



Outcome of Self-Review of Institutional Performance Evaluation (RIPE)

2024–2025

Self RIPE Corrective Action and Continuous Quality Improvement

Outcome Report

Standard 1 – While strategic intent is visible, measurable outcomes and public KPI dashboards were limited in the reviewed documentation

In response to the observation, KASBIT formulated a core committee for the regular review of its Strategic Plan against KPI accomplishments and for taking necessary measures where applicable. The Strategic Plan Review Committee has been formally constituted, and the review of the Strategic Plan is undertaken on a regular basis. The Review Report of Strategic Plan of Business department is attached documentary evidence through Annexures 1.1

Outcome:

The corrective action has strengthened the institutional mechanism for monitoring the implementation of the Strategic Plan. The establishment of a dedicated Strategic Plan Review Committee provides a formal mechanism for reviewing KPI accomplishments and identifying areas requiring further action. The availability of a documented review report also provides evidence that strategic planning is being subjected to periodic institutional review and follow-up.

Standard 2 – Stakeholder representation on boards (e.g., industry, alumni) could be enhanced to strengthen oversight and relevance

KASBIT reviewed its existing Conflict of Interest Policy, which had originally been approved by the 17th Board of Governors meeting held on 9 December 2013. The reviewed policy was presented through the 25th Academic Council held on April 14th, 2018 and subsequently discussed in the 5th IQC meeting. Held on 12th September 2025. In addition, the institution has industry representation on various boards and statutory bodies. Alumni holding leading corporate positions have also participated as evaluators of SARs on PREE standards and have participated in the 2026 Job Fair and the 10th KASBIT International Conference. Supporting evidence is maintained through Annexures 2.1 to 2.8.



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Outcome:

The corrective action has strengthened transparency and stakeholder participation within institutional governance and quality-assurance activities. The review of the Conflict-of-Interest Policy provides an updated governance mechanism, while the documented participation of industry and alumni representatives demonstrates increased stakeholder involvement in academic and institutional activities.

Standard 3 – IT infrastructure (LMS, student analytics) would benefit from modernization and investment to support blended learning and data-driven decision-making

KASBIT undertook strategic initiatives to strengthen its IT infrastructure and align technology-related operations with institutional requirements and KPIs. Improvements were made to the LMS to meet student demand and facilitate faculty, while a separate Student Portal was launched to improve student satisfaction and facilitate timely resolution of complaints. Student and faculty LMS evidence, Student Portal evidence, and BSCS accreditation-related IT documentation have been maintained as Annexures 3.1 to 3.4. The BSCS accreditation visit also provided evidence of efforts to address IT-related gaps.

Outcome:

The corrective action has contributed to the strengthening of KASBIT's digital academic and student-support infrastructure. Improvements to the LMS and introduction of a dedicated Student Portal have expanded digital access and provided additional mechanisms for student communication and complaint resolution. The documented IT improvements also demonstrate institutional responsiveness to academic and accreditation-related requirements.

Standard 4 – Strengthen financial sustainability planning and scenario-based budgeting



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Write-up:

KASBIT undertook several measures to strengthen financial sustainability. These included the launching of a Pension Fund, increasing revenue through new sources such as the NAVTTC-related initiative, and maintaining separate departmental budgets for key functions including ORIC and QEC. Documentary evidence includes the Pension Fund, NAVTTC-related documentation, and departmental budgets maintained as Annexures 4.1 to 4.4.

Outcome:

The corrective action has strengthened institutional financial planning through diversification of revenue sources, establishment of financial provisions, and clearer allocation of resources to key institutional functions. The maintenance of separate departmental budgets also provides greater visibility and control over resources allocated to quality assurance and research-related activities.

Standard 5 – N/A

Write-up:

The institution has identified this standard as **Not Applicable (N/A)** to KASBIT. The report indicates that the Institute may consider the option in the near future. Accordingly, no corrective action has been proposed under this standard.

Outcome:

The applicability status of the standard has been clearly documented in the RIPE record. This provides transparency in institutional reporting and establishes a basis for future reconsideration should the institutional context change.

Status: Not Applicable (N/A)

Standard 6 – International linkages are established, and there is potential to further expand activities to generate greater benefits for all stakeholders



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Write-up:

KASBIT has further strengthened its linkages and expanded the horizon of collaboration across multiple dimensions. The institution has signed various national and international MoUs. In addition, senior management, ORIC, and faculty members have undertaken joint research in collaboration with industry and academia. Documentary evidence of MoUs and joint research collaborations is maintained through Annexures 6.1 and 6.2.

Outcome:

The corrective action has expanded the institution's collaborative network and strengthened opportunities for academic, research, and stakeholder engagement. The establishment of national and international MoUs, together with joint research collaborations, provides a foundation for further internationalization and collaborative academic and research activities.

