

## Curriculum Vitae

# DR. MUNAWAR SULTANA MIRZA

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### I. Academic Qualifications

- Doctor of Letters (DLit) Hon. University of Glasgow, UK, 2010 (74<sup>th</sup> topmost university of the world)
- Doctorate in Education, University of Georgia, USA, 1975. Major in Adult Education with courses in Continuing and Distance Education (UGA is 71<sup>st</sup> topmost university of the world)
- M.A. Edu. with distinction, University of the Punjab, 1968

### II. Awards

- Doctor of Letters (DLit) Honorary, University of Glasgow, UK, 2010
- UNESCO Jan Amos Comenius Award, 2004 (one of the most prestigious UNESCO award. )
- Izaz-e-Fazeelat, Presidential Award of academic distinction (quality research in social sciences), 1999
- Fatima Jinnah Medal, Government of Punjab, 2006
- Best University Teacher Award 2002, HEC.
- Best Teacher Award, University of the Punjab, 2006
- Scholarships: Merit scholarships in Matric, F.A. and B.A
- Millennium Life Time Award, South Asia Publications, 2006
- Star Award, South Asia Publications, 2004

### III. Honors

- Member ILO-UNESCO Committee of Experts Concerning Teaching Personnel (CEART), Paris, 2007-2012.
- Member Education for Sustainable Development Programs (ESDP) Selection Committee Asia-Pacific Cultural Centre (ACCU), UNESCO, 2006-2008
- Professor Emeritus, University of the Punjab, 2006
- The first Professor Meritorious BS-22, University of the Punjab, 2005
- Chairperson (Founding), National Accreditation Council for Teacher Education, 2006 to present

### IV. Areas of Interest.

Educational Research and Assessment, Higher Education, Quality Education, Curriculum Development, Gender Studies.

## **Professional Profile**

Have professional experience of more than 42 years of teaching, research, administration and leadership at various university positions. Conceptualizing and establishing new institutions at universities and outside is an important feature of my professional career. Some to mention, outside universities, are the National Education Assessment System (NEAS), Punjab Examination Commission (PEC) and National Accreditation Council for Teacher Education (NACTE). At PU, I established the Department of Gender Studies, Centre for English Language Teaching and Linguistics, Department of Educational Research and Assessment, Department of ECE, and Center for Career Counseling and Placement. Up gradation and development of existing physical and human resources has remained on equal priority level. I was one of the four member team to develop the concept paper of UE. Multiplex tasks as VC, UE are difficult to be capsulized but included conceptualizing, realizing, supporting and acquiring funds for all University activities, establishing national/ international linkages and institutional image building. Added to it is the rich and diversified experience of working as consultant with national/ international organizations for institutional development and research. Memberships of various national/ international educational bodies and committees also provide me multidimensional opportunities to contribute towards development and quality enhancement of education.

### **III. Contributions as Vice Chancellor, University of Education, Lahore Nov.2006-Nov.2010**

Using inward-outward looking approach, I adopted a number of strategies to stabilize and develop the University. Within University the focus was on regularizing its functioning, strengthening university bodies, expansion and quality assurance of its academic programs, promotion of research culture, faculty development, infrastructure development, and providing technology enriched environment for teaching learning and other administrative functioning. The outward approach started from trust building of the stakeholders and extended to seeking their participation, engagement, and support in developing the University. Linkages with the world of work and foreign universities also remained a priority area. Sustainability of all reforms and interventions was ensured through institutional set-ups, faculty/staff participation, documentation and dissemination. Some of the accomplishments to mention are:

1. Strengthened the institutional framework of the University by framing statutes, rules, regulations and other instruments, regularized the functioning of various authorities/bodies through regular meetings and implementation of their decisions and scheduling University activities in the form of detailed annual calendar.
2. Introduced at least 19 new degree programs such as BEd and MEd Special Education, Master in Leadership and Management Studies in Education, BS IT with strand in Instructional Design and Technology, MSc IT , 2 years MBA Executive, 3 ½ years MBA, BFA, BS (Hons) Zoology , MSc Physics , 4 years BEd (Hons), 3 years Associate Degree in Education (ADE), MPhil Mathematics, MPhil English, MPhil leading to PhD in Education, MPhil leading to PhD in Urdu, PhD in Education, PhD in Urdu.

3. Revision of curricula of all degree programs other than the above to meet the HEC/ international standards.
4. Increase in number of students from 6,200 in 2006 to nearly 12,000 in 2010.
5. Successful solicitation of funds for development projects from HEC (Rs. 472 million) and of Rs. 290 million from Govt. of the Punjab.
6. Faculty and staff development through sending more than 40 faculty members for PhD and short courses in foreign countries and more than seventy in in-country workshops and short courses.
7. Linkages with seven foreign universities in USA, UK, Canada, Malaysia and South Korea and in country linkages / MOUs with projects / institutions like Canada Pakistan Basic Education Project (CPBEP) and INTEL.
8. Dissemination of Research through launching University of Education's Research Journal "Journal of Research and Reflections in Education" in 2007. The journal has been recognized by HEC in 2009 and is placed in category Y.
9. Creation of high-tech Model Classrooms and Standard Classrooms in each campus, digital libraries at four of the ten campuses, and video conferencing room.
10. Established comprehensive MIS comprising Student Information System, Faculty Information System, and Examination Information System, and provided internet and intranet facility to all the campuses
11. Established Center of Educational Research and Assessment for promotion of research culture in the University and created mentored faculty clusters for research. Desktop Publishing Unit was set up to facilitate teachers in developing their own teaching-learning material efficiently.
12. Induction of about two hundred teachers through nearly 40 Selection Boards.
13. Established and operationalized Quality Enhancement Cell for regular assessment of personnel and processes, consolidated feedback system, and measures for participative strategic improvement plans.
14. Established support services for students and alumni such as Internship Placement Center, Counseling Center and Alumni Development Office.
15. Provided UE an opportunity to share and link with international and national academic community and organizations by organizing two International Conferences on Teacher Education in November 2007 and September 2010.

