

STRATEGIC PLAN - 2020

THE UNIVERSITY OF AGRICULTURE, PESHAWAR - PAKISTAN



LEADER IN CAREER & SOCIETY BUILDING



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VICE CHANCELLOR'S MESSAGE

Following an exhaustive consultative process, both on and off campus, The University of Agriculture, Peshawar (UAP) initiated the development of its Strategic Plan 2020 in August 2015. The Vision/Mission, which focuses on UAP's strengths and aspirations to be a leading university, represents the ambitions and priorities of its stakeholders. The participants involved in the process believed that the vision of a student-centric, research oriented and community engaged university is a true reflection of the UAP. They also expressed their pride in UAP's ambitiousness, its openness and its willingness to embrace bold initiatives.

Built upon the glorious accomplishments of the past and the strengths gained by the University over time, the Strategic Plan-2020 is in fact reaffirming its commitment to achieve excellence in teaching, research and service; to serve Khyber Pakhtunkwa, the nation and beyond; and to realize its dream of being at the zenith of excellence in higher learning.

The major focus of our efforts in the coming years will be to enable the UAP to achieve the objectives, goals and principles laid out in the Strategic Plan 2020 to enhance the university's sense of purpose, morale and public standing. The long term aim of this endeavor is to establish the UAP as the best university of its kind, to which others look up to for leadership and inspiration. Major institutional efforts drawn upon the strategic vision / mission would be required to build strength, to produce and demonstrate results, gain recognition and attract believers. Such an ambition will require continuous



commitment, dedication and energy.

Our mission would be to use every available means and opportunity to realize the broad objectives and general goals set out in the Strategic Plan 2020; to demonstrate the University's progress and achievements; to earn recognition based on the demonstrated progress and achievements; and to seek support from the Government and other stakeholders to enable the University to achieve its objectives and goals.

Prof. Dr. Zahoor A. Swati
Vice Chancellor

INTRODUCTION

UAP's vision mission has four core themes: Academic Excellence, Research and Innovation, Community Engagement and Enhancement of Institutional Strength. Each of these core themes has a goal associated with it and each of the goals has a number of identified supporting activities or action steps which are intended to lead to the attainment of that goal. These goals and action steps will help direct all university level activities concerning academics, research, governance, management and community connections and service.

To assess the efficacy of these efforts to achieve the goals, a number of observable and

measurable results, long term impact of initiatives have been identified. For each outcome, qualitative and/or quantitative performance indicators of achievement have been identified which are meant to assess performance at institutional level. They will primarily be used to demonstrate the direction of trends at the institutional level. Deans, HODs and Sectional Heads will be expected to set achievement levels with respect to their own plans and develop relevant matrices to assess the performance of their respective individual units within UAP.

The performance may be used as a foundation for decision making at the institutional level.



THOUGHT PROCESS

Enshrined in the University Ordinance 1981 and reiterated in the Khyber Pakhtunkhwa Model Universities Act-2012, high quality education, impact oriented research and community service are the three core fundamentals of UAP's establishment. After over three decades of functioning, the promise of a high quality education and cutting edge research remains as strong as it has been for 34 years. The students expect an excellent learning environment and they continue to enroll at UAP in record numbers, now approaching around 9000 students. The society also expects cutting-edge research in agriculture and it is being served well. Development and deployment of improved crop varieties, products and technologies is a regular feature of the UAP. Similarly, UAP is deeply connected with the society through a robust outreach program involving short term trainings, its services and support for societal wellbeing; and its role in policy formulation and implementation.

