



# Annual Work Plan

2018 - 2019



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# Research, Innovation and Entrepreneurship

Office of Research Innovation and Commercialization was established under the auspices of HEC to:

- a. enhance the research base in public universities to mitigate foreign dependence and to galvanize efforts to be counted as knowledge-based economy;
- b. encourage innovations for boosting entrepreneurial activities that will lead to economic growth and stability; and
- c. develop industry-academia linkage to acquire synergy in their efforts so that they can complement their work for the betterment of society and economy.

During the academic year 2018-19 the ORIC will carry out the following activities.

## 1. Research and Intellectual Property (IP) Policies

- a. The University is adapting two-pronged strategy for the achievement of above defined-goals: institutional strengthening and operational capacity building.
- b. There is no dearth of capacity and capabilities of our faculty and students. What we lack is institutional support as we do not have any research or commercialization related policies. Consequently, the quality of research and its content suffers.
- c. It is acknowledged that there's a need of a research policy document to steer the students in a desired direction and the said document may also assist the faculty in understanding what is expected of them.
- d. Moreover, it has also been noted that to be successful in the realm of innovation, we need to come up with an IP policy that safeguard the interests of scholars, faculty and the university.
- e. ORIC has undertaken the challenging yet rewarding initiative to come up with a university-wide research policy and an IP policy. Two committees have already been formed and they have started the initial work of demarcating the contours of the two policies.
- f. In the upcoming year we are planning to come up with a policy document encompassing all the areas identified by the committees and get the two documents approved from the relevant bodies.
- g. The two policies will go a long way in improving the quality and capabilities of our graduates and will subsequently enhance the ranking of the university.

## 2. Operational Capacity Building - Research Workshops

- a. The institutional initiative will be supported with other operational measures including capacity building of our scholars.
- b. It has been noted with grave concern that the caliber of research documents produced by the Ph.D and M.Phil/MS scholars is below par and lacks the rigor and technical prowess as expected from them. The issue came under discussion during various meeting of august bodies of the University including ASRB and Board of Faculties; whereas it has been suggested that a concerted effort needs to be initiated to overcome this deficiency.
- c. ORIC, the University is taking the initiative of arranging workshops for research scholars of various disciplines to abreast them with topics and techniques of research mechanics across the continuum.

- d. These workshops will be arranged separately for the scholars belonging to each faculty of the University. The faculty members wanting to contribute towards the cause will be engaged as resource persons for the sessions.

**3. Technology and Innovation Support Center (TISC)**

- a. To accomplish innovation and commercialization, we will be establishing a full-fledged Technology and Innovation Support Center.
- b. A qualified Intellectual Property Rights Officer will be engaged to run the center. The person will be responsible for providing all out support to innovators in patenting their products nationally and internationally by safeguarding scholars' as well as the university's interest based on the proposed IP policy.
- c. This center will be one of its kind in the province and we are planning to make it good enough to provide support to all the other research offices of different institutions of the province.

**4. Incubation Center**

- a. In our effort to inculcate the culture of entrepreneurship we have resolved to launch an incubation center that will provide our students to incubate their businesses.
- b. The funding for this incubation center is already been obtained from HEC and we are in the process of raising the building and other infrastructure.
- c. For the upcoming year we have planned to operationalize the center in the premises of ORIC till the time the building of incubation center is completed.
- d. The center will house budding businesses and we will provide support to them in terms of infrastructure as well as training and help them access the financiers to help them commercialize their efforts.
- e. In this connection we have already made progress by taking onboard one of the leading incubation center of the country: National Incubation Center. It is decided that they will support us in establishing our processes and help us in developing curriculum and training material.

- 5. ORIC Manual will approved by relevant bodies and implemented subsequently.

## Collaborations and Linkages

Several Memorandum of Understanding (MOUs) are under process, which will be signed with various National and International Institutions during the year 2018-19.

