



## Dr. Kalsoom Sumra

### Associate Professor

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## RESEARCH & TEACHING PUBLIC POLICY ♦ PUBLIC ADMINISTRATION

More than 15 years of extensive experience in teaching, research and management with expertise in policy development, public management, governance, strategies, public services and innovation, foresight of public sector. A talent for analyzing problems, developing and simplifying procedures and finding innovative solutions. With proven ability to work effectively with persons from other cultures and all walks of life. Having comfortable working stamina in fast paced setting through oriented ability. Well organized and an excellent team player with a proven ability to work proactively in a complex and busy environment.

### Professional Competencies

- Public Management
- Spatial analysis of household surveys
- Policy Analysis & Design
- Well-developed teaching skills
- Highly skilled in social sciences research
- Writing & Analytical Skills
- Training Mentor

### Language Skills

English, Urdu & Basic Chinese

### Education

**PhD** in Public Administration & Public Policy from Huazhong University of Science & Technology, Wuhan, China in 2016.

**MS** (Public Policy) from Peking University, Beijing China in 2011.

### Key Competent Areas in Research

- Policy insights of various perspectives
- Administrative Management, issues in sustainable management
- Spatial Distribution of Public facilities
- Spatial neighborhood, inequality, Explicit planning of public facilities at regional and local level
- Big data, Urban Sustainability, Foresight & Public Policy
- Public Sector Governance, Public Management & Reforms
- Governance, interprovincial & Local Government
- Public Services Ethics, Social Equity, Inequality
- Crowd sourcing, Social Innovation in Public Sector
- Behavioral insights in Public Sector, Outsourcing, Collaborative

### Current Employment

**Associate Professor**, July 2023-Present; **Assistant Professor**, October 2016-June, 2023 *Centre for Policy Studies, COMSATS University, Islamabad Pakistan.*

- Teaching in Management Sciences Department *Public Policies and Issues in Strategic Management* to MBA students
- Research on current policy issues in spatial distribution of public facilities & opportunity mapping at regional & local Governments level, SDGs, equity problems and governance
- Investigated and published on new public management, outsourcing, crowdsourcing, social equity, public ethics, social responsibility, community engagement to sustainable management in public sector organizations.
- Developed and commenced survey of public sector managers liaised with local government to get the implementation of new public management.

## Certifications

1. **Intellectual Property Rights & China** (July – August 2011).
2. **Climate Change & Environmental issues: European and Chinese Perspectives** (July – August 2011).

Summer Institute at Peking University, Beijing, China.

With Joint Collaboration of **University of Milan Italy and University of Eastern Piedmont Italy, Lund University Sweden, University of Provence Aix Marseille I France, University of Pavia Italy and Peking University China.**

### Approved Supervisor of HEC, Pakistan.

### Supervision of Research Candidates

Evaluation and supervision as an external Reviewer and supervisor/Co-Supervisor for MS & PhD candidate from Pakistan.

### External Evaluator for

- National University of Modern Languages
- Riphah Institute of Public Policy Islamabad, Pakistan.
- Mehran University of Engineering & Technology, Jamshoro, Pakistan.
- Sardar Bahadur Khan Women University Quetta

## Trainer/Mentor

### Training of Civil Servants at

Establishment Division

National Accountability Bureau (NAB)

Bait-ul-Mal, National Police Bureau (NPB)

National Academy for Prison Administration (NAPA)

Election Commission of Pakistan

National School of Public Policy (NSPP)

### Riphah Institute of Public Policy, Islamabad Pakistan.

Topics: *Statecraft & Public Policy, Socio-cultural dynamics & public policy, Government & Society*

## Work History

**Lecturer & Academics Coordinator, the Project "Establishment of National Law University, Islamabad**, January 2008 – July 2010.

**Higher Education Commission, Islamabad, Pakistan.**

Over all coordination in Teaching Training programs, planning and execution in curriculum development, quality development and planning.

**Lecturer & Academic Coordinator, 'Faisalabad Institute of Textile & Fashion Design'** February 2005 – December 2007.

**Government College University, Faisalabad, Pakistan.**

Taught Policy formation for employees, and supervision of NUDP Project on human resource development and planning academic policies.

**Lecturer & Academic Coordinator, Department of Social Sciences**, July 2002 – February 2005.

**The University of Faisalabad, Pakistan.**

Taught Policy formation for planning academic policies and Public sector

**Lecturer, Department of Computer and Management Sciences**, August 2000 – July 2002.

**Hamdard University Karachi, Faisalabad Campus, Pakistan.**

Taught Business planning policies and Communication Skills to BBA, MBA, BCS and students.

**Lecturer, Department of Professional Accountancy**, May 1998 – July 2000.  
**Pioneer Finance College, Multan, Pakistan.**

Taught Communication Skills to AAT, CAT, ACCA, CA students.