In its 34 years of operation, the University has gone through tremendous changes and transformation, and has built a strong foundation of excellence, which was used to create a pathway for the future. The University by realizing the need for a strategic plan with clearly defined objectives and a roadmap, embarked on developing its first ever Strategic Plan 2020 in August 2015. This plan is the result of over a yearlong consultative process led by the Vice Chancellor Prof. Dr. Zahoor Ahmad Swati. The stakeholders including students, faculty, staff, community partners and alumni were engaged in meaningful discussions both on and off-campus

to ensure that their feedback and their expectations helped shape the future direction of UAP as a public sector university. The plan also derived its direction from critical evaluation of UAP's past and present, taking into account its strengths and weaknesses, considering its mandatory role as a teaching and research institution involved in higher learning.



The main purpose of this endeavor is to utilize the University's strengths and potentials in a manner that enables it to play an effective role as a leading university involved in innovative learning, cutting-edge research and far reaching community engagement and service. The Strategic Plan has four core themes with clearly defined objectives, which are: (i) Academic Excellence: With renewed commitment and determination to deliver outstanding academic programs, the major drive of this objective is to equip students with knowledge, skills and hands on experiences that prepares them for careers in a challenging and competitive world, to focus on developing their intellectual abilities with the purpose that when employed, would enable

them to define their own problems and to devise workable strategies in their local environment; (ii) Research and Innovation: As an agricultural university, UAP is obliged to offer quality education and bread at the same time. It is for this reason that the university needs to engage in applied research with consistency and direction to lead the development of products, technologies and processes to benefit the broader society, including academic and farming community, policy makers, public representatives and alumni; (iii) Engagement of Communities and Service: UAP is committed to maintain and expand its community connections as an integral part of its academic mission, creating opportunities for practical and experiential learning, offering solutions to



agriculture related problems; expanding services and support for community wellbeing. The university will build respectful and mutually beneficial community relationships; and (iv) Enhancing Institutional Strength: To be successful in realizing the goal of being the leading university of its kind, it is imperative that all our efforts are focused to enhance the infrastructural capacity, hire and retain the best human capital by continuous training, effective reward systems, improve governance and transparency through automation, improving financial management and enhancing the financial base to enable the system to be responsive, service delivery oriented, responsible and accountable.

UAP'S STRATEGIC PLAN 2020

A strategic vision for the University of Agriculture, Peshawar is a Five-Year Strategic Plan that, when implemented, will enhance its strength and capability required to support a positive change in the life of the people of Khyber Pakhtunkhwa while improving their livelihood and socio-economic position.

UAP's VISION

To be the leading agricultural university defined by its innovative academic programs, result oriented research and far-reaching community engagement and service.

UAP's MISSION

UAP aims to positively impact the quality of life in the province the nation and beyond by offering rich academic experience in an environment of





innovative and inspired learning, creative research and community engagement and service.

UNDERLYING PRINCIPLES

1. Excellence in learning, innovation and service
2. Supportive and healthy working environment
3. Intellectual and academic independence
4. Transparency in decision making and information sharing
5. Fiscal, academic, performance and programmatic accountability

6. Recognition of academic, scientific and personal achievements
7. Economic and environment sustainability
8. Improved quality of life for the people and communities in Khyber Pakhtunkhwa, the country and beyond

UAP's GOALS:

GOAL 1: ACADEMIC EXCELLENCE:

Promote academic excellence through quality programs, engaged learners and an innovative teaching and healthy learning environment.





Combining the rich traditions of academic and training excellence, UAP will provide students with diverse and transformative learning opportunities that will enable them to gain the knowledge, critical capacities, research skills and understanding required to prepare them for life in changing and challenging world.

The students will have the opportunities to participate in research and practical, thereby sharing in the labor and pride of creating and applying knowledge, while acquiring the skills for life long benefit.

Through internships, joint ventures and collaborative programs, the students will have exposure to experiential learning that will allow them to apply knowledge, engage within a diverse learning environment to grow as individuals and to refine their ability to work in a team.

GOAL 2: RESEARCH AND INNOVATION

Engage in basic and applied research, generate and disseminate new knowledge, encourage innovations and promote creative activities that contribute to the public good and result in socio-economic development for Khyber Pakhtunkhwa, the country and beyond.

