

IPE 2023- Compliance Report

STANDARD 1: Mission Statement and Goals

Standard	Recommendations	Action Taken	Evidence
	The University Should Constitute Compliance Implementation Committee (CIP)	Compliance Implementation Committee (CIP) Constituted	Annex-1.3.0
1.3.1	A university level strategic planning committee should be notified and representation of all stakeholders including academic and non-academic should be assured.	Strategic Planning Committee constituted	Annex-1.3.1
1.3.2	The recommendations of the strategic planning committee should be shared with all stakeholders and departmental board of studies for clarity and feedback before approval from the statutory bodies.	In progress	
1.3.3	There should be a proper SOP to manage working papers, committee discussions, meeting minutes, approval of statutory bodies should be recorded and maintained till the next revision to be executed.	University Code have well defined SOPs to conduct Statuary bodies meetings and its meeting minutes records	Annex-1.3.3
1.3.4	Awareness workshops should be held regularly to take all the stakeholders, including students and alumni, on board for effective delineation of the vision and mission of the institution.	Consultative session held for development of universities Mission Vision and Strategic Plan	Annex-1.3.4

Standard 2: Planning and Evaluation

Standard	Recommendations	Action Taken	Evidence
2.3.1	The planning committee should set institutional mechanisms to take the broader community on board for planning and resource allocation.		
2.3.2	The planning documents and reports should reflect the priorities that strengthen the university rather to please the individuals. The planning team should be selected carefully based on their maturity of understanding of university structure and needs, technical processes and capable to operationalize the strategies.		
2.3.3	The university strategic plan should include adding new programs, allocation of resources like hiring of new faculty, development programs for existing faculty. Research grants and facilitating faculty to participate in national and international conferences, purchase of equipment and lab materials, lab consumables, infrastructure development etc.		
2.3.4.	Proper guideline SOPs, record maintaining mechanism, progress monitoring and evaluation, and performance KPIs in terms of effectiveness should be establish at university level for all types of planning and at implement at all tiers of university.		
2.3.5	The financial planning documents i.e. budget document should reflect the complete required structure given by funding agencies e.g. HEC	The financial planning document	Annex-2.3.5

Standard 3: Organization and Governance

Standard	Recommendations	Action Taken	Evidence
3.3.1	Senate meetings should be held as per the provisions of the university ACT and backlog must be addressed as the earliest		
3.3.2	Nominees by the senate in the syndicate should be done without delay.	It is done	Annex-3.3.2
3.3.3	Syndicate meetings should be held every month as per the provisions of the university codes	As per Agenda meeting is always conveyed on call	
3.3.4.	Academic Council is the forum to approve many important matters, its meetings should be held regularly as per the defined frequency in university code	Academic council meeting frequency defined in University Code	Annex-3.34
3.3.5	QEC should prepare folders of each standard along with supporting documents and annexures for ready reference for IPE and other organizational visits.	Compliance Plan is ready	Annex-3.3.5
3.3.6	UPR should be based on facts and reviewed carefully before submission. Anomalies should be avoided	Carefully UPR is designed	
3.3.7	BoF is very effective forum and for academic excellence, there should be regular meeting of BoF and deans should be active for the commencement of its meetings.	BoF's are held frequently	Annex-3.3.7
3.3.8	There should be a committee which may frame policy/ToRs for conflict-of-interest for statutory bodies and there should be a mechanism for its monitoring. .	In university code if any member has an objection on any Item/ Resolution of any statutory body meeting, they can submit observation within 15 days after release of minutes that particular of meeting	Annex-3.3.8
3.3.9	There should be representation of alumni, professional experts, civil society in BoS/ BoF for advancement of curriculum as per the national/international trends.	Yes, evidence attached of different BoFs	Annex-3.3.7
3.3.10	Auditors report should be available for anyone who requests for transparency and there should be a policy for "right to information"	ok	
3.3.11	All department should update files with checklists and calendar	It is communicated to all the faculties	

