

# Department of Zoology Self-Assessment Report

## **Introduction:**

The department of Zoology was established in 2004 at Shah Abdul Latif University, Khairpur to meet the pressing demands of people of upper Sindh and academicians. Currently this Department offers B.S (four year) program and M.Sc. program. Later on the department of Zoology also started the post graduate level studies such as MS/M.Phil and PhD in the field of Zoology. Zoology is an important field of Biological Science and comprises many subjects which are directly linked to boost up the economy and research of our country.

There are various fields, Specializations in zoology and this department at present offers three specializations namely Entomology, Endocrinology and Genetics. These subjects are taught in B.S and M.Sc. (final) and these specializations have direct role in the animal heredity, growth and development and control of insects and diseases caused by parasites, insects and deficiency of glands and hormones such as diabetics.

The main purpose of these specializations is to make the human life safe, better and improve the quality of life. This department is equipped with a Zoological museum, three laboratories, animal house and one seminar library.

## **Criterion 1: Program Mission, Objective and Outcomes.**

**Standards 1.1:** The program must have documented measurable Objectives that support Faculty / Institution Mission Statements.

### **Mission Statement of the University:**

- √ To achieve and attain Quality Standards and become a Model of QEC by providing an outstanding educational environment
- √ Taking measures for capacity building of faculty and supporting staff.
- √ establishing a system to enhance research objectively developed, avoid those policies which encourage malicious activities.

### **Mission Statement of the Department:**

- To create an environment that enables teaching and research to attain high levels of excellence.
- To provide experimental management of animals for the betterment of humanity, biological control of insects and vertebrate pests.
- To produce innovative postgraduates in areas of Zoology including Entomology, Molecular Genetics, Molecular

Biology, Parasitology, Fish technology and Wildlife Management, that contribute to the development for National and International scenarios.

- To initiate more research projects.
- To work in collaboration with national and international organizations in the field of life sciences.

**Program Objectives:**

1. The primary goal of the department is to prepare student for successful entry into and completion of graduate and professional schools.
2. Secondly the goal of the department understand the knowledge about the animal sciences that enable them to think and write, speak clearly and become capable of pursuing a broad variety of carrier objectives.
3. The department is oriented to enlighten to the modern techniques in the field of science.

<b>Table 1.</b> Shows how Objectives are measured and Improvements have been identified.			
<b>Program Objectives Assessment.</b>			
<b>Objectives</b>	<b>How Measured</b>	<b>When Measured</b>	<b>Improvement Identified</b>
The primary goal of the department is to prepare student for successful entry into and completion of graduate and professional schools.	After completion of the degree, the students get jobs in the educational, research and other related institutions.	At the end of every academic year.	1) Equipped class rooms. 2) Multi-media & computer facility, Scientific Labs.
Secondly the goal of the department understands the Zoological Sciences in order to understand the Animal Sciences Issues.	During the class tests, symposiums, seminars and conferences	It will be measured by scientific discussions in seminars, workshops and through research publications.	There is a great need to improve lab: facilities in the department.
The department is oriented to enlighten to the modern research and innovative ideas	Through assessing students during research oriented seminars, symposiums, and conferences.	At the completion of BS and MS/MPhil and PhD.	In thesis and published research form.

☞ **Note: Improvement Made:** This will be informed after AT visits.

**Standard 1-2:** The program must have documented outcomes for graduating students. It must be demonstrated that the outcomes support the program objectives and that graduating students are capable of performing these outcomes.

**Table: 2.** The following Table shows how program outcomes support the Program Outcomes.

Program Objectives	Program Outcomes		
	1.	2.	3.
The primary goal of the department is to prepare student for successful entry into and completion of graduate and professional schools.	Students having wide knowledge about the Zoological sciences.	The outgoing graduates are absorbed particularly in teaching, and Scientific research organizations.	Students develop ability to apply knowledge of various aspects of the subject.
Secondly the goal of the department understands that Animal sciences that enable them to think, write, speak clearly and become capable of pursuing a broad variety of carrier objectives.	To inculcate the graduates with a sense of dedication, motivation and hard work for the development of the country	To make them self-reliant and self-motivated in every walks of life.	Graduates develop ability to uplift the research culture in the country.
The department is oriented to enlighten to the modern techniques related to field of Zoology and innovative new ideas for the nation.	The graduated students play significant role after joining faculty positions at colleges, universities and other research as well educational institutes.	Students buildup confidence and communicate effectively in writing and oral demonstration in various research organizations.	The students after graduation are employed in public and private-sector research and development, as researchers, as administrators in Provincial & Federal agencies.

