Compliance Implementation Plan (CIP) in response to
Internal Review of Institutional Performance and Enhancement (RIPE) 2024-25
MNS University of Agriculture, Multan

S. No.	Recommendations of Internal RIPE Report	Actions / tasks Proposed by the CIP Committee	Timeline to accomplish actions/ tasks	Focal Persons
Standard 1: Vision, Mission, Goals, and Strategic Planning				
1.	All the departments should have their own mission statement.	All the Departments have their Vision and Mission statements in-line with the Vision and Mission of the University.		
2.	Vision and mission statement of the university should be properly displayed on notice boards and major offices.	Vision and Mission of the University is already displayed at the main entrance of the Academic Block and on the notice boards of each faculty. However, these will also be displayed at prominent places in different blocks including Admin Block and Graduate Block.	September 2025	Directorate of Estate Management
3.	Official website should be regularly updated.	The official website is regularly updated and will remain a continuous activity	Quarterly	Institute of Computing
4.	Stakeholders should be involved in the strategic planning like Industrial Advisory Board for each department.	Representatives from industry, private sector, and progressive farming community are already part of statutory bodies (BOS, BOF, BASR, Academic Council)		
Standard 02: Governance, Leadership, and Organization				
1.	A review/audit system may be developed for annual review of the performance of academic and non-academic departments/ offices.	The following systems are already working for periodic review/assessment: • Annual Performance Review of academic and administrative departments • Self-Assessment of Programs (SARs) • Graduate Program Review (GPR)		

		• Review of Institutional Performance and Enhancement (RIPE)		
2.	Feedback surveys may be analyzed systematically and actions taken based on developed KPIs.	• Analysis of Course and Teacher Evaluation Survey is conducted since 2016 and reports are shared with the faculty and respective Chairperson/HOD. • Analysis has been started from the year 2023-24 for the following feedback surveys: 1. Faculty course review report 2. Survey of Graduating students 3. Alumni Survey 4. Faculty Survey 5. Employer Survey		
6.	The frequency of trainings conducted by QEC may be improved.	The calendar for year 2025-26 will be prepared with increased frequency of trainings organized by QEC	August 2025	QEC
7.	OBE system may be adopted fully to reap benefits.	OBE system is already in-place for programs offered by the Faculty of Agricultural Bio System Engineering and Technology (FABSET) and has been started in the programs offered by the Institute of Computing.		Director IoC
8.	Teachers and students need to be properly trained in OBE system for its full implementation.	Training workshops and seminars will be arranged on OBE for students and faculty members.	Year 2025-26	QEC and Coordinator FABSET
Standard 03: Institutional Resources and Planning				
1.	Placement Bureau needs to acquire complete data of university graduates and adopt a strategy to increase the employment rate among them.	**Task-1 Establishment of Graduate Data Collection Mechanism:** An online graduate registration portal/form will be designed to collect comprehensive data. **Task-2 Online Alumni Registration:** Alumni registration form via QR code / Google Form is	**Task-1 August 2025**	CDC&PB

		made compulsory and linked to the clearance form as a requirement of every graduating student.	**Task-2** Its continuous process	
2.	Job recruitment drives need to happen more frequently.	An annual recruitment drive calendar will be developed ensuring 3-4 drives in a year with one drive per quarter. A mechanism will be developed for receiving feedback from participating companies and students to track the outcome of these drives, in terms of number of interviews, job offers, and placements.	September 2025	CDC&PB
3.	More space needs to be added to girls hostel.	One Girls Hostel (250 Capacity) is under construction and hopefully will be completed and operationalized by December 31, 2025.	December 2025 subject to the availability of funding.	Hall Warden, Directorate of Planning and Development
4.	More computer labs need to be added to suffice for the growing need of students.	A new computer lab of 50 computers is in process and will be established for new session starting from Winter Semester 2025-26	November 2025	Director IoC
5.	Student teacher ratio needs to be maintained in the departments including Computer Science, IT, Data Science, Biochemistry, Microbiology, Medical Lab Technology, Human Nutrition & Dietetics, BBA Agribusiness, Home Economics, and Zoology.	• Selection Board for some academic positions reference to Advertisement IPL # 5807 25-07-2023 was conducted at the end of 2023, however approval from Syndicate is pending. Selection Board for remaining positions is awaited. • Till that time IPFP and visiting faculty is hired for class teaching.	Till the appointment of regular Vice Chancellor	VC, Registrar, Directors/ Chairpersons

