



**Sukkur Institute of
Business Administration**

Merit - Quality - Excellence



Annual Report

2014 - 2015

www.iba-suk.edu.pk



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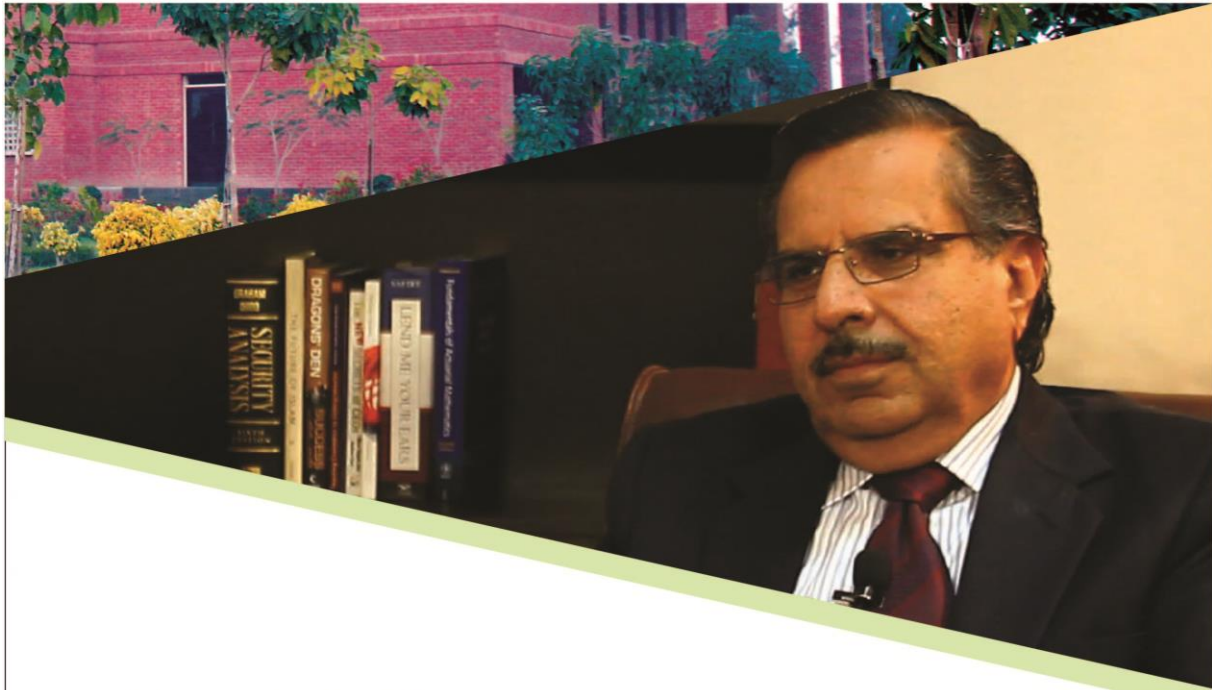
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Director's Message

Sukkur Institute of Business Administration within a small span of nine years has succeeded in reducing poverty gap. In the year 2013-14, the institute spent Rs. 86.754 million on students' scholarship and financial aid. Sukkur IBA is proud to have more than 2,000 Alumni in fields of Business Administration, Electrical Engineering, Computer Science and Education. To improve quality of Teachers, we have introduced Bachelors in Education with Honors in Elementary and B.Ed Extension Program of 2 years. Sukkur IBA has also taken major step by initiating two unique programs, BBA Agribusiness in collaboration with University of Agriculture, Faisalabad and BE Energy System with specialization in Renewal Energy.

Sukkur IBA is a Centre of Excellence for people with small purse but big purpose. Thus Sukkur IBA is bringing a real socio-economic change and building the grounds for sustained knowledge based development in Pakistan.

On Behalf of Sukkur IBA, I welcome the readers of this report which show-cases the innovative achievements of Sukkur IBA during the year 2013-14.

Nisar Ahmed Siddiqui

Dean and Director
Sukkur IBA



Executive Summary

Sukkur IBA got charter as a degree awarding institute in 2006. In a short period of eight years, the institute has been recognized as the third best business school in the country by Higher Education Commission (HEC). This would have never been possible without support of industry, philanthropists and dedication of Sukkur IBA team comprising dynamic faculty & staff members. At Sukkur IBA, we believe that every day we have to do something that can lead us to a better tomorrow.

Sukkur IBA has proven to be a boon for this area. More than 19 batches have graduated from Sukkur IBA. All of them have been either employed in reputed companies, corporations, multinationals and government departments or initiated their own business to be employers for others. This confirms true market recognition of the institute.

Sukkur IBA has also pioneered the concept of community colleges in Pakistan. These colleges aim at producing middle level skilled and semi-skilled professionals who can join industry and ultimately contribute to the economic growth and development of Pakistan. Currently, Sukkur IBA is operating four community colleges in districts Khairpur, Dadu, Jacobabad and Naushahro Feroze. IBA Community Colleges are providing services in basic education, technical & vocational trainings, remedial education, teachers training and job skills training.

Sukkur IBA is also in collaboration with University of Agriculture Faisalabad to launch first ever joint degree program of BBA-Agribusiness. Under this program, a joint batch of fifty (25 each) students would be selected by Sukkur IBA and University of Agriculture Faisalabad. All the selected students will spend first two years at University of Agriculture Faisalabad to complete their agricultural part of the degree. Whereas following two years, all the student would study at Sukkur IBA to gain knowledge in business education.

The four years BBA (Agribusiness) is a need based program-designed to serve the needs of the industry. The young individuals who have completed twelve years of education would be eligible for admission to this program. This program is open to the students with diverse educational backgrounds including humanities, science, arts, agribusiness and commerce etc. Accordingly, candidates for this program shall be carefully screened through a rigorous and effective admission process.

Sukkur IBA has also signed an agreement with Institute of Charter Accountants of Pakistan (ICAP). Under this agreement, Sukkur IBA is offering a four-year degree program of BS in Accounting & Finance. The degree holder of BS in Accounting & Finance may use this degree as a terminal degree and join the workforce. Alternatively, they might choose to go for professional Charter Accountancy (CA) degree where they would be given a waiver of full stage of Assessment of Fundamental Competencies and Certificate in Accounting & Finance for 1 to 4 papers.

Sukkur IBA Entrepreneurship and Business Incubations is also operating at full swing. Currently more than 17 companies are being hosted by the center. These companies are exclusively being run by the Sukkur IBA Alumni and students with the support of industry.

Sukkur IBA is first university of Pakistan which has been awarded Green Campus certificate by WWF, Pakistan.



Chapter 1

Department of Business Administration

Department of Business Administration

Sukkur IBA offers full-time business programs at its campus. It also offers a variety of part-time programs in the evening. Bachelor program offers major in Management, HRM, Marketing, Finance, Entrepreneurship, Agribusiness and Accounting & Finance. Master's Program offers specialization in the fields of Management, Human Resource Management, Banking & Finance, Marketing and Entrepreneurship purpose behind offering the degree programs in business administration is:

To equip candidates with an understanding of modern business and financial skills necessary for sound business management, we enable them to take advantage of the continuously changing environment in which businesses operate.

The programs offered are Bachelor and Master which include:

1. Bachelors Program:
 - BBA (4 Years)
 - BBA - Agribusiness (4 Years)
 - BS - Accounting & Finance (4 Years)
2. Masters Program:
 - MBA (2.5 Years)
 - MBA (3 Years)
 - MBA (4 Years)

Department also offers MS and PhD Programs in Management Sciences

MS in Management Sciences

In this program, specializations include Human Resource Management, Marketing, and Finance. It is a two-year programme spread over four semesters. The minimum duration of completion of MS is two years (Four Semesters) and maximum duration is 4 Years. The prime objective of this programme is to prosper, flourish and extend the required knowledge and traditions of Management Science through extensive research and dedicated education in order to benefit society and the country. Through this program our students should be able to:

1. Explore and analyze contemporary management concepts and theories in the areas of particular interest
2. Identify the major stream of research in the area of particular

interest and contribute in that area.

3. Demonstrate basic problems solving and technical skills related to business management
4. Use latest computer technologies/software related to their area of research
5. Work in collaborative and interdisciplinary contexts
6. Communicate effectively
7. Examine personal and community values and ethical dimensions of business management

Ph.D. in Management Sciences

Ph.D. program mainly focuses on four areas of the specialization i.e. HRM, Finance, Entrepreneurship and Marketing of the students. In this program student has to take two fields in any one area of specialization. From each field, student has to take two courses and one seminar. The student will choose the electives on the recommendations of the supervisor that will be offered to student on the very first day of admission. Through Ph.D. program our students should be able to:

1. Acquire advanced and in-depth knowledge in the specialized field to develop their own concepts resulting into knowledge creation
2. Apply their conceptual knowledge for the betterment of community
3. Have excellent research capability to contribute to their academic societies
4. Work in collaborative and interdisciplinary contexts with ethical integrity
5. Have capability to develop a well-written and well-reviewed piece of research.

Honors and Awards

1. LUMS Synergies 15

Students of Sukkur IBA secured First Position in ENSPIRE (Supply Chain Simulation) and GAUNTLET (Marketing Simulation) at "LUMS Synergies 15" held at Lahore University of Management Sciences (LUMS).

2. Virtual investment Competition 2015

Students of Sukkur IBA participated in "Virtual investment competition" organized by Lahore stock exchange and South



Asian federation of exchange, in which students from different universities were given Rs. 1000,000 virtual money for a period of one month for trading on real time rates, and students with maximum profits were given prizes. Out of Top 10 Positions, Sukkur IBA's students secured 05. Sarfaraz Ahmed Ghumro, Student of MBA secured First Position in the event along with Ali Raza, Mustafa Ali, Fahad Salik and Rinkil securing 4th, 6th, 7th and 10th positions respectively.

3. Sukkur IBA wins Innovation Awards 2015

Team from Sukkur IBA School of Visuals and Practical stands 1st in Pakistan and won National Medal of Innovation in Innovation Awards 2015 organized by Pakistan Innovation Foundation at Serena Hotel Islamabad on 09 December 2015

4. Sukkur IBA team wins Dice 2015 Business Plan Competition

With great pleasure it is shared that a Culture Mash a team from Sukkur IBA participated in Dice 2015 Business Plan Competition

at University of Agriculture Faisalabad and out of 50 universities secured Second Position.

Accreditation of Programs

1. AACSB Accreditation Collegiate Schools of Business (AACSB) is an international accreditation body ensuring the highest standards of education in business schools worldwide. Institutions that earn accreditation from them must conform their commitment to quality and continuous improvement through a rigorous and comprehensive peer review. Sukkur IBA is a member of AACSB body.

2. National Business Education Accreditation Council (NBEAC) is a body to assure quality in Business Administration/Public Administration/Management Sciences degree programs according to the proposed accreditation in educational

Research Progress at Sukkur IBA (2015) Impact Factor Publications (HEC "W" Category)

S#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol, Page # of Journal	HEC Category	Impact Factor	Department
1	Dr. Khalid Ahmed	The linkages between deforestation, energy and growth for environmental degradation in Pakistan	Ecological Indicators	2015 Feb 28;49:95-103	W	3.444	Business Administration
2	Dr. Khalid Ahmed	Testing the Social Cost of Rapid Economic Development in Malaysia: The Effect of Trade on Life Expectancy	Social Indicators Research	2015 Dec; 1-19	W	1.395	Business Administration
3	Dr. Khalid Ahmed	Decomposing the trade-environment nexus for Malaysia: what do the technique, scale, composition, and comparative advantage effect indicate?	Environmental Science and Pollution Research	2015 Dec 1;22(24): 20131-42	W	2.828	Business Administration



institutions. It requires a program to meet certain defined standards or criteria. Our business program is accredited by this council.

3. Association of Management Development Institutions in South Asia (AMDISA) was established in 1988, with the initiative of leading management development institutions in the South Asian Association for Regional Cooperation (SAARC) region. AMDISA is an international not-for-profit association, and is a "SAARC Recognized Body". It has 206 Members, of which 187 are Institutional Members from the SAARC region, 4 Affiliate Members, 1 Corporate Member and 14 Reciprocal Members. Membership is available to management development networks all over the world.

International Journal Publications:

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	Department
1	Irshad Hussain Sarki	Telecom Branding in Pakistan: Network Coverage or Value Added Services	Academic Journal of Research in Economics and Management	3;3;2015	Business Administration
2	Dr. Altaf Hussain Samo	Impact of Entrepreneurial Education on Entrepreneurial Intentions of Pakistani Students	Journal of Entrepreneurship and Business Innovation	2;1;2015	Business Administration
3	Waheed Ali Umrani	Examining the Dimensions of Corporate Entrepreneurship Construct: A Validation Study in the Pakistani Banking Context	Mediterranean Journal of Social Sciences	6;6;2015	Business Administration
4	Dr. Ghulam Ali Arain	Firm size, ownership, training duration and training evaluation practices	European Journal of Training and Development	39;5;2015	Business Administration
5	Dr. Pervaiz A. Memon	Firm and Macroeconomic Determinants of Debt: Pakistan Evidence	Procedia-Social and Behavioral Sciences	2015 Jan 27;172:200-7	Business Administration
6	Dr. Pervaiz A. Memon	Dynamism of Capital Structure: Evidence from Pakistan	Journal of International Business and Economics	2015 Jun;3(1): 52-63	Business Administration



Department of Education

Department of Education

The Department of Education (DoE) was established in 2011 with the purpose of improving quality of teachers' education programs and trainings for building teachers' capacity and enhancing their professional status. The overall aim is to raise the standards of education and education related research at regional and national level. This is to be achieved by creating an enabling learning environment embedded in research based practices to develop professionals equipped with innovative instructional and leadership skills to address the educational needs of the community. In doing so, DoE intends to become a centre of excellence in the field of teacher education, educational leadership & management and educational research to produce dynamic educational professionals and raise the standards of education at local, national and international levels.

DoE's Goals

Developing innovative & effective educational models of school improvement, educational leadership and management, curriculum design & assessment and test them in Pakistani educational contexts and classroom settings to know their maximum benefits.

Building the capacity of schools/educational institutions through relevant and quality programs for effective implementation of educational reforms in order to achieve the maximum benefit for all stakeholders.

Enhancing teachers' and teacher educators' professional attitude, status and self-esteem through creating a sense of professionalism, knowledge, competencies, skills, critical thinking, scientific behavior and decision-making power.

Assessing the impact of all efforts, research results, different techniques, policies implementation and other initiatives to improve the quality of education and finally develop a road map for radical reforms and successful innovations to scale up the education system of Pakistan.

Description of B.Ed. (Hons) Elementary Program

At department of Education following programmes are offered:

S.No:	Programme	Eligibility Criteria
1.	B B.Ed. (Hons.) Elementary 4 years	FA/F.Sc/HSC (12 years schooling)
2.	B.Ed Extension Program	After ADE 02 years
3.	ADE 2 years	FA/F.Sc/HSC (12 years schooling)
4.	M. Phil. (Education)	16 Years Education in any discipline plus 1 year B.Ed.

Our one student Ms. Zareena attended a summer course on Economic enterprise and development at National university of Singapore from July 5 to 18, 2015. Total 15 students were selected from Pakistan for this programme, she was one of them.

Our another student Aamna Qureshi is an optimistic, hardworking, dedicated and enthusiastic young girl who loves working for the social welfare. She won two scholarships (LU continental Biscuits Scholarship and Institute's Merit Base Scholarship), won a national level photo contest titled 'USAID Youth Photo Contest' held in April 2014 and won Canon EOS D70 DSLR Camera as 1st Prize. She has also attended "2016 Global Teen Leader to We are Family Foundation's yearlong Three Dot Dash Initiative". She attended Three Dot Dash Just Peace Summit from March 5-13 2016 in New York City. In Three Dot Dash initiative, she is among 30 extraordinary teens representing 39 countries on 5 continents where she will learn how to effectively "tell stories", promote her work and inspire others to do their part in making a more peaceful society.

MPhil in Education

The MPhil in Education program is grounded in the ideological, philosophical, historical, psychological, social foundations and pragmatics of the field of education; and particularly focuses on curriculum development and evaluation, approaches to



teaching, learning and assessments in science, mathematics and English education. The program also introduces the participants to the contemporary trends and issues in curriculum, teaching, learning, assessments, teacher preparation and research.

The program has a strong emphasis in research. It is grounded in both theoretical and applied research. The current program includes specializations in three strategic areas; science, mathematics and English language education and core areas in education such as; research, teaching, learning, assessment and curriculum.

National Linkage of DoE:

Department of Education, Sukkur IBA is a Partner University with USAID.

International Links

Sukkur IBA has linked itself globally by signing the MoUs with reputed foreign Universities:

University of British Columbia, Canada

Simon Fraser University, Canada

Kent University, UK

Asian Institute of Technology, Bangkok

USAID has granted \$40,000 USD Grant in a shape of Equipment, Furniture, Books, Science material etc.

Honors and Awards

Group of students studying in undergraduate program (BBA) won the "Prime Minister Entrepreneurship Challenge 2013" a mega business plan competition and selected among the top five business plans through out country.

In the month of February, 2013 the NBEAC awarded the accreditation to Sukkur IBA and awarded "W" category to the business program (BBA and MBA) which is the top most ranking category. The purpose of NBEAC is to assure quality in Business Administration/Public Administration / Management Sciences degree programs according to the proposed accreditation in educational institutions.

Sukkur IBA distributed the laptops among the toppers in Book Review Competition, a competition held between the students of Talent Hunt Program (THP) a foundation semester program supported by CDP, Government of Sindh.

International Journal Publications:

S#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	Department
1	Abdul Saeed & Surhan Fatima	Prepositional Errors in the Writings of Pakistani ESL Students	International Journal of English Linguistics	5;3;2015	Education
2	Dr. Shahid H. Mughal	An Action Research to Facilitate Science Teacher Educator in Infusing Environment Education Themes	International Journal of Academic Research in Business and Social Sciences	5;8;2015	Education



Department of Computer Science

Department of Computer Science

Exponential growth in Information Technology has created a dire need of well-educated professionals, who understand the development and possibilities of the fields. Realizing the gap between serious demand and quality supply, Sukkur IBA established computer science department.

