



**FACULTY
DEVELOPMENT
ACADEMY**
Enabling Decisions for Tomorrow

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Issue 3

Jan – Dec 2021

COMSATS UNIVERSITY ISLAMABAD

Rector's Message

It is an immense pleasure to welcome you all. I invite everyone to visit our website and go through our departments thoroughly. Faculty Development Academy, the training wing of COMSATS University, Islamabad, has grown fast over the last decade. It is small, yet a highly efficient part of CUI.

Within this short period of time, FDA has trained over 5600 people approximately to date. FDA has worked with dedication and diligence and played a vital role in grooming the human capital for the nation. Working with a logo "Enabling decisions for tomorrow", FDA aims to train its people to become effective teachers by promoting quality teaching methodologies. FDA has continuously rendered its services to expand knowledge and refine the skills of CUI's staff.

CUI places the utmost priority at the wellbeing of its employees, faculty as well as non-faculty. During the critical times of COVID-19 pandemic, when the entire world went under masks and cover, FDA did not stop practicing its rituals. FDA team kept their spirits high and trained even more of CUI's employees. FDA went online and started a new era of online trainings.

Together we believe in staying strong and cope up with all types of challenges under every kind of circumstances.

I wish you all the best for your future.

Warm Regards,

Prof. Dr. Muhammad T. Afzal

Rector



MESSAGE FROM INCHARGE

Faculty Development Academy (FDA), the training wing of COMSATS University Islamabad has been vigorously working on professional development of CUI's faculty and admin personnel as well as faculty and admin officers of other public /private sector universities since 2004. The aim and objective has always been to polish and groom the employees of the nation. The COVID-19 pandemic related lockdown and physical distancing measures caused not only unprecedented disruption in the provision of education and training, but also created innovation in distance learning. As the new reality of the pandemic sets in, FDA revamped its structure and introduced paradigm shift in training/working to cope up the implications of the virus. In the short-term, FDA has radically altered the way training being conducted and kept launching capacity building programs. FDA kept its morale high and was highly productive during the challenges of the COVID-19. Along with continuous trainings and seminars several network meetings were also held throughout the year with different organizations like Roots Millennium School, Friedrich Naumann Foundation, NAHE (HEC), NAVTTC, PIMS, PakTurk Maarif School etc. FDA interacted with and facilitated these organizations in capacity building programs (List of all activities attached below). A rundown of FDA's activities from January till December 2021 is given in this newsletter.

NEWSLETTER TEAM

Dr.Aneel Salman

Editor-in-chief

Ms.Aafia Rashid Malik

Editor

FDA TEAM



2021 ACTIVITIES

FROM ZOOM FATIGUE TO ZOOM VROOM:

FDA arranged a hybrid training 'From ZOOM Fatigue to ZOOM Vroom' on February 8, 2021. There was 40 participants in all. Faculty members of CUI Islamabad campus attended the workshop in person while others across CUI campuses, Roots Millennium and PakTurk Maarif Schools participated virtually. Mr. Umar Sheraz, from Centre of Policy Studies (CPS) acted as a trainer



UNDERSTANDING DECISION – MAKING: UNRAVELING THE COMPLEXITIES

A hybrid workshop on 'Understanding Decision – Making: Unraveling the Complexities' was organized on February 25, 2021. Twenty-six (26) participants attended in-person and 60 joined online from CUI Attock campus and Roots Millennium School. An interactive talk was delivered by Dr. Imran Syed, In-charge, Centre of Policy Studies (CPS).



CURRENT ECONOMIC SCENARIO OF PAKISTAN

A seminar on 'Current Economic Scenario of Pakistan' held on February 26, 2021, at CUI Islamabad Campus where in an inspirational talk was delivered by Dr. Muhammad Ahmed Zubair, Chief Economist, Planning Commission of Pakistan. More than 70 participants comprised of students and faculty members of Economics department participated.