6.	New faculty may be hired or student admissions may be controlled to maintain student teacher ratio.	• The Chairpersons/Directors of the respective Departments/ Institutes will write letters to the Registrar/ VC for advertising regular positions for academic staff.	July 2025	

Standard 04: Audit and Finance

1.	Financial support to the students could be enhanced.	Possibilities for increasing financial assistance to the students through internal and external funding sources will be explored.	June 2026	Office of Financial Assistance
2.	Research incentives may be initiated among the students and faculty to encourage more research.	i. Faculty is being incentivized through High Impact Publication and Citations Award. ii. Students are being incentivized by DGS office through various competitions (research poster/ video etc.) for students.		ORIC and DGS
3.	Student council in IQC need to be established as required by HEC.	This matter is already under consideration and initial working has been started. A mechanism development is under process for developing statutes/ by-laws for Students Council. After approval from statutory bodies the Students Council will be established and represented in IQC	June 2026	PO Students Affairs, Senior Tutor, and DSA

Standard 05: Affiliated Colleges / Institutions

NOT Applicable as MNSUA does not have any affiliated colleges/ institutions.

Standard 06: Internationalization of Higher Education and Global Engagement

1.	The university should participate in international rankings (Times Higher Education, QS Ranking, WURI etc.).	University is already participating in international rankings including QS Ranking, Times Higher Education (THE), World University Ranking for Innovation (WURI), GreenMetric Ranking etc.	ORIC

2.	A strong follow-up mechanism should be developed for monitoring and ensuring the activities under the agreements signed.	Director External Linkages (DEL), in collaboration with ORIC, conducts an annual review of the progress on all signed MOUs/AOCs. The designated focal person for each MOU/AOC is required to submit an annual progress report detailing the status and activities related to the agreement. The DEL will submit a summary of progress reports of activities of all agreements.	December 2025	Director External Linkages

Standard 07: Faculty Recruitment, Development and Support Services

1.	Comprehensive training in communication and pedagogical skills is in place for every newly recruited faculty member for effective teaching and assessment. In this regard, an online training course may be developed which must be mandatory for the new faculty.	Two training workshops have already been conducted (notifications and schedules are attached for reference). However, no new faculty members were recruited during the past year; therefore, no additional training was conducted in that period. Furthermore, the development of online training courses is underway.	June 2026	Committee for Faculty Professional Development
2.	A formal training workshop must be introduced in the university to train the faculty members for effective supervision of MSc/PhD students. Furthermore, similar training must be part of the program for staff recruited on the posts of laboratory attendants/ assistants/ technicians and data entry operators, etc.	A training workshop will be developed to build the capacity of the faculty members to effectively supervise the PhD students.	July 15, 2025	Prof. Dr. Tanveer-ul-Haq and DGS
3.	It is suggested that the new HEC harassment policy be adopted.	The said policy is already adopted vide Notification No. MNS-UAM/RO(HR)-09/1329 dated: 03.12.2019		Registrar Office

4.	To maintain laboratory equipment in running conditions laboratory engineers must be recruited.	• Letter sent to Registrar for recruiting laboratory engineers for Central Labs System. • The position of Lab Engineer (Agricultural Engineering) has been advertised, a written test has been conducted, however meeting of the Selection Board is pending due to unavailability of regular VC.	Till the appointment of regular Vice Chancellor.	ORIC, Registrar, VC

