

Name of University: Mirpur University of Science and Technology (MUST), AJ&K

Name of Business School: Department of Business Administration (DBA)

Program(s) for Review: BBA,

Submission date: 2024-07-05

Registration Application

NBEAC

The registration application is to be completed by the business school seeking for accreditation under National Business Education Accreditation Council (NBEAC) of the Higher Education Commission, Pakistan



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Preface

This document is intended to provide succinct factual information about the School that allows it to be assessed against the eligibility criteria of National Business Education Accreditation Council (NBEAC). A business school seeking for accreditation is expected to understand that the precision and completeness of data provided in the registration application is important for an effective accreditation process as it help NBEAC Committee accurately analyze actual situation of the program(s) under review. NBEAC will trust the data provided at this stage since it will be checked at a later stage, if applicable. Please make sure that this document contains page numbers.

For schools applying to NBEAC for the first time, it should be noted that no additional information provided by the School besides that contained in the application will be conveyed to the NBEAC Committee. For schools applying to NBEAC for re-accreditation/re-visit, this application should be completed when starting the reaccreditation cycle; an updated application should be submitted together with the supporting documents.

Senior Program Manager - Accreditation

National Business Education Accreditation Council Islamabad

Instructions for the application preparation

1. Before starting the registration application, please go through the guidelines given in Section III of the NBEAC Accreditation Process Manual <https://nbeac.org.pk/index.php/accreditation-2/policies-and-procedures> (<https://nbeac.org.pk/index.php/accreditation-2/policies-and-procedures>) in order to ensure that the application is prepared in accordance with these guidelines.
2. Note that no change in the original text and structure of the application is permitted at all. However, the data in colored font is given only for demonstrative purpose; please replace it with actual data.
3. A question in the registration application may require certain information in the form of a table, an appendix, or descriptive text paragraphs. Please make sure that response to each of the questions is exactly the way it is asked for.
4. Include only relevant information described in a clear, concise and meaningful way based on factual data rather than opinions.
5. After the application is prepared, submit a copy to the NBEAC Secretariat for desk review. Follow remarks of the NBEAC Secretariat to make up for any deficiencies pointed out during the desk review. To avoid any unnecessary delay during desk review, please make sure that all required documents are included, and are properly filled in.
6. The NBEAC Secretariat is always there to help clarifying any ambiguity regarding filling in data in the application. However, it is recommendable to carefully read through footnotes and other auxiliary texts before contacting the secretariat in this regard.
7. Please address all correspondence to the following address:

National Business Education Accreditation Council

201, 2nd Floor, HRD Division, Higher Education Commission

H-8 Islamabad, Pakistan

Phone: +92 51 9080 0206, Fax: +92 51 9080 0208

Undertaking

I, the undersigned, fully understand and agree with the terms and conditions of the NBEAC given below.

1. I confirm the accuracy of the information provided in the registration application, and as the authorized representative commit the business school to go through the NBEAC accreditation process.
2. I agree that the business school under review will pay the NBEAC accreditation fee as defined in the NBEAC Fee Schedule <https://www.nbeac.org.pk/index.php/accreditation-2/accreditation-fee-2> (<https://www.nbeac.org.pk/index.php/accreditation-2/accreditation-fee-2>), which is effective at the date of the submission of this application form.
3. I confirm that we shall provide any relevant documents to the NBEAC committee in case they ask for during the screening process, and will accept the decisions of NBEAC with respect to the registration process. The NBEAC, its directors, employees and consultants shall not be liable for any direct or indirect, foreseeable or unforeseeable damages resulting from the conception and implementation of the standards, the accreditation process, or the final decision of the NBEAC about registration.
4. In case the business school unilaterally decides to stop the process, a cancellation request must be submitted to the NBEAC Secretariat.

