

Implementation Plan

Self-RIPE *2024-25*

Implementation Plan (RIPE 2024-25)

S #	Findings	Corrective action	Time frame	Concerned Department/Offices	Status
1	Although, the University's vision, mission and goals have been designed by keeping in view the institutions' core values and strategic goals. However, there is still room to inculcate multiple perspectives by keeping in view diversified range of programs being offered at the University.	- The Vision, mission, and goals of the University need to be reviewed periodically by adopting the formal standard process and by involving all stakeholders. - The University needs to devise its strategic plan which serves as a foundation for its future growth and a benchmark for its effective implementation. - There is a dire need to develop VISION 2050 in order to develop the future roadmap of University.	3 months	Convener of the Committee	
2	There is pressing need to record all the changes in the revised vision, mission and goals which clearly depicts the changes based on the emerging needs.	The Vision, mission, and goals must be advertised and shared with all stakeholders. A sense of vision mission is mainly lacking among the stakeholders.	3 months	Deans, Chairpersons/In-Charges	
3	GCUF needs to increase its efficiency to overcome the delays.	The appointment process should be done within time frame to avoid delay.	3 months	Registrar office	

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4	Although the new and running programs pass through the statutory bodies, the University needs to get their financial viability through consultation with Treasury and availability of infrastructure.	The new and running programs should get their financial feasibility from Treasury and availability of infrastructure.		All Academic Departments	
	No policy from directorates/committees are published on the University website.	All the University's committees and Directorates should be directed to upload their approved policies on the University's website.		All Academic Departments	
5	Develop or adopt automated systems to better track resource usage, feedback analytics, and infrastructure lifecycle management for more responsive and data-driven planning.	Enhance the documentation of feedback that is collected.	1 month	IT Services	
6	There is a need to Increase formalized industry partnerships.	student opportunities like internships, project sponsorships, and micro-credential programs should be started.	1 month	Industrial Linkages	
7	A comprehensive alternative revenue-generation policy is missing.	A comprehensive alternative revenue-generation policy should be formalized.	1 month	Treasurer office	
8	There is a need to make the processes transparent by locating all the processes of F&PC at all the statutory positions.	GCUF needs to develop a well-defined and transparent system which focuses on policies and institutional mechanism to ensure financial transparency and accountability in their financial operations.	1 month	Treasurer office	
9	A systematic evaluation system of Affiliated Colleges is missing.	GCUF needs to maintain more effective surveillance system to ensure that the pedagogy in the affiliated colleges is up to the marks.	Immediate	Coverer of Committee Affiliated Colleges	

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10	Lack of Trainings of Administrative staff and teaching faculty of Affiliated Colleges	University should also involve the teaching and administrative staff of the affiliated colleges in various trainings to help them maintain and raise their standard.	3 months	• Directorate of Training & Development • Coverer of Committee Affiliated Colleges	
11	There is a need for more MOUs with International Universities.	The academic departments of GCUF need to focus on the MOUs signed with the universities of foreign countries to make them active and dynamically profitable for the students and academia.	2 Months	International Linkages	
12	Lack of information regarding MOUs.	The Directorate of International Linkages should hold training sessions with the staff and students to guide them on the MOUs and how/what to get out of them.	2 Months	International Linkages	
18	Student cards are not provided in a timely manner.	Student cards should be provided in the first semester.	Immediate	Deans/Chairpersons/Incharges/ Coordinators/Principals	
19	The faculty hiring process at GCUF often experiences delays due to procedural bottlenecks, late approvals, and slow advertisement cycles.	GCUF should streamline and digitize the recruitment process to reduce administrative delays. Introducing an online faculty recruitment portal can help improve efficiency and transparency.	3 month	Registrar	
20	Lack of awareness about institutional procedures and resources.	Faculty Handbook should be published annually.	3 months	Directorate of Undergraduate Studies	
21	Faculty development initiatives at GCUF, though valuable, are limited in number	The Directorate of Training and Development should expand its scope by organizing frequent and specialized workshops, including faculty development programs tailored to specific disciplines, digital pedagogy,	3 months	Directorate of Training & Development	

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		grant writing, and international publishing standards.			
22	The faculty evaluation system based on student feedback lacks standardization across departments.	GCUF should implement a standardized, University-wide digital faculty evaluation system that collects student and peer feedback using secure, anonymous methods. This will ensure transparency and provide meaningful insights for improvement.	2 months	IT Services	
23	GCUF currently lacks a centralized digital platform to provide faculty members with ongoing access to training materials, policy guidelines, and academic support resources.	Establish a centralized Learning Management System (LMS) or digital resource hub where faculty can access training materials, policy documents, academic calendars, and other relevant resources.	2 month	IT Services	
24	Delays in processing faculty promotions have been observed due to documentation issues, committee delays, or lack of clarity in eligibility criteria.	Faculty promotion and appraisal processes must be conducted timely and transparently. Clear timelines and communication should be established to avoid unnecessary delays in decision-making.	3 month	Registrar	
25	In few departments curriculum was revised more than 5 years ago.	Departments should strictly adhere to a timeline for regular curriculum revision (at least every 3–4 years) in line with HEC requirements.	2 months	Deans/Chairpersons/In-charges/Coordinators/Principal s	
26	Stakeholder feedback mechanisms are present but lack proper documentation and follow-up.	A structured stakeholder feedback system must be implemented, recorded, and used as evidence in curriculum design.	3 months	IT Services	