Standard 08: Academic Programs and Curricula

1.	To start new degree programs in any faculty/department/institute a comprehensive need assessment must be done according to set SOPs. Zero visits must be planned before the start of the new degree programs.	• New degree programs are instituted after a thorough discussion at various for and comprehensive need assessment. • Various Accreditation Councils conduct zero visit after launching the degree programs, that is why it is not possible to conduct zero visit before starting the degree.		
2.	The internship program is key to learning skills, therefore SOPs for internship in target organizations must be framed and approved by the relevant statuary body.	Internship is mandatory during the final semester (8th) of all undergraduate programs. However, detailed SOPs for internship will be drafted and approved from statutory bodies.	December 2025	Deans of Faculties
3.	A PhD student admission guidebook must be developed with all the necessary details.	Admissions guidebook is compiled for the graduate level students (MS/MSc(Hons) and PhD) every year and uploaded on the website of the University.		DGS
4.	The curriculum of all the degree programs must be revised on the format of outcome-based education including the assessment methods and examinations.	The curriculum of all programs offered at MNSUAM is already on the format of OBE containing Course Objectives, Course Learning Outcomes mapped with Bloom's Taxonomy etc.		

Standard09: Admission, Progression, Assessment, and Certification

1.	Admission policy must also be developed for international students. Admission information for foreign students along with	A Committee has been constituted vide Notification No. MNS-UAM/RO(HR)-75/641 dated: 08.05.2025, to draft policy for admission	December 2025	Committee for establishment of International

	fee structure must be displayed on the university's official website. There must be an international admission and scholarships office for international students.	and fee structure of international students. The relevant information will be made available on the University website.		admissions office
2.	A departmental/institute admission committee be constituted to look after the matters of under and postgraduate admissions in the department/institute.	A central admission committee with representatives from departments regulates and execute the admissions. Therefore, there is no need to constitute separate departmental admission committees.		
3.	The university website should provide a link to help students get up-to-date information about their academic progress (view attendance, marks in tests/ assignments, GPA, etc.).	The University, in collaboration with HEC, is going to launch a campus management system SAP where students will be given access to their attendance, marks in tests and assignments, exam transcripts etc.	July 2025	Director IoC
4.	A student admissions handbook should be published and given to every student at the time of admission.	Admissions guidebook is compiled for undergraduate (BS/BSc(Hons)) and graduate level students (MS/MSc(Hons) and PhD) every year and uploaded on the website of the University.		

Standard 10: Student Support Services

1.	Every student has the right to receive an interim transcript (stating progress to date) at the end of every semester.	• Currently, each student has access to see his/her semester result/report on student account portal on ERP. • The students will be able to download interim transcripts through the new system SAP-FIORI portal that will be launched in July 2025.	July 2025	Director IoC and Controller Examinations
2.	There are issues of depression due to various factors. Professional counsellors must be hired to help students cope with stress, anxiety, and personal challenges. Workshops	• Awareness seminars on mental health issues, depression and anxiety, stress management will be organized for the students and faculty.	Activities will be conducted throughout the year, however	• Incharge Public Health Society

	on mental health awareness and suicide prevention must be organized at campus for the students.	• Psychological counseling sessions will be organized. • Support groups will be developed for students facing emotional challenges. • A calendar of activities will be prepared	calendar will be prepared in July 2025.	• Students Affairs • Ms. Misbah Sagheer (Psychology specialist) • Department of HND
3.	There must be proper cafeterias and canteens on campus where a range of food items must be available at affordable prices.	• A cafeteria / canteen is functioning near Academic Block where a range of food items are available. • An "Executive Cafe" is available at A-Block building. • A committee is notified to look after the matters of canteens/cafeteria.		Canteen Committee
4.	It would be better if the university website also provides a platform to connect alumni, prospective employers, and internship providers.	• An online platform will be developed for the registration and interaction of students, alumni, and prospective employers and internship providers. • A promotional campaign will be launched (emails, social media, campus banners) to inform students, alumni, and companies about the platform.	December 2025	CDC&PB
5.	The student financial aid office has staff and resource limitations; therefore, a scholarship information desk must be established in the university to provide information and guidance to the students.	A dedicated Scholarship Information Desk will be established to assist students with timely guidance and support regarding available financial aid and scholarships.	August 2025	In-charge Office of Financial Assistance
6.	Students must be engaged in project work on studentships and casual work so that they can earn some money to meet their educational expenses.	• Students are already engaged as Research Associates/Assistants in research projects funded by various agencies. • University also offers the students opportunities to work in labs, fields, research activities or offices on hourly basis.		

