

CURRICULUM VITAE

Dr. ABIDA NASREEN

PERSONAL DETAILS

Full name: **Dr. Abida Nasreen**

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abidanasreen@gmail.com

EDUCATION

- Post-Doctoral fellowship research project titled " Preparation and Professional Development of Secondary School Principals" awarded by PHEC from the department of Leadership & Management, Faculty of Education and Social Work, University of Sydney, NSW, Australia (2016-17).
- Ph.D. in Educational Administration titled "Faculty management practices in the public sector universities of the Punjab". From Institute of education & Research, PU, New campus, Lahore.
- M.A. in Secondary Education: (Gold Medalist)
- Secured First Division throughout academic career from Matriculation through Bachelor's level.

TRAINING PROGRAMS ATTENDED

1. **Peace Educator Training, 2023.** Conducted by Heavenly Culture, World Peace, Restoration of Light (HWPL) , Global 10 branch from 7th July to 4th August, 2023 (5 weeks training)
2. **Understand Qur'an (Level-1)** from 2nd January 2023- 10th April 2023. Conducted by Afalah, Al-Qur'an Academy. Aproject of Islamic Community Centre, Islamabad.
3. Certificate of participation of Faculty-wise Training Workshop on "How to Prepare Self-Assessment Report (SAR)" of University of the Punjab, Lahore.
4. **"Three days training workshop of NACTE External Academic Evaluators". 4-6 August, 2015 Islamabad** Organized by Quality Assurance Agency, HEC in collaboration with National Accreditation Council for Teacher Education (NACTE)
5. **"Indigenous on-Campus training of faculty members on Modern Governance Tools, Laws and Acts in 4th Batch (Batch-8 of assistant professors)"** from 22nd to 26th

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December, 2014. Held by University of the Punjab in collaboration with Higher Education Commission.

6. **“In-Country training on test development, questionnaire design and administration manual”** April 21-26, 2008. The World Bank Institute in collaboration with National Education Assessment System (NEAS) Policy & Planning Wing, Ministry of Education, Islamabad, Pakistan.
7. **“Certificate of study in assessment and evaluation”** July 2007. Trained as master trainer and evaluator under Pakistani educational leadership institute (PELI), Plymouth state university, Plymouth, New Hampshire, United States of America (USA).
8. **“In-Country certificate program on testing and assessment for lead trainers”** June 19, 2006- August 12, 2006. Organized and conducted by IER, University of the Punjab, Lahore under National education assessment system (NEAS) in collaboration with Australian Council for educational research (ACER) & Educational testing service (ETS), USA. The certificate was in theoretical and practical Aspects of measurement and Research in an Educational Context comprising the four modules (i) Educational Research Methods by Dr. Hamish Coats (ii) Fundamentals of test Construction by Dr. Margaret Wu (iii) National Educational Assessment System Dr. Siek Toon Khoo (iv) Development of Curriculum Frameworks and Item/Test Specifications by Professor Gabrielle matters during June 19-August 12 2006.

DISTINCTIONS AND AWARDS

1. **Post-Doctorate fellowship research Award** (2016-17) from the department of Leadership & Management, Faculty of Education and Social Work, University of Sydney, NSW, Australia (2016-17).
2. Won the commonwealth post doctorate fellowship award in 2014.
3. **Merit Certificate** on First-class-First position in Department of Secondary Education, University of the Punjab, Lahore.
4. **IER Talent Award** on getting First Position.

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PROFESSIONAL EXPERIENCE

1. **Wardon, Ayesha Siddiq Hall (Girls Hostel No. 2) from 08-08-2025 to date.**
2. **Chairperson, Department of Secondary Education** (From 31st December 2019 to date)
at Institute of Education and Research, University of the Punjab, Lahore.

MEMBER EDITORIAL BOARD/ REVIEW BOARD OF JOURNALS/ RESEARCH PROJECTS

1. **Member of the Board of Studies, IER,** University of the Punjab, Lahore. (From 2003 to date)
2. **Member of the Board of Studies,** University of Management Sciences, C-II Block C 2 Phase 1 Johar Town, Lahore, Punjab 54770 (From 2022 to date)
3. **Member of the Board of Studies,** The University of Lahore, Defence Road, near Bhupatian Chowk, Lahore, Punjab, Pakistan. (from 2021 to 2025)
4. **Member of review board of HEC funded research grants** and reviewed research projects under the title of “competitive research grant programs”
5. **Member of the Board of Studies,** Virtual University, M.A. Jinnah Campus, Defence Road, Off Raiwind Road, Lahore, Pakistan. (from 2021 to 2023)
6. **External Evaluator,** National Accreditation Council for Teacher Education (NACTE), Pakistan.(From 2015 to date)
7. **Executive Editor of Journal of Secondary Education and Research-JSER.** Published from the Department of Secondary Education, IER, University of the Punjab, Lahore.
8. **Member of review board** of Journal of Peace Development and Communication.
9. **Member of review board** of Journal of Education, Society and Behavioural Science
10. **Reviewer of the** Journal of Educational Sciences and Research (JESAR). recognized by Higher Education Commission (HEC), Published from University of Sargodha, Sargodha.
11. **Member of review board** of Pakistan Journal of Education (PJE), Faculty of Education, Allama Iqbal Open University (AIOU), Lahore.

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12. **Reviewer** of the Bulletin of Education and Research (BER). Published from the Institute of Education Research, University of the Punjab, Lahore.
13. **Reviewer** of the Journal of Elementary Education (JEE). Published from the Department of Elementary Education, Institute of Education Research, University of the Punjab, Lahore.

