

SELF-ASSESSMENT REPORT

BS.COMMERCE PROGRAM

2017-18



College of Commerce

Government College University

Faisalabad

Self-Assessment Report

IN THE NAME OF ALLAH THE MOST MERCIFUL THE MOST BENEFICENT

Self-Assessment Report

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ACKNOWLEDGEMENT

We are thankful to the efforts of Higher Education Commission of Pakistan to initiate the Quality Enhancement Cell in the institution and the admirable Vice Chancellor, Prof. Dr. Muhamad Ali for its execution in the Government College University Faisalabad. Quality Enhancement Cell staff is cordially working for the smooth lining of its performance and implementation for achieving the preferred targets.

We would like to thank the In-charge, College of Commerce, Dr. Mohsin Bashir for appointing us as representatives of Program Team (PT) to tackle the affairs of QEC and providing a chance to learn more about QEC working scenario. We wish success to the QEC team for attaining the desired objectives in the long run.

Gohar Mahmood
Lecturer

Khalid Hussain
Lecturer

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Introduction

Quality Enhancement Cell at Government College University Faisalabad has been established for self-assessment of different programs to maintain and enhance academic and student learning standards. Assessment is a systematic process of gathering, reviewing and using important quantitative and qualitative data and information from multiple and diverse sources about educational programs for the purpose of improving student learning and evaluating whether academic and learning standards are being precisely fulfilled. The process culminates when assessment results are used to improve student learning. The rationale of this report is to outline the information, facts, figures and evaluation of academic programs for improving and ensuring high academic standards. Self-assessment is an important tool for academic quality assurance and provides feedback for faculty and administration to initiate action plans for improvement. In this context, College of Commerce was requested to prepare a Self-assessment Report of BS. Commerce Program being offered at the College level. So, the report has been prepared for aforementioned program of the College.

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This report is being submitted for 8 criteria regarding the introduction of college, program, syllabus, faculty, institution facilities, alumni survey etc. and all the data collection analysis and evaluation is done according to the methods of quantitative approaches and techniques i.e. Performa's surveys, questionnaire. The participants for the material and data collection were faculty, students, alumni and the employers of alumni.

The material of this self assessment is consisting of following criteria:

Criterion 1: Program Mission, Objectives and Outcomes

Criterion 2: Curriculum Design and Organization

Criterion 3: Laboratory and Computing Facility

Criterion 4: Student Support and advising

Criterion 5: Process Control

Criterion 6: Faculty

Criterion 7: Institutional Facilities

Criterion 8: Institutional Support

CRITERION 1

Program Mission, Objectives and Outcomes

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Standard 1.1

Program's Measurable Objectives

University Mission

Government College University Faisalabad, Pakistan, has proved itself to be the center of quality education and research since its emergence. This prestigious alma mater has developed strong linkages with society, industry and academia being the hub of scientific, academic, social and cultural activities. The mission of our university is “*Striving for Excellence*” in all disciplines of natural and social sciences. The word “More Light” in university monogram represent that we want to enlighten all corners of society with knowledge and professionalism.

College Vision:

The College aims to produce commerce professionals with strong theoretical and practical knowledge of the field and to enable them to be successful managers for both public and private sectors.

College Mission:

Commerce is the backbone of any business concern in today's world of cut throat competition in the volatile business environment, the role of commerce professionals has become highly demanding and challenging. The need of the hour is to groom professionals equipped with thorough knowledge and practical tools to deal with the prevailing situation with novelty of ideas and to enable them to make choices and decisions using system approaches. The College aims to promote research in business and market to predict the emerging business trends thus ensuring a meaningful contribution to the Pakistani economy.

Program Vision:

The College aims to produce commerce professionals with strong theoretical and practical knowledge of the field and to enable them to be successful managers for both public and private sectors.

Program Mission:

The program aims at training students to gain knowledge in the dynamic fields of commerce leading to the outstanding development of their personality. It also enables them

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to go for advanced degrees in any discipline ranging from accounting to audit, banking to finance and marketing to management offering in the country and abroad.

