

**ANNEXURE B**

**UPDATES ON**

**KEY PERFORMANCE INDICATORS**

**JULY 2009 – JUNE 2014**

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## 1. Faculty Development KPI Updates (For the period Jul '13 – Jun '14)–FBA

	Faculty of Business Administration - KPIs for 2013/14	Total	Count	2013/14
1	<b>Faculty Publications &amp; Research</b>			
1.1	Number of ISI journal publications	8	60	13%
1.2	Number of journal publications	19	60	32%
1.3	Number of international conference publications	16	60	27%
1.4	Number of national conference publications	15	60	25%
1.5	Number of Case studies numbered/ published	7	60	12%
1.6	Number of Research Seminars conducted	-	60	-
1.7	Number of publications with International Collaboration authors	3	60	5%
1.8	Number of contract research/ consultancy assignments	14	60	23%
1.9	Number of working papers	1	60	2%
2	<b>Faculty Performance</b>			
2.1	Average Faculty evaluation (fulltime + visiting)			3.88
2.2	Percentage of Faculty evaluations below 3			3.64%
2.3	Percentage of Faculty submitting Exam results on time			75%
3	<b>Faculty Development</b>			
3.1	Number of new visiting faculty appointments			22
3.2	Number of new Fulltime faculty appointments			14
3.3 (a)	Total Number of participating faculty in Foreign Academic Alliance Programs			08
3.3 b	Total number of faculty contributed in teaching in partner institutions			05

4	Students (program wise and induction wise statistics: BBA, MBA and MS (Eco) programs			BBA	BSEM	BSAF	BSSS &LA	MBA	MS (Eco)	PhD (Eco)
4.1	Total number of Applicants			2236	416	697	196	527	120	18
4.2	Number of Successful Applicants			406	232	182	89	239	21	0
4.3	Percentage Successful			18%	56%	26%	45%	45%	18%	0%
4.4	Number of International students (program wise)			0	0	0	0	0	0	0
4.5	Average SAT-I scores (for those available) of successful students			2005	-	1971	1960	-	-	-
4.6	Number of students from SFP/STHP/NTHP enrolled			7	6	7	-	-	-	-
4.7	Average CGPA of all students in the program			3.17	3.16	3.13	3.05	3.25	3.04	3.69
4.8	Number of students who got international exposure			150						
5	<b>Curriculum</b>									
5.1	Number of new Courses introduced			36						
5.2	If accreditation achieved / renewed			-						
5.3	Number of Course Outlines upgraded			86%						
6	<b>CEE / Industry Collaborations</b>									
6.1	Number of CEE sessions conducted by FBA Faculty			30						
7	<b>Linkages/ Accreditation/ MOUs/ Student Exchange/ Collaborations</b>									
7.1	Total number of students went abroad on exchange program			29 (MBA/BBA)						
7.2	Number of MOUs signed			MOU with PIDE has been initiated						

## 2. FCS KPI Update Period: July 1st 2013 – June 30th 2014 (12 months)

	Faculty of Computer Science - KPIs	Total	No. of FT Faculty	2013/14		
1	<b>Faculty Publications &amp; Research</b>			As percentage of FT faculty		
1.1	Number of ISI indexed Journal Publications published per faculty member	2	23	9%		
1.2	Total Number of Journal Publications published per faculty member	6	23	26%		
1.3	Number of International Conference publications per faculty member	1	23	4%		
1.4	Number of Research Seminars conducted	2				
1.5	Number of publications with International Collaboration authors	1	23	4%		
2	<b>Faculty Performance</b>					
2.1	Average Faculty evaluation (fulltime + visiting)			3.83		
2.2	Percentage of Faculty evaluations below 3			8.5%		
2.3	Percentage of Faculty submitting Exam results on time			64%		
3	<b>Faculty Development</b>					
3.1	Number of new visiting faculty appointments	8				
3.2	Number of new Fulltime faculty appointments	2				
3.3	Total Number of participating faculty in Foreign Academic Alliance Programs	1				
4	<b>Students (program wise and induction wise statistics: BS(CS), MS(CS) and PhD(CS) programs)</b>			BS(CS)	MS(CS)	PhD(CS)
4.1	Total number of Applicants			831	82	18
4.2	Number of Successful Applicants			235	27	6
4.3	Number of Successful Applicants Joining			151	20	6
4.4	Percentage Successful			28%	33%	33%
4.5	Percentage of Successful students joining			64%	74%	100%
4.6	Average SAT-I /GRE scores (for those available) of students joining			2073	N/A	N/A
4.7	Number of International students (program wise)			0	0	0
4.8	Number of students taking part in international events			2	0	1
4.9	Number of students winning awards in national events & competitions			3	N/A	N/A
4.10	Number of students from STHP/NTHP enrolled			6	N/A	N/A
4.11	Average CGPA of all students in the program			3.17		

5	<b>Marketing</b>			
5.1	Number of External Events conducted ( e.g. CEO Forum / Counselors Seminar / Student Conferences (Connexions) / HR Forum, etc)			2
5.2	Number of Software Competitions conducted			1
5.3	Number of Student Seminars conducted			5
5.4	Number of Schools visited for Open House / Road shows			25
6	<b>Curriculum</b>			
6.1	Number of new Courses introduced			9
6.2	If accreditation achieved / renewed			achieved in 2008
6.3	Number of Course Outlines upgraded			Not Available
6.4	If curriculum audited / up gradation			Curriculum being upgraded
7	<b>CEE / Industry Collaborations</b>			
7.1	Number of CEE sessions conducted by FCS Faculty			12 (104 hours)
7.2	Number of ongoing Industry Collaborative Projects			2
N/A = Not Applicable.				

### 3. Projects KPIs Update (Project and HEC Projects)

#### 3.1 Projects in Progress

ON GOING PROJECTS IN 2013-2014								
S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget During the financial Year	Amount will be spent during the year	Physical progress will be achieved %	Financial Progress will be achieved %
1	404.9	External Development Including Sewerage Treatment Plan	100 Million	100 Million	48.915 Million	30 Million	50%	40%
2	402.1	Renovation of Library& relevant land scape Main Campus	147 Million	148 Million	94.6 Million	94.6 Million	100%	100%
3	402.5	Renovation of Administration Bldg. Main Campus including Furniture & Elevator	199.2 Million	190 Million	86.98 Million	86.98 Million	85%	70%
4	402.7	Electrical System Rectification	12.8 Million			5.18 Million	100%	100%
5	403.6	AMAN TOWER	967 Million	449 M Civil Works 169 M HVAC 69 M Electrical 200 M ID Works	356.69 Million	200 Million	74%	67%
6	404.9.8	Laying of Water Pipeline	36.8 Million	37.764 Million	40.57	15.029 Million	100%	100%
7	404.2	New Boys' Hostel, Main Campus	140 Million	137.631 Million	8.0 Million	99.130 Million	100%	100%
8	401.4.3	New KESC Sub-Station and Relocation of 4 Generators at City Campus.	45 Million	44.072 Million	3.99 Million	44.072 Million	100%	100%
9	404.5	Visiting Faculty Hostel, Main Campus	126 Million	88.132 Million	52.68 Million	35.252 Million	100%	100%
10	404.8	New Girls' Hostel, Main Campus	98 Million	N/A	52.08 Million	9.8 Million	100%	100%