#### **IV. Contributions as Founder Chairperson of National Accreditation Council for Teacher Education (NACTE) 2006 to present**

1. Drafted the concept paper and rules for establishment of the NACTE.
2. Developed Standards for Accreditation of Teacher Education Programs through consultation, advocacy and consensus building process among all the stakeholders at provincial and national levels. The Standards have been published and are also available on the NACTE website.

3. Designed mechanism and processes of accreditation of Teacher Education programs which include processes, procedure, instruments, manuals, and benchmarks developed with the participation of international and national experts using systemic and scientific procedures including piloting the whole system in 43 teacher education programs.
4. Launched formal accreditation system of Teacher Education programs, an ongoing activity with supporting awareness seminars and training workshops for the institutions and external evaluators.
5. In a very short time NACTE has secured Membership of the Asia Pacific Network or Quality Assurance as Intermediate Member.
6. Two of the quality assurance practices adopted by NACTE were approved by the APQN as Good Practices for presentation in an APQN-INQAAHE Workshop held in Tokyo in October 2011.

#### **V. Development of Institutions and other Major Academic Contributions at PU up to November, 2006**

1. Developed and launched following programs in the University of Punjab:
  - i) Master in Educational Research and Assessment and established the Department of Educational Research and Assessment in 2004
  - ii) M.A. English Language Teaching and Linguistics and established the Center for English Language Teaching in 2003
  - iii) M.A. Early Childhood Education in 1998
  - iv) M.A. Women's Studies. Also established the Department of Women's Studies in 2001.
  - v) PhD in Women's Studies in 2005
2. Developed IER's partnership, through a MoU, with the National Education Assessment System (NEAS), Ministry of Education, 2004.
3. Authored 'Curriculum Development Guidelines' for the University of Punjab and contributed towards quality improvement at the University level particularly in curriculum revision and implementation of Semester System.
4. Revised Regulations of the PU Library (.45 million books) and computerized its various processes and functions from accession to circulation.
5. Established Career Counseling Center at Punjab University and was appointed its first chairperson in 2005.

#### **VI. Educational Administration and Management at University of the Punjab.**

1. **Director, Institute of Education and Research, University of the Punjab,** February 7, 1996 to July 11, 1998 and from August 22, 2001 to December 21, 2005 (about 7 years).

IER is a large and autonomous educational institution with its own administrative, academic and financial set up considerably independent of the University. In practical terms, IER is a 'Mini University' with fourteen master's and advanced degree programs in teacher education; a faculty of 79; staff exceeding 160; and an enrolment of approximately 1600 students.

Duties included planning, implementation, monitoring, leadership and all the related administrative tasks.

2. **Dean, Faculty of Education, University of the Punjab**, February 16, 1995 to February 15, 1998 and May 4, 1998 to September 21, 2001. (More than six years).  
Other than a number of academic and administrative responsibilities, the job required coordination of the teaching, publication and research work in the subjects within the faculty.
3. **Chairperson, Department of Women's Studies, University of the Punjab - 2001 to 2006.**  
As chairperson I pioneered to develop and launch master's degree program in Women's Studies in 2001 and PhD in 2005. The Department received international recognition as a case of Good Practices in Higher Education published by UNESCO, Paris in 2007.
4. **Chairperson, Research Wing, IER, University of the Punjab now Department of Research and Evaluation, February, 1993 to December 21, 2005**  
I revitalized the Research Wing and brought more than ten large scale commissioned research studies through open competition. Duties included planning, directing, organizing and conducting institutional research studies of national & international importance.
5. **Chairperson, Department of Elementary Education, IER, University of the Punjab, 1986-1989**  
The responsibilities included planning, administration and supervision of the academic work of the Department.
6. **Administrative Experience with University Hostels**  
Worked in several administrative positions such as Deputy Chairperson Hall Council, and Hostel Warden/Superintendent, 1978 to 1997.

## **VII. Teaching at University**

Have been teaching Master's and PhD classes in Education, Business Administration, and Women/Gender Studies. The specific areas of teaching were:

1. Educational Research. The courses include Educational Research Methods, Quantitative Research Methods, Qualitative Research Methods, and Advanced Research Methods.
2. Curriculum Development. The courses include Curriculum Development, Elementary School Curriculum, Secondary School Curriculum, and Curriculum Change.
3. Educational Measurement and Evaluation, and Test Development.

4. Continuing and Non-Formal Education.

### **VIII. Consultancy/ Institutional Development outside University**

1. Worked as Senior Higher Education Consultant with JBS International for A Feasibility Assessment Study for Establishing Centers of Excellence in Agriculture, Energy, and Water in Pakistan a USAID Project, 2011. The three centres have been established in 2012.
2. Designed and provided technical support for the establishment of the National Education Assessment System (NEAS). NEAS was established in 2001.
3. Designed, in a team of two, Punjab Examination Commission (PEC). PEC was established in 2005.
4. Worked as Consultant/Team Leader/Principal Investigator to conduct large scale research studies for CEC, UNESCO, and UNICEF etc

### **IX. Research and Publications**

#### **A. National/International Research Studies**

##### **Sole/Principal Investigator**

1. *Divergent Behavior (dropout) of Public Primary School Students*. Funded by Pakistan Education Foundation (PEF), 2009
2. *Best Practices in Teacher Education in Punjab*, sponsored by UNESCO, 2008.
3. *Gender Analysis of School Curriculum and Textbooks for grades 1-10 in Pakistan*, Islamabad:UNESCO,2004  
<http://unesco.org.pk/education/documents/publications/Gender%20analysis%20of%20Curriculum%20and%20Text%20Books.pdf>
4. *Assessment Study of ECE Centers in Punjab*, for Unicef, Lahore, 2004
5. *Continuous Assessment System in Punjab: An Evaluation Report*. Government of Punjab, 2003
6. *Study of Relevance between the Technical Education and Job Market*. Funded by ADB through Punjab Board of Technical Education, 2001
7. *Need Assessment (Technical Manpower Need of the Industry)*. Funded by EDB through Board of Technical Education, 2001
8. *Differential Gender Academic Achievement from Primary to Higher Education in Pakistan*. DWS, University of the Punjab, Lahore, 2000
9. *A Study of the selected NGO's in Women Development*. DWS, University of the Punjab, Lahore, 2000
10. *Sanitation Private Sector Study under the Project 'Environmental Acceleration Study'*, Funded by UNICEF, 2000.
11. *A Baseline profile of reading Comprehension of Urdu in Middle Schools of Punjab*. ISBN: 969-848-00-0. Also available on [www.cec-worldwide.com/public.php.1998](http://www.cec-worldwide.com/public.php.1998)