Measurable objectives

College of Commerce is committed to produce the undergraduate students having acquired knowledge of International accounting standards (IAS) International financial reporting standards (IFRS) and Finance theories with high level of intellect and sense of responsibility. We are committed

1. **Basic Knowledge:** To develop true understanding of Commerce with knowledge based study and value added research.
2. **Specialized Knowledge:** To confer College of Commerce a National and International recognition. We, therefore, are focusing on the advancement of research in diverse areas especially in the field of accounting & finance.
3. **Research and Development:** To accomplish high quality research and produce well qualified teachers and researchers to participate in development projects.
4. **Practical Experience:** To grant students with a specialized experience that implants the intellect of professional morals in their personal.
5. **Communication Skills:** To communicate schooling and inculcate research background in such a mode that develops useful skills in students and inspire them towards a career of modernization

Strategic plan

➤ **Curriculum**

Learning in College of Commerce is based on syllabus harmonized with HEC and other national/international universities.

➤ **Elements:**

- To design the curriculum based on recommendations of national academic bodies and QEC according to the requirements of the Subject.

➤ **Strategies**

- To undergo extensive review of College Board of Studies in the light of curriculum recommendations of Higher Education Commission of Pakistan (HEC).

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- To attract and retain highly qualified, energetic and motivated faculty in all core areas of the program.
- To ensure that curriculum is taught by using the latest and high quality text/reference books.
- **College Infrastructure:**

College of commerce has offered three (03) regular degree programs, namely BS Commerce, M.Com and M.Phil Commerce. College of Commerce has a forum named Commerce Coffee Club which positively and efficiently contributes for the betterment and practical learning of the students. Executives from industry and well reputed service organizations are invited to coordinate and educate the students.
- **Different Academic Programs:** Striving to meet with national/international standards and significance through different academic programs starting from BS Commerce, M.Com, M.Phil Commerce with the help of highly qualified and experienced teaching staff.
- **Faculty Development:** All teachers of the College are striving hard and exercising their potentials to the fullest extent and focusing the activity based learning. Faculty members polish their knowledge by organizing and participating in training workshops, seminars.
- **Industry Collaboration:** Joint research on contemporary issues in business significantly excels the process of entrepreneurship and innovation. To achieve this goal, College has established a linkage with local industries and different research institutes with an objective of educational and career development of the students under the umbrella of Commerce Coffee Club. It will assist in resolving the problems faced by the local industry.
- **Workshops and seminars:**

Specialized training workshops and seminars on various subjects and topics are arranged to provide opportunities to students, existing faculty and staff and to enhance and expand their knowledge.
- **Professionalism:**

We are dedicated to introduce ethical spirit of attaining highest professional standards and work among students.

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- The students during their academic career are given a greater insight into the established norms and practices of the professional work environment.
- Introduce a code of ethics that the students should uphold in their practical lives.

➤ **Research and Publications:**

We want our young ones to be the leader in research & carry out the research of highest grade contributing to the prosperity of country and economic development.

- To provide a research environment that is conducive for carrying out basic and applied research.
- To introduce practices & processes to conduct the research.
- To establish research collaborations with chamber of commerce and industry, state bank of Pakistan and other departments, research organizations & universities of international repute.
- To develop outstanding programs to appeal researchers in faculty & PhD positions.
- To emphasize on the research elements of M.Phil, Master and BS (Hons)'s thesis/Internship Report/Research Project.

Standard 1-2 Program Outcomes:

After completion of BS Commerce Degree Program in Commerce, students should be able

1. To understand principles of major disciplines of Commerce significantly accounting & finance.
2. To comprehend how contemporary issues in business are settled, Factors related to contemporary issues in business, reasons behind these factors and their various possible solutions.
3. To develop quantitative reasoning and critical thinking skills
4. To develop skills to effectively communicate business information through oral presentations, review articles, written reports and Research Papers and internship etc.
5. To develop skills to critically evaluate business information, businesses plan and carry out research on a variety of business issues.

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6. To access business information from various sources (electronic and print) and apply business knowledge for the betterment of business environment and industrial growth.