**3.2 On Going Projects Up Till December 2014**

S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount to be spent during the year	Physical progress will be achieved %	Financial Progress will be achieved %
1	404.9	External Development	100 Million	-	52 Million	52 Million	100%	100%
2	402.5	Renovation of Administration Bldg. Main Campus	199.2 Million	190 Million	86.98 Million	82 Million	100%	100%
3	403.6	AMAN TOWER	967 Million	449 M Civil Works 169 M HVAC 69 M Electrical 200 M ID Works	454 Million including ID works	454 Million	100%	100%
4	404.9.8	Laying of Water Pipeline	36.8 Million	36.764 Million	36.8 Million	11.092 Million	100%	100%
5	404.5	Visiting Faculty Hostel, Main Campus	126 Million	88.132 Million	52.68 Million	52.879 Million	100%	100%
6	404.8	New Girls' Hostel	98 Million	N/A	52.08 Million	88.200 Million	100%	100%

**3.3 Projects Completed (IN 2008-2009)**

S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount spent during the year	Start	Finish
1		Refurbishment of Lab-16 at city Campus and Server Room at Main Campus	6.6 Million	6.6 Million	6.6 Million	6.6 Million	Jul-08	Jul-09



<b>3.4 Projects Completed (IN 2009-2010)</b>								
S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount spent during the year	Start	Finish
1	404.6.1	Multipurpose building Ground Floor	9 Million	8.5 Million	8.5 Million	8.5 Million	Jan-09	Dec-09
2	404.6.2	Multipurpose Building First Floor	7 Million	6.6 Million	6.6 Million	6.5 Million	Feb-10	Jul-10
3	402.4.2	Kitchen staff First Floor at Boys Hostel	7 Million	6.09 Million	7 Million	6 .09 Million	March 2009	Feb-10
4	402.4	Renovation of Boys Hostel	100 Million	78 Million	70 Million	67.8 Million	Feb-07	Jun-10
5	401.1.1	Renovation of Class Rooms of academic Block and Seminar Room of FCS Building	60 Million	47 Million	60 Million	48 Million	Feb-07	Mar-09
6	403.3	Student Canteen & Lounge	8 Million	8.7 Million	8 Million	5.5 Million	Oct-09	Jul-10
<b>3.5 Projects Completed (IN 2010-2011)</b>								
S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount spent during the year	Start	Finish
1	402.3	Renovation of Auditorium at Main Campus	65 Million	62 Million	65 Million	46.3 Million	Jan-10	Nov-10
2	401.3	Renovation Admin Bldg. City Campus	84 Million	84 Million	84 Million	58 Million	Oct-09	Nov-11
3	401.1.2	Renovation of Academic Block City Campus	61.5 Million	57.6 Million	61.5 Million	52 Million	Jul-10	Sep-11
4	402.3	Renovation of Academic Block Main Campus	67 Million	97 Million	67 Million	94 Million	Jun-10	Aug-11
5	406.12	Site Clearance, Staff Town, Main Campus	0.5 Million	0.350 Million	0.5 Million	0.350 Million	07-09-2010	15-10-2010
6		Tree Plantation at Staff Town, Main Campus	-	0.193 Million	0.193 Million	0.193 Million	22-01-2011	25-03-2011

<b>3.6 Projects Completed (IN 2011-2012)</b>								
S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount will be spent during the year	Start	Finish
1	404.13	Centre of Entrepreneurship Bldg.	220 Million	197 Million	220 million	154 Million	Oct-10	Jun-12
2	402.6	Improvement of Staff Town	20 Million	Project of renovation old houses abandoned. New houses to be planned.				
3	404.7	Girls' Hostel Extension, Staff Town, Main Campus	12.60 Million	11.328 Million	12.60 Million	2.302 Million	14-01-2010	18-09-2011
4	404.9.2	New KESC Sub-Station at Staff Town & Boys Hostel, Main Campus	3 Million	1.392 Million	3 Million	0.6 Million	02-05-2011	15-11-2011
<b>3.7 Projects Completed (IN 2012-2013)</b>								
S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount will be spent during the year	Start	Finish
1	404.4	Students Centre Main Campus	134 Million	142 Million	142 Million	142 Million	Oct. 2012	April 2013
2	404.1.2	Sports Facilities	50 Million	48 Million	50 Million	48 Million	Jan. 2012	May 2013
3	404.10	Prayer Hall	15 Million	14 Million	15 Million	14 Million	Jan. 2012	August 2013
4	404.3	New Academic Block	204 Million	202 Million	204 Million	202 Million	March 2011	August 2012
5	401.2	Renovation of FCS Building	73 Million	73 Million	73 Million	73 Million	June 2011	Feb. 2013
6	404.89.8	Laying of Water Pipeline	36.8 Million	36.764 Million	36.8 Million	11.029 Million	Jan. 20 2010	Jan 2014
7	404.5	Visiting Faculty Hostel, Main Campus	26 Million	88.32 Million	-	52.879 Million	Nov. 10, 2011	Dec 2013
8	404.8	New Girls' Hostel, Main Campus	98 Million	N/A	-	88.2 Million	March 2	Jan 2014

<b>3.8 Projects Expected To Be Completed (IN 2013-2014)</b>									
S. No.	Project Code	Projects Name	Budgeted Cost	Awarded Cost	Allocated budget	Amount to be spent during the year	Physical progress achieved %	Financial Progress achieved %	
1	402.5	Administration Building Main campus including furniture	199 Million	190 Million	190 Million	190 Million	100%	100%	
2	404.9.7	Electrical Infrastructure System Main Campus	100.0 Million	109.0 Million	109.0 Million	09.0 Million	100%	100%	
<b>3.9 Projects Expected to be completed up till December 2014</b>									
1	404.12	External Development Including Sewerage Treatment Plant	100 Million	100 Million	100 Million	100 Million	100%	100%	
2	403.6	Aman Tower City Campus	967 Million	449 M Civil Works 169 M HVAC 69 M Electrical 200 M ID Works	660 Million	660 Million	100%	100%	
3	403.1.1.	External Development City Campus	----- Under Design Stage -----						