RESEARCH PROJECTS

1. Currently engaged in a project INTEI research project of UNESCO from September 2025
2. Won a research project grant of Rs. 250000/- from university of the Punjab in 2026.
3. Punjab Education Foundation (PEF) project (2023-24)titled “A Study to Find out Reasons of Low Enrollment in High level Punjab Education Foundation Schools”.(continued)
4. Post-Doctorate fellowship research on " Preparation and Professional Development of Secondary School Principals" awarded by PHEC from the department of Leadership & Management, Faculty of Education and Social Work, University of Sydney, NSW, Australia (2016-17).
5. Worked as a team member on a Mid-term Evaluation of UNESCO project No 467.GLO.1003.8, Titled “Capacity building for improving scope and quality of literacy programmes” in 2007-08, conducted by Institute of Education & Research, University of the Punjab, Lahore.
6. Worked as a team member on a research project titled “Pakistan educational leadership institute (PELI) participants survey (2004-06)-Analysis Report” in 2007-08 conducted by Idara-e-Taleem-o-Agahi (ITA) funded by U.S Department of State, Bureau of Educational and Cultural Affairs.
7. Worked as a team member on a project “Gender analysis of school curriculum and textbooks.” in 2004-2005 funded by UNESCO, conducted by IER, University of the Punjab, Lahore
8. Worked as research assistant on the project of “Punjab Middle Schooling Project” in 1996 funded by World bank/DFID, conducted by IER, University of the Punjab, Lahore.

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9. Worked as a research assistant on the project of “Multigrade teaching” in 1996 Sponsored by Primary & non formal education wing, Ministry of education, Govt.of Pakistan conducted by IER, University of the Punjab, Lahore.

RELATED PROFESSIONAL EXPERIENCE

1. Member, Institutional/ Departmental Research and Evaluation Committee (DREC) for distribution of research grant and evaluation of research reports from 2025 to date.
2. Formal accreditation visit to Department of Education, National University of Modern Language, Islamabad on February 12-13, 2026 to evaluate B.Ed. (Hons) Morning programme for formal accreditation.
3. Formal accreditation visit of B.Ed. (2.5 Years) Secondary (Morning) & B.Ed. (Hons) Elementary (Morning) programmes, Notre Dame Institute of Education, Karachi August 25-27, 2025
4. Member of Confirmation Committee, IER from 13-11-2024 to date.
5. Formal accreditation visit of BS Education offered by Iqra College for Girls, Sargodha on November 11, 2024
6. Worked as examiner for teaching practice BS 4 year program 8th semester examination spring-2024 in the Fatima Jinnah Graduate College for women, chuna mandi (Lab) Lahore
7. Worked as Acting Director IER during the leave periods of Director IER in 2023.
8. Worked as Convenor, IER Loan Committee in 2023-2024.
9. formal accreditation visit of B.Ed. (Hons) Programme offered by the Department of Teacher Education, International Islamic University, Islamabad on February 20-21, 2024
10. Formal accreditation visit of B.Ed. (1.5 years) and B.Ed. (Hons) Elementary Programme offered by Government College University, Faisalabad on June 19-21, 2023
11. Appointed as Secretary IER Doctoral Program Committee from 02-02-2023 to August 2023.
12. Recognized as “HEC approved PhD supervisor” in the discipline of social sciences for a period of three years from October, 2022-2025

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13. Accreditation Visit of Master of Education Programme at Aga Khan University-Institute for Educational Development, Karachi on June 21-22, 2022
14. Accredited three programs of department of Education, University of Sargodha i.e. PhD, MPhil, and B.Ed (1.5 years) from 24-11-2020 to 27-11-2020.
15. Member, board of studies, Virtual University of Pakistan, Federal Government University, Lahore from 2020 to date.
16. Chairperson, Department of Secondary Education (From 31st December 2019 to date) at Institute of Education and Research, University of the Punjab, Lahore.
17. Member Doctoral Program committee (DPC), IER, University of the Punjab, Lahore from the year 2019.
18. Engaged in teaching Masters, Mphil and PhD classes and conducting research work at IER,PU.
19. Teaching classes in the department of Leadership & Management, Faculty of Education and Social Work, University of Sydney, NSW, Australia (2017).
20. Member, Faculty council, IER, University of the Punjab, Lahore for the year 2016-17
21. Accredited two programs of department of Education, Sarhad University (PhD, and MPhil programs) as external evaluator, from 24-26 May2016.
22. Worked as paper setter for University of Education, Lahore from 2005 till now.
23. Worked as External Examiner and Paper setter in 2007 for Government college university, Faisalabad.
24. Monitoring officer on the large-scale test administration under National education assessment system (NEAS), 17-20th April 2006.
25. Monitoring officer for marking and coding activities, under National education assessment system (NEAS).
26. Worked as Sub Examiner for various level examinations of Punjab University Lahore and Al-Kher University Azad Jammu & Kashmir.
27. Worked as member of supervision staff in the “Punjab student convention 2004” at Aiwan-e- Iqbal, Lahore. Dated: 30th & 31st December 2004.

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SELECTED RECENT PUBLICATIONS