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27	Limited integration of SDGs and local community needs into curricula.	Curriculum should be reviewed to integrate content related to the SDGs, community development, and employability skills.	3 month	Deans/Chairpersons/In-charges/Coordinators/Principals	
28	Website of the University is not up to date.	Website of the University must be Updated on regular basis.	1 month	IT Services	
29	The student handbook does not publish regularly.	The Students' Handbook should be published and disseminated regularly for the information of the students..	3 months	Directorate of Undergraduate Studies	
30	Transport services are insufficient for students.	Proper transport services should be made available for students to meet their needs.	1 month	Transport Office	
31	The Internet service is not working in some of the academic blocks.	The stable Internet services should be maintained to conduct research within the University premises.	1 month	IT Services	
32	Washrooms need repair and maintenance.	Maintenance of washrooms must be on regular basis.	Immediate	Estate Care	
	No proper Student Cafeteria exists.	A well-furnished Student Cafeteria should be established.	Immediate	Canteen Committee	
33	The digital Library facility is underutilized.	Faculty members should encourage the students to maximize the utilization of the Digital Library.	Immediate	Deans/Chairpersons/In-charges/Coordinators/Principals	
34	University's Impactful teaching is appreciable but it needs to be further strengthen. Community Engagement is the weak area that needs a lot of working.	1. Directorate of Training and Development should regularly hold training sessions on best practices of impactful teaching. 2. Department of Education can be engaged for this purpose: it can be	3 month	1. Directorate of Training & Development 2. Deans/Chairpersons/In-charges/Coordinators/Principals 3. Industrial Linkages 4. Chairperson, Department of Education	

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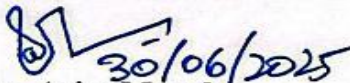
		directed to develop a series of trainings for the University teachers. 3.As SDGs are a key feature of all future funding, the departments need to align their courses and programs with SDGs. 4.University can engage its community through public access to its libraries and other resources like gym, school, and also through short courses on the issues and interests of the public.			
35	Research output tracking is predominantly manual, causing delays and inefficiencies in data management.	Implement a centralized digital system for real-time tracking of research outputs and commercialization processes to improve efficiency.	3 months	ORIC	
36	Commercialization activities are concentrated in a few faculties, lacking University-wide participation.	Expand industry partnerships through formal agreements such as MoUs with key stakeholders across sectors.	3 months	Directorate of Industrial Linkages	
37	The allocated budget for research and innovation is limited, restricting the scope of potential projects.	Increase funding dedicated to research innovation and industry engagement activities.	3 months	Treasurer office	
38	Feedback mechanisms from industry partners are informal and need formalization for sustained collaboration.	Establish structured feedback and review forums with industry partners to continually enhance research relevance and impact.	3 months	Directorate of Industrial Linkages	
39	GCUF has a strong mechanism in terms of public announcements, publication of press releases. However, they are supposed to expand their horizon for public announcements. The information should be available on most of the available social media platforms to promote information accessibility to	1. The faculty handbook should be explicitly designed for faculty members. 2. GCUFs Office of Registrar needs to publish yearly report on faculty promotions and tenure cases.	3 months	1. Directorate of Undergraduate Studies 2. Registrar Office 3. QEC	

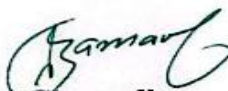
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	broader stakeholders including faculty, staff, alumni and students.	3.GCUF needs to explicitly publish their report regarding gender equality and diversity of faculty, staff and students on website and other social media platforms for its standing among other stakeholders in order to address the Sustainability Development Goal (SDG) related to Gender Equality.			
40	Newsletters of QEC and ORIC are missing for public information.	ORIC and QEC are supposed to publish their newsletter to show their operational activities and also to give good recognition to GCUF for their standing among other universities.	3 months	QEC & ORIC	
41	Fee structure is missing on University webpage	GCUF needs to show their fee structures on the University website which will help students.	Immediate	IT Services	
42	The hostel system needs some improvement.	The GCUF hostel system needs to be computerized and integrated with the University portal to enhance transparency and improve overall efficiency.	3 months	Chairperson Hall Council	
43	Regarding the transport facility, the availability of information regarding bus routes is missing.	The availability of information regarding bus routes must be displayed on the University website which will be ultimately beneficial for the faculty, staff, students and GCUF community.	Immediate	Transport Office	
44	All types of QEC data are manual, which is very laborious and time-consuming for the departments.	An advanced digital system should be made available for QEC to get rid of manual work.	3 months	Directorate of QEC IT Services	

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45	Accreditation of some of the programs is still in process.	The Accreditation process of the remaining programs should be completed timely.	3 months	Deans/Chairpersons/In-charges/Coordinators/Principals	
46	HR for QEC needs to be strengthened.	HR for QEC should be strengthened for effective utilization of QEC.	3 months	Registrar	
47	Collaboration of QEC with other national and international Quality Agencies is limited.	University administration should encourage the collaboration of QEC with other national and international Quality Agencies for a broader vision.	3 months	Directorate of QEC	
48	Continuous updating curriculum based on Undergraduate.	Continuous updating curriculum based on Undergraduate policy and feedback received from various NCRC committees	3 months	Deans/Chairpersons/In-charges/Coordinators/Principals	
49	Continuous Trainings of the faculty.	Training for faculty strengthening focusing on their specialized research areas must be arranged.	3 months	Directorate of Training & Development	
50	Institutional policies need to be reviewed and revised on regular basis.	Institutional policies need to be reviewed and revised on regular basis to incorporate best practices and their alignment with the international standards.	3 months	Registrar	


Prof. Dr. Asim Mansha
 Director QEC


Vice Chancellor