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Table 1.1: How program outcomes support program objectives

Program Objectives	Program Outcomes					
	1	2	3	4	5	6
Basic knowledge	Strongly	Strongly	Strongly	Strongly	Strongly	Strongly
Specialized knowledge	Strongly	Strongly	Strongly	Strongly	Strongly	Strongly
Research and Development	Moderate	Moderate	Moderate	Moderate	Moderate	Moderate
Practical experience	Moderate	Moderate	Moderate	Moderate	Moderate	Moderate
Communication skills	Strongly	Strongly	Strongly	Strongly	Strongly	Strongly

Standard 1-3: Program Objectives Assessment:

An assessment of the courses being taught to students of BS Commerce was carried out during 2017-18. Students were provided with the course and teacher evaluation Performa's (form 3) which were then collected and analyzed quantitatively QEC team. The results were handed over to program team (PT). The average of assessment results of various courses taught by faculty members provided by QEC team are listed on following pages.

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Table: 1.2: Strength and weakness of program and future plan

Program	Strength	Weaknesses	Future plan	Activities for improvements
BS	Highly qualified teachers All faculty members are M.Phil Qualified	Industrial visits are in less number for practical implementation and learning	Linkages with industry are under consideration.	Computer lab is required for the betterment of the Program.
	Curriculum is designed in accordance with HEC guidelines	Teachers do not have separate offices.	Internships is being offered by the college in various organizations	Multimedia is required for the classes
	We polish personality of students and curiosity for the quest of knowledge.	Only one teaching assistant is available for 11 faculty members	Job fair will be held each year for on campus recruitment of the students	Sound system is required for seminar hall
	To make students mentally strong and emotionally stable	College library is required		Rostrum are not available in different classes
		No computer lab for students		
		Only Three multimedia are available at college		

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1.4: Programs Results:

- Students are equipped with latest professional knowledge, who can meet the demands of the field & leads to lessen the unemployment rate.
- Students are capable of high quality knowledge about Commerce to have positive contribution in the economic development of country.

Table: 1.3: Students enrolment

Year	No of Students (M+E)	Students Faculty Ratio	Average GPA
2012	39+41	8	3.00
2013	51+60	11	3.00
2014	50+34	8.4	3.00
2015	44+10	5.4	3.00
2016	32+17	4.9	3.00
2017	45+29	7.4	3.00

Criterion 2

Curriculum Design and Organization

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Title of Degree Program

BS.Commerce

Credit Hour

One credit hours means one teaching hour in the class.

BS.Commerce 04 Years (8 Semester) (139 Credit Hours)

General Scheme: No. of Courses (Credit hour)

Core Courses 45 (133)

SYLLABUS FOR BS.Commerce

Course Code	Course Title	CreditHrs.
Semester-I		
COM-301	Principles of Accounting	3(3-0)
COM-303	Introduction to Business	3(3-0)
ECO-321	Micro Economics	3(3-0)
ENG-305	Functional English	3(3-0)
ISL-302	Islamic Studies	2(2-0)
MTH-349	Business Mathematics	3(3-0)
Total		17
Semester-II		
COM-302	Financial Accounting	3(3-0)
COM-304	Computer Application in Business	3(3-0)
ECO-302	Macro Economics	3(3-0)
ENG-421	Business Communication	3(3-0)
STA-322	Business Statistics	3(3-0)
PST-322	Pakistan Studies	2(2-0)
Total		17
Semester-III		
COM-401	Advanced Accounting-I	3(3-0)
COM-403	Business Law	3(3-0)
COM-405	Introduction to Business Finance	3(3-0)
ENG-405	Technical Writing and Presentation Skills	3(3-0)
COM-409	Logic and critical thinking	3(3-0)
ECO-421	Economic Issues of Pakistan	3(3-0)
Total		18
Semester-IV		

