. Afzal Chaudhry Principal Dr. Muhammad Naem Professor
<b>KPK Agricultural University, Peshawar</b>					
7.	Department of Soil Science	Fourth week of June, 2010	X	X	Dr. Safdar Ali Chairman Mr. Tahir Saleem Ex. Project Director
8.	Department of Plant Pathology	Fourth week of June, 2010	X	X	Dr. Irfan-ul-Haq Chairman Dr. Afzal Akhtar CSO (Rtd), PARC
<b>University of the Punjab, Lahore</b>					
9.	Institute of Plant Pathology	Fourth week of June, 2010	Y	Y	Dr. Iftikhar Ahmed D.G NARC Dr. Irfan-ul-Haq Chairman

**Summary of On-site visits of AICs for Accreditation of Degree Programs**

Sr#	University/Department	Date of Inspection	Status of AIC Report	AIC Composition
<b>University of Agriculture, Faisalabad</b>				
1.	Department of Agricultural Economics	28-29 Dec, 2010	Received	Dr. Dilawar Ali Khan Ex Dean NUST Dr. Munir Khattak, Dean KPK AUP

		<i>NAEAC Annual Report 2010-11</i>		
2.	Department of Plant Breeding and Genetics	28-29 Dec		Dean Faculty of Agriculture AAUR Dr.S.Dilnawaz Ahmed Gerdezi Dean F. Agriculture, Rawalakot
3.	Department of Forestry, Range Management and Wildlife	7-8 March, 2011	Received	Dr. Sarwat Naz Mirza Dean RMF, AAUR Dr. Muhammad Afzal Director Forest Res. Institute, FSD.
4.	National Institute of Food Science & Technology	7-8 March, 2011	Received	Dr. Alam Zeb Chairman Food Science, KPK AUP Dr. Sarwar Dogar Production Manager, Fauji Cereals
5.	Department of Plant Pathology	28-29Mar, 2011	Received	Dr. Muhammad Arif Chohan Chairman Pathology, KPK AUP Dr. Ghulam Mohyuddin Plant Pathologist, AARI, Faisalabad
6.	Department of Agricultural Education & Extension	28-29Mar, 2011	Received	Dr. Noshad Khan Director Extension, AIOU Prof. Fazal Karim (Rtd)
<b>PMAS Arid Agriculture University, Rawalpindi</b>				
7.	Department of Forestry and Range Management	11-12 Nov, 2010	Received	Dr. Masood Ahmad Quraishi Ex-Chairman Forestry Dept. Dr. Ahmad Hussain Dy. Project Manager, MEAS
8.	Department of Food Science and Technology	25-26 Nov, 2010	Received	Dr. Alam Zeb Chairman Food Science, KPK AUP Dr. Sarwar Dogar Production Manager, Fauji Cereals
9.	Department of Wildlife Management	4-5 April, 2011	Received	Dr. Ejaz Ahmad Dy. Director General, WWF Dr. M. Ali Nawaz UV & AS, Lahore

### Summary of On-site visits of AICs for Accreditation of Degree Programs

Sr. No	University/Department	Date of Inspection	Status of AIC Report	AIC Composition
<b>PMAS Arid Agriculture University, Rawalpindi</b>				
10.	Department of Agricultural Economics	19-20 May, 2011	Received	Dr. Abdul Salam Federal Urdu University, Islamabad  Dr. Muhammad Azeem Khan CSO, NARC, Islamabad.
<b>Khyber Pakhtunkhwa Agricultural University, Peshawar</b>				
11.	Department of Food Science and Technology	30-31 Dec, 2010	Received	Dr. Faqir Muhammad Anjum DG, NIFST, UAF  Dr. Sarwar Dogar Production Manager, Fauji Cereals
12	Department of Plant Protection	11-12April, 2011	Received	Dr. Ghulam Jilani CSO (Retd), NARC, IDB  Dr. Muhammad Naeem Chairman Entomology, AAUR
13.	Department of Weed Science	11-12April, 2011	Received	Dr. Zahid Atta Cheema Chairman Agronomy, UAF  Dr. Rashid Ahmad Shad CSO (Retd), Weeds, Islamabad
14.	Institute of Biotechnology & Genetic Engineering	13-14 May, 2011	Received	Dr.S.Dilnawaz Ahmed Gerdezi Dean F. Agriculture, Rawalakot  Dr. Shahid Masood Chief Scientific Officer, NARC
15.	Department of Agronomy	13-14 May, 2011	Received	Dr. Fayyazul Hassan Prof. Agronomy, AAUR  Dr. Mushtaq Hussain Kazmi Chairman Agronomy, Rawalakot
16.	Department of Agricultural Chemistry	13-14 June, 2011	Received	Dr. Muhammad Kalim Tahir Prof. (Retd), AIOU, Islamabad  Dr. Ihsanullah Dy. Chief Scientist, NIFA
17.	Department of Horticulture	13-14 June, 2011	Received	Mr. M. Hashim Laghari HORT Specialist, Planning Commission  Dr. Khalid Mehmood Qureshi Associate Prof. HORT AAUR

**Annexure-III**

**Annual Work Plan, 2010-11**

National Agriculture Education Accreditation Council (NAEAC) has been mandated to improve the standard and quality of education of the degree awarding agriculture programs based on established standards, policies, procedures and criteria.