1. Aligning pedagogy with the SDGs: exploring teachers' use of learning theories to promote quality and inclusive education. (2026). *Policy Journal of Social Science Review*, 4(5), 160–177. Retrieved from <https://policyjssr.com/index.php/PJSSR/article/view/940>
2. Bridging numbers and narratives: how digital leadership drives sustainable school improvement in punjab's secondary schools. (2026). *International Journal of Social Sciences Bulletin*, 4(5), 861-71. <https://ijssbulletin.com/index.php/IJSSB/article/view/2319>
3. Secondary School Teachers' and Students' Experiences in Overcrowded Classrooms. (2026). *Journal of Social Sciences Research & Policy*, 4(1), 365–384. Retrieved from <https://jssrp.org.pk/index.php/jssrp/article/view/287>
4. Reasons of Low Enrolment at Punjab Education Foundation Assisted Schools. (2026). *ACADEMIA International Journal for Social Sciences*, 5(3), 09-18. <https://doi.org/10.63056/academia.5.3.2026.1574>
5. Spatial and Social Determinants of Low Enrollment in PEF Schools: Insights from School Heads. (2026). *Social Science Review Archives*, 4(1), 2356–2364. <https://doi.org/10.70670/sra.v4i1.1768>
6. Adaptation Challenges of Early-Career Primary School Teachers. (2025). *Journal of Social Sciences Research & Policy*, 3(04), 731–754. <https://jssrp.org.pk/index.php/jssrp/article/view/289>
7. A Correlational Study on Co-Curricular Activities and Academic Success at the University Level. (2025). *ACADEMIA International Journal for Social Sciences*, 4(2), 1033- 1053. <https://doi.org/10.63056/ACAD.004.02.0238>
8. Reflective Practices of Secondary School Teachers for Effective Teaching and Learning: Using Gibb's Reflective Model. (2024). *Journal of Asian Development Studies*, 13(4), 126-133. <https://doi.org/10.62345/jads.2024.13.4.10>
9. Impact of the Understanding by Design Model on the Science Academic Achievement of Fifth Grade Students in Pakistan. (2024). *Asia-pacific science education*. Volume 10, Issue 1, pp 113-153. Indexed in Scopus and web of science (Emerging Sources Citation Index). Impact Factor: 0,9

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10. ICT Integration in Secondary Schools: Evaluating Ease of Use and Perceived Benefits for Effective Teaching and Learning. (2024). *Journal of Asian Development Studies*, 13(3), 440-451. <https://doi.org/10.62345/jads.2024.13.3.37>
11. Evaluating the Incorporation of Information and Communication Technology (ICT) in Secondary Schools: Teacher Perspectives, Obstacles, and Influence on Student Success. (2024). *International Journal of Social Science Archives*, Vol. 7 No. 3 (2024): July-September 2024. 1193-1198
12. Exploring the Relationship between School Leaders' Emotional Labour Experiences and Work Engagement. (2024). *Annals of Human and Social Sciences*, 5(1), 366–372. [https://doi.org/10.35484/ahss.2024\(5-I\)33](https://doi.org/10.35484/ahss.2024(5-I)33)
13. Exploring the Challenge of Head Teachers' Emotional Labour Experiences in Public Schools of Punjab. (2023) *Journal of Development and Social Sciences*, 4(2), 368–376. [https://doi.org/10.47205/jdss.2023\(4-II\)32](https://doi.org/10.47205/jdss.2023(4-II)32)
14. The Role of Organizational and Individual Factors in Predicting Training Transfer: A Conceptual Model. (2021). *Review of International Geographical Education (RIGEO)*, 11(8), 24-35. doi: 10.48047/rigeo.11.08.3 indexed in scopus and SCImago (SJR) - Journal in Q3, impact factor 0.22
15. Democratic Citizenship Education and its Practices in Social Studies' Classrooms at Elementary School Level. (2021). *Journal of Peace, Development and Communication*, 05(02), 25–35. <https://doi.org/https://doi.org/10.36968/JPDC-V05-I02-03>
16. Psychological impact of COVID -19 and coping strategies in Pakistan. (2021). *Psychology and Education*. 58(2); pp.: 7937-7949. indexed in Scopus.
17. Inclusive Educational Practices: A Case Study of UK Education and Teacher Training System-Palarch's Journal Of Archaeology Of Egypt/Egyptology. 18(4), ISSN 1567-214x. - indexed in Scopus. Q3. Impact factor: 0.11
18. A Qualitative Study on Exploring Head Teachers and Teachers' Experiences on Visits of Monitoring and Evaluation Assistants in Public Sector Primary Schools. (2021). *International Review of Social Sciences*. Vol. 9 Issue.1, www.irss.academyirmbr.com January 2021. Pp 287-293.
19. Assessing Scientific Literacy Levels among Secondary School Science Students of District Lahore. (2020). *Bulletin of Education and Research*. Vol. 42, No. 03. pp. 1-21
20. Awareness of Rules Given in Punjab Education Code at Secondary School Level: A Case Study of Head Teachers in the District Sheikhpura. (2020). *Journal of Peace Development and Communication*. Volume 04, Issue 03 December, 2020. DOI: <https://doi.org/10.36968/JPDC-V04-I03-27>. pp. 512-531

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BOOKS/ MANUALS/ COURSE GUIDES

1. **Course Guide for the four-year B.Ed. (Hons) Elementary in Classroom Management.** (2012). Involved in Designing and developing detailed syllabi and course guide for the four-year B.Ed. (Hons) Elementary and two-year Associate Degree in Education (ADE) .
2. **Faculty Management Practices in Universities: ,** (2012), ISBN 978-3-8484-1809-1.
3. **Rahnuma Baraae Amla Khwandgi** (in Urdu). (2009). Literacy & Non Formal **Basic** Education Department in collaboration with Institute of Education & Research, University of the Punjab, Lahore, UNESCO, Pakistan.