Signature: _____ Stamp of the organization: _____

Name of the signatory: _____ Date _____

Position of the signatory _____

Name of University/Institute: **Mirpur University of Science and Technology (MUST), AJ&K**

Department/Business School under review: **Department of Business Administration (DBA)**

Postal address: **FACULTY of MUST BUSINESS SCHOOL, MUST, MIRPUR**

City and country: **Mirpur, Pakistan**

Telephone: **0314-8000005**

Section 1. Strategic Management

1.1. Provide basic information about the business school in Table 1.1.

Table 1.1. Basic information of business school

a) Name of the university/parent institution	Mirpur University of Science and Technology (MUST), AJ&K
b) Year of establishment (university/parent institution)	2009
c) Chief administrative officer	Director
d) Name of Chief Administrative Officer	Prof. Dr. Zafar Iqbal
e) Name of the business school and campus (if relevant)	AJ&K
f) Year of establishment of the business school	2009
g) Address of the business school	City Campus MUST, Allama Iqbal Road, Mirpur, Azad Jammu and Kashmir 10250
h) Website URL	https://must.edu.pk/must-business-school-2/
i) Date on which Charter granted	06/19/2014
j) Reference number of Charter	XXXVI of 2014
k) Charter type	Azad Jammu Kashmir
l) Institution type	University
m) Sector	public
n) Profit/Not for profit status	None Profit
o) Hierarchical context	Constituent Part
p) Number of other campuses (if any)	1
q) Location of other campuses (if any)	AJ&K,

1.2. Provide scope of accreditation in Table 1.2.

Table 1.2. Scope of accreditation

No.	Degree Program	Level (Graduate/Undergraduate)	Program Commencement Date
1	BBA	Under Graduate	01/11/2010

1.3. Provide contact information in the Table 1.3. Furthermore, attach CVs of the dean, head of the business school, and focal person as Appendix-1A.

Table 1.3. Contact information

	Dean of school	Head of school	Focal person for NBEAC
Name:	Prof. Dr. Zafar Iqbal	Prof. Dr. Zafar Iqbal	Adeel Razaq
Job title:	Director	Director	Lecturer
Tel (off):	+05-82-7961113_	+92-30-04739296	+92-31-4800005
Tel (cell):	+92-30-04739296	+05-82-7961113_	+05-82-7961113_
Email:	chairman.dbms@must.edu.pk	chairman.dbms@must.edu.pk	adeel.dbms@must.edu.pk

1.4. Provide information about the various statutory bodies in the Table 1.4. Also attach documentary information about the composition, name of members, role and functions of each statutory body as Appendix-1B.

Table 1.4. Business school's statutory committees

No	Body name	Name and designation of Chairperson	Dates of last four meetings			
			Meeting 1	Meeting 2	Meeting 3	Meeting 4
1	Syndicate/Board of Governors/Exec Board	Prof. Dr. Muhammad Younus Javed, SI(M): Vice chancellor	2024-01-26	2023-08-15	2023-02-28	2022-08-05
2	Senate	Barrister Sultan Mahmood: Chancellor	2023-09-14	2022-08-18	2022-04-26	2021-06-22
3	Academic Council	Prof. Dr. Muhammad Younus Javed, SI(M): Vice chancellor	2024-05-09	2023-04-13	2022-08-02	2021-09-30
4	Board of Faculty	Prof. Dr. Zafar Iqbal: Professor	2024-01-12	2022-09-22	2021-02-19	2021-02-18
5	Board of Studies	Prof. Dr. Zafar Iqbal: Director	2023-12-20	2022-11-15	2020-05-13	2019-09-07
6	Selection Board	Prof. Dr. Muhammad Younus Javed, SI(M): Vice chancellor	2023-12-13	2022-05-15	2019-07-04	2019-05-28

1.5. Provide details in Table 1.5 about the names, designations and affiliations of all external (academic and corporate), national or international members in each of the statutory bodies mentioned above in Table 1.4.

Table 1.5. Affiliations of any external (academic and corporate), national or international members

No.	Name of member	Designation	Affiliation	Name of statutory body
1	Prof. Dr. Zafar Iqbal	Director	BBA	Board of Studies

1.6. Provide budgetary information of the business school in the Table 1.6.

Table 1.6. Budgetary information

Year	University budget	Budget proposed by business school	Budget received by business school	Budget type
2024	1,407,789,000	6,160,000	5,544,000	Explicit
2023	1,149,313,000	8,828,000	5,278,000	Explicit
2022	1,109,774,000	6,642,000	3,862,000	Explicit

1.7. State the vision and mission of the university and that of the business school. Describe the process of formation and approval of the vision and mission statements. Attached the relevant pages of the official documents as Appendix-1C.