The NAEAC has developed the following work plan for the fiscal year 2010-11:

**1. Accreditation Activities**

Evaluation, accreditation and ranking of the degree programs are the primary and the most important function of the Council. During 2009-10, Accreditation Inspections of Nine disciplines with eighteen degree programs were accomplished. **It is planned to carryout on-site accreditation visits in four major Agriculture Education Institutions to 16 different disciplines to accredit 32 degree programs with the following breakup during 2010-11:**

Sr No.	University	FY 2010-11		FY 2011-12
		Degree Programs		
		Planned	Achieved	Planned
i.	University of Agriculture, Faisalabad	12	12	02
ii.	Sindh Agriculture University, Tandojam	04	0	08
iii.	KPK Agricultural University, Peshawar	08	14	08
iv.	PMAS Arid Agriculture University, Rawalpindi	08	07	02
v.	BZU, Multan	-		08
vi.	Islamia University, Bahawalpur	-		04
vii.	University of Sargodha, Sargodha	-	-	08
ix.	University of the Punjab, Lahore	-	-	02

	<b>Total</b>	<b>32</b>	<b>33</b>	<b>42</b>
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## **2. Quality Assurance and Accreditation Awareness Seminars**

The Council organizes and delivers Awareness Seminars for its stakeholders as a continuing activity. So far, more than twelve Awareness Seminars have been organized at six different agricultural education institutions to create awareness among the stakeholders and sensitize them regarding the significance of accreditation process for quality assurance, learning innovations and capacity building. *Five more seminars are planned for 2010-11 covering almost all the Agriculture Education Institutions.*

## **3. Meetings of the Council**

In view of the financial constraints, it is not feasible to convene frequent meetings of the full Council Members, nor it is necessary in view of the formation of the Executive Committee to take routine administrative and budgetary decisions vide Councils' decision dated January 12, 2009 . Hence, the Council may decide to convene at-least one or more than one meeting in a year when necessary. Decision of the Council was endorsed to HEC for revision of NAEAC Bye-laws accordingly. This is just one meeting/year since the establishment of NAEAC in 2006. So far, four meetings have been organized and convened in which important issues were deliberated and policy decisions were taken.

**Fifth meeting of the Council is scheduled in January 31, 2011.**

## **4. Maintenance of Roster of Experts/Program Evaluators**

Maintenance of roster of Experts/Program Evaluators is obligatory. Presently, about 80 Program Evaluators/Experts of different disciplines of agriculture are on the roster of NAEAC. All the experts on the roster have been requested to provide one-page short CV to make selection of Program Evaluators more transparent and rational. The selected members of the Evaluation Committee will be required to provide full CV (not more than 3 pages). *The roster of Program Evaluators would be further updated during 2010-11.*

## **5. Database Development and Updating of NAEAC Website**

Since database development and updating is a mandatory and a continuing activity, NAEAC's institutional database is being continually strengthened. Five summary tables have been prepared and shared with the Agriculture Education Institutions. *During 2010-11, more statistical information would be processed and shared with all agriculture education institutions.*

The Council has developed its website (www.naeac.org) in the month of December, 2007 and posted its links with HEC and PARC. The website is being updated by adding new information as and when received.

*We plan to further upgrade the website further during 2010-11 and would welcome suggestions and technical advice of the Council Members and other Stakeholders.*

## **6. Publicity & Advertisement**

There is a need to promote and publicize the role and functions of the Council and its achievements in the print and electronic media for the awareness of all the stakeholders. For this purpose, **the Council plans to arrange parents alert as well as press coverage of Council meetings, awareness seminars and AIC on-site visits.**

The Council has also prepared and published a brochure highlighting useful information about NAEAC mission, mandate, functions, organization, salient achievements to-date and future plan, etc.

## **7. Recent Initiatives and Learning Innovations**

The Chairman- NAEAC has proposed to add a new section in the Annual Report for 2010-11 entitled recent initiatives and learning innovations aimed at quality assurance and improvement taken by NAEAC and the agricultural education institutions at their campuses. It will be based on the input provided by the institutions concerned.