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COM-402	Advanced Accounting-II	3(3-0)
COM-406	Cost Accounting	3(3-0)
COM-412	Principles of Management	3(3-0)
COM-414	Accounting Information System	3(3-0)
SOC-421	Introduction to Sociology	3(3-0)
STA-422	Inferential Statistics	3(3-0)
Total		18
Semester-V		
COM-503	Principles of Marketing	3(3-0)
COM-505	Financial Management	3(3-0)
COM-507	Research Methods in Business	3(3-0)
COM-509	Business Ethics and CSR	3(3-0)
COM-511	Leadership and Community Development	3(3-0)
ECO-521	Managerial Economics	3(3-0)
Total		18
Semester-VI		
COM-506	Managerial Accounting	3(3-0)
COM-508	Human Resource Management	3(3-0)
COM-514	Principles of Auditing	3(3-0)
COM-516	Introduction to Psychology and Organizational Behavior	3(3-0)
COM-518	Corporate Law and secretarial practices	3(3-0)
COM-520	Corporate Governance	3(3-0)
Total		18
Semester-VII		
COM-801	Strategic Management	3(3-0)
Com-803	Business Taxation	3(3-0)
COM-805	E-Commerce	3(3-0)
COM-	Elective-1	3(3-0)
COM-	Elective-2	3(3-0)
Total		15
Semester VIII		
COM-802	Entrepreneurship and SME Management	3(3-0)
COM-804	International Business	3(3-0)
COM-	Elective-3	3(3-0)
COM-	Elective-4	3(3-0)
COM-830	Research Project and Viva Voce	6(0-6)
Total		18
Accounting Specialization		
COM-811	Financial Reporting	3(3-0)
COM-812	Industrial Accounting	3(3-0)
COM-813	Advance Auditing Problems	3(3-0)
COM-814	Cost Accounting for Selected Sectors	3(3-0)
COM-815	Advance Auditing Problems	3(3-0)

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COM-816	Government Accounting	3(3-0)
Finance Specialization		
COM-818	Investment and Portfolio Management	3(3-0)
COM-819	International Finance	3(3-0)
COM-820	Financial Modeling	3(3-0)
COM-821	Corporate Finance	3(3-0)
COM-822	Islamic Banking and Finance	3(3-0)
COM-823	Risk Management	3(3-0)
COM-824	Analysis of Financial Statements	3(3-0)
COM-825	Financial Markets and Institutions	3(3-0)

Curriculum Breakdown

Category (No. of Courses)

Semester	Core Courses	Special Courses (for students without Research)	Internship Report /Thesis
1 st	6	-	00
2 nd	6	-	00
3 rd	6	-	00
4 th	6	-	00
5 th	6	-	00
6 th	6	-	00
7 th	5	2	00
8 th	4	2	06 Credit Hours
Total	45	04	06

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Curriculum & Program Objectives:

Courses offered by our College are designed to inculcate following qualities in students

- Basic Concepts
- Applied knowledge
- Practical Skills
- Professionalism
- Internship

Group of Courses	Objectives				
	1	2	3	4	5
Basic concepts	Achieved	Achieved	Achieved	Achieved	
Applied Courses	Achieved	Achieved	Achieved	achieved	
Optional Courses	Achieved	Achieved	Achieved	Achieved	
Internship	Achieved	Achieved	Achieved	Achieved	

Group of Courses	Theoretical Background	Problem Analysis	Solution Design
Basic Courses	Achieved	Achieved	Achieved
Applied Courses	Achieved	Achieved	Achieved
Optional Courses	Achieved	Achieved	Achieved
Internship	Achieved	Achieved	Achieved

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Standard 2.2: Theoretical, Analytical and solution design courses

Elements	Courses
Theoretical background	COM-301-303-304-403-405-409-412-414-503-509-508-511-514-516-518-520-801-805-804 ECO-302-321-421, ISL-302, ENG-305-421, PST-322, SOC-421
Problem analysis	COM-302-401-402-406-505-506-803-811-812-813-814-815-816-818-819-820-821-822-823-824-825 ENG-405 MTH-349, STA-322-422, ECO-521
Solution Design	COM-507-802-830

Standard 2.3 Core requirements for the program

Program	Commerce and Basic	Commerce Topics	General Topics	Others
I.Com	I.COM/DBA/F.SC/FA	Nil	Nil	Nil

Standard 2.4 Coherence with HEC Guidelines

The curriculum for BS. Commerce program in Commerce is in accordance with the guidelines of Higher Education Commission of Pakistan.