# Publications

## Newspaper Articles

1. Dr. KalsoomSumra (2019). Naya Pakistan: sowing the seeds right, *Global Village Space* March 19, 2019. <https://www.globalvillagespace.com/naya-pakistan-sowing-the-seeds-right/>
2. Dr. KalsoomSumra (2018). Challenge for the New Government; Constraining its Capacity to Finance – Inadequate Human Resources and Institutional Resource Gap for Localizing SDGs in Pakistan, *Global Village Space* August 07, 2018. <https://www.globalvillagespace.com/challenge-for-the-new-government-constraining-its-capacity-to-finance-inadequate-human-resources-and-institutional-resource-gap-for-localizing-sdgs-in-pakistan/>
2. Dr. KalsoomSumra (2018). A Nation Oblivious to Manifestos, *Global Village Space* July 11, 2018. <https://www.globalvillagespace.com/a-nation-oblivious-to-manifestos/>
3. Dr. KalsoomSumra (2017). For a democratic Pakistan, more power needs to be given to local governments, *DAWN Newspaper* December 19, 2017. <https://www.dawn.com/news/1377577/for-a-democratic-pakistan-more-power-needs-to-be-given-to-local-governments>

## Policy Briefs

1. An Overview of Women and Water in Pakistan. CPS Quarterly. Volume 1 Number 1, May 2013.
2. Local Government without Power; a ‘Modern Disease’. CPS Quarterly. Volume 2 December 2017
3. Challenges for Localizing the Sustainable Development Goals in Pakistan. CPS Quarterly. Volume 5 Number 1 March 2018.
4. Election 2018, Manifestos and Public Policies. CPS Quarterly. Volume 5 Number 2 June 2018.
5. Intergovernmental Coordination Challenges and COVID-19 Response in Pakistan. Volume 7 Number September, 2020.

## Articles in National & International Journals

### Sr. No Article Title & Journal Name

- 1 A Study on Adjustment Problems of International Students: Comparison of Students and Staff/Faculty Perceptions. *International Journal of Education*, 6 (2), 107-126. 2012
- 2 Foreign Affairs of China in Higher Education and Issues of International Students’ Policy Review. *Journal of Studies in Education*, 2 (1), 114-130. 2012
- 3 Social Responsibility and Organizational Commitment in Local Public Administration: the moderating role of organizational citizenship behavior and social bonding. *International Public Administration Review*, 14 (2-3). 2016
- 4 Collaborative Management in Local Public Administration: Integrative Consolidation. *Public Policy and Administration Research*, 6 (1), 21-29. 2016.
- 5 Outsourcing and Local Public Administration: Water and Sanitation Services Delivery and Women Participation in Urban Areas. *Journal of Public Administration and Governance*, 5 (4), 112-132. 2015
- 6 ‘The Paradox of the Local Government Empowerment: Decentralization and Satisfaction with Provincial Government’. Paper presented in 10th International Conference on Public Administration, University of Electronic Sciences and Technology of China, Chengdu, 24-26 October, 2014. ISBN 978-7-5647-2652-2.
- 7 Crowdsourcing in Local Public Administration: Importance of Online Platforms. *International Journal of Public Administration in the Digital Age*. Oct-Dec: 2016 Volume: 3 Issue: 4
- 8 18th Amendment and the Problem of Cohabitation between Bureaucracy and Elected Representatives in Local Government of Pakistan. *FWU Journal of Social Sciences*. Issue, No.4, Winter 2017, 20-33.