UAP will build on its basic and applied research strengths, promote intra and interdisciplinary research and encourage partnership and collaborations to attain a leadership role in research mobilization.

UAP will support and promote the full continuum

of research, from the fundamental generation of knowledge; through the dissemination of knowledge within the academic community and beyond; and to the transfer of results for the larger benefit of society.

UAP will promote research excellence, support and encourage all researchers, including students, faculty and private partners, willing to assist in the research mission for mutual benefit.

UAP will seek opportunities to transfer the results of its research to the broader society, including policy makers, public representatives, and the community.



GOAL 3: ENGAGING COMMUNITIES

Promote engagement with communities through information sharing, expanded connections and involvement, developing an understanding about policies, performance, achievements and contributions to the system thereby to win over confidence and support for strengthening of the system.

UAP will expand its community connections as an integral part of its strategic vision, creating opportunities for practical involvement and training; informing and gaining reputation; and contributing to its strength and success.

UAP intends to develop partnerships and

maximize the capacities of its programs to enhance the social, economic and environment wellbeing of communities. The university will build respectful and mutually beneficial university community relationships.

UAP will meet the lifelong learning needs of students, alumni and the community and will respond with innovative programs and learning opportunities for academic, personal and professional developments.

UAP will continue to be KP's public sector university for enlightenment and dialogue on key public issues like food security, agriculture related problems, climate change and its impact and will continue to be known as the institution to which the community looks for education, guidance and solutions.



GOAL 4: ENHANCING INSTITUTIONAL STRENGTH

Improve governance, management and financial systems; refurbish facilities; strengthen infrastructure; and secure human and fiscal resources to ensure sustainability in functioning and performance.

For UAP to be successful in achieving its targets set out in the strategic vision, it must leverage the strength of every limb of the system to achieve the ultimate goal of this endeavor over time that is to fulfill the vision and ambition of establishing the UAP as “The Leading University,” to which other look for leadership and inspiration.

STRATEGIC GOALS AND ACTION STEPS

Strategic goals are grounded in the UAP's commitment to underlying principles. The strategic goals set the direction and the action steps are the road map. By achieving these goals, the university will impact the province, the nation and beyond.

GOAL 1: ACADEMIC EXCELLENCE:

Promote academic excellence through quality academic programs, engaged learners, an innovative teaching and healthy learning environment.





ACTION STEPS

- ⊙ Supportive learning environment and diverse learning opportunities that enable the students to gain the knowledge, critical capacities, research skills and confidence prepare them for life in an ever changing and challenging world.
- ⊙ Opportunities for students to participate in research to get a hands-on understanding of the innovative scientific approaches and to develop capacity of conducting research experimentation in the new technologies, to engage in the labor and joy of creating and applying knowledge, while acquiring the skills for lifelong learning.
- ⊙ Access for students to practical learning opportunities that allow them to apply knowledge, to grow as individuals, to engage with a diverse environment through internships, exposure visits, collaborative interactions and involvement in innovative initiatives, to deliver technical skills and to refine their intellectual abilities.
- ⊙ Ensure accessibility and inclusion by building a campus that provides a welcoming, safe and supportive environment.





- ⊙ Motivate faculty, staff and students to collaborate through partnerships within and beyond the university including select partnerships with institutions abroad.
- ⊙ Increase national and international recognition of the university.
- ⊙ Accountability, academic and performance audit, contribution based survival and benefits.
- ⊙ Encourage faculty to complete assignments and furnish responses within the given time frame.

GOAL 1: IMPACT OF INITIATIVES

- ⊙ Students gain the knowledge and understanding to perform better and complete degree requirements with a higher success rate.
- ⊙ Students acquire skills necessary for them to succeed in an ever changing and competitive world.
- ⊙ Students apply knowledge in the workplace or further studies.
- ⊙ Increase in enrollment by 10 percent over the next five years.
- ⊙ Increased participation of faculty, staff and students in the collaborative academic activities with local as well as international partners.
- ⊙ Increase in the number of accredited programs, improved national rating of the university and greater number of distinction holders and award winners.

