

INSTITUTIONAL PERFORMANCE REPORT

REVIEW REPORT BY RIPE COMMITTEE

A. Background of Self-assessment RIPE review process

Step 1: Institutional Quality Circle (IQC) initiated the process.

Step 2: IQC constitutes Institutional Performance Report (IPR) Committee.

Step 3: The Institutional Performance Report (IPR) Committee prepared the Institutional Performance Report (IPR) of Ibn-e-Sina University, Mirpurkhas (ISUM).

Step 4: IPR was reviewed by the **Institutional Quality Assessment & Effectiveness (IQAE)** Office.

Step 5: Then Institutional Quality Circle (IQC) chairman constituted a Review of Institutional Performance & Evaluation (RIPE) committee, consisting of 5 internal and one external members.

Step 6: Then IQAE organized an orientation session for RIPE committee to brief the IPR report. IQAE director (Prof. S.M. Tahir) and Deputy Director (Dr. Ramzana Chang) briefed the 6 membered RIPE committee about 16 RIPE standards and HEC expectations.

Step 7: They requested the RIPE committee to review and present Commendation, Findings and Recommendations for each standard. Which is described below.

B. Members of committees:

a. Institutional Quality Circle:

1. Prof. Dr. Shamsul Arfeen Khan (Chairman).
2. Prof. Dr. Aijaz Ahmed Memon (Deputy Chairman).
3. Prof. Dr. S.M. Tahir (Directors IQAE).
4. All Head of the Departments.
5. Students' Council Representatives (Miss Wajeeha Jafar and Mr. Mashhood).

b. Institutional Performance Report (IPR) Committee:

1. Dr. Tanveer Zafar (Chairman)
2. Hyder Pehalwani
3. Dr. Kiran Fatima
4. Mr. Bilal Kaim Khani
5. Dr. Hira Anwer

c. Institutional Quality Assessment & Effectiveness (IQAE) Office:

1. Prof. S. M. Tahir (Director).
2. Dr. Ramzana Chang (Deputy Director).
3. Ms. Afshan Naqvi (member).
4. Mr. Farhan (member).
5. Ms. Khushboo (member).

d. Review of Institutional Performance & Evaluation (RIPE) committee:

1. Prof. Dr. Syed Razi Muhammad (Chairman).
2. Prof. Dr. Shamsul Arfeen Khan (Deputy Chairman).
3. Prof. Dr. Farzana Majeed
4. Prof. Dr. Naveed Ali Siddiqui
5. Mr. Muhammad Nasir Ibrahim
6. Prof. Dr. Syed Qamar Abbas (External member)*

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e. Follow-up committee

1. Dr. Colonel ® Alamdar Raza
2. Dr. Saba Fatima
3. Dr. Shumaila
4. Mr. Mehmood ul Hassan

C. Review with Commendation, Findings and Recommendations for each standard by RIPE committee (step 7)

Standard -1

VISION, MISSION, GOALS AND STRATEGIC PLAANING

<p>Commendation: The committee appreciated the fact that the vision, mission, goals and strategic planning were developed by including all stakeholders which included students as well. They had been further reconsidered and the committee, consisting of all the stakeholders advised</p>
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Recommendations by committee: Need to make committees in each faculty and administration for forming the rules and regulations and get approval from the board of study, board of faculty and present in next academic council meeting.

Standard-3

INSTITUTIONAL RESOURCES & PLANNING

Commendation: Keeping in mind the university is in remote and underdeveloped area, it is highly appreciated that already so much has been achieved.
Findings: ISUM needs more funds to accelerate its growth.
Recommendations by committee: Keeping in mind the limitation of resources, the university should approach HEC and other agencies for provision of finances and other resources for extension and enhancement of facilities.