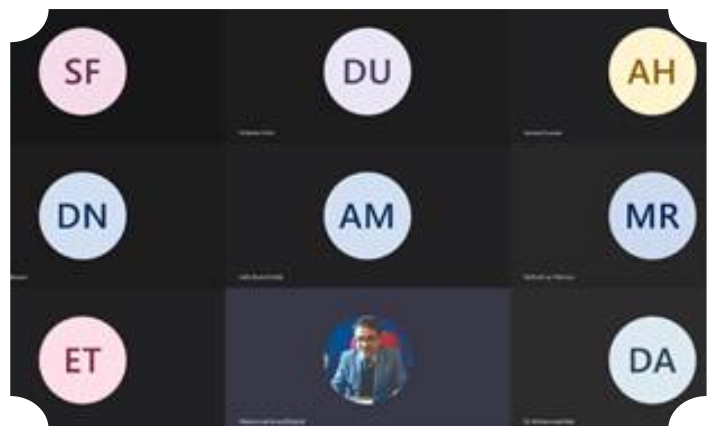
ONLINE TEACHING COURSE - LEVEL-I BY HIGHER EDUCATION COMMISSION

A Capacity Building Program on Online Teaching Course - Level-I by Higher Education Commission was organized by National Academy of Higher Education (NAHE) from 20-March to 10-April 2021. NAHE structured this course with the greatest care and adherence to international standards of quality. The course was conducted virtually. A large number of faculty members from all over Pakistan attended the workshop. FDA facilitated in confirmation of nominations of 44 faculty members across CUI campuses.



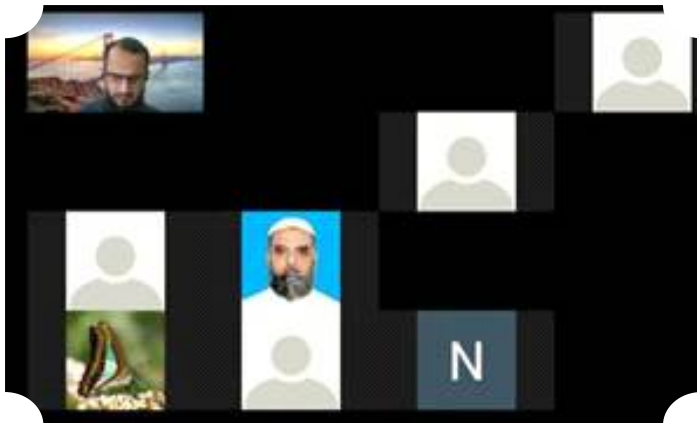
OUTCOME BASED EDUCATION (OBE): SPECIAL ENGINEERING TRAINING APPROACH FOR GLOBAL COMPETITIVENESS

An online workshop on 'Outcome Based Education (OBE): Special Engineering Training Approach for Global Competitiveness' was organized for Engineering faculty of CUI Wah campus on April 12, 2021. The training was delivered by Prof. Dr. Muhammad Junaid Mughal, Director, CUI Attock Campus and attended by more than 40 engineering faculty members.



EXCELLENCE IN ONLINE TEACHING:

A 4-day online workshop on 'Excellence in Online Teaching' was arranged by FDA from May 31 to June 3, 2021. The training was arranged following the pattern of a similar training, which was held by Higher Education Commission (HEC). FDA arranged the same workshop to benefit maximum number of faculty members (150) across CUI campuses. It was comprised of four modules; Developing Instructional Design for E- Learning, Writing and Structuring E-Learning Course Materials, Enhancing Student Engagement in E-Learning, Creating E- Learning Assessment which included synchronous and asynchronous activities



Change



How different should learning teaching today be compared to 10 or more years ago?

SKILLS ENHANCEMENT & EMPLOYEE DEVELOPMENT (SEED) PROGRAM FOR ADMIN PERSONNEL ACROSS CUI CAMPUSES

Faculty Development Academy (FDA) conducted a Training Needs Assessment (TNA) of each campus in collaboration with respective Campus Directors to plan Skill Enhancement and Employee Development (SEED) Program for Admin Personnel across CUI Campuses. Subsequently, FDA developed activity plan/ schedule to organize these workshops.

