

# Virtual University of Pakistan

## Assessment Team Report

Department Name: Management

Sciences Program Name: MBS

### Criteria Referenced Evaluation

|             | Poor performance in most of the areas. | Fair performance in most of the areas. | Good performance for most areas / No poor performance in any areas. | Good to excellent performance in all areas. | Excellent performance in all areas. | Score |
|-------------|--|--|---|---|-------------------------------------|-------|
| Criterion 1 |  |  |   | ✓   |                                     | 3.67  |
| Criterion 2 |  |  |   | ✓   |                                     | 14.50 |
| Criterion 3 |  |  |   | ✓   |                                     | 8.00  |
| Criterion 4 |  |  | ✓   |   |                                     | 6.67  |
| Criterion 5 |  |  |   | ✓   |                                     | 12.27 |
| Criterion 6 |  |  | ✓   |   |                                     | 13.71 |
| Criterion 7 |  | ✓                                      |   |   |                                     | 6.00  |
| Criterion 8 | ✓                                      |  |   |   |                                     | 3.00  |

| <b>Criterion 1 – Program Mission, Objectives and Outcomes</b>   |  |              |           |          |          | <b>Weight =</b> |  | <b>0.05</b> |  |
|---|--|--------------|-----------|----------|----------|-----------------|--|-------------|--|
| <b>Factors Score</b>  |  |              |           |          |          |                 |  |             |  |
| 1   | Does the Program have documented measurable objectives that support faculty / college and institution mission statements?  | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 2   | Does the Program have documented outcomes for graduating students?   | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| 3   | Do these outcomes support the Program objectives?  | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| 4   | Are the graduating students capable of performing these outcomes?  | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| 5   | Does the department assess its overall performance periodically using quantifiable measures?   | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 6   | Is the result of the Program Assessment documented?  | ✓            | 4         | 3        | 2        | 1               |  |             |  |
| <b>Total Encircled Value (TV)</b>                               |  | <b>5</b>     | <b>8</b>  | <b>9</b> | <b>0</b> | <b>0</b>        |  |             |  |
| <b>Score 1 (S1) = [TV/(No. of Questions *5)] *100 *Weight =</b> |  | <b>3.67</b>  |           |          |          |                 |  |             |  |
| <b>Criterion 2 – Curriculum Design and Organization</b>         |  |              |           |          |          | <b>Weight =</b> |  | <b>0.20</b> |  |
| <b>Factors Score</b>  |  |              |           |          |          |                 |  |             |  |
| 1   | Is the curriculum consistent?  | 5            | 4         | 3        | ✓        | 1               |  |             |  |
| 2   | Does the curriculum support the program's documented objectives?   | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| 3   | Are theoretical background, problem analysis and solution design stressed within the program's core material?  | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| 4   | Does the curriculum satisfy the core requirements laid down by respective accreditation bodies? (refer Appendix A of the Self Assessment Manual)                             | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 5   | Does the curriculum satisfy the major requirements laid down by HEC and the respective councils / accreditation bodies?  | ✓            | 4         | 3        | 2        | 1               |  |             |  |
| 6   | Does the curriculum satisfy the general education, arts and professional and other discipline requirements as laid down by the respective / accreditation bodies / councils? | ✓            | 4         | 3        | 2        | 1               |  |             |  |
| 7   | Is the information technology component integrated throughout the program?   | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 8   | Are oral and written skills of the students developed and applied in the program?  | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| <b>Total Encircled Value (TV)</b>                               |  | <b>10</b>    | <b>8</b>  | <b>9</b> | <b>2</b> | <b>0</b>        |  |             |  |
| <b>Score 2 (S2) = [TV/(No. of Questions *5)] *100 *Weight =</b> |  | <b>14.50</b> |           |          |          |                 |  |             |  |
| <b>Criterion 3 – Laboratories and Computing Facilities</b>      |  |              |           |          |          | <b>Weight =</b> |  | <b>0.10</b> |  |
| <b>Factors Score</b>  |  |              |           |          |          |                 |  |             |  |
| 1   | Are laboratory manuals / documentation / instructions etc. for experiments available and readily accessible to faculty and students?   | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 2   | Are there adequate number of support personnel for instruction and maintaining the laboratories?   | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 3   | Are the university's infrastructure and facilities adequate to support the program objectives?   | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| <b>Total Encircled Value (TV)</b>                               |  | <b>0</b>     | <b>12</b> | <b>0</b> | <b>0</b> | <b>0</b>        |  |             |  |
| <b>Score 3 (S3) = [TV/(No. of Questions *5)] *100 *Weight =</b> |  | <b>8.00</b>  |           |          |          |                 |  |             |  |
| <b>Criterion 4 – Student Support and Advising</b>               |  |              |           |          |          | <b>Weight =</b> |  | <b>0.10</b> |  |
| <b>Factors Score</b>  |  |              |           |          |          |                 |  |             |  |
| 1   | Are the courses being offered in sufficient frequency and number for the students to complete the program in a timely manner?  | 5            | ✓         | 3        | 2        | 1               |  |             |  |
| 2   | Are the courses in the major area structured to optimize interaction between the students, faculty and teaching assistants?  | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| 3   | Does the university provide academic advising on course decisions and career choices to all students?  | 5            | 4         | ✓        | 2        | 1               |  |             |  |
| <b>Total Encircled Value (TV)</b>                               |  | <b>0</b>     | <b>4</b>  | <b>6</b> | <b>0</b> | <b>0</b>        |  |             |  |
| <b>Score 4 (S4) = [TV/(No. of Questions *5)] *100 *Weight =</b> |  | <b>6.67</b>  |           |          |          |                 |  |             |  |

