Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
1.1	The mission claims training in different disciplines with a focus on policy and strategy. No evidence was found regarding any efforts to teach, develop or create policies or strategic through academic programs. The Institute can either rethink their mission statement to take this out of the current goal, or add relevant subjects / trainings that will bring the Institute closer to the claims earmarked in the mission.	(1.1, 1.2, 1.3) Vision & Mission Committee notified via ISP/DR/N/2031 dated 07-08-2017 will be responsible to revisit Vision & Mission statement and prepare clear strategy to Institute closer to the claims enmarked in the mission for its proper implementation & devise mechanism by which future initiatives should always happen in the light off the mission statement.	30-05-2023	Additional Registrar
1.2	A clear strategy about the dissemination of the mission should be made a priority' and be discussed with senior academic leadership to see what riddles exist in the proper implementation of the mission.			
1.3	Deliberations on new programs and future initiatives should always happen in Light of the mission statement. Although the claim to realize this is depicted in the LJPR. no documentation is available at all that supports this claim. These discussions should always be clearly reflected in relevant meeting minutes.			

STANDARD 2 (PLANNING & DEVELOPMENT)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
2.1	Since planning is the backbone for higher education. so it must have been in a good shape. A competent Director P&D with the required staff should be appointed to carryout planning appropriately for all sections of the ISP.	(2.1, 2.2) Registrar office will prepare proposal to establish P& D office , rules governing the assignment of P&D	30-05-2023	Additional Registrar
2.2	Statutes and Rules governing the assignments of P&D including physical, academic and financial activities should be got approved by the relevant statutory bodies.			

STANDARD 3 (ORGANIZATION GOVERNANCE)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
3.1	Statutes/Regulations/Rules for executing entire activities and systems given under the ISP Charter should be immediately approved through the statuary bodies	(3.1, 3.2) Register office will review and report which existing statutes / Regulations / Rules are not approved by Statuary bodies. Registrar office will request Governing Trust MET through its Secretary to provide latest attested Certificate and make arrangements for third Party verification through PCP.	30-05-2023	Additional Registrar
3.2	Although the Sponsoring Trust is the premier body for executing all functions of the ISP. It has not been renewed since long. Thus, the Trust should be renewed by the Registrar of the Companies and updated and submitted to PCP for third party verification so as to transform the ISP highly dynamic.			

STANDARD 4 (INTEGRITY)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
4.1	Though ISP has adopted the Plagiarism Policy of HEC, there is a need for formation of Plagiarism Committee as per prescribed requirement.	Registrar office will ensure notifications of: 4.1 Plagiarism Committee as per prescribed requirements. 4.2 constitution of Grievance Committee along with formulation/adoption of policy and procedure 4.3 adoption of Ethical Policy and formation of Ethical Committee for promotion of research culture in the Institute 4.4 adaptation of Intellectual Rights Policy 4.5 approval / adaptation of Conflict of interest policy	30-07-2023	4.1, 4.3, 4.4 Director ORIC 4.2, 4.5 Additional Registrar
4.2	There is a need for the constitution of Grievance Committee along with formulation/adoption of policy and procedure.			
4.3	There is a need for adoption of Ethical Policy and formation of Ethical Committee for promotion of research culture in the Institute.			
4.4	An Intellectual Rights Policy also needs to be adopted, and as per rule a committee needs to be formed to strengthen research culture among the faculties and students.			
4.5	For ensuring a fair play, Conflict of Interest Policy and procedures need to be adopted and followed.			

STANDARD 5 (FACULTY)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
5.1	Selection board should be constituted in accordance with the HEC guidelines and as outlined in the ISP Act.	5.1 Registrar office will review and report discrepancy in the Selection Board formation as per charter and constitute as per Act.	30-07-2023	5.1, 5.5, 5.6 (Additional Registrar) 5.2 & 5.3 (Director QEC) 5.4 (HR Office)
5.2	Quality enhancements surveys/forms and procedures as prescribed by HEC should be adopted in true letter and spirit. Such surveys should be carried out by the QEC department while maintaining the sanctity of unbiased feedback and confidentiality.	5.2 QEC Department will ensure Implementation of QEC Survey / Forums in true letter & Sprit prescribed by HEC.		
5.3	Faculty performance evaluation needs to be conducted as per HEC requirements.	5.3 QEC department will ensure Faculty performance evaluation needs to be conducted as per HEC requirements.		
5.4	ISP should establish a structured faculty eligibility. Hiring, appointment and promotion plan/policy through an exhaustive consultative procedure, and present it to the Academic Council and BoG for approval.	5.4 Registrar office will review existing Faculty hiring / promotion policy and if needed propose amendments to upgrade it into structured faculty eligibility, hiring, appointment and promotion policy and present it to the Academic Council and BoG for approval.		
5.5	Such provisions are available in the ISP Act and should be adopted as a binding for strengthening the academic and administrative autonomy of the ISP.	5.5 Registrar office will go through the Act and find / adopt such provisions available in the ISP for strengthening the academic and administrative autonomy of the ISP.		
5.6	Harassment policy should be adopted as per guidelines of the Govt./HEC and disseminated for public information on notice boards and the Institute website.	5.6 ISP has adopted Harassment Policy in BOG meeting held in 2018.		