**Survey of Graduating Students:**

<b><u>S. No.</u></b>	<b><u>Question</u></b>	<b><u>Percentage/Status</u></b>
1.	The work in the program is too heavy and induces a lot of pressure.	A. Very Satisfied 0% B. Satisfied 0% C. Uncertain 0% <b>D. Dissatisfied 100%</b> E. Very Dissatisfied 0%
2.	The Program is effective in enhancing team-working abilities.	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
3.	The program is effective in developing analytical and problem solving skills.	A. Very Satisfied 25% <b>B. Satisfied 75%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
4.	The program is effective in developing written communication skills.	<b>A. Very Satisfied 75%</b> B. Satisfied 25% C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
5.	The program is effective in developing planning abilities.	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
6.	The objectives of the program have been fully achieved	A. Very Satisfied 0% <b>B. Satisfied 75%</b> C. Uncertain 25% D. Dissatisfied 0% E. Very Dissatisfied 0%
7.	Faculty was able to meet the program objectives	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
8.	Environment was conducive for learning	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
9.	Whether the Infrastructure of the department	A. Very Satisfied 0% <b>B. Satisfied 0%</b>

	was good.	C. Uncertain 0% D. Dissatisfied 25% E. Very Dissatisfied 75%
10.	Whether the program was comprised of Co-curricular and extra-curricular activities	A. Very Satisfied 25% <b>B. Satisfied 75%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
11.	Whether scholarships/ grants were available to students in case of hardship	A. Very Satisfied 0% <b>B. Satisfied 75%</b> C. Uncertain 25% D. Dissatisfied 0% E. Very Dissatisfied 0%
<b>Answer question 9 if applicable.</b>		
The internship experience is effective in enhancing		
A	Ability to work in teams	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
B	Independent thinking	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
C	Appreciation of ethical Values	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
D	Professional development	<b>A. Very Satisfied 75%</b> B. Satisfied 25% C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
E	Time management skills	A. Very Satisfied 0% <b>B. Satisfied 75%</b> C. Uncertain 25% D. Dissatisfied 0% E. Very Dissatisfied 0%
F	Judgment	A. Very Satisfied 0% <b>B. Satisfied 75%</b> C. Uncertain 25% D. Dissatisfied 0% E. Very Dissatisfied 0%

<b>G</b>	Discipline	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%
<b>H</b>	The link between theory and practice	A. Very Satisfied 0% <b>B. Satisfied 100%</b> C. Uncertain 0% D. Dissatisfied 0% E. Very Dissatisfied 0%

**Strengths:**

- Overall, the program is very satisfactory.
- Developing independent and writing communication is average.
- Objectives, in general are almost achieved.

**Weaknesses:**

- Infrastructure of the department needs improvement.

**Alumni Survey:**

The information by the few graduated students has been collected who are working at different institutes/departments, regarding the quality of education they received and experienced in the university. The next will be conducted after 2 years.

**General Assessment Alumni Survey:**

- Very weak in IT knowledge, needs to be arrange more seminars & conferences.

**General Comments:**

Most of the students have reservations that their must be very comprehensive computer related and Teaching/ Research Methodology.

**Assessment of Employer survey:**

The employer survey has been conducted. The same will be conducted after couple of years. The following overall outputs have been obtained by the employer regarding the performance of the graduates' educated from the University and working at their departments/institutes.

**A: Excellent B: Very good C: Good D: Fair E: Poor**

<b>Knowledge</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
1. Developmental Biology, Genetics, Biotechnology, Animal Physiology and Biological Techniques	10%	50%	30%	10%	0%
2. Problem formulation and solving skills.	30%	30%	20%	20%	0%
3. Collecting and analyzing appropriate data.	40%	30%	20%	10%	0%
4. Ability to link theory to Practice.	40%	40%	10%	10%	0%
5. Ability to design a system component or process.	20%	30%	25%	25%	0%
6. Computer knowledge	40%	30%	20%	05%	05%
<b>Communication Skills</b>					
1. Oral communication.	50%	30%	10%	10%	0%
2. Report writing.	30%	40%	20%	10%	0%
3. Presentation skills.	40%	30%	10%	10%	10%
<b>Interpersonal Skills</b>					
1. Ability to work in teams.	50%	50%	0%	0%	0%
2. Leadership.	20%	30%	20%	10%	20%
3. Independent thinking.	10%	30%	20%	10%	30%
4. Motivation.	20%	40%	20%	10%	10%
5. Reliability.	20%	30%	20%	10%	20%
6. Appreciation of ethical values.	10%	10%	30%	20%	30%
<b>Work Skills</b>					
1. Time management skills.	10%	20%	30%	10%	30%
2. Judgment.	10%	10%	40%	20%	20%
3. Discipline	20%	30%	20%	20%	10%