MEMBERSHIP OF THE PROFESSIONAL ORGANIZATIONS

1. Secretary, IER Doctoral Program Committee (2023)
2. Appointed as an expert advisor for international educational development programs in Malaysia- (from 1st July, 2021 to date)
3. Membership in the International Society for Development and Sustainability (ISDS), Japan. (from 2017 to date)
4. Secretary, Academic Affairs committee (2018- 2021)
5. Member of the board of faculty of education, Institute of Education and Research, University of the Punjab, Lahore. (From 2016 to date)
6. Member Board of Studies, Institute of Education and Research, University of the Punjab, Lahore.(2017-18)
7. Member of IER Doctoral Program Committee
8. Member Library and instructional material committee (2003-2018)
9. Member of EdNet, British council, Peshawar, Pakistan (2005-06)
10. Member of the United States Information Resource Center (IRC) (2004 to date)

SEMINARS/ WEBINAR/ CONFERENCES

1. Attended a webinar on “ curriculum and instructional design for effective classroom teaching”. Key speaker was Dr. Richard E. Laitinen (Kaplan University, western Virginia

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- university) August 12, 2026 conducted by department of education, university of management sciences, Lahore.
2. Conducted and attended Seminar on the theme titled “Use of statistics in social science research” February 16, 2026 at Institute of Education and Research, University of the Punjab, Lahore.
 3. Attended conference and chaired a session on the theme titled “ Teacher Development, Professional Growth & Challenges in the “1st **International Conference on Advancement of Educational Practices (ICAEP-2025)**” conducted on November 26-28, 2025 at University of Lahore, Defence Road, Near Bhuptian Chowk, Lahore, Pakistan 54792
 4. Presented a paper titled “Adaptive Teaching in the AI Era: Designing Flexible Learning Pathways for Time-Constrained students “in **international conference titled embracing generative AI for sustainable business management.** (The third annual faculty conference) hosted by school of business management and creativity, faculty of business and innovation. Arden University, UK.
 5. Organized and attended conference as a Co-Secretary of the Conference in the "**12th international conference on Research in Education (ICORE 2024) –Learning for the future: Challenges and Opportunities** " May 20-22, 2025 at Institute of Education and Research, University of the Punjab, Lahore.
 6. Participated as Key note speaker on current trends in education in 3rd International Conference on **Emerging Trends in Social Sciences 2024 (ICETSS-2024).** 28-29 September, 2024 at Mohi-Ud-Din Islamic University, Nerian Sharif Aj&K
 7. Presented an article as a co-author on Reflective practices of secondary school teachers for effective teaching and learning using gibbs’ reflective model in 3rd International Conference on **Emerging Trends in Social Sciences 2024 (ICETSS-2024).** 28-29 September, 2024 at Mohi-Ud-Din Islamic University, Nerian Sharif Aj&K
 8. Participated in roundtable discussion in the conference titled “**Less Talk, More Action: An International Conference on changing the course of women’s academic leadership.** 17-19 October, 2023.
 9. Attended conference as a member of the organizing committee in the " **International Conference on Remote Sensing, GIS and climate change (RSGCC-2023)-**

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- Applications, Strategies, Solutions & Education "** March 13-15, 2023 at Institute of Education and Research, University of the Punjab, Lahore.
10. Attended conference as a member of the organizing committee and chaired a plenary session in the "**6th International Research Conference on Economics, Business and Social Sciences (Pakistan Chapter)**" February 21-22, 2023 at Institute of Education and Research, University of the Punjab, Lahore.
 11. Attended conference as a member of the organizing committee in the "**Association of media & communication academic professionals-AMCAP-PU International Media Conference**" February 08-09, 2023 at Institute of Education and Research, University of the Punjab, Lahore.
 12. Participated in a webinar titled "**Mentoring and Women's Academic leadership: What needs to be done**". Held on 7th December 2022 conducted by International Islamic University, Islamabad.
 13. Attended conference as a member of the organizing committee and chaired a plenary session in the "**10th international conference on Research in Education (ICORE 2022)- Transforming Teaching for 21st Century**" November 15-17, 2022 at Institute of Education and Research, University of the Punjab, Lahore.
 14. Attended and chaired a plenary session in the **13th Post Graduate Students' Conference: Transforming higher education: Theory to skills**. August 11, 2022. (13th Edition). Institute of Education and Research, University of the Punjab, Lahore.
 15. Attended conference as a member of the organizing committee and chaired a plenary session in the "**9th international conference on Research in Education (ICORE 2021)- Globalization and Internationalization of education**" November 16-18, 2021 at Institute of Education and Research, University of the Punjab, Lahore.
 16. Attended conference as a member of the organizing committee and chaired a plenary session in the "**8th international conference on Research in Education (ICORE 2020)**" November 19-21, 2020 at Institute of Education and Research, University of the Punjab, Lahore.
 17. Attended and chaired a plenary session in the **Post Graduate Students' Conference: The Classroom Effectiveness**. March 11, 2020. (11th Edition). Institute of Education and Research, University of the Punjab, Lahore.

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18. Attended conference as a member of the organizing committee in the "**7th international conference on Research in Education (ICORE 2019)- Teacher Education: 21st century challenges**" November 19-21, 2019 at Institute of Education and Research, University of the Punjab, Lahore.
19. Attended national seminar and round table discussion on "**teacher education programs: HEC & Government policies perspective**". held on July 23, 2019. Organized by the Institute of Education and Research, University of the Punjab, Lahore.
20. attended conference as a member of the organizing committee in the "**6th international conference on Research in Education (ICORE 2018)- Reaching the unreached through quality education and research**" November 20-22, 2018 at Institute of Education and Research, University of the Punjab, Lahore.
21. Member of the organization committee in the "**9th Post Graduate Students Conference- 2018 on Research in Education**" held on May 16, 2018. Organized by the Institute of Education and Research, University of the Punjab, Lahore.
22. attended conference as a member of the organizing committee in the "**5th international conference on Research in Education (ICORE 2017)**" November 21-23, 2017 at Institute of Education and Research, University of the Punjab, Lahore.
23. Attended a forum "**Indigenous Research and Education: Creating Change**" presented by the indigenous research collaboration. Held on February 16-17, 2017. Organized by Sydney School of Education & Social Work, at Abercrombie Business School, The University of Sydney, NSW, Australia.
24. Attended **VC staff forum; addressing policy challenges; Aboriginal Sydney MOOC** on 20th March 2017 at Charles Perkins Centre research and education hub, The University of Sydney, Camperdown, NSW, Australia
25. Attended **Research Strategic Planning Forum** on 23 March, 2017 arranged by Sydney School of Education and Social Work, education building A35, Manning Road, University of Sydney, Camperdown, NSW, Australia