- ⊙ Academic and performance audit, improved faculty engagement and delivery towards academic strength of the University.
- ⊙ Faculty meeting targets within a reasonable time frame.





GOAL 1: PERFORMANCE INDICATORS

IMPACT OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
Students gain the knowledge to perform better and complete degree requirements	<ul style="list-style-type: none"> Graduation rate % for undergraduate degree programs Graduation rate % of graduate degree programs Undergraduate retention rate Graduate retention rate 						
Students acquire the skills necessary for them to succeed in an ever-changing and competitive world.	<ul style="list-style-type: none"> Undergraduate student assessment of skills development as measured by annual survey Graduate student assessment of skills and abilities acquired during graduate program as measured by the UAP graduate Exit survey. 						
Students apply knowledge in the workplace or in further studies	<ul style="list-style-type: none"> Undergraduate student assessment of usefulness of knowledge and skills gained in performing a task as measured by the UAP survey Graduate student assessment of graduate experience in current employment / position as measured by the UAP graduate survey Undergraduate student assessment of academic preparation for further studies, as measured by the UAP survey / NTS data Graduate student assessment of academic preparation for further studies, as measured by the UAP survey / NTS data 						
Increase in enrollment by 10 percent over the next five years	<ul style="list-style-type: none"> Enrollment in undergraduate degree programs Enrollment in graduate degree program 						



IMPACT OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
<p>Increased participation of faculty, staff and students in the collaborative academic activities with local as well as international partners</p>	<ul style="list-style-type: none"> • Partnerships with local partners • Partnerships with international partners • Collaborative joint ventures • Locally funded consultative trainings or outreach programs • Internationally funded trainings or outreach programs 						
<p>Increased number of accredited programs, improved national ranking of the university and greater number of distinction holders and award winners</p>	<ul style="list-style-type: none"> • No. of accredited academic programs • University ranking at national level • No. of Individual(s) earned national recognition • No. of Individual(s) earned international recognition • No. of undergraduate students who earned scholarships, awards & recognition • No. of graduate students who earned scholarships, research funding, awards or recognition. 						
<p>Academic and performance audit, improved faculty engagement and delivery towards academic strength of the University.</p>	<ul style="list-style-type: none"> • ACR Rating: <ul style="list-style-type: none"> ○ No. of Faculty with excellent rating ○ No. of Faculty with Very Good Rating ○ No. of Faculty with Good Rating ○ No. of Faculty with Average Rating • Teachers' Evaluation by Students: <ul style="list-style-type: none"> ○ No. of Faculty with above 90% Rating ○ No. of Faculty with above 80% Rating ○ No. of Faculty with above 70% Rating ○ No. of Faculty with above 60% Rating 						

IMPACT OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
<p>Faculty Meets Targets Within given time frame</p>	<p>PERFORMANCE INDICATORS</p> <ul style="list-style-type: none"> • No. of Faculty Winning Research Projects: <ul style="list-style-type: none"> ○ National / Approved Budget ○ International / Approved Budget • No. of Faculty Winning Development Projects <ul style="list-style-type: none"> ○ Approved Amount of Project • No of Faculty entering into collaborative relationships with external partners • No of Events Organized by faculty <ul style="list-style-type: none"> ○ No of Trainings / Courses Conducted ○ No of Seminars/ Workshops / Symposiums Organized • Faculty Completed Teaching Assignments within Calendar Dates <ul style="list-style-type: none"> ○ Head of Department Reports ○ Faculty Submitted Results within given dates ○ COE Data • Faculty Completed Assigned Tasks within given time frame <ul style="list-style-type: none"> ○ Concerned Office Data / Reports ○ Faculty Provided Desired Data to Quarter Concerned within time frame ○ QEC / DT /DASR / Reg. / P&D data 						



GOAL 2: RESEARCH AND INNOVATION

Engage in basic and applied research, generate and disseminate new knowledge, encourage innovations and promote creative activities that contribute to the public good and result in socio-economic development for Khyber Pakhtunkhwa, the country and beyond.