SEED Program for CUI ATTOCK Campus

The first SEED Program was held at CUI Attock Campus on June 30, 2021 for their admin personnel. There were 20 participants in all from different departments of CUI Attock Campus. Domain experts from twin cities of Islamabad and Rawalpindi were invited to deliver an activity-based talk on the following topics; Stress Management, Personality Development and Public Speaking





SEED Program for CUI Sahiwal Campus

Second Skills Enhancement & Employee Development (SEED) Program was arranged for three days from July 5 – 7, 2021 at CUI Sahiwal Campus. There were 21 admin officers participated from various departments of CUI, Sahiwal campus. This workshop helped the administrative officers to handle professional and personal challenges by having elaborate talks on topics like Critical Thinking, Work Ethics, One Minute Management, Presentation Skills, Noting & Drafting, Impact of Body Language on Professional Career and Self-Leadership etc

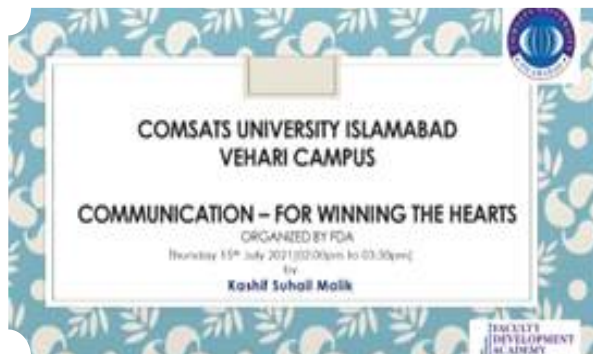




SEED Program for CUI Vehari Campus

Due to prevailing COVID situation the third SEED Program was conducted virtually/online on July 15, 2021. A total of 21 participants attended the workshop. Renowned professionals from Islamabad

were acted as Resource Persons. It was spanned over three sessions i.e. Emotional Intelligence, Strategic Management and communication skills.



SEED Program for CUIWah Campus

SEED Program for Admin Personnel of CUIWah Campus was organized on campus on August 5, 2021. Following modules were taught i.e. Noting & Drafting, Stress Management and Public Dealing and 24 participants attended the workshop.



SEED Program for CUI ABBOTTABAD Campus

A similar SEED Program was held on Campus from August 10 – 12, 2021 for admin personnel of CUI, Abbottabad campus. There were around 60 participants. The training started with session on Leader-shift, which was then followed by Team Building, Communication Skills, Emotional Intelligence, Time Management and Use of Modern Technology in Governance. The objective was to provide the participants a different intellectually stimulating environment facilitating their personal and professional growth.



SEED Program for CUI ISLAMABAD Campus

A similar SEED Program was held on Campus from August 10 – 12, 2021 for admin personnel of CUI, Abbottabad campus. There were around 60 participants. The training started with session on Leader-shift, which was then followed by Team Building, Communication Skills, Emotional Intelligence, Time Management and Use of Modern Technology in Governance. The objective was to provide the participants a different intellectually stimulating environment facilitating their personal and professional growth.



ACCREDITATION AND REACCREDITATION STRATEGIES

Faculty Development Academy arranged one-day workshop on 'Accreditation and Reaccreditation Strategies' on November 8, 2021. This workshop was conducted by Dr. Muhammadi Sabra Nadeem. There were 16 faculty as well as non-faculty members from seven campuses of CUI. The workshop had three sessions of 90 minutes each.



ECONOMY OF PAKISTAN IN 2047

Faculty Development Academy arranged a seminar on Economy of Pakistan in 2047 on November 9, 2021. This seminar was organized exclusively for the students of Economics department. The purpose of this talk is to bring together academicians and graduate students to reflect on Pakistan's multi-faceted development challenges and future policy choices. As Pakistan approaches its 100th year of Independence in the year 2047, the workshop gave participants the opportunity to learn about existing challenges hindering the growth in relation to priority interventions or reform to secure exponential development in the coming years through efficient governance. There were three sessions of 30 minutes each and 57 participants attended the seminar.