12. *Impact of Supplementary Readers on Urdu Reading Comprehension of Middle grade Students in Punjab (2000)* ISBN: 969-848-06-x. Also available on [www.cec-worldwide.com/public.php](http://www.cec-worldwide.com/public.php). The full report titles 'A Study of the Effectiveness of Supplementary Readers in the Enhancement of Reading Comprehension of Grade 6-8 Students'. The Study spreading over three years included the development of Graded Reading Comprehension Test and its pre, post and post-post administration to 8000 students of grade 6-8 from 99 sampled schools of Punjab, 1999.
13. *Case Study of 20 Middle Schools in Punjab*. The Study funded by DFID through PMSP was conducted to evaluate the impact of in-service training on teachers' school/classroom performance, 1999.
14. *Impact of Examination System on Teaching Styles of Teachers at Secondary and Intermediate Classes*. Funded by the Asian Development Bank under Teacher Training Projects, 1999.
15. *Gender Analysis of the content of Primary School Textbooks in Punjab, 1999*.
16. *A Baseline Survey of Learners Achievement in Grade 8: A Summary of Key Findings*. ISBN: 969-8484-03-5. Also available on [www.cec-worldwide.com/public.php](http://www.cec-worldwide.com/public.php). Full report titles 'Baseline Survey of Grade 8 Student Achievement in Middle Schools of Punjab'. Achievement tests in five subjects for grade 8 were developed and administered to approximately 7500 students of 345 sample schools, 1998.
17. *A Study into the Use of Supplementary Readers in Middle Schools*. 1998. ISBN: 969-8484-01-9. Also available on [www.cec-worldwide.com/public.php](http://www.cec-worldwide.com/public.php). The study was funded by DFID.
18. *Teacher Competency, Curriculum and Student Achievement in Punjab*, 1995. The study was funded by the Education Department of Punjab Government. It was an extensive study involving development of achievement tests in five subjects for grades I-V and classroom behaviour observation schedule. A total of 38240 tests were administered to students and teacher competencies of 512 teachers were assessed.
19. *Differential Achievement of Primary Age Students and the Cost Effectiveness by School Types in Pakistan*, 1994. The study was funded by Asian Development Bank through PNE, Ministry of Education, Pakistan. It included the development of achievement tests and behaviour observation schedule. The tests were administered to 15991 students from 472 schools selected from the four provinces.
20. *The Delivery of Effective Education by the Primary Teachers in Multigrade Situation: the Issues, Problems and their Solutions*. 1996. The study funded by the Ministry of Education required data collection from the multigrade classes of all provinces except Sindh.
21. *Quality of Primary Education in Pakistan. Preparatory document for Ministerial Meeting of South Asia EFA Forum 21-23 May 2003. Ministry of Education PK and UNESCO Islamabad, 2003*. [www.moe.gov.pk/soq.pdf](http://www.moe.gov.pk/soq.pdf)
22. *A Study of the Punjab Education Foundation's Support for Private Schools*, 1996. Commissioned by AED

23. *Profile of Illiterate Adults and Youth in Punjab*, 1994.
24. *Basic Vocabulary of Adults and Youth in Punjab*, 1989.
25. *A Comparative Study of Dropouts and Stay-ins: School Factors*, Government of Pakistan, 1977.
26. *A Review of Women Related Master Degree Theses (1960-1996) at the IER, Punjab University*, 1997.

### **Studies/ as Co-Researcher**

27. *Centers of Excellence in Agriculture, Energy and Water in Pakistan: A Feasibility Assessment*, A USAID Project conducted by JBS International USA, 2011
28. *Financing of Privately Managed Schools in Punjab*. Paris: UNESCO, IIEP 1975. <http://unesdoc.unesco.org/images/0007/000715/071513eo.pdf>
29. *Parents' Expenditure on Children's Education at School Level*, Planning Commission, Government of Pakistan 1972.
30. *Pilot Literacy Project*, Government of Punjab, 1972.
29. *Qualifications and Job Assignments of Secondary School Teachers*, 1970 IER: University of the Punjab.
30. *Supply System of Educated Manpower in Pakistan*, Man-power & Education Commission, Government of Pakistan, 1969.
31. *Study on Teachers in Pakistan*, Manpower and Education Commission, Government of Pakistan, 1969.
32. Profile of Conferences held at the Georgia Centre of Continuing Education, USA, 1975.

### **A. Research papers published in international/national journals**

1. Differential Gender Portrayal in the Primary School Textbooks in Punjab, **Journal of Elementary Education**. 1:9 (1999)
2. Gender and Academic Achievement at School Level, **Journal of Elementary Education**, 2000, 10:1, 7-24
3. Recasting Diploma of Associate Engineer Program to the Needs of Industry. **Bulletin of Education and Research**. XX: 1-2, 17-36
4. Improving Learning at Elementary Schools: Case of a Quality School. **Bulletin of Education and Research**. XXI: 1-2, 109-126
5. Some Qualitative Performance Characteristics of Adults at the Formal Operations Stage. **Journal of Research & Development in Education**, USA, 1980, 13:3, 21-24.