Standard-4

AUDIT AND FINANCE

Commendation: The committee appreciated the fact that the university, its constituent colleges and hospitals are regularly audited and have good financial position as far as fixed and current assets, endowment fund, working capital, cash flow, investments, stock and cash, and bank balances. The committee also noted that on 5 th April, 2018 the Directorate of Intelligence and Investigation thoroughly inspected the University, its constituent colleges and hospitals. The departments were physically inspected and all the record were checked and analyzed by The Directorate of Intelligence and Investigation. A report was given with reference AD/I&I/IR/KHI/2017/18/5 the report was full of appreciation for the account situation and the trustees of the colleges (whose account were separately audited). The nine pages of report are here by submitted. Pakistan center for philanthropy (PCP) also audited and appreciated the

The image shows a yellow circular seal at the top with the text "NPO CERTIFICATION" and "NPO CENTRE FOR INDEPENDENCE". Below the seal, the word "Certifies" is written in a cursive font, followed by "MUHAMMAD FOUNDATION TRUST" in a bold, sans-serif font. Below this, the text "For demonstrating excellence and leadership as per NPO evaluation standards notified by PIB" is written. At the bottom right, there is a signature and the text "Executive Director" and "Shazid Mahmood Ahmad".

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Recommendations by committee: The committee advised the university admin to apply for enhancing the seat of Muhammad Medical college seats from 100 to 150 to improve its balance sheet.

Findings: Ibn-e-Sina University Mirpurkhas has no affiliated College yet.

Standard-6

INTERNATIONALIZATION OF HIGHER EDUCATION AND GLOBAL ENGAGEMENT

Commendation: It is a great achievement of Ibn-e-Sina University Mirpurkhas that in a short period of time, it has signed MOU with two International Universities University of Cyberjaya and Anglia Ruskin University for sharing students' exchange, Research and postgraduate studies.

Findings: ISUM needs to participate in various universities' ranking initiatives nationally and internationally.

Recommendations by committee: Make a committee for engagement of International affairs, which will improve university ranking internationally.

Standard-7

FACULTY RECRUITMENT, DEVELOPMENT AND SUPPORT SERVICES

Commendation: It is appreciated that university already has 61 Professors, 17 associate Professors, 73 assistant professors, 130 Senior lecturer / senior Registrar/ lecturer, 48 Registrars. The grand total of faculty member is 329. Among these, ISUM has 17 PhDs. In faculty development, the university has perceived proactive approach and has sponsored the faculty for several post -graduate and PhD programs, nationally and internationally.

It is important to note that **ISUM is the first University to cater the 5 million population of Mirpurkhas division and neighboring districts.** There was no postgraduate available before the start of Muhammad Medical College (MMC) on 15th February 1999. Today, they have increased from zero to 281 at ISUM. Many of them are either our graduates or those sponsored for postgraduation by ISUM or its constituent colleges. ISUM has brought a revolution of higher education in the division.

Findings: Competencies, like communication skills, need to be included in selection criteria.

Recommendations by committee: There is a need for skill development mechanism, more conferences and workshops on competencies.

Standard-8

ACADEMIC PROGRAMS AND CURRICULA

Commendation: Although the existing curricula is outcomes and competency based in many programs, there is a need to develop more competency-based Curricula in all programs.

Findings:
Recommendations by committee: It was further discussed in review process that competencies other than Psychomotor should be developed. These include competencies related to affective domains such as, empathy, altruism, leadership & Professionalism, and cognitive domains such as data interpretations, decision making, problem solving and analysis and synthesis of knowledge.

Standard-9

ADMISSION, PROGRESSION, ASSESSMENT, AND CERTIFICATION

Commendation: the committee apprised the fact that two of the colleges' admissions are conducted every year following the rules framed by the regulatory authority, with varying standards of MDCAT. However, the ISUM has still established its own admission department and framed its own admission policy. The committee was appreciative of the fact that the ISUM has regularly conducted series of workshops on MCQs and OSCE development. It has also appreciated that several years of weekly exams (Survive) has resulted in large database of the questions which have been thoroughly analyzed by a standard Learning management System (Moodle).
Findings: Academic appeal policy- Its procedure needs to be updated on website.
Recommendations by committee: It is recommended that with in the freedom allowed by the admission regulations developed by the regulatory authorities, ISUM should follow its own admission policies. The department of medical education should go through each MCQ in the bank and vet the entire Q BANK.