Annexure-IV

**Budget Allocation and Utilization for FY 2010-11**

(Rupees)

Code	Object	Budget Allocation	Actual Utilization
71-1	Establishment Costs (Salaries of staff)	1,610,000	1,602,520
71-20	Other Benefits /Honorarium for Program Evaluators	500,000	547,500
72-10	TA/DA	250,000	385,690
72-14	*Transportation	70,000	102,775
72-2	Communication	50,000	51,659
72-31	Stationery & other supplies	50,000	81,430
72-32	Printing and Publications	45,000	60,400
72-37	**Other Misc. Expenses (OE & RM)	40,000	19,582
72-43	Computer & Office Equipment	60,000	25,700
72-44	Furniture & Fixture	200,000	65,292
72-50	Audit Expenses	25,000	18,000
72-60	Publicity & Advertisement	50,000	3,640
72-63	Meetings/Seminars	50,000	8,100
<b>Total</b>		<b>3,000,000</b>	<b>2,972,288</b>

**Opening Balance as on July 01, 2010 is Rs.546, 597/- (This amount has been utilized from July – October 2011)**

\* Transportation (includes Car Rental, local travel charges, movement of goods).

\*\* Other Miscellaneous Expenses (Includes Operating Expenses and Repair & Maintenance)

**ANNUAL AUDIT REPORT OF NAEAC ACCOUNTS 2010-11**



**Zia Masood Kiani & Co.**  
**CHARTERED ACCOUNTANTS**

3<sup>rd</sup> Floor, Al-Rehman Chamber,  
Fazal-ul-Haq Road, Blue Area,  
Islamabad-Pakistan  
T: +92 (51) 2605672-74  
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**AUDITORS' REPORT TO THE SECRETARY**

We have audited the annexed receipt and expenditure statement of the National Agriculture Education Accreditation Council (NAEAC) for the year ended June 30, 2011 together with the notes forming part thereof (here-in-after referred to as this statement for the year then ended).

It is the responsibility of the NAEAC management to establish and maintain a system of internal control, and prepare and present the statement in conformity with the cash receipt and expenditure basis. Our responsibility is to express an opinion on the statement based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the statement is free of material misstatement. An audit includes examining on a test basis, evidence supporting the amounts and disclosures in the statement. An audit also includes assessing the accounting policies used and significant estimates made by management, as well as evaluating the overall presentation of statements. We believe that our audit provides a reasonable basis for our opinion.

In our opinion the statement presents fairly, in all material respects, the cash receipt and expenditure of the NAEAC for the year ended June 30, 2011.

*Nasir*

ISLAMABAD  
Date: August 23, 2011

*Zia Masood Kiani & Co.*  
**ZIA MASOOD KIANI & CO.,**  
Chartered Accountants  
Zia Ullah-ACA

*My*  
**Chairman NAEAC**

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**NATIONAL AGRICULTURE EDUCATION ACCREDITATION COUNCIL**  
**NOTES TO THE ACCOUNTS**  
 For the year ended June 30, 2011

**1 Status**

NATIONAL AGRICULTURE EDUCATION ACCREDITATION COUNCIL was established by Higher Education Commission-HEC in October, 2007. Its Scope of work is to accredit degree programmes of institutions and their departments, faculties and disciplines of Agriculture Education with HEC by giving them appropriate ratings.

**2 Receipts**

Annual Grant From HEC

2011 PKR
3,000,000
<b>3,000,000</b>

**3 Variance Analysis**

	Budgeted	Actual	Variance	
	Rupees	Rupees	Rupees	%
Establishment Costs	1,610,000	1,602,520	7,480	0.46%
Other Benefits/Honorarium for Program Evaluators	500,000	547,500	(47,500)	-9.50%
TA/DA	250,000	385,690	(135,690)	-54.28%
Car Rental	50,000	97,275	(47,275)	-94.55%
Transportation of goods	20,000	5,500	14,500	72.50%
Communication	50,000	51,659	(1,659)	-3.32%
Repair and maintenance	-	11,610	(11,610)	-100.00%
Stationary & Other Supplies	50,000	81,430	(31,430)	-62.86%
Printing & Publications	45,000	60,400	(15,400)	-34.22%
Other Miscellaneous Expenses	30,000	7,972	22,028	73.43%
Research Equipment & Machinery	10,000	-	10,000	100.00%
Computer & Office Equipment	60,000	25,700	34,300	57.17%
Furniture & Fixture	200,000	65,292	134,708	67.35%
Meeting and Seminars	50,000	8,100	41,900	83.80%
Audit Expenses	25,000	18,000	7,000	28.00%
Publicity & Advertisement	50,000	3,640	46,360	92.72%
Unforseen Expenses	-	-	-	0.00%
	<b>3,000,000</b>	<b>2,972,288</b>	<b>27,712</b>	<b>1%</b>

**4 Cash & Bank**

Cash in Hand  
 Cash at Bank

2011 PKR
737
527,574
<b>528,311</b>

*Handwritten signature*

## **Training Proposal for Program Evaluators**

First Council meeting of Accreditation Councils held at Islamabad in January, 2011 chaired by Dr. Sohail H. Naqvi, Executive Director, Higher Education Commission (HEC). All the Chairpersons/Secretaries of the Councils including National Accreditation Council for Teachers Education (NACTE), National Agriculture Education Accreditation Council (NAEAC), National Computing Education Accreditation Council (NCEAC) and National Business Education Accreditation Council (NBEAC) besides the representatives of Higher Education Commission attended the meeting for enhancing mutual collaboration and cooperation among the Councils.