#### 4. Technology Up-gradation KPI Updates

S. No.	Project Code	Projects Name	Project Cost (in Millions)	Awarded Cost (In Millions)	Actual Physical Progress Achieved %	Status
1	2.4	DR solution on Cloud	4.0	3.1	80%	LOA has been issued to the successful bidder. We have planned to move DR solution on cloud by the month of September 2014.
2	2.5	Lecture Recording solution	14.2	3.3	80%	LOA has been issued to the successful bidder. Project would be completed in the month of August and would be available for Fall 2014 semester.
3	2.6	Procurement of Mobile Videoconference Equipment	6.5	4.1	80%	LOA has been issued to the successful bidder. Project would be completed in the month of August and would be available for Fall 2014 semester.
4	2.7	Procurement of Cisco Active Equipment for Aman Tower City Campus	15	15	80%	Waiting for the building completion.
5	2.8	Procurement of Cisco Active Equipment for Admin Block Main Campus	10	9.4	80%	Project would be completed as soon as the building is completed.
6	2.9	Procurement of UPS	4.0	3.6	80%	Letter of Acceptance has been issued to the successful bidder and waiting for the equipment delivery.
7	2.10	Procurement of Library Security System	10.0	9.1	80%	Letter of Acceptance has been issued to the successful bidder and waiting for the equipment delivery. Project would be completed as soon as the building is completed.
8	2.11	Procurement of Servers & IPT Upgrade	9.0	7.1	80%	Letter of Acceptance has been issued to the successful bidder and waiting for the equipment delivery. Upgrade is planned in the month of September 2014.

## 5. HR KPI Updates:

KPIs	Status
<b>Recruitment:</b> <ul style="list-style-type: none"> <li>• No. of new faculty members hired</li> <li>• Percentage of positions advertised &amp; filled</li> <li>• Percentage of jobs filled from within.</li> </ul>	53 Full Tim Faculty hired (From 01-July-2009 till 30-June-2014) 97.12% (104 Positions Advertised / 101 Positions filled)  10
<b>Performance: (based on empstr as of today)</b> <ul style="list-style-type: none"> <li>• Percentage of employees receiving regular performance appraisals</li> <li>• Percentage of employees whose merit increases is tied to performance.</li> </ul>	100% (including BPS employees)  81% (Before April 1, 2012) 48% (After April 1, 2012) Due to conversation of staff in BPS Scale)
<b>Training:</b> <ul style="list-style-type: none"> <li>• Number of trainings/conferences etc attended by Faculty Members &amp; Non-teaching staff</li> </ul>	Faculty (Foreign: 132 in 184 events) & (Local: 324 in 192 events (also includes PhD Std & VFs)  Non-Teaching Staff: (National: 544 in 241 events); (International: 40 in 24 events)  <i>Note: Above are based on annual accumulated statistics</i>
<b>Compensation:</b> <ul style="list-style-type: none"> <li>• Target percentile for total compensation.</li> <li>• Percentage differences in incentive pay between a low performing and a high performing employee. (Applied in Year 2014)</li> </ul>	75 <sup>th</sup> Percentile for Faculty & 50 <sup>th</sup> Percentile for Management Staff  10% (min. 6% and Max. 14%) for Directors 12% (min.8% and Max. 16%) for Faculty, Management & Executive Level Staff 20% for Non-Management Staff (flat rate)
<b>Work Planning</b> <ul style="list-style-type: none"> <li>• Number of employees per HR professional</li> <li>• Automation of HR records and processes to achieve operational excellence.</li> </ul>	105 employees per HR staff  Developed by ICT, implementation has been initiated.

## 6. Resource Mobilization&Alumni KPI Update:

KPIs	Status
<b>Resource Mobilization:</b> <ul style="list-style-type: none"> <li>• Regular follow up on IBA Advisory Council activities</li> <li>• Marketing Alumni Student Center and mobilizing funds for it</li> <li>• Alumni engagement sessions at companies</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
<b>Alumni</b> <ul style="list-style-type: none"> <li>• Constant updating of the Alumni data base:</li> <li>• Creating country/city wise Alumni Chapters:</li>   <li>• Regular distribution of Alumni e-Magazine:</li>   <li>• Engaging Alumni through various channels:</li>   <li>• Creation of online database form</li> <li>• Creation of an interactive Alumni website</li> <li>• Launch of Lost Alumni Directory</li> <li>• Launch of text messaging service for Alumni</li> <li>• Distribution of online Alumni Survey</li> <li>• Verification of Alumni records: Deletion &amp; Additions</li> </ul>	<p>Almost 3,000 Alumni updated online profiles through Alumni website since May 2013. Chapters in UK, Canada, UAE, KSA, Lahore and Islamabad</p> <p>Distributed every Quarter. The e-newsletter was upgraded to the status of Alumni e-magazine in April 2014</p> <p>Student Mentoring Sessions Admission Interview Panels Student Development Program Guest Speaker Sessions Alumni Homecoming Social Engagement Initiatives</p> <p>In Jan 2013, an Online Registration was created</p> <p>In May 2013, Alumni website was launched</p> <p>In Sep 2013, an Online Lost Alumni Directory was launched</p> <p>In Sep 2013, text messaging service launched</p> <p>Carried out on December 31, 2014</p> <p>More than 1,000 Alumni were added to the database</p>

## 7. Communications & Public Affairs KPI Update:

KPIs	Status
<p><b><u>Print Advertisement</u></b></p> <ul style="list-style-type: none"> <li>To Increase IBA's visibility in leading newspapers through admission ads, programme announcements ads &amp; tender notices. These print ads are also placed on IBA's website, SPPRA Websites and the Social Media.</li> </ul>	<p>Ongoing</p> <ul style="list-style-type: none"> <li>2009-2010 (27 ads published)</li> <li>2011 (104 ads published)</li> <li>2012 (134 ads published)</li> </ul> <hr/> <ul style="list-style-type: none"> <li>2013 (112 ads published)</li> </ul> <p>In 2013 as per Director's instruction and a change in strategy, many admission ads were combined and more ads were placed on Social Media rather than in print media. Number of tender ads also reduced, due to many projects being completed during the year.</p>
<p><b><u>IBA Official Newsletter</u></b></p> <ul style="list-style-type: none"> <li>Publication of first IBA newsletter 'Perspective'</li> <li>Publication of IBA's Quarterly Newsletter "the Current", covering IBA's progress, various events &amp; achievements in the allocated time period with quality reporting and pictorial representation. IBA's official newsletter 'The Current' was initially employees' newsletter, focused on internal issues. It has now transformed into IBA's newsletter, featuring student activities, faculty achievements, stories on staff members and pieces on IBA's various academic and administrative departments, representing IBA to internal as well as external audience. The newsletter's pages have increased since its inception, due to an in-depth &amp; thorough coverage of all the latest happenings at IBA.</li> </ul>	<p>Ongoing (achieved 13 publications with 3 major annual issues; 5<sup>th</sup> in January 2012, 9<sup>th</sup> in February 2013 &amp; 12<sup>th</sup> in November 2013)</p> <ul style="list-style-type: none"> <li>IBA's premier newsletter 'Perspective' introduced in 2009</li> <li>IBA's first quarterly official newsletter, 'The Current' launched in 2010</li> <li>The Current's issues 2,3 and 4 produced in 2011</li> <li>5<sup>th</sup> to 8<sup>th</sup> issues produced in 2012</li> <li>9<sup>th</sup> to 12<sup>th</sup> issues produced in 2013</li> <li>Issue 13 produced in 2014</li> </ul>
<p><b><u>Event Coverage</u></b></p> <ul style="list-style-type: none"> <li>Further optimization &amp; provision of timely coverage of IBA events, announcements &amp; agreements, with a rigorous follow up and evolving media relations to give IBA more visibility in all mediums (print, social, electronic), including:             <ol style="list-style-type: none"> <li>Media invitation and timely issuance of press releases of important IBA events, alliances and initiatives</li> <li>Effective coverage in mainstream and alternative media</li> </ol> </li> </ul>	<p>Ongoing (including dissemination of timely press releases of more than 60 different events, resulting in effective print and online media coverage of IBA, as well as electronic media coverage of 3-4 events and regular features about IBA in HEC Newsletter).</p>
<p><b><u>Documentary</u></b></p> <ul style="list-style-type: none"> <li>To promote IBA through a well formulated documentary that can be played on many platforms, such as websites, social media, events &amp; various IBA programs to showcase the achievements, excellence and essence of IBA.</li> </ul>	<ul style="list-style-type: none"> <li>IBA's first documentary conceptualized and produce in 2009</li> <li>Documentary updated in 2011</li> <li>Two new separate Corporate and Student documentaries were produced in 2012 to showcase new achievements and progress of IBA</li> <li>Updated IBA documentary through IBA Marketing Club at the end of 2013. This documentary was completed in record time of 1 week in nominal cost. It was played at the convocation and was also played on air in a PTV show.</li> </ul>