Mission Vision

Mission	Vision	Date of mission approval	Date of vision approval
<p>Mission of MUST</p> <p>MUST is committed to all encompassing growth of its students, besides enabling them to tap the world of knowledge and assume leadership role in the future through a process of continual innovation in education, research, creativity, technological advancement and entrepreneurship.</p> <p>Mission of FMBS</p> <p>Faculty of MUST Business School (FMBS) will produce quality graduates and entrepreneurs equipped with skills. We aim to create a strong bond with regional educational institutions and local industry by promoting research and entrepreneurial activities.</p>	<p>Vision of MUST</p> <p>To be a superior teaching and research institution, having transformative impact on society and action as a knowledge corridor between Azad Jammu and Kashmir, Pakistan and rest of the World.</p> <p>Vision of FMBS</p> <p>To become a leading business school in the region by producing quality graduates and entrepreneurs</p>	09/22/2022	09/22/2022

1.8. Provide the approved strategic plan including critical success factors and key performance indicators of the business school as Appendix-1D. Fill in the required information on approval of the strategic plan in the Table 1.8.

Table 1.7. Approval of strategic plan

No.	Period of the strategic plan	Date of approval	Approving authority
1	5 Year 11 Month	2024-06-12	Review Committee

Section 2. Curriculum

2.1. Provide the portfolio of the program(s) under review in Table 2.1.

Table 2.1. Programs portfolio

Program(s) under review	Number of semesters	Course category	Number of courses of the program under review	Credit hours	Internship requirement	Final year project/ viva/ thesis/ comprehensive
BBA	8	Core	1	129	yes	thesis

2.2. Provide data on entry requirements for each program under review in Table 2.2.

Table 2.2. Entry requirements

No.	Program under review	Eligibility criteria	Minimum requirements/relative weightage
1	BBA	Matric/O-levels or equivalent	25
2	BBA	SAT/NAT/GAT	0
3	BBA	Grades in Specific Subjects	0
4	BBA	Entry test	30
5	BBA	Candidacy Interview	0
6	BBA	Work Experience	0
7	BBA	Intermediate/A-levels or equivalent	45
8	BBA	Undergraduate	0

2.3. Provide data on the applications received and student intake in the past three years for each program in Table 2.3.

Table 2.3. Applications received

No.	Program under review	Year	Semester	Applications received	Admissions offered	Student Intake	Semester commencement date
1	BBA	2023	Fall	465	64	61	11/06/2023

2.4. Enumerate the degree awarding criteria/requirements for each program under review in Table 2.4.

Table 2.4. Degree awarding criteria

No.	Program(s) under review	Degree awarding criteria/ requirement
1	BBA	CGPA 2.5 is required for degree awarding for BBA Program

Section 3. Students

3.1. Provide the data on student enrolment of the business school for the last three years in Table 3.1

Table 3.1. Student enrolment

Year ⁴	Enrollment in all study programs		
	16 year programs (A)	18 year programs (B)	Doctoral programs (C)
2024	260	0	0
2023	265	15	0
2022	199	38	0
Total	724	53	0
Grand Total	777		

3.2. State the number of students who have graduated over the past three years for each program under review in Table 3.2.

Table 3.2. Graduated students

Program(s) under review	2022	2023	2024
BBA	46	37	33

3.3. State the current gender wise break down of students in each program under review in Table 3.3.

Table 3.3. Student gender mix

Program(s) under review	Male (%)	Female (%)
BBA	67	33

Section 4. Faculty

4.1 Provide information about core business school faculty : present aggregate numbers in Table 4.1.

Table 4.1. Summary of business schools' faculty

	Business Administration	Commerce/Economics	Management Sciences	Public Administration	Other	Total
PhD	0	1	2	0	1	4
18 years education (MS/MPhil/MBA/MPA/M.Com)	0	0	18	0	0	18
16 years education (Bachelors/Masters)	0	0	0	0	0	0
Others (professional/industry experience)	0	0	0	0	0	0
Total	0	1	20	0	1	22

4.2 Provide information of faculty workload over the last two semesters in Table 4.2a and 4.2b. Attach faculty workload policy as Appendix-4A.