ACTION STEPS:

- Build upon the existing research to leverage research capabilities and capitalize on emerging and interdisciplinary opportunities, partnership and collaboration.
- Promotion of research excellence, supporting and encouraging all researchers, including students, faculty, staff members and community partners who support the research mission.
- Strive for the availability of support infrastructure facilities and services to expand the capacity for quality research and creative activities.
- Encourage innovations and new technological breakthroughs with commercial importance to realize their full potential.
- Transfer of research outcome, scholarship and expertise for the public good.

- Promote public / private partnerships that advance innovation, create career opportunities and bolster economic development.

GOAL 2: IMPACT OF INITIATIVES

- High quality research with visible commercial and academic impact
- Knowledge is mobilized through partnerships / collaborations with external partners.
- Capacity building with internal and external support.
- Addressed unresolved complex problems
- Developed products, processes and technologies for public good; knowledge generated and disseminated.
- Increased involvement and research funding from private sector partnerships and collaborations





GOAL 2: PERFORMANCE INDICATORS

		2015 STATUS	2016	2017	2018	2019	2020
IMPACT OF INITIATIVES	PERFORMANCE INDICATORS						
High quality research with visible commercial and academic impact	<ul style="list-style-type: none"> • Research income (Rs.) • Products / technologies developed and deployed • Research impact : <ul style="list-style-type: none"> ○ No. of impact factor publications ○ No. of citations for papers published 						
Knowledge is mobilized through partnerships / collaborations with external partners	<ul style="list-style-type: none"> • No. of research partnerships • No. of collaborative research projects with external partners • No. of exchange visits involving research exposures • No. of joint publications with external partners • No. of jointly organized events with external partners. 						
Capacity building with internal and external support	<ul style="list-style-type: none"> • Infrastructure projects planned / won • Funding available for research facilities from Internal / external sources • Projects planned / won for refurbishment of research facilities • Enhanced Funds available for supplies / services • Enhanced resources mobilized for infrastructure, facilities and services. <ul style="list-style-type: none"> ○ No. of faculty mobilizing resources ○ PKR / resources mobilized 						



IMPACT OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
Addressed unresolved complex problems	<ul style="list-style-type: none"> No. of research projects focusing agriculture problems Successful efforts in resolving issues <ul style="list-style-type: none"> No. of new technologies developed and deployed No. of new initiatives undertaken to address issues 						
Developed products, processes and technologies for public good; knowledge generated and disseminated	<ul style="list-style-type: none"> No. of product varieties developed No. of processes developed No. of technologies developed No. of patents filed No. of MS / M.Phil. / Ph.D. theses produced 						
Increased involvement and research funding from private sector partnerships and collaborations	<ul style="list-style-type: none"> No. of public / private joint ventures Research funding from private sector partnership and collaborations. 						





GOAL 3: ENGAGING COMMUNITIES

Promote engagement of communities through information sharing, expanded connections and involvement, developing an understanding about policies, performance, achievements and contributions to the system thereby to win over the confidence and support for strengthening the system.

GOAL 3: ACTION STEPS

- ◉ Establishing community connections as an integral part of the academic mission, creating opportunities for practical

involvement and learning, sharing information about progress and achievements to build strengths, gain reputation and attract believers.

- ◉ Using institutional capacities to enhance societal, economic and environmental well-being of the community and develop respectful and mutually beneficial university and community relationships.
- ◉ Satisfying lifelong learning needs of alumni and the community with innovative academic programs and learning opportunities.
- ◉ Playing a constructive role in policy and dialogue on key public issues concerning education in agriculture and earning reputation as the institution to which the community looks for education, guidance and solutions.