Standard 7 – Each department has many controls document so appraisal form shall also be made a control document and part of HR SOP

Write-up:

KASBIT maintains an ISO 9001:2015 certified quality-management framework and a Master Control Document List. The faculty appraisal form has been formally documented as **HR/04/015**. The institution also has a structured Faculty Development Plan aligned with the faculty HR appraisal process, with relevant FDP and CPD requirements incorporated into the appraisal mechanism. Supporting evidence is provided through Annexures 7.1 to 7.4.

Outcome:

The corrective action has strengthened the integration of faculty appraisal and development within the institutional controlled-document framework. Formal identification of the appraisal form as a controlled document, together with the Faculty Development Plan, provides a more systematic mechanism for monitoring faculty performance, professional development, and capacity-building requirements.



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Standard 8 – KASBIT could further enhance its curriculum by adopting international case studies and best practices from international renowned business schools

Write-up:

KASBIT enhanced its curriculum by incorporating international case studies from renowned business schools. A comprehensive training session on Outcome-Based Education was also conducted to support OBE implementation. OBE practices have been incorporated and implemented across programs, while curriculum review activities have also been undertaken. Evidence includes curriculum review documentation, sample course outlines containing international case studies, OBE training evidence, updated curriculum documentation, and the KASBIT OBE Framework through Annexures 8.1 to 8.5.

Outcome:

The corrective action has strengthened curriculum enrichment and the implementation of Outcome-Based Education. The inclusion of international case studies broadens the academic content available to students, while OBE training and the KASBIT OBE Framework provide a structured basis for strengthening outcome-based academic practices and curriculum review.

Standard 9 – Assessment moderation evidence and systematic mapping of assessment to learning outcomes could be improved

Write-up:

KASBIT introduced a mechanism titled the **Course Coverage Report**, which synchronizes learning outcomes with specific assessments. Rubric-related monitoring is also maintained through the Course Review Report within the institution's internally developed SIS. In addition, a mechanism has been developed for monitoring student progression and graduation statistics. Student progression is maintained from intake through admission and subsequently on a semester-wise basis until graduation. Documentary evidence is provided through Annexures 9.1 to 9.3.



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Outcome:

The corrective action has strengthened the systematic relationship between learning outcomes and assessment activities. The Course Coverage Report and SIS-based Course Review Report provide structured mechanisms for monitoring assessment alignment and rubric implementation. The progression and graduation monitoring mechanism also enhances the institution's ability to track student academic progress over the student life cycle.

Standard 10 – Career counselling services, disability support, and formal retention interventions require further development and documentation

Write-up:

KASBIT has enhanced its placement activities and conducted activities relating to career counselling and placement. A Mega Job Fair was organized in May 2026. The institution also maintains a documented Disability Support Policy. Supporting evidence includes the Job Portal firms list, placement WhatsApp group, Online Job Portal, career counselling activities, seminars and training, student placement list, and Disability Support Policy through Annexures 10.1 to 10.7.

Outcome:

The corrective action has strengthened student career and employability support by expanding placement activities and career counselling opportunities. The Job Portal, placement communication mechanism, Job Fair, and documented placement information provide students with structured access to employment opportunities. The Disability Support Policy further formalizes institutional support for students requiring disability-related assistance.

Standard 11 – A university-wide pedagogy enhancement program (e.g., regular seminars on active learning and assessment for learning) would benefit teaching quality



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Write-up:

KASBIT Academics and QEC conducted a number of training activities to enhance faculty capacity in assessment, teaching quality, and digitalization. OBE training was also conducted to support alignment of PLOs and CLOs with program outcomes. In addition, seminars, webinars, guest-speaker sessions, and CSR activities were conducted. KASBIT also maintains policies relating to Environmental Protection and Community Engagement and has undertaken activities including green-environment initiatives, paperless initiatives, and philanthropic activities. Supporting evidence is maintained through Annexures 11.1 to 11.7.

Outcome:

The corrective action has contributed to strengthening faculty capacity-building and teaching-related professional development. Training in assessment, teaching quality, digitalization, and OBE provides opportunities for faculty to enhance academic practices. Community, environmental, and CSR initiatives also strengthen the institution's engagement with broader societal responsibilities.

Standard 12 – Limited external research funding and low indexed publications were noted in the reviewed materials; strengthen research supervision and incentives

Write-up:

KASBIT has acquired funded research projects from industry and established the **Research Facilitation Unit (RFU)** to improve the overall research process and contribute towards increasing publications and strengthening research activities. The institution has also developed a research plan and a research dashboard for monitoring research publications. An Ethical Review Board has been established to monitor research supervision and ethical considerations. Supporting evidence includes funded research projects, RFU notification, research plan, research dashboard, publication list, and Ethical Review Board notification through Annexures 12.1 to 12.7.