Table 4.2a. Faculty workload (2024)

No	Name	Designation	Number of courses taught in all programs	Number of students supervised			Administrative responsibility
				PhD	Masters	Bachelors	
1	Prof. Dr Zafar Iqbal	Professor	1	0	4	0	Director

Table 4.2b. Faculty workload (2023)

No	Name	Designation	Number of courses taught in all programs	Number of students supervised			Administrative responsibility
				PhD	Masters	Bachelors	
1	Prof. Dr Zafar Iqbal	Professor	1	0	4	0	Director

4.3 Provide data for Full Time Equivalent (FTE) for the permanent, regular and adjunct faculty of last year in Table 4.3a and Visiting Faculty Equivalent (VFE) of last year in table 4.3.b for the program under review.

Table 4.3a FTE for the permanent, regular and adjunct faculty in program(s)

No	Faculty name(A)	Designation(B)	Faculty type(C)	Maximum teaching courses allowed(E)	Program(s) under Review
					Teaching courses in BBA:

No	Faculty name(A)	Designation(B)	Faculty type(C)	Maximum teaching courses allowed(E)	Program(s) under Review
1	Prof. Dr Zafar Iqbal	Professor	Permanent	2	Courses : 0 FTE 0
2	Prof. Dr Muhammad Khalique	Professor	Permanent	2	Courses : 0 FTE 0
3	Mahroash Munir	Lecturer	Permanent	5	Courses : 1 FTE 0.2
4	Abdul Majid	Lecturer	Permanent	5	Courses : 3 FTE 0.6
5	Adeel Razaq	Lecturer	Permanent	5	Courses : 2 FTE 0.4
6	Nadia Murtaza	Lecturer	Permanent	5	Courses : 1 FTE 0.2
7	Ahsan Tahir	Lecturer	Permanent	5	Courses : 1 FTE 0.2
8	Muhammad Adeel	Lecturer	Adjunct	1	Courses : 1 FTE 1
9	Ali Ashiq	Lecturer	Permanent	5	Courses : 2 FTE 0.4
10	Ahmed Nadeem	Lecturer	Permanent	1	Courses : 1 FTE 1
11	Shahid Iqbal	Lecturer	Adjunct	1	Courses : 1 FTE 1
12	Sammra Hassan	Lecturer	Adjunct	1	Courses : 1 FTE 1
13	Qasim Shabbir	Lecturer	Adjunct	5	Courses : 0 FTE 0
14	Aadil Rehman	Lecturer	Permanent	5	Courses : 0 FTE 0
15	Ansar Ali Khan	Lecturer	Permanent	5	Courses : 0 FTE 0
Total FTE					Program Total: 6

Table 4.3b Visiting Faculty Equivalent (VFE) in program(s)

No	Faculty name(A)	Designation(B)	Maximum teaching courses allowed(C)	Program(s) under Review
				Teaching courses in BBA:

No	Faculty name(A)	Designation(B)	Maximum teaching courses allowed(C)	Program(s) under Review
1	Munawar Hussain	Lecturer	5	Courses : 1 FTE 0.2
2	Dr Waqas Ali	Assistant Professor	4	Courses : 1 FTE 0.25
3	Memoona Ansar	Lecturer	5	Courses : 1 FTE 0.2
4	Saba Khaliq	Lecturer	1	Courses : 0 FTE 0
5	Ayesha Rida	Lecturer	5	Courses : 1 FTE 0.2
6	Atoofa Zamen	Lecturer	5	Courses : 1 FTE 0.2
Total VFE				0.35

4.4 Fill in data to calculate student to teacher ratio for last year of each program under review in Table 4.4.

Table 4.4. Student to teacher ratio

Program(s) under review	Total enrollment (B)	Total FTE(C)	Total VFE(D)	Student to teacher ratio=B/(C+D)
BBA	251	6	0.35	39.53%

4.5 Provide data on faculty stability in Table 4.5.

Table 4.5. Faculty stability

Year	Total faculty	Resigned	Retired	Terminated	New induction
2024	22	2	0	0	0
2023	24	0	0	0	0
2022	24	0	0	0	0

4.6 Provide data on the gender mix of the business school faculty in Table 4.6.

Table 4.6. Gender mix

Gender	Permanent/Regular	Adjunct	Visiting
Male	73	67	33
Female	27	33	67

4.7 Provide data on the faculty degree in Table 4.7.

Table 4.7. Number of Faculty Degree

No	No. of faculty with terminal degree (foreign institutions)	No. of faculty with terminal degree (domestic institutions)	No. of faculty with international work experience
1	5	17	1

Section 5. Research and Development

5.1 Provide a summary of research output of business school in last three academic years in Table.5.1. Attach a complete list of items mentioned in the table using APA end-text referencing along with clearly mentioning type of each item as impact factor or HEC category, as Appendix-5A.