<p><b><u>Marketing Collateral</u></b> Facilitation of timely preparation and dissemination of promotional material/ publications to enhance IBA’s brand image.</p>	<p>Timely designed and printed as and when required, total of more than 50 different publication including:</p> <ul style="list-style-type: none"> <li>• Brochures</li> <li>• Flyers &amp; leaflets</li> <li>• Posters</li> <li>• Card</li> <li>• Banners</li> <li>• Backdrops</li> <li>• Standees</li> <li>• Directional signs</li> <li>• Logos</li> <li>• Handouts &amp; Call for paper</li> </ul>
<p><b><u>Reports &amp; Directory</u></b></p> <ul style="list-style-type: none"> <li>• Facilitation in preparation and designing of Directory &amp; Reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Graduate Directory (Published in 2011)</li> <li>• Annual Report 2009-2010 ( Published in 2011)</li> <li>• Annual Report 2010-2011 ( Published in 2012)</li> <li>• Annual Report 2011-2012 ( Published in 2013)</li> <li>• Gem Report 2011 (Published in 2012)</li> <li>• Gem Report 2012 (Published in 2013)</li> </ul>
<p><b><u>Brand Manual</u></b></p> <ul style="list-style-type: none"> <li>• Brand manual is a document designed to protect the integrity of the visual representation of a brand.</li> </ul> <p>A Brand Manual for IBA was formulated to provide a guideline for IBA’s visual representation as well as to maintain consistency:</p> <ol style="list-style-type: none"> <li>1. Brand Guidelines are designed to ensure that IBA is represented clearly and consistently</li> <li>2. Provides professionally written guideline that reflects the brand's Identity, Persona and Values</li> <li>3. Ensures that the brand and its integral elements are not left to the preferences of personal tastes</li> <li>4. Guidelines should be followed by all those preparing communication materials inside and outside IBA</li> </ol>	<p>Brand Manual introduced in 2012 to provide a guidelines, to strengthen IBA’s brand identity and to ensure a standardized brand representation across a variety of media and marketing interfaces.</p>
<p><b><u>IBA in the Media</u></b></p> <ul style="list-style-type: none"> <li>• IBA on Electronic Media</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted a popular Geo TV program ‘Capital Talk’ at IBA in 2013.</li> <li>• Conducted the Director’s interview in a PTV program, ‘Tajzia’ in 2013.</li> <li>• Conducted a popular Dunya TV program, ‘On the Front with Kamran Shahid’ at IBA in 2013.</li> <li>• An episode of PTV’s morning show ‘Subhe Nau’ was arranged to promote IBA’s NTHP and STHP, where Dr. Ishrat attended with students of NTHP in 2014.</li> <li>• A National Conference on Benazir Bhutto (for the first time) was held at IBA City Campus in 2014. It was covered immensely by leading channels, print media &amp; news websites.</li> </ul>



<p><b><u>Social Media</u></b></p> <ul style="list-style-type: none"> <li>• Active usage and participation on forums like Facebook to increase IBA's presence on Social Media</li> </ul>	<ul style="list-style-type: none"> <li>• Held a meeting with Student Societies representatives for more active engagement and more effective promotion across various platforms.</li> <li>• Social media strategy is more proactive, more events are advertised on social media, promptly followed by the account of major events, complete with relevant pictures and important facts, e.g. IBA's MoU with CIMA, Benazir National Conference in June 14', IBA &amp; AAP Facilitating underprivileged kids etc.</li> <li>• Active representation on Social Media, Close monitoring of Facebook and real time response to queries on it.</li> <li>• Launched communication department Facebook page in 2012, which provides support platform to IBA's Official Facebook page.</li> </ul>
<p><b><u>Interviews</u></b></p>	<ul style="list-style-type: none"> <li>• Conducted interview of Dr. Ishrat Husain, Dean &amp; Director IBA</li> <li>• Conducted interview of Captain (Rtrd.) Ahmed Zaheer, Registrar IBA</li> <li>• Conducted interview of Rashid Ali Khan, Admin Officer Transport</li> <li>• Conducted interview of Dr. M. Nishat, Associate Dean, Business Administration</li> <li>• Conducted interview of Dr. Saeed Ghani, Associate Dean, Computer Science</li> <li>• Conducted interview of Shamsuzzoha Jafri, Senior Manager Corporate Affairs</li> <li>• Conducted interview of Professor Parimal Merchant, Director Center for Family Managed Businesses at S.P. Jain Institute of Management &amp; Research, India</li> <li>• Conducted interview of Dr. Nasir Afghan, Program Director MBA</li> <li>• Conducted interview of Dr. Tufail Qureshi, Editor Business Review</li> </ul>