Dr. Naqvi, stressed upon the need of increasing awareness about the accreditation rating process amongst all the stakeholders. He further elaborated that creating awareness about the internationally accepted best practices introduced by the Councils is of paramount importance as it would lead to building public confidence in the accreditation rating process as well as highlight the endeavors of each Council in bringing about quality improvement of the programs.

Three major decisions were taken in the subject mentioned meeting held in January 2011. The NAEAC Secretariat has implemented actions on these three decisions which are as follows;

- Nomination of an expert for the formation of IT Professional group of AC's.
- Training Proposal for program evaluators
- NAEAC communication strategy

Action on these decisions has already been conveyed to Quality Assurance Agency.

Given the fact that Quality Enhancement is a relatively new initiative in Higher Education Commission (HEC), the need for training of Program Evaluators (PE's) can hardly be overemphasized. The NAEAC Secretariat has recognized the value and importance of this activity and has earlier benefited from such training organized by Quality Assurance Agency (QAA), HEC during 2008-09 in which two Program Evaluators from each Council and their Secretaries participated. The experts/program evaluators of NAEAC are drawn from 15 different disciplines and possess diversified academic backgrounds, hence need for training in accreditation procedures, etiquettes, tools and use of templates is necessary. In pursuance of the decision taken in First Meeting of the Accreditation Councils held in January, 2011. This

Council had prepared the Training proposal consists of five pages highlighting the title, goal, objectives, background, duration, expected participants, course/material outline, estimated costs, proposed dates, venue and expected outcomes along with annexure and the same submitted to the Quality Assurance Agency, Higher Education Commission for further necessary action. Some of the aspects of training proposal for program evaluators are mentioned below:

**Title:** Training Workshop for Program Evaluators of NAEAC

**Goal:** Strengthening the NAEAC's capabilities to fulfill its mission more effectively.

**Objectives:**

- To improve the relevant skills of Program Evaluators (PE's) in undertaking accreditation inspection based on the criteria given in the Evaluation Manual (Tool Kit).
- To ensure professional integrity, honesty and transparency in the external evaluation mechanism of NAEAC.
- To establish the credibility of accreditation process among stakeholders as an effective tool for quality improvement.
- To exchange views and experiences on international best practices for accreditation of agriculture degree programs and their effectiveness in quality enhancement.
- To review and upgrade the Evaluation Manual.

**Major Aspects of Training:**

The training may consist of the following aspects.

- Features of Program Assessment and Accreditation
- Principles of Effective Assessment
- Attributes of Program Evaluators
- Code of conduct for Accreditation Inspection Committee (AIC)/Program Evaluators.
- International Best Practices of Accreditation.
- Format/Structure of the AIC Report /Sample Templates.
- Assessment Exercise and Interaction with Stakeholders
- Accreditation as an Instrument of Quality Enhancement.
- Review and improvement of the Evaluation Manual/Tool Kit.

**Duration of Training Workshop:**

Five working days: Evaluation Manual (Tool kit): Three-days

Generic Training : Two-days

Working Hours : 9:00AM to 5:00PM

**Course Outline/Material:**

- i. Evaluation Manual (Tool Kit) of NAEAC
- ii. Interpretation and explanation of each quality criterion International Best Practices
- iii. Lectures, Mock interviews, evaluation exercises of the trainees and group discussions
- iv. Review of Guidelines for Program Evaluators

**Expected Outcomes of Training Workshop:**

- i. Better Trained Program Evaluators for assessment of degree programs
- ii. Improved quality of the on-site inspection and accreditation of degree programs
- iii. Improved quality and consistency of the AIC Reports
- iv. Greater credibility of accreditation process

Parents Alert/Press Releases

**NATIONAL AGRICULTURE EDUCATION ACCREDITATION COUNCIL (NAEAC)**

(A Project of Higher Education Commission)

**PARENTS ALERT!**

1. Higher Education Commission has setup the National Agriculture Education Accreditation Council (NAEAC) for accreditation of agriculture degree awarding programs. Accreditation by NAEAC/HEC is mandatory for agriculture degree programs offered by public and private sector institutions nationwide vide bye-laws of NAEAC as notified by HEC. The following agriculture disciplines fall within the purview of NAEAC:

- |  |   |                                      |
|--|---|--------------------------------------|
| <b>1. Agronomy and Crop Physiology</b>   | <b>2. Plant Breeding and Genetics</b>             | <b>3. Agriculture Entomology</b>     |
| <b>4. Agricultural Plant Pathology</b>   | <b>5. Forestry, Range Management and Wildlife</b> | <b>6. Horticulture</b>               |
| <b>7. Soil and Environmental Science</b> | <b>8. Agricultural Economics</b>                  | <b>9. Marketing and Agribusiness</b> |
| <b>10. Food Science and Technology</b>   | <b>11. Agricultural Education and Extension</b>   | <b>12. Animal Science</b>            |
| <b>13. Weed Science</b>                  | <b>14. Plant Protection</b>                       |                                      |

2. All education institutions offering Degree of B.Sc (Hons) and M.Sc (Hons) in Agriculture in these disciplines are required to get their degree programmes accredited by NAEAC/HEC.  
3. It is for information of all concerned that the following degree programs of the education institutions concerned have already been accredited by the NAEAC/HEC.