Standard 4: Integrity

Standard	Recommendations	Action Taken	Evidence
4.3.1	Grievance redressal mechanisms need to be developed for all stakeholders.	Grievance redressal mechanisms has been formed	Annex- 4.3.1
4.3.2	There is a need to have regular capacity building events for faculty members, students, and relevant research staff. The ORIC, Dean's Committee and PGS may consult each other for various research related activities.	Events are recorded properly	Link fb pages: https://www.facebook.com/ORICSALU/ Annex-4.3.3
4.3.3	The Academic Department, ORIC and PGS must keep all relevant record of various capacity building activities for future reference and future activities may be planned accordingly.		
4.3.4.	Intellectual Property Rights policy needs to be approved on priority and faculty and students should be made aware of the same through regular interactions.	Policy has been made.	Annex- 4.3.4
4.3.5	The policy for conflict of interest needs to be approved for implementation. Stakeholders be informed about the same in a timely manner.		
4.3.6	In order to assurance transparency and fairness, the University should be open to all request for access to information on request submitted by the stakeholders i.e. Faculty. Students, Staff etc.	Yes, University is providing information to all the stakeholders on their request	
4.3.7	There is need to appoint full time staff in various departments for carrying out relevant activities, arranging events, and for record keeping.	There are 1085 Permanent employees, Faculty to employee ratio is 1:5	
4.3.8	The collaboration with universities with better institutional capacity is suggested and continuous interaction with HEC and relevant departments will help in developing operational clarity in various academic and research processes.	University have collaboration with neighbor/ local and international universities but needs to be increased	Annex 4.3.8

Standard 5: Faculty

Standard	Recommendations	Action Taken	Evidence
5.3.1	Faculty positions should be filled as per the budget at the earliest.	Faculty positions filled as per needs.	
5.3.2	Non-academic vacancies should be reviewed and filled judiciously. The current ratio academic and non-academic positions is 1:5 and should only be filled after extreme need is assessed.	All the positions are filled as per need	
5.3.3	Director QEC should be invited to the selection board.	Director QEC is non-voting member of all the Statuary Bodies	Annex-5.3.3
5.3.4.	Faculty positions should be advertised at least once a year as per the available vacancies.	Advertised as per need	Annex-5.3.4
5.3.5	Deans/ HoDs should develop a mechanism to observe faculty in the classrooms and peer observations may improve teaching methodology.	Deans of respective faculties monitor the attendance, class conduct, timetables, semester exams on regular basis	
5.3.6	LMS system should be reviewed and implemented for online course evaluation and faculty assessment by the students.	Automation in process	
5.3.7	QEC and Education department of the university should reinstate CPD for faculty teaching and capacity building.		

Standard 6 : Students

Standard	Recommendations	Action Taken	Evidence
6.3.1	A separate student guidebook should be developed which contains all the student-related information i.e., semester rules and regulations, semester fees, scholarships, harassment policy, hostel, etc.	Student's handbook was provided each student on the day of entry test 2024	Annex-6.3.1

6.3.2	The university shall devise a credit transfer policy for undergraduate programs and get it approved from relevant statutory bodies.	There is not any Credit transfer policy	
6.3.3	The university should clearly disseminate the examination rules through website, Prospectus, and guidebook.	Examination/ Semester rules are properly mentioned in Prospectus & in Student's Handbook	Annex-6.3.1 Annex-6.3.3
6.3.4.	The university should revise the semester regulations following HEC uniform semester policy guidelines. The regulations should be practiced in letter and spirit.	As per HEC Criteria Rules are applied	
6.3.5	The university should ensure access of physically challenged students/staff to all the facilities of the university.	Facilities are accessible for all	
6.3.6	The university should develop a proper and fair mechanism for awarding of scholarships.	There are separate offices of different scholarships, with nominated committee members for fair awarding of Scholarships.	Annex-6.3.6
6.3.7	Students' records should be updated properly	Record of Students maintained properly	Physical Visit