STANDARD 6 (STUDENTS)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
6.1	The student manual should be made available online instead of giving them in usb.	Registrar office will ensure: 6.1 online provision of student Hand book via website and student portal. 6.2 prepare separate admission hand book for applicants 6.3 Ensure availability of students related policies related to student via website & portal 6.4 Registrar office will constitute a committee to review all contents publishing online for typos and other language mistakes.	30-07-2023	Additional Registrar
6.2	The student handbook for admissions should be separate from student handbook for students on campus.			
6.3	Harassment policy, student conduct and other student related policies should be devised and shared with the students not just through the website but through proper student portals or other means through which students are actively made aware of these policies.			
6.4	All information that goes on the website or in print should be reviewed for typos and language accuracy. All language editors provide auto-spell and grammar check. If the Institute still faces difficulty due to lack of proficiency of language of the relevant staff. then perhaps use of software like "Grammarly" should be adopted to ensure that the data contain out of the Institute contains the correct information.			
6.5	The use of the word "Best University in Multan" across the website should be avoided. The university excellence is not reflected through the use of exaggerated language but in fact through the quality of academic programs and student success.			

STANDARD 7 (INSTIOTUTIONAL RESOURCES)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
7.1	Serious capacity deficit glaringly exists. All principal administrative officers with the required level of eligibility should be appointed with the regular service structure ensuring protection of career with a regular career development mechanism.	Registrar office will constitute a Committee to review existing Services Structure.	30-07-2023	HR Office

STANDARD 8 (ACADEMIC PROGRAMS AND CURRICULA)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
8.1	ISP Multan needs to work effectively to plan, provide, evaluate, assure, and improve the academic quality and integrity of its academic programs. Curricula, credits and degrees being awarded. In most of the cases, the curricula are not revised periodically as mandated by the HEC.	8.1 Registrar Office will constitute a Curriculum Revision Committee in the convenorship of Pro-rector including all Deans who work effectively to plan, provide, evaluate, assure, and improve the academic quality and integrity of all academic programs.	30-07-2023	Additional Registrar
8.2	There is a need of systematic mechanism for review and revision of academic programs: committees have to be constituted for developing such mechanism.	8.2 The committee will look after Curriculum Revision, Conduction of BOS/BOF's.		
8.3	Different departments are using different formats of curriculum; it is pertinent that an HEI is obliged to use a unified format across the board.	8.3 The committee will also ensure same format of curriculum among all departments.		
8.4	ILOs need to be incorporated in the curriculum and for this purpose faculty or master trainers have to be trained.			

8.5	There has to be a comparison of ILOs vs ALOs on the completion of each semester. It would help frame realistic ILOs, and Alumni feedback has to be used for reviewing the programs and curricula for incorporating market-driven content in the curriculum.	8.4 The committee will ensure Implementation of ILO's in the curriculum.
8.6	Curriculum needs to clearly suggest a variety of teaching methodologies.	8.5 The committee will ensure comparison of ILOs with ALOs for curriculum development.
8.7	Board of Faculty (BoF) and Academic Council should be constituted for all the faculties in line with the provisions in the ISP Act, and all approvals of academic programs/courses and processes should be routed as per powers/functions conferred to the BoF through the ISP Multan Act.	8.6 Curriculum committee clearly suggest a variety of teaching methodologies. 8.7 Though all approvals of academic programs / courses and processes is routed as per powers / functions conferred to the BoF and Academic council, but still committee will ensure strict compliance.
8.8	Curricula should be reviewed on regular basis with faculty and by involving eminent experts from relevant specialties and academia. and include evidence of student success and program effectiveness. It is recommended that a formal Curriculum Review policy be developed and instituted by the institute.	8.8 Committee will recommend and implement a formal Curriculum Review policy.
8.9	ISP Multan should develop a system of collecting, reviewing and analyzing periodic data from students and alumni. This would help assess and review the "market-readiness" of the programs and also, more importantly, 'close the loop' for continuous quality improvement.	8.9 As discussed in 8.5 8.10 Committee will ensure CQI process for curriculum review.
8.10	A mechanism of alignment of Program outcomes and student learning should be properly documented and reflected in curriculum review exercises.	8.11 Committee will start benchmarking exercise pertaining to mandatory and elective course offering decisions. And course relevance should be carried out in a structured and documented manner. and presented to Academic Council for approval.
8.11	Benchmarking exercise pertaining to mandatory and elective course offering decisions. And course relevance should be carried out in a structured and documented manner. and presented to Academic Council for approval.	8.12 Committee will devise mechanism of periodical progress report for graduate

| 8.12 | A mechanism of periodical progress report for graduate and under-graduate programs should be established and properly documented in respect of quality improvement. | and under-graduate programs and properly documented in respect of quality improvement. | | |