University of Agriculture, Faisalabad	Khyber Pakhtunkhwa Agricultural University, Peshawar	PMAS Arid Agriculture University, Rawalpindi
<ul style="list-style-type: none"> <li>▶ Institute of Soil and Environmental Sciences (ISES)</li> <li>▶ Institute of Horticultural Sciences (IHS)</li> <li>▶ Department of Agronomy</li> <li>▶ Department of Entomology</li> </ul>	<ul style="list-style-type: none"> <li>▶ Department of Plant Breeding and Genetics</li> <li>▶ Department of Soil and Environmental Sciences</li> <li>▶ Department of Plant Pathology</li> </ul>	<ul style="list-style-type: none"> <li>▶ Department of Horticulture</li> <li>▶ Department of Entomology</li> <li>▶ Department of Plant Breeding and Genetics</li> <li>▶ Department of Soil Science and Soil and Water Conservation</li> <li>▶ Department of Agronomy</li> <li>▶ Department of Plant Pathology</li> </ul>

4. In addition, the following Universities have submitted applications for accreditation of the following disciplines which NAEAC plans to undertake during 2010-11 as per details given below:

University of Agriculture, Faisalabad	Sindh Agriculture University, Tandojam	KPK Agricultural University, Peshawar	PMAS Arid Agriculture University, Rawalpindi
<ul style="list-style-type: none"> <li>▶ Plant Breeding and Genetics</li> <li>▶ Agricultural Economics</li> <li>▶ Forestry and Range Management</li> <li>▶ Plant Pathology</li> <li>▶ Agricultural Marketing</li> <li>▶ Food Science and Technology</li> </ul>	<ul style="list-style-type: none"> <li>▶ Soil Science</li> <li>▶ Entomology</li> </ul>	<ul style="list-style-type: none"> <li>▶ Agricultural Biotechnology</li> <li>▶ Agricultural Chemistry</li> <li>▶ Weed Science</li> <li>▶ Plant Protection</li> </ul>	<ul style="list-style-type: none"> <li>▶ Food Technology</li> <li>▶ Forestry and Range Management</li> <li>▶ Agricultural Extension</li> <li>▶ Agricultural Economics</li> </ul>

5. The degree programs of the following institutions have neither been accredited nor have the institutions concerned applied for accreditation as yet.

- 1. Agriculture Department, Karachi University, Karachi**  
B.Sc (Hons) Agri. Business Management
- 2. Department of Agriculture Sciences, Allama Iqbal Open University, Islamabad**  
M.Sc(Hons) Agri. Extension, M.Sc(Hons) Livestock Management, M.Sc Forestry Extension
- 3. National University of Agricultural Sciences, NARC, Park Road, Islamabad**  
M.Phil (NRM), M.Phil (Plant Genomics & Biotechnology), M.Phil (Animal Genomics & Biotechnology), M.Phil (Integrated Livestock Production)

**This advertisement is intended as a Parent Alert for information of prospective students and their parents applying for B.Sc.(Hon.) and M. Sc.(Hon), M. Phil in Agriculture.**

**Dr. M.E. Tusneem**  
National Agriculture Education Accreditation Council, Room#N2, N Block,  
Old Comsats Building, Sector H-8/1, Islamabad.  
Tel: 0092-51-90802681, Fax: 0092-51-90802682



**Higher Education Commission**

www.hec.gov.pk

Sector H-9, Islamabad - Pakistan



**PRESS RELEASES**

A Magazine of Higher Education Commission-Pakistan

# NEWS & VIEWS

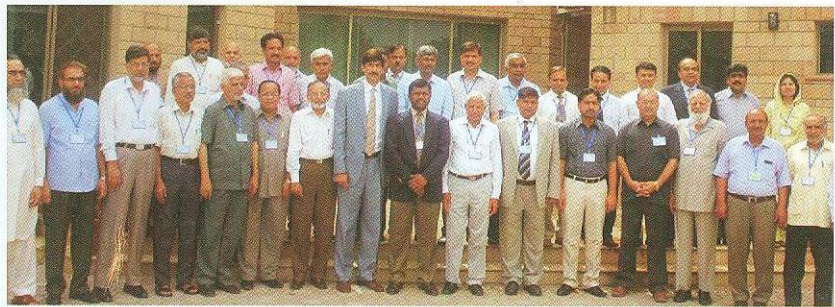
July 2011

## Agricultural Universities and Colleges Training Workshop on Quality Assurance and Accreditation Process

The Quality Assurance Agency (QAA), Higher Education Commission recently organized a three-day workshop for the Programme Evaluators/Experts of the National Agriculture Education Accreditation Council (NAEAC) on Quality Assurance and Accreditation Process.

