



## **Capital University of Science and Technology**

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### **Compliance Implementation Plan on** **Recommendations/ Observations of Institutional Performance Evaluation Visit** **To CUST on 28-30 January 2020**

- A. Capital University of Science and Technology (CUST) was established through an Act No. XVI of parliament assented by the President on 18-09-2015 and published in the Gazette of Pakistan by the Senate Secretariat on 22-09-2015. CUST is a private and non-profit entity run by Muhammad Ali Jinnah Trust and governed by the Board of Governors (BoG). The management of CUST has tried its best and ensured that the educational goals may be met by adopting the quality education standards and guidelines set forth by the HEC of Pakistan.
- B. The visit of Institutional Performance Evaluation (IPE) team on 28-30 January 2020 was highly beneficial for CUST to promote good governance and to enhance quality of education and research in university.
- C. All the Recommendations suggested by the IPE team are well taken, and steps have been taken by the University administration in this regard. As suggested in the IPE Report, response of CUST against the IPE team's **Recommendations** and **Observations** are given in Section A and B of this report.

## **Section A: CUST Response to Recommendations of IPE Team**

<b>No.</b>	<b>Recommendations</b>	<b>Response</b>
1.	The University may form a committee to review the vision and mission of the university on regular basis and monitor the progress of each department and unit as per the vision and mission. The committee should include at-least one senior faculty from each department.	Point noted. As per advice of the Institutional Performance Evaluation (IPE) team, a Committee has been constituted including one faculty member from each department, headed by Dean, Faculty of Engineering to review the vision and mission of the university for consideration of BoG of the University.
2.	The basic unit in any university is the academic department which offers degree programs. The strengthening of the Department is highly recommended for the growth of the university. The university should take measure to empower its departments to take part in all academic and financial planning.	The University agreed with the view point of the team. There is a Finance and Planning Committee. As per statutes, one member from each department is a member of the Committee to give inputs for the academic and financial growth of the department.
3.	In order to improve the governance at the university, the University should make sure that all the administrative offices have been given full freedom to exercise their power in the best interest of the university.	Point noted. The University management has a policy to give full freedom to the administrative offices to exercise their powers for the interest of University. The following offices are operating by using power defined in the Act: <ul style="list-style-type: none"> <li>• Vice Chancellor</li> <li>• Registrar Office</li> <li>• Controller of Examination</li> <li>• Treasurer Office</li> </ul>
4.	As noted under our observation that the university teachers and staff need comprehensive training plan, therefore, the university should establish Training Centre for the capacity building of faculty and administrative staff on sustainable basis.	Point well taken. Capacity Building of staff carries prime importance for success of any organization. A Training Centre for capacity building has been established under the V.C Secretariat, to oversee training of the University Staff. Capacity Building Training Centre in collaboration with all the academic departments, QEC and ORIC have organized a good number of capacity building sessions for the University staff. (List of Trainings is attached as Annexure - A)

5.	<p>The QEC team at the University made lot of efforts to produce documents for the eleven standards. However, the panel suggests that documents could be more explicit if appropriate references provided. The review of the documents was a bit difficult as the process of finding the evidence was not user friendly available.</p>	<p>The University Portfolio Report (UPR) was prepared taking into consideration that all the relevant evidences are provided in the evidence folder, and these evidences are referred clearly in the UPR document. However, complying to the IPE team observations, it has been decided that the evidences will be precisely provided in future to IPE visitation team as per HEC guidelines.</p>
6.	<p>It is highly recommended that the appointment of the Dean QEC and Dean ORIC approved by the Chancellor.</p>	<p>All Appointments are made in accordance with the statutes of University approved by the relevant bodies. Office of the QEC and ORIC are established under University statutes because they were not covered under University Act. Hence, their appointment is made accordingly. The Appointments of Dean QEC and Dean ORIC are made with the approval of the Chancellor.</p>
7.	<p>For Intellectual property rights, the Panel recommends that HEC Monograph &amp; textbook writing form may be encouraged to use.</p>	<p>Point noted. University will use HEC Monograph and textbook writing.</p>
8.	<p>The newly established Student Placement Center should be made activated on priority basis.</p>	<p>Student Placement Center was established in November 2019. It is now a fully functional office, where regular capacity building sessions for students are arranged to prepare them for resume development, interview skills etc. All the relevant job opportunities are communicated to the graduating students. Moreover, with the endeavors of Placement Office, around <b>50</b> students have been able to secure jobs in various reputable organizations. Alumni profiling is also being done by the Placement Office, which is a great source of leads for job opportunities.</p>
9.	<p>Students should be exposed to the outside world by arranging study and field trips. It is also recommended that these study and field trips should be made part of the curricula activities.</p>	<p>Point well taken. The University encourages students to take part in co-curricular activities, and arranges study and field trips at department level. In Engineering disciplines, Industrial visits are made mandatory and the detail of such visits</p>

		<p>are maintained in relevant folder. Furthermore, the Academic Council has recently approved that industrial internship shall be mandatory for all BS four years degrees, which were earlier limited to technical degrees only. To formalize this, a Committee has been constituted to arrange regular study and field trips. The policy will be implemented after the ease out of the COVID-19 Pandemic.</p>
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## **Section B: CUST Response to General Observations of IPE Team**

<b>No.</b>	<b>General Observations</b>
1.	Confidence level of students was impressive in response to our questions.
2.	Students were happy with the quality of academic and administration supports provided by the University
3.	Though the university do not offer on campus hostel facilities to its students but students have shown satisfaction over the arrangement made through 3 <sup>rd</sup> party in this regard
4.	Students were happy with accessibility of the teachers as they observed office hours
5.	Support is available for projects
6.	Generally, faculty was happy with the working environment at the university
7.	Good knowledge about SAR
8.	Many research projects were placed on commercial basis including the Radar (Phase array radar) to NESCOM now PAF involved faculty for JF-17 airborne AESA, PLC trainer newly designed version and PID control system, Tissue culture, Vehicular moment during for, ICT (R&D) etc. Despite all these projects non has been attempted for Intellectual Property or Parents.
9.	In multiple BOS the members were from industries following the concept of triple helix. There exist three committees to follow the process like: Industry liaison Committee, Industry Advisory Committee and ORIC Board.
10.	Retention of the faculty with handsome salary is a plus point
11.	Research output is good as many of the faculty members are publishing papers on regular basis
12.	Faculty members were highly supportive for strict discipline and no compromise on the attendance and other academic matters

13.	University portal system is effective in displaying exams results etc. and eve attendance. In addition, the lectures conducted in previous day of all faculty is accessible to everyone on daily basis and that depicts the transparency
14.	All policies , regulations and statutes are documented properly
15.	Post PhD criteria is applicable for appointment as Associate Professor and Professor which is relaxed by HEC till June 2020

All the comments noted as General Observations by the Institutional Performance Evaluation team are positive, for which the University is thankful to the team and ensures to continue its efforts in maintaining its standards in proving quality education.