

Self Institutional Performance Evaluation Report
of
Kinnaird College for Women, Lahore



Self IPE Penal:

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IPE Visit Date: June 21, 2019

Executive Summary

The visit to Kinnaird College for Women, Lahore was conducted on June 21, 2019 on the basis of eleven IPES Standards Mission and Goals, Planning and Evaluation, Organization and Governance, Integrity, Faculty, Student, Institutional Resources, Academic Programs and Curricula, Public Disclosure & Transparency, Assessment and Quality Assurance and Students Support Services. Prior to the team visit, the Kinnaird College for Women, Lahore prepared Portfolio Report (UPR) on the guidelines provided by HEC. This also included a series of answers to the questions related to each of the eleven standards. During the visit of college, the Panel physically examined the infrastructural facilities, acquainted itself with the institutional resources and held discussions with the teaching heads, junior faculty members, administrative officials and students. Kinnaird College for Women Lahore is the oldest Women College, has performed well in the limited time frame. Fully online mechanism CMS and online evaluation is available, transport facility for students is good and security system of university is also good, financial assistance mechanism (endowment fund) for students shows the commitment of college management. Approved admissions regulation, credit transfer policy and financial assistance are in place. College has also developed in house training programs for professional development of faculty through QEC. College gives incentives to its faculty members for publications which results motivation in faculty members and consequently number of publications are increasing gradually. Kinnaird College for Women has very good infrastructure, there is great summity in buildings, old buildings are very well maintained, very beautiful lawns and very good cleanliness in the college. One development project of six story building is going to start in the college.

Key findings and recommendations of self IPE visit are as follows:

FINDINGS

1. There is no committee for developing mission of college.
2. Annual report of college is not available.
3. There is shortage of labs, laboratory equipment, psychology lab, advanced equipment of fine arts, computer labs and software related to mathematics and statistics.
4. Some labs are not available like Language lab and TV studio.
5. Faculty members are teaching 15 credit hours.
6. There is deficiency of faculty offices in some departments.
7. Programs which come under accreditation councils have not been accredited by the respective accreditation councils except a Law department which also has provisional NOC.
8. There is no gratuity, pension, group insurance etc available for staff (teaching and non-teaching) however college is paying better salary packages to its staff.
9. Planning and Development department does not exist.
10. Director and Deputy Director QEC are on additional charge basis.

11. Some facilities at college are not sufficient to cater the need of students like photocopy, printing and canteen.
12. Hostel facility and canteen at college is expensive as compared to private hostels.
13. Laboratories are same for BS and M.Phil students.
14. Internet facility is not available to students in college except computer lab and PITB WiFi.
15. Main library is overcrowded.
16. Air conditioning is not available to BS students.
17. Prayer area / common room not available.
18. There are placement offices in few departments which deal with internships but central placement office is not available.
19. Business Incubation Centre does not exist in the college.


RECOMMENDATIONS

1. There should be a proper committee comprising of Principal, Deans, Senior faculty members for writing mission statement of college.
2. Annual report of college should be published on yearly basis.
3. College administration should overcome the shortage of labs, laboratory equipment, psychology lab, advanced equipment of fine arts, computer labs and software related to mathematics and statistics.
4. College administration should gradually establish labs like Language lab and TV studio.
5. Teaching load should be reduced from 15 credit hours, so that the research culture can be promoted.
6. More faculty offices should be provided where there is shortage of offices.
7. All programs which come under accreditation councils should be accredited by the respective accreditation councils on priority basis.
8. If college administration can provide gratuity, pension, group insurance to staff (teaching and non-teaching), they will be more motivated and loyal with the college.
9. It is recommended that a separate department of Planning and Development should be established.
10. Director and Deputy Director QEC should be appointed on full time basis.
11. There should be more facilities of like photocopy, printing and canteen etc within the college to cater the needs of students.
12. Hostel facilities should be economical and rates of canteen should not exceed the market rates.
13. There should be separate research labs for BS and M.Phil students.
14. Internet facility should be provided to students on various locations through WiFi.

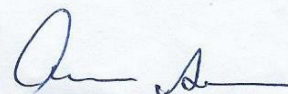
15. Sitting capacity of main library should be enhanced.
16. Facilities like air conditioner should increase and made available to maximum students.
17. There should be a prayer area / common room for students.
18. Central placement office should be established to cater the needs of all departments.
19. Business Incubation Centre should be established.



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