6. Remediation as a Lifelong Learning Activity **Journal of Research and Development in Education**, U.S.A., 1974, 4:2, 41-46. (assisted)
7. Examination System and Teaching Practices of Teachers at Secondary, Higher Secondary and O' Level. **Bulletin of Education and Research**, XIX: 1, 14-30. (1997)
8. Role of Supplementary Readers in the Enhancement of Urdu Reading Comprehension of Middle Grade Students. **Bulletin of Education and Research**, XIX: 2, 22-36.
9. A Comparative Analysis of Pakistan Studies Examinations at Secondary, Higher Secondary and O' Level. **Journal of Elementary Education**. 1:8 : 67-75. (1998)
10. Student Achievement in Primary Grades and Some Reflections on Curriculum. **Journal of Elementary Education**, 1995, 1:5, 7-17.
11. A Study of Differential Achievement of Primary Age Students and the Cost Effectiveness by School Types. **Bulletin of Education and Research**, 1995, XVII-XVIII: 1-2, 16-34.
12. Problems of Pakistani Women. **Taleemi Zaviay**, 1994, 4: 1, pp. 47-59 (Urdu).
13. Characteristics of Adults and their Effects on Learning. **Taleemi Zaviay**, 1993, 4: 4, 13-21 (Urdu)
14. University Education in Pakistan, **Bulletin of Education and Research**, 1994. XVI: 1-2, 9-15.
15. Education: Constitutional Perspective. **Law Journal**, 1992.
16. Relationship between Language and Piagetian Cognitive Structure among Adults. **Journal of Behavioural Sciences**, 1991, 2:1, 35-44.
17. Private sector in Education: Critique and Future Strategy. **Ibtadai Taleem**, 1991, 2:3, 43-54 (Urdu)
18. Qualitative Analysis of Cognitive Deficiencies among Adults: Non Attainers of Piaget's Formal Operations' Stage. **Bulletin of Education and Research**, 1992, XV: 1, 33-40.
19. Causes of Reading Difficulties at Primary Level. **Taleemi Zaviay**, 1990, 1:2, 30-40 (Urdu)
20. Informal Reading Inventory at Primary Level. **Taleemi Zaviay**, 1991, 2:2 41-49 (Urdu)
21. Workable Solutions of the Problems of Multigrade Teaching in Primary Schools. (Urdu). **Taleemi Zaviay**, 1990, 1:1, 50-66.
22. Education in U.S.A. **Taleem-o-Tahqeeq**, 1990, 1-11

23. Operational Linkages between Formal and Non-Formal Education for Universalisation of Primary Education. **Journal of Elementary Education**, 1990, 1, 93-104.
24. Management of Basic Education. **Bulletin of Education & Research**, 1992, VX: 2, 124-136
25. Development of University Teachers. **Journal of Research (Humanities)**, University of the Punjab, Lahore, 1990, 23:1-2, 87-104.
26. Profile of Illiterates: Educational Needs and Aspirations. **Ibtadai Taleem**, 1989, 5, 161-177.
27. Achievement of Objectives of Teaching Urdu. **Ibtadai Taleem**, 1988, 4, 47-55. (Urdu)
28. Identifying Strategies and prioritizing them for Universalizing Primary Education. **Journal of Elementary Education**, 1992, 1:2; 92-108.
29. Reading Difficulties at Elementary Level. **Ibtadai Taleem**, 1987, 3, 42-49 (Urdu)
30. Performance of Universities in Pakistan. **Taleem-o-Tadrees**, Lahore: Bureau of Education, 1985, 11:1-2, 68-84. (Urdu)
31. Non Formal Education and Our Children. **Saanvi Taleem**, Lahore: Bureau of Education, 1982, 10:1-2, 174-187 (Urdu)
32. Differences between Children and Adults: Anderagogical Implications. **Bulletin of Education & Research**, 1982, XIV: 1-2, 140-150.
33. Adult Literacy: A Neglected Field. **Bulletin of Education and Research**, 1981, 13:1, 160-171.
34. A Study of Cognitive Structure among Adults: Piaget's Formal Operations Stage. **Bulletin of Education and Research**, 1980, 12:2, 73-78.
35. A Study of the Divisional Inspectorate of Girls' Schools in Lahore Division. **Bulletin of Education & Research**, Punjab University, 1969, 8:3, 42-47.
36. Quality in Secondary Schools. **Pakistan Journal of Education**. 2: II, 2004.
37. Girl Child as Housemaid. **Gender and Development Studies** 1:1, 2006.
38. Factors compelling women to prostitution. **Gender and Development Studies**, 1:1, 2006.
39. Determinants of divergent behaviour leading to dropout of public primary school students, **Journal of Research and Reflections in Education**, 5:1(2011)
40. Faculty training and development in public sector universities of the Punjab. **International Journal of Business and Social Sciences**. 3:3, January 2012 (USA)

41. Impact of devolution on universalization of primary education in Punjab, **Journal of Research and Reflections in Education**.4:2 (2010)
42. Effectiveness of computer assisted instruction in Urdu language for secondary school students' achievement in Science. **Language in India**. 12:2 (2012)
43. Faculty management practices in public sector universities of the Punjab: Planning and strategies adopted by the top administration. (ready for submission for publication)
44. Gender differential academic achievement of students in single sex and co-educational primary schools in Pakistan. Submitted for publication in **Bulletin of Education and Research**
45. Implementation of devolution in education in Pakistan: framework, status and the way forward. **Journal of Research and Reflections in Education**. 5:2. 2011
46. Effectiveness of Training Programme in Changing the Attitude of 9<sup>th</sup> Grade Mathematics Teachers Towards Corporal Punishment.( ready for submission)

#### **B. Books, manuals, chapters in books/reports/book editing**

1. Accreditation for Quality Assurance in Teacher Education. 2011. [www.nacte.org.pk](http://www.nacte.org.pk)
2. Accreditation Standards and Procedures for Quality Assurance in Teacher Education, 2011. [www.nacte.org.pk](http://www.nacte.org.pk)
3. Teaching Profession: Teachers Perspectives (Editor & translator). 2010
4. Improving Learning Achievement through Assessment: Manual for Lead Trainers, UNESCO, 2004
5. Cognitive Gender Differences. *Psychology of Women*. Allama Iqbal Open University, 1996. The book is used as a textbook for M.Sc. Women Studies at AIOU.
6. Gender differences and similarities: Personality and Social Behaviour. *Psychology of Women*. Allama Iqbal Open University, 1996.
7. Women Education and Population Education for a master's level course *Population Education*, Allama Iqbal Open University, 1992.
8. Guidelines and Recommendations for Reorienting Teacher Education to address Sustainability. Paris: UNESCO, Technical paper No. 2, 2005 <http://unesdoc.unesco.org/images/0014/001433/143370e.pdf> ( contributed as member)
9. Department of Women's Studies in Good Practices in Teacher Education Institutions. ESD in Action, Good practices No.1 2007. Paris: UNESCO Education Sector. <http://unesdoc.unesco.org/images/0015/001524/152452eo.pdf>