General Scheme:

	Credit Hour	No. of Courses
Basic Courses	121 cr.h.	41
Specialized Courses	12 cr	04
Research Project	06 cr.	

Distribution of Courses: As given in the general scheme

Note: Above said information is according to the HEC requirement.

Standard 2.5: Coherence with Accreditation body

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Not required

Standard 2.6: IT Contents

Courses	IT contents	Courses	IT contents
COM-304	A Computer Lab is required to let our students know about the basic techniques of Microsoft Office Usage.	COM-414	This course is designed to understand our students about the computerized accounting software like Peachtree and Quickbooks Accounting Software.

Standard 2.7: Oral and Written skills development Courses:

Courses	Contents
ENG-405	Functional English
ENG-421	Business Communication
ENG-405	Technical Writing and Presentation Skills
COM-830	Research Project and Viva Voce

Criterion 3

Laboratories and Computing Facilities

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Laboratory is not required for commerce. Facility of computing plays a vital role to explore the advance knowledge for the students and today it also helps the students in the research activities & aims to enable researchers and students to pursue research. Likewise other computer facilities i.e. multimedia, overhead projector also help teacher & students to present their knowledge and work in the better way.

Availability of Computer and Laboratory Facilities:

Computers with internet facility are not only available for the students to explore the advance research trends and knowledge but also for the faculty. Only three multimedia are available and these are very supportive and effective equipment for delivery of lecture and presentation to understand the basic and advance level aspects of commerce. Though the College is not individually self-sufficient for this facility for all the Academic Programs. But this facility is accessible for all the faculty members and students with time limit to support teaching and research activities. Computing facilities extensions are among the one of the dire needs of the College as these facilities are not adequately available particularly for students.

Standard 3-3: Computing Facilities

The College has no computing infrastructure for students and faculty.

Total number of computers for students	Nil
Total number of computers for faculty	01
Total number of computer for administrative staff	01
Total number of computers with internet facility	University has provided the WiFi internet facility but unfortunately no or limited internet access most of the time.
Total number of printers	02

Criterion 4

Student Support and advising

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Standard 4.1: Frequency of Courses Offered

Students are fully supported and advised in academics and extra curricular activities by the faculty member of the College. Student advisors have been given task to look after the student's affairs of and to manage co-curricular activities.

Table 4.1: Course offered and their Frequency

Type of Course	Number of Courses offered	Frequency	Repetition of Course (Term Wise)
Basic	41	Once a year	-----
Specialization courses	4	Once a year	-----
Elective	4 (Specialization Courses are elective)	Once a year	-----

Standard 4-2: Student and Faculty interaction

College enjoys presence of teachers specialized in their fields. Importance of Teaching Assistance cannot be denied because they play an important role and make a bridge between teachers and students.

- Presently there is only one Teacher Assistant (TA) and all the jobs of TA are done by the faculty members.
- Each course is being taught individually.

Standard 4-3: Students Guidance:

- College Student Affair Committee consisting of faculty members and student representatives has been formed to look after the student's affairs, guidance and to manage the academic and co-curricular activities.
- The students have easy access to their teachers whenever they need guidance in their academics as well as in research.
- Female Faculty members are there to facilitate the female students.
- Career counseling cell has been established at University Level to assist the students and providing guidance for future.

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QUESTIONS	Completely	To some extent	no
To ensure effective interaction b/w student and faculty	Yes		
To inform the students about program requirements	yes		
To exist students-advising system (Effectively)	Yes		
To ensure student (professional) counseling system	Yes		

Table 4.2

Criterion 5

Process Control

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Standard 5.1: Admission Criteria:

The admission in BS.Commerce Morning and Evening Programmes are conducted by Directorate of Undergraduate Studies, entirely on open merit basis in accordance with the criteria set by the University. The minimum requirement for eligibility is I.COM/DBA/F.Sc/FA/ICS with at least 45% marks. The constituted admission committee deal with admission assignments on merit basis. Merit lists are displayed on the web site of university as well as on notice board of the College. The last date of fee submission is also mentioned on the merit list. If the seats remained available then second, third, fourth merit lists are made gradually and displayed as per University admission rules.

