

# Capacity Building Program of Higher Education Institutes' Staff

A joint initiative of Center for Executive Education, IBA, Karachi & Tertiary Education Support Program (TESP) of Higher Education Commission (HEC) of Pakistan

Since 2002, HEC has assumed ever expanding role of enhancing the education in Pakistan to meet the international standards. HEC is not only a university accrediting body, but also it has many development projects, ranging from faculty and development, to ensure the concept of good governance in universities, particularly the government universities. For this purpose policies have been revised and improvised for better implementation at all levels in universities, i.e. management, academics, research, etc. These terms and the vision have been clearly defined in the Medium Term Development Framework, MTDF. The HEC's MTDF is, in fact, a roadmap for introducing a series of extensive reforms in the higher education sector of Pakistan. These changes are in terms of the need for Pakistan's higher education system to compete with the world. For this purpose, there is a dire need to realize that the staff of HEIs also needs attention for making better governance at the universities. With the vision stated in MTDF, *"The Higher Education Commission will facilitate Institutions of Higher Learning to serve as Engines of Growth for the Socioeconomic Development of Pakistan"*.

HEC has developed various reforms under which Capacity Building of Higher Education Institutes (HEIs) staff is one of the most important and prominent tasks. Therefore, HEC through the Tertiary Education Support Program (TESP) has started its training modules in seven core areas in collaboration with Center for Executive Education, Institute of Business Administration, Karachi. CEE has provided trainings to 708 participants from public sector universities of Southern Pakistan, in following areas, through the experts in the respective fields.

## Leadership and Change Management

Dr. Shahid Mir  
Tariq Ikram

### Guest Speaker

Dr. Masood Hameed,  
VC DUHS

## Human Resource Management

Dr. Nyla Aleem Ansari  
Shakeel Ahmed  
Sumair Abro

### Guest Speakers

Amar Naseer  
Leon Menezes  
Shah M. Saad Husain:

## Project Planning, Implementation and Evaluation

Dr. Ramiz Khalid  
Prof. Dr. Syed Amir Iqbal  
Mr. Abdul Rahim Suriya

## Concept of Intellectual Property

Mehreen Nazar  
Muhammad Hanif Idrees  
Mohammad Mitha  
Dr. Shakeel A. Khoja

### Guest Speaker

Dr. Shahnaz Parveen  
Tarique Tunio  
Amar Naseer

## IT Management

Engr. Dr. Irfan Nabi  
Mr. Muhammad Anwar

### Guest Speakers

Umair Mirza

## Assessing Research Proposal

Dr. Qazi Masood  
Dr. Adnan Haider  
Ms. Sidrat Asim

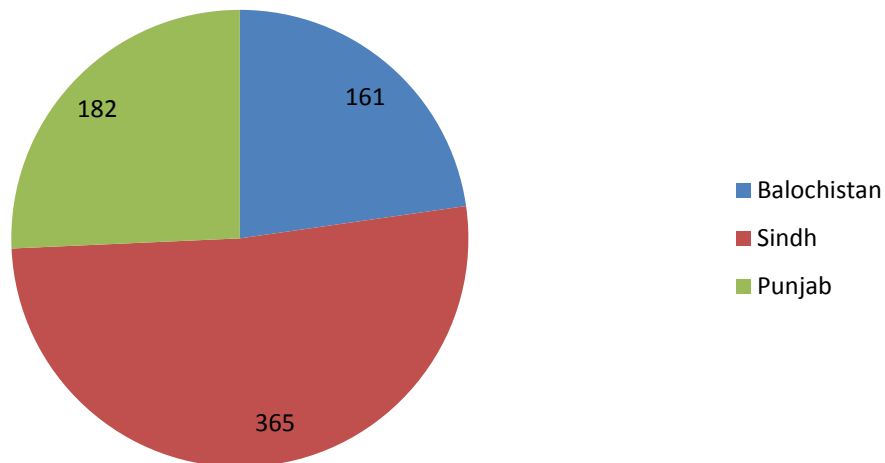
## Financial Management

Mr. Moiz Ahmed

Mr. Moeid Sultan

Mr. Fahad Rehman

### 708 Participants were trained by CEE-IBA



### Participants of TESP were from following HEIs

#### Punjab:

1. Lahore College For Women University, Lahore

2. The Women University, Multan
3. University of Engineering and Technology, Lahore
4. University of Veterinary and Animal Sciences, Lahore
5. Government College University, Faisalabad
6. Bahauddin Zakariya University, Multan
7. University of Education, Lahore Campus
8. University of Education, Okara Campus
9. University of Health Sciences, Lahore
10. University of Sargodha, Sargodha

#### **Sindh**

1. University of Sindh, Jamshoro
2. Shaheed Mohtarma Benazir Bhutto Medical University, Larkana
3. Shaheed Benazir Bhutto University, Nawabshah
4. Peoples University of Medical & Health Sciences for Women, Nawabshah
5. Sukkur IBA
6. Sindh Agriculture University, Tando Jam
7. Shah Abdul Latif University , Khairpur
8. Liaquat University of Medical and Health Sciences, Jamshoro
9. Quaid-e-Awam University of Engineering, Sciences and Technology, Nawabshah
10. Mehran University of Engineering and Technology, Jamshoro
11. Dow University of Health Sciences, Karachi
12. University of Karachi
13. IBA Karachi
14. Benazir Bhutto Shaheed University Lyari, Karachi
15. NED, Karachi
16. Shaheed Mohtarma Benazir Bhutto Medical College Lyari, Karachi
17. Federal URDU University of Arts, Science & Technology, Karachi
18. Dawood University of Engineering & Technology, Karachi

#### **Balochistan:**

1. University of Balochistan, Quetta
2. Balochistan University of Engineering and Technology, Khuzdar

3. Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
4. Sardar Bahadur Khan Women's University, Quetta
5. University of Turbat, Turbat
6. University of Loralai

## Testimonials

- *“Mr. Saad Lecture was very constructive & important. Overall encouragement & emphasis on participation and discussions along with group activities helped in transfer of learning and confidence. It was a very pleasant, conducive training that covered the major problem areas officers face at work place in context of HR. well done and best wishes for the further efforts.”*  
**Ms. Maria Arbab, Assistant Director Human Resource, Sardar Bahadur Khan Women's University, Quetta**
  
- *“Creative, professional and engaging course outclass facilities, dedicated and helpful staff learning culture and friendly environment perfect for anything.”*  
**Ms. Aisha Arbab Khan, Assistant Registrar, Government College University, Faisalabad**
  
- *“The course, on Leadership and Change Management, has expanded our thoughts, helping participants to have wider vision.”*  
**Dr. Rana Masood, Director QEC, Dow University of Health Sciences, Karachi**
  
- *“An amazing professional environment, the positive energy in the environment is electrifying”*  
**Hashim Raza Khan, Research Associate, NED University, Karachi**
  
- *“I liked the innovative ideas and teaching styles, gained a lot from this training.”*  
**Mr. Yasir Ameen, Network Engineer IT, University of Veterinary and Animal Sciences, Lahore**
  
- *“Excellent experience of sharing knowledge and technically advanced technologies provided at IBA”*  
**Mr. Qamber Ali, Lecturer, University of Turbat, Turbat**

Glimpses of the Program