GOAL 3: PERFORMANCE INDICATORS

IMPACT OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
UAP is deeply connected with community	<ul style="list-style-type: none"> • No. of events organized to build relationships with communities: <ul style="list-style-type: none"> ○ Government Agencies ○ Public Representatives ○ Farming Community • Alumni engagement status: <ul style="list-style-type: none"> ○ No. of Registered Alumni ○ No. of Involved Alumni ○ No. of Donors 						
UAP is greatly involved in community well-being	<ul style="list-style-type: none"> • No. of awareness programs organized on agriculture issues • No. of events organized on climate change and environmental issues • No. farmers / community members provided technical trainings / service 						
UAP provided learning opportunities	<ul style="list-style-type: none"> • No. of courses / trainings conducted for farmers • No. of outreach programs conducted • No. of opportunities created for alumni <ul style="list-style-type: none"> ○ Training / retraining ○ Involvement in research ○ Technical help at job 						
UAP is involved in policy formation and dialogue on key public issues	<ul style="list-style-type: none"> • Involvement in policy issues: <ul style="list-style-type: none"> ○ Federal level ○ Provincial level • Role in protecting breeder / farmers rights: <ul style="list-style-type: none"> ○ No. of document produced / shared ○ No. of events organized to highlight issues • No. of bodies approached <ul style="list-style-type: none"> ○ National ○ International 						





GOAL 4: ENHANCEMENT OF INSTITUTIONAL STRENGTH

Improve governance, management and financial system; refurbish facilities; strengthen infrastructure; and secure human and fiscal resources to ensure sustain ability in functioning and performance.

ACTION STEPS:

IMPROVED ADMINISTRATION SYSTEMS:

- Transparent and efficient administrative systems
- Institutionalize a culture of transparency, responsiveness and effective communication to develop healthy working environment.
- Structure and rationalize all university units to ensure effective operation and management.

- Decentralization of power and shifting of responsibilities to faculty and unit levels.
- Increased revenue generating activities and resource alignment according to priorities.
- Financial and performance audit.
- Restructuring administrative and management for efficient administration units.

RECRUITMENT AND RETENTION OF BEST PEOPLE:

- Recruit and retain talented, diverse and committed faculty and staff.
- Career development through educational opportunities, professional development and leadership training for faculty and staff.
- Recognition of performance excellence through an effective performance management and evaluation framework.
- Promotion of diversity, collaboration and a respectful workplace for faculty and staff.

STRENGTHENED INFRASTRUCTURE:

- Information technology strategic plan that supports priorities
- Refurbishment and maintenance of facilities
- Space to meet the needs of students, faculty and staff.

GOAL 4: PERFORMANCE INDICATORS



OUTCOME OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
Improved administration systems	<ul style="list-style-type: none"> • Improved governance and management has created healthy working environment that improved efficiency and effectiveness of all administrative units: <ul style="list-style-type: none"> ○ Students survey ○ Faculty survey ○ Staff survey • Decentralized system and shared university governance increased faculty and staff satisfaction and optimized efficiency <ul style="list-style-type: none"> ○ Faculty Satisfaction Survey ○ Staff Satisfaction Survey • Financial health of the university has improved: <ul style="list-style-type: none"> ○ HEC share ○ KP Government share ○ Own Resources • Well-organized and right-sized administrative units with improved efficiency 						
Recruitment and retention of best people	<ul style="list-style-type: none"> • UAP attracts and retain the best people faculty positions • Academic and administrative leadership have access to professional development <ul style="list-style-type: none"> ○ Opportunities for Deans / HODs / Sectional Heads ○ Long term training opportunity for faculty ○ Short term training opportunity for faculty ○ Training arranged for support staff • Employees job satisfaction Survey 						