**Table: 6.** Weaknesses & Strengths of the program.

The overall program is satisfactory.

<b>Weaknesses</b>	<b>Strengths</b>	<b>General Comments</b>
Collecting and analyzing appropriate data (c) Ability to design a system component or process. (c)	Overall the program is satisfactory (B).	The students may be trained more in computer skills, collecting data, analysis report preparation and presentation.

A: Excellent B: Very good C: Good D: Fair E: Poor

☞ 39% (A), 52% (B), and 09% (C) Percentage of the employers that is strongly satisfied with performance of the departments' graduates.

<b>Program Objectives</b>	<b>Program Outcomes</b>		
	<b>1</b>	<b>2</b>	<b>3</b>
The primary goal of the department is to prepare student for successful entry into and completion of graduation and professional skills.	XXXX	XXX	XXX
Secondly the goal of the department understands that Animal sciences that enable them to think, write, speak clearly and become capable of pursuing a broad variety of carrier objectives.	XXXX	XXX	XXX
The department is oriented to enlighten to the modern techniques related to field of Zoology and innovative new ideas for the nation.	XXXX	XXX	XXX
X	Relevant & satisfactory to some extent		
XX	Relevant & satisfactory		
XXX	Very relevant & satisfactory		
XXXX	Highly relevant & highly satisfactory		



**Standard 1-3.** The result of program's assessment and the extent to which they are used to improve the program must be documented.

**Major Future Improvement Plans:**

- ➔ To develop the rigorous analytical skills to the students those help them in their educational and civic responsibility.
- ➔ To increase the number, quality and diversity of graduate and post graduate students in the department.
- ➔ The Department aims to launch the summer internship program in the following fields:
  - Endocrinology
  - Genetics
  - Entomology
  - Wild Life conservation and management

**Table: 4.** Shows Program Strengths & Weakness.

<b>Program Strengths and weaknesses.</b>				
<b>Program</b>	<b>Strengths</b>	<b>Weaknesses</b>	<b>Things to be developed</b>	<b>Activities taken for improvements</b>
BS.I-BS.IV/ M.Sc. MS/M.Phil Ph.D	Very good teaching and research facilities in the filed of animal sciences.	Shortage of permanent teachers, shortage of class rooms, and computer facility for teachers is not available.	1. Equipment for laboratories 2. Relevant books & subscription of research Journals 3. Multimedia facility 4. IT training	Developed seminar Library

**Standard 1.4:** The department must assess its overall performance periodically using quantifiable measures.

**Table: 5.** Number of student enrolment during last three years and student faculty ratio:

<b>Program</b>	<b>Year 2022</b>	<b>Students/ Faculty Ratio</b>	<b>Year 2021</b>	<b>Students/ Faculty Ratio</b>	<b>Year 2020</b>	<b>Students/ Faculty Ratio</b>
B.Sc (4Year)	106	11.77	88	29.33	121	13.44
M.Sc.	14	1.5	40	4.44	50	5.55

### **Student Course Evaluation:**

**Program Assessment Analysis:** The Student Course Evaluation Questionnaire filled by the students at the time of course completion. The following are overall views of the students. The data for the performance has been collected from more than 40 students selected randomly.