- 9 Public Service Ethics in Public Administration: An Empirical Investigation. *International Journal of Law and Political Sciences*. October 2019 Volume. 13 Issue. 10 1338-1349
- 10 Social Equity in Public Administration: Fairness, Justice and Equity, tools for social change. *Pakistan Administrative Review*. Vol. 3, No. 1, 2019. 1-15.
- 11 Spatial distribution and opportunity mapping: Applicability of evidence-based policy implications in Punjab using remote sensing and global products. *Sustainable Cities and Society*. Volume 50, October 2019, 101652.
- 12 Mapping flood vulnerability from socioeconomic classes and GI data: Linking socially resilient policies to geographically sustainable neighborhoods using PLS-SEM. *International Journal of Disaster Risk Reduction*. Volume 41, December 2019, 101288
- 13 An Analysis of National Water Policy of Pakistan. Kalsoom B. Sumra & Muhammad Mumtaz. *Journal of Managerial Sciences*. Volume 14 Issue 4 Oct-Dec 2020
- 14 A Shifting axis of Power from Atlantic to Pacific and an emerging Islamic-Confucius alliance: Pearls, perils and pitfalls. *Pakistan Journal of Applied Social Sciences*, 12(1), 17–42.
- 15 New trends in digital marketing emergence during pandemic times. *International Journal of Innovation Science*. 23 March, 2022
- 16 Mapping and Managing Crimes: hotspots based policy interventions for urban policing. *Xi'an Shiyou Daxue Xuebao (Ziran Kexue Ban)/Journal of Xi'an Shiyou University, Natural Sciences Edition*. Vol: 65 Issue 05 | May, 2022. Page: 132-145
- 17 Informal Economy, Social Inequalities and Street Vendors in Pakistan: Governance, Politics and Tourism in Pandemic. *Multicultural Education*. Vol: 8No. 01 April, 2022. Page: 91-105
- 18 Services Provision and Hygiene Interventions by City Government during Covid-19 Waves: Impact on Behavioral Response in Informal Urban Settlements. *Tianjin Daxue Xuebao (Ziran Kexueyu Gongcheng Jishu Ban)/Journal of Tianjin University Science and Technology*. Vol: 55 Issue 03 | March, 2022. Page: 25-45
- 19 Cities Poor Management in Social Protection and Covid-19: Transgender Inequalities and Opportunity Bias. *Hunan Daxue Xuebao/Journal of Hunan University Natural Sciences*. Vol: 59 Issue 04 | May, 2022. Page: 1-17
- 20 Socio-Economic Implications of Delayed Justice: an investigation into the Recent Practices in Pakistan. *Jilin Daxue Xuebao (Gongxueban)/Journal of Jilin University (Engineering and Technology Edition)*. Vol: 41 Issue 03 | March, 2022. Page: 95-109
- 21 Factors Affecting Artificial Intelligence and Management of Institutional Response to the Event of Coronavirus in Pakistan. *Pertanika Journal of Social Science and Humanities*. 30 (3). September 2022.
- 22 “Online Education amid COVID-19 Crisis: Issues and Challenges at Higher Education Level in Pakistan”. *IJERI-International Journal of Educational Research and Innovation*. 17. 2022

### **Books Chapters**

- 1 Artificial Intelligence for Strengthening Administrative and Support Services in Public Sector amid COVID-19: Challenges and Opportunities in Pakistan. Kalsoom, Mehtab and Rashid Aftab. (2022). Book Chapter “Advances in Data Science and Intelligent Data Communication Technologies for COVID-19”. Publishers Springer. Pages 153-172.
- 2 Possible Implications of Chinese Concept ‘Eco-civilization’ in China Pakistan Economic Corridor (CPEC): highlighting priority areas. Book Chapter “Ecology of Tropical Cities: Natural and Social Sciences Applied to the Conservation of Urban Biodiversity”. Publisher SPRINGER NATURE
- 3 The Impact of COVID-19 Pandemic on Small Tourism Enterprises in Pakistan. Kalsoom, Mehtab and Rashid Aftab. (2021). Book Chapter “COVID-19 and Tourism Sustainability: Ethics, Responsibilities, Challenges and New Directions”. Publishers Rutledge
- 4 Use of Technology in Tourism: Challenges in Pakistan. Kalsoom and Mehtab (2021). Book Chapter “Handbook on Technology Application in Tourism in Asia”. Publisher Springer

## Developmental Projects

*Training Program on 'Climate Change Adaptation' Pakistan* from Feb 2011-2015. ECO-Conservation Initiatives Islamabad,

*Pakistan ARR Effectiveness of Food Security Audit in District Muzaffargarh and District Rajanpur* "ECO-Conservation Initiatives Islamabad sponsored by Oxfam GB from 13 Dec 2011 to 28 Feb 2012.

*Assessment of the Environmental Impacts of the Use of Pesticides in the Agriculture Sector on the Environment of Juniper Forests of Baluchistan, Pakistan* ECO-Conservation Initiatives Islamabad sponsored by IUCN Pakistan Nov - December 2011.

*Perceptions about climate change after floods in District Muzaffargarh (Punjab) and District Dadu (Sindh) Pakistan*" ECO-Conservation Initiatives Islamabad and Sponsored by LEAD Pakistan March 4 - March 22, 2011.

*Impacts of climate change on the capacity of mountain people to respond to disasters in Gilgit-Baltistan and Chitral Pakistan*" ECO-Conservation Initiatives Islamabad and Sponsored by FOCUS/AKDN Sep - October, 2010.

*Comprehensive Reduction and elimination of Persistent Organic Pollutants in Agriculture and Industry*" arranged by ECO-Conservation Initiatives Islamabad Project of UNDP, Pakistan from Oct 2009-2015.

*Community environmental assessment in the earthquake affected areas of Azad Jammu & Kashmir and KPK, Pakistan*" ECO-Conservation Initiatives Islamabad and Sponsored by UNOPS from Feb - March, 2008.