Mission

To provide quality education in both theory and applications of computer science, information technology and software engineering to serve the community. We aim to integrate with other departments for achieving knowledge as a whole. We strive to equip our graduates with awareness of ethical norms and technological skills to promote their entrepreneurial behavior and leadership expertise.

The HEC-National Computer Education Accreditation Council (NCEAC) awarded the highest category "W" to our Computer Science programs.

Undergraduate Programs

Bachelors of Science (Computer Science) BSCS
 Bachelors of Science (Software Engineering) BSSE
 Bachelors of Science (Information Technology) BSIT

Department also offers MS and PhD Programs in:

MS in Computer Science Program

The course of Masters of Science in Computer Science is especially designed to equip the students with skills and knowledge of Computer Science needed to bring them in the mainstream of Computer Science professionals. This two-year degree program is concentrated and fast-tracking.

Ph.D. in Computer Science Program

The general purpose of the Ph.D. program is to provide an educational experience which will enable its graduates to develop new knowledge in the discipline. Ph.D. candidates are fundamentally driven by their desire to advance the state-of-the-art and discover new phenomena, theories and applications which were previously unknown to them.

Accreditation of Programs

BS Computer Science program is duly recognized by the National as well as International accreditation bodies. The HEC-NCEAC has awarded the highest category "W" to our Computer Science programs.

Honors and Awards

1.Robo Sprint 2014: Students of Sukkur IBA secured Second Positon- Special Category Senior-in National RoboSprint 2014 held at Center of Advanced Studies in Engineering (CASE) Islamabad.

2.Procom.Net Competition 2015: Sukkur IBA students of Business Administration, Computer Science and Engineering Department participated inProcom.Net competition 2015, held at NU-FAST Karachi on 29th 30th April 2015.

Business department students secured 1st position in the marketing challenge competition.

Students of Computer Science department secured 2nd position in Entrée War (Idea to product competition).

Students of Electrical Engineering department 2nd position in RoboRace competition.

Ms. Faiza Qureshi another brilliant student of Sukkur IBA got 2nd runner-up position in motivational talk competition.We would like to congratulate our brilliant studetns on their success.



Research Progress at Sukkur IBA (2015) Impact Factor Publications (HEC “W” Category)

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol.Page # of Journal	HEC Category	Impact Factor	Department
8	Dr. Zulfiqar A. Memon	Agent-Based Modeling of Emotion Contagion in Groups	Cognitive Computation	2015 Feb 1;7(1): 111-36	W	1.440	Computer Science

HEC X, Y, & Z Category Publications (National Journals):

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol.Page # of Journal	HEC Category	Department
1	Dr. Zulfiqar Ali Memon	Exploiting Smart Phone Accelerometer as a Personal Identification Mechanism	Mehran University Research Journal of Engineering and Technology	35; S1; 2015	X	Computer Science

International Journal Publications:

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol.Page # of Journal	Department
1	Dr. Qamar Uddin Khand	Smart Water Distribution for Irrigation System	International Journal of Innovative Technology and Exploring Engineering (IJITEE)	5;4;2015	Computer Science

**RESEARCH PROGRESS AT SUKKUR IBA (2015)
IMPACT FACTOR PUBLICATIONS (HEC "W" CATEGORY)**

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	HEC Category	Impact Factor	Department
2	Dr. Waseem Asghar	A new fourth order Newton-type method for solution of system of nonlinear equations	Applied Mathematics and Computation	2015 Nov1;270:724-30	W	1.551	Mathematics

RESEARCH JOURNALS 2014-15: NATIONAL/INTERNATIONAL

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	PhD/non-PhD	Department
1	Dr. Waseem Asghar Khan, M. Aslam Noor	Global Error Minimization method for nonlinear oscillators with high non-linearity	Int. J. Applied Mathematics & Information Sciences	Vol. 7 No. 4, 1557-1561 (2013)	PhD	Mathematics
2	Dr. Waseem Asghar Khan, M. Aslam Noor, Adnan Rauf	Higher-order iterative methods by using Householder's method for solving certain nonlinear equations	International Journal of Mathematical Sciences letters	Vol. 2, No. 2, 107-120 2013	PhD	Mathematics
3	Dr. Waseem Asghar Khan	Fourth-order iterative method free from second derivative for nonlinear equations	Int. J. Applied Mathematical Sciences	Vol. 6, No. 93, 4617-4625 (2013)	PhD	Mathematics
4	Dr. Waseem Asghar Khan	On the Existence of Solutions for Stochastic Differential Equations under G-Brownian Motion	Int. Life Science Journal	Vol.10, No. 5s 255-260 (2013)	PhD	Mathematics
5	Dr. Waseem Asghar Khan	On sufficient condition for Sakaguchi type spiral like functions of order	Int. Life Science Journal	Vol. 10, No. 5s 253-254 (2013)	PhD	Mathematics
6	Dr. Waseem Asghar Khan	Homotopy perturbation techniques for the solution of certain nonlinear equations	Int. J. Applied Mathematical Sciences	Vol. 6, No. 130 6487-6499 (2012)	PhD	Mathematics
7	Dr. Waseem Asghar Khan	New iterative methods for solving nonlinear equation by using homotopy perturbation method	Int. J. Applied Mathematics and Computation	Vol. 219 3565-3574 (2012)	PhD	Mathematics
8	Mr. Ubaid Ullah Yaskhun	Blood flow simulation in Carotid Artery Bifurcation using Finite Element Method	Sindh University Research Journal (Sci. Series)	Vol. 45, No. 3, 622-627 (2013)	Non-PhD	Mathematics
9	Mr. Amanullah Phulpoto	A method for improving the code rate and error correction capability of a cycle code	Int. J. Computational and Applied Mathematics	Vol. 32, No. 2, 261-274	Non-PhD	Mathematics
10	Mr. Niaz Hussain Ghumro	A Short Note on Simple First Order Linear Difference Equations	IOSR Journal of Economic and Finance	Vol. 2, No. 1, 35-42 (2013)	Non-PhD	Mathematics

Research Progress at Sukkur IBA (2015) Impact Factor Publications (HEC "W" Category)

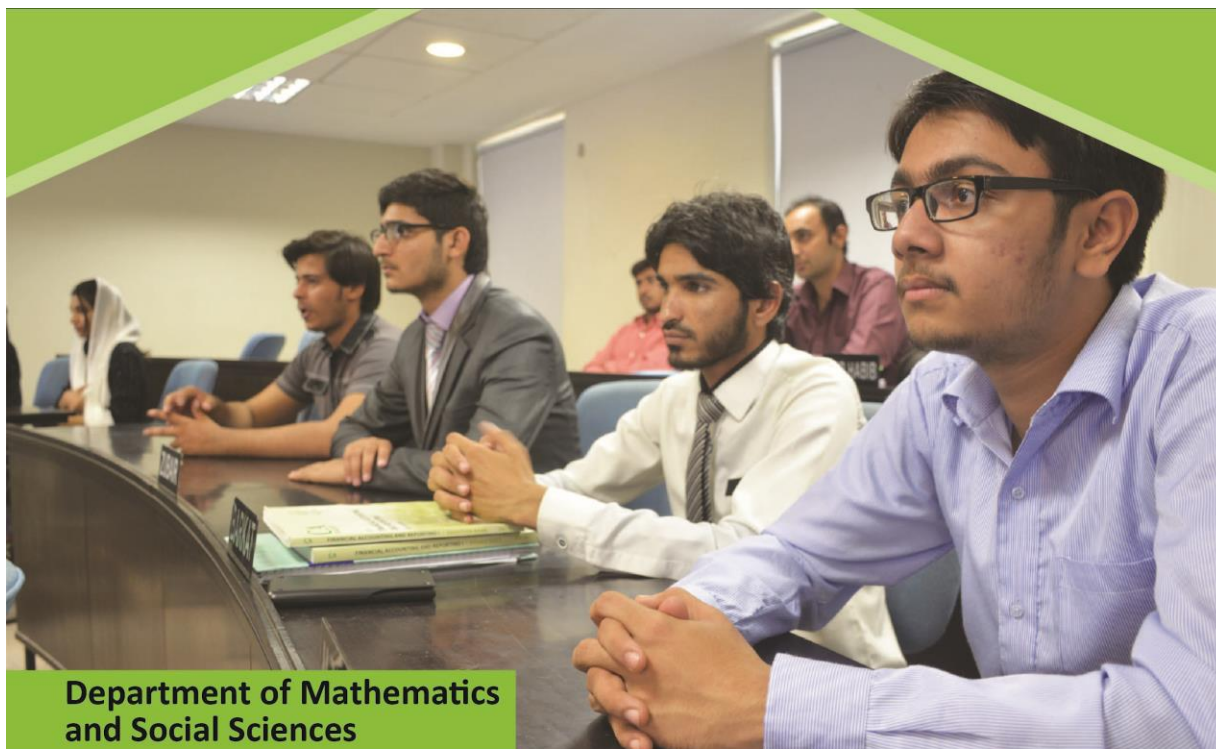
S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol,Page # of Journal	HEC Category	Impact Factor	Department
9	Dr. Waseem Asghar	A new fourth order Newton-type method for solution of system of nonlinear equations	Applied Mathematics and Computation	2015 Nov1;270:724-30	W	1.551	Mathematics

Conference Papers 2014-15

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol,Page # of Journal	PhD/non-PhD	Department
1	Dr. Waseem Asghar Khan, M. Aslam Noor	Fifth-order iterative method based on two auxiliary parameter HPM having application in Economic	4 th International Conference of AGBA South Asia Chapter	2013	PhD	Mathematics
2	Mr. Ubaid Ullah Yaskhun, Arfan Hyder, Arfan Ali	Stochastic Exponential Model for Population Growth	7 th National Mathematics Colloquium, IoBM	28 th February, 2013	Non-PhD	Mathematics

Workshops 2014-15

S.#	Title of the Training/Workshops	Date of Event	Major Area of Training	Number of Participant	Audience type student/faculty & staff
1	Mathematical Aspects of Quantum Information Science LUMS Lahore	May 22-23, 2013	Mathematics	20	Mathematics
2	Workshop on Computational Fluid Dynamics and Scientific Computing LUMS Lahore	November 8-9, 2013	Mathematics Computational Fluid Dynamics	03	Mathematics
3	Recent Advances in Mathematical Methods, Models & Applications UCP Lahore.	April 13-14, 2013	Mathematics	02	Mathematics



Department of Mathematics and Social Sciences

Department of Mathematics

Mission

The central mission of the Department of Mathematics at Sukkur IBA is to provide intellectual leadership in mathematical sciences that is of direct benefit to community and to communicate the beauty, utility, and excitement of Mathematics.

Departmental Goals & Objectives

We strive to make an impact on the discipline of Mathematics and on the broader community through the following goals:

- To be a resource in the Mathematical sciences for other disciplines activities of which have an ever-increasing need for the power of Mathematics.
- To work closely not only with colleagues from other disciplines within Sukkur IBA, but also with colleagues from the local schools and community colleges who share the responsibility of ensuring the flow of a mathematically literate and confident generation of new students.

Undergraduate Programs

BS - Computational Mathematics

We will provide a successful BS Computational Mathematics Program for community development at Sukkur IBA which will prove itself fruitful by bringing the change in the society.

Limited access to poor people to quality education in Mathematics and increasing rate of unemployment has resulted in many socio-economic problems in the country. We strongly believe that by using modern mathematical techniques and targeting market and industrial needs, BS Mathematics program can produce more positive results.

To develop the quantitative skills of students.

To enhance the knowledge of students to move to higher levels of independent learning

To utilize Mathematics as a tool in various fields of Industrial and Applied Sciences.

To provide quality education with modern and scientific tools so that graduates may possess global outlook.

Graduate Programs

MS-Applied Mathematics & Computational Finance

The MS program in Applied Mathematics and Computational Finance prepares students for careers in research, applications, and teaching. Students choose courses from two areas of concentration for their course work: Applied Mathematics and Computations and Mathematics and Computational Finance. Students are required to successfully qualify eight courses (6 compulsory and 2 electives) each of 3 credit hours duration. On successful completion of MS course work, students will be allowed to work on a 06 credit hour thesis on a subject of interest and on the availability of the faculty. The MS Program takes usually 2 to 2.5 years to complete and students must pass GRE/NTS exam prior to the completion of the degree according to HEC criteria.

- Students are conducting research on various fields of Science, Engineering Business, Finance etc..

Mathematics Club

Mathematics club is the wing of Mathematics department for inter-college competition in Pakistan.

To enhance the ability to apply Mathematics in various field of Science, Engineering, Economics, Finance, Business etc by taking various Exams, Quizzes, with prizes for the motivation of students.

Successfully we organized the 1st Mathematics competition among the students of THP. Five laptops were distributed among the top 5 positions for their motivation.

Successfully we organized the 2nd, Mathematics competition among the students of THP 2014.

Sixteen laptops were also distributed among the top 3 group for their motivation.

1st Intra-University Mathematics Olympiad Competition 2014.

Mathematics Olympiad THP 2015

Mathematics Faculty organized Mathematic Olympiad under the umbrella of Mathematics Club-SIBA on 27th June 2015, an informative and full of fun competition for the students of Talent Hunt Program and Foundation Semester. Out of 110, 12 group were selected for the final round of the Olympiad. Students in this competition were tested on their Logical,

analytical and problem solving skills. Director Sukkur IBA appreciated the winning students and urged students to work hard to be a progressive member of the society. The Winning group members Shahruxh, Syed Ameer, Imdadullah and Mir Hassan will be given brand new core i7 laptops.

Intra - University Mathematics Olympiad Competition 2014

Intra-University Mathematics Olympiad Competition 2014 was organized by Mathematics Club with support of SISC and Sukkur IBA management, 71 groups (213 students) participated in this competition and prizes were distributed among the winning groups.

Laptop Distribution Ceremony among Winners

A laptop distribution ceremony among winners of Book Reading Competition, Mathematics Olympiad Competition and Writing Book Review Competition was held at Sukkur IBA where Leader of the Opposition, National Assembly of Pakistan Honorable Mr. Syed Khurshed Ahmed Shah showed his presence as the Chief Guest.

A certificate distribution ceremony of 03-Day Career Orientation Workshop was organized by HEC-USAID at Sukkur IBA was also held where 38 participants from Sindh and Balochistan were awarded certificates by the Worthy Chief Guest

Chairman HEC Dr. Mukhtar Ahmed also showed his presence as the Guest of Honor through video conference.

Total 28 CORE i7 Laptops and three special cash prizes of Rs. 50,000 each were also given to the winners as a token of appreciation.

Workshop & Conference

2nd Intra-University Mathematics Olympiad competition Mathematics Club-Sukkur IBA organized 2nd Intra-University Mathematics Olympiad competition on 17 Nov 2015. Around 115 teams from all departments of Sukkur IBA participated in the competition..

The competition was divided into two rounds in which 20 teams were selected for the finals. Out of the top 20, team Shaheens secured third position, team thunder secured second position and Team Mathemagicians secured 1st positions.

Members of winning team will be awarded 3 tablet PCs from Sukkur IBA.

Faculty Annual Awards

Faculty Recognition Ceremony was arranged by Sukkur IBA QEC where the services rendered by top three faculty members were recognized. The performance was based on Teacher Performance Evaluation (Fall-2015) conducted by QEC from the students enrolled in various programs at Sukkur IBA. Following three faculty members of our department received best teacher award and secured highest score in Teacher Performance Evaluation.

1. Dr. Sidra Ahmed
2. Mr. Adnan Rauf
3. Mr. Peeral Khan

International Journal Publications:

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol,Page # of Journal	Department
1	Dr. Sidrah Ahmed	Approximate Solution For A Coupled System of Differential Equations Arising From A Thermal Ignition Problem	International Journal of Research and Reviews in Applied Sciences	22;3;2015	Mathematics

Faculty Publications

Waseem Asghar Khan, M. A. Noor, Adnan Rauf "Second Derivatives Free Fourth-Order Iterative Method Solving for Nonlinear Equation" Applied Mathematics, 2015 5(1), pp. 15-20. X category

Waseem Asghar Khan & Khalida I. Noor "A new fourth Order Newton-type method for solution of system of nonlinear equations" Applied Math and Computation, Vol 270, 724730. 2015 W.I.F 1.6 ISI

Sidrah Ahmed, Faqir Shah, Nadeem Salamat. "Approximate and numerical solutions to a thermal ignition problem". International Journal of Research and Reviews in Applied Sciences. Vol March, 2015. X category

Sidrah Ahmed. Numerical study of Ion-slip and Hall effects in third grade magnetohydrodynamics fluid flow. (Accepted 2015). Open Journal of fluid dynamics.

Surhan Fatima. "An Application of Feminist Literary Theory on Albert Camus' L' Etranger (The Stranger)." 2- Day International Conference: Emerging Trends of Researching Language, Linguistics and Literature, 2016. Islamabad: Air University Islamabad.

Abdul Saeed, Sajid Hussain, & Surhan Fatima. "Prepositional Errors in the Writings of Pakistani ESL Students." International Journal of English Linguistics, 2015, 120-128.

Surhan Fatima. "An Analysis of Stereotypical Representation of Pakistani Females in the Advertisements of Household Products of Pakistani Electronic Media." International Journal of English Linguistics.



Department of Electrical Engineering

Electrical Engineering

The field of Electrical Engineering has grown into a variety of disciplines. The degree program of Electrical Engineering has been designed as per the guidelines of HEC and PEC. The Bachelor of Engineering in Electrical with specialization in Electronics and Telecommunication Engineering is offered at present. Two more specializations i.e. Power and Computer Systems have also been added in the department from August 2014. The department has also started B.E Energy Systems with specialization in renewable. In near future the department is also planning to start postgraduate programs. i.e. Master of Engineering (M.E) in different areas of Electrical Engineering.