#### **Student Course Evaluation Assessment:**

A: Strongly Agree B: Agree C: Uncertain D: Disagree E: Strongly Disagree

#### **Strengths & Weaknesses:**

##### **Overall % of the Core Questions:**

**1) Course Content and Organization:** 19% (A) 57%(B) 19%(C) 5%(D) 0%(E)

**2) Student Contribution:** 50 % ( A) 30 % ( B) 10 % ( C) 10 % ( D) 0% ( E)

**3) Learning Environment and Teaching Methods:** 60%(A) 21%(B) 10%(C) 9%(D) 0%(E)

**4) Learning Resources:** 50%(A) 35%(B) 08%(C) 07%(D) 0%(E)

**5) Quality of Delivery:** 70%(A) 25%(B) 05%(C) 0%(D) 0%(D)

**6) Assessment:** 63%(A) 19%(B) 11%(C) 5%(D) 2%(E)

**7) Additional Core Questions:** 43%(A) 39%(B) 14%(C) 02%(D) 2%(E)

**8) Instructor / Teaching Assistant Evaluation:** 70%(A) 30%(B) 0%(C) 0%(D) 0%(E)

#### **General comments by the students:**

The usage of visual demonstrations and multimedia can make the course interesting and effective. Multimedia should be used to deliver lectures.

**Table: 7. Number of publications, awards, workshops & seminars organized by the faculty:**

Publications (HEC recognized only)		Research Projects		Monograph	Awards	Scholars produced		Organized National & International Conferences
National	International	Completed	Ongoing			M. Phil	Ph.D.	
86	200	02	--	--	--	90	02	--

**Criterion 2:** The curriculum is updated as per HEC criteria..

**Program:**

**BS Degree: (4 Years; 08 Semesters).**

Semester	Course Number Political Science	Category (Credit Hours)				
		Math & Basic Science		Core Course	Humanities and Social Sciences	Technical
		STAT	Basic Science.			
<b>1<sup>st</sup></b>	ENGL-300	STAT			English-I	
	PKST-300				Pak Studies	
	COMP-300					Computer Application
	Zool-310-311		Principal of Animal Life-I			
	BOT/Micro-320-321		Botany/Microbiology			
	Phys/Bio-320-321		Physiology/Biochemistry			
	MATH-500		Mathematics			
<b>2<sup>nd</sup></b>	ENGL-301				English-II	
	ISST-301				Islamic Studies	
	COMP-301					Computer Application
	Zool-312-313		Principal of Animal Life-II			
	BOT/Micro-322-323		Botany/Microbiology			
	Phys/Bio-322-323		Physiology/Biochemistry			
	MATH-501		Mathematics			
<b>3<sup>rd</sup></b>	ENGL-400				English-III	
	Zool-410-411		Animal Diversity-I			
	Zool-412-413		Animal Diversity-II			
	BOT/Micro-410-421		Botany/Microbiology			
	Phys/Bio-322-323		Physiology/Biochemistry			
<b>4<sup>th</sup></b>	ENGL-401				English-IV	
	Zool-414-415		Animal from & functions-I			
	Zool-416-417		Animal from & functions-II			

	BOT/Micro-422-423		Botany/Microbiology			
	Phys/Bio-422-423		Physiology/Biochemistry			
<b>5<sup>th</sup></b>	ZOOL-500-501		Cell & Molecular Biology			
	Bioc-502-503		Biochemistry			
	Pys-504-505		Animal Physiology			
	Zool-506		Animal Behavior			
<b>6<sup>th</sup></b>	ZOOL-507-508		Genetics			
	ZOOL-510/511		Biological Techniques			
	ZOOL-511-512		Developmental Biology			
	ZOOL-513-514		Ecology			
<b>7<sup>th</sup></b>	ZOOL-600-601		Evolution & Principles of Systematics			
	ZOOL-602-603		Endocrinology Genetics/ Entomology			
	ZOOL-604-605		Limnology			
	ZOOL-608-609		Zoogeography & Paleontology			
<b>8<sup>th</sup></b>	ZOOL-600-601		Immunology			
	ZOOL-602		Histology			
	ZOOL-603		Research Project/comprehensive			
	ZOOL-604-605		Wide Life			
	ZOOL-606-607		Endocrinology Genetics/ Entomology			
	ZOOL-608		Internship (Optional)			
Total:	139					
Minimum Requirement	139					

**Criterion 3: LABORATORIES AND COMPUTING FACILITIES**

**Standards: 3-1.** Seminar library, relevant books and computer facility must be provided to the faculty members and students for the teaching and research purpose.

**Seminar Library Facilities/Provision:**

At present, there is no any independent seminar library or seminar room in the department.

**Criterion 4: STUDENT SUPPORT AND ADVISING:**

**Standard: 4:1.** Courses must be offered with sufficient frequency and number for students to complete the program in timely manner.