Dr. Colin N. Peiris, Director, Quality Assurance, University Grants Commission (UGC), Sri Lanka was the resource person. He has rich and diversified international experience of Accreditation and International Best Practices.

Thirty participants of the workshop, which is first in the series, comprised senior



faculty members of agriculture universities and colleges of the country.

The workshop aimed to improve the relevant skills of Programme Evaluators in undertaking accreditation inspection based on prescribed standards, criteria and procedures; establish credibility of accreditation process among stakeholders as an effective tool for quality improvement; and exchange views and experiences on

international best practices for accreditation of agriculture degree programmes and their effectiveness in quality enhancement.

Dr. Sohail Naqvi, Executive Director, HEC presided over the inaugural session. Dr. Khwaja Azam Ali, Managing Director, QAA and Mr. Fida Hussain, DG QAA were also present. Dr. Riaz Hussain Qureshi, Adviser (HRD) was chief guest in the concluding ceremony.

A Magazine of Higher Education Commission-Pakistan

# NEWS & VIEWS

April 2011

## Conference on Promotion of Social Science Research

P-4



## NAEAC Doubles Accreditation Target of Agricultural Degree Programmes

The National Agriculture Education Accreditation Council (NAEAC) has doubled its target of accreditation of the agricultural degree programmes with a view to fast track the completion of all the 170 degree programmes offered by 17 agriculture education institutions in Pakistan within the next two years.

During 2010-11, it has already

completed accreditation of 20 degree programmes out of 32 planned for the year at four agricultural universities, including University of Agriculture, Faisalabad (12), Arid Agriculture University, Rawalpindi (8), KPK Agricultural University, Peshawar (12) and Sindh Agriculture University, Tandojam (4).

The accreditation process follows the standards,

evaluation criteria, and procedure approved by the Higher Education Commission. In accordance with the NAEAC's accreditation framework, the accreditation inspection committees (AICs) comprising at least two external experts are constituted by the competent authority. The Council ensures that the evaluation by the external experts is fair, professionally sound, transparent, and participatory.

Siddiqui, President Council of Social Sciences Pakistan. Dr. Taj Muhammad Khan-Political Science Dept. University of Peshawar. Dr. Nasir Jamal - Vice Chancellor, Kohat University and the discussion was moderated by Dr. Syed Waqar Hussain, a faculty member at IM Sciences.

Dr. Nasser Ali Khan elaborated that, the social problems faced by us today are enough evidence of the utmost importance of Social Sciences and its need to flourish extravagantly. We are having less PhDs in Social Sciences as

negligence carried out in many government departments whereby the bureaucracy is given the charge of running the academic institutions instead of qualified experts of the relevant field.

Dr. Nasir Jamal added, "Scientists may help in predicting earthquakes but when it comes to psychological aspects i.e. rehabilitation and relief measures, it is beyond their abilities-this is where the need of Social Scientist arises." He said that we need to make our ideas follow action and not our actions follow

the importance of Social Sciences by revising the academic courses at school college and university level, and overcoming the problems mentioned above. Undoubtedly, we face social problems in our society today, we have social institutions and we have funds as well, yet we lack social scientists expertise. Hence Social Science carry immense significance in solving our social problems. Social Sciences not a substitute to Natural Sciences, it is complementary to it.

**Health officer suspends Nara hospital staff**

**Dr. Feroze Awan**

GHAZI: Executive District Officer Health Haripur suspended all hospital staff in Nara Amazi along with two officials of Tehsil Headquarter Hospital Ghazi during his surprise visit.

Executive District Officer Health Haripur Dr. Mazhar Ali Shah paid a surprise visit to Tehsil Headquarter Hospital Ghazi and different Rural Health Centers situated in the Par flung hilly area of Tehsil Ghazi, Union Council Nara Amazi. He found that no hospital staff was present on duty in any RHCs and hospitals were giving a deserted look with locked doors.



**NAEAC to evaluate Agriculture degree programmes**

**FF Report**

PESHAWAR: The National Education Accreditation Council (NAEAC) of HEC has been mandated to carry out comprehensive program of accreditation of agriculture degree programs in the country. The overall objective is to maintain and improve the quality of degree programs through capacity building of human, technical and financial resources of the institutions.

The NAEAC has doubled its target of accreditation of the agriculture degree programs with a view to fast track the completion of all the 170 degree programs offered by 17 agriculture education institutions in degree programs out of 32 planned for the year at four agricultural universities namely University of Agriculture, Faisalabad (12), PMAS Arid Agriculture University, Rawalpindi (8), Sindh Agriculture University, Tandojam (4) and Khyber Pakhtunkhwa Agricultural University, Peshawar (16).