10. The University of the Punjab and Indiana University partnership for Teacher Education in the Untold Story of a Pakistan-American Legacy of Higher Education for Development, 1947-2010.
11. Psychology of Adult Learners. *Master Trainers' Manual for ABE*. NETCOM, 1992.
12. Editor, *Curriculum and Instruction* (Textbook for Diploma in Education). Ministry of Education: Curriculum Wing, 1999.
13. Editor, *Workable Solutions of Multigraded Teaching in Primary Schools*, Islamabad: Ministry of Education, 1989.
14. Several literacy materials and manuals.

### **C. Editorial Work (Journals)**

1. Chief Editor, Journal of Research and Reflections in Education, 2007 to present- from starting to raising it to HEC 'Y' category.
2. Chief Editor, Gender and Development Studies, 2005-06.
3. Chief Editor, Bulletin of Education and Research, University of the Punjab, 1994 - 1997, 2002-2005. Now, member of its Editorial Board. It is a 'Y' category journal.
4. Chief Editor, 'Ibtadai Taleem', an Urdu Journal of Elementary Education, University of the Punjab (1986-89).
5. Editor, 'Journal of Elementary Education' (English) University of the Punjab, (1986-1989).

### **D. Direction/supervision of student research**

#### **i. PhD theses at University of the Punjab.**

##### **Completed**

1. Comparison of Programmed Instruction and Conventional Method of Teaching Algebra to Ninth grade Students (Akbar Ali 1979).
2. A Study of Inter-relationship of Piagetian Formal Operational Self-perception and Environmental Perception (Lt. Col. Allah Baksh Malik 1979).
3. Development of a Teacher Training Model in Islamic Perspective (M. Zafar Iqbal 1989).
4. An Investigation into the Nature and Causes of Difficulties in Learning English by the Students at the Secondary Level (Zahida Chughtai 1990).
5. An Evaluation of the Planning Strategies for Education in Pakistan 1947-80 (Farhat Jabeen 1990).
6. A Study of the Professional Relevance of Primary School Teacher Educators (Muhammad Saeed Shahid 1997).

7. A Study of Comparative Competence of B.Sc., B.Ed. and B.S.Ed. Graduates (Khalid Rashid 1999).
8. A Study of the Differential Effect of Educational Levels on Self-concept of Male and Female Subjects (Sadia Afzal 1999).
9. Experimental Study of Learning Achievement in General Science of 9<sup>th</sup> grade taught through Computer Assisted Instruction and Traditional Method. (Mr. Khalid Mahmood 2004).
10. Relevance of the Curriculum of DAEs for the Industry. (Mian Hamid Hassan, 2006).
11. Faculty Management in Public Sector Universities of the Punjab (Abida Nasreen) 2010.
12. A Study of Gender Differences in Academic Achievement and Personality Development in Single-Sex and Co-educational Schools. (Ra'ana Malik) 2011.
13. Implementation of Devolution Plan and its impact on the school system of the Punjab (Ayaz Muhammad). Submitted 2010.
14. A study of the effectiveness of training Program in Changing the Teacher Attitude towards Students Corporal Punishment, Asghar Ali. Submitted 2011.
15. Effectiveness of Concept Mapping in Teaching General Science to Grade 9 Students, Bilal Cheema. Submitted 2011.

### **Under supervision at University of Education**

16. A study of Educational Problems of Religious Minorities in Schools of Pakistan. (Zafar-ul-Islam Mehmood)
17. A Comparative Study of Pedagogical Practices and Learning outcomes in SSC and GCSE school systems. Qudsia
18. Fostering Academic Resilience of Students at Risk of Failure at Secondary Schools. Mohammad Irfan Arif.
19. Developing Emotional Intelligence through ICT: Capacity Building of Teachers for Leadership. Uzma Rao
20. Effect of Collaborative Teaching Method on Student Achievement in Mathematics at elementary Level in Pakistan. Mohammad Zafar
21. Effect of Collaborative Assessment on Prospective Teacher's Learning Achievement at B.Ed. Level. (Mohammad Shoaib Anjum)
22. Evaluation of Foundation Assisted Schools (FAS) Program of the Punjab Education Foundation. ( Mohammad Zulfiqar Ali)

### **ii. Supervision of master's level research**

Supervised more than two hundred theses in education and women's studies.

## **X. Participation/Organization of Conferences/Workshops / Seminars**

### **International**

1. Presented two good practices in Quality Assurance of Teacher Education,' Engaging TEIs and other Stakeholders for Developing the Teacher Education System' and Accuracy and Transparency of Accreditation Processes and Documents' at APQN-INQAAHE Workshop on Good Practices in Quality Assurance. Tokyo, Japan 25 October, 2011.
2. Participated in 2011 National Institute of Accreditation of Degrees and University Evaluation Forum, Tokyo 26 October, 2011.
3. Presented report and moderated a session in the Symposium of International Network on Reorienting Teacher Education for Sustainable Development, 19-21 May, 2010 UNESCO, Paris
4. Participant in the 9<sup>th</sup> meeting of the Joint ILO-UNESCO Committee of Experts on Teaching Personnel September 28, 2009 – October 2, 2009, UNESCO, Paris. Report at <http://unesdoc.unesco.org/images/0018/001869/186988e.pdf>
5. Presented paper, on "Women in Science on Gender Specific Canvas of Pakistan" in International Workshop Gender Participation in Development of Science, 14-15 November, 2009 Dhaka, Bangladesh
6. Participated in First Roundtable of Presidents of Universities of Education. May 22, 2009, Hong Kong.
7. Participated, Capacity Building of the Executives of the Universities. 16-27 November, 2008, UK.
8. Participated, Capacity Building of the Executives of the Universities. Bangkok, May 21, 2007 to June 2, 2007.
9. Presented paper 'Sustainability lens analysis of teacher education curricula in Pakistan and the way forward in the 6<sup>th</sup> Consultation of Experts on Reorienting Teacher Education for Sustainable Development, 22-25 August, 2006, Penang, Malaysia.
10. Participated in the 4th Meeting of the International Network on Reorienting Teacher Education for Sustainable Development, 29-30 May, 2006, Helsinki, Finland.
11. Presented paper 'Gender Analysis of Curriculum and Textbooks' in International Conference on Gender Mainstreaming. March 29, 2005. Organized by APWA in Islamabad.
12. Participated in 47<sup>th</sup> International Conference on Education, 9 – 11 September, 2004, Geneva