Mission Statement

The mission of the Department of Electrical Engineering is to produce high quality engineers through academic excellence and meritorious platform by infusing ethical values, innovative and leadership qualities in the product to address societal needs besides imparting engineering education and research based on sound technical knowledge to contribute in commercial and entrepreneurial ventures.

Goals and Objectives

The main goals and objectives of BE (Electrical Engineering) program are to produce engineers with skills:

1. To contribute in the fields of Telecommunication, Electronics, Computer Systems and Power Engineering to add value at national & international levels. The specific objectives are to:
 - Acquire and apply professional knowledge in science, mathematics and core disciplines of engineering
 - Develop oral & written communication skills and to apply technical knowledge for problem solving and independent learning.
 - Appreciate the application of engineering practices to address societal needs.
2. To serve corporate enterprises and to initiate entrepreneurship with their acquired scientific and technical skills. The objectives are to:
 - Design & conduct experiments as well as to analyze & interpret data.

Work with multi-disciplinary teams for socio-economic uplift of the society.

Develop components, processes and systems to meet the engineering requirements.

Make use of modern tools needed for effective engineering practices.

3. To understand contemporary issues and the impacts of technology on society and environment. The specific objectives are to produce engineers who possess:

Up-to-date knowledge of latest issues and emerging technologies through understanding of the humanities and social sciences.

Awareness of the impacts of products on the environment.

4. To create awareness to promote the national moral and establish legal & ethical practices to help create a crime-free and just society. The specific objectives are to produce engineers who:

Uphold ethical and moral values in their respective disciplines. Understand legal, cultural, ethnic norms.

5. To demonstrate intellectual capabilities in research and practical engineering problems. The specific objectives are to produce engineers who possess the ability to:

Apply natural and mathematical sciences to solve engineering problems.

Use the most relevant equipment, engineering tools and techniques.

Recognize engineering problems and provide suitable solutions.

6. To possess technical engineering skills to function effectively in the work environment as well as in the society. The specific objectives are to produce engineers having capability to:

Communicate clearly and concisely.

Lead and work as effective team members.



Undergraduate Programs

B.E in Electrical with Specialization in Telecommunication
 B.E in Electrical with Specialization in Electronics
 B.E in Electrical with Specialization in Power
 B.E in Electrical with Specialization in Computer Systems
 B.E in Energy Systems Engineering with Specialization in renewable

Accreditation of Programs

B.E Electrical Engineering with specialization in Electronics and Telecommunication is recognized by Pakistan Engineering Council and all the batches till the intake of 2011 have been accredited by PEC. PEC has also granted green signal to start two more specializations i.e. Power and Computer Systems. Apart from that PEC has also granted permission/green signal to initiate Masters of Engineering (M.E) in different areas of Electrical Engineering including Power Systems, Communication Systems, Robotics and Pervasive Computing and Renewable Energy.

Academic Achievements

Second Position in RoboSprint 2014 Competition held at CASE Islamabad

The team "Roboramblers" comprising four members participated in competition and secured second position from among different teams from all over Pakistan.

Third Position in IEEE Xtreme 8.0 2014 at all Pakistan level

The team "Sibarivals" comprising five members participated in online IEEE programming competition which is organized by IEEE every year. They secured third position on all Pakistan level. The research work has been published in ISI-Indexed impact factor and HEC recognized Journals.

IEEE Student Branch and IEEE COMSOC
 IEEE student branch and IEEE COMSOC have been established and are successfully serving the engineering community.

Sukkur IBA Engineering Society

The society is established to promote the practical engineering activities and further engineering academic practices.

Recruitment of new faculty members

Qualified faculty members were recruited in the department to impart quality engineering.

Active Participation in HEC NCRCs

The faculty members were actively involved developing and amending the National Curriculum in various fields of Engineering.

MS and PhD Scholars Abroad

A total number of eighteen scholars are pursuing their Masters and Doctorates abroad including nine scholars in U.K, two in South Korea, one in Hong Kong, one in Australia, three in China and two in Cyprus in different areas of Electrical Engineering.

Participation in Prime Minister Skills Youth Development Program

The faculty members of the department actively participated in Prime Minister Skills Youth Development program to impart the technical skills to unemployed youth of the area.

Coordination and Liaison with Community Colleges

The Engineering faculty members were actively involved in establishing the laboratories, design practical experiments, course curriculum and share technical knowledge with the faculty and the students of SIBA Community colleges.

Industrial Linkages

To bridge industry academia gap and establish close linkages with industry. The linkages have been established with PTCL, WAPDA, Mobilink and Telenor to provide hands on practical experience to the engineering students.

International Linkages

The Academic linkages with the following foreign universities have been established.

1. Glasgow Caledonian University, U.K
2. University of Leeds, U.K
3. Brunel University, U.K
4. Simon Fraser University, Canada
5. University of British Columbia, Canada
6. AIT, Thailand

Research Progress at Sukkur IBA (2015)

Impact Factor Publications (HEC "W" Category)

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	HEC Category	Impact Factor	Department
4	Dr. Bhajan Lal	Comparative temperature and surfactant effect on the morphologist of FeSe thin films fabricated by AACVD from a single source precursor with mechanism and photo catalytic activity	Materials Chemistry and Physics	2015 Jun 1;159: 152-8	W	2.259	Electrical Engineering
5	Dr. Bhajan Lal	Studies on the Synthesis, Characterization, DNA Binding, Cytotoxicity and Antioxidant activity of 2-methyl-4-nitrophenyl ferrocene	Journal of the Chemical Society of Pakistan	2015 Aug 31;37(4)	W	0.345	Electrical Engineering
6	Dr. Bhajan Lal	Synthesis and Chemical Characterization and DNA Binding of Ferrocene Based Ureas	Journal of the Chemical Society of Pakistan	2015 Oct 31;37(5)	W	0.345	Electrical Engineering
7	Irfan Ahmed	Dressed intensity noise correlation and intensity-difference squeezing of spontaneous parametric four-wave mixing process in a Pr ³⁺ :YSO crystal	Optics Express	2015 Jul 13;23(14): 17828-37	W	3.488	Electrical Engineering

HEC X, Y, & Z Category Publications (National Journals):

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	HEC Category	Department
1	Engr. Muhammad Waqas	Power Flow Enhancement of 220 KV Transmission Line with Unified Power Flow Controller	Quaid-e-Awam University Research Journal of Engineering, Science & Technology	14;2;2015	Y	Electrical Engineering
2	Engr. Fida Hussain Memon	A Beam-Steerable Micro Strip Reflectarray Antenna using Variable Length Slot Technique A Beam-Steerable Micro Strip Reflectarray Antenna using Variable Length Slot Technique	Mehran University Research Journal of Engineering and Technology	34; 1; 28 May 2015	X	Electrical Engineering

International Journal Publications:

S.#	Author(s)	Title of Paper	Full Name of Journal	Issue, Vol. Page # of Journal	Department
1	Engr. Saeed Ahmed Khan	Comparative Study on Various Edge Detection Techniques for 2-D Image	International Journal of Computer Applications	119;22;2015	Electrical Engineering
2	Engr. Waqas Ahmed & Muhammad Fayaz Khan	Windows Phone App Based Real Time Tracking of Smart Parking System	International Journal of Engineering Research and General Science	3;6;Dec 2015	Electrical Engineering

Conference Publications:

S.#	Author(s)	Title of Paper	Conference	Venue	Date/Duration
1	Dr. BhajanLal	Screening of New Supramolecular Ferrocene Incorporated N, N'-Disubstitutedthioureas as Potential Antitumor Agents	4 th International Conference on Chemical and Biological Process	Dubai, UAE	22-24 Nov, 2015
2	Dr. BhajanLal	Azo-group based novel Naked eye DNA sensors for alcoholic media	249 th American Chemical Society National Meeting	Denver, CO, USA	22-26 March, 2015
3	Dr. BhajanLal	Optimization and Development of cost-effective synthetic methodology for fuel cell electrocatalysts	250 th American Chemical Society National Meeting	Boston, MA, USA	16-20 August, 2015
4	Dr. Agha Jahanzeb	Dynamic Panel Data Estimation of Determinants of Capital Structure of Food Processing Industry in Pakistan	Business and Social Sciences Research Conference	Bangkok, Thailand	10-11 Dec, 2015



Chapter 2

Research and Development

ORIC Overview

Realizing the importance of research in academic excellence and providing solutions to social problems, Sukkur Institute of Business Administration established the office of Research, Innovation, and Commercialization (ORIC) in September 2011. ORIC's mission is very much aligned with the institute's mission. Its mission is

“To develop, expand, enhance, and manage the university's research programs and to link research activities directly to the educational, social, and economic priorities of the university and its broader community”.

ORIC has mandate to promote research culture in the institute. It provides support to research activities across all disciplines at the institute. It specifically helps researchers in identifying grant opportunities, writing grant winning proposals, maintaining record of research activities, patent filing, linking academia with industry for commercialization and funding, assisting faculty in negotiating the grant projects with funding agencies and industry, and helping faculty and students in starting new businesses based on their innovations.

ORIC Initiatives to Promote Research Culture

With the support of management of Sukkur IBA, several interventions have been introduced to achieve the objectives. Following are some of the important steps.

Sukkur IBA Research Policy

ORIC Sukkur IBA has developed a comprehensive research policy and it is being implemented since January 2013. Consequent upon the implementation of research policy the number of research publications and grants has increased. This research policy clearly articulates:

- a. Teaching load policy of faculty members involved in research
- b. Reward policy for publications in Journal of well repute (ISI indexed, ISI impact factor, and HEC recognized).
- c. Travel grants policy for researchers to present their research work in national and international conferences.
- d. Profit sharing policy from the commercial projects / research activities.

Sukkur IBA Intellectual Property Policy

Considering the importance of innovation in this era of technology, ORIC Sukkur IBA formulated Intellectual Property Rights Policy (IP Policy) for faculty and students to encourage them in designing and building new and innovative ideas, prototypes, and products. Intellectual Property Policy is designed to provide guidelines for ownership, distribution of revenues or royalties, and commercial development of technical innovations, inventions, teaching material and computer software developed by Sukkur IBA faculty, staff, students, and others who use Sukkur IBA as their platform. Policy articulates that ORIC will support and will take the charge of product patenting and commercialization process after the disclosure of the innovation/invention is made.

Sukkur IBA Research Grant Program

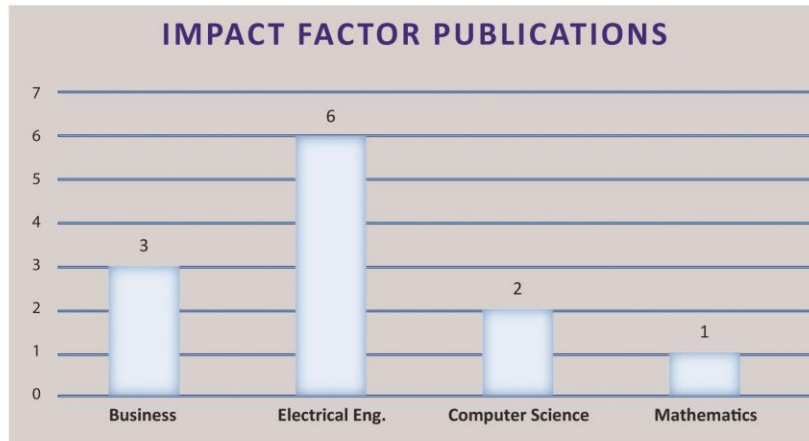
Sukkur IBA firmly believes that research has significance in developing economies like Pakistan. For the enhancement of research culture at institute, ORIC has developed a Research Grant program for faculty to initiate the research projects. Approved proposals are rewarded monetary support to execute the project. The purpose of Sukkur IBA Research Grant Program is to promote innovation by motivation and encouragement of our natural and social scientists to provide solutions to the problems faced by industry, community, and country at large.

Research Capacity Building Workshops

After assessing the research strength of our faculty, staff and students engaged in research, Sukkur IBA ORIC initiated Research Capacity Building Workshops Series from the year 2015 to build strong research capacity of our researchers. In this series of workshop, first workshop entitled the “Practical use of SPSS & Eviews Software in the Research Work” was organized on May 16, 2015 for Sukkur IBA MS/PhD students and faculty member to strengthen their research capacity in analysis of data.

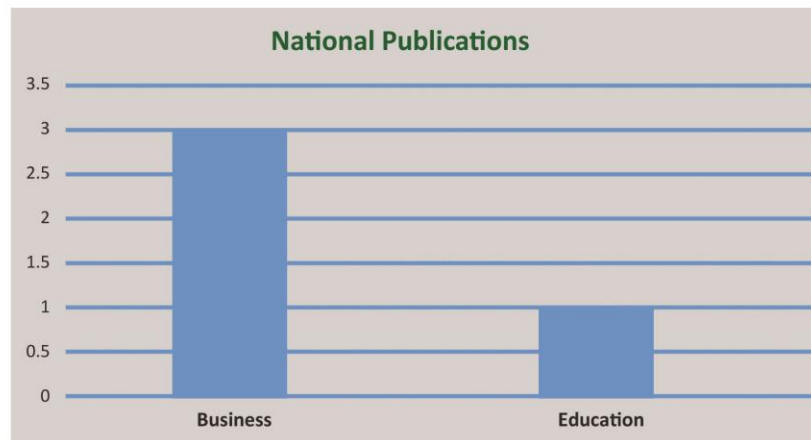
Research Progress at Sukkur IBA 2015
Impact Factor Publications (HEC W, X, Y, Z Category)

Department	No. of Publication
Business	3
Electrical Eng.	6
Computer Science	2
Mathematics	1



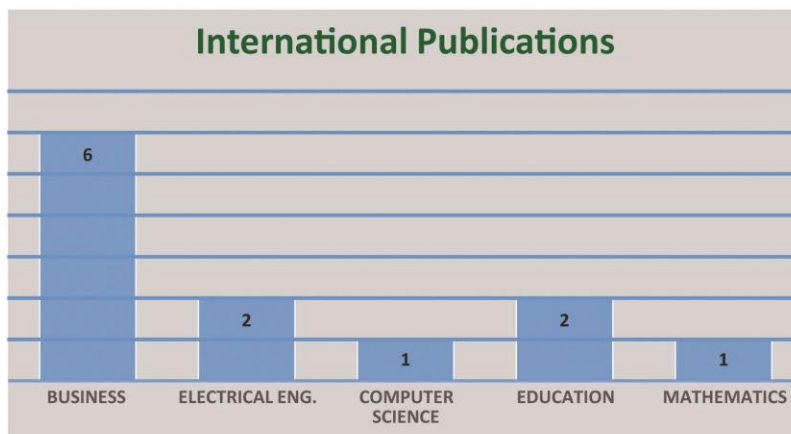
National Journal Publications

	No. of publications
Business	3
Education	1



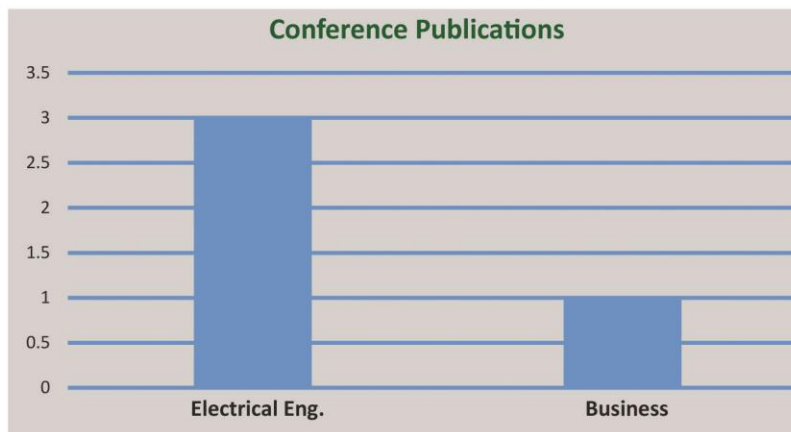
International Journal Publication

	No of publication
Business	6
Electrical Eng.	2
Computer Science	1
Education	2
Mathematics	1



Conference Publication

Electrical Eng.	3
Business	1



Workshops, Seminars, Trainings and Competitions Organized and Participation from Faculty & Students

S#	Title / Description	Event Type / Major Area	Date / Duration	Participants	Organizer/ Venue
1	How to Write an effective Business Plan	Workshop Business Plan	04 April, 2015	14 Students	CEL&Inc Sukkur IBA
2	Workshop on IT & Entrepreneurship	Workshop Entrepreneurship	23 April, 2015	22 Students	CEL&Inc Sukkur IBA
3	All Pakistan Virtual University Business Plan Competition	Business Plan Competition	18 May, 2015	04 Students	CEL&Inc Sukkur IBA
4	UNIDO, Islamabad Office on Global Cleantech Innovation Program via video conferencing	Innovation Program	19 May, 2015	60 Students	UNIDO
5	One Day Workshop on Youth Entrepreneurship	Workshop Entrepreneurship	18 August, 2015	50 Students	CEL&Inc Sukkur IBA
6	One Day Seminar on youth Entrepreneurship	Seminar Entrepreneurship	19 August, 2015	258 Students	CEL&Inc Sukkur IBA
7	DUHS-DICE Health Innovation Exhibition 2015	Exhibition	21-22 August, 2015	4 Students Secured 1 st Position	DICE and DUHS University
8	Two Days Eid Exhibition	Exhibition	15-16 September, 2015	3 Teams	CEL&Inc Sukkur IBA
9	MIT-USA at MITEFP-Business Exclerator Program	Business Program	15-16 September, 2015	4 Students	MIT USA, Karachi
10	Dice 2015 Business Plan Competition	Business Plan Competition	25-26 November, 2015	18 Students	DICE and University of Agriculture Faisalabad
11	Pakistan Innovation Awards 2015 Education	Innovation Award	19 December, 2015	5 Students Secured 1 st Position	Serena Hotel Islamabad, Pakistan Innovation Foundation