Standard 7: Institutional Resources

Standard	Recommendations	Action Taken	Evidence
7.3.1	The financial planning committee should prioritize the University resources for effective and productive utilization. The faculty wise funds and budgetary allocations to be made as per academic program strengths and future intake and facilitations. Financial resources should be utilized for academic facility management rather benefiting the individuals.		
7.3.2	The procurement and purchase policy are required to be developed, shared with all departments, executed as planned and retain the records for traceability of efficiency and transparency. Physical verification may also be carried out for all types of purchases as per university rules and regulations. ^[11] _[SEP]	There is procurement and purchase committee available	Annex-7.3.2
7.3.3	The procurement committee needs to be notified for a defined term/ project/ purchase which will enhance the transparency in the process. Internal Research Grants to be allocated faculty wise for productivity enhancement. supervising research and developments. The ORIC and QEC set ups required strengthening to cater basic needs of career development.	QEC and ORIC has well maintained Setups, At Extension of Service Building, Including - Separate offices for Directors, Deputy Director, Managers and Staff.	Physical Visit
7.3.4.	Funds for adopting relevant quality standards such as ISO 9001:2015 QMS, ISO 21001 ^[11] _[SEP] EOMS and any management system certification may be allocated for streamlining the governance and QA process as per HEC and other regulatory guidelines.	University will strive to adopt this standard in coming year	

7.3.6	For ensuring financial stability, the university or/and its sponsoring bodies shall make meaningful efforts to further enhance its endowment fund in the form of profitable investments through various financial instruments.		
7.3.7	The university should furnish duly approved and separate organograms for each organizational unit, as well as present a separate reporting hierarchy of its statutory bodies.	Syndicate has approved organizational chart and its functional	Annex-7.3.7
7.3.8	A systematic and comprehensive planning process that involves faculty, staff and administration should be devised and short- and long-term goals of the university to be shared at all tiers of the university and reported regularly in the annual Report		
7.3.9	Meeting of statutory bodies as per the defined calendar/frequency in university Act and code should be carried out regularly.	Meeting of Statutory Bodies held frequently	Annex-7.3.9
7.3.10	University should develop library management procedures and introduce process automation.	In process	
7.3.11	University should allocate some budget for lab, classroom and library facility management, repair, maintenance, and purchase of consumables required for experimentation and research.	It requires implementation.	

Standard 8: Academic Programs and Curricula

Standard	Recommendations	Action Taken	Evidence
8.3.1	The curricula of each degree program should be reviewed on regular basis to cater the market demands.	BoS and BoF meetings are conveyed time to time to revise the curricula.	Annex-8.3.1
8.3.2	More classroom discussion and hands on activities should be inculcated/adopted in the	It is already in practice as per nature of subjects	
8.3.3	Currently, there is a need to adopt the system of Outcome Based Education-(OBE). In this context, proper trainings should be provided to all the faculty members of the university. OBE system will not only enhance the skills of the faculty members but also improve the student's overall learning.		
8.3.4.	The university should adopt the HE's minimum qualification criteria to teach at undergraduate level degree programs for the recruitment of Teaching Assistants (as the workload of TAs are 9-15 credit hours).	This mechanism is now refined.	Annex-8.3.4
8.3.5	The proper structure should be established to monitor the student's progress of MS/MPhil & PhD degree programs. The progress review proforma may designed and disseminate to all concerned after the approval of statutory bodies. This will also help to the students to complete their degrees in a timely manner.	It is in practice and approved by ASRB.	Annex-8.3.5

8.3.6	Proper placement centre should be established in the university to facilitate the students in their internships and the jobs.	There is placement beau for placement of internship for university.	
8.3.7	Job fairs should be organized in the university on regular basis to facilitate the students in their job placements. It will also create the link of university with the industry/corporate sector and ultimately favourable for the students.	We are apricate this concepts we will introduce as soon as possible	
8.3.8	Latest equipment's and the experiment materials/chemicals should be provided in the laboratories on priority basis to meet the objectives of the degree programs.	Limited resources have been provided to all the departments to meet the objectives of degree program	
8.3.9	The university should meet at least HE's minimum requirements of the books in each domain/area. In addition, latest books in each domain should also be available in the library. Moreover, proper mechanism should be followed for issuing the books. Also, there is a need to properly maintain the library.		
8.3.10	Make necessary arrangements to properly functional the Digital library. It facilitates the faculty members and the research students of the university. It is also suggested to create awareness about the digital facilities among all the stakeholders of the university.	In progress	
8.3.11	Proper mechanism/guidelines/SOPs should be established to guard against grade inflation. In addition, activity-based trainings should be provided to all the faculty members for the implementation purpose.		
8.3.12	The HEC's mechanism should be adopted to check the plagiarism of the dissertations/thesis written in Urdu and Sindhi languages.		
8.3.13	There is a need to establish the examination rules as per the uniform semester guidelines of HEC.		