**Table: 9.** Shows classes/week of Major Courses offered in 4 –Year program.

<b>Major Courses offered: BS. 4 Year Program, M.Sc.</b>		
<b>Course offered/Year</b>	<b>Classes/week /CrHs</b>	<b>Practical/week/CrHs</b>
BS.I. 1 <sup>st</sup> Semester	15	03
BS.I. 2 <sup>nd</sup> Semester	14	03
BS. II. 1 <sup>st</sup> Semester	12	04
BS. II. 2 <sup>nd</sup> Semester	14	04
BS. III. 1 <sup>st</sup> Semester	13	05
BS. III. 2 <sup>nd</sup> Semester	12	04
BS. IV. 1 <sup>st</sup> Semester	12	04
BS. IV. 2 <sup>nd</sup> Semester	13	04

☞ The above mentioned classes are strictly followed throughout the academic year. The core courses, optional can be easily completed under the favorable environment.

The compulsory courses managed by the concerned department, however, other compulsory disciplines and optional subjects are managed by the related departments. The details of the compulsory subjects other than the offered by the Zoology department are following.

<b>4-Year BS: Program</b>					
<b>Subject:</b>	<b>Managed by:</b>	<b>Theory: CrHs/ Class.</b>		<b>Practical: CrHs/ Class.</b>	
Pak Study	Pakistan Study Department	BS.I	1 <sup>st</sup> Semester	BS.I	1 <sup>st</sup> Semester
			02		0
			2 <sup>nd</sup> Semester		2 <sup>nd</sup> Semester
		BS.II	02	BS.II	0
			1 <sup>st</sup> Semester		1 <sup>st</sup> Semester
			0		0
Computer Applications	Computer Science Dept.	BS.I	1 <sup>st</sup> Semester	BS.I	01
			02		--
			2 <sup>nd</sup> Semester		-
		BS.II	-	BS.II	--
			1 <sup>st</sup> Semester		1 <sup>st</sup> Semester
			--		--
BS.II	2 <sup>nd</sup> Semester	BS.II	2 <sup>nd</sup> Semester		
	--		--		
	--		--		
Math	Mathematic Department	BS.I	1 <sup>st</sup> Semester	BS.I	1 <sup>st</sup> Semester
			03		-
			2 <sup>nd</sup> Semester		2 <sup>nd</sup> Semester
			--		--

		BS.II	1 <sup>st</sup> Semester	BS.II	1 <sup>st</sup> Semester
			3		--
		BS.II	2 <sup>nd</sup> Semester	BS.II	2 <sup>nd</sup> Semester
			3		--
Islamiat	Islamic Studies Department	BS.I	1 <sup>st</sup> Semester	BS.I	1 <sup>st</sup> Semester
			--		--
			2 <sup>nd</sup> Semester		2 <sup>nd</sup> Semester
		02	--		
BS.II	BS.II	1 <sup>st</sup> Semester	1 <sup>st</sup> Semester		
		0	0		
		2 <sup>nd</sup> Semester	2 <sup>nd</sup> Semester		
		02	0		
English	English Department	BS.I	1 <sup>st</sup> Semester	BS.I	1 <sup>st</sup> Semester
			03		0
			2 <sup>nd</sup> Semester		2 <sup>nd</sup> Semester
			03		0
		BS.II	BS.II	1 <sup>st</sup> Semester	1 <sup>st</sup> Semester
				-	--
				2 <sup>nd</sup> Semester	2 <sup>nd</sup> Semester
				3	--

**Standard: 4:2.** Courses in the major must be structured to ensure effective interaction between students and faculty and teaching and teaching assistance?

**Standard: 4:3.** Guidance on how to complete the program must be available to all students and access to academic advising must be available to make course decisions and career choices.

**Are students informed about program requirements?**

(1) No            (2) To some extent            (3) Fully

**Does their student advise system exist and how effective it is?**

(1) No            (2) To some extent            (3) completely

**Have students access to professional counseling?**

(1) No            (2) To some extent            (3) Full

**Do the students have interaction with practitioners and to have membership in technical & professional societies?**

(1) No            (2) To some extent            (3) Full

**Criterion 5:** The processes by which major functions are delivered must be in place, controlled, periodically reviewed, evaluated, and continuously improved. To meet this criterion a set of standards must be satisfied.

**Standard 5:1.** The process by which students are admitted to the program must be based on quantitative and qualitative criteria and clearly documented.