7.	Multan is a hot place, and the students park their motorcycles in open places and on earthen ground. Suitable parking must be constructed for the student's facilitation.	The university has expanded the existing capacity for students motorcycle parking. The university is currently working on installing green parking sheds for student motorcycles, which are in progress.	September 2025	Director Estate Management, Director P&D

Standard 11: Impactful Teaching and Learning and Community Engagement

1.	Appropriate evidence or references must be provided in the documents.	All the claims in Institutional Performance Report (IPR) are supported with documentary evidence and were presented to the review panel during RIPE.		
2.	Students may also be communicated about the SDGs roles to enhance their knowledge with the civil society.	The seminars and awareness sessions will be organized for the students for enhancing their knowledge and information on SDGs.	December 2025	Director Academics
3.	Budget allocation to student assistantship should be clearly defined and allocated to each department.	Budget is allocated every year for this purpose and Rs. 2.00 million was allocated and approved in FY 2023-24.		Treasurer Office

Standard 12: Research, Innovation, Entrepreneurship, and Industrial Linkage

1.	University must allocate budget for entrepreneurial activities under the BIAEC.	University allocated Rs. 4.00 million for entrepreneurial activities under the BIAEC for the year 2024-25.		Director BIAEC and Treasurer
2.	Endowment fund may be utilized for small research grants particularly for the new faculty members.	• 30% share of total income from Endowment Fund is provided to faculty members as a small research funding. • SOPs for utilization of Endowment funds for research grant will be drafted in consultation with Treasurer and placed before F&PC.	December 2025	ORIC and Office of the Treasurer

Standard 13: Fairness and Integrity

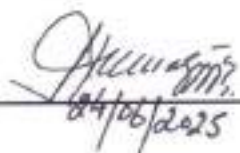|				
1.	Well documented TORs are required for the Disciplinary Committee, Ethics Committee, Unfair Means Committee.	ToRs for Unfair Means Committee and Disciplinary Committee are finalized by the committees and notified vide No. MNS-UAM/RO(A)-		Registrar Office

		78/465 dated 15.05.2025 and No. MNS-UAM/RO(A)-05/474 dated 10.05.2025		
Standard 14: Public Information and Transparency				
1.	Students should be the part of overall decision making, particularly of their concern.	The by-laws and constitution of Students Council is in process, after the completion of process the students will be given representation in IQC as per guidelines of HEC.	June 2026	Students Affairs
2.	Website must be very attractive and easy to explore.	While the website currently meets the required standards, the web team has planned an update to its landing page.	December, 2025	Director IoC
3.	Alumni network must be promoted initially at departmental level and then institution level.	An online platform will be developed for the registration and interaction of students, alumni, and prospective employers and internship providers.	December 2025	CDC&PB and Director IoC
4.	There should be a well-defined office to deal with alumni and their activities.	A proposal for strengthening of CDC/PB will be submitted for approval	July 2025	CDC&PB
Standard 15: Institutional Effectiveness, Quality Assurance and Enhancement				
1.	Need based assessment of QEC must be done and appropriate staff to be employed.	At present, adequate human resource is available in QEC, however, most of them are on additional duty or working as DPL. A letter will be written to the Registrar and VC for the regular appointment of human resource in QEC.	July 2025	Director QEC
2.	Regular trainings and workshops for the QEC is required for institutional effectiveness.	QEC staff avails opportunities to attend trainings online whenever available. Anyhow, QEC staff will be sent to participate in such trainings in person.	June 2026.	Director QEC Registrar VC
3.	Employer and alumni feedback survey and their findings may be shared with the departments.	The feedback received from these surveys is shared with the departments, since 2023-24, for preparing analysis reports and to include the findings in decision making.		QEC and academic departments

Standard 16: CQI and Cyclical External Quality Assurance

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Secretary IQC/ Director QEC _____ 04/06/2025

Vice Chancellor/ Convener IQC _____

Convenor RIPE Panel _____