Conferences and Workshops

S.No.	Attendee	Conference or Workshop	Date and Year	Venue
1	Dr. Waseem Asghar Khan	Work shop on iLeadership and Change Management Tertiary Education Support Program Higher Education Commission.	04th to 7th May, 2015	IBA Karachi
2	Dr. Waseem Asghar Khan	Strategic Management jointly organized by British Council & HEC Pakistan	21st to 22nd May 2015	Karachi
3	Dr. Sidra Khan	First International Conference on Energy Systems for Sustainable development	20th to 22nd May 2015	Lahore
4	Dr. Zarqa Bano	IWR-CIIT JOINT WORKSHOP Numerical Solutions of Partial Differential Equations (Dune-PDELab)	5-9th October 2015	CIIT, Islamabad
5	Dr. Zarqa Bano	Training Active Citizen Program by British Council	7-12th September, 2015	Sukkur IBA
6	Dr. Naveed Ahmed	IWR-CIIT JOINT WORKSHOP Numerical Solutions of Partial Differential Equations (Dune-PDELab)	5-9th October 2015	CIIT, Islamabad
7	Surhan Fatima	2-Day International Conference: Emerging Trends of Researching Language, Linguistics & Literature	15-16th December 2015	Air University, Islamabad
8	Surhan Fatima	AoL Workshop at Sukkur IBA Auditorium	31st October to November 01, 2015	Air University, Islamabad

ORIC Staff Participation in Seminars, Workshops, and Trainings

S.#	Title/Topic/Description	ORIC Participant	Designation	Date/Duration	Organizer, Venue
1	Bloomberg Academic Certification Program	Dr. Pervaiz Ahmed Memon	Director ORIC	28-29 September, 2015	Bloomberg International, Dubai UAE
2	Training Workshop on Intellectual Property: Patent Drafting, Licensing and Valuation	Dr. Agha Jahanzeb	Manager University Industry Linkages and Technology Transfer	28-31 December, 2015	Intellectual Property Organization of Pakistan IPO, PCSIR Laboratories Complex, Karachi
3	Training Workshop on Intellectual Property: Patent Drafting, Licensing and Valuation	Mr. Ubedullah Khoso	Research Assistant	28-31 December, 2015	Intellectual Property Organization of Pakistan IPO, PCSIR Laboratories Complex, Karachi
4	Managing for Development Results	Mr. Muhammad Ramzan	Research Assistant	28 March, 2015	Institute of Business Management Karachi
5	2 nd Governance Forum	Mr. Muhammad Ramzan	Research Assistant	31 December, 2015	International Islamic University, Islamabad

International Journal Publications:

S.#	Title of ResearchProject/Proposal	Amount Approved/ Budget	Date of Approval/ Completion	Sponsoring Agency
1	Carrying out the Standard Achievement Test Phase-III	185 Million	December 2015	Reform Support Unit (RSU), Education & Literacy Department, Govt. Sindh
2	Assessing the Public Environmental Awareness in Tharparkar-Sindh, Pakistan: A Survey Study on Thar Coal Power Projects	3.51 Million	August 2015	Higher Education Commission of Pakistan Thematic Research Grant Phase-III (HECTRGP)
3	Awareness Campaign to Use Solar Tube Wells for Irrigation	0.328 Million	August 2015	HEC Social Integration Outreach Program & Sukkur IBA
4	What limits the technology adoption in the Brick making Industry of Pakistan's Sindh province	0.097 Million	February 2015	National Grassroots ICT Research Initiative Ministry of Information Technology, Government of Pakistan
5	Multi-technologies of PV cells with comparative analysis, improved reliability, performance and cost reduction in solar system	0.0905 Million	August 2015	National Grassroots ICT Research Initiative Ministry of Information Technology, Government of Pakistan
6	Intelligent Vehicle Recognition system	0.09625 Million	January 2015	National Grassroots ICT Research Initiative Ministry of Information Technology, Government of Pakistan
7	Student Leaving Management System	0.0625 Million	January 2015	National Grassroots ICT Research Initiative Ministry of Information Technology, Government of Pakistan
8	Remote Patient Monitoring System with Focused Research on Vital Signs through Sensors	0.0625 Million	January 2015	National Grassroots ICT Research Initiative Ministry of Information Technology, Government of Pakistan

Seminars, Workshops and Competitions Organized by ORIC

S.#	Title/Topic/Description	Date/Duration	Organizer
1	One Day Workshop on the Practical Use of SPSS & Eviews Software(s) in the Research Work	16 May, 2015	ORIC, Sukkur IBA
2	3 Days Hackathon Competition (Pre Pakathon Event)	15-17 October, 2015	ORIC, Sukkur IBA



Quality Assurance

Chapter 3

Quality Assurance

Impact of Quality Assurance in the University

There is a significant impact in the way quality and its implications are seen in higher education system. At institute level, quality is maintained by continuously enhancing academic standards. Besides, there is a visible impact on managerial aspects as well; particularly, in quality of decision-making process, considering results of various evaluations for institutional planning, and in realizing the value of teaching as a core function of the institute which in turn is seen in new modes of assessing academic staff, different ways of addressing academic developments, and other similar aspects leading to attain national and international accreditations.

Quality Enhancement Cell (QEC)

The role of Quality Enhancement Cell (QEC) at Sukkur IBA is to monitor and enhance existing academic processes, procedures and practices implemented within academic and administrative departments while keeping in view the mandate given by HEC and in conformity with national and international quality assurance networks working across the globe. While keeping in view those best practices, QEC is striving to improve student learning experience by identifying weak areas for improvement. Some of the major achievements made by QEC are mentioned hereunder.

Retaining the highest ranking "W" category awarded by QAAHEC

Completed twenty-two SARs of various offered programs ranging from bachelors to doctoral levels with multiple self assessment cycles of a few programs

Implemented online teacher evaluation by students twice a semester viz. short evaluation (after commencement of semester) and main evaluation (after completion of semester)

Arranged/attended twenty-four national and international events i.e. workshops/seminars/conferences on various topics from time to time

Effectively implemented Assurance of Learning (AoL) cycle in various programs offered in all five departments of Sukkur IBA

Faculty Course Contents

Presentations

Quality Enhancement Cell (QEC) Sukkur IBA arranged sessions related faculty course contents presentation in which each faculty member was supposed to present any topic from his/her course which was taught by him/her. Following were the objectives of these presentations.

- 1) Provide a platform to faculty to discuss their course(s) with stakeholders like HoD, peer faculty members and Director
 - 2) Assess the depth of faculty on the relevant topic
 - 3) Discuss teaching pedagogy
 - 4) Share best practices in teaching and learning
 - 5) Synchronizing the contents and assessment criteria among the faculty members teaching same course in different sections.
- Subsequently, QEC prepared a complete semester plan for faculty course contents presentations. Besides, the concerned HoDs were requested to nominate at least three peer faculty members to attend these sessions along with Director, concerned HoD, Registrar and Director QEC. Further, the said initiative proved very productive for faculty of the institute as the prevailing teaching and learning practices came under consideration with improved results throughout this exercise.

Details of Seminars/Conferences/Workshops

As part of its regular activities, QEC Sukkur IBA arranges/attends different seminars, conferences and workshops for acquainting faculty and staff with the growing concept of Quality Assurance in Academia. Following table reflects the list of events in which QEC was involved during the reporting period 2014-15.

S.No.	Title of the Event	Date	Purpose/Objective
1	Videoconferencing Session on "Turnitin and Leeds Metropolitan University, UK" by HEC [2 Days]	5-Aug-14	To eradicate the evil of plagiarism and improve the quality of research output.
2	Videoconferencing Seminar on "Using KPI for performance evaluation at program and institutional level" by HEC	18-Aug-14	To have 360 degree overview of the performance indicators at program and institutional level.
3	Awareness Session with Program Team on Preparation of Self-Assessment Report (BBA & BS Programs)	19-Aug-14	To give briefing about intricacies involved in self-assessment process and how to prepare a self-assessment report.
4	Videoconferencing Session on "Academic Integrity & Plagiarism" by HEC	27-Aug-14	To eradicate the evil of plagiarism and improve academic integrity among researchers.
5	Educational Trip to the USA- Visit to Harvard University, Tufts University, Teachers College Columbia University, Johnson County Community College, Krickwood Community College, Williamsburg Community School, USA [12 Days]	14-Sep-14	Understanding the quality assurance mechanism of the USA universities and community colleges
6	Visit to Tallories Network at Tufts, Boston, USA	25-Sep-14	To give briefing on what Sukkur IBA is doing with respect to community services and civic engagements.
7	Workshop on "Assurance of Learning-(AoL)" for SIBA Faculty [2 Days]	31-Oct-14	To give awareness to faculty about aligning program goals with departmental and institutional goals at large. Overall discussing with faculty about quality assurance in academia
8	Session on Quality Assurance Mechanism in HEC and ISO 9001:2008 Quality Management System [5 Days]	2-Nov-14	Deputy Director QEC Sukkur IBA conducted workshop on Quality Assurance mechanism by HEC at Pakistan Institute of Prosthetic and Orthotic Science, Peshawar
9	Kabul Visit (Phase-I)	30-Nov-14	Director QEC provided consultancy to University of Massachusetts for Quality Assurance at Kabul Polytechnic University's Associate Degree Program in IT under University Support Workforce Development Program at Afghanistan
10	8th Progress Review Meeting of QECs of 15 Public Sector Universities of Phase-III [2 days]	15-Jan-15	To discuss about the existing progress of QECs and to share future course of action to follow.
11	Workshop on "Assurance of Learning-(AoL)" under Sindh Elementary Teachers Training Program (SETTP) CIDA, Education & Literacy Department, Government of Sindh, Karachi [2 Days]	31-Jan-15	To devise an efficient curriculum that can cater to the needs of modern education system.
12	Videoconferencing Session by JCCC presenting (Sheri Barrett) on Assessment.	13-Feb-15	To acquaint about the latest techniques employed for assessment across the globe.

S.No.	Title of the Event	Date	Purpose/Objective
13	Awareness Session with Program Team on Preparation of Self-Assessment Report (BE & MBA Programs)	13-Feb-15	To give briefing about intricacies involved in self-assessment process and how to prepare a self-assessment report.
14	Videoconferencing Session by JCCC presenting (Brett Cooper, Kathryn Byrne, Beth Gulley, & Saeeda Irfan) on the creation and running of an academic success center.	20-Feb-15	To realize the advantage of having an academic success center and how to create and run it.
15	Videoconferencing Session by JCCC presenting (Dave Krug, Vince Miller) on distance education and online videos for teaching accounting	27-Feb-15	To substantiate the idea of distance education and how to use online videos for teaching accounting.
16	Workshop on Quality Assurance in Academia at Shah Abdul Latif University, Khairpur)	11-Mar-15	To realize the significance of quality assurance in academia and its after effects.
17	Videoconferencing Session by JCCC presenting (Asiya Foster-Nelson) on Early Childhood Education	13-Mar-15	To share the latest trends adopted for early childhood education to the faculty of Department of Education.
18	Series of seminars at Sukkur IBA by Dr. Saeeda Shah from UK [Ten Days]	25-Mar-15	To throw some light on the latest trends adopted in academia quality assurance abroad and how to make best use of it.
19	Videoconferencing Session on "Quality Enhancement a three cycle Strategy " by HEC	16-Apr-15	To give awareness about the three cycle model and how it can be best utilized in academia.
20	Awareness Session with Program Team on Preparation of Self-Assessment Report (MS-Mathematics Program)	9-May-15	To give briefing about intricacies involved in self-assessment process and how to prepare a self-assessment report.
21	Visit of PhD Program Review Team by: HEC	19-May-15	To ensure the quality of PhD Programs offered at Sukkur IBA.
22	Workshop on Quality Assurance in Higher Education by Prof. Azam Ali Khwaja.	21-May-15	To re-iterate the importance of quality assurance in higher education.
23	Workshop on Strategic Management for HODs of Public Sector HEIS of Pakistan by HEC [2 Days]	21-May-15	To invoke the significance of strategic management in academia.
24	Sukkur IBA Achievement Test (SAT) by QEC	25-May-15	To gauge the competency level of passing-out batches to know about their potential against program goals and objective

Membership of Association / Networks

QEC Sukkur IBA has attained memberships of below given national and international quality assurance networks so far. These memberships are aimed at enhancing the overall standard of education at the institute level by implementing quality practices at each individual component and providing training and professional development opportunities to quality assurance professionals. Besides, QEC is emphasizing upon creating cross border linkages with other associations/networks to strengthen mutual cooperation and capacity building activities.

Asia Pacific Quality Network (APQN)

International Network for Quality Assurance Agencies in Higher Education (INQAAHE)

Association of Quality Assurance Agencies of the Islamic World (AQAAIW)

The Association to Advance Collegiate Schools of Business (AACSB)

Tufts UNIVERSITY The Talloires Network

Accreditation of Programs from Relevant Councils

QEC Sukkur IBA, is an active participant of accreditation committee of the institute. At present, it is jointly working on different assignments to achieve accreditation of Association of Advanced Collegiate Schools of Business (AACSB), an international body dedicated to implement standards at Bachelor's, Master's and Doctoral levels.

BS - Computer Science and Soft Engineering programs offered at Sukkur IBA have been ranked in the highest category 'W' by National Computing Education Accreditation Council (NCEAC). Besides, BBA and MBA programs of the institute have also been rated in 'W' category by National Business Education Accreditation Council (NBEAC). Moreover, our B.Ed. program has achieved 'X' category from National Accreditation Council for Teacher Education (NACTE). Last, our BE program is also recognized by Pakistan Engineering Council (PEC).



Chapter 4

Faculty Development

Faculty Development

The Faculty Development Program at Sukkur IBA is one of many efforts made by the Institute to ensure continuous development of the teaching personnel. In order to keep them abreast of current trends of the industry and academia, the Institute keeps polishing their skills and broadening their knowledge through FDP. The Program promotes innovation, collaboration and collegiate spirit.

The mission of the Sukkur IBA Faculty Development Program is to:

- ◆ Offer opportunities for professional development in teaching to bring success in student learning
- ◆ Play a key-role in strengthening a learning-centered campus culture leading to student success
- ◆ Advance new teaching and learning initiatives that affect students' success
- ◆ Foster scholastic dialogues within and among faculty and

campus partners about effective teaching

- ◆ Serve as a convener to showcase faculty expertise in teaching

Faculty Development Program

Sukkur IBA believes in continuous improvement and revival of knowledge through various developmental initiatives. The institute keeps refreshing the knowledge and skills of its faculty by exposing them to scores of workshops, scholarships, training programs, and study visits.

Following are the highlights of the year 2013-14 in this respect:

- ◆ 50 Scholars are pursuing their MS leading to PhD degrees in different modern disciplines under Faculty Development Program of Sukkur IBA.
- ◆ 08 Scholars proceeded for Higher Studies and achieved different scholarship opportunities in the year 2013-2014.

Details of the scholars pursuing studies abroad 2014-15:

S.No.	Name of Scholar	University Name	Subject	Prog.Title (PhD/M.Phil leading to PhD/MS)	Date of Departure
12	Mr. Muhammad Ismail Mangrio	Myongji University, South Korea	Information and Communication Engineering	MS	30-08-2014
13	Mr. Khursheed Ali Memon	National University, Taiwan	Social Networks and Human Centered Computing	PhD	01-09-2014
14	Mr. Zafarullah Sahito	University of Eastern, Finland	Education	PhD	01-09-2014
15	Syed Ali Akbar Rizvi	Durham University Business School, UK	Management	M.Sc	02-09-2014
16	Engr. Zahid Hussain Khand	University of Liverpool, UK		PhD	20-11-2014
17	Mr. Aijaz Ali Memon	University of Sindh	Library Science	PGD-LIS	01-01-2015
18	Mr. Sarfraz Ahmed Dakhan	Robert Gordon University Aberdeen, United Kingdom	Business Enterprises	PhD	14-02-2015

S.No.	Name of Scholar	University Name	Subject	Prog.Title (PhD/M.Phil leading to PhD/MS)	Date of Departure
1	Mr. Raja Shahzad Shaikh	Durham University, Business School, United Kingdom	Accounting and Finance	M.Sc	09-09-2014
2	Dr. Waqar Akram	United States Educational Foundation		Post Doctorate	09-01-2015
3	Mr. Faiz Muhammad Khuwaja	University of Utara, Malaysia	Management	PhD	01-09-2014
4	Mr. Aziz Altaf Khuwaja	University of Nottingham, United Kingdom	Electronics Communication and Computer Engineering	MS	04-09-2014
5	Mr. Mir Muhammad Lodro	University of Nottingham, United Kingdom	Electrical and Electronics Engineering	MS	04-09-2014
6	Mr. Ghulam Mujtaba Shaikh	University of Malaysia, Malaysia	Computer Science	PhD	01-02-2015
7	Mr. Ziauddin Khoso	NUST, Pakistan	Career Counseling and Education	MS	14-02-2015
8	Mr. Suresh Kumar	Aberystwyth University, United Kingdom	Intelligent Robotic	PhD	20-02-2015
9	Mr. Saeed Ahmed Khan	University of Electronic, Science & Technology, China	Electronic Engineering	PhD	20-08-2014
10	Ms. Mariyam Nabeel	University of Technology, South China.	Electrical and Computer Engineering	MS	15-08-2014
11	Syed Aamir Ali Shah	Cleveland State University, USA	Economics	MS	11-08-2014

Faculty Professional Development Program

26th Master Trainer Faculty Professional Development Program

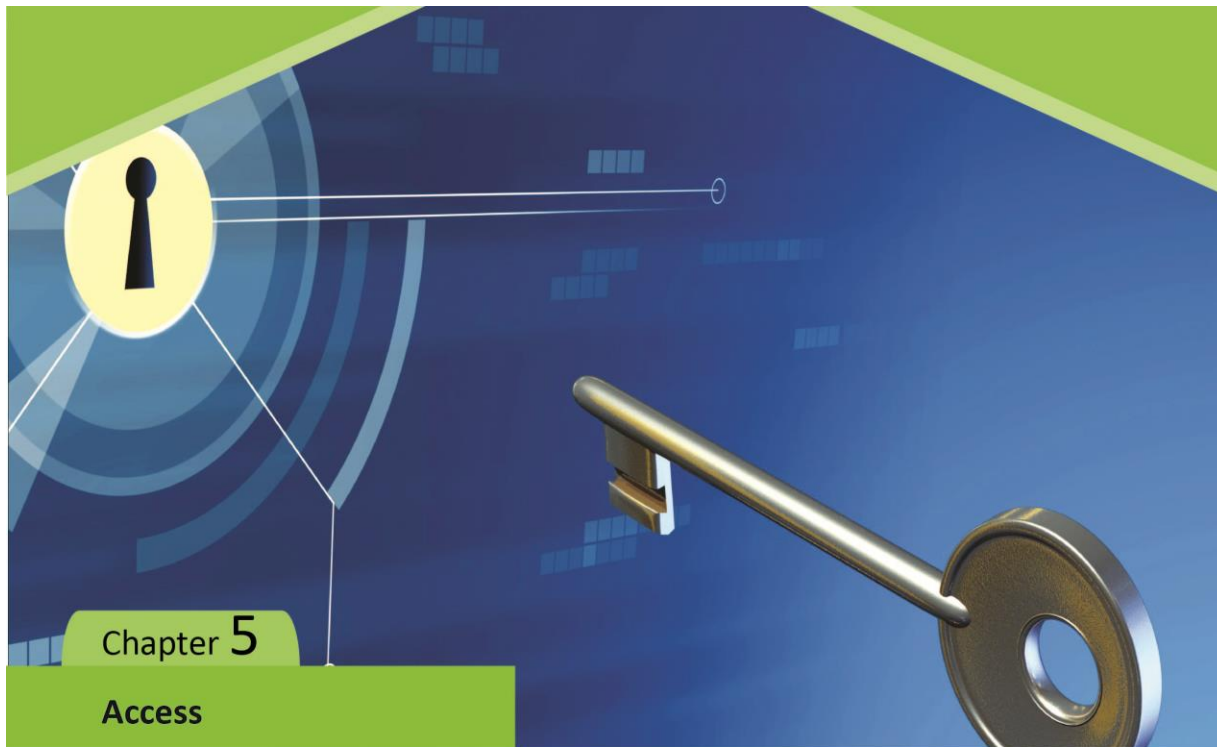
An up to 8 Week fully sponsored National in-service residential Master Trainer's professional teaching certificate program, held at LID Islamabad, designed for Higher Education teaching faculty to develop their Androgogical / Research skills and requisite professional skills.

