INSTITUTIONAL PERFORMANCE EVALUATION

National Fertilizer Corporation - Institute of Engineering and Technology (NFC-IET) MULTAN

HIGHER EDUCATION COMMISSION ISLAMABAD
Background of IPES Review Process

The review of National Fertilizer Corporation Institute of Engineering and Technology (NFC-IET) - MULTAN was conducted on 30th – 31st October, 2013 on the basis of following eight IPES Standards i.e. Mission and Goals, Planning and Evaluation, Organization and Governance, Faculty, Students, Institutional Resources, Academic Programs and Curricula, and Assessment & Quality Assurance. Prior to the team visit, the institute provided the University Portfolio Report (UPR) which was prepared based on the guidelines provided by HEC. This also included a series of answers to the questions related to each of the eight selected standards. During the visit to the university the Review Panel saw the infrastructural facilities, acquainted itself with the institutional resources and held discussions with the faculty members, administrative officials and students. The well prepared UPR facilitated the job of the Review Panel to the great extent. Efforts put in the preparation of the UPR and cooperation extended by all administrative and academic officials, especially the focal person, Director QEC are gratefully acknowledged. Vice Chancellor’s extended meeting with the Panel and elaborate discussion on the matters relating to uplift the functioning of the university and enhancing the quality of teaching and research was appreciable.

IPES Review Panel was comprised of following members.

- Dr. Rafique Baloch  
  Project Director Quality Assurance Agency  
  Higher Education Commission, Islamabad

- Brg. Salim Ahmed  
  Director QEC  
  Riphah International University, Islamabad

- Air Cdre Abdul Wahab Motla  
  Director QEC  
  Air University, Islamabad

- Dr. Muhammad Farooq  
  Director, QEC,  
  Bahauddin Zakariya University, Multan
1. **Mission Statement and Goals**

1.1 Commendation
- Mission Statement of the Institute is well crafted.

1.2 Findings
- The institute hasn’t publicized its mission statement properly.

1.3 Recommendations
- The institute should publicize its mission statement through all mediums of communication, specifically mentioning it on its website.
- As the 4 new departments are launched. The institute’s mission statement would require re-writing.

2. **Planning and Evaluation**

2.1 Commendation
- Institute has prepared a comprehensive Master Plan.

2.2 Findings
- The institute hasn’t designed development projects to achieve its Master Plan.

2.3 Recommendations
- For the implementation of "Master Plan", Institute needs to design the development projects for proper implementation of it.

3. **Organization and Governance**

3.1 Commendation
- The institute has Elegant, compact & decent campus with a potential for expansion even to accommodate 10,000 plus students in future.
- National Fertilizer Corporation Institute of Engineering and Technology (NFC-IET-Multan) was established, in public sector in 1985. Initially it imparted training to managers, supervisors and operators in the industry. In 1994, it started undergraduate program; the first one being the Chemical Engineering. In 2001, it added Electronic

- The institute has expanded with the passage of time and now has a students’ strength of 1400. It has alumni of 1200 students who are working in the industry, nationally and internationally. The institute is progressing at a good pace.

3.2 Findings

- The Federal Charter of the institute was awarded on 8th May, 2012. The senate has not been constituted so far, even after a lapse of 14 months.
- Academic Council has not yet been formed.
- Statutes, Rules & Regulations have not been framed, in line with the directives of the Federal Charter.

3.3 Recommendations

- It is recommended that Senate may be constituted as soon as possible. Its 2 meetings are mandatory every year and all sanctions/expenditures/approvals are to be given by the senate.
- In an academic institution, the Academic Council has to meet quarterly to grant all kind of academic approvals. This may be constituted as soon as possible.
- The institute must develop it Statutes, Rules & Regulations in line with the directives of the Federal Charter. Statutory Bodies and other committees like Planning and Development Committees, Plagiarism Committee may be constituted on immediate basis.

4. Faculty

4.1 Commendation

- Faculty pay structure is good.