## 8. CDC KPIUpdate:

KPIs	2009-2013						
<ul style="list-style-type: none"> <li>No. of Corporate Internships arranged</li> </ul>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
	<b>MBA</b>	97.1%	91.4 %	81 %	98 %	80 %	82%
	<b>BBA</b>	97.3%	86.2 %	90 %	94 %	86.2 %	94%
	<b>BSCS</b>	95%	80%	91.7 %	80 %	71.9 %	70%
<ul style="list-style-type: none"> <li>Graduate Directory –</li> </ul>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
	<b>MBA</b>	1200	1200	800	500	500	500
	<b>BBA/BSCS</b>	1200	1200	1000	700	700	700
	<b>Total</b>	2400	2400	1800	1200	1200	1200
<ul style="list-style-type: none"> <li>Faculty Advising – Number of Advisers</li> </ul>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
	<b>Faculty Advisers</b>	-	-	43	47	45	43
<ul style="list-style-type: none"> <li>Developmental Coaching – Number of students coached</li> </ul>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
	<b>Students</b>	-	-	381	389	525	-
<ul style="list-style-type: none"> <li>Recruitment Drives – Number of organization visited the campus</li> </ul>	<b>Recruitment Drives – No of companies visited IBA</b>						
	2009	2010	2011	2012	2013	2014	
	22	28	30	32	42	45	
<ul style="list-style-type: none"> <li>Job Fair – Number of organizations participated</li> </ul>	<b>Career Fair – No of companies visited IBA</b>						
	2009	2010	2011	2012	2013	2014	
	-	35	38	37	38	39	
<ul style="list-style-type: none"> <li>Employment Survey</li> </ul>	Survey is conducted in every November. In 2014 two surveys will be conducted. MBA Survey in September and BBA Survey in November						

<ul style="list-style-type: none"> <li>Placement Success Ratio</li> </ul>	<table border="1"> <thead> <tr> <th colspan="6">Students Employment Data – Students Employed</th> </tr> <tr> <th></th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td><b>MBA</b></td> <td>80.5 %</td> <td>89.2 %</td> <td>68.2 %</td> <td>91 %</td> <td>76.5 %</td> </tr> <tr> <td><b>BBA</b></td> <td>-</td> <td>89.1 %</td> <td>65.86 %</td> <td>86.7 %</td> <td>79.5 %</td> </tr> <tr> <td><b>BSCS</b></td> <td>-</td> <td>94%</td> <td>86.7 %</td> <td>75 %</td> <td>80 %</td> </tr> </tbody> </table>	Students Employment Data – Students Employed							2009	2010	2011	2012	2013	<b>MBA</b>	80.5 %	89.2 %	68.2 %	91 %	76.5 %	<b>BBA</b>	-	89.1 %	65.86 %	86.7 %	79.5 %	<b>BSCS</b>	-	94%	86.7 %	75 %	80 %
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<ul style="list-style-type: none"> <li>Average Salary</li> </ul>	<table border="1"> <thead> <tr> <th colspan="6">Students Employment Data – Students Average Salaries (PKR)</th> </tr> <tr> <th></th> <th>2009</th> <th>2010</th> <th>2011</th> <th>2012</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td><b>MBA</b></td> <td>42500</td> <td>43500</td> <td>53500</td> <td>66400</td> <td>67000</td> </tr> <tr> <td><b>BBA</b></td> <td>-</td> <td>33400</td> <td>36700</td> <td>43200</td> <td>48400</td> </tr> <tr> <td><b>BSCS</b></td> <td>-</td> <td>33000</td> <td>44300</td> <td>41000</td> <td>46600</td> </tr> </tbody> </table>	Students Employment Data – Students Average Salaries (PKR)							2009	2010	2011	2012	2013	<b>MBA</b>	42500	43500	53500	66400	67000	<b>BBA</b>	-	33400	36700	43200	48400	<b>BSCS</b>	-	33000	44300	41000	46600
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<ul style="list-style-type: none"> <li>External Organization System, Corporate Database</li> </ul>	<p>A central Database depository / system has been designed for a consolidated institution wide data for contacts with external organizations, prominent individuals, donors, potential training target groups etc. Data on 900 organizations and around 2500 individuals has been added and is accessible at central location for all different users. Updating privilege is permitted only to the authorized departments. CDC is responsible for verification of all organizations entered in this database and also needs to update CDC corporate data very regularly in EOS.</p>																														

## 9. EMBA KPI Update: (From July 2009 to June 2014)

KPIs	Target	Status
<ul style="list-style-type: none"> <li>Weighted Average Faculty Evaluation Rating</li> </ul>	> 3	Achieved
<ul style="list-style-type: none"> <li>Number of new courses offered in each trimester</li> </ul>	Two	Achieved
<ul style="list-style-type: none"> <li>Number of participants admitted</li> </ul>	100	Achieved- Average annual induction 120 participants
<ul style="list-style-type: none"> <li>Number of organizations represented per year</li> </ul>	70	Achieved
<ul style="list-style-type: none"> <li>Amount of program fee collection per year</li> </ul>	Rs. 70 million	Not achieved
<ul style="list-style-type: none"> <li>Average amount of fee receivables per year</li> </ul>	<Rs. 500,000	Not achieved
<ul style="list-style-type: none"> <li>Average number of EMBA staff Vs. Participants enrolment per year</li> </ul>	One for every 100	Achieved
Placement of EMBA participants after graduation <ul style="list-style-type: none"> <li>Promotions</li> <li>New jobs of higher responsibilities</li> <li>Average salary before and after graduation</li> </ul>	Not applicable as first batch will be graduated this year	Compensation/progression survey will be carried