Standard 9: Public Disclosure

Standard	Recommendations	Action Taken	Evidence
9.3.1	Faculty and Students handbooks. May be updated to include all the revised policies and uploaded on the University website on priority basis.	Student handbook has been updated with all the said things	Annex-9.3.1
9.3.2	It is strongly recommended that there should be a comprehensive written policy/ SOP regarding communication strategies for dissemination of regulations, rules, and policies	University Code/ Catalogue/ Prospectus	Annex-9.3.2
9.3.3	The university should ensure proper communication and circulation of harassment policy	We have formed a Harassment Committee to address complaints and ensure compliance with our harassment policy, which is now	Annex-9.3.3

		prominently displayed in administrative block for wide circulation.	
9.3.4.	The university should ensure proper dissemination of relevant committees, policies, and guidelines.	Unclear recommendation	

Standard 10 : Assessment & Quality Assurance

Standard	Recommendations	Action Taken	Evidence
10.3.1	The university should establish the quality enhancement cell (QEC) as per the directions of QAA, HEC. Full time dedicated QEC officers (Including Director QEC) and the staff should be hired for running the affairs of the department.	Dedicated Officers and staff have been hired for QEC and QECACs	Annex 10.3.1
10.3.2	It is required to prepare the Self-Assessment Reports (SARs) of all the degree programs of the university (follow the targets of HEC) as per the criterion/standards of the SAR manual of HEC.	2 Cycles of SAR Has been Completed	Annex 10.3.2
10.3.3	There is a need to follow the procedure for the Self-assessment of all the degree programs. The procedure is mentioned in the SAR manual of HEC.		
10.3.4	Students are the primary stakeholders of any educational institution. So, it is strongly suggested to conduct the online teacher/course evaluation and the graduating survey in all the departments of the university. In addition, it is also required to take corrective actions/measures on the basis of the results of survey reports.	Online Survey Conducted.	Annex 10.3.4
10.3.5	Faculty satisfaction is very important as the performance of the students mostly depends upon them. So, it is recommended to conduct the faculty satisfaction survey and take corrective measures accordingly.		
10.3.6	Alumni serve many valuable roles for the enhancement of the education quality. Therefore, feedback of the Alumni should be taken to overcome the gaps in the learning process. Additionally, Employer's feedback on the graduates' performance is an indicator of the university's mandate to develop students into professionals in their respective career fields. So, it is also recommended to get feedback from the employers for the purpose to evaluate the quality of the degree programs		
10.3.7	Compliance/corrective measures on the basis of the findings of SARs is the mandatory element in the self-assessment procedure. So, compliance mechanism should be established on the basis of findings of assessment teams to overcome the shortcomings of the degree programs.	Compliance Plan/Action taken is ready and to be submitted.	