**a. International**

S#	Name of Institute	Objectives
1	University of Economics Varma, Bulgaria	Joint Projects, Preparation and publication of joint scientific and educational and methodical literature, Organization of joint conferences, seminars and symposiums with participation of lecturers, researchers and students
2	Beijing University of Chemical Technology, China	Joint research activities, Exchange of academic materials / publications and

		information, staff members for research, lectures and discussions, research scholars for study and research, Co-organization and participation in lectures, seminars and conferences
3	Institute of Silk Road Studies, Northwest University P. R. China	Co-construction of Institute of Pakistan Studies in Northwest University, exchange of faculty and staff, Joint educational programs or research projects in areas of mutual interest, Participation in seminars or conferences, Joint publications including books and journals
4	China Institute of International Studies, Beijing China(CIIS)	Joint analytical and research projects, conference, seminars and round-tables, Visits of analysts and researchers, exchange of research works and publications and visiting scholars
5	Northwest University Xian, China	Establishment of Confucius Institute at University of Peshawar
6	Ministry of Education Brunei Darussalam	In the field of education and to reserve some seats for Brunei Darussalam students in Pakistani Universities
7	University of Sarawak (UNIMAS) Malaysia	To promote joint research activity, student and faculty exchange with mutual collaboration of both parties
8	USAID, Islamabad	To introduce public health supply chain courses through structured and sustainable academic environment, sharing reading materials handbooks, manuals, holding symposium on introducing and sensitizing the concerned stakeholders highlighting the importance of “ <b>Public Health Supply Chain Management</b> ”
9	Consulate General of the Islamic Republic of Iran	Establishment of Persian Language and Culture Centre at University of Peshawar

**b. National**

<b>S#</b>	<b>Name of Institute</b>	<b>Objectives</b>
1	School of Public Policy, Pakistan Institute of Development Economics (PIDE) Islamabad	To develop Academic and Research Cooperation, Exchange of Faculty Members for Research Supervision in M.Phil/Ph.D Programme
2	Hazara University Mansehra	To promote joint research and academic activities
3	National Institute of Historical and Cultural Research Centre of Excellence,	To promote research / education and academic activities

	Quaid-i-Azam University, Islamabad	
4	PRIME Foundation, Peshawar	To offer joint certificate course, short courses, trainings, M.Phil/Ph.D level research
5	Action Against Hunger, Islamabad	To conduct joint research and training, organization of seminars, workshops, Production, acquisition and distribution of appropriate documents and publications
6	Khyber College of Dentistry, University Campus Peshawar	To improve Scientific, Technical and Educational collaboration in the field of Physical, Chemical and Biological Sciences
7	Information Technology, ST & IT Department, Govt. of Khyber Pakhtunkhwa	To deploy Open Wi-Fi at University of Peshawar
8	FATA Disaster Management Authority, Peshawar	To conduct strengthening the capacity development regarding Protection in Emergencies in post graduate studies, conduct desk reviews of courses offered in Department of social work
9	Survey of Pakistan, Rawalpindi	To promote higher education, research and development activities in land surveying, Remote Sensing and Digital Cartography

## Academic Development

1. Phasing Out BA/BSc. And M.A/M.Sc. Programmes  
In light of the recommendations of the Academic Council, the University will strategize the phasing out of BA/BSc and MA/MSc and replace it with BS Four-Year Integrated Program in the constituent and affiliated components of the University
2. Standardization of Transcript: To facilitate students and provide maximum information on the Transcript, a Standardize Transcript format will be developed and approved from the competent bodies.
3. Improvement of Graduate and Undergraduate Semester Regulations: The Semester Regulations for both Graduate and Undergraduate levels will be updated/ improved considering the recommendations of the National Committee on Examination System
4. M.Phil. Commerce program will be launched
5. Recommencement of Undergraduate programs under Self-Finance: To provide maximum opportunities of higher education to masses, the University will recommence the Undergraduate programs under Self-Finance basis

6. Integrated BS Program: Efforts will be made to integrate existing undergraduate program. To meet this objective development of a unified Course Catalogue is under process which will then be used for subsequent program offerings.
7. Following Seminars / Conferences will be arranged at Bara Gali Summer Campus during the Year 2018-19:

S. No.	Name of Institute	From	To
1	Centre of Plant Biodiversity "Biodiversity Conservation in Pakistan"	07-Jul-18	11-Jul-18
2	Agricultural University "National/International Seminar"	12-Jul-18	16-Jul-18
3	Institute of Education & Research [IER] "School Based Vocational Curriculum"	16-Jul-18	19-Jul-18
4	Central Library "Global Trends & Innovation in Modern Libraries & Information Centre"	19-Jul-18	22-Jul-18
5	Psychology "Life Trauma and its Management"	22-Jul-18	26-Jul-18
6	Art & Design "Landscape Painting Workshop & Exhibition"	30-Jul-18	02-Aug-18
7	Pak US Alumni Network "Get Together/Reunion"	03-Aug-18	05-Aug-18
8	NCE in Geology "National Workshop on Research and Innovation"	10-Aug-18	14-Aug-18
9	Political Science "The Dynamics of Change in the Pakistan Afghanistan region: Politics on Borderland"	3-Sep-18	05-Sep-18
10	Political Science (Summer School) "Governance, Conflict and Peace Building"	3-Sep-18	14-Sep-18
11	Institute of Chemical Sciences "29 <sup>th</sup> National and 17 <sup>th</sup> International Chemistry Conference"	05-Sep-18	09-Sep-18
12	Centre for Disaster Preparedness & Management "Climate change & Disaster Risk Management"	10-Sep-18	15-Sep-18

8. Books and Journals
  - a. Under the approved HEC project Books and Journals worth Rs.53.50 million will be purchased for the Central Library to strengthen the academic and research capabilities of the staff and students.
  - b. Under the approved Provincial Govt. Project "Establishment of Institute of Criminology and Forensic Sciences, University of Peshawar" Books & Journals worth Rs.14.469 million will be purchased.

## Human Resources

1. **Hiring of staff for 'Establishment of Four Offices'** under the HEC funded development project 'Strengthening of University of Peshawar. The four offices are: Office of Research; Career Development Center; Office of Fund Raising; and Office of Communication.
2. **Hiring of Faculty Members:** 76 faculty positions have been advertised in March 2018. Hiring on the same will be made accordingly.

S#	Name of Post	No. of Posts
1	Professor (BPS – 21)	21
2	Associate Professor (BPS – 20)	35
3	Assistant Professor (BPS – 19)	02
4	Lecturers (BPS – 18)	18

3. **Hiring of Administrative Officers:** Registrar (BPS-20), Treasurer (BPS-20), and Controller of Examinations (BPS – 20), Three posts (BPS-18) and Seven posts (BPS-17) will be hired during the FY 2018-19.
4. Promotion cases of Administrative staff will be finalized.
5. Appointment (nine staff members) will be made for the office of Campus Management Solution, after necessary approvals from concerned bodies.
6. Retirements: 32 staff members of the University will retire during the year 2018-19.

## Physical Infrastructure Development

1. **Strengthening of Academic and Professional Facilities at University of Peshawar.** Capital Cost Rs. 796.255 million. The project consists of component of Civil Work, Equipment, Furniture and Fixture, Books and Journals, Contingency and Consultancy. The following activities will be carried out during the FY 2018-19.
  - a. A modern and well-equipped building for the Business Incubation Center will be constructed with a total completion cost of Rs.84.516 million with a covered area of 23,432 Square Feet.
  - b. Re-structuring or Rehabilitation of Central Library building will be carried out with a total cost of Rs.38.46 million having a covered area of 30,287 Square Feet.
  - c. Rehabilitation of Center of IT Services will be carried out with a cost Rs. 4.44 million having covered area of 2,586 Square Feet.
2. **Establishment of Institute of Criminology and Forensic Sciences, University of Peshawar.** Capital Cost Rs. 180.605 million. Under the approved Project funded by Khyber Pakhtunkhwa Provincial Government, an independent 4-storey Academic Building will be constructed for the students and faculty members of ICFS with a total completion cost of Rs.99.978 million having a covered area of 34,712 Square Feet. Building completion is in two years. Structure will be completed in the planned year.