## 10. NTHP KPI Update:

KPIs	STATUS	
	NTHP/STHP – 2009-10	NTHP/STHP – 2010-11
<b>Previous Students</b> <ul style="list-style-type: none"> <li>Constant updating of the Students data base</li> <li>Constant updating the performance of each candidate on Semester basis</li> <li>Monthly meeting with students</li> <li>Follow-up with the Finance department for the financial report to be submit on every three months</li> <li>Engaging previous NTHP / STHP students to market the NTHP Program</li> </ul>	<p>Updated record of 42 students Achieved</p> <p>Achieved Achieved</p> <p>Achieved</p>	<p>Updated record of 45 students Achieved</p> <p>Achieved Achieved</p> <p>Achieved</p>
<b>Resource Utilization</b> <ul style="list-style-type: none"> <li>Follow up with the administration department for arranging accommodation, transport, classrooms for both programs.</li> <li>Marketing of Sindh Foundation Program / NTHP Program through Facebook</li> <li>To engage IBA Alumni's for arranging panel interviews for the NTHP Programs.</li> <li>To timely update the NTHP websites</li> </ul>	<p>Achieved</p> <p>Market the Program to the TOP-20 students through Media –Ad and promotional material.</p> <p>Achieved</p> <p>On regular basis</p>	<p>Achieved</p> <p>Market the Program to the TOP-20 students through Media –Ad and promotional material.</p> <p>Achieved</p> <p>On regular basis</p>
<b>Orientation Program</b> <ul style="list-style-type: none"> <li>Constant updating of the Students record</li> <li>Constant updating of the Mentors record</li> <li>Constant updating of the Faculty record</li> <li>Constant updating the performance of each candidate during the training programs</li> <li>Constant updating the performance of each Faculty/ Mentor during the training programs</li> <li>Quarterly meeting with students/ Faculty and Mentors</li> <li>To arrange visits for the students during the training program</li> <li>Mock exams, Interview &amp; Group discussion</li> </ul>	<p>In total, 211 candidates applied in the NTHP/STHP-09 program We select 42 candidates for the Orientation Program, out of them 3 students successfully enrolled in the BBA/BS(CS) program. They had graduated from IBA in Spring 2013.</p>	<p>In total, 251 candidates applied to the NTHP/STHP-10, out of which 56 appeared for the Panel Interview session; we shortlisted 45 for the Orientation Program. Total 13 candidates successfully gained admission in the BBA/BS(CS) programs, through the IBA admission test. Their four year degree program will be completed in Spring 2014</p>
<b>Strategies:</b> <ul style="list-style-type: none"> <li>Develop the Separate website for the NTHP/STHP</li> <li>IBA Staff members taught as a tutorial</li> <li>Constant updating of the Student record</li> <li>Introduced simple application Form</li> <li>Companies Trips</li> <li>Purchased the test preparation books reserved in a separate section in the library for the NTHP students.</li> <li>Online Google Group was created to update all the students who have applied in the NTHP Program regarding the recent updates.</li> </ul>	<p>Achieved Achieved Achieved Achieved Achieved</p> <p>Achieved</p> <p>Groups email was created in <a href="mailto:nthp-2009@googlegroups.com">nthp-2009@googlegroups.com</a></p>	<p>Achieved Achieved Achieved Achieved Achieved</p> <p>Achieved</p> <p>Groups email was created in <a href="mailto:nthp-2010@googlegroups.com">nthp-2010@googlegroups.com</a></p>

KPIs	STATUS	
	NTHP/STHP – 2011-12	NTHP – 2012-13
<b>Previous Students</b> <ul style="list-style-type: none"> <li>Constant updating of the Students data base</li> <li>Constant updating the performance of each candidate on Semester basis</li> <li>Monthly meeting with students</li> <li>Follow-up with the Finance department for the financial report to be submit on every three months</li> <li>Engaging previous NTHP / STHP students to market the NTHP Program</li> </ul>	<p>Updated record of 85 students Achieved</p> <p>Achieved Achieved</p> <p>Achieved</p>	<p>Updated record of 36 students Achieved</p> <p>Achieved Achieved</p> <p>Achieved</p>
<b>Resource Utilization</b> <ul style="list-style-type: none"> <li>Follow up with the administration department for arranging accommodation, transport, classrooms for both programs.</li> <li>Marketing of NTHP/STHP Program through Facebook</li> <li>To engage IBA Alumni's for arranging panel interviews for the NTHP/STHP Programs.</li> <li>To timely update the NTHP websites</li> </ul>	<p>Achieved</p> <p>Marketing through Media-Ad, &amp; distribution of Promotion Material in all colleges of PAKISTAN</p> <p>Achieved</p> <p>On regular basis</p>	<p>Achieved</p> <p>Marketing through Media-Ad, &amp; distribution of Promotion Material in all colleges of PAKISTAN through mail and MBL BDO's Team. Achieved</p> <p>On regular basis</p>
<b>Orientation Program</b> <ul style="list-style-type: none"> <li>Constant updating of the Students record</li> <li>Constant updating of the Mentors record</li> <li>Constant updating of the Faculty record</li> <li>Constant updating the performance of each candidate during the training programs</li> <li>Constant updating the performance of each Faculty/ Mentor during the training programs</li> <li>Quarterly meeting with students/ Faculty and Mentors</li> <li>To arrange visits for the students during the training program</li> <li>Mock exams, Interview &amp; Group discussion</li> </ul>	<p>In total, 284 candidates applied in the NTHP/STHP-11 program. We select 85 candidates for the Orientation Program, out of them 21 students successfully enrolled in the BBA/BS(CS) program. Their 4 years degree program will be completed in Spring 2015.</p>	<p>In total, 177 candidates applied to the NTHP-12, out of which 38 appeared for the Panel Interview session; we shortlisted 32 for the Orientation Program. Total 18 candidates successfully gained admission in the BBA/BS(CS) programs, through the IBA admission test. Their 4 years degree program will be completed in Spring 2016.</p>
<b>Strategies:</b> <ul style="list-style-type: none"> <li>Initial Assessment Test arranged</li> <li>Develop the Separate website for the NTHP</li> <li>IBA regulars students taught as a tutorial</li> <li>Constant updating of the Student record</li> <li>Introduced the detailed application Form based on the financial assessment of the Candidate</li> <li>Companies Trip</li> <li>DLS / Guest Speaker Sessions</li> <li>Mock Examination was introduced based on the IBA Test pattern</li> <li>In collaboration with the PEEF(Punjab) we had arranged a 3 days Soft skills workshop based in YDC Murrree for the NTHP Scholars</li> <li>Purchased the test preparation books reserved in a separate section in the library for the NTHP students.</li> <li>Online Google Group was created to update all the students who have applied in the NTHP Program regarding the recent updates.</li> <li>Assigned the task to the existing students of NTHP/STHP Program to represent as a NTHP/STHP</li> </ul>	<p>Test Centers in ISB, KHI, LHR</p> <p>Achieved Achieved Achieved</p> <p>Achieved Achieved Achieved Achieved</p> <p>--</p> <p>Achieved</p> <p>Groups email was created in <a href="mailto:nthp-2011@googlegroups.com">nthp-2011@googlegroups.com</a></p>	<p>Test Centers in ISB, KHI, MUL</p> <p>Achieved Achieved Achieved</p> <p>Achieved Achieved Achieved</p> <p>We took 20 NTHP scholars for the training Program which was held on Jan 17-19, 2012</p> <p>Achieved</p> <p>Groups email was created in <a href="mailto:nthp-2012@googlegroups.com">nthp-2012@googlegroups.com</a></p>