**Program/credit transfer: N/A**

**Transfer of a student from outside the university: N/A**

**Admission Criteria:** The admission policy is constituted by the “Admission Committee” consists of Deans, and senior faculty members of the university. The departments have no role. The departments follow policy made by them which is also mentioned in “**Prospectus of the university**”. However, the admission criteria are evaluated but not regularly.

**Standard 5:2.** The process by which students are registered in the program and monitoring of student’s progress to ensure timely completion of the program must be documented this process must be periodically evaluated to ensure that it is meeting its objectives:

**How frequently admission criteria are evaluated?**

(1) None          (2) Not regularly          (3) **Every Year**

**Are the evaluated results used to improve the results?**

(1) No          2) To some extent          (3) **Yes**

**Is there any policy regarding program /credit transfer?**

(1) **No**          (2) To some extent          (3) Well defined

**Is there any mechanism of student’s registration in the program?**

(1) No          (2) To some extent          (3) **Well defined**

**How frequently process of registration is monitored?**

(1) None          2) within 1 year (3) After 1 year (4) **When needed**

**Are the evaluation results used to improve the results?**

(1) No          2) To some extent          (3) **Yes**



**Standard 5:3.** The process of recruiting and retaining highly qualified faculty members must be in place and clearly documented. Also processes and procedures for faculty evaluation, promotion must be consistent with institution mission statement. These processes must be periodically evaluated to ensure that it is meeting with its objectives.

☞ Shah Abdul Latif University strictly follows the policy of “Equal Opportunity” regardless religion, race, faith, cast & creed, gender regarding recruiting faculty including admissions, educational programs, and employment.

☞ The University applies standard operating methodology for evaluation, such as Annual Confidential Report (ACR), required research papers, teaching experience and all other conditions as directed by the HEC. Thus

☞ This process ensures the objectives of the program mission.

**Standard 5:4:** The process and procedures used to ensure that teaching and delivery of course material to the students emphasizes active learning and that course learning outcomes are met. The process must be periodically evaluated to ensure that it is meeting its objectives.

### Weaknesses & Strengths

**Standard 5:5:** The process that ensures that graduates have completed the requirements of the program must be based on standards, effective and clearly documented procedures. This process must be periodically evaluated to ensure that it is meeting its objectives.

Degree	GPA/Class/GRE	Interview	
BS-4 Year/M.Sc.	Pre-Admission Test (NTS) style	X	

**Assessment of Teacher Evaluation; (Filled by the student)****(A: Strongly Agree, B: Agree, C: Uncertain, D: Disagree, E: Strongly Disagree :)****Instructor:**

1. The Instructor is prepared for each class 80%(A) 20%(B) 0%(C) 0%(D) 0%(E).
2. The Instructor demonstrates knowledge of the subject 90%(A) 10%(B) 0%(C) 0%(D) 0%(E).
3. The Instructor has completed the whole course 80%(A) 20%(B) 0%(C) 0%(D) 0%(E).
4. The Instructor provides additional material apart from the textbook 70%(A) 20%(B) 10%(C) 0%(D) 0%(E).
5. The Instructor gives citations regarding current situations with reference to Animal Sciences context. 43%(A) 57%(B) 0%(C) 0%(D) 0%(E).
6. The Instructor communicates the subject matter effectively 74%(A) 26%(B) 0%(C) 0%(D) 0%(E)
7. The Instructor shows respect towards students and encourages class participation 90%(A) 10%(B) 0%(C) 0%(D) 0%(E).
8. The Instructor maintains an environment that is conducive to learning 70%(A) 30%(B) 0%(C) 0%(D) 0%(E).
9. The Instructor leaves on time 100%(A) 0%(B) 0%(C) 0%(D) 0%(E).
10. The Instructor is fair in examination 80%(A) 20%(B) 0%(C) 0%(D) 0%(E).
11. The Instructor returns the graded scripts etc. in a reasonable amount of time. 60%(A) 30%(B) 10%(C) 0%(D) 0%(E).
12. The Instructor was available during the specified office hours and for after class consultations. 80%(A) 20%(B) 0%(C) 0%(D) 0%(E)

**Course:**

13. The Subject matter presented in the course has increased your knowledge of the subject. 90%(A) 10%(B) 0%(C) 0%(D) 0%(E)
14. The syllabus clearly states course objectives requirements, procedures and grading criteria. 80%(A) 20%(B) 0%(C) 0%(D) 0%(E)
15. The course integrates theoretical course concepts with real world applications. 86%(A) 14%(B) 0%(C) 0%(D) 0%(E)
16. The assignments and exams covered the materials presented in the course. 90%(A) 10%(B) 0%(C) 0%(D) 0%(E)

**Criterion: 6. Faculty.** Faculty members must be current and active in their discipline and have the necessary technical depth and breadth to support the program. There must be enough faculty members to provide continuity and stability, to cover the curriculum adequately and effectively. To meet this criterion the following standards must be satisfied.