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26. Attended a workshop on 24th March, 2017 titled " **Excel Fu: Excel for Researchers**" at CRC 2004, Level 2, Charles Perkins Centre D17, The University of Sydney, Camperdown, NSW, Australia
27. Attended **Arts and Creativity in Education Research Network (ACERN) workshop** on 27 march, 2017 at Old Teachers' College, Manning Road, University of Sydney, Camperdown, NSW, Australia.
28. Delivered a lecture in a **seminar titled " Power, Influence and Leadership"** on 29th March, 2017 at Sydney School of Education and Social Work, 5, Manning Road, University of Sydney, Camperdown, NSW, Australia
29. Attended a **seminar " Teacher data literacy, what does it mean, how does it be developed?** ACRLI with Professor Peter Reimann organized by Sydney School of Education and Social Work, education building A35, Manning Road, University of Sydney, Camperdown, NSW, Australia
30. Attended a **Pre colloquium workshop** on 8th September 2017, titled "*Examining intersexuality in second-language writing*" presented by Professor Diane Pecorari, City University of Hong Kong organized by The Sydney School of Education and Social Work, The University of Sydney Centre for English Teaching and the Department of Linguistics, Macquarie University.
31. Attended **12th University of Sydney TESOL Research Network Colloquium** on 8-9th September 2017. sponsored by The Sydney School of Education and Social Work, The University of Sydney Centre for English Teaching and the Department of Linguistics, Macquarie University.
32. Member of the organization committee in the "**7th Post Graduate Students Conference- 2016 on Research in Education**" held on March 24, 2016. Organized by the Institute of Education and Research, University of the Punjab, Lahore.
33. Attended "**4th Post Graduate seminar on Education for socialization**" held on March 11th, 2015. Organized by Department of Secondary Education, Institute of Education and Research, University of the Punjab, Lahore.
34. Member of the organization committee in the "**6th Post Graduate Students Conference- 2015 on Research in Education**" held on March 18th, 2015. Organized by the Institute of Education and Research, University of the Punjab, Lahore.

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35. Attended “**5th Post Graduate seminar on Education for Localization**” held on April 29, 2015. Organized by Department of Secondary Education, Institute of Education and Research, University of the Punjab, Lahore.
36. Attended “**8th Post Graduate seminar on Classroom Management**” as Resource person held on September 6th, 2015. Organized by Department of Secondary Education, Institute of Education and Research, University of the Punjab, Lahore.
37. Member of the organizing committee in the “**3rd international conference on Research in Education (ICORE 2015)**” November 24-26, 2015 at Institute of Education and Research, University of the Punjab, Lahore.
38. Member of the organization committee in the “**6th Post Graduate Students Conference- 2015 on Research in Education**” held on March 18th, 2015. Organized by the Institute of Education and Research, University of the Punjab, Lahore.
39. Attended “**4th Post Graduate seminar on Education for socialization**” held on March 11th, 2015. Organized by Department of Secondary Education, Institute of Education and Research, University of the Punjab, Lahore.
40. Attended “**2nd Post Graduate seminar on Education for Development**” held on December 10th, 2014. Organized by Department of Secondary Education, Institute of Education and Research, University of the Punjab, Lahore.
41. Member of the organization committee and also participated and presented a paper on “Managing careers in universities: Reflections from teaching faculty and administrative staff on career planning and development practices in the universities of the Punjab, Pakistan.” In the **2nd international conference on research in education, 2014 (ICORE)**. Institute of Education & Research, University of the Punjab, Lahore held on November 18-20, 2014.
42. Presented a paper on “Beyond Reforms: Development partners and politics of higher education transformation in south Asia” In the **2nd international conference on research in education, 2014 (ICORE)**. Institute of Education & Research, University of the Punjab, Lahore held on November 18-20, 2014.
43. Presented a paper on “Compensation and Rewards Management Practices in the Higher Education Institutions in Pakistan” in the **London International Conference on**

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- Education (LICE-2014)** organized by Infonomics Society, London held on November 10-12, 2014, London, UK.
44. Presented a paper as co-author titled, the role of emotional intelligence in academic performance of male and female students in University of the Punjab. **5th Post Graduate Students Conference-2014 on Education for Peace and Prosperity**. Institute of Education & Research, University of the Punjab, Lahore. 21st May, 2014 (First author: Nayab Javed)
45. Participated in a conference titled, **Conference on Harnessing the Potential of Low –fee Private Schools: Improving Education Quality**, April 22-23, 2014. Sponsored by United States Agency for International Development (USAID), at Lahore University of Management Science (LUMS).
46. Presented as co-author, a paper titled, “Development partners and politics of higher education transformation in south Asia”, **Two Days International Conference on ‘Migration, Education and Development in South Asia’** Supported by Higher Education Commission Govt. of Pakistan and British Council Islamabad under the program ‘International Strategic Partnership in Research and Education’ (INSPIRE) held on 27-28 March 2014. (First author: Anjum Naz)
47. Presented a paper titled, Career Management in Learning Organization: Faculty Reflections. **KJSIMSR, international conference on learning organization titled Transforming into learning organizations: Linking the present with the future**. K.J Somiya institute of management studies and research, Vidyanagar. Held on 3rd and 4th January 2014. India, Mumbai. (Co-author: Anjum Naz)
48. Presented a paper titled, Managing Careers: Faculty Reflections on Career Planning. **3rd South Asian Management Research and Case Conference Indian Institute of Management Bangalore**, 27-29 Dec 2013. Bangalore, India (Co-author: Anjum Naz)
49. Presented as co-author, a paper titled, A Moral & Ethical Concerns of Teaching Profession; A document Analysis of Modules standardized at national Level. **International Multidisciplinary Conference on Ethics, Freedom & Spirituality**, 18-20th Feb 2013. Lahore. (First author: Anjum Naz)
50. Presented a paper titled, Major Issues and Challenges Facing By the Public Universities of Punjab, Pakistan. **Two-day International Symposium on “Higher Education in south**