3. **Support to Pashto Academy, University of Peshawar.** Capital Cost Rs. 40.075 million. The Provincial Government funded project will work for Extension of Library, Infrastructure of Existing Pashto Department will be carried out for seminars and preservation of valuable and precious manuscripts with a total completion cost of Rs.17.013 million and a covered area of 4412 Square Feet.
4. **Strengthening of University of Peshawar, University of Peshawar.** Capital Cost Rs. 736.353 million. Under the project, the following remaining Infrastructures will be Rehabilitated/Up-graded.
- |  |                |
|--|----------------|
| a. Khushal Khan Hostel No.1                              | 24.423 Million |
| b. Rehman Baba Hostel No.2                               | 24.541 Million |
| c. Allama Iqbal Hostel No. 9                             | 24.533 Million |
| d. Old Tribal Girls Hostel                               | 5.956 Million  |
| e. Rehabilitation of Law College                         | 7.920 Million  |
| f. Rehab. of Kitchen & Bathrooms at Old Staff Residences | 24.48 Million  |

**An overview of the work is given as follow:**

- Provision of Basic facilities (Dining Hall, Common room, kitchen room and Study Room) at Dr Abdul Qadeer Khan Hostel and Tatarra Girls hotel.
  - Repair of old geezers and Provision of new geezers to all hostels.
  - Installation of water coolant plants and replacement of existing water coolers for provision of cold water and energy conservation.
  - Installation of CCTV cameras.
  - Construction of Sentry post at hostel No.1, Watch towers on Prof. Pareshan khattak Hostel, Abdul Ali Khan Hostel and Engr. Saadat Mand Hostel.
  - Fencing at back of hostel No.2 for security purpose.
  - Proposal of construction of overhead tank and tube well (submitted to P&D Section) for Hostel 1,2,9, Quaid e Azam and Fatima Jinnah Hostel.
  - Repair& maintenance work at Hostels during summer vacations.
  - Starting of official mess at boys Hostels by academic year 2018-19.
  - Installation of Biometric attendance system in all Hostels.
  - Replacement of Televisions by modern LED screens at hostels.
  - Installation and improvement of lighting around the hostels for security purposes.
  - Establishment of Quick Response Unit Control Room and provision of Motor Bikes and Wireless sets.
5. **Sports Facilities – Squash Court:** To arrange national and international squash tournaments, the University will upgrade the existing constructed squash court complex by providing four number imported glass walls court, flooring, and air conditioning with a total cost of Rs. 20 million, as one-time grant.
6. **Fundraising for New Capital Projects:** Efforts will be made by the Directorate of Planning & Development to acquire funds from Federal and Provincial Government for the following new schemes. Name of proposed Projects:
- |   |             |
|---|-------------|
| a. Strengthening of University Security System          | 167 Million |
| b. Center for Mathematical Sciences                     | 800 Million |
| c. Up-gradation of Law College                          | 400 Million |
| d. Solarization of University Campus Road and Buildings | 500 Million |

- e. Up-gradation of Institute of Arts & Design 400 Million

## 7. Bara Gali Campus

- a. Construction of 4 houses at Bara Gali Summer Camp is in process and will be completed in 2018-19 with a total cost of Rs. 7.528 Million
- b. False ceiling at houses in 7 Series ,10 series, AP House ,Green house New VC House, Guest Rooms and replacement of the same in old guest rooms.
- c. Paint of roof top of all houses and seminar Halls.
- d. Replacement of damaged roof top of Barrack No.6 at Bara Gali Summer Camp.
- e. Rehabilitation of Barrack No.#3 and conversion of the same into 4 (2 rooms) accommodation suits with construction of 4 new washrooms.
- f. Construction of 2 Gents and 1 ladies washrooms nearby seminar Hall 1 and 2 to facilitate participants of seminars/workshops/conferences/symposium.
- g. Extension of the existing main kitchen.
- h. Conservation of energy by replacing conventional bulbs through modern LED lights and water pumps.
- i. Extension /improvement of street /search lights from start of the entry point road upto Old VC house and STI.
- j. Replacement / Purchase of new blankets, bed sheets, pillows and toshaks as per requirement of the camp.
- k. Up gradation of washrooms at houses of 10 series by installing English commodes along with Indian commodes and other accessories.
- l. Installation of CCTV cameras.
- m. Up gradation /replacement of old electric check meters with modern digital electric meters.
- n. Installation of UPS system at office, kitchen, Dining Hall, conference Halls, Mosque
- o. Installation of emergency lights in all guest room and VIP rooms.
- p. Renovation work in old VC house, Anwar Khan Guest House and Old VC Guest House.
- q. Trimming and removal of seasonal Bushes for security purposes.
- r. Hiring of retired army personnel (local) for effective security of the Camp.