## Theses Co-Supervision

1. Economic Paradigm of Transgender in Peshawar (KP) Pakistan: Future Prospects and Challenges.
2. Assessment of National Action Plan of Pakistan.
3. Role of Anti-Corruption Agencies in Pakistan: An Insight Overview of National Accountability Bureau.
4. Possible Implications of Chinese Vision 'Eco-civilization in China Pakistan Economic Corridor (CPEC)
5. Analysis of Govt. Initiatives in tourism development: Sustaining environment and building soft image of Pakistan
6. Efficiency of E-Governance in public service delivery: opportunities and limitations
7. Impact of small scale entrepreneurship on women empowerment: A case study of Islamabad territory
8. Spatial Analysis of adverse impacts of Climate Change to Vulnerability of Migrants: need of effective policy measures
9. Measuring the impact of performance management system on employment productivity in Public sector
10. Efficiency and Judicial system at district courts: Socio-Economic impacts on litigants
11. Waste Management in the Urban Municipalities of Rawalpindi, Present Status and Challenges

## Conferences & Workshops

- 1. Fifth International Conference on "Paradoxes and Anomalies in the 1973 Constitution: A Discourse"** at University of Peshawar Pakistan. 9 and 10 December, 2019. Paper presented on Information & Privacy Rights in Pakistan
- 2. National Conference on "NFC Reforms: Institutional, Developmental and Political Outlook."** At Marriot Islamabad arranged by PRIME Institute. 22 January, 2019.
- 3. Training NAB officers' session on Policy Process at Islamabad. 25 April 2019.**
- 4. 3rd International Conference: "Empowering the Nation through Sciences"** at Margala Hotel Islamabad arranged by Women University Mardan, 25 April 2019. Attended.
- 5. International conference on 'Special Economic Zones in Pakistan: Applicability of Chinese Model'** at COMSATS University Islamabad, March 25, 2019. Paper Presented "Environmental Mainstreaming in Regulations".
- 6. Multi-stakeholder Consultation Forum" – Development of City Economic Vision of Islamabad** at Islamabad Hotel arranged by PRIME Institute with collaboration of Islamabad Chamber of Commerce. 11 September, 2018.
- 7. Multi-stakeholder Consultation Forum" – Development of City Economic Vision of Islamabad** at Islamabad Chamber of Commerce arranged by PRIME Institute with collaboration of Islamabad Chamber of Commerce. 20 November, 2018.
- 8. Seminar "Ethics and Public Policy"** 11th July 2018 at Junaid Zaidi Library Video Conferencing Hall, COMSATS University, Islamabad.
- 9. 10<sup>th</sup> International Conference on New Challenges in Management and Business** by Canadian Institute for Knowledge Development in Dubai, UAE, 23 March, 2018. Paper presented titled "Competitive Power".
- 10. 2nd International Conference on Governance and Public Policy** at Fatima Jinnah Women University, Rawalpindi, Pakistan 16-18 February 2018. Paper presented titled "Southern Punjab Movement, Political Gimmicks".
- 11. The 3rd International Conference on Public Policy (ICPP)**, at Lee Kuan Yew School of Public Policy, Singapore 28-30 June, 2017. Paper presented titled "Challenges for Localizing the Sustainable Development Goals in Pakistan".
- 12. International Conference on The 1973 Constitution of Pakistan: Representation, Empowerment and Social Integration**, Bara Gali Campus, University of Peshawar Pakistan 17-19 May, 2017. Paper presented titled "18th Amendment and the Problem of Cohabitation between Bureaucracy and Elected Representatives in Local Government of Pakistan".
- 13. International Conference on Economics, Business and Social Research**, Lasbela University of Agriculture, Water & Marine Science, Othal Baluchistan Pakistan 14-15 April, 2017. *Chaired Panel on CPEC and Social issues in Pakistan.*
- 14. Training Workshop on Public Sector of Pakistan: Social Equity Imperatives and Governance Dynamics Post 18th Amendment** at Centre for Policy Studies (CPS) COMSATS (CIIT), Islamabad in collaboration with The Hanns Seidel Foundation, Pakistan. Thursday and Friday 17&18 November 2016. Convener.
- 15. International Conference on Public Administration**, University of Electronic Sciences and Technology of China, Chengdu, 24-26 October, 2014. Paper presented "The Paradox of the Local Government Empowerment: Decentralization and Satisfaction with Provincial Government in Pakistan".
- 16. International Conference on Regional Energy Security'** held at Comstech Islamabad Pakistan March 2012. Paper presented.
- 17. International Conference on Water Resources and Sustainable Management**, COMSATS Islamabad Pakistan December 2011. Paper presented