PESHAWAR: Two youngster labourers busy in work during scorching heat.

**Case of Environment pollution**  
**Court directs foreign firm, petitioner to resolve dispute**

**Mushaq Mahmood**

PESHAWAR: The government is constructing only more and more hospitals but was paying little attention to make the environment healthy so that individuals could remain healthy. No facility was available in the hospitals, said Justice Dost Muhammad Khan on Thursday.

He was hearing a petition submitted by the locals of district Karak against Mole a foreign company. The petitioner also pleaded before the two-member bench of Justice Dost Muhammad Khan and Justice Yahya Afridi to dissolve the FIR which was registered by Karak Police against the locals as they had staged protest and blocked the Indus highway.

Justice Dost Muhammad Khan informed the court that the company of Karak is not causing environment pollution. He said that in the petition, the petitioner of Karak mineral company moved waste materials in the open space of the area which had polluted the environment and drinking water of the area. They pleaded before the court to close up the company in the best interest of the locals of the area.

During the case hearing, Justice Dost Muhammad Khan said that the company was an important source of employment for the people of southern areas. Appearing on the spot, DG Environment Protection, Dr. Muhammad Bashir Khan informed the court that the company is not causing environment pollution. He said that in the petition, the petitioner of Karak mineral company moved waste materials in the open space of the area which had polluted the environment and drinking water of the area. They pleaded before the court to close up the company in the best interest of the locals of the area.

After hearing statements from both parties, the two-member bench observed that both the parties should resolve the case regarding the waste materials.

☆☆☆☆☆☆

DAILY NAWA-I-WAQT MULTAN

روزنامہ نوائے وقت ملتان

ملتان، کراچی، لاہور، پٹنہ، اسلام آباد اور سے بیک وقت شائع ہوتا ہے

بدھ 23 جمادی الاول 1432ھ 27 اپریل 2011ء 15 بیساکہ 2068 ب



دراہنہ: زرعی ہائر ایجوکیشن سیمینار سے

نصیر عالم ڈاکٹر محمد اقبال اور ڈاکٹر شفت نواز خطاب کر رہے ہیں

ملکی معیشت کو مضبوط بنانے کیلئے زرعی ہائر ایجوکیشن کو فروغ دیا جائے

زرعی کرسچیاں ہائر ایجوکیشن حاصل کرنے کیلئے اپنی صلاحیتوں کو بروئے کار لائیں: ڈاکٹر نصیر عالم

دراہنہ (سارنگار) زرعی کرسچیاں ہائر ایجوکیشن سیمینار کے افتتاحی سیشن میں خطاب کرتے ہوئے ڈاکٹر نصیر عالم نے کہا کہ پاکستان کی معیشت کو مضبوط بنانے کے لیے زرعی ہائر ایجوکیشن کو فروغ دینا ضروری ہے۔ انہوں نے کہا کہ زرعی ہائر ایجوکیشن کے ذریعے نوجوانوں کو جدید زرعی ٹیکنالوجی اور مینیجمنٹ کے شعبوں میں تربیت دینی چاہیے۔ انہوں نے کہا کہ زرعی ہائر ایجوکیشن کے ذریعے نوجوانوں کو بروئے کار لایا جائے اور ان کی صلاحیتوں کو بروئے کار لایا جائے۔



Hilldale Pakistan

پشاور: زرعی یونیورسٹی اور شل مسٹریٹری ڈاکٹر شمس الدین تنویر کا خطاب

The Frontier Post Peshawar

Date: 17-06-2011

13-6-011

زرعی یونیورسٹی پشاور اور ہیکٹی تعان سان سیمینار

زرعی کرسچیاں ملٹی نرٹی و انور شرفی اڈا: ڈاکٹر شمس الدین

ڈاکٹر نرٹی سرکاری ڈاؤن و انور کی خبر کرنے کا نوندا فرامہ کن ٹیپین

پشاور: زرعی یونیورسٹی پشاور میں منعقد ہونے والے زرعی کرسچیاں ملٹی نرٹی و انور شرفی اڈا کے افتتاحی سیشن میں ڈاکٹر شمس الدین نے خطاب کیا۔ انہوں نے کہا کہ زرعی ہائر ایجوکیشن کو بروئے کار لایا جائے اور ان کی صلاحیتوں کو بروئے کار لایا جائے۔

AAAJ, Largest Circulated Publication of the Province

روشنی کی فضا آج کا سرمایہ ہے

روزنامہ

پشاور پاکستان

ایڈیٹر عبدالواحد یوسفی

صفحات 12

پشاور ماہیت آباد سے ایک وقت شائع ہونے والا سب سے بڑا اخبار ہے جو ہفت روزہ کے کثیر الاشاعت اخبار