13. Participated as Moderator in " International Consultation on Education for Sustainable Development: Learning to Change our World" 4 – 7 May 2004, Goteborg, Sweden.
14. Visited as consultant, The Central Lancashire University, Preston, UK to develop linkage for introducing PGCert in Higher Education, March 27, 2004 to April 3, 2004.
15. Presented Paper on Curriculum Development Framework for Literacy Education in 'International Seminar on Literacy', organized by UNESCO and MoE, 20-21 January, 2004, Islamabad.
16. Resource Person in International Seminar on Early Childhood Education, December, 2003 by UNESCO and MoE.
17. Organized and participated as principle Resource Person in Regional Workshop on Assessment for Improving Learning, 18-23 August, 2003, UNESCO, Islamabad
18. Participated in TGM on Training under Joint Project for Quality Basic Education at Kathmandu, 26-27 June, 2003.
19. Presented Country paper in 'South Asia Forum Ministerial Meeting on Education for All', Islamabad, UNESCO, 21-23 May, 2003 (Paper: Quality of Primary Education in Pakistan
20. Participated in Experts' Meeting on Quality Basic Education, Khatmandu, Nepal. 12-14 February, 2001, organized by UNICEF.
21. Participated in the Workshop on Material Preparation for Non-Formal Education, 6-15 October, 1999, Chongqing, China by ACCU, UNESCO
22. Participated in the Annual Conference of the International Reading Association at New York, 1973 (Received Fellowship from IRA).
23. Participated in the Annual Conference of the International Reading Association at Miami, U.S.A., 1974.
24. Organized and worked as Resource Person, 'Sub-Regional Workshop on Educational Assessment for Improving Learning' November 2001.
25. Participated in the Annual Conference of the Adult Education Association, U.S.A. at Georgia, 1975.
26. Resource Person, Joint South Asian Initiative for Improving Learning Achievement, 20-21 March, 2001 in Islamabad, organized by UNESCO
27. Participated in Workshop on National Education Assessment System. Ministry of Education and MSU, World Bank, Islamabad. 18-19 February, 2000.
28. Presented Paper in EDI Workshop on Improving Learning in Primary Education in South Asia, 7-10 February, 1999, Bhurban (by MSU, World Bank).

29. Participated in the Third Ministerial Conference on Children of South Asia, Rawalpindi, 20-22 August, 1996.
30. Organized and presented Keynote in the 1<sup>st</sup> International Conference on Teacher Education, Lahore, September 20-21, 2007.
31. Organized and presented Keynote in the International Conference on Achieving Millennium Development Goals through Teacher Education in Pakistan. Lahore, September 20-21, 2010.

### **National**

32. Presented Paper 'Unity in Diversity: Importance of Uniform Standards of Education for National Cohesion' in National Conference on the Role of Curriculum in Promoting National Integrity and Cohesion. MOE: Islamabad, January, 2011
33. Presentation on Accreditation and Strategic Planning in Teacher Education in National Seminar on Strategic Planning in Teacher Education organized by PRE-STEP, January 2011.
34. Presented concept paper 'Gender and Education' in a Roundtable on Review of Education Policy, Islamabad July 2006.
35. Participated in a Roundtable on Financing of Education under Review of Education Policy, Islamabad, August 2006.
36. Participated in a Roundtable on Literary and Non-Formal Education - Review of Education Policy, Islamabad, May 2006.
37. Moderator, Punjab Conference on Review of Education Policy, Lahore, May 2, 2006
38. Organized and Resource Person in National Seminar on Quality of Education, March 21, 2005. Organized in collaboration with UNESCO.
39. Presented paper 'Key Issues in Teacher Education' in National Conference on Teacher Education, 21-22 December 2004. Organized by Academy for Educational Development.
40. Key speaker in Workshop on Elimination of Gender Differences in School Curriculum and Textbooks in Peshawar, November 2004. UNESCO and MoE
41. Key speaker in Workshop on Elimination of Gender Differences in School Curriculum and Textbooks in Sindh October, 2004. UNESCO and MoE
42. Key speaker National Workshop on Elimination of Gender Differences in School Curriculum and Textbooks, Islamabad November 2004. UNESCO and MoE
43. Panelist and co-chair in National Conference on Teacher Education by Academy for Educational Development, USAID at Islamabad 20-22 December, 2004.
44. Organized Seminar 'Women Rights are Human Rights' June, 2004.