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- Asia: Crisis and Challenges**", on December, 11-12, 2012 at Mumbai. Organized by All India Federation of University and College Teachers' Organizations (AIFUCTO), the Bombay University and College Teachers' Union (BUCTU) organized
51. Presented as co-author, a paper titled, The Impact of Terrorist Attack on Professionals: A Case Study of Khyber Pakhtunkhwa. **International Conference on Khyber Pakhtunkhwa: History & Culture** 28th-30th Nov 2012. KPK, Peshawar. (First author: Anjum Naz)
52. Presented as co-author, a paper titled an analytical study of science teacher's conceptual understanding of science, scientific methods, and teaching strategies at grade I and II. **2nd International conference, 'Realizing the millennium Development Goals (MDGs) Through Teacher Education**, on 20-21 September 2010, University of Education, Lahore. (First author: Anjum Naz)
53. Member of the organization committee and participated and presented a paper on "Faculty training and development in public sector Universities of the Punjab".in the **"three days conference on Education in Pakistan: Issues, Challenges, and Reforms"** from October 21-23, 2010 at University of the Punjab. Organized by Faculty of Education, University of the Punjab, Lahore in collaboration with Higher Education Commission (HEC), Promotion of Education in Pakistan (PEP) Foundation Inc. USA and Pakistan Association for Research in Education (PARE)
54. Participated and presented a paper on "Faculty management practices at public universities of Punjab: with reference to planning and strategies adopted by top administrators" in an International Education Research conference titled **"Changing Climates: Education for sustainable futures"**. Organized by Australian Association for Research in Education (AARE), in December 1-4, 2008 at Queensland University of Technology, Brisbane, Australia.
55. Participated and presented research results of PELI participants' survey (2004-2006) in a conference **"Cross Cultural Educational Exchanges: Prospects and Challenges"**. A collaboration between Pakistan and the US Bureau of Cultural & Education Affairs, held at IER in collaboration with ITA on March 27th 2008.
56. Presented as co-author, a paper titled, "An analysis of the Ethics of followed by the supervisor and head of the cooperative institute during practicum". **An international**

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- conference on Transforming Teacher Education: Improving practicum and Internship**, March 26-28, 2008 at Pearl Continental Lahore. (First author: Anjum Naz)
57. Presented as co-author, a paper titled a “comparative study of supervisory practices for instructional improvement in public and private schools. **An International Conference on quality Teacher education: Promises and Practices**” organized by University of Education and HEC from 5-6 November 2007. Lahore. (First author: Anjum Naz)
58. Attended conference Titled, “**International conference on changing role of teacher in the era of globalization**”. Organized by the IER, University of the Punjab, Lahore. April 16-17, 2007
59. Attended an International conference on “**History and Civilization of the Muslim World**” on Monday, February 27-28, 2006. Organized by Department of History, University of the Punjab, Lahore.
60. Attended Seminar on “**Teaching with Purpose**” held on 24-04-2006. Organized by IER, University of the Punjab. Lahore.

WORKSHOPS ATTENDED AS PARTICIPANT

1. Attended a faculty capacity Building Workshop on "Ethical & Effective Use of Artificial Intelligence (AI)" being organized by the Skill Development Centre, University of the Punjab from 10–12 August 2026.
2. Participated in a workshop to review and revise accreditation standards, tools and procedures. Held on February 22, 2024 at NACTE office N-Block HEC, Sector H-8/1 Islamabad
3. Participated in the HWPL Peace Educator workshop: Self-Respect. Held online on August 15, 2023.
4. Attended workshop on "**how to approach & manage funded research projects**" on 18-06-2019. Organized by Office of Research Innovation and Commercialization (ORIC)
5. Participated in the "**Training Workshop of NACTE for Accreditation of teacher education in Pakistan**" held on 18th August, 2018 at Institute of Education & Research, University of the Punjab, Lahore

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6. Participated in the "**Training Workshop of NACTE for External Evaluators**" held on August organized by HEC at Grand Regency Hotel, Islamabad
7. Workshop On "**The Use Of Maps and Globes In Understanding Location , Time Zones, Geographic Distribution And Climatic Changes In The World**" held on 4th September, 2015 at Institute of Education & Research, University of the Punjab, Lahore
8. **Semester 2 orientation meeting for Associate Degree in Education/ Bachelor of Education Hons. (Elementary). Participated to work on the course of Classroom Management.** January 24-27, 2011 at Institute of Education & Research, University of the Punjab, Lahore. Conducted and organized by Pre- Service Teacher Education Program in Pakistan (PRE-STEP), USAID.
9. **Curriculum Design Workshop for Associate Degree in Education/ Bachelor of Education Hons. (Elementary). Participated to work on the course of Classroom Management.** March 15-16, 2011 at Pearl Continental Hotel, Mall road, Lahore. Conducted and organized by Pre- Service Teacher Education Program in Pakistan (PRE-STEP), USAID.
10. **Life Coordination Meetings: Workshop on Joy of Learning, How to enhance learning of learners.** August 20, 2009, at Institute of Education & Research, University of the Punjab, Lahore. Conducted and organized by PACADE in collaboration with UNESCO
11. **“Preparatory workshop for Annual Status of Education Report (ASER) Pakistan: A National initiative for Quality Education”** from 6th to 10th August, 2008 at IER, University of the Punjab, Lahore. Organized by South Asian Forum for Education Development (SAFED) in collaboration with, Institute of education & Research, University of the Punjab, Lahore and Children’s Global Network, Pakistan.
12. **“Workshop on Report writing”** September 20-26, 2006. Conducted by National education assessment system (NEAS) project, Ministry of Education (Curriculum wing) H-9, Islamabad.
13. **“Test administration workshop of provincial/ Area test administrators”** 14-15th April 2006. Conducted by Punjab education Assessment System (PEAS) at Govt. elementary college of education, Amarsadhu., Lahore.