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Outcome:

The corrective action has strengthened the institutional research support framework through dedicated research facilitation, external research engagement, research planning, publication monitoring, and ethical oversight. The establishment of the RFU and Ethical Review Board provides formal institutional mechanisms for supporting research activities and promoting responsible research practices.

Standard 13 – The grievance redressal mechanism should include timelines, appeal procedures, and anonymized reporting statistics

Write-up:

KASBIT enhanced its grievance redressal mechanism through the Student Portal. Complaints and grievances are now submitted through the portal with timelines and deadlines, while statistics and completion times can be tracked. A summary of student complaints and the Academic Integrity Policy are also maintained as supporting evidence through Annexures 13.1 to 13.3.

Outcome:

The corrective action has strengthened the transparency and traceability of the student grievance redressal process. The portal-based mechanism enables complaints to be recorded and monitored against timelines, while complaint statistics and completion times provide a basis for institutional monitoring. The Academic Integrity Policy further strengthens the institutional framework for promoting academic integrity.

Standard 14 – Public-facing dashboards for institutional KPIs are currently limited



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Write-up:

To address the observation, KASBIT has made the outcomes of QA reports with respect to KPIs linked with the Yearly Progress Report (YPR) available through the QEC section of the KASBIT website. The relevant website hyperlink is maintained as Annexure 14.1.

Outcome:

The corrective action has improved public disclosure of institutional quality-assurance information by making QA outcomes and KPI-related information accessible through the institutional website. This provides stakeholders with greater access to institutional quality information and supports increased transparency of quality-assurance activities.

Standard 15 – Strengthen engagement between QEC and academic units through formal QA schedules, training, and resources for data collection and analysis

Write-up:

KASBIT QEC works closely with Academic departments, and the annual QEC activity calendar is shared with Academics to provide awareness of yearly campaigns and related activities. QEC has also conducted internal and external training for faculty development and regularly conducts QAA-assigned surveys and shares feedback with Academics. The QEC maintains corrective actions arising from RIPE, SAR/PREE, and GPR processes as part of CQI closure. The relevant evidence is maintained through Annexures 15.1 to 15.5.

Outcome:

The corrective action has strengthened coordination between QEC and academic units through formal activity planning, training, surveys, feedback, and documented corrective actions. The maintenance of corrective actions from RIPE, PREE, and GPR as part of CQI closure demonstrates a systematic connection between institutional review findings and subsequent improvement activities.



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Standard 16 – Integrate RIPE findings into institutional strategic planning and publish follow-up progress reports to demonstrate responsiveness

Write-up:

RIPE findings were shared with relevant departments through the Institutional Quality Circle (IQC), and measures were taken in response to the findings. The Strategic Committee also formulated a digital tracking mechanism to monitor the progress of assigned and pending tasks. KASBIT has further designed a review calendar providing for RIPE review on a five-year cycle and SAR review on an annual basis, with proposed review names. Supporting evidence includes the IQC agenda item, digital tracker, and proposed review calendar through Annexures 16.1 to 16.3.

Outcome:

The corrective action has strengthened the institutional follow-up mechanism for RIPE findings by linking review observations with departmental action, IQC consideration, strategic monitoring, and future review planning. The digital tracker provides a mechanism for monitoring assigned tasks, while the review calendar establishes a structured cycle for future quality reviews. Together, these measures strengthen institutional responsiveness and support continuity in the quality-assurance process.

Overall Outcome of RIPE 2024–2025

The RIPE 2024–2025 process resulted in corrective and improvement measures across institutional strategic planning, governance, IT infrastructure, financial sustainability, international linkages, faculty development, curriculum and OBE, assessment, student progression, career support, teaching quality, community engagement, research, grievance redressal, public disclosure, and quality assurance.

A significant outcome of the RIPE process is the strengthening of institutional mechanisms for **review, corrective action, documentation, monitoring, and follow-up**. The establishment of committees, controlled documents, digital systems, research structures, review mechanisms, training activities, and tracking arrangements provides evidence that identified areas were followed by specific institutional responses.



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The RIPE corrective actions also contribute to the institution's **Continuous Quality Improvement (CQI) mechanism**. QEC maintains corrective actions arising from RIPE, PREE, and GPR processes, while engagement with Academic departments, surveys, feedback, training, and follow-up activities provide mechanisms for closing the quality-assurance loop.

Overall, the RIPE 2024–2025 corrective actions demonstrate an institutional commitment to using review findings as a basis for **continuous improvement, evidence-based decision-making, enhanced stakeholder engagement, and strengthening of internal and external quality-assurance processes**.

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