Table 5.1. Summary of research output

No.	Publication category	Publication type	Year	Total number of items	Number of contributing core faculty members	Number of items jointly produced in collaboration with other institutions	Number of items jointly produced by faculty of same university	Number of items jointly produced by more than 3 authors
1	Academic research articles	HEC category Y	2022	2	1	2	2	2

Section 6. Resources

6.1 Provide complete financial information of the business school in Table.6.1

Table 6.1. Financial information of the business school

No.	Income/Expense	Particulars	2021	2022	2023	2024	2025	2026
1	income	Endowment/investment income	1,000,000	2,000,000	2,000,000	2,100,000	2,205,000	2,300,000
2	income	Grants by government	18,757,700	19,287,000	25,875,600	27,169,380	28,527,849	29,000,000
3	income	Corporate sponsorships	0	0	0	0	0	0
4	income	Graduate programs fee	4,526,000	7,127,000	3,741,000	3,741,000	987,000	0
5	income	Executive education fee	0	0	0	0	0	0
6	income	Grants by parent organization	0	0	0	0	0	0
7	income	Undergraduate programs fee	30,177,000	42,634,000	37,170,000	39,028,500	40,979,925	43,000,000

No.	Income/Expense	Particulars	2021	2022	2023	2024	2025	2026
8	income	Any other income	0	0	0	0	0	0
9	income	Postgraduate programs fee	512,300	1,007,000	655,400	688,170	722,578	758,000
	TOTAL REVENUE (A)	54,973,000	72,055,000	69,442,000	72,727,050	73,422,352	76,057,119	
10	expense	Staff salaries	1,301,000	4,540,000	5,751,000	6,326,100	6,958,710	7,600,000
11	expense	IT facilities	106,000	50,000	115,000	120,750	126,787	133,000
12	expense	Faculty salaries	33,440,000	33,678,000	39,761,000	43,737,100	48,110,810	52,000,000
13	expense	Co-Extracurricular activities	0	0	0	0	0	0
14	expense	Repair and maintenance	95,000	165,000	223,000	234,150	245,857	258,000
15	expense	Utilities	1,600,000	1,113,000	2,080,000	2,184,000	2,293,200	2,400,000
16	expense	R&D	0	0	0	0	0	0
17	expense	Faculty development	0	0	0	0	0	0
18	expense	Marketing and promotion	13,000	5,000	0	50,000	50,000	50,000
19	expense	Library	7,000	155,000	190,000	199,500	209,475	219,000
20	expense	Educational visits/seminars	10,000	20,000	30,000	50,000	50,000	50,000
21	expense	Interest payments	0	0	0	0	0	0
22	expense	Other expenses	4,874,000	7,282,000	8,571,000	8,999,550	9,449,527	9,900,000
23	expense	Scholarships/financial	926,000	1,001,000	976,000	1,024,800	1,076,040	1,100,000
	TOTAL EXPENSES (B)	42,372,000	48,009,000	57,697,000	62,925,950	68,570,406	74,747,401	
	ANNUAL BALANCE (A-B)	12,601,000	24,046,000	11,745,000	9,801,100	4,851,946	1,309,718	

6.2 Provide information about different facilities of the business school in Table 6.2.

Table 6.2. Business schools' resources

1	Business School	Open area per student	144.81
2	Business School	Total area (sq.ft)	134899
3	Business School	Covered area (sq.ft)	10652
4	Business School	Open area (sq.ft)	124247