جلد 22، پتھر 16 جون 2011، 13 رجب 1432، قیمت 10 روپے، پوسٹل رجسٹریشن نمبر 158

اللہ ہی جانتے ہیں شرق و غرب القرآن

DAILY MASHRIQ PESHAWAR

روزنامہ مشرق

پشاور اسلام آباد سبیک ٹیٹ شائع ہونے والا کثیر الاشاعت قومی اخبار

ABC CERTIFIED

جلد 44، حصہ مبارک 17 رجب المرجب 1432ھ، 17 جون 2011، قیمت 10 روپے، شمارہ نمبر 3130

این اے ای ایگریکیشن کونسل کے ماہرین کا زرعی یونیورسٹی پشاور کا دورہ



اے ای ایگریکیشن کونسل کے ماہرین کا زرعی یونیورسٹی پشاور کا دورہ

این اے ای ایگریکیشن کونسل کے ماہرین کا زرعی یونیورسٹی پشاور کا دورہ

پشاور (پیس رپورٹر) پشاور ایگریکیشن کونسل کے ماہرین کا زرعی یونیورسٹی پشاور کا دورہ

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یونیورسٹی پشاور کا دورہ

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اللہ ہی جانتے ہیں شرق و غرب القرآن

DAILY MASHRIQ PESHAWAR

روزنامہ مشرق

پشاور اسلام آباد سبیک ٹیٹ شائع ہونے والا کثیر الاشاعت قومی اخبار

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یونیورسٹی پشاور کا دورہ

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یونیورسٹی پشاور کا دورہ

یونیورسٹی پشاور کا دورہ

## Annexure-VII

## Standards/Criteria for Degree Awarding Teaching Departments

S#	Parameter	Criteria /Standard
1.	Faculty Strength	Minimum 6 teachers per department
2.	Visiting faculty	20% of teaching staff
3.	PhD Qualified Faculty	At-least 5 PhD
4.	Faculty composition	1:1:2:2
5.	Teacher student ratio	1:20
6.	Support staff vs. Teaching staff ratio	1:2
7.	Teaching load (Credit Hrs/Week)	Prof-8, Associate-8, AP- & Lecturer-12
8.	Revision/updating of curriculum	After Every 2-3 years
9.	Feedback on curriculum	Essential from all stakeholders*
10.	Objectives of curriculum	Mandatory to highlight as preamble to curriculum
11.	Text books/Reference books	One set of textbooks/reference books in department library
12.	Maintenance of course files by the teachers	Mandatory to maintain an updated and complete file of each course offered by a teacher
13.	Meetings of Board of Faculty and Board of Studies	Regular meetings with minutes and follow-up actions
14.	Yield Index **	More than 75% of intake
15.	Easy access to counseling and guidance facilities for students	Essential
16.	Students scholarships	At-least 10% of the total students
17.	Research budget for students & faculty Research	At-least 10% of the department budget
18.	Internship/hands on trainings/projects	Mandatory for B.Sc and M.Sc (Hons)
19.	Class rooms space	12-15 sq. ft per student
20.	Minimum number of class rooms	Two per department
21.	Normal class size	40 students
22.	Class size with Multimedia	60 students
23.	Seminar room	One
24.	Reading room	One
25.	Committee room	One
26.	Department library	Essential. HOD maintains a small department library of text books and theses.

\* Includes parents, alumni, peer faculty, employers and students.

\*\* Yearly percentage of graduating students with respect to admission

**Standards/Criteria for Degree Awarding Teaching Departments**

S#	Parameter	Criteria /Standard
27.	Library space for students	30-35 sq. ft per student
28.	Availability of required library facilities (As per Evaluation Manual)	Essential
29.	Laboratory	At least one functional lab with needed lab equipment for degree programs.
30.	Laboratory space	25-30 sq. ft per student
31.	Purchase of Chemicals and Glassware	Adequate budget provision essential
32.	Repair and Maintenance of Lab Equipment	Budgetary provision as per requirement
33.	Laboratory Manuals/Catalogues	Essential
34.	Safety and Security measures in the Laboratory	Essential
35.	Students Lab Manuals/Practical Notebooks	Each student maintains lab practical notebook
36.	Qualification of Laboratory staff	Relevant qualification or at-least F.Sc /B.Sc
37.	Capacity building plan for technical support staff	Essential
38.	Research Journals	At least 15 current journals of the subject. Access to electronic journals be provided. Subscription to Foreign journals desirable.
39.	Books in the main library	At least 100 text books/reference books from major international/national publishers
40.	Computers	1 for 5 students
41.	Internet service	Access should be provided to at-least graduate students
42.	Access to online journals	Essential for all graduate students
43.	Minimum covered area of department	100 sq. ft per student
44.	Research Publications	At least 1-2 Research papers/year by each faculty member
45.	<u>Hostels</u> space for cubicles	<u>80-120 sq.ft</u>
46.	Dormitories	50-80 sq. ft
47.	<u>Completion of courses</u> Theory:  Practical:	Unsatisfactory (< 75% coverage) Satisfactory (> 75% coverage) Excellent (100% coverage)  Unsatisfactory (< 75%) Satisfactory (> 75%)

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