45. Presented Paper on 'ECE as Investment' in a seminar on National Policy Formulation for Pakistan. January, 2004.
46. Participated as Resource Person in National Seminar on Literacy, Islamabad, 4 – 5 September, 2003
47. Keynote Speaker on Literacy as a Vehicle to Close Gender Gap in National Literacy Seminar, Lahore, 8 – 9 September, 2003.
48. Read Paper on Gender: Academic Context and Achievement in Workshop on Eliminating Gender Disparities in Education at Primary and Secondary Level, Lahore September 20, 2003. Also organized the Workshop.
49. Organized and made Presentation in a Seminar 'Achieving Quality Education in Punjab. With the collaboration of DFID, at University of the Punjab, Lahore, June 21, 2000.
50. Resource Person, Workshop on Gender Sensitization for Income Tax Officers of Punjab by Ministry of Women Development, February 2002, Lahore
51. Resource person, Workshop on Gender Sensitization for Social Welfare Officers of Pakistan in April 2002, Ministry of Women Development
52. Resource Person and Presented paper 'Continuing Education' in Training Workshop for EDOs Literacy and NFE Punjab, 20 – 21 March, 2002, Lahore.
53. Organized and worked as a Resource Person, 'National Workshop on Educational Assessment for Improving Learning' in collaboration with UNESCO in Lahore from 17 – 23 October, 2001.
54. Organized and worked as Resource Person, 'Provincial Workshop on Educational Assessment for Improving Learning' December 2001.
55. Organized and presented paper in Seminar on 'Women Empowerment in the New Millennium' funded by Punjab Social Development Forum in Education, June 7, 2001 at Punjab University, Lahore
56. Resource Person, Punjab Workshop on National Education Assessment System, Lahore. 29 – 30 September, 2000, organized by MSU, World Bank and Ministry of Education.
57. Resource Person, Balochistan Workshop on National Education Assessment System, Quetta. October, 2000, organized by MSU, World Bank and Ministry of Education.
58. Resource Person, Sindh Workshop on National Education Assessment System, Karachi. October, 2000, organized by MSU, World Bank and Ministry of Education.
59. Resource Person, NWFP Workshop on National Education Assessment System, Peshawar. November, 2000, organized by MSU, World Bank and Ministry of Education.

60. Resource Person, Technical Group Meeting on NEAS, Islamabad, November 2000
61. Presented paper, 'Research Methods for Population Policy Relevant Data' at Sub-Regional Conference on Socio-cultural Factors Affecting Demographic behaviors and Implications for the Formulation of Population Policies and Programmes. 13 – 17 September, 1999, Islamabad: (UNESCO). Also chaired the first two days sessions.
62. Resource Person, Seminar on Educating Working Children, Education Department, Government of Punjab, February 17, 1999.
63. Resource Person, Workshop on Dropouts of Primary School Children, NCCWD, Ministry of Women Development, Social Welfare and Special Education, 29 – 30 September, 1998.
64. Organized a Seminar "Punjab University: Retrospects and Prospects", August, 1997.
65. Planned and participated as Resource Person in a 'National Policy Dialogue on Teacher Education' Agha Khan University, Karachi, April, 2002
66. Planned and participated in a National Policy Dialogue on 'Decentralization of Education' Agha Khan University, Islamabad, May 2002.
67. Presented Paper, "Workshop on National Education Assessment System" at Lahore, MSU, World Bank, 1997.
68. Arranged and participated as resource person in Workshop on Qualitative Research Methods, IER, Lahore in Collaboration with PMSP, 1998.
69. Resource Person, Social Action Programme (SAP) National Workshop on Elementary Students' Learning Achievements, under Multi-Donor Support Unit, Lahore, 1997.
70. Arranged and participated as resource person in Workshop on Quantitative Research Methods, IER, Lahore in 1997.
71. Resource Person, Workshop on Facts for Life (Topic: Continuous Education beyond Health Campaigns), Family Planning Association of Pakistan, 1992.
72. Participated in a Workshop on UNICEF Plan of Action for Basic Education at DSD, April 16, 1996.
73. Organized a Seminar on 'Girl Child' in Collaboration with the Department of Women Development, Social Welfare and Special Education, June 14, 1997, Lahore
74. Participated in Meeting on Provincial Strategies for Health, Nutrition, Education, Water and Sanitation for Government of Pakistan, UNICEF Programme of Collaboration, August, 1995.
75. Planned and Organized Workshop on Multigrade Teaching at IER, under the Sponsorship of UNICEF, 1995.

76. Resource Person, Workshop on Press Club and UNICEF, Abbottabad, 1995.
77. Resource Person, Workshop on Education for All in Punjab, Lahore, 1994.
78. Read Paper at Workshop on Women and Children and Attitude of Journalism, UNESCO and Department of Mass Communication, Punjab University, 1994.
79. Resource Person, National Seminar on Education of Women in Asia Project, Ministry of Education, Islamabad, 1994.
80. Resource Person, National Workshop on Preparation of Master Trainers Program and Manual for Adult Basic Education, NETCOM, 1992.
81. Resource Person, Meeting Committee of Writers/Experts in Infusion of Drug Education into Adult Literacy Materials. 28 – 29 August, 1993, Organized by National Education and Training Commission, Ministry of Education.
82. Resource Person, Lahore Training Institute, Ministry of Population Welfare, Punjab.
83. Participated in All Pakistan Round Table Conference on Teacher Education, Ministry of Education, 1992.
84. Chairperson, Working Group, National Workshop for Preparation of Training Materials under APPEAL, Ministry of Education and UNESCO, 1994.
85. Read Paper at National Workshop of Teachers and Educators on Health Education, By FPAP and UNICEF, Lahore, 1992.
86. Read Paper 'University Education in Pakistan' in a National Seminar on Education, FRIENDS, Lahore, (March 3, 1992).
87. Read Paper at National Training Workshop on Multigrade Teaching in Primary Schools, by Curriculum Wing, Ministry of Education and UNESCO, 1989.
88. Read Paper at National Seminar on Enhancing Relevance and Efficiency of Primary Schooling, by PNE, Ministry of Education and UNESCO, 1989.
89. Read Paper at National Workshop on Basic Education for All, by the Academy of Educational Planning and Management and UNICEF, 1989.
90. Read Paper at National Workshop on Asia-Pacific Programme of Education for All, Islamabad by PNE, Ministry of Education in collaboration with UNESCO, 1988.
91. Resource Person, Workshop on Primary Education Project, Punjab, Lahore, 1988.
92. Resource Person, National Workshop on Non-Formal Education, 1981.
93. Resource Person, National Conference on Non-Formal Education, Islamabad, 1979.
94. Resource Person, Faculty Development Programme: Curriculum Development, Punjab University

95. Organized several training workshops at IER in collaboration with Science Education Project, Punjab, and Baitul Mal, Pakistan.
96. Organized and Participated as Resource Person in three workshops to Develop Network of Teacher Educators. Sponsored by STEP through UNESCO, 2008.