| Criterion 5 – Process Control                                   |   |              |           |          |          |          | Weight = |  | 0.15 |  |
|---|---|--------------|-----------|----------|----------|----------|----------|--|------|--|
| Factors Score   |   |              |           |          |          |          |          |  |      |  |
| 1   | Is the process to enroll students to a program based on quantitative and qualitative criteria?  | 5            | ✓         | 3        | 2        | 1        |          |  |      |  |
| 2   | Is the process above clearly documented and periodically evaluated to ensure that it is meeting its objectives?   | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 3   | Is the process to register students in the program and monitoring their progress documented?  | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 4   | Is the process above periodically evaluated to ensure that it is meeting its objectives?  | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 5   | Is the process to recruit and retain faculty in place and documented?   | 5            | ✓         | 3        | 2        | 1        |          |  |      |  |
| 6   | Are the processes for faculty evaluation & promotion consistent with the institution mission?   | 5            | 4         | ✓        | 2        | 1        |          |  |      |  |
| 7   | Are the processes in 5 and 6 above periodically evaluated to ensure that they are meeting their objectives?   | 5            | 4         | ✓        | 2        | 1        |          |  |      |  |
| 8   | Do the processes and procedures ensure that teaching and delivery of course material emphasize active learning and that course learning outcomes are met? | 5            | ✓         | 3        | 2        | 1        |          |  |      |  |
| 9   | Is the process in 8 above periodically evaluated to ensure that it is meeting its objectives?   | 5            | ✓         | 3        | 2        | 1        |          |  |      |  |
| 10  | Is the process to ensure that graduates have completed the requirements of the program base on standards and documented procedures?                       | 5            | ✓         | 3        | 2        | 1        |          |  |      |  |
| 11  | Is the process in 10 above periodically evaluated to ensure that it is meeting its objectives?  | 5            | ✓         | 3        | 2        | 1        |          |  |      |  |
| <b>Total Encircled Value (TV)</b>                               |   | <b>15</b>    | <b>24</b> | <b>6</b> | <b>0</b> | <b>0</b> |          |  |      |  |
| <b>Score 5 (S5) = [TV/(No. of Questions *5)] *100 *Weight =</b> |   | <b>12.27</b> |           |          |          |          |          |  |      |  |
| Criterion 6 – Faculty   |   |              |           |          |          |          | Weight = |  | 0.20 |  |
| Factors Score   |   |              |           |          |          |          |          |  |      |  |
| 1   | Are there enough full time faculty members to provide adequate coverage of the program areas / courses with continuity and stability?                     | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 2   | Are the qualifications and interests of faculty members sufficient to teach all courses, plan, modify and update courses and curricula?                   | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 3   | Do the faculty members posses a level of competence that would be obtained through graduate work in the discipline?                                       | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 4   | Do the majority of faculty members hold a PhD degree in their discipline?   | 5            | 4         | 3        | ✓        | 1        |          |  |      |  |