CHANGING TOMORROW FOR ACADEMIC HEADS

A workshop on “Changing Tomorrow” for academic heads of CUI campuses was organized by FDA from 29 – 30 November 2021. FDA conducted Training Needs Assessment (TNA) of Academic Heads by their respective Campus Directors and planned this workshop. The purpose of this workshop was to interact with all academic heads, gain their valuable insights and create pathways helping them realize their expertise, effective strategies and operational management regarding their departments and its future directions. This workshop facilitated the exchange of ideas, thoughts and experiences through building of networks and communities.









COURSE OVERVIEW:

Team FDA (Faculty Development Academy), under the surveillance of Dr. Aneel Salman developed course packs on the below mentioned topics.

- ✓ Student Engagement for Online Teaching
- ✓ Micro-Teaching
- ✓ Curriculum Development
- ✓ Deep Learning
- ✓ Futures Thinking & Scenario Planning in a Post-COVID 19 World
- ✓ Gaming for Futures, Innovation & Participation
- ✓ Leader-shift

These course overviews are easily accessible to everyone from FDA's website in 'Course Overview' window located at the main page of FDA's website. The purpose of these course packs is to facilitate internal as well as external human capital. These are the tailored courses and whosoever wants to get these conducted may use the given material as support.

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VLOGS – GUFTUGU SESSIONS:


FDA Introduced and created vlogs of different departments of CUI to know about the role and functions of said departments in order to disseminate information among faculty, students and parents





Network Meetings:

S. No.	Task	Dates
1.	<p>A meeting was held with Ms. Ayesha Aamir, GM, Roots International School in continuation of the MOU signed between CUI and Roots Millennium to further explore the aspects for variety of joint academic and educational activities.</p> <p>A follow up meeting was held with GM Roots Millennium School for preparation of draft proposal</p> 	<p>January 29, 2021</p> <p>March 15, 2021</p>
2.	<p>Ms. Birgit Lamm, Country Head from Friedrich Naumann Foundation for Freedom, along with her team met Dr. Muhammad Tabassum Afzal, Rector CUI, Dr. Aneel Salman, In-charge FDA and his team at COMSATS University Islamabad. The meeting was held to explore possible avenues of collaboration & partnership.</p>  	Feb 02, 2021
3.	Submission of Analysis Report of ICT Training Policy	March 12, 2021
4.	Meeting with NAHE, HEC for Training module of 'Student Engagement'	March 16, 2021
5.	Capacity Building Program on Online Teaching by National Academy of Higher Education	March 20 to April 20, 2021 (Weekend based)
6.	Online Meeting with NAVTTC to initiate Technical and Vocational Diploma Programs	April 22, 2021
7.	Meeting with Prof. Dr. Shahid A. Khan to conduct training for Evaluation of Research Publications	April 26, 2021
8.	Meeting with Foundation for Youth Employment Pakistan only	May 25, 2021
9.	Training Need Assessment for Training of Admin Personnel of CUI Campuses	June 16, 2021
10.	Meeting with DR, Zafar Iqbal Channa, PIMS Head of Nursing staff to conduct training for PIMS staff in collaboration with FDA	July 29, 2021

11.	Meeting with Principal PakTurk Maarif School, G-10 campus regarding trainings for their staff	August 04, 2021
12.	On behalf of FDA, Ms.Aafia Malik participated in online training on HEC's Policy against Sexual Harassment in Higher Education Institutions in Pakistan	September 9, 2021
13.	A talk delivered by Dr.Aneel Salman on “Science and SDG 17-Partnership for the Goals” at the 76th United Nations General Assembly (SSUNGA76) Science Summit, Belgium 14 – 30 September, 2021.	September 16, 2021
	<p>https://unga76sciencesummit.sched.com/event/kle8/ref-s1730-science-and-sdg-17-partnersh... See more</p> 	
14.	On behalf of FDA, Ms. Faiqa Anwar participated in Asia-Pacific Regional Global Citizenship Education (GCED) Network: GCED “Taking It Local” Online Workshop for Master Trainers Confirmation	October 14 – 15, 2021
15.	Meeting with Civil Aviation Training Institute to discuss modalities for Collaborative Partnership between COMSATS University Islamabad (CUI) and Pakistan Civil Aviation Training Institute (CATI) in order to strengthen the Academia-Industry linkages for CUI students and employees was held in the office of Faculty Development Academy (FDA)	October 25, 2021
16.	Association of Commonwealth Universities, ACU Gender Grants, applied by Ms.Aafia Malik	October 18, 2021
17.	Association of Commonwealth Universities, ACU Early Career Researcher Training Grants, applied by Ms. Faiqa Anwar	November 8, 2021