These Trainings have been organized so far by Learning Innovation Division in which faculty members of different Public and HEC Funded Private Sector Universities got professional certification in their teaching as well as research & management skills. The faculty members developed as Master Trainers disseminate similar training in their respective institutions.

In 26th Master Trainer Faculty Professional Development Program our following faculty members attended the Training Program:

1. Ms. Paras Qadir Memon
Lecturer in Department of Computer Science
2. Ms. Pirah Noor
Lecturer in Department of Electrical Engineering





Department of Business Administration

Bachelor Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
219	88	273	105	304	120	336	134	552	212	438	202	467	295	480	330	718	360	878	386

Masters Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
96	45	119	58	123	60	295	106	295	106	214	110	265	140	290	165	282	94	297	105

MS/M.Phil Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	15	5	15	5	30	10	22	9	62	15	50	23	88	28

PhD Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	0	0	0	0	8	0	5	0	8	2	8	2	27	10

Post Graduate Diplomas / Foundation Semester

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
227	266	320	270	490	310	512	383	284	222	380	214	353	190	365	205	427	195	425	224
941		1145		1407		1786		1691		1606		1746		1922		2159		2468	

Department of Computer Science

Bachelor Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
45	23	48	23	47	21	41	22	66	37	66	30	78	33	105	50	170	78	191	97

Masters Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	15	5	15	5	6	6	7	5	9	8	38	4	40	3

PhD Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	2	2	2

Post Graduate Diplomas / Foundation Semester

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
92	44	82	65	125	78	109	88	155	67	97	59	88	52	93	70	98	58	90	65
204		218		271		280		345		264		263		336		450		490	

Department of Electrical Engineering

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
5	2	12	4	22	8	27	12	74	47	182	50	190	85	250	95	362	53	411	59

Post Graduate Diplomas / Foundation Semester

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
				101	67	83	65	73	23	178	78	162	68	175	92	186	82	150	78
7		16		198		187		217		488		505		612		683		698	

Department of Education

Bachelor Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	0	0	0	0	0	0	0	0	55	20	43	36	62	26

Foundation Semester

Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
														15	12	12	13	25	19
0	0	0	0	0	0	0	0	0	0	0	0	0	0	102	104	132			

Department of Mathematics

Bachelor Programs

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

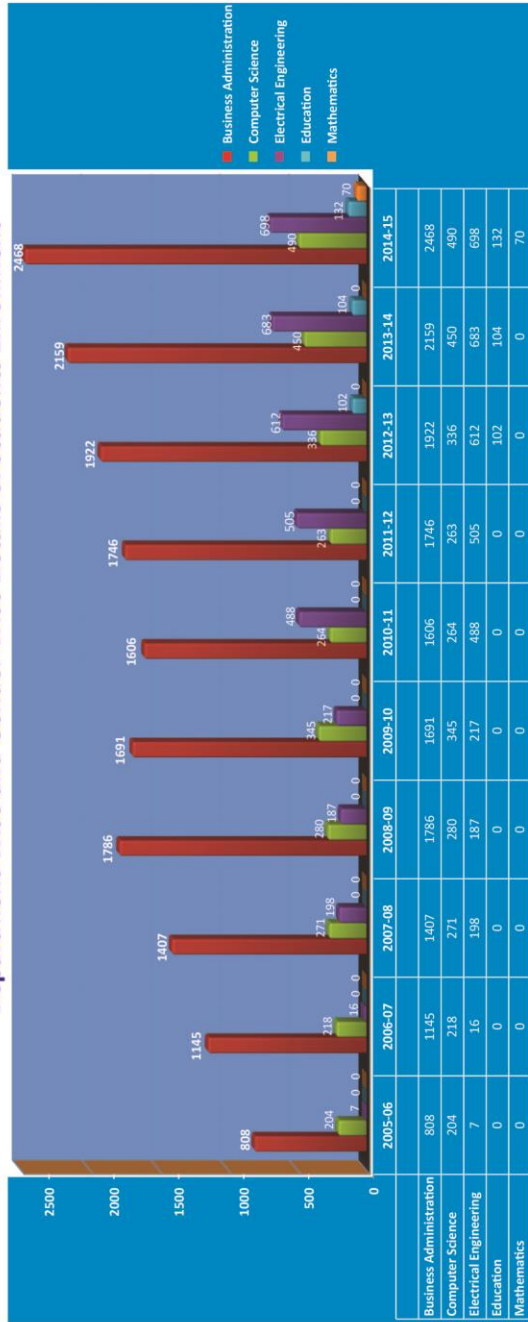
M. Phil Program

2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48	2

Foundation Semester

Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
														0	0	0	0	12	8
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	70			

Department-Wise and Gender-Wise Details of Students Enrollment

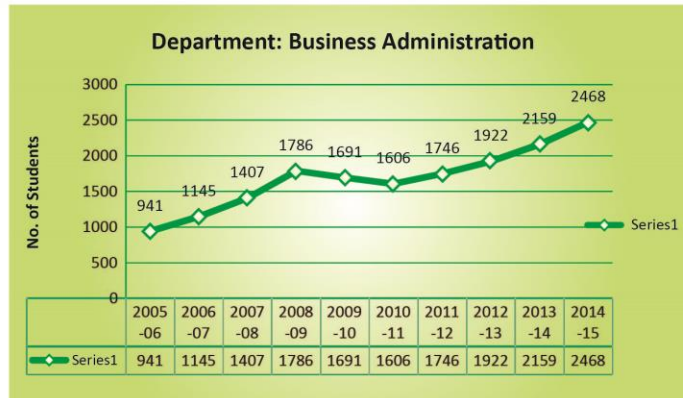


Department-Wise and Gender-Wise Details of Students Enrollment

Level of Education	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Business Administration	808	1145	1407	1786	1691	1606	1746	1922	2159
Computer Science	204	218	271	280	345	264	263	336	450
Electrical Engineering	7	16	198	187	217	488	505	612	683
Education	0	0	0	0	0	0	0	102	104
Mathematics	0	0	0	0	0	0	0	0	0
Total	1019	1379	1876	2253	2253	2358	2514	2972	3396

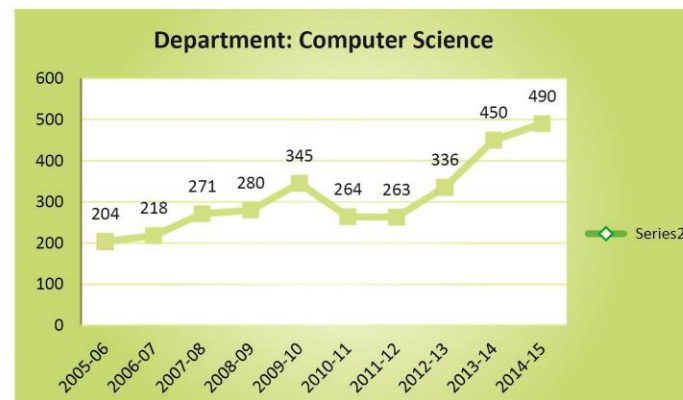
Enrolled Candidates at Sukkur IBA w.e.f 2005 to 2015

Years	Business Administration
2005-06	941
2006-07	1145
2007-08	1407
2008-09	1786
2009-10	1691
2010-11	1606
2011-12	1746
2012-13	1922
2013-14	2159
2014-15	2468



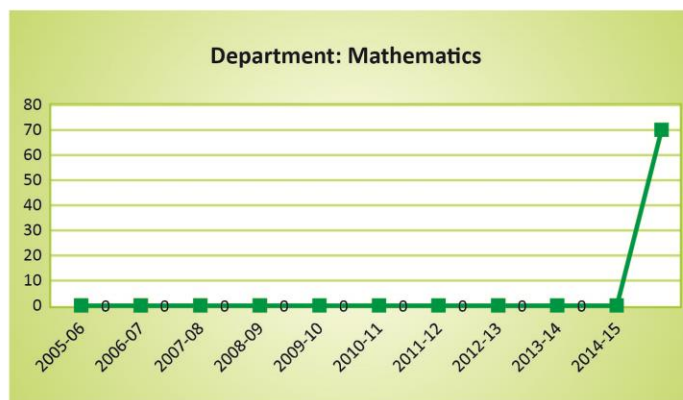
Enrolled Candidates at Sukkur IBA from 2005 to 2015

Years	Computer Science
2005-06	204
2006-07	218
2007-08	271
2008-09	280
2009-10	345
2010-11	264
2011-12	263
2012-13	336
2013-14	450
2014-15	490



Enrolled Candidates at Sukkur IBA w.e.f 2005 to 2015

Years	Mathematics
2005-06	0
2006-07	0
2007-08	0
2008-09	0
2009-10	0
2010-11	0
2011-12	0
2012-13	0
2013-14	0
2014-15	70





Chapter 6

Universities Building Economies

University-Industry Linkages

One of the most important roles of a university is that it works with the industry and provides solutions to industrial problems. In the process, students get exposure to industrial environment, get to work on real world problems, gain experience and easily absorb in the industry after they graduate. The industry-academia partnership primarily helps Sukkur IBA to align their curricula with industry requirements. It also helps students by preparing them in advance to accept the real world challenges ahead before joining the corporate sector.

University Advancement Office

The role of the Office of University Advancement is to position Sukkur IBA by articulating a clear image and mission, establishing deep and long-lasting relationships with our students, alumni, donors, parents and community. The office broadens the resources available to the University through a tradition of philanthropy from donors, community partnerships and steward-ships.

Developing corporate strategies and proceeding towards strategic coordination with industries bilaterally is a core responsibility of University Advancement office at Sukkur IBA. The office works with potential government and non-government organizations for resource development. It is an on-going process for continuous relationship building and maintaining prosperous growth.

Some of the areas in which University Advancement Office is working with our corporate partners are:

- * Students' Research Projects
- * Industry and Academia Consultancy Services
- * Industry Academia Collaboration
- * Training and Development
- * Students' Corporate Visits
- * Students' Scholarships
- * Strengthening Sukkur IBA Endowment Fund
- * Final Year Projects
- * Internships & Placements

Some of Sukkur IBA's corporate partners are:

- Securities and Exchange: Central Depository Company
- * Pakistan Stock Exchange

- * NAFA Funds
- * Banking Sector
- * National Bank
- * Meezan Bank Ltd
- * Soneri Bank Ltd
- * Khushhali Bank Ltd
- * Habib Bank Ltd
- * Muslim Commercial Bank Ltd
- * Bank AL-Habib Ltd
- * First Women Bank Ltd
- * Institute of Bankers Pakistan
- * Allied Bank Ltd
- * NIB Bank Ltd
- * JS Bank Ltd
- * UBL Funds Managers
- * State Bank of Pakistan
- * United Bank Ltd
- * Bank Alfalah Ltd
- * Askari Bank Ltd

Fast Moving Consumer Goods Sector:

- * Continental Biscuits Ltd
- * Pepsi-Sukkur Beverages
- * Volka Food International
- * Nestle Pakistan
- * U-Fone
- * Supply Emirates
- * Gul Bottlers
- * OGDCL
- * Snofi Aventis
- * Coca Cola Company Pakistan Limited
- * Unilever (Pvt) Ltd.
- * English Biscuit Manufacturers Pvt. Ltd
- * Engro Foods
- * National Foods (Pvt) Ltd.
- * Raffhan Maize Products Co. Ltd.
- * KFC Pakistan: Cupola Pakistan Limited
- * Pizza Hut
- * Taj Corporation
- * SSGC
- * Ghouri's
- * Tariq Nazir & Co
- * School of Leadership
- * Funverks



Following Scholarships and Financial Assistance are offered to Students:

Sukkur IBA is contributing to national development with the help of its friends from its inception. Below is the list of donors including public sector institutions, corporate, donor agencies, individual donors/philanthropists and non-profit sector organizations that are assisting Sukkur IBA in promoting vision of national development.

S. #	Name of Scholarships
1	LU-Continental Biscuit Ltd. Scholarship Program
2	PAK - USAID Merit & Needs Based Scholarship Program
3	HEC-Needs Based Scholarship Program
4	Sindh Endowment Fund Scholarship Program
5	National ICT R&D Fund Scholarship Program
6	United Bank Limited Scholarship Program
7	Shell Scholarship Program
8	Ayesha Memon Scholarship, Abdul Fatah Memon Scholarship
9	Ali Raza Memon Scholarship, G.M. Qureshy Scholarship Program
10	Sui Southern Gas Company (SSGC) Scholarship Program
11	Late Haji Muhammad Yaqoob Bachani Scholarship Program
12	Mr. Ali Ahmed Sheikh Scholarship Program
13	National Bank of Pakistan Scholarship Program
14	Mr. Usman Ghani Khatri & Abdul Ghaffar Bhadelia Scholarship Program
15	Rural Education & Health Development Society Scholarship Program
16	Mera Passion Pakistan Scholarship Program
17	Meezan Bank " Ihsan Trust" Students Loan
18	Sindh Small Cottage & Industry Sukkur
19	SANA-FAME Scholarship Program
20	Mr. Pehlaj Roy Scholarship Program
21	Khairpur District Need cum Merit Scholarship
22	Sukkur District Scholarship Program
23	Institutional Merit Based Scholarship Program
24	Institutional Needs Based Scholarship Program



New Initiatives

Sukkur IBA and Mahvash & Jahangir Siddiqui Foundation-Endowment Fund

Sukkur IBA and Mahvash & Jahangir Siddiqui Foundation entered into a historic agreement which has resulted in contribution of Rupees 40 million to Sukkur IBA Endowment Fund. A small ceremony was organized at JS Global Forum Office Karachi in which Director Sukkur IBA Prof. Nisar Ahmed Siddiqui, Mr. Jahangir Siddiqui, Mrs Mahvash Jahangir Siddiqui, Senior Members from Sukkur IBA and JS Global Ltd, Sukkur IBA Alumni in Karachi and Industrial Friends of Sukkur IBA were present in this ceremony.

For Sukkur IBA such patronage from Society is important for an Educational Institutions to establish, grow and achieve its Vision and Mission. Sukkur IBA and JS Global Ltd have always had cordial relation and this contribution to Sukkur IBA Endowment will support it in long term operations and motivate Business Community to come forward for support.

MoU of Sukkur IBA with National Bank of Pakistan

Sukkur Institute of Business administration (Sukkur IBA) signed a memorandum of understanding with National Bank of Pakistan (NBP) for Strengthening Industry-Academia relationship, where both institutions pledged to work together for the development and betterment of the education in the region. Senior Management Officials from NBP visited Sukkur IBA for this ceremony. According to the MoU National Bank of Pakistan have approved 15 scholarship for four years that started from Fall 2014. National Bank of Pakistan will also provide Internship opportunities to the students of Sukkur IBA.

Sukkur IBA strengthen linkages with Sukkur Beverages (PEPSI)

Sukkur IBA and Sukkur Beverages relations have been growing strong with time. Sukkur IBA has been successfully providing consultation and counselling to Sukkur Beverages management through its students, Alumni and Faculty in followings areas:

- * Developed R&D Department
- * Human Resource Department
- * Developing Management Training Program
- * Arranging professional resources

Whereas Sukkur Beverages (Pepsi) has been contributing to Sukkur IBA through sponsorships, internships, research/project assignments and employment.

Sukkur IBA signed in MoU (Memorandum of Understanding) with Sukkur Chamber of Commerce and Industry Sukkur IBA signed a MoU (Memorandum of Understanding) with Sukkur Chamber of Commerce and industry for strengthening Industry-Academia Relationship, where both institutions took a vow to work together for the development and betterment of the region.

Students of Sukkur IBA gave a presentation to Chamber's representatives on the current local industry situation based on research work done on 30% of Sukkur Industries. The Chamber Representatives found the presentation useful and appreciated the research efforts specially the suggestions on improving market coverage and profitability.