Table 5.1: Admission Policy

Elements	Department concerned	Criteria/policy
Admission	Directorate of Undergraduate studies	As per University rules
Migration of students from outside universities	Registrar/Treasurer/Controller office	As per University rules

Standard 5.2: Registration of students and monitoring of progress:

The students deposit the fee in the various branches of National Bank of Pakistan, MCB Bank Limited and Bank of Punjab and they submit the copy of their fee vouchers in the clerical office of College. Then College will make a detailed list of students who have paid their dues then this list is forwarded to the registrar office for enrollment. Students are normally admitted as 'first semester students' Students are not permitted to register simultaneously in more than one department of the University or any other University/institution.

The work and progress of individual students are monitored through supervisory committees of department.

Standard 5.3: Faculty Recruitment/Training /Evaluation:

All the faculty members are M.Phil degree holder. To apply for the post of lecturer faculty member should have Eighteen years of education with 1st division in Post Graduates.

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Faculty development program include Ph.D, Post Doc, short term courses, on job training of faculty member through workshops and seminars, short courses or sessions on communication skill development, examination policy, preparation of research proposals, and administrative skills etc.

Recruiting Process:

In Government College University Faisalabad, there are three types of recruitments.

Permanent (BPS/TTS):

Applications are invited by giving the advertisement in the public newspapers & website of university. The applicants submit their application along with complete bio data, testimonials, research publications and experience certificates. These applications are scrutinized and short listed for test in case of lecturer. After the test clearance the candidates are appeared for interview before the selection board of University. Then decision of selection board of University is finalized by the syndicate whereas test is not required in case of Assistant Professor and onwards selection. The rest of procedure is same.

Contract:

On the recommendations of Chairperson of Department, the Vice Chancellor approves the contract for six months maximum with the approval of Syndicate.

Visiting:

Highly qualified specialized teachers are hired as visiting faculty (if required). Presently department has sufficient number of teachers and in near future no need to hire visiting faculty.).

Evaluation:

Currently in GCUF, QEC has been established for assessment of different programmes to maintain and enhance academic and student learning standards and using important quantitative and qualitative data and information from multiple and diverse sources about educational programmes for the purpose of improving student learning and evaluating whether academic and learning standards are being precisely fulfilled. The Chairman / HOD of the department can also visit to the classes and laboratories to evaluate the teacher's delivery of lectures and teacher-students interaction.

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Standard 5.4: Teaching Process and Procedure:

All the students have to meet the program objectives and this is ensured and evaluated by the faculty members through class performance, practical work, class assignments and presentations other than the mid and final term examination.

Procedure that ensures the need of program Requirements	Before mid and final term of examination course evaluation is done at college level.
When the procedure was evaluated	At the end of each semester
Evaluation results used for the improvements	Quantitative and qualitative data and information from multiple and diverse sources about educational programs for the purpose of improving students learning and evaluating whether academic and learning standards are being precisely fulfilled.

Criterion 6

Faculty

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Standard 6.1: Faculty Distribution by Program

Table 6.1 Faculty Distribution for BS. Commerce Program

Program	Courses in each area	Number of PhD degree holder	Total PhD faculty members
Accounting	10	01	03
Finance	06	01	

Standard 6.2 Development program for faculty

Table 6.2: Development program for faculty

Standards	Y/N/To some extent
Faculty resume has prepared in line with HEC	Yes
Full time faculty have sufficient time for scholarly activities and professional development	Yes
Any faculty development program is conducted	Yes
Faculty programs are evaluated	Yes
Evaluation results of faculty are used for improvements	Yes

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Faculty plays a crucial & dynamic role in the universities as they are the source of learning. All the faculty members in the College of Commerce are highly qualified, well groomed, equipped with quality and latest knowledge have command on the subject.