**Standard: 6: 1.** There must be enough full-time faculty members who are committed to the program to provide adequate coverage of the program areas / courses with continuity and stability. The interest of all faculty members must be sufficient to teach all courses, plan, modify and update courses. The majority must hold a Ph.D. degree in the discipline.

<b>Table: 10. Program areas and number of faculty in each area.</b>			
Program Areas of specialization	Courses in the area.	Number of faculty members in each area	Number of faculty with Ph.D. degree
1. Endocrinology	Zoly-616/617	02	02
2. Entomology	Zoly-616/617	05	04
3. Genetics	Zoly-616/617	03	01
<b>Total</b>		<b>10</b>	<b>07</b>

#### **Faculty Resume:**

☞ **Note:** Faculty resumes are well documented as per policy/criteria of HEC. Names of the faculty members and field of specialization are as under.

<b>Name</b>	<b>Position</b>	<b>Qualification</b>	<b>Field of specialization</b>
Dr. Javed Ahmed Ujan	Associate Professor/ Chairman	Ph.D.	
Dr. Fakhra Soomro	Associate Professor	Ph.D	
Dr. Safdar Ali Ujjan	Associate Professor	PhD	
Dr. Khadim Hussain Memon	Associate Professor	Ph. D	
Dr. Waheed Ali Panhwar	Associate Professor	PhD	
Dr Hakim Ali Sahito	Associate Professor	PhD	
Dr. Zaibunisa Memon	Assistant Professor	PhD	
Dr. Sajjad Ali Larik	Assistant Professor	PhD	
Ms Paras Soomro	Assistant Professor	M.Phil	
Mr. Shahid Ali Jakhrani	Assistant Professor	M.Phil	
Mrs. Majeeda Faiq Ruk	Assistant Professor	M.Phil	
Dr. Wali Mohammad Mangrio	Teaching Assistant	PhD	
MS Summaya Naimat Shaikh	Teaching Assistant	M.Phil	
Ms Kousar parveen Memon	Teaching Assistant	M.Phil	
Ms SindhooTaj Lashari	Teaching Assistant	M.Phil	

**Standard 6:2.** All faculty members must remain current in the discipline and sufficient time must be provided for scholarly activities and professional development. Also, effective programs for faculty development must be in place.

☞ **Faculty Survey:**

**Are all faculty members current in their disciplines?**

(a) Up to 90%      (b) Up to %      (c) Up to %      (d) Over %

**Is there sufficient time for faculty members for scholarly activities and professional development?**

(a) No                      (b) To some extent                      (c) Full

- I. Participation in seminars, conferences at National/International levels.
- II. Research proposals for funding and linkage with other Institutions.
- III. Taking classes, involved in research and reading new books in the relevant field.
- IV. Publications in HEC recognized journals or journals having impact factors.
- V. Organize workshops, seminars and conferences.
- VI. Prepare their resume in line with HEC guidelines.

**Faculty Development Program: Yes.**

**Standard 6:3.** All faculty members should be motivated and have job satisfaction to excel in their profession.

The following criteria are under practice in order to satisfy the faculty members in their profession.

I. Fair, timely selection, appointment / promotion as per HEC policy.

II. Providing Tenure Track salary package

III. Excellent working environment.

### **Faculty Survey:**

The following information has been collected through the Proforma from the faculty members:  
The data is shown as percentage:

**A:** Very satisfied **B:** Satisfied **C:** Uncertain **D:** Dissatisfied **E:** Very dissatisfied.

1. Type of teaching / research you currently do. 50%(A) 50%(B) 0%(C) 0%(D) 0%(E)
2. Your interaction with students. 50%(A) 50%(B) 0%(C) 0%(D) 0%(E)
3. Cooperation you receive from colleagues. 100%(A) 0%(B) 0%(C) 0%(D) 0%(E)
4. The mentoring available to you. 100%(A) 0%(B) 0%(C) 0%(D) 0%(E)
5. Administrative support from the department. 90%(A) 10%(B) 0%(C) 0%(D) 0%(E)
6. Your prospects for advancement and progress through ranks. 50%(A) 50%(B) 0%(C) 0%(D) 0%(E)
7. Salary and compensation package. 70%(A) 30%(B) 0%(C) 0%(D) 0%(E)
8. Job security and stability at the department. 50%(A) 50%(B) 0%(C) 0%(D) 0%(E)
9. The overall climate at the department. 0%(A) 100%(B) 0%(C) 0%(D) 0%(E)
10. Whether the department is utilizing your experience and knowledge. 80%(A) 20%(B) 0%(C) 0%(D) 0%(E)

**Criterion: 7. Institutional Facilities.** Institutional facilities, including library, classrooms and offices must be adequate to support the objectives of the program. To satisfy this criterion, the following standards must be met.

**Standard 7:1.** The Institution must have the infrastructure to support new trends in learning such as E-learning.

**Standard 7:2.** The library must possess an up to date (books and relevant material) technical collection relevant to the program and must be adequately staffed with professional personnel.

**Standard 7:3.** Classrooms must be adequately equipped, and offices must be adequate to enable faculty to carry out their responsibilities.

**Details of facilities available in the department:**

Item	Position	Remarks
Seminar Library & Books/Journals	Yes	Adequate books but need of separate room.
Computing Laboratory	X	At least 1 Computer lab required for students and research scholars.
Laboratory	Yes	Three post graduate level labs are available but need to be equipped with latest instrument
Classrooms	Three classrooms available	Need more classrooms & to be equipped with Multimedia facility.
Girls Common Room	Yes	A combined girl's common room is available
Boys Common Room	X	Needed
Faculty offices	Inadequate	Needed
Internet & Digital Library Facility	Yes	But separate room needed with complete facility of infrastructure.
Computers	Only 1 available for office work	The same facility needed for the research scholars & Postgraduate students.
Teachers committee and prayer room	X	Needed

**Criterion: 8. Institutional Support.** The institution's support and the financial resources for the program must be sufficient to provide an environment in which the program can achieve its objectives and retain its strength.

**Standard 8:1.** There must be sufficient support and financial resources to attract and retain high quality faculty and provide the means for them to maintain competence as teacher and scholars.

**Standard 8:2.** There must be an adequate number of high-quality graduate students, research assistants.

**Table: 11.** The number of students in each program:

Program	Year 2022	Year 2021	Year 2020
B. Sc (4 Year)	106	88	121
M.Sc.	14	40	50

**Standard 8-3:** Financial resources must be provided to acquire and maintain library holding, laboratories and computing facilities.

☞ The University provides resources to maintain library & laboratories.

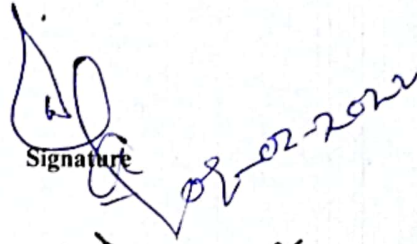
**Does the department provide opportunities to the faculty members to attend international / national conferences?**

(1) No            (2) To some extent    (3) Full

**PT Members**

(1) Dr. Waheed Ali Panhwar

Signature



02-02-2022

(2) Dr. Safdar Ali Ujjan

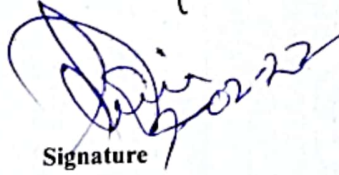
Signature



09-02-22

(3) Dr Khadim Hussain Memon

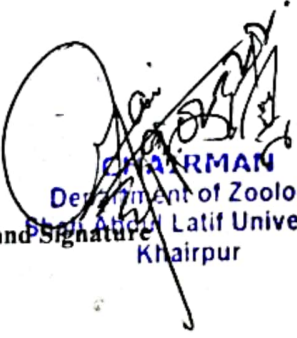
Signature



09-02-22

**Chairman's Comments**

The report has been filled as per requirements.

  
**CHAIRMAN**  
Department of Zoology  
Sahibi Abdul Latif University  
Khairpur

Name and Signature