| 5   | Do faculty members dedicate sufficient time to research to remain current in their disciplines?   | 5            | 4         | 3        | ✓        | 1        |          |  |      |  |
| 6   | Are there mechanisms in place for faculty development?  | 5            | 4         | 3        | ✓        | 1        |          |  |      |  |
| 7   | Are faculty members motivated and satisfied so as to excel in their profession?   | 5            | 4         | ✓        | 2        | 1        |          |  |      |  |
| <b>Total Encircled Value (TV)</b>                               |   | <b>15</b>    | <b>0</b>  | <b>3</b> | <b>6</b> | <b>0</b> |          |  |      |  |
| <b>Score 6 (S6) = [TV/(No. of Questions *5)] *100 *Weight =</b> |   | <b>13.71</b> |           |          |          |          |          |  |      |  |
| Criterion 7 – Institutional Facilities                          |   |              |           |          |          |          | Weight = |  | 0.10 |  |
| Factors Score   |   |              |           |          |          |          |          |  |      |  |
| 1   | Does the institution have the infrastructure to support new trends such as e-learning?  | ✓            | 4         | 3        | 2        | 1        |          |  |      |  |
| 2   | Does the library contain technical collection relevant to the program and is it adequately staffed?   | 5            | 4         | 3        | 2        | ✓        |          |  |      |  |
| 3   | Are the class rooms and offices adequately equipped and capable of helping faculty carry out their responsibilities?                                      | 5            | 4         | ✓        | 2        | 1        |          |  |      |  |
| <b>Total Encircled Value (TV)</b>                               |   | <b>5</b>     | <b>0</b>  | <b>3</b> | <b>0</b> | <b>1</b> |          |  |      |  |
| <b>Score 7 (S7) = [TV/(No. of Questions *5)] *100 *Weight =</b> |   | <b>6.00</b>  |           |          |          |          |          |  |      |  |

| Criterion 8 – Institutional Support                             |  |             |          |          | Weight = |          | 0.10 |
|---|--|-------------|----------|----------|----------|----------|------|
| Factors Score   |  |             |          |          |          |          |      |
| 1   | Is there sufficient support and finances to attract and retain high quality faculty?                   | 5           | 4        | 3        | ✓        | 1        |      |
| 2   | Are there an adequate number of high quality graduate students, teaching assistants and Ph.D students? | 5           | 4        | 3        | 2        | ✓        |      |
| <b>Total Encircled Value (TV)</b>                               |  | <b>0</b>    | <b>0</b> | <b>0</b> | <b>2</b> | <b>1</b> |      |
| <b>Score 8 (S8) = [TV/(No. of Questions *5)] *100 *Weight =</b> |  | <b>3.00</b> |          |          |          |          |      |

**OVERALL ASSESSMENT SCORE =**

$$S1 + S2 + S3 + S4 + S5 + S6 + S7 + S8$$

$$= 3.67 + 14.50 + 8.00 + 6.67 + 12.27 + 13.71 + 6.00 + 3.00$$

$$= 67.82 / 100$$

**Comments:**

Number of courses offered and credit hours requirements are more than the requirement of HEC.