Standard-10

STUDENT SUPPORT SERVICES

Commendation: Committee appreciated the mentoring program in ISUM and also appreciated the students support cells with psychologist as well as the WhatsApp groups for each class for clear and covenant communication within students' circle. It was also appreciative that 10 % of students were awarded scholarship.
Findings: Need to make SCALE, student council for assurance, learning and enhancement
Recommendations by committee: Mentoring process should be further strengthened and mentors need to be trained and career counselling cell needs to be strengthened.

Standard-11

IMPACTFUL TEACHING AND LEARNING AND COMMUNITY ENGAGEMENT

Commendation: The committee appreciated the fact that through courses and meeting of faculty and board of study (BOS) of all the constituent colleges and their departments, efforts have been made to convert the teaching and learning process into as much learner oriented as possible. Various strategies including small group teaching, problem based learning, case based learning, student as teacher etc.. Mobile clinic is especially useful in community engagement.

Findings:

Recommendations by committee: Students going in communities and similar strategies must be preserved and further strengthened. This process makes impactful learning, community engagement and will also make the student a lifelong learner and create a equitable society where social accountability is present.

Standard-12

INNOVATION, ENTREPRENEURSHIP AND INDUSTRIAL LINKAGE

Commendation: The committee appreciated the peer reviewed Journal of MMC (JMMC) recognized by PMDC and HEC. It also appreciated the development of ORIC.

Findings: Need to develop business incubation center in all colleges and need to develop multidisciplinary lab for research preferably at the empty place in existing laboratory of ISUM.

Recommendations by committee: A Committee needs to work on business incubation Centre. Another Committee needs to develop multidisciplinary lab for research preferably at the empty place in existing place of ISUM

Standard-13

FAIRNESS AND INTEGRITY

Commendation: The committee appreciated the transparency of university including all policies, rules and their display on website

Findings: All Policies include equality, diversity, and inclusion (EDI) policies and SOPs have been published on Website. Review reports of tenure and promotion statistics have been developed. Faculty handbook has been produced to guide on issues of promotion, compensation, tenure and grievance-addressing procedures.

Recommendations by committee: The committee recommended that in future too, all policies should be based on equality, diversity, inclusiveness, beneficence, non-maleficence, justice and autonomy.

Standard-14

Public Information and Transparency

Commendation: ISUM has functional website but needs further improvement. Most policies of ISUM are up to date.

Findings: Some policies and SOPs need to be published on Website.

Recommendations by committee: Website should be further improved

Standard-15

INSTITUTIONAL EFFECTIVENESS, QUALITY ASSURANCE AND ENHANCEMENT

Commendation: The committee noted that ISUM has adopted the policy that quality is the responsibility of everyone. It also noted that the departments of QA and QEC have been created in university and its constituent colleges. It also noted that the director of QA and in many instances the deputy director and members are the members of various boards and councils. It also noted that the members have been attending many workshops and conferences held by the HEC.

Findings: Institutional Quality cycle (IQC) need to adhere to activity calendar.

Recommendations by committee: The committee suggested that each time a member attends conference or workshop, he should hold a local meeting and convey truly the points that he has learned in workshop or conference. If possible, he should write thorough report and submit for ready reference to everyone. Committee recommended to adhere to CQI strictly.

Standard-16

Commendation: The committee appreciated the fact that HEC has made thorough plan, that ensures continuous and cyclical enhancement and assurance of quality.

Findings: Make a plan to have good ranking nationally and internationally

Recommendations by committee: The Committee advised that the HEC guidelines and Frameworks should be strictly followed and report submitted to the HEC as and when scheduled for. An action plan should be made to enhance the ranking of the university.

Committee Member Signatures

S/N	Name	Designation	Signature
1.	Prof Dr Syed Razi Muhammad	Chairman	
2.	Prof Dr Shams Ul Arfeen Khan	Deputy Chairman	
3.	Prof Dr Farzana Majeed	Member	
4.	Prof Dr Naveed Ali Siddique	Member	
5.	Mr Muhammad Nasir Ibrahim	Member	
6.	Prof Dr. Syed Qamar Abbas	External Member*	

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