Table: Faculty Data

Name/Qualification	Designation	Qualification/ Specialization
Dr. Nadeem Sohail	Associate Professor /Principal University Community College/ Director Student Affairs	Qualification: PhD Economics Specialization: Economics
Dr. Mohsin Bashir	Assistant Professor /Teacher Incharge Deputy Director Student Affairs	Qualification: PhD Business Administration Specialization: Human Resource Management
Dr. Khalid Latif	Assistant Professor	Qualification: PhD (Finance) Scholar from International Islamic University, Islamabad Specialization: Accounting & Finance
Ms. Sabeen Masood	Lecturer	Qualification: MS Business Administration from National University of Modern Languages, Islamabad M.Com (Gold Medalist) Deputy Director Student Affairs Specialization: Human Resource Management
Mr. Mian Muhammad Niaz Shakir	Lecturer	Qualification: MPhil in Management Sciences from Lahore Leads University, Lahore Specialization: Finance
Mr. Qaiser Ijaz	Lecturer	Qualification: PhD Scholar Specialization: Finance
Mr. Sanaullah	Lecturer	Qualification: MS in Management Sciences from National University of Modern

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		Languages, Islamabad (Faisalabad Campus). PIPFA, APA, LLB From University of The Punjab, Lahore. Specialization: Law & Management
Mr. Muhammad Adnan Afzal	Lecturer	Qualification: MPhil in Commerce & Finance from Superior University, Lahore Specialization: Accounting & Finance
Mr. Khalid Hussain	Lecturer	Qualification: M.Com 18 Years from Hailey College of Commerce, Lahore Bronze Medalist Specialization: Accounting & Finance
Mr. Gohar Mahmood	Lecturer	Qualification: MPhil Commerce from Bahauddin Zakariya University, Multan Specialization: Accounting & Finance
Mr. Shoaib Masood Khan	Lecturer	Qualification: PhD (Business Administration) Scholar from Bahaudin Zakariya University Multan. MS Management Sciences from Air University, Islamabad. BBA (Hons) From Bahauddin Zakariya University, Multan (Gold Medalist) Specialization: Finance
Ms. Khadija Zulfiquar	Lecturer	MS Economics from University of Agriculture, Faisalabad. Specialization: Economics

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Mr. Raheel Mumtaz	Lecturer	Qualification: PhD Scholar from COMSATS University Islamabad. MPhil Finance from Air University, Islamabad. Specialization: Finance
Mr. Muhammad Farooq Rehan	Lecturer	Qualification: PhD Scholar from University of Trier, Germany Specialization: Entrepreneurship
Mr. Khurram Ashfaq	Lecturer	Qualification: PhD Scholar from Jiangxi University of Finance & Economics, China ACCA, MPhil Commerce from Hailey College of Commerce, Lahore M.Com (Gold Medalist) Specialization: Accounting

Visiting Faculty Member:

Highly qualified specialized teachers are hired as visiting faculty when ever they are needed. Usually most of courses are taught by Full Time Faculty Members.

Standard 6.3: Faculty motivation and job satisfaction:

University has initiated offering research productivity allowances for publications. Tenure track offer is available for qualifying staff with attractive salary packages to the faculty members. Most of faculty members have job satisfaction and security due to friendly atmosphere.

Criterion 7

Institutional Facilities

Criterion 7: Institutional Facilities

7.1 Facilities for new trends

University has managed to have basic infrastructure and facilities that support new trends in learning like e-learning/ digital library with the conference hall facility available for interactive.

7.2. College Library:

Only central library of university is available.

7.3 Facilities:

Following are the facilities which are offered to the students.

7.3.1 Internet Facility:

University has the Wi-Fi internet facility available for the students and the faculty members. Majority of students and faculty members have been gifted laptops in chief minister and Prime Minister Laptop scheme but college lacks computer lab for students.

7.3.2 Offices and Class Rooms Facilities:

The college lacks individual faculty offices mostly shared offices are available and class room facilities are more than sufficient for different programmes that are being run in the college. Due to shifting in new campus Jinnah block class room and seminar hall facilities are available for the improvement of the students and better learning environment.

7.3.3 Transport Facility

University Bus transport facility is available for the students from old campus to new campus. Multiple numbers of buses are present in the university which is used to pick and drop the students in different areas of city. Shuttle service has been initiated between new and old campus.

7.3.4 Medical Facility

Free medical facility is offered to the students and staff members of the university. Directorate of Medical science has been established where a number of highly qualified medical faculty has been put into service. A medical center regarding herbal medicines has also been established.