4.2 Findings

- Overall student/teacher ratio is much higher i.e. > 20. (Electrical Engg-26, Chemical Engg-29.5, Computer Engg-34, Environmental Science-25).
- The senior faculty is critically deficient in the institute. There is only one professor against the requirement of 4, only 2 Associate Prof. against the requirement of 4 (only
Electrical, Chemical, Computer and Environmental Department have been considered for working).

- Out of 5 available PhDs, only one is approved supervisor. The remaining need to register themselves with the HEC to achieve the approved status. Their registration/approval with HEC will help in improving the ranking of the institute, in future.
- Currently, most of the faculty members are with only 16 years of qualification.
- There is no proper mechanism of training of newly inducted/junior faculty members.

4.3 Recommendations
- The institute should hire more faculty members on immediate basis in order to normalize the students/ teacher ratio.
- The institute should hire senior faculty members on immediate basis to ensure availability of minimum required senior faculty members.
- The institute must encourage its faculty to became HEC approved Supervisor. Their registration/approval with HEC will help in improving the ranking of the institute, in future.
- M.Sc./PhD opportunities for senior faculty staff may please be enhanced using the institutional resources. Number of Scholarships for faculty may also be increased.
- Training of newly inducted faculty before launching them into the classes is a desirable activity. The training sessions are conducted by HEC through its Learning Innovation Division. Training slots may please be obtained by coordinating with HEC.

5. Students

5.1 Commendation
- Efficient pick & drop service available for students.

5.2 Findings
- Currently, institute is offering limited number of need bases/ merit scholarships.
- The orientation of newly enrolled students is not conducted properly.
- The institute hasn’t developed students’ handbook.

5.3 Recommendations
- Number of Scholarships, need based/merit based may be increased.
• Institute should develop students' handbooks in which all the available resources and rules & regulations are mentioned

• Institute may conduct proper orientation of newly enrolled scholars in order to get them familiar with the institute's available resources and its rules & regulations.

6. **Institutional Resources**

6.1 **Commendation**

• The institute has state of the art buildings, laboratories, library, hostels and transport facilities.

6.2 **Findings**

• There are no instructions and safety precautions displayed in the laboratories.

• Faculty and students have not the access to digital library.

• There is considerably less number of computers available in the library.

• Currently, the internet bandwidth is very limited; moreover, there is no Wi-Fi access available.

6.3 **Recommendations**

• Working instructions on machines in the laboratories may be displayed.

• Subscription for IEEE journals and other journals related to other fields may be made to give more exposure to the students through these journals. The access to digital library should be given to all faculty members and students.

• Computer terminals in the library may be increased. Library may be made more attractive for the students to visit the library.

• Internet bandwidth is recommended to be increased up to 20 MB. All students/faculty members may be given Wi-Fi access. Its full utilization and use of their personal laptops by students/faculty members will increase ranking of the institute.
7. Academic Programs and Curricula

7.1 Commendation
- Coal Research Center and Pilot Plant are available with Chemical Engineering Department. Facilities rarely available with other counter parts of the institutes in the country.

7.2 Findings
- The curriculum review is not conducted so far.

7.3 Recommendations
- Course review on regular intervals of 2 to 3 years through Board of Studies, Board of Faculties and Academic Council may be carried out.

8. Assessment & Quality Assurance

8.1 Commendation
- Institute is conducting some of the quality assurance activities at their own, but it should be done in a systematic manner that should be aligning with the national quality assurance mechanism; this will provide the due recognition to the institute.

8.2 Findings
- The QEC is not established yet.
- In Electrical Egg Department, Teachers Feedback is taken from the bright students only. This is not recommended at all for obvious reasons.
- Most of the institute’s personals were unaware of the HEC ranking policy and parameters.

8.3 Recommendations
- QEC Office must be established at the earliest. For further information and guidance, QAA-HEC may be contacted. The 10 Feedback Proformas issued by HEC may be implemented. This will enable the institute to collect the feedback of Graduating Students, Alumni and Employers to improve upon the courses syllabi and other aspects.
- As per Quality Assurance mechanism the teachers’ feedback must be taken from all the students, all students may be treated as equal.
- HEC ranking parameters regarding Institute ranking may be given wide publicity and pursued by all to get the better ranking grade for the institute.