Ambassador to market the program in their respective regions of Pakistan	This strategy help us to target more students from all province	This strategy help us to target more students from all province
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KPIs	STATUS	
	NTHP – 2013-14	NTHP – 2014-15
<b>Previous Students</b> <ul style="list-style-type: none"> <li>Constant updating of the Students data base</li> <li>Constant updating the performance of each candidate on Semester basis</li> <li>Monthly meeting with students</li> <li>Follow-up with the Finance department for the financial report to be submit on every three months</li> <li>Engaging previous NTHP / STHP students to market the NTHP Program</li> </ul>	<p>Updated record of 62 students On Semester basis</p> <p>Achieved Achieved</p> <p>Achieved</p>	<p>Updated record of 82 students On Semester basis</p> <p>TBA TBA</p> <p>TBA</p>
<b>Resource Utilization</b> <ul style="list-style-type: none"> <li>Follow up with the administration department for arranging accommodation, transport, classrooms for both programs.</li> <li>Marketing of NTHP Program through Facebook</li> <li>To engage IBA Alumni's for arranging panel interviews for the NTHP Programs.</li> <li>Informed students through SMS facility</li> <li>To timely update the NTHP websites</li> <li><b>SMS Facility</b></li> </ul>	<p>Achieved</p> <p>Marketing through Media-Ad, &amp; distribution of Promotion Material in all colleges of PAKISTAN through mail and MBL BDO's Team. Achieved</p> <p>On regular basis</p> <p>We used SMS facility constantly for news and announcement purpose</p>	<p>TBA</p> <p>Marketing through Media-Ad, &amp; distribution of Promotion Material in all colleges of PAKISTAN through mail and MBL BDO's Team. Achieved</p> <p>On regular basis</p> <p>We used SMS facility constantly for news and announcement purpose</p>
<b>Orientation Program</b> <ul style="list-style-type: none"> <li>Constant updating of the Students record</li> <li>Constant updating of the Mentors record</li> <li>Constant updating of the Faculty record</li> <li>Constant updating the performance of each candidate during the training programs</li> <li>Constant updating the performance of each Faculty/ Mentor during the training programs</li> <li>Quarterly meeting with students/ Faculty and Mentors</li> <li>To arrange visits for the students during the training program</li> <li>Mock exams, Interview &amp; Group discussion</li> </ul>	<p>In total, 211 candidates applied in the NTHP-09 program We select 23 candidates for the Orientation Program, out of them 2 students successfully enrolled in the BBA/BS(CS) program. They had graduated from IBA in Spring 2013.</p>	<p>In total, 139 candidates applied to the NTHP-10, out of which 135 appeared for the Panel Interview session; we shortlisted 29 for the Orientation Program. Total 7 candidates successfully gained admission in the BBA/BS(CS) programs, through the IBA admission test. The graduation will be completed in Spring 2014</p>
<b>Strategies:</b> <ul style="list-style-type: none"> <li>Initial Assessment test arranged</li> <li>Develop the Separate website for the NTHP</li> <li>IBA regulars students taught as a tutorial</li> <li>Constant updating of the Student record</li> <li>Introduced the detailed Online application Form based on the financial assessment of the Candidate</li> <li>Companies Trip</li> <li>DLS / Guest Speaker Sessions</li> <li>Mock Examination were introduced based on the IBA Test pattern</li> <li>In collaboration with the PEEF(Punjab) we had arranged a 3 days Soft skills workshop based in YDC Murrree for the NTHP Scholars</li> </ul>	<p>Test Centers in ISB, KHI, MUL Updated on time to time basis Achieved Updated on time to time basis We received applications forms via mail address Port Grand, KSE, SBP visits Mr. Shaiq A. Bhutto- Director Ministry of Foreign Affairs Mock Exams</p> <p>We took 08 NTHP scholars for the training Program which was held on Jan</p>	<p>- Test Centers in ISB,KHI,MUL,LHR &amp;PSW - Updated on time to time basis - Selected 11 IBA students for the Mentorship -2014 We have created the Online Application form for the NTHP Program to be implemented from NTHP Batch 2015.</p> <p>TBA</p> <p>TBA</p>

<ul style="list-style-type: none"> <li>• Online Google Group was created to update all the students who have applied in the NTHP Program regarding the recent updates.</li> <li>• Assigned the task to the existing students of NTHP/STHP Program to represent as a NTHP/STHP Ambassador to market the program in their respective regions of Pakistan</li> <li>• Developed the Online Application Form to implement it from NTHP Batch 2015 onwards.</li> <li>• To shift the manual database of NTHP/STHP/SFP Programs in the ERP system for better usage.</li> <li>• Developed the separate Facebook page of NTHP/STHP/ SFP Program to target more students through social media websites.</li> </ul>	<p>25-27, 2013</p> <p>Groups email was created in <a href="mailto:nthp-2013@googlegroups.com">nthp-2013@googlegroups.com</a></p> <p>This strategy help us to target more students from all province</p> <p>Creation process was completed. Only final phase is remaining.</p> <p>Currently we are in a process to update all the queries required in the ERP system of each year. We have already assigned this task to the NTHP student to help us in completing this project.</p> <p>Separate page of SFP/ NTHP Program was created (iba.nthp, iba.sfp) in the facebook</p>	<p>Groups email was created in <a href="mailto:nthp-2014@googlegroups.com">nthp-2014@googlegroups.com</a></p> <p>This strategy help us to target more students from all province</p> <p>Creation process was completed. Only final phase is remaining.</p> <p>Currently we are in a process to update all the queries required in the ERP system of each year. We have already assigned this task to the NTHP student to help us in completing this project.</p> <p>Separate page of SFP/ NTHP Program was created (iba.nthp, iba.sfp) in the Facebook</p>
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#### SINDH FOUNDATION PROGRAM

KPIs	STATUS	
	SFP – 2012-14	SFP – 2013-14
<p><b>Previous Students</b></p> <ul style="list-style-type: none"> <li>• Constant updating of the Students data base</li> <li>• Constant updating the performance of each candidate on Semester basis</li> <li>• Monthly meeting with students</li> <li>• Follow-up with the Finance department for the financial report to be submit on every three months</li> <li>• Engaging previous NTHP / STHP students to market the SFP Program</li> </ul>	<p>Updated record of 62 students On Semester basis</p> <p>Achieved Achieved</p> <p>Achieved</p>	<p>Updated record of 82 students On Semester basis</p> <p>TBA TBA</p> <p>TBA</p>
<p><b>Resource Utilization</b></p> <ul style="list-style-type: none"> <li>• Follow up with the administration department for arranging accommodation, transport, classrooms for both programs.</li> <li>• Marketing of SFP Program through Facebook</li> <li>• To engage IBA Alumni's for arranging the panel interviews for the SFP Programs.</li> <li>• Informed students through SMS facility</li> <li>• To timely update the SFP Program websites</li> </ul>	<p>Achieved</p> <p>Market the program through Media-Ad, &amp; distribution of Promotional Material in all colleges of SINDH through mail. Trip to the specific college of Sindh were also arranged in the month September 2012 to give presentation and encourage the students to apply in the SFP -2013</p> <p>With the help of IBA Alumni, Faculty Members, we had arranged the P. Interviews</p> <p>Used the SMS facility for announcement</p>	<p>TBA</p> <p>Market the program through Media-Ad, &amp; distribution of Promotional Material in all colleges of SINDH through mail. Trip to the specific college of Sindh were also arranged in the month September 2013 to give presentation and encourage the students to apply in the SFP -2014</p> <p>With the help of IBA Alumni, Faculty Members, we had arranged the P. Interviews</p> <p>Used the SMS facility for announcement</p>