Discussant on "Women Economic Empowerment and Entrepreneurship toward Sustainable Development" at South Asian Women's Role for Sustainable Peace – Plausible Pathways Organized by UNWOMEN. 16 January 2022



Lecture on "Corporate Governance" to the participants of 58th Senior Management course at WAPDA Administrative Staff College, Islamabad. 7 Jan 2022



Lecture on "COP-26 Net Zero Economy and Green Economy Where does Pakistan Stand?" to the FSP officers of the 32nd MCMC. 5 Jan 2022



Public lecture on "Leader-shift in VUCA times" organized by Shifa Tameer-e-Millat University (STMU) Islamabad. 4 December 2021



"Can digitalization act as a stimulus for greater female-led entrepreneurship and employment opportunities within the maritime economy?" at the Global Manufacturing and Industrialization Summit (GMIS) 2021, United Nations Industrial Development Organization (UNIDO). 24 November 2021



Conducted workshops on "Reinterpreting Economic Growth of Pakistan", "Team Building" and "Negotiation Skills" for 8th Mid Career Management Course (MCMC) at Kashmir Institute of Management (KIM) AJK. 01 November 2021



Moderated "CPEC: The Challenges and Opportunities for Information and Media Collaboration between Pakistan China and Afghanistan. Do we need information corridor?" at G3 CPEC Summit at IBA – Institute of Business Administration. 23 October 2021



Conducted workshop on 'Team Building' for 32 Mid Career Management Course (MCMC) at National Institute of Management (NIM) Islamabad. 20-10-2021



Special lecture on 'Artificial Intelligence and Trade' and simulation exercises on "Negotiations Skills" to 48th CTP at Pakistan Institute of Trade and Development, Ministry of Commerce (MoCom) Islamabad. 18 July 2021



Gave talk on Micro, Small and Medium Enterprises in Pakistan: Outlook for 2030 Global Agenda. Building upon the targeted value chains of GRASP project, understanding the context and future prospects of MSMEs in the light of the global entrepreneurship prospects and SDGs. 28 June 2021



Lecture on 'Clash of Titans- The dilemma of Micro and Macro Economics' to AJK civil servants in Professional Planning and Management Course (PPMC) at Kashmir Institute of Management (KIM) Muzaffarabad. 18 June 2021



FDA's CELEBRATIONS

Besides academic activities, FDA regularly focuses on the events and occasions related to the FDA team. It may be a birthday of FDA's team member, farewell or welcome party. A glimpse of few events is presented here.





MEET OUR TRAINERS



DR. ARSHAD AHMAD



DR. ANEEL SALMAN



DR. MUHAMMAD ALI



DR. TAHIR NAEEM



DR. JUNAID MUGHAL



DR. SHAFAT BAZAZ



**DR. SALEEM FAROOQ
SHAUKAT**



DR. MUHAMMAD UMAR



**MR. TAHIR MEHMOOD
BALOCH**



MR. M.AHMED ZUBAIR



DR. M. MOHSIN ZAHID



DR. KASHIF SOHAIL



DR. IMRAN SYED



PROF. IMTIAZ ALI KHAN



MR. NADIR MAGSI



SHEIKH MEHTAB ALI RAZA



MR. YASIR MASOOD AFAQ



MR. SHAHZAD AHMED



MR. JAHANGIR ALI



MR. ATTIQ RAZA



DR. ANSIRA. RAJPUT



MR. FURQAN SHAH



MR. ARSHAD ALI CH.



MR. UMER SHERAZ



MR. UMER KAMAL



MR. ARSLAN JAVED

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