Table 7.1

Self-Assessment Report

Sr.no	Issues/Items	Total	Remarks
1	Class rooms for students	07	Sufficient
2	Labs	Not Required	No lab work is done in the field of Commerce
3	Computer labs	None	Not available
4	Offices for faculty	06	Shared because of space shortage

Criterion 8

Institutional Support

Self-Assessment Report

8.1 Faculty Support:

8.1.1 Faculty Retaining Measures:

Fresh PhD's are hired on Interim Placement of Fresh PhD's (IPFP) program of HEC and effort are made to retain them as per requirement of department. In order to groom the faculty, university usually offers the Faculty Development Programs by conducting various training workshops, seminars, PhD and Post-Doctoral training etc.

8.1.2 Faculty Pay is as per the institution & universities in the public sectors.

8.1.3 Fee Concession Facility: Career development opportunities like full fee waive off for faculty member to be enrolled in M.Phil & Ph.D staff at G.C. University Faisalabad is not available for staff members.

8.1.4 Research Support: On publication of research papers, research productivity allowance for publications is being paid to the faculty members @ Rs 10000 per paper to promote research interest and development activities in the areas of their interest.

The financial support of the department and to retain the faculty in the department is fulfilled from the common pole of the finance declared by the university.

8.2 Support Facilities for the Faculty:

8.2.1 Computer and Internet Facilities No computer but poor internet facility is available to all the faculty members.

8.2.2 Office Equipment is not available in terms of stationary, printers, supplies, furniture, audio/video conferencing equipment, air conditioners, heaters and telephone for all the faculty members. Only limited members have access to all these facilities.

8.2.3 Transport Facility is not being offered for all the university faculty members.

Level of adequacy regarding institutional support	Items/Issues	Remarks
Technical staff	1 (Staff members)	Not sufficient
Office equipment	2 computers 2 printer	Not sufficient

Self-Assessment Report

Standard 8.2 Number of students

Table 8.2 Number of students

Program	No of students
BS Commerce	297
M.Com	120
M.Phil Commerce	60

8.3 Financial resources for library, laboratory and computing facilities

Library, laboratory and computing facility is not available at the college. No financial resources are received from the university in this regard.

Table 8.3: Financial resources for library, laboratory and computing facilities

Resources	Items	Quantities	Remarks
Library	Books	Nil	Not available
	Journals	Nil	
	Microfilms	Nil	
Computer lab	Computers	Nil	Not available
	Printers	Nil	
	Scanners	Nil	
IT facilities	Internet	Wi-Fi facility provided	Sufficient but not available all the time
	Software	Provided	

SWOT Analysis

Self-Assessment Report

Strengths

- BS Commerce Program meets the objectives of preparing the students to work in business dynamic environment.
- Internship in industry makes capable the students to apply their academic knowledge with practical knowledge.
- Highly qualified, well experienced teachers and professionals of esteemed organizations conduct seminars for the betterment of the students.

Weaknesses

- Students are reluctant to visit the industry.
- Lack of computer lab for the training of accounting and finance software.
- Lack of library at college level.
- Students are not facilitated with business journals at college level.

Opportunities:

1. College of Commerce is very much concerned with the academia and industrial linkage for the bright future of students through a platform named COMMERCE COFFEE CLUB.
2. In each semester representatives from industry are invited at Commerce Seminar Hall to interact with students and share their practical knowledge.
3. College of Commerce provides internships to students under the umbrella of Commerce Coffee Club.
4. MOUs with most of the highly reputed organizations for providing internships.
5. Career oriented workshops and seminars are frequently organized, so that awareness and scope of the Subject may be lightened to the students
6. Students are groomed to improve communication skills
7. Stepwise improvement in teaching and research aids is being provided
8. Contractual and Visiting faculty members are being given maximum facilities for the sake of peace of mind so the teaching may be delivered perfect.

Self-Assessment Report

Threats:

1. Job opportunities for alumni are limited due to poor socio-economic problems.
2. Unemployment in youth may lead to increase in violence in society
3. Lack of career counselling and character building may cause mental perversion.