Students donate money for Sukkur IBA Endowment Fund

Students of Sukkur IBA Mr. Raveesh Raj & Mr. Aroon Kumar, the proprietors of A.R. YOUNG ENTREPRENEURS (a book selling entrepreneurial activity in Spring Semester 2014) donated an amount of Rs. 28,350/= only for Sukkur IBA endowment fund. Final Year Projects: Student's Successful Industry Project Work Final Year Project (FYP) is a mandatory six month research and consultation project where students of MBA (Case-Study Program) have to undergo in-depth research through identifying the nature of the problem of an industry. As a result FYP students come up with effective results and analysis which would be of highly beneficial for industry.

These projects are being supervised by Manager University Advancement along with a faculty member. MBA case study batch so far has achieved 90% success rate in acquiring jobs lead by FYP project.

Students conduct their final year projects in different fields like Human Resources Management, Sales and Marketing with some renowned companies of region. Some of the projects included:

Sukkur IBAians' Research inspires Atlas Honda to launch new brand

Atlas Honda launched a new Engine Oil exclusively for Chingchi Rickshaws in Larkana region after being inspired from the



research work by the students of Sukkur IBA. Three students from MBA - Case Study Program including Mr Kamran Ali Kalhoro, Mr. Saifullah Junejo & Mr. Sajid Sheikh, working on their final year project of Marketing with Atlas Honda, conducted a survey on different engine oils / lubricants to find out their sales. Their survey inspired the management of Atlas Honda to launch a new engine oil for Chingchi rickshaws and enter the untapped market. An inaugural ceremony at Larkana in this connection was held where all rickshaw owners were gathered and the lubricant oil was launched. Students and the faculty members from Sukkur IBA were recognized during the ceremony by the Atlas Honda team for such marvelous job and research work.

National Talent Pool Season 3

An 08-day certificate program on 'Excel Based Decision Making' was organized by Sukkur IBA for the final year students of BBA & MBA under the "National Talent Pool Program", Government of Pakistan. Dr. Niaz Ahmed Wassan, a scholar from UK has trained students about the Microsoft Excel and its various functions, formula and applications. The program will help students in better understanding and operating this application. Dr. Niaz Ahmed Wassan is Senior faculty member in Management Science at Kent Business School, University of Kent United Kingdom and also Programme Director for the undergraduate Management Science programme.

Internship and Placement Office

This is a prime responsibility of established Career Development Center (CDC) to assist students in choosing the internship and processing job applications which best suit their area of specialization.

The following are major tasks of internship & placement services office provided to students:

- * Assisting in Jobs Applications
- * Jobs Postings and Announcements
- * Resume Collection and Distribution
- * Access to Employers List and Key contacts
- * Applications for Internships/Work-study/Projects
- * Recommendation letters
- * Job Fairs
- * On-Campus Interviews
- * Walk-in-Hours; Career Counseling
- * Access to Learning Management System (LMS)
- * Collection of Corporate Data base
- * Guest Speakers/Visitors from the industry
- * Final Year Projects

This year Career Development Center received 200 applications from the students of all the departments of Sukkur IBA for internship, the companies have allocated 200+ internship slots for Sukkur IBA students.

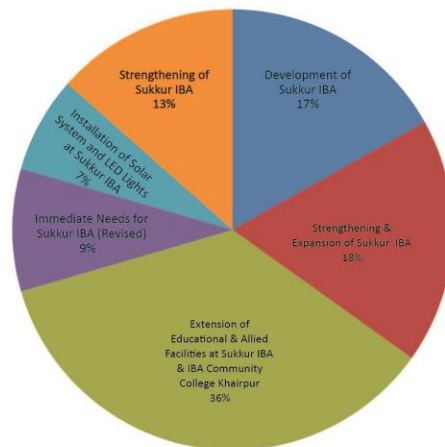
Years	No. of Internships
2010	110
2011	125
2012	140
2013	100
2014	150
2015	200



Chapter 7 Development Projects

List of Projects Sponsored by Sindh Government and Higher Education Commission (HEC)

S.No.	Name of Projects	Amount in Rs. Million
(A) HEC Sponsored Projects		
1	Development of Sukkur IBA	616.18
2	Strengthening & Expansion of Sukkur IBA	657.083
	Total Cost	1273.263
(B) Sindh Govt Sponsored Projects		
1	Extension of Education & Allied Facilities at Sukkur IBA & IBA Community College Khairpur	1300.00
2	Immediate Needs for Sukkur IBA (Revised)	327.754
3	Installation of Solar System and LED Lights at Sukkur IBA	257.234
4	Strengthening of Sukkur IBA	492.072
	Total Cost	2377.06
	Grand Total Rs.	3650.323

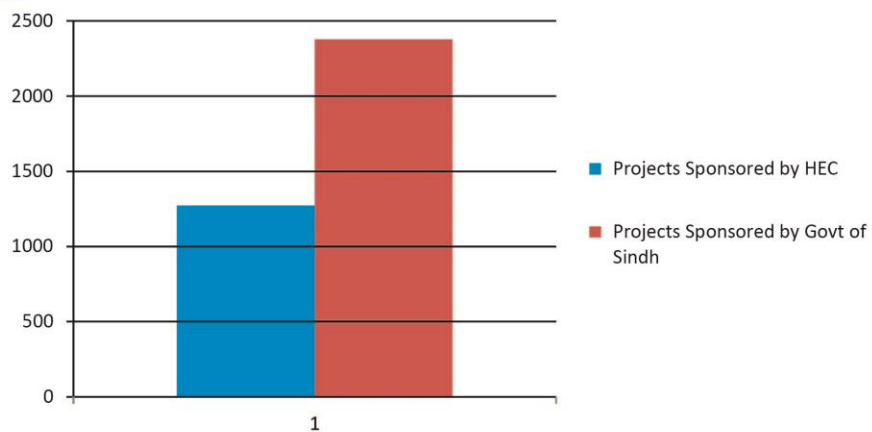




Development Projects

Contribution of Government of Sindh and Higher Education Commission (HEC)

S. #	Name of Projects	Amount in Rs. Million
1	Projects Sponsored by HEC	1273.263
2	Projects Sponsored by Govt of Sindh	2377.06
	Total Amount Rs.	3650.323





Chapter 8 Strengthening Technological Infrastructure

Enterprise Resource Planning (ERP)

The successful Implementation of ERP Oracle PeopleSoft at Sukkur IBA held in January 2016. After the CMS (Campus Management Solution), we have successfully implemented the ERP having modules of Human Capital Management as well as Financial & Supply Chain Management in well manner.

ERP-HCM (Human Capital Management)

Here are the sub-modules of Oracle PeopleSoft ERP-HCM, as under:

Employee Self Service:

Employee Self Service is a key module of Human Capital Management, it empowers employees to view and make updates to their personal information without filling out forms and waiting for the Human Resource department to enter it into the system. The module also support for Leave request, Personal Information, Qualification details and Experience details.

Manager Self Service:

Empower managers to operate, perform, and decide better. It empowers the managers to oversee their employees and budgets more efficiently. It enables your business teams to pull data and perform transactions to make better, smarter decisions for building and developing your workforce for future success. Including better decisions based on financial and logistics information at your fingertips

Talent Acquisition:

Find The Right Person, For The Right Position, At The Right Time. need a talent acquisition strategy that includes the right people, the processes and technology to maintain a competitive advantage. Four pillars of talent Acquisition as: recruitment, performance management, learning and development, and compensation management. The Talent Acquisition enables the electronic handling of recruitment needs, depending on the needs of the company, generally known as Online Recruitment, by means of online applications.

Performance Management:

The organization and measurement of work to achieve the best possible results. Performance management is an approach to helping a business achieve its goals through the planning of critical performance targets and the measurement of progress towards those targets. It can be, and often is, applied at every level of the business. The biggest advantage of an ERP system is the real-time capability. The ability to see what is going on within your company as it happens. You have access to literally thousands of fields of information, and millions of transactions of activity. You can look up information that spans departments so you can see a big picture.

Core-HR:

This system empower and manage your workforce and help your company succeed by leveraging Core Human Resources. It automate, streamline, and extend your core HR processes. Core Human Resources in ERP covers workforce management, time and attendance, recruiting, payroll, and more so you can fully leverage your employees' skills and drive growth, to gain an edge, you need to support organizational growth and employee engagement with a single, centralized system for global and local workforce management and payroll processes. With Core HR ERP you can: Automate employee administration, time management, payroll, and legal reporting processes, support compliance with changing global and local HR regulations and Understand, evaluate, and measure your workforce's contributions to the bottom line.

ERP-FSCM (Finance & Supply Chain Management):

Here are the sub-modules of Oracle PeopleSoft ERP-HCM, as under:

PeopleSoft Accounts Payables Overview:

Efficient and effective cash management is more than just paying bills. PeopleSoft Payables provides the integration and



flexibility you need to optimize your accounts payable process.

PeopleSoft Payables enables you to:

- * Create vouchers and payments using manual and automatic processes.
- * Establish country-specific tax and withholding requirements.
- * Match vouchers with purchase orders and receipts.
- * Post vouchers and payments.
- * Maintain vouchers throughout their life cycle.
- * Create drafts, single voucher payment, prepayments, and self-billed invoices.
- * Optionally, send electronic payments to PeopleSoft Financial Gateway.
- * Analyze accounts payable information using online inquiries and by generating reports.
- * Archive accounts payable data.

PeopleSoft Accounts Receivables Overview

PeopleSoft Receivables enables you to:

- * Enter and track all of your receivables.
- * Receive and apply payments.
- * Manage outstanding receivables enabling your organization to collect money quickly.
- * Manage payment disputes and deductions that have a negative impact on days sales outstanding (DSO).

PeopleSoft General Ledger Overview

Oracle's PeopleSoft General Ledger is a comprehensive financial management solution that offers a fully automated close and consolidation solution for legal and management reporting. It provides strong controls to meet financial reporting regulations with flexibility to accommodate different accounting standards and industry business requirements.

PeopleSoft General Ledger is integral to PeopleSoft's financial control and reporting solution and is part Oracle's PeopleSoft Financial Management family of applications that addresses the

most complex business requirements and provide comprehensive business and industry solutions, enabling organizations to increase productivity, accelerate business performance at lower cost.

PeopleSoft Cash management Overview

Liquidity management is critical to the financial health of any company. Treasury organizations must have real-time visibility into their global cash position to accurately forecast cash requirements, ensure liquidity, and optimize the use of cash by investing it appropriately.

PeopleSoft Cash Management enables you to monitor and forecast cash requirements, perform automated bank reconciliations, distribute payments efficiently and securely, and automatically generate accounting entries. PeopleSoft Cash Management is at the heart of Oracle's PeopleSoft Treasury suite and, along with PeopleSoft Deal Management and Risk Management, is part of this complete solution for addressing the critical planning, processing, and reporting requirements of global treasury units.

PeopleSoft Asset management Overview

Oracle's PeopleSoft Asset Management offers a fresh approach by delivering maximum financial control and system flexibility. With a single centralized repository of asset data, PeopleSoft Asset Management becomes the core for all assets and related activities giving you complete visibility into your assets worldwide. With a flexible system that extends beyond the traditional tasks of adding, transferring, depreciating, and retiring every task is streamlined and automated minimizing the cost of tracking your physical assets.

PeopleSoft Asset Management is part of Oracle's PeopleSoft Enterprise Financial Management and Oracle's PeopleSoft Enterprise Asset Lifecycle Management family of applications

PeopleSoft Purchasing Overview:

Oracle's PeopleSoft Purchasing enables efficient, cost-effective procurement of raw materials, goods, and services. It streamlines your procurement process through automated sourcing of requisitions, work flow approvals and exception based notifications, and electronic commerce, including XML



messaging; and electronic data interchange (EDI) transactions, email, faxing, and item sourcing through electronic catalogs.

PeopleSoft E-Procurement Overview

Oracle's PeopleSoft e-Procurement is the self-service requisitioning application that controls employee spending. PeopleSoft e-Procurement allows employees to manage their own requisitions from searching for items and submitting requisitions to tracking statuses and changing requisitions-all while identifying exceptions, enforcing policies, and controlling employee buying. Automating and controlling employee buying with self-service requisitioning is essential to streamlining procurement processes.

PeopleSoft Inventory Overview

Oracle's PeopleSoft Enterprise Inventory and Fulfillment Management is a flexible, comprehensive inventory management system that enables you to increase your inventory accuracy and customer service levels and, at the same time, reduce your carrying costs, labor costs, and inventory write-offs. PeopleSoft Inventory helps you make faster, more accurate decisions, which is critical in today's complex global inventory environments.

PeopleSoft Inventory is part of Oracle's PeopleSoft Enterprise Supply Chain Management family of applications.

Campus Management Solution (CMS)

The Oracle PeopleSoft CMS is implemented from the year 2010 at Sukkur IBA. It has also the platform of Oracle PeopleSoft. The features are:

- PeopleSoft Enterprise Recruiting and Admissions
- PeopleSoft Enterprise Student Records
- PeopleSoft Enterprise Grade book
- PeopleSoft Enterprise Academic Advisement
- PeopleSoft Enterprise Student Financials
- PeopleSoft Enterprise Campus Community
- PeopleSoft Enterprise Contributor Relations
- PeopleSoft Enterprise Campus Self Service and Enterprise Portal

TimeTrax Management System (Bio-metric Employee Attendance):

Sukkur IBA has strong focus for the attendance of the

employees. In this regard, TIMETRAX is a digital solution for taking attendance from the EFRO TECH Company. It is E-Attendance system (Bio-metric system) a comprehensive, integrated and easy to use employees' Attendance Management Software that enables employees to record their arrival and departure, providing managers with detailed information about attendance records, absenteeism, overtime etc. The Admin maintain the attendance record and manage the data according to the employees IN and Out. All employees may view their attendance record online.

We are also using the TimeTrax management System, it is also a Human Capital Management, particularly use for the purpose of Employees daily attendance by means of Bio-Matrix attendance machine, in which we manage the In and Out time of employee, and generate reports in this regards. Here are some steps for

TimeTrax Management System:

- Attendance Request:
- Attendance Request Approval:
- Attendance Request List:
- Leave Management:
- Leave Calendar:
- Reports for all above steps

VIRTUA LMS (Library Management System):

The e-learning portal called Learning Management Systems (LMS), Learning Management Solution (LMS) is a tool for doing e-learning for students and designed for faculty members to create update and maintain the courses information. LMS empowers faculty members to assess students online through giving assignments and taking online quizzes and which is easy to understand & use, reliable and able to accommodate academic needs.

It offers to its instructors & students an extensive platform to learn and flourish. The best is brought online to make the learning process more efficient and effective. The online learning includes functionalities like courses management, file

management, user management, user communication, online grading system, offline/online assignment submission and much more.

LMS provides a convenient access to important information related to the different subjects running through the semester. Faculty can create their own courses in which they can manage their course materials and related documents. An overview of course proceedings can be seen with a quick look and the whole semester activities like quiz, assignments and exams.

VIRTUAL UNIVERSITY (Video Lectures)

Sukkur IBA has access to various courses (video Lectures) of Virtual University. Those lectures may help faculty member and students of Sukkur IBA to learn from renowned professor of relevant discipline through intra-network facilities at Sukkur IBA. The Students as well as Faculty members are availing the advantages through said video lectures, gain the advanced knowledge and update regarding each and every subject, due to that the students and faculty members are enhancing their knowledge according to the global standards and forming the assignments, tasks and notes.

Library Chamo

Library Chamo is for Virtua fully integrates the discovery process within your OPAC and gives your users the types of self-service capabilities they have come to expect through the web, by placing your library and its unique offerings at the forefront, with all library functions directly available for your users.

Library Chemo is online public access catalogue (OPAC) to facilitate faculty members for getting firsthand information regarding books physically available at Knowledge Center, Sukkur IBA. Moreover, faculty members may also view their account status regarding book issued and can also reserve a book.

DSPACE A Digital Library

DSPACE is designed to make participation by depositors easy. The system's information model is built around the idea of organizational "Communities" natural sub-units of an institution that have distinctive information management needs. In the case of MIT (a large research university) "Communities" are defined to be the schools, departments, labs, and centers of the Institute. Each Community can adapt the system to meet its particular needs and manage the submission process itself.

DSPACE is an open source repository software package typically used for creating open access repositories for scholarly and/or published digital content. DSPACE is a digital service / digital library that collects, preserves, and distributes digital material. Repositories are important tools for preserving an organization's legacy; they facilitate digital preservation and scholarly communication, designed by MIT University for E-book Management. About 20,000 E-books are available on Sukkur Digital Library.

TURNITIN: Turnitin for takes the most effective online educational technology for evaluating student learning and puts it in the palm of your hand. Easily sync assignments for grading. The most innovative and effective online technology for evaluating student learning.

Turnitin accounts are also provided to faculty members to assess the reports submitted by students. Moreover, Faculty member may also get plagiarism report regarding their research drafts, Student work is instantly checked for potential plagiarism using pattern recognition algorithms, Online grading saves instructors time and provides richer feedback with marks directly on student assignments and Encourage students to

learn from each other and develop critical thinking skills.

3S SYSTEM (Sukkur IBA SMS Service System):

3S (Sukkur IBA SMS Service) System the Initiative of Sukkur IBA, in which the SMS Services regarding Alerts, updates for students as well as their parents, the said system comprises on two (02) Phases features, as given:

Phase-I (Students Alerts):

Absences Alerts, Warning SMS, Enrolment Alerts SMS, Official Grades Alerts SMS, according to the policies.

Phase-II (Parents Alerts):

Student's Absences enlighten, Student's Official Grades, Student's Enrolment and Student's overall updates.

The said SMS Service has been integrated to CMS, VIRTUALIA Library Management System and also integrated with all existing and future systems. This system is a very vital for the Sukkur-IBA, because it has enhanced our morality as well as our perseverance and by using that we will practice another advantage of our existing technical systems at Sukkur-IBA besides other advantages. And the students as well as parents are getting their updates regarding phases mentioned as above.