5	Business School	Total student enrollment	858
6	Faculty offices	Total number of offices	12
7	Faculty offices	Total faculty members	22
8	Faculty offices	Average number of faculty members per office	2
9	Faculty offices	Workstations/laptops	yes
10	Faculty offices	Printer/Photocopier	yes
11	Faculty offices	Air conditioning	no
12	Faculty offices	Safe Cabinets	yes
13	Hostels/accommodation	Total capacity of male student hostel(s)	500
14	Hostels/accommodation	Number of faculty hostels	1
15	Hostels/accommodation	Total capacity of faculty hostel(s)	50-60
16	Hostels/accommodation	Number of female student hostels	2 shared
17	Hostels/accommodation	Total capacity of female student hostel(s)	300
18	Hostels/accommodation	Number of male student hostels	5 shared
19	Laboratories	Internet bandwidth (GBs)	0.180
20	Laboratories	Total number of workstations in labs	50
21	Laboratories	Students to computers ratio	1:1 shared with IT department
22	Laboratories	List of available softwares	spss, eviews, endnote, microsoft office
23	Laboratories	Number of laboratories	2
24	Laboratories	LAN/WAN networking	yes
25	Lecture Halls	Whiteboard/blackboard	yes
26	Lecture Halls	Proper lighting	yes
27	Lecture Halls	Air Conditioning	yes
28	Lecture Halls	Multimedia and whiteboard simultaneously useable?	yes
29	Lecture Halls	Total number of lecture halls	8

30	Lecture Halls	Seating capacity (minimum-maximum)	45-60
31	Lecture Halls	Multimedia	yes
32	Library	Number of international journal subscriptions	no
33	Library	Number of business magazines	no
34	Library	Access to HEC digital library	yes
35	Library	Access to other online databases	yes
36	Library	Number of libraries	1
37	Library	Database of research publications	no
38	Library	Total seating capacity	250
39	Library	Students to computers ratio in library	1:3
40	Library	Number of business text books (hardcopy)	5657
41	Library	Number of business reference books (Softcopy)	no
42	Library	Number of business reference books (Hardcopy)	2500
43	Library	Number of local journal subscriptions (Softcopy)	no
44	Library	Number of local journal subscriptions (Hardcopy)	no
45	Library	Number of new books added in current year	150
46	Library	Budget spent on new books in current year (PKR)	190000
47	Multipurpose hall/auditorium	Number of multipurpose halls	yes
48	Multipurpose hall/auditorium	Seating capacity	170
49	Other Facilities	Female students common room	1
50	Other Facilities	Male students common room	no
51	Other Facilities	Prayer room	yes
52	Other Facilities	Canteen/cafeteria	yes

53	Other Facilities	Gymnasium	yes
54	Other Facilities	Playground	yes
55	Transportation	Number of vans for faculty transportation	2
56	Transportation	Number of vans for students transportation	8

1 The term “school” is used in the NBEAC process to designate the entity that is applying for NBEAC accreditation, whether it is a free standing business school or a faculty, school or department within a university.

2 Replace the text with actual semester names. In case admission are taken biennially, mark “N/A” for the semester no admission is offered.

3 Enrollment means total number of students enrolled from first semester to last semester of a program. 16 years study programs include BBA/B.Com; 18 years programs include MS/MPhil/MBA/MPA/M.Com et cetera.

4 Year t, Year t-1, and Year t-2 correspond to last three years i.e. Year t means current year, Year t-1 is the last year, and Year t-2 is the year before last year. As annual data is required, therefore each year includes both fall & spring sessions. Please replace row headers with actual years.

5 This column shows the total annual enrollment of the school/department as a whole, not just the program(s) under accreditation.

6 Core business faculty: Faculty with terminal degree in business, management and related areas and teaching core business courses.

7 Maximum teaching courses allowed as per course load policy

8 Report data on research and publication for the core faculty, defined as members of the faculty for whom the school is the principal employer. The report should not include publications of part-time staff from other schools or departments, adjunct faculty, visiting professors, or business practitioners.

9 Only include faculty members from within the school at the time of production

10 Articles, conference papers, journal articles, and other research work published in HEC recognized journals / ISI index journals, conference proceedings, and other reputable abstracting indexing service i.e. EMERALD, JSTOR, Science Direct, etc.

11 Income generated through various trainings and workshops conducted by the business school.

Checklist of mandatory appendices with registration application

Name	Description	Attached (please tick the box)		No. of pages of the appendix
		Yes	No	
1. Appendix-1A	CV of the dean, head of school and focal person (max. four pages each)			
2. Appendix-1B	Composition, name of committee members, role and functions of statutory bodies			
3. Appendix-1C	Approved vision and mission statements of the university and business school with evidence of approval			
4. Appendix-1D	Approved strategic plan of the business school with evidence of approval			
5. Appendix-1E	Organogram of the business school and parent institution			
6. Appendix-4A	Faculty workload policy			
7. Appendix-5A	List of items mentioned in Table. using APA end-text referencing.			

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