**Note: Conferences/ workshops/ seminars organized and participated as Chairperson, NACTE have not been listed. The number of events to date is more than 15.**

## **XI. Membership of Professional Bodies/Consultancy Work outside University of the Punjab**

### **International**

1. Member ILO-UNESCO Committee of Experts on Status of Teachers, 2007 to present
2. Member, Selection Committee of ACCU-UNESCO, Asia-Pacific ESD Programs, Japan 2006-2008.
3. Member, International Network of Teacher Education for Sustainable Development.

### **National**

4. Member, Board of Directors, Punjab Education Foundation, 2000 to 2004, 2006 to 2010 and 2011 to present.
5. Founding Chairperson of the Society for the Promotion of Educational Research in Pakistan (SPERP)
6. Consultant (sole) Concept Development and Advocacy of National Assessment System (NEAS) and Provincial Education Assessment Centres (PEACEs), Multi donor Support Unit, World Bank, 1997-1998. The System has been established and functioning since 2000.
7. Consultant (with one foreign team member) for Concept Development of Punjab Examination Commission (PEC), 2005. PEC has been established and is functioning.
8. Member Accreditation Committee for Higher Education, Department of Higher Education, Government of the Punjab, 2009 to present
9. Member Council of Higher Education, Government of the Punjab, 2009-10
10. Member Accreditation Committee for Higher Education, Department of Higher Education, Government of the Punjab, 2009 to present
11. Chairperson Examination Reform Committee, Department of Higher Education, Government of the Punjab 2010.

12. Chairperson Committee on Training of College Teachers, Department of Higher Education, Government of the Punjab.
13. Member Committee on Implementation of 4 year BS (Hons) program in colleges, Department of Higher Education, Government of the Punjab 2010.
14. Member, Syndicate, University of Education, Lahore, 2006
15. Member, Subgroup on Examinations, National Task Force on Education, Government of the Punjab, 1998.
16. Member, Punjab Council of Education for All, 1994-1997.
17. Member, National Curriculum Committee constituted in 2006 to reform curricula of grades 1-12.
18. Member, Board of Advanced Studies and Research, AIOU, Islamabad, 1998 to present.
19. Member, National Research Committee, Institute of Educational Development, Agha Khan University, January 2002 to 2003
20. Member, Board of Governors, Academy of Educational Planning and Management, Ministry of Education, Islamabad 2000 to 2003.
21. Member, Faculty Board of Education, AIOU, Islamabad, 1998 to present.
22. Member, Committee of Courses for Adult and Continuing Education, AIOU, 2000 to present.
23. Member, Committee of Courses on Distance and Non-Formal Education, Allama Iqbal Open University, 1996 to present.
24. Member Committee of Courses for Women's Studies, AIOU.
25. Consultant on Improving Learning through Assessment 2001-2002, UNESCO, Islamabad.
26. National Consultant, on Improving Learning in Primary Education in South Asia, World Bank, 1999.
27. Member, Resource Group for National Steering Committee on Curriculum Reforms, 1999.
28. Member, Technical Committee on Measuring Learning Achievement at Primary Level in Pakistan, AEPM. Ministry of Education, 1999.
29. Member, National Core Group, National Plan of Action. Ministry of Women Development, Social Welfare and Special Education, 1999.
30. Member, Professors Forum, Ministry of Women Development, Social Welfare and Special Education, Pakistan, 1997 to present.
31. Member, Research Committee, Primary Education Project-III, Government of Punjab. 1993-95

32. Member, Primary Education Working Group, Government of Punjab, 1993.
33. Member, National Committee on Drug Education in Adult Basic Education. National Education and Training Commission, Ministry of Education, Government of Pakistan, 1994.

## **XII. Membership of Academic Bodies/Administrative Committees at University of the Punjab**

1. Chairperson, University Semester Implementation Committee, June 2002 to December 21, 2005
2. Chairperson, Curriculum Advisory Board, Punjab University, July 2002 to December 21, 2005
3. Member, Deans Committee, University of the Punjab, 1995 to September 2001.
4. Convener, Faculty Board of Education, University of the Punjab, September, 1995-2001.
5. Convener, Board of Studies in Education, University of the Punjab, Lahore, August 2001 to December 21, 2005
6. Chairperson, Punjab University Library Committee, January 2001 to December 2005
7. Member, Academic Council, University of the Punjab, 1990 to present.
8. Member Senate, University of the Punjab, 1990 to present.
9. Member, Advanced Studies and Research Board, University of the Punjab, 1995 to September 20, 2001.
10. Member, Admission and Implementation Committee, University of the Punjab, 1995 to September 2001.
11. Member, Budget Committee, University of the Punjab, Lahore, 1995 to September 2001.
12. Member Board of Governors, IER. University of the Punjab Lahore, 1993 to December, 2005.
13. Chairperson, Committee for Advanced Studies/Ph.D Committee, IER, University, of the Punjab, Lahore, 1996-1998, and from 2001 to December, 2005.
14. Chairperson, Faculty Council IER, University of the Punjab, February 07, 1996 to July 10, 1998 and from August 2001 to December 21, 2005.
15. Member, Faculty Board of Arts, University of the Punjab, Lahore, 1997 to 2005.
16. Member, Faculty Board of Law, Punjab University, Lahore April 2006 to April 2009.

17. Member, Board of Studies in Home Economics, University of the Punjab, 1996 to 1999.
18. Member, Board of Studies in Hindi, Punjab University, 1996 to 1999.
19. Member, Board of Studies in Education, Government College of Education, Lahore, 1997 to 2001.
20. Chairperson, Disciplinary Council for University Halls, 1994-95.
21. Member, Disciplinary Council for University Halls, 1992-1994.
22. Member, Appointments Committee for Wardens and Superintendents for University Halls, 1995 to 2000.
23. Member, University Maintenance Committee, 1980 to 1997.
24. Member, various other administrative committees and councils, till December 2005