10.3.8	It is recommended to redevelop the Mission, objectives, and the outcomes of the degree programs. It is also necessary that the mission and the objectives of the degree programs are also aligned with the mission and vision of the university. In addition, these should also be approved from the relevant statutory bodies	In progress	
10.3.9	It is advised that the course learning outcomes should be the part of all the course outlines of the degree programs.		
10.3.10	It is recommended to conduct the assessment of all the SARs through Assessment teams (ATs) and external plus internal senior experts should be the part of this team. This process will facilitate to identify the academic gaps of the degree programs.	Notification of Assessment Team Members	Annex-10.3.10
10.3.11	The accreditation letters from the NBEAC and Pakistan BAR Council of BBA & BA-LLB should be provided in the compliance report.	In year 2024 Teacher Education is accredited. BBA is in process for accreditation	Annex-10.3.11
10.3.12	The accreditation should be taken for "Bachelor of computer sciences and the "Bachelor of information-technology from their respective accreditation council as per the guidelines of HEC.	Application submitted for the accreditation.	Annex 10.3.12
10.3.13	It is advised to get an accreditation of all the relevant degree programs (applicable for the accreditation) of your education department from respective accreditation council as per the guidelines of HEC.	Some programs are accredited, and some are in progress	
10.3.14	It is advised to create awareness about QEC and its functionality among the students at the university. The core purpose of the QEC is to maintain & uplift the quality standards of teaching and learning in each subject area. So, all the stakeholders especially the students should well be aware about the functions of QEC.	QEC Has organized multiple events for the awareness of the functioning of the QEC.	Annex-10.3.14
10.3.15	There should be other mechanism (s) in each department of the university to ensure education quality (other than QEC). For example, classroom observations, peer reviews and the development of the Key performance indicators KPIs etc. to overcome the shortcomings in the departments/degree programs.		
10.3.16	As per the guidelines of HEC, separate should be allocated to the QEC.	Yes, QEC is allocated separate budget.	Annex-10.3.16
10.3.17	It is suggested to prepare a five year's future plan, which specifies the activities/goals for the enhancement of the education quality of the university.	In progress	
10.3.18	It is advised to designate the officer/personal in each affiliated college of the university (offering undergraduate degree programs) to ensure the standards of education quality.	At QEC SALU, a Deputy Director oversees QECACs, and dedicated personnel are appointed at affiliated colleges.	Annex.10.3.18

Standard 11: Student Support Service

Standard	Recommendations	Action Taken	Evidence
11.3.1	The University should appoint regular and full-time Staff in the Directorate of Student Affairs for student counselling and to carry out relevant activities in timely manner.		
11.3.2	Arrangements be made for: Cleanliness at campus, Hostels, Female common room, and other areas on regular basis. Medical Facility be provided on campus and at Hostels. Seating arrangements in the classrooms Access to digital Library and other digital resource like Coursera	Arrangements for regular cleanliness across campus facilities, provision of medical services on campus and in hostels, adequate classroom seating have been implemented.	Physical Visit
11.3.3	Email groups of students be created for sharing various student opportunities or events like internships, scholarships, sports, cultural etc.		
11.3.4.	Record of all events -be maintained for improving student-related services and arrangements of future events accordingly.	Record of all the events is maintained and filed accordingly	Physical Visit
11.3.5	The meetings of the Scholarship Committee be arranged in a timely manner to disburse scholarships. Information/ Details of all students who received scholarships in the past should be accessible to all.	We ensure timely Scholarship Committee meetings for disbursements and maintain accessible records of all past recipients.	
11.3.6	The mechanism for supporting needy students through various International, National and Regional opportunities be strengthened and University may also make arrangements for fund raising. the university councils.	The mechanism for supporting needy students through national, and regional opportunities has been strengthened, and the University has enhanced fundraising efforts, offering scholarships such as Ehsaas and need-cum-merit based programs.	Annex-11.3.6

12: Other Recommendation

Standard	Recommendations	Action Taken	Evidence
12.2.1	The university should adopt this minimum admission criteria (rather than 130 credit hours) ^[11] _[SEP] for the admission in MPhil/MS level degree programs as per HEC guidelines.	It is adopted	Annex- 12.2.1
12.2.2	An approved Faculty handbook should be prepared and disseminate to all concerned.		
12.2.3	It is strongly recommended to share an approved student's handbook that consists of all relevant policies, procedures, rules, guidelines, facilities, administrative and academic services, committees, financial assistance/scholarships, etc.	An approved student handbook, containing all the said recommendations has been shared.	Annex-12.2.2
12.2.4.	The answer sheets of MPhil/PhD admission tests are one of the core components of the ^[11] _[SEP] admissions So, it should be available in all the student's files.	The answer sheets of MPhil/PhD admission tests are available in the PGS record.	Physical Visit
12.2.5	It is recommended to follow approved roadmap by NBEAC. In addition, MBA 3.5 year's degree program is equivalent to MPhil/MS; so, this program cannot be offered at affiliated colleges of the university.	Letter to Inspector of colleges has been forwarded for discontinuation of MBA at affiliated colleges	Annex-12.2.5
12.2.6	Credit hours of each course/subject should be mentioned in the final transcript of each degree program of the university.	Credit hours for each course/subject included in the final transcript of every degree program.	
12.2.7	The minimum requirements of HE's admission test criteria of all the MPhil/PhD degree programs should be strictly followed.	Strictly followed	Annex-12.2.7