STANDARD 9 (PUBLIC DISCLOUSER & TRANSPARENCY)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
9.1	The annual budget must be explicit and its utilization head- or sub-head-wise must be annexed with the consolidated Budget Book.	9.1 Treasurer office will prepare annual budget as per HEC requirements. 9.2 Registrar office will be responsible for publishing student related policies on Website. 9.3 Registrar office will ensure publishing of program recognitions and accreditation. Further, website will reflect current offered courses. 9.4 Controller office will ensure display of semester results on boards & Portal. 9.5 Registrar office ensures publishing of Faculty Profile on Website. 9.6 Registrar office will revoked selection committee and selection board will be responsible for all type of hiring.	30-07-2023	9.1 Treasure 9.2, 9.3,9.5, 9.6 Additional Registrar 9.4 Controller Exam
9.2	Rules and regulations for student conduct may be published on the official website.			
9.3	Academic program recognitions and accreditation should be published on the official website and details about the currently offered courses in the current semester should be published on the official website.			
9.4	Results of each semester should also be displayed on the notice board of each department.			
9.5	Faculty profiles should be displayed on the website.			
9.6	The selection committee constituted by the Institute management for recruitment purpose be revoked.			

STANDARD 10 (ASSESMENT & QUALITY ASSURANCE)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
10.1	The institute should immediately strengthen the office of the QEC with the provision of relevant staff. and the office must ensure the participation of the staff for the QEC related training workshops.	10.1 Registrar Office will prepare Proposal for Establishment /Enhancement of QEC directorate.		10.1 Registrar Office
10.2	The institute through the QEC should do efforts to ensure the accreditation of all the professional programs by the relevant professional accreditation councils.	10.2 QEC office will help/support all department to get Accreditation from relevant bodies.	30-07-2023	10.2 & 10.3 Director QEC
10.3	Student, faculty and alumni surveys from each program must be archived separately\.	10.3 QEC will ensure Faculty & Alumni Survey Separately.		

STANDARD 11 (STUDENT SUPPORT SERVICES)

Sr. NO	RECOMMENDATIONS OF IPE REPORT	ACTION/TASK PROPOSED BY THE CIP COMMITTEE	TIMELINE TO ACCOMPLISH ACTION/TASKS	FOCAL PERSON
11.1	A proper policy document should be devised to highlight student support services. This document should also clearly indicate how the services are being used. and what's the impact on student experience.	11.1 Registrar office will prepare Policy document for student support services.		11.1, 11.2, 11.3, 11.4, 11.7, 11.8 Additional Registrar
11.2	Student placement should be given a proper place within student support(services and not be delegated to the programs. Faculty can always provide additional support and guidance. But student job placement is neither their job nor their expertise.	11.2 Registrar office will ensure student support for job placement via placement office	30-07-2023	11.6 Treasurer 11.5 Director ORIC

11.3	The activity calendar of EDC only highlights one part of student experience. Other activities including student club activities. student sports events, etc. can be maintained through a yearly activity calendar. This should again be written in the form of a policy approved by relevant authorities.	11.3 Registrar office will prepare comprehensive calendar comprising all aspects of students life at campus.	
11.4	Students who struggle academically should be offered some supplemental instruction support. This will address a key problem of quality of academic experience for this institution.	11.4 Registrar office will ensure provide extra student support services to struggling students	
11.5	ORIC should devised a plan through which the MoUs with external entities are actually put to use. A comprehensive plan should be designed to measure the success of ORIC	11.5 Directorate of ORIC will devised all plan for implementation of MOU's.	
11.6	Students are paying fee through vouchers. Long queues and delays are a consequence of this manual system. ISP should develop online mechanisms to pay the fee.	11.6 Treasure office will prepare online payout proposal to award fee payment issue of student.	
11.7	Students aren't provided any internet facility on campus. This is a fundamental need and all campus should have a proper internet coverage. Rooms and many facilities also don't have mobile signals depriving students of even usage of their own mobile data.	11.7 Registrar office will conduct survey with the help of IT department for Wifi facilities	
11.8	There is no Institute mailing ID given to the students. This is really of great concern as students can't avail international services in the absence of EDU accounts. The Institute should immediately provide email IDs to all of its students.	11.8 Registrar office will work on institute mailing ID with the help of IT department	
11.9	There is a pharmacy but doesn't have medicine. It should be properly equipped and a medical officer be made available.		