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14. **“Training of Master test administrators”** 22-24th March 2006. Conducted by National education assessment system (NEAS) project, Ministry of Education (Curriculum wing) H-9, Islamabad.
15. **“Workshop on Competencies & test item development”** February 27th – March 08th 2006. Organized by Punjab education Assessment System (PEAS), Lahore.
16. **“Pilot of Punjab measuring learning achievements, Grade 5- Phase III, to share the outcomes of the pilot testing”** February 13-15, 2006. Conducted by UNICEF arranged in Govt. Fatima girls high school, 2-fan road, Mozang adda, Lahore.
17. **“Workshop on report writing”** January 23-28, 2006. Conducted by National education assessment system (NEAS) in collaboration with PEACE Punjab organized by IER, University of the Punjab, Lahore.
18. **“Measuring learning achievement workshop-Subject specialists group, 5th grade”** November 23-30, 2005. Conducted by UNICEF arranged in the Directorate of Staff Development (DSD) Punjab, Lahore.
19. **“Workshop on refinement of material for training of DTEs for primary school teachers”** November 11, 2005. Held at Directorate of Staff Development (DSD) Punjab, Lahore.
20. **“Report writing”** September 19- 24, 2005. Conducted by National education assessment system (NEAS) project, Ministry of Education (Curriculum wing) H-9, Islamabad.
21. **“Course development”** August 23-30, 2005. Conducted by National education assessment system (NEAS) project, Ministry of Education (Curriculum wing) H-9, Islamabad.
22. **“Test and item development workshop”** August 08-13, 2005. Conducted by National education assessment system (NEAS) project, Ministry of Education (Curriculum wing) H-9, Islamabad.
23. **“Material review and development for training of primary school teachers”** July 04-09, 2005. Held at Directorate of Staff Development (DSD) Punjab, Lahore.
24. **“Series of consultative dialogues: Review of material and development of basic foundation module for primary school teachers”** June 27-30, 2005. Conducted by Directorate of Staff Development (DSD) Punjab Lahore.
25. **“ Finalization of test items and training of test administrators for pilot testing”**

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- i. February 16-21, 2004. Conducted by National education assessment system (NEAS) project, Ministry of Education (Curriculum wing) H-9, Islamabad.
26. **“Workshop on eliminating gender disparities in primary and secondary education”** 20-09-2003. Conducted by the Institute of education and research in collaboration with UNESCO, Pakistan.
27. **“Human rights concepts and teaching methodology”** December 11-13, 2002. Conducted by SIMORGH (NGO), at Government Fatima Jinnah College for women, chuja mandi, Lahore.

WORKSHOPS ATTENDED AS RESOURCE PERSON

1. Lecture in the Teachers’ training workshop on the topic **“Teacher as leaders”** at the Punjab School, Township, Lahore. 10-11 August, 2009
2. Deliberations on the topic **“Developing effective communication skills in students”** at The Punjab School, Township, Lahore. August 6, 2008
3. Lecture on **“ Teaching skills”** Organized by Government Fatima Jinnah College for Women, Chuna Mandi Lahore. November 17, 2007.
4. **“HEC staff development program 2005, Batch IV”** Organized by IER, University of the Punjab. Nov 10th – Dec 7th 2005.
5. **“HEC staff development program 2005, Batch III”** Organized by IER, University of the Punjab. Aug 29th - Sep 22nd 2005.
6. Lecture on communication skills **“Teacher training workshop of university model school”** June 28th-July 8th 2005. Organized by Institute of Education & Research, University of the Punjab, Lahore.
7. **“HEC staff development program 2005, Batch II”** Organized by IER & HRDC, University of the Punjab. 09-06-2005 to 06-07-2005
8. **“Skill development of primary school teachers working under Bait-ul-Maal, Batch III”** 13-06-05 to 23-06-05 Organized by Institute of Education & Research, University of the Punjab, Lahore.

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9. **“Skill development of primary school teachers working under Bait-ul-Maal, Batch II”**
23-05-05 to 03-06-05 Organized by Institute of Education & Research, University of the Punjab, Lahore.
10. **“HEC staff development program 2005, Batch I”** Organized by IER & HRDC, University of the Punjab. May 10th to June 03, 2005.
11. **“Skill development of primary school teachers working under Bait-ul-Maal, Batch I”**
March 28 - April 08, 2005. Organized by Institute of Education & Research, University of the Punjab, Lahore.
12. **“Improving quality of education- Training workshop on school based assessment”**
February 22-24, 2005. Organized by IER in collaboration with UNESCO

SUPERVISION OF PhD DISSERTATION

S/No	Title of research project	Registration #/ Roll #	Name of Scholar
1	Experiences and Practices of Social Studies’ Teachers Towards Constructing Ideas about Democratic Citizenship Education at Elementary School Level	Dr. W2018-S-02	Muhammad Kamran
2	Effect of teachers’ emotional intelligence on classroom learning environment and school climate at secondary school level	Dr.2016-F-11	Nida Iram
3	Head teachers’ emotional labour experiences regarding work engagement, affective wellbeing and emotional exhaustion.	Dr/W2018-S-01	Ambreen Iftikhar
4	Work life balance and its relationship with job stress and personality traits of secondary school teachers in the province of Punjab	Dr. 2017 -F-06	Mehwish Jabeen
5	Supervisory support, institutional research climate, research self-efficacy and academic productivity of PhD scholars in universities of the Punjab	Dr./F-2024-09	Hanana Sultan
6	Impact of Informal Teacher Leadership on Teachers' Motivation, Collaborative Learning Environment, and Students' Engagement in Secondary Schools of Punjab.	Dr./2024-F-11	Faiqa Naaz
7	Effect of Student Burnout on Psychological well-being and Academic Performance at Secondary School Level	Dr./2024-F-07	Asma Latif