12.2.9	University should follow the HE's credit hours' requirements for degree programs.	The University follows to the Higher Education's credit hour requirements for all degree programs.	
12.2.10	It is recommended to prepare the Semester guidelines in a proper manner, and it should be approved from the relevant statutory bodies.	Properly prepared Semester guidelines have been approved by the relevant statutory bodies.	
12.2.11	The classrooms should have equipped with required furniture to facilitate learning.	Classrooms are well equipped with the necessary furniture to facilitate effective learning.	Physical Visit
12.2.12	Sports facilities should be improved, and sports activities should be increased.	Sports facilities are available	Physical Visit
12.2.13	There is a need to develop more transportation facilities for the students at the university.	The increase in transportation facilities, with 24 university points and 25 private points, has been successfully implemented.	Physical Visit
12.2.14	Healthiest drinking water should be provided in both the university and the hostels.	Healthiest drinking water facility is available for all	Annex-12.2.14
12.2.15	It is recommended to establish a proper career counselling centre in the university to facilitate the students in their career development.	At SALU, Khairpur we have 2 Career Counseling Center one is managed by the Students Affairs Office and other is Managed by the Prime Minister's Youth Development Center at Extension of Services Building.	Annex-12.2.15
12.2.16	Medical facilities should be enhanced to properly cater the medical issues.	Medical facilities have been enhanced, with PPHI clinic now available to address medical issues.	Physical Visit
12.2.17	It is recommended to provide computer facilities/labs in all the departments to facilitate the students and the faculty members in their learning process.	Most of the facilities are provided.	Physical Visit

12.2.18	Student's counsellor (clinical psychologist) should be hired to assist the student's and the faculty members/staff of the university.		
12.2.19	Anti-harassment policy should be at website and disseminated to all the departments.		
12.2.20	Hostel facilities should be maintained for the students at the university. It will support the students who belongs to the faraway places.	Hostels facilities are well maintained for the students	Physical Visit
12.2.21	Proper office should be established in the university as per the guidelines of HEC. Full time officers and the staff should be hired for running the affairs of the department. It is also suggested to create awareness about the activities of the ORIC office among all the stakeholders especially with the students because ORIC is a bridge between academia and the industry.	ORIC has well maintained Setups as per the HEC Policy 2021 At Extension of Service Building, Including - Separate offices for Director, Manager Innovation and Commercialization Manager Research and Development and Staff. The Directorate of ORIC issues the Biannual Newsletter for the Students and all stakeholders of University.	Annex-12.2.21
12.2.22	Proper Business incumbent centre should be established in the university to create & develop Entrepreneurial activities in the university.	Under the Umbrella of ORIC the Business Incubation Center is established at university with the name Center for Entrepreneurship Development.	Annex-12.2.21
12.2.23	It is suggested to follow the guidelines of HEC regarding the duration of the semester. Additionally, classes should be conducted on regular basis for the purpose of students learning.	Strictly followed.	
12.2.25	As the workload of Teaching Assistants (TAs) is 9-15 credit hours; so, it is suggested to give reasonable salary (may be at par with peers) to the TAs as per their assigned workload. This will boost the morale of the teachers and ultimately beneficial for the students in terms of learning.	We propose fair salaries for TAs based on their 9-15 credit hour workload to boost morale and enhance student learning.	Annex-12.2.25

12.2.26	It is suggested to functional the A in the university.	It is in process	
12.2.27	The complete list of Teachings assistants along with their qualifications at the time of induction should be provided in the compliance report.	The complete list of TAs are provided in this compliance report.	Annex-12.2.27
12.2.28	It is strongly recommended that full time officers should be hired in all the administrative vacant positions (which are currently hold by the faculty members as an additional charge)		
12.2.29	The NOC/accreditation should be taken for the MBA 1.5 year's degree program.		

Director QEC

Registrar

Vice Chancellor / Rector/ Head of Institute