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## FOUZIA SADAF

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## EDUCATION

**PhD Sociology & Social Policy:** University of Durham- UK (2016-2022) (Fully funded PhD scholarship, Punjab Higher Education Commission of Pakistan)

**MPhil Sociology:** Institute of Social & Cultural Studies, University of the Punjab - Lahore, Pakistan (2013-2015)

## EMPLOYMENT HISTORY & EXPERIENCE

**Assistant Professor:** Institute of Social & Cultural Studies, University of the Punjab (2005 – Current)

- Currently, my administrative responsibilities include:
  - Focal person of the Character Building Society of ISCS under the MOU signed by NAB( National Accountability Bureau) & HEC(Higher Education Commission of Pakistan).
  - Member of the board of studies in the Faculty of Behavioural and Social Sciences.

Previously I was involved in contributing to the institute's management and administration processes. These were:

- Coordinator of the summer internship program, 2010-2014.
- M.Sc. Criminology program coordinator, 2012-2013.
- Focal person of the Character-Building Society of ISCS under the MOU signed by NAB (National Accountability Bureau) and HEC (Higher Education Commission), 2014-2016.
- Focal person to supervise and organise Active Citizen Projects (An Initiative of the British Council) with students of ISCS, 2015-2016.

**Lecturer:** Behavioral Sciences Department, Fatima Jinnah Women's University – Pakistan (2004-2005).

## **TEACHING & MENTORING EXPERIENCE**

- My teaching areas include:
  - Introduction to Sociology
  - Sociology of Social work
  - Social Psychology
  - Clinical Sociology
  
- In my current teaching role, I am passionate to support the academic and social development and success of students of all skill levels and from diverse socio-economic backgrounds.
- I actively and innovatively engage in developing curriculum modules, lecture content, and delivery, setting assessment tools, marking, and feedback.
- As a responsive and innovative teacher, I keep revising the lecture contents by adding updated research literature to reflect the latest advancements in the relevant field of study.
- Additionally, I motivate and mentor my students to learn and embrace sensitivity, and respect toward diversity and inclusivity while working on team tasks.
- I supervised multiple graduate and postgraduate students' theses. These experiences are contributing to strengthening my theoretical insights and methodological approaches.
- Currently, I am supervising research projects of students/ scholars from graduate, and postgraduate programs. These include:
  - MPhil scholar's research focusing on Male Academics' Experiences related to Career Advancements in the KPK- an Ethnically Remote & Socio-Economically Deprived Geographical Region of Pakistan.
  - MPhil scholar's research analysing Educated Urban Divorced Women's Challenges and Support Systems.
  - BS (Sociology) student's thesis analysing University Graduates' Immigration Tendencies.
  - MA (Sociology) student's thesis focuses on a Comparative Analysis of Opportunities and Challenges encountered by Students of the Sports Departments from Public and Private Sector Universities.

## **RESEARCH INTEREST AND BACKGROUND**

My research background in the intersectional understanding of faculty careers applied to the field of equality and diversity across the global academy. My academic interest in contributing to the increased sociological understanding of university organisations and scientific careers has paved the path toward my PhD research which sociologically analysed female academics' trajectories toward the professorial position. In my PhD study, I employed integrated hybrid coding approaches, and

qualitative data matrix techniques, and analysed rich and detailed accounts to better understand female academics' progression trajectories to reach a professorial position and their institutional underpinnings in Pakistan, generating insights to inform theory as well as policy recommendations to promote gender equality, diversity, and inclusion across academic positions in universities and beyond. Additionally, evidence-based qualitatively rich insights from my PhD research project serve as a source of the background literature to help academics, researchers, and students to refer to while investigating female participation in higher education, and academic careers in Pakistan and the challenges and opportunities related to it.

### **Guest Lecture(s)**

I am working on writing a research paper and engaging in training workshops on methodological innovations in Social Sciences with students and faculty members from different academic departments and research centres. Such as, I was invited by the Forman Sociological Society (Department of Sociology, Forman Christian College (A Chartered University)) to address students on the topic: Understanding the Coding Process in Qualitative Analysis, November 2022.

### **PUBLICATIONS**

- Fatima, F; Rahat, R & **Sadaf, F.** (2023) Beyond the Motherhood Mandate: Examining the Factors that Shape the Self-Perceptions of Involuntary Childless Women. *Pakistan Journal of Social Research* Vol. 5, No. 2, June 2023, pp. 259-269. ISSN 2710-3129 (P) 2710-3137 (O).
- **Sadaf, F;** Bano, S & Rahat, R. A Qualitative Exploration of Female Professors' Promotion Trajectories in Public Universities in Pakistan (EDI-03-2023-0098). *Equality, Diversity, and Inclusion: An International Journal* (under review).
- **Sadaf, F.,** Yunus, A., & Tayyab, F. (2022). Challenges of Balancing Career and Motherhood: A Qualitative Study of Female Academicians Working in Higher Education. *Annals of Human and Social Sciences*, 3(2), 509–522. [https://doi.org/10.35484/ahss.2022\(3-II\)48](https://doi.org/10.35484/ahss.2022(3-II)48).
- Yunus, A., Mushtaq, S.K., **Sadaf, F.**, Arshad, N. and Batool, S. (2021). Attitudes and Behaviors of Health Care Professionals Towards Preventive Measures Against COVID-19. *Journal of South Asian Studies*, 9(3), pp.197-205.
- Yunus, A., Iqbal, S., Munawar, R., Zakar, R., Mushtaq, S.K., **Sadaf, F.** and Usman, A. (2013). Determinants of Postnatal Care Services Utilization in Pakistan-Insights from Pakistan Demographic

and Health Survey (PDHS) 2006-07. *Middle East Journal of Scientific Research*, 18(10), pp.1440-1447.