Faculty Portal

Faculty Portal enables faculty members of Sukkur IBA to update their profile on official website of Sukkur IBA regarding qualification, research and experience. The faculty portal is integrated to the CMS as well as to the official website the profile of each faculty member is showed on official website.

Dream Spark Microsoft Web Store

DreamSpark is a Microsoft Program that supports technical education by providing access to Microsoft software for learning, teaching and research purposes. DreamSpark is simple: it's all about giving students Microsoft professional-level developer and designer tools at no cost so that students can chase their dreams and create the next big breakthrough in technology - or just get a head start on their career. DreamSpark helps educators teach the latest technologies and experiment in research. Microsoft knows that to make learning more motivating, relevant, and engaging for today's students requires a diverse set of resources. DreamSpark gives educators the resources to ensure their classrooms always have the latest technologies to challenge, motivate, and keep students engaged in new ways. All at no cost to them through an institution subscription.

DreamSpark is also a subscription for Academic Institutions: it provides a cost-effective way to put Microsoft developer tools, platforms and servers in labs and classrooms, and on their students' and faculty's computers for learning and research purposes. It reduces lab costs and teaching budget.

Trade Center:

Sukkur IBA has the Trade Centre, in which the students and faculty members are getting live features and updates, rates from Karachi Stock Exchange, due to that the students as well as faculty members contribute and view the shares and get the shares and perform business in this regard.

Online Admissions System

Sukkur IBA has been introduced online admissions functional since 2 years, ICT Department created the online admissions portal, by which the candidates apply through online admission for admission. It is very appreciated from the outside candidates, and we are getting positive results and great strength, accordingly. All fields regarding personal information, contact information, guardians information, bank draft

information and candidates can also produce their online Admit Card after fulfill all requirements at online admission form.

Sukkur IBA Online Testing Service

SOTS application is In-house product and its functional since 3 years, SOTS play the important role in the recruitment of the HR. All applicants may apply for the job position through the PeopleSoft Talent Acquisition module and conduct the Online Test through SOTS in the labs.

SOTS important features

Every applicants has own time and needs to attempt all the question in given time by SOTS.

Sequence of question and sections may be different for each applicants

This question can be attempted or skipped and skipped question may be attempted later on.

Once all sections are completed then the whole result will be computed and shown to user.

SOTS has own question data bank and these question may be used for the recruitment tests.

Using the SOTS hundreds of applicants give the Online Test simultaneously in labs.

A HR personnel may set up the whole test within two hours

Check-In & Check-Out Campus System

(For Hosteller):

In recent era safety and security are the two basic necessities that any state/country has to provide to their citizens. In recent days, countries like Pakistan are massively facing the problem of terrorism, where the lives are at stake. Now-a-days the security of student is the big challenge for the education institutes. SIBA has implemented the Check-In & Check-Out Campus System that system keeps inform their parents or guardian about ins and outs activity of their wards.

There are three stakeholders of this system.

1. Students (Hosteller)
2. Hostel Administration
3. Security Administration

Important Features

Hostellers can't check out the campus without the permission of the hostel administration. He/she needs to get permission for Check-out campus from administration through the Self-Service (Web Portal).

System generate the SMS alter (For Parents or Guardian) if administration accept him/her request for check-out campus and system also inform the security guard for his/her permission for his/her check-out.

System also generate SMS alert (For Parents or Guardian) if student (Hosteller) checks in the campus.

In case of emergency, System may be capable of generating the safety SMS for the students and parents.

System maintains all records of ins and outs of the student (hosteller)

Internet Services

Currently Sukkur IBA has PERN-II 64-Mbps connection and it is used for multiple applications such as web, ERP, CMS and for Research in Management Science and Technologies.

Sukkur IBA delivers high-capacity, low latency, zero contention links with 100% committed bandwidth (CIR) guaranteed which allow institutive to grow unparalleled in capacity. It is ideal for Internet, audio / video communication high-definition streaming, Sever hosting, portals, VPN connecting multiple users across campus, heavy-duty download services and other services that heavily relies on high-speed, high quality internet

connectivity.

Video Conference Service

PERN National Video Conferencing Service provides PERN connected Institutions with access to Cisco Codian Multi Conferencing Units (MCUs) to support audio and video multi-point conference calls and it enables end users conversing via a phone or video to scale the participants beyond two to many as required for meetings or collaborations.

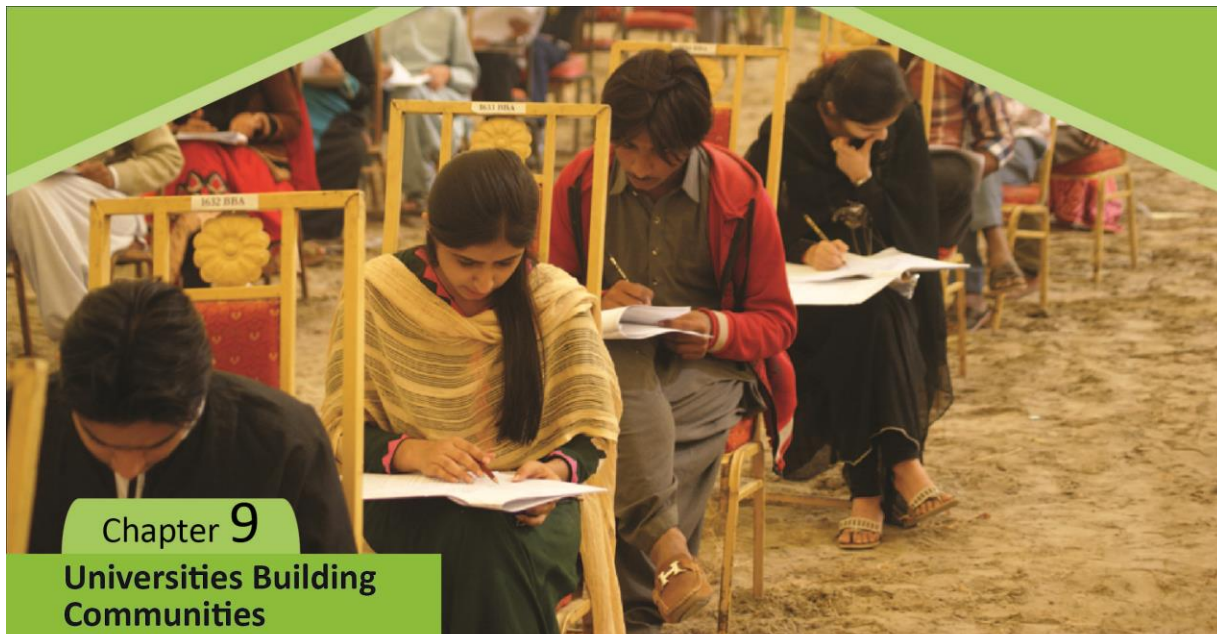
Similarly Sukkur IBA is also part of this project and avails Video Conferencing Service from PERN. Sukkur IBA has two Video Conferencing Rooms in which they have installed latest Video

Conferencing System that are mentioned here:

1. Tandberg video conference System
 2. Polycom Video Conference System
- Infrastructure is fully supported for education and research purpose where Institute Video Conference can be connected to multiple institutions nationwide and system interlinking the higher management of institutes such as researchers, faculty members, and Administration across the country.

National Digital Library:

The National Digital Library program provides researchers access to international scholarly literature based on electronic (online) delivery, providing access to high quality, peer-reviewed journals, databases and articles across a wide range of disciplines. The Institute's students are going to be able to access e-Books across a wide range of disciplines. The Digital Library accessible via PERN2 has launched e-library and McGraw Hill Collections to provide around 50,000 online books. The e-books support program will allow college students to access most of the important text and reference books electronically in a variety of subject areas.



Chapter 9

Universities Building Communities

Situated in a rural setting, Sukkur IBA witnessed the problems of our education system first hand. The difference between incoming students from affluent backgrounds who had studied at quality schools and students from rural areas was not only prominently visible in classroom settings but also in testing environments. The survival of the students from rural schools when competing with others who had access to all inclusive education was not only difficult but in most cases impossible. We noted that most students coming in from rural backgrounds could not cope with the standard of education and generally used to drop out within the first couple of semesters, Sukkur IBA believed it was our responsibility to our community and a duty to our country to intervene so that all students from all backgrounds could have the same access to quality education. Keeping equality in mind and quality at the core of our beliefs we decided we needed to intervene. Without properly planned intervention we could not have made a difference. This intervention was planned in two phases, short term intervention in shape of Talent Hunt Program and long term intervention in shape of IBA Community Colleges.

Talent Hunt Program Short Term Intervention

As a measure of short term intervention that would create an immediate impact, Sukkur IBA planned a unique comprehensive remedial education plan called the "Talent Hunt Program (THP)". The philosophy of the talent hunt program is "access to all"; basically, due to poor schooling and education system of the province. The students who seek admission for higher studies in reputed universities of the country, face two challenges- first, they are unable to clear the entrance exam of good universities. Second, even if they clear through quick measures and somehow clear the entrance exam, they hardly survive tough grading standards of good universities.

Under the THP, students are admitted after their grade 12 education in a six months program to be rigorously trained by qualified faculty of Sukkur IBA in core subjects like English, Mathematics and Computer. Under this program, Sukkur IBA charges no tuition fees from students and provides them with free accommodation, transport, books and additionally an amount of Rs. 18000/ for semester stipend. Any student that was selected in THP and maintained a CGPA of 3.0 under the program would be provided free education, books, stipend and living accommodation for the entire duration of the degree program.

THP was launched in the year 2007 and since then there has been an increasing interest of the community in it. Figure below shows the trend of applicants since the inception of this program.

The program has quickly become one of the most popular educational programs in the country and attracted over 5000 applicants for the 2014-2015 session. Most of these applicants are from underprivileged backgrounds who cannot possibly continue their education if they are asked to pay for it. Sukkur IBA believed that under the talent hunt program these students would be given remedial education for six months after their intermediate/higher secondary school so that when they enroll into the undergraduate programs they are able to better cope with pressures of a quality education system. The main purpose of this program is to strengthen the base of students in basic courses like, English, mathematics, and computers. In addition, science, social sciences and business subjects are also taught according to the needs of the students.

We can now statistically prove from past experiences that the program has indeed been very effective and has produced the intended results which we desired from this short term intervention.

Impact of Talent Hunt Program

Before the introduction of THP the dropout rate of students coming from rural areas was 52.74 % which was reduced to 15.32% . The decrease in significant amount of dropout ratio shows the success of Talent hunt Program of Sukkur IBA.

IBA Community Colleges Long Term Intervention

Although THP is a success story of Sukkur IBA, it is still a reactive approach. We go for remedial actions after the damage has already been done by poor schooling system of the province. Sukkur IBA decided to take a proactive approach i.e. to try to avoid the damage and intervene in the area where this damage takes place.

Being aware of the problem and challenges of the rural education system, Sukkur IBA's plan for long term intervention was twofold.

1. Establishing community colleges in various rural districts of Sindh for imparting quality education from Montessori to higher secondary school and associate degrees in various fields. This would create quality students from rural areas who will be better able to compete with students from quality urban educational institutes.
2. The education at community colleges is affordable and access to all is at the core of the program. Sukkur IBA believes that any student who wants to study should not be denied the right to quality education and thus the community colleges are actively working to provide quality as well as equality in education.



Initially Sukkur IBA established two community colleges in districts Naushahro Feroze and Jacobabad. Later, two more community colleges in districts Dadu and Khairpur were added with the support of Government of Sindh.

Functions of IBA Community Colleges

Figure 4 shows the functions of IBA Community Colleges. In this section, we briefly define each of these functions.

Basic Education

Although the concept of community colleges in developed countries like the USA and Australia does not include the basic education. But realizing the local needs, this component has been added in concept of IBA community colleges. The idea is to provide the students of Sindh province with quality basic education from KG/Montessori to grade 12. This will ensure that students are no more in need of any remedial education like talent hunt program discussed in previous section. The graduates of IBA community college with grade 12 certificate should be in position to win admission in any reputable university nationally and internationally and also survive the tough grading standard in higher education.

University Role in Building Communities

Value is what gets created when investors invest and organizations act to pursue their mission. Traditionally, we have thought of value as being either economic (or created by for-profit companies) or social (created by nonprofit or non-governmental organizations). At Sukkur IBA, we strive to create a value that consists of economic, social and leadership components. Thus, the outcome of all these activities is value creation and that value itself is non-divisible and, therefore, a blend of these three elements that is innovation, social impact and leadership. And this results in inclusive growth of the society.

Sukkur IBA is trying to make a more powerful impact as a center of social innovation by fostering entrepreneurship and leadership skills among students driven by a social mission, through education, research, and local and global partnerships.

Expected outcomes of Community Colleges

- To reduce the rural urban divide and enhance the access to quality skill and higher education training.
- To bring the change in the mind set of the people and produce the skilled employable professionals.
- To increase the employment of the youth.
- To contribute to the economic development of country.

Four IBA Community Colleges have been established:

- * IBA Community College, Khairpur
- * IBA Community College, Dadu
- * IBA Community College, Naushahro Feroze
- * IBA Community College, Jacobabad



National and International Linkages:

All Community Colleges have linkages with the community colleges in USA
 Affiliation with Aga Khan University Examinations Board for class VI to XII
 Member of Community Colleges for International Development Inc, USA. [Http://www.ccid.cc](http://www.ccid.cc)
 MoU with Johnson Community College USA

Sukkur IBA - Alumni Association

The Sukkur IBA Alumni Association was established in June 2008. The first president of the association Mr. Ghulam Sarwar Shaikh was elected for the term of 03 years. All the matters of association are handled by the Director CDC and Registrar, Sukkur IBA. The current president is Mr. Danish Shamim Shamsi elected by the members unopposed on October, 2013 for the next term. Alumni Association is serving the core purpose and benefit of reunion of registered graduates who are working entirely in corporate for the promotion of quality education and providing career counselling, market absorption needs and new trends in technology and education for bright career of the graduates.

S.No.	Name	Tenure
1	Ghulam Sarwar Shaikh	June 2008 - May 2011
2	M. Ali Khoso	June 2011 - Sep 2013
3	Danish Shamim Shamsi	Oct 2013 - To date

Initial phase was very difficult to gather the contacts and make Alumni directory, but since Manage Alumni Relations have joined, it made easy for whole the process. Following progress has been achieved in that regard:

Alumni Portal has been launched to register our Alumni online:

<http://www.siba.edu.pk/alumniportal/wpCLogin.aspx>
 The portal also facilitates for online polling during elections. Alumni Association Membership Cards are being issued to further facilitate our alumni.
 A separate alumni web page has been designed and developed and placed on website that has capacity of storing data for 500 years.
 Official Alumni Facebook page has been developed which helps us in continuous coordination and dissemination of updated information.
 Students mentor program is planned and designed through which the alumni working in different organizations guide current batches students at campus.
 In addition, this year we are launching City wise Chapters to strengthen our alumni network by creating the city wise bodies to help support our students on their graduation.
 A Whatsapp group has also been created to further connect the alumnae with each other and with the institute.

Chapter 10

Sukkur IBA Students Council (SISC)

LIGA SIBA 2015

Sports and Adventure Society of Sukkur IBA organized a football league "LIGA SIBA 2015" from 08 October to 13 October for the students of different departments of Sukkur IBA. More than 10 teams registered in the league.

The final match was played between B.E ANONYMOUS and BBA PAANA, and the trophy was won by BBA PAANA scoring three goals in the finals.

Sukkur IBA Intra-University Cricket Tournament 2016

Sports and Adventure Society of Sukkur IBA organized Intra-University Cricket tournament 2016. A total of 10 teams participated in the tournament. After tough competition BBA Leaders won the tournament by defeating BBA Zalmis.

Sukkur IBA faculty vs Staff Cricket Tournament 2016

Sukkur IBA Sports Society organized a friendly cricket tournament among the faculty and Staff teams of Sukkur IBA on 12 and 13th February 2016. Players from both faculty and staff of Sukkur IBA participated in the tournament. The tournament was won by Staff team.

Shields to the winning team and medals to the runner up were also awarded.

Sports & Adventurous Society:

S.#	NAME	CLASS	DESIGNATION
01	Mr. Farooq Memon	N/A	Patron
02	Shahzaib Azhar	BBA-V	Coordinator
03	Noman Shah	BS	Executive
04	Mirza Noman Baig	BE	Executive
05	Arif Hussain	BBA-VII	Executive
06	Hamza Noor	BBA-III	Treasurer
07	Abrar Haider	BBA-VII	Marketing Head
08	Zubair Chachar	BBA-VII	Active Member
09	Haider Baloch	BE	Active Member
10	Danyal Ahmed	BBA-V	Active Member
11	Usama Ali	BE-EE	Active Member
12	Abdul Hameed	MBA	Active Member
13	Hadi Buksh Shaikh	BBA-VII	Active Member
14	Alamdard Shah	BE	Active Member
15	Muhammad Ghazali	BBA-III	Active Member
16	Arsalan Ali	BBA-III	Active Member





Chapter 11

Universities Building Leadership

Robo Sprint 2014

Students of Sukkur IBA secured Second Position-Special Category Senior-in National RoboSprint 2014 held at Center of Advanced Studies in Engineering (CASE) Islamabad.

Procom.Net Competition 2015

Sukkur IBA students of Business Administration, Computer Science and Engineering Department participated in Procom.Net competition 2015, held at NU-FAST Karachi on 29th 30th April 2015.

Business department students secured 1st position in the marketing challenge competition

Team Members: Basit Shah, Soman Awan and Fahad Khokar

Students of Computer Science department secured 2nd position in Entrée War (Idea to product competition)

Team Members: Waqas Ahmed, Muzzamil Hussain, Qazi fazalullah and Marium Mangi

Students of Electrical Engineering department 2nd position in RoboRace competition

Team Members: Abdul Wahib, Ali Haider Zaidi and Awais Malik
Ms. Faiza Qureshi another brilliant student of Sukkur IBA got 2nd runner-up position in motivational talk competition. We would like to congratulate our brilliant students on their success.