## Scientific and Technological Infrastructure Development

1. Under the HEC approved project titled 'Strengthening of Academic and Professional Facilities at University of Peshawar', the following activities will be carried out:
  - a. The recently constructed building of Centralized Resource Laboratory will be developed into Advanced Research Laboratory and will be equipped with modern scientific research equipment with a total cost of Rs.441.782 million.
  - b. Procurement of Desktop Computers and Printers will be made for Faculty research assistance under the HEC approved funded project with a total cost of Rs.15.40 million.
  - c. Automation and Digitization of Central LIBRARY will be done with a cost of Rs.53.507 million in order to overcome the physical space problems of the library and to make 24/7 accessibility of research products to library users.

- d. Tier-3 Data Center will be established with capital cost of Rs.47.32 million. It will be the first Data Center in the whole province to facilitate the students, faculty and residents of the University Campus.
2. Under the HEC approved project titled 'Strengthening of University of Peshawar', the following activities will be carried out:
    - a. A modern communication system will be laid down in the University to connect all offices via central telephone exchange with a total capital cost of Rs. 21.331 million.
    - b. Audio and Video Conference System and Air Conditioning of Sir Sahibzada Abdul Qayyum Auditorium and Main Convocation Hall will be completed with a capital cost of Rs.22.847 million.
  3. The committee room No. 1 will be equipped with state of the art HD video conferencing equipment under the PERN project.
  4. **Campus Management Solutions and E-Business Suite** is being deployed under the project titled 'Strengthening of University of Peshawar' funded by HEC. Following components will be implemented:
    - a. Oracle E-Business Suite (Financials; Procurement; Inventory; Grants)
    - b. Oracle PeopleSoft Campus Mgt. Solutions (Student Administration; Self-service)
    - c. Other Systems (Koha-ILMS; Hostel Mgt. System; Unitime-Timetabling System)
  5. **Business Process Automation:** Following systems will be implemented during the year:
    - a. HR Profiling System – System have been configured and loaded with data of UoP employees
    - b. Activity Tracking
    - c. File Tracking System
  6. **Safe and Smart Universities Project**  
 The Safe and Smart University Project will be implemented with the assistance of Higher Education Commission.
    - a. After deployment of this project the internal campus security will improve through state-of-the-art IP surveillance system giving full visibility and enabling quick response to any unfortunate incidents.
    - b. General survey of the University has completed. Technical Survey document has been finalized. The feasibility of the project has also been conducted by HEC through private vendor M/S DWP.
    - c. Smart & Safe project comprised installation of CCTV, Wi-Fi, backup system, support and centralized monitoring cell and the following six level of the project.

Requirement	Description /Coverage of the Project Level
LEVEL 1	Campus Wifi - Boundary wall surveillance
LEVEL 2	CCTV coverage of Buildings, corridors and Lifts

LEVEL 3	CCTV coverage of Classrooms, offices and Labs
LEVEL 4	CCTV coverage of Halls, Library and Café
LEVEL 5	CCTV coverage of open roads
LEVEL 6	CCTV coverage of Parking areas

## Finance

1. Establishment of Endowment Funds:
  - a. Pension Endowment Fund:  
To meet the increasing pension liabilities, the University will establish Pension Endowment Fund. The Fund will provide mechanism for receiving grants and donations from Governments and other organizations for the pension expenditure.
  - b. Scholarship Endowment Fund:  
To ensure that talented students are not deprived from the Higher Education dues to financial constraints, the University will establish a Scholarship Endowment Fund. The Fund will provide a platform to institutionalize the financial assistance received from various donors for the collective benefit of the student community.
2. The Financial Analysis will be carried out to ascertain cost-benefit analysis of every department and academic program. The analysis will also focus on calculating the per student cost in every department. Based on the said analysis all the departments will be required to propose their respective Strategic Plan to enhance their revenue and cut down expenditures.

## Establishment of Directorate of Students Affairs

Proper management structures are necessary to increase the performance of various offices and in turn enhance the stakeholder facilitation. To achieve this goal, the University will restructure its existing management structures in line with the ethos of the modern university governance and holistic strategic management principles.

In this regard the University will establish a Directorate of Student Affairs to provide most of the student services at one place.