- Munawar, R., Yunus, A; Mushtaq, S.K., **Sadaf, F** & Usman, A. (2013). Female Sexuality as a Carrier of Masculinity: A Feminist Critique of the History of Sub-continent Partition (1947). *European Academic Research*, 1(8), pp.2167-2175.

### **FUNDED RESEARCH PROJECTS**

For my research in archives, I have worked on funded, individual, and collaborative research projects. Recently, I received funding (500£) from the Research Grant Scheme of Punjab University to conduct a **scoping review and systematic mapping of literature about the career identities and experiences of Pakistani female academics**. This project will produce a pioneering scoping review in Pakistan on female academics' identities and experiences; this is something that is never done before in Pakistan. The primary aim of this literature review analysis is to highlight themes addressed in the existing studies and explore directions for future research with a target to expand knowledge through publication, academic presentation, and media talks. The project's findings will offer background literature and contextual knowledge to higher education researchers from Pakistan and across the globe who are interested to understand and write about the career experiences of Pakistani females in higher education.

I undertook another research under the scheme of Research Grant for faculty members of University of the Punjab for the fiscal year of 2014-2015 (500£), which examined the dynamics of workplace tasks and concerns of motherhood through qualitative analysis of work-family conflict among academicians in a Public Sector University of Lahore.

### **CONFERENCE PRESENTATIONS & PANEL DISCUSSION**

- Invited as a panelist to discuss **Gender Equity in Higher Education**: A collaborative task of the Sociology and Education Departments of UMT University- Lahore, Pakistan, March 22, 2023.
- Qualitative analysis of sociological literature on females' access to and participation in the Pakistani higher education sector, **International Conference on Sustainable Development in Pakistan: Exploring Local Discourses and Seeking Solutions**, the University of Home Economics, March 14<sup>th</sup> - 15<sup>th</sup>, 2023.
- A Qualitative Investigation into Institutional Practices and Structures Experienced by Women Professors in Public Universities of Punjab (Pakistan), **International Conference on Contemporary Gender Issues: Challenges and Opportunities**, Department of Gender Studies, University of the Punjab, December 15<sup>th</sup> - 16<sup>th</sup>. 2022.

- A Contextual Understanding of Disadvantaged Family Backgrounds and Female Academics Career Trajectories to Professional Positions, Marginalised Populations, Department of Sociology, Forman Christian College (A Chartered University), December 5<sup>th</sup>, 2022.
- Struggling with and Challenging Patriarchy in Academia: Reflection from Career Histories of Pakistani Female Professors, **British Sociological Association Conference on Challenging Social Hierarchies, and Inequalities**. Glasgow Caledonian University, April 24<sup>th</sup>–26<sup>th</sup>, 2019.
- Emotional Implications of Career Development: Reflections from Career Histories of Female Professors from Pakistani universities, **Joint Midterm Conference of the European Sociological Association's Sociology of Emotions Research Network (RN11) and the British Sociological Association's Sociology of Emotions Study Group**, University of Edinburgh, Scotland, August 28<sup>th</sup> – 30<sup>th</sup>, 2018.
- Contextual Understanding of Lived Experiences of Organizational Networks and Career Advancement by Drawing on Career Histories of Female Professors in Pakistani Universities, **XXXVIII Sunbelt 2018 Conference**, Utrecht, the Netherlands, June 26<sup>th</sup> -July 1<sup>st</sup>, 2018.

### TRAINING COURSES

- One-day training on **Interpretative and Writing up Your Qualitative Findings**, Social Research Association, UK (10<sup>th</sup> May 2018).
- A five-day training on **Learning Skills for Community Welfare Projects**, British Council (14<sup>th</sup> - 18<sup>th</sup> September 2015).
- Short training course on **Managing Urban Growth**, Centre for Public Policy and Governance. Forman Christian College, Lahore (12<sup>th</sup> - 13<sup>th</sup> November 2013).
- **Social Science Theories, Research, and the Enhancement of Social Knowledge**: A two-day Social Sciences workshop, Centre for Public Policy and Governance and National Institute of Historical and Cultural Research (1<sup>st</sup> -2<sup>nd</sup> March 2010).
- **Gender Sensitive Project Planning Skills Training**: A three-day training workshop organised by Punjab Local Government and United National Development Program (14<sup>th</sup> -16<sup>th</sup> September 2009).

### AFFILIATIONS

- Sociological Association of Pakistan
- Higher Education and Social Inequality Research Group (HESI)-Department of Sociology, Durham University
- Durham University Alumni Association
- British Council Alumni Association