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SUPERVISION OF MPHIL RESEARCH PROJECTS

S/No	Title of research project	Registration #/ Roll #	Name of Scholar
1	Teachers' participation in school-based decision making and its relationship with their professional commitment in secondary schools of Punjab	MP/2017-F-30	Beenish Hameed
2	Relationship between perception of teachers about school heads' administrative skills and teachers' organizational commitment in public schools at secondary level	MP/2017-F-20	Tasneem Kosar
3	Assessing scientific literacy levels among secondary school science students of district Lahore	MP/2018-S-12	Iram Shahzadi
4	Effect of understanding by design UBD model on students' academic achievement in science for 5 th grade	MP/2018-S-24	Anam Aslam
5	Study Habits and Attitudes of High and Low Achievers at the Secondary School Level in Lahore	MP/E2018-S-08	Anna Jafferi
6	Integration of Information and Communication Technology (ICT) for Effective teaching and learning in public schools at secondary level.	MP/2018-S-20	Gulnaz nawaz
7	Adaptation challenges of early career primary school teachers	MP/E-2018-F-03	Iqra Shareef
8	A descriptive study of the causes of students' disruptive behavior in classroom and behavior modification strategies used by the teachers at primary level in district Lahore.	MP/E-2018-S-22	Kinza Naeem
9	Academic Challenges of teaching and Learning about science at Secondary level in District Lahore	MP/2018-S-33	Maria Zulfiqar
10	Secondary school teachers' and students' experiences in overcrowded classrooms.	MP/E2018-F-08	Misbah Khawas
11	Relationship of secondary schools heads' leadership traits and teachers' job satisfaction: a study of schools of district Chakwal.	MP/E2018-S-19	Rabiullah Khan
12	Relationship between Students' Motivation and Engagement towards Biology Learning at secondary school level	MP/2018-S-13	Saira Younas
13	Effect of online teaching on prospective teachers' anxiety level during COVID-19	MP/E2018-F-18	Sehrosh Gulzar
14	Current discipline related problems and their maintenance practices at secondary school level	M.Phil / 2018-S-14	Zubia Hashmat
15	Development and validation of attitude scale for prospective teachers toward teaching as a career	MP/2018-S-38	Asma Nazir
16	Multidimensional exploration of the factors causing dropout among the primary school students	MP/E-2018-S-24	Huda Arshad Tahir
17	Relationship between pre-service teachers' digital literacy and their technology integration efficacy	M/P2018-S-08	Syeda Mahnoor Irtaza
18	Teachers' professional development and its relationship with their self-efficacy and academic emphasis	MP/E2017-S-35	Masood Baig
19	Teachers' perceptions about impact of teachers' in-service training program on their performance at	MP/E2018-F-22	Sadia Ghaffar

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	secondary school level.		
20	Relationship between co-curricular activities and students' academic achievement at university level	MP/2022-S-01	Ferheen Jehangir
21	Relationship of socio educational factors and students' participation in classroom at university level	MP/2022-S-12	Syeda Noor e Zahra
22	Reflective practices of secondary school teachers for effective teaching and learning using gibbs' reflective model	MP/E-2022-S-15	Amana Ishaq
23	Effect of Virtual Collaboration Skills on Academic Achievement of undergraduate Students	MP/E-2022-F-26	Aman Azhar
24	Relationship Between Head of Departments' Transformational Leadership and Teachers' Work Motivation at University Level	MP/2023-F-38	Memoona

EXTERNAL EXAMINER OF INTERNATIONAL PhD THESES

S/No	Thesis Title and year	Registration No./Roll No.	Name of the Scholar	Name of the University
01	The Mediating Effect Of Perceived Usefulness On The Relationship Between Online Training Satisfaction, Technology Acceptance And Attitude With Technological, Pedagogical And Content Knowledge (TPACK) Of Female High School Teachers In Saudi Arabia	GS44956 (PhD)	Haifa Eidhah A Aljuaid	Faculty of Educational Studies, University Putra Malaysia (UPM), Malaysia.
02	The Mediating Effect of School Climate and Teachers' Empowerment on Transformational Leadership and School Effectiveness at Primary Schools in Peninsular Malaysia	GS41755 (PhD)	INDRA DEVI A/P MANIAM	Faculty of Educational Studies, University Putra Malaysia (UPM), Malaysia.
03	Development and validation of instrument to measure digital citizenship for secondary school students in malaysia	(PhD) GS45967	Nur atikah ahmad	Faculty of Educational Studies, University Putra Malaysia (UPM), Malaysia.
04	Job Embeddedness, Organization Commitment, Social Support and Retention among Rural School Teachers in Sichuan Province, China	(PhD) GS60752	YANG HUAN	Faculty of Educational Studies, University Putra Malaysia (UPM), Malaysia.
05	Exploring factors influencing english language competency among minority nationality students in longlin junior high school for nationalities, china	(PhD) GS62027	ZHAO PANZHEN	School of graduate studies, University Putra Malaysia (UPM), Malaysia.

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COUNTRIES VISITED

Country	Year	Purpose of visit
Saudi Arabia	2019	To perform Umra
Australia	2016-17	Post-doc fellowship
United Kingdom	2014	To Attend Conference
Australia	2008	To Attend Conference
United States of America	2007	Short Certificate Course

Academic Reference

Dr. Munawar S. Mirza

Professor Emeritus

Institute of Education & Research (IER),

University of the Punjab,

Lahore