

Implementation Plan 2025 - Confidential

HIGHER EDUCATION COMMISSION



**RASHID LATIF KHAN
UNIVERSITY**

Review of Institutional Performance Evaluation S-RIPE 2025

Implementation Plan 2025

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Rashid Latif Khan University, for the first time completed a task of IPER, for which the mandatory requirement is issuing the IMPLEMENTATION PLAN. The implementation plan is the most important document in IPER which further gets completed with the submission of COMPLIANCE IMPLEMENTATION PLAN next year to the QEC for Yearly Progress Review YPR. This also helps in directing the concern offices/branch/departments at university.

IPER FINDINGS & Recommendations	Intended Corrective Actions	Intended Implementation Period	Responsible Body	Resource Needed
1. Awareness sessions should be organized regularly for faculty / students / staff for effective delineation of RLKU mission, vision, goals, and rules / policies.	The review team will revisit and comply with the same if required	October 2025	Registrar Branch	
2. Vision, mission and core values must be placed in all offices.	The directed action will comply by placing all these three in all offices	October 2025	Registrar Branch & Admin Branch	
3. BOG members nomination notification be got endorsed from Statutory bodies (BOG).	Will comply as directed	Feb 2026	Registrar Branch	
4. Statutory bodies be constituted along with the TORs and their frequency be determined and meetings be held as per the defined / approved frequency.	The same will comply, hence many of the statutory bodies' frequency are in good numbers	December 2025	Registrar Branch	
5. All policy documents need to be revisited and reformulated through statutory bodies of RLKU.	Will comply as desired	January 2026	Registrar Branch, All Academic and Non-Academic Heads	
6. There should be a standard format of advertisement duly	The HR will take care of this	December 2025	HR Branch	

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mentioning eligibility criteria.				
7. There should be a system for verification of submitted documents and full filing the required documents for the job.	As Above	December 2025	HR Branch	
8. Faculty and staff folders as per HR standards should be completed in all respect.	As Above	January 2026	HR Branch	
9. KPIs of each course should be laid down and faculty should be encouraged to comply with KPIs.	A committee under each will be nominated to define KPI's	September 2025	All Academic Heads	
10. A functional Career Counseling Cell must be established to assist students in academic and professional planning.	Being a new university, this is a defined agenda in the revised strategic plan	January 2016	Student Affairs Branch	
11. Sports activities should be introduced and made part of the co-curricular framework.	Will comply as desired	February 2026	Student Affairs Branch	
12. Recruitment of additional faculty is essential to ensure optimal student-teacher ratios and subject expertise.	Will comply as per defined parameters	September 2026	HR Branch, All Academic Heads	
13. A complaint management system, including physical complaint boxes and digital portals, should be implemented.	A need of the HEI, for the support of students is a must action	Immediate	Registrar Branch & Admin Branch	

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14. A transparent and timely promotion policy should be enforced.	HR manual is revised	Immediate	HR Branch	
15. HR should develop and implement a comprehensive orientation program for all new employees.	Will comply as desired	Next batch hiring	HR Branch	
16. The university must have the retention policy and such benefits offering through which employee motivation and morale get boost.	Will comply as desired	Immediate	HR Branch	
17. No funding or any other travel support policy exists for employees to take part in any capacity building initiative.	Will revisit the policy	Immediate	HR Branch	
18. A detailed and transparent HR policy is required to establish confidence amongst employees.	Will comply as desired	Immediate	HR Branch	
19. Internationalization aspects for the support of students is not evident	Being new the formulation of strategic input is now in considerations	January 2026	Internationalization Office (If exist) otherwise ORIC Branch	
20. Research and research-based activities are very weak, registration of ORIC at HEC is required	Acknowledged	Immediate	ORIC Branch	
21. The grievance and allied policies were not at actual implemented	Comply as desired	December 2025	Registrar Branch	


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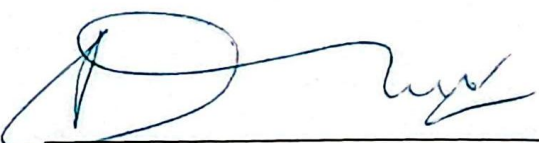
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22 Provisioning of offices for staff and support key positions is requested	Acknowledge	Immediate	Registrar Branch	
23 Like wise Exam department the QEC department is also has secrecy concerns from which mutual sharing of office with any other department is not allowed	As the department has all feedback from students and stakeholders having detailed and confidential information at initial phase, apart meeting with faculty members on issue.	Immediate	Admin Branch	
24 The Director QEC must be part of all statutory bodies as a NON-Voting member.	A mandatory requirement for all Dir QEC	Immediate	Registrar Branch	


Dr Muhammad Khalid Khan
Registrar RLKU


Prof Dr Rukhsana Kausar
Pro Vice Chancellor RLKU


Ali Raza Qureshi
Dir QEC & Addl. Registrar

SofS

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