	purpose On regular basis	purpose On regular basis
<b>Orientation Program</b> <ul style="list-style-type: none"> <li>• Constant updating of the Students record</li> <li>• Constant updating of the Mentors record</li> <li>• Constant updating of the Faculty record</li> <li>• Constant updating the performance of each candidate during the training programs</li> <li>• Constant updating the performance of each Faculty/ Mentor during the training programs</li> <li>• Quarterly meeting with students/ Faculty and Mentors</li> <li>• To arrange Company visits for the students during the training program</li> <li>• Guest Speaker Session</li> <li>• Monthly Mock exams, Interview &amp; Group discussion</li> <li>• <b>Writing Skills Workshop</b></li> </ul>	<p>In total, 388 candidates applied in the SFP program-13, out of which 276 appeared in the initial Assessment test. We select 38 candidates for the Foundation Program based on 6 months, In total 10 students successfully cleared the IBA aptitude test and enrolled in the BS(CS/EM) programs. Their 4 years degree program will be ended in Spring semester 2017.</p>	<p>In total, 315 candidates applied to the SFP Program-14, out of which 216 appeared for the initial assessment test. Total 43 candidates appeared in the Panel Interview session; we shortlisted 32 for the Foundation Program- Batch 2014. The training program will be ended by May 15, 2014. After then, students will appear for the IBA Round-2 Aptitude Test to be held on June 22, 2014.</p> <p>We have also arranged 20 sessions for the Writing Skills Workshop under the supervision of Dr. Nadya Q. C. Mujahid</p>
<b>Strategies:</b> <ul style="list-style-type: none"> <li>• Develop the Separate website for the SFP Program</li> <li>• IBA regulars students taught as a Mentor</li> <li>• Constant updating of the Student record</li> <li>• Introduced the detailed application Form based on the financial assessment of the Candidate</li> <li>• Companies Trip</li> <li>• DLS / Guest Speaker Sessions</li> <li>• Mock Examination was introduced based on the IBA Test pattern</li> <li>• As per the regular semester of IBA, we had arranged 1<sup>st</sup>, 2<sup>nd</sup> &amp; Final Term Examination for the SFP Program students</li> <li>• In collaboration with the PEEF(Punjab) we had also arranged a 3 days Soft skills Training workshop based in YDC Murrree for the SFP students.</li> <li>• Online Google Group was created to update all the students who have applied in the SFP Program regarding the recent updates.</li> <li>• Assigned the task to the existing students of NTHP/STHP Program to represent as a NTHP/STHP Ambassador to market the program in their respective regions of Pakistan</li> <li>• Developed the Online Application Form to implement it from NTHP Batch 2015 onwards.</li> <li>• To shift the manual database of NTHP/STHP/SFP Programs in the ERP system for better usage.</li> </ul>	<p>Developed and Updated on time to basis 13 Mentors selected Time to time basis. Achieved</p> <p>--</p> <p>Achieved Achieved Monthly mock Exams -</p> <p>The Foundation Program (based on 6 months) was commenced on Dec.17, 2012 and ended on May 15, 2013</p> <p>We took 20 SFP students for 3 days Soft Skills training Workshop held in YDC Murrree on Jan 25-27, 2013</p> <p>Groups email was created in <a href="mailto:sfp-2013@googlegroups.com">sfp-2013@googlegroups.com</a></p> <p>This strategy help us to target more students from all province</p> <p>Creation process was completed. Only final phase is remaining.</p> <p>Currently we are in a process to update all the queries required in the ERP system of each year. We have already assigned this</p>	<p>Developed and Updated on time to basis 13 Mentors selected Time to time basis. Achieved</p> <p>Achieved Achieved Achieved Achieved Monthly mock Exams</p> <p>The Foundation Program (based on 6 months) was commenced on Dec.2,2013 and will end on May 15, 2014</p> <p>We took 24 SFP students for a 3 days Soft Skills training Workshop held in YDC Murrree on Jan 14-20, 2014</p> <p>Groups email was created in <a href="mailto:sfp-2014@googlegroups.com">sfp-2014@googlegroups.com</a></p> <p>This strategy help us to target more students from all province</p> <p>Creation process was completed. Only final phase is remaining.</p> <p>Currently we are in a process to update all the queries required in the ERP system of each year. We have already</p>

<ul style="list-style-type: none"> <li>Developed the separate Facebook page of NTHP/STHP/ SFP Program to target more students through social media websites.</li> </ul>	<p>task to the NTHP student to help us in completing this project.</p> <p>Separate page of SFP/ NTHP Program was created (iba.nthp, iba.sfp) in the facebook</p>	<p>assigned this task to the NTHP student to help us in completing this project.</p> <p>Separate page of SFP/ NTHP Program was created (iba.nthp, iba.sfp) in the Facebook</p>
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## 11. CED KPI Update

KPIs	Status
<ul style="list-style-type: none"> <li>No. of entrepreneurial short courses conducted (03 planned)</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Outreach activities and programs conducted</li> </ul>	Conducted 18 entrepreneurial workshops across Pakistan in 2014
<ul style="list-style-type: none"> <li>INVENT 2014</li> </ul>	In progress
<ul style="list-style-type: none"> <li>Annual Technology Entrepreneurship workshop in collaboration with British council</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Partnerships and Collaborations</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Total no. of Candidates registered for BBA Entrepreneurship</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Completion of SBI training of rural entrepreneurs</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Training received by Program Managers from IFC</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Publishing of 2 GEM reports</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Running of Incubation Center</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Activity Space for FME students</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Women Entrepreneurship Program in partnership with world bank</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Program on Family Business &amp; Entrepreneurship</li> </ul>	Achieved. First batch to start in 2015
<ul style="list-style-type: none"> <li>11 Research Publications and 30 case studies</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Faculty Training at Babson</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Kids Summer Entrepreneurship Program</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Annual CED Accelerator Program</li> </ul>	Achieved
<ul style="list-style-type: none"> <li>Collaboration with Pakistan Navy in Ormara</li> </ul>	In progress

## 12. CEE KPI Update:

KPI Report 2008-2014			
Year	Total No. of Open Enrollment Program	Total No. of Client Specific Program	Utilization of CEE
2008-2009	4		
2009-2010	16	4	6
2010-2011	28	6	27
2011-2012	32	22	79
2012-2013	32	16	84
2013- 2014	37	11	80

## 13. CBERKPI Update:

KPIs	Status
<ul style="list-style-type: none"><li>To Promote Contract Research Activities</li></ul>	<ul style="list-style-type: none"><li>Collaboration with other Research Institutes, International Growth Centre (IGC), State Bank of Pakistan and Federal and Sindh Government and Private sector initiated.</li></ul>
<ul style="list-style-type: none"><li>To disseminate Research<ul style="list-style-type: none"><li>Working Paper Series</li><li>Monthly Seminar series.</li><li>IBA Annual Conference.</li></ul></li></ul>	<ul style="list-style-type: none"><li>-</li><li>Initiated (11 seminars held to date)</li><li>To be held in September 2014</li></ul>