OUTCOME OF INITIATIVES	PERFORMANCE INDICATORS	2015 STATUS	2016	2017	2018	2019	2020
Strengthened Infrastructure	<ul style="list-style-type: none"> • UAP has IT services that support its priorities <ul style="list-style-type: none"> ○ Biometric system ○ E- Governance ○ E- Surveillance • Academic and research facilities that meet its needs <ul style="list-style-type: none"> ○ Developmental Funds ○ Ongoing projects ○ Projects in pipeline ○ Private support ○ Endowment funds • Development projects in line with master plan <ul style="list-style-type: none"> ○ Infrastructure Development ○ Refurbishment of facilities 						

Faculties, Departments, Institutes and Administrative Units Strategic Plans

Using strategic Plan 2020 as a framework, each of the academic departments, Institutes and administrative units will develop their own five years strategic plans. These plans will provide more specialized road maps across the university, as well as clear performance indicators by which progress of each of the departments, institutes and administrative units will be measured.

- ◉ Faculty of Crop Production Sciences
 - Department of Agronomy
 - Department of Horticulture
 - Department of Soil & Environmental Sciences
 - Department of Plant Breeding & Genetics
 - Department of Water Management
 - Department of Agriculture Mechanization
- ◉ Faculty of Crop Protection Sciences
 - Department of Plant Pathology
 - Department of Entomology
 - Department of Plant Protection
 - Department of Weed Science
- ◉ Faculty of Food & Nutrition Sciences
 - Department of Human Nutrition
 - Department of Food Sciences
 - Department of Agriculture Chemistry
- ◉ Faculty of Animal Husbandry & Veterinary Sciences
 - Department of Animal Health
 - Department of Livestock Management
 - Department of Animal Breeding
 - Department of Poultry Science
- ◉ Faculty of Rural Social Sciences
 - Department of Agriculture & Applied Economics
 - Department of Agric. Extension Education
 - Department of Rural Sociology
 - Department of Mathematics, Statistics & Computer Science
 - Department of English
 - Department of Islamic Studies
- ◉ Institutes
 - Institute of Biotechnology & Genetic Engineering
 - Institute of Development Studies
 - Institute of Business, Management & Computer Sciences
- ◉ Administrative Units
 - Establishment





- Directorate of Finance
- Directorate of Works
- Directorate of Teaching
- Directorate of Advance Studies & Research
- Directorate of Planning & Development
- Directorate of Administration
- Provost Set-up
- Directorate of Farms
- Chief Proctor Set-up
- Directorate of Sports
- University Library
- Amir Muhammad Khan Campus, Mardan
- Directorate of Research & Development
- Directorate of Financial Assistance & Development
- Public Information Office
- Internal Audit Section
- Office of Research, Innovation & Commercialization
- Quality Enhancement Cell
- Computerization & Network Enhancement Program
- Transport Cell
- Center for Climate Change
- Library
- Zoonosis Information Resource Center





ANNUAL REVIEW

The adoption of best practices will require the review of institutional performance in achieving the vision, mission as well as continuous improvement of indicators. Regular, systematic, participatory, self-reflective and evidence based assessments of accomplishments will be imperative in this endeavor. Assessment will be linked to quality and operational effectiveness and will reflect the degree of vision / mission fulfillment.

Specific objectives have been articulated for each of the university's four core themes, academic excellence, research and innovation, engagement of communities and enhancing institutional strength. Performance indicators have been identified for each of the objectives. In anticipated review, each indicator will be analyzed and assessed.

The analysis of each indicator will be classified as being either *"on-course"* or *"needs review"*. If an indicator shows a positive trend over the time period that it is measured, then the performance of that indicator will be considered to be *"on-course"*. If an indicator remains relatively neutral and does not show a distinct positive or negative trend over the time period it is measured, then it will still be considered to be *"on course"* with the base line status to which it will be compared. If an indicator will show a negative trend throughout the time period measured, then that indicator will be designated as *"needs review"*. All indicators will be then summarized and used to assess whether or not the core theme they are associated with is fulfilling the university's vision / mission.









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