LUMS Synergies 15

Students of Sukkur IBA secured First Position in ENSPIRE (Supply Chain Simulation) and GAUNTLET (Marketing Simulation) at "LUMS Synergies 15" held at Lahore University of Management Sciences (LUMS).

Competition: ENSPIRE (Supply Chain Simulation)

Team Name: Team -Inspire

Members: Abdullah Solangi, Farhan Shahzad and Talha A. Rehman

Competition: Gauntlet (Marketing Simulation)

Team Name: Team-PK

Members: Shahid Hussain, Mohsin Khan, Waqas Ahmed, Amir Rahim, Hamza Noor and Uzma

Virtual Investment Competition 2015

Students of Sukkur IBA participated in "Virtual investment competition" organized by Lahore stock exchange and South Asian federation of exchange, in which students from different universities were given Rs.1,000,000 virtual money for a period of one month for trading on real time rates, and students with maximum profits were given prizes. Out of Top 10 Positions, Sukkur IBA's students secured 05. Sarfaraz Ahmed Ghumro, Student of MBA secured First Position in the event along with Ali Raza, Mustafa Ali, Fahad Salik and Rinkil securing 4th, 6th, 7th and 10th positions respectively.





Convocation 2015

Sukkur Institute of Business Administration organized Convocation Ceremony for graduating students of 2015. Chief Minister Sindh Syed Qaim Ali Shah presided the auspicious ceremony. A total of 240 graduates were awarded degrees in Business Administration, Electrical Engineering, Computer Science and Education. Senior Education Minister Sindh Mr. Nisar Ahmad Khuhro also graced the occasion. In his welcome speech Dean and Director Prof. Nisar Ahmed Siddiqui expressed gratitude to Chief Minister Sindh, Senior Minister of Education Nisar Ahmed Khohro, media personals and all the distinguished guest for taking out time from his hectic schedule, which showed his interest and commitment for Education in Sindh. Prof Nisar Ahmed Siddiqui expressed his heartfelt gratitude to Chief Minister Sindh for special support to Sukkur IBA.

A total number of seven gold medals were awarded to meritorious students of different academic programs at Sukkur IBA. Afeera Khursheed and Rasool Bux Channa were awarded gold medals for securing first position in BBA programs for Fall-2010 and Spring-2010 batches respectively. Ms. Bushra was awarded gold medal for securing first position in MBA program for Fall-2011 batch. In BE program, Waqas Ahmed and Haider e Karar were awarded gold medals for Fall-2009 and Fall-2010 batches respectively. Hyder Ali Khuwaja and Salma Naz were awarded gold medal for securing first position in MS (Management Sciences) for Spring-2011 and Spring-2011 batches respectively.

Memoona Lateef and Sanjay Kumar were awarded silver medals for securing second position in BBA programs for Fall-2010 and Spring-2010 batches respectively. Kiran Chimnani was awarded bronze medal for securing third position in Fall-2010 batch.

Honorable Chief Minister Sindh in his speech praised the efforts of Prof. Nisar Ahmed Siddiqui for leading Sukkur IBA in Sindh to become 3rd Best Business School in Pakistan in such a short span of time. Chief Minister appreciated and informed the audience that Prof. Nisar Ahmad Siddiqui who at time of being Commissioner officer also used to put lot of efforts for education improvement in Sindh, he emphasized that government of Sindh is working on improving quality of Education and creating job

opportunities.

Chief Minister said that his Government has been able to increase number of Universities from 3 to 9 and provide employment to almost 2 hundred thousand peoples of Sindh and that his government is trying its best to overcome cheating culture and to provide quality education on merit. Chief Minister congratulated students for achieving degree from best Educational Institution and wished them success in their future endeavors.

In his speech Nisar Ahmed Khuhro Senior Minister for Education congratulated Dean and Director Sukkur IBA for creating an educational institution of excellence. He praised Sukkur IBA for giving equal opportunity to female education. Nisar Ahmad Khuhro expressed his happiness on female students securing top positions and getting Gold Medals.





Chapter 12

Finance

Self Generated Income

Code No.	Budget Heads	2013-14 Actual	CFY 2014-15	
			B.E 2014-15	Actuals 2014-15
C02813	Education†General†Fees [301 - 390]	185,270	269,002	253,410
C0281301	Admission†Fees	1,500	8,470	8,246
C0281306	Tuition†Fees†-†Regular†Fee†Structure	93,525	141,654	133,409
C0281322	Registration†Fees†-†University††Students†Only (MS/Ph.D)	1,935	2,715	2,300
C0281332	Examination†Fees-University††On†Campus†Students	11,893	16,131	17,708
C0281341	Library†Fees	11,893	16,131	17,708
C0281346	Degree†/†Transcript†Fee†etc.	1,100	1,120	1,020
C0281390	Other†Misc.†Fees†from†Students (Development + Page Spider+Certificate Courses+ Recounting Fees+ Installment chargesFoundation+Summer+Crash Preparatory)	63,424	82,781	73,019
C02812†	Hostel†Fees†/†User†Charges [201 - 226]	19,300	27,220	26,673
C0281206	Hostel†Room†Rent	16,000	23,720	23,513
C0281226	Other†Misc.†Charges (Penalty+Cafeteria+Tender Money+Auditorium)	3,300	3,500	3,160
C02810†	Income†from†Endowments	1,000	2,000	1,400
C02815†	Income†from†Services†Rendered [501 - 531]	3,903	23,000	4,000
C0281501	Income†from†Collaborative†Research†-†Domestic (ORIC)	3,903	23,000	4,000
C02815†	†Income†from†Consultancy†&†Testing [536 - 561]	10,975	6,000	3,000
C0281561	Income†from†Testing†Services†etc.	10,975	6,000	3,000
C02815	Income†from†Regeneration†&†Development†Programs [566 - 572]	9,014	6,000	6,500
C0281572	Income†From†Regeneration†&†Development†Programs†-†Others (Executive Development Centre)	9,014	6,000	6,500
C02815-6†	Income†from†Intellectual†Property† [575 - 610]	1,000	1,000	0,50
C0281610	Receipts†from†Alumni	1,000	1,000	0,500
C02818†	Others [809 - 870]	3,000	4,000	2,000
C0281870	Other†Misc.†Receipts (Training to others)	3,000	4,000	2,000
	Total†Own Resources	233,462	338,222	297,483

Annual Statements of Accounts (2014-2015)

Particulars	Actuals 2013-14	Actuals 2014-2015
1. Opening Balance	(139.75)	(207.751)
2. Total Grants & Donations [a - f]	251.811	506.468
a. Federal Government (Annual)	178.035	202.599
b. Supplementary/Additional Grant	13.776	23.869
c. Grant for Tenure Track Faculty	-	-
d. Provincial Govt. Grant	60.000	80.000
e. Additional Grant from Provincial Govt:	-	200.000
e. Donations	-	-
f. Any Other Grant	-	-
3 (i) Students Related Income [3(i) a - 3(i) e]		
<i>Tuition Fees</i>	185.270	252.361
<i>Other Charges</i>	6.300	6.209
<i>Hostel Charges, etc.</i>	16.000	23.513
a. On Campus Students (sub-total)	207.570	282.083
b. Affiliated College/Institutions Students	-	-
c. External (Private) Students	-	-
d. Income from Continuing Professional Development Courses for Business & Community	-	-
e. Income from Continuing Education [CE] Courses for Business & Community	-	-
3 (ii) Other Venues of Income [3(ii) a - 3(ii) f]	24.892	14.000
a. Income from Collaborative and Contract Research	3.903	4.000
b. Income from Consultancy & Testing	10.975	3.000
c. Income from Intellectual Property	-	-
d. Income from Regeneration & Development Programs	9.014	6.500
e. Alumni	1.000	0.500
f. Any Other Income	-	-
3 (iii) Endowments		
3. Total Own Resources	233.462	297.483
A. Total Available Resources [1+2+3]	345.523	596.200
4 (i). Expenditure Break-up:	553.274	623.934
a. Faculty Salary	129.876	150.419
b. TTS Faculty Salary/ Gratuity	-	1.691
c. Salary of Officers & Staff - Teaching Departments	-	-
d. Salary of Officers & staff - All Non-Teaching Departments	94.418	139.840
e. Other Establishment Charges	-	-
f. Non Salary Expenses / Other Charges	315.280	316.627
g. Research	3.700	5.798
h. Library Expenses	10.000	9.559
5. Total Establishment Charges [4 (i) a-e + 4 (ii) a-e]	224.294	291.950
6. Total Non Salary Expense [4 (i) f-g + 4 (ii) f-g]	328.980	331.984
B. Total Expenditures [5 + 6]	553.274	623.934
C. Surplus/Deficit [A - B]	(207.751)	(27.734)



Student Strength 2014-2015 (Actuals)

Name of Teaching Department	Actual Strength (2014-15)				
	Bachelor	Master	M.Phil/ MS	PhD	Total
Business / Management Sciences	1264	402	116	37	1819
Foundation Semester	356	214	0	0	570
Computer Science/IT	288	0	43	4	335
Foundation Semester	155	0	0	0	155
Engineering	470	0	0	0	470
Foundation Semester	228	0	0	0	228
Mathematics	0	0	50	0	50
Foundation Semester	20	0	0	0	20
Accounting & Finance (BS Accounting)	44	0	0	0	44
Foundation Semester	35	0	0	0	35
Education	88	0	0	0	88
Foundation Semester	44	0	0	0	44
Total	2992	616	209	41	3858

List of Senate Members 2014-15

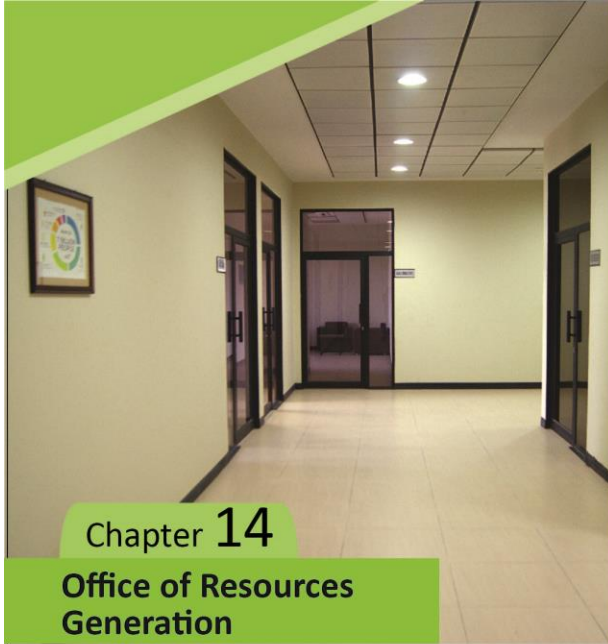
1. Mr. Justice Salahuddin Panhwar Justice of Sindh High Court	Chairperson
2. Prof. Nisar Ahmed Siddiqui Dean & Director, Sukkur IBA	Member
3. Secretary Education Education and Literacy Department, Govt. of Sindh	Member
4. Mr. Muhammad Abbas Balouch Commissioner, Sukkur.	Member
5. Mr. Aamir Ghouri President Chamber of Commerce Sukkur	Member
6. Prince Hassan Ali Khan MD, Continental Biscuits Pvt. Limited	Member
7. Mr. Jahangir Siddiqui President, JS Bank	Member
8. Dr. Zubair Ahmed Shaikh President Muhammad Ali Jinnah University, Karachi	Member
9. Dr. S.M Qureshi Ex. Chairman, Charter Inspection and Evaluation Committee	Member
10. Prof. Dr. Mohammad Nishat Associate Dean, IBA Karachi	Member
11. Mr. Justice (R) Ali Aslam Jafferi Ex. Federal Insurance Ombudsman	Member
12. Mr. Fazalullah Qureshi Ex. Federal Secretary	Member
13. Prof. Dr. Madad Ali Shah Professor & HOD, Electrical Engineering	Member
14. Dr. Zulfiqar Ali Memon Associate Professor	Member
15. Mr. Jawaid Ahmed Siddiqui Assistant Professor	Member
16. Mr. Ishfaqe Ahmed Abbasi Lecturer	Member
17. Mr. Danish Shamim Shamsi Representative Sukkur IBA Alumni	Member
18. Engr. Zahid Hussain Khand Registrar Sukkur IBA	Member/Secretary

Members on Syndicate of Sukkur IBA 2014-15

(a) The Director, who shall be its Chairperson	Prof. Nisar Ahmed Siddiqui
(b) the Deans of the faculties of the institute	Sitting Deans of the faculties of the institute
(c) Three professors from different departments, who are not member of the Senate to be elected by the institute teachers in accordance with procedure to be prescribed by the Senate.	1. Dr. Qamar Uddin Khand Associate Professor 2. Dr. Muhammad Asim Ali Samejo Assistant Professor
	3. Mr. Akseer Hussain Solangi Assistant Professor
(d) Principals of the constituent colleges	It was decided that this would remain vacant till existence of any constituent college of Sukkur IBA.
(e) the Registrar	Engr. Zahid Hussain Khand
(f) the Treasurer	Mr. Feroze Ahmed Mahar
(g) the Controller of Examination	Mr. Imran Khan

Academic Council 2014-15

(a) the Director who shall be the Chairperson	Prof. Nisar Ahmed Siddiqui
(b) the Deans of faculties and such heads of departments as may be prescribed.	The sitting deans of faculties and heads of all departments
(c) five members representing the departments and the constituent colleges to be elected in the manner prescribed by the Senate	<ol style="list-style-type: none"> 1. Dr. Niaz Ahmed Bhutto Professor / HoD, Business Administration 2. Mr. Falahuddin Butt (Study Leave) Assistant Professor 3. Dr. Abdul Qadir Rahimoon Assistant Professor 4. Mr. Javed Ahmed Shahani (Study Leave) Assistant Professor 5. Mr. Ghulam Mujtaba Shaikh (Study Leave) Assistant Professor
(d) two Principals of affiliated colleges	When available
(e) five Professors including emeritus professors	<ol style="list-style-type: none"> 1. Prof. Dr. Madad Ali Shah Professor/HoD, Electrical Engineering 2. Dr. Qamar Uddin Khand Associate Professor, Computer Science 3. Dr. Irfan Ahmed Rind Assistant Professor/HoD, Education Management Department 4. Dr. Abdul Rehman Soomrani Associate Professor/HoD, Computer Science 5. Dr. Zulfiqar Ali Memon Associate Professor, Computer Science
(f) Six members from different subject fields	<ol style="list-style-type: none"> 1. Prof. Dr. M. Nishat Associate Dean Faculty of Business Administration IBA Karachi 2. Mr. Khalid S. Subhani President Engro Industried 3. Prof. Dr. Zubair A. Shaikh President of Muhammad Ali Jinnah University, Karachi 4. Madam Jehan Ara President P@sha 5. Prof. Dr. Muhammad Younus Javed Dean Computer Engineering, NUST Rawalpindi 6. Dr. Muhammad Riaz Suddle Member Science SUPARCO Lahore
(f) the Registrar	Engr. Zahid Hussain Khand
(g) the Controller of Examination	Mr. Imran Khan
(h) the Librarian	Mr. Amir Subhani



Chapter 14

Office of Resources Generation

Introduction

Sukkur IBA since its inception has been striving to eliminate the rural and urban education gap by providing quality education at an affordable cost. Most of the students at Sukkur IBA come from rural and remote areas and majority of students belong to poor and humble family background. These students are suffering from two kinds of poverty i.e academic poverty and financial poverty. Sukkur IBA is working to offset these two kinds of poverty by providing quality education with modern teaching methods and arranging different scholarship for needy and talented students.

Diploma Award by WWF Pakistan for Compliance of Green Office Criteria

Sukkur IBA is adopting and implementing the policy of WWF under Green Office Initiative to reduce the consumption of natural resources. In the recognition of services and performance of this initiative Sukkur IBA has been awarded the Diploma for compliance of Green Office Criteria on May 29, 2015. Sukkur IBA also implements an Environmental Management System which carries the WWF Pakistan Green Office Label.

License of Professional Engineering Body

Sukkur IBA has been granted the Licence of Professional Engineering Body (under the bylaws 16 of PDE Bylaws 2008) by Pakistan Engineering Council on June 30, 2016. This is in recognition to carry out the Continuous Professional Development activities to the Registered Engineers (RE) and Professional Engineers (PE).

Memorandum of Understanding (MoU) with Wuhan University of Technology, Peoples Republic of China

Sukkur IBA has signed an agreement/MoU with Wuhan University of Technology, Peoples Republic of China on October 10, 2014 for building relationship between the communicates on academic, scientific and cultural cooperation. Under this MoU Sukkur IBA will exchange the faculty, researchers and students for higher education and understanding best practices on joint projects.

Approval of BE in Energy System Engineering by PEC

Sukkur IBA is providing quality education in undergraduate and graduate level programs in the field of Engineering. The Zero visit of PEC team was observed and provided green signal to launch the BE in Energy System Engineering from Fall-2014.

Memorandum of Understanding (MoU) with National Vocational and Technical Training Commission (NAVTTTC)

Sukkur IBA signed an agreement/MoU with NAVTTC, on April 15, 2014 for Prime Minister's Youth Skill Development Program. Under this MoU Sukkur IBA will provide the technical and professional trainings to the youth of the province in the fields of General Electrician, Solar System Assembly, House Keeping, Computer Hardware and Business Commercial and Secretarial Work.

Memorandum of Understanding (MoU) with Sukkur Chamber of Commerce and Industry, Sukkur

Sukkur IBA signed an agreement/MoU with Sukkur Chamber of Commerce and Industry, on August 22, 2014 for building long term partnership in order to develop regional industrial zone and corporate educational and training needs. Under this MoU Sukkur IBA will provide skill development programs, trainings, workshops and research on the agreed areas.

Memorandum of Understanding (MoU) with National Bank of Pakistan

Sukkur IBA signed an agreement/MoU with National Bank of Pakistan (NBP), on December 03, 2014 for building long term partnership in order to arrange the scholarships and sponsorships for the needy and meritorious students of the institute. Under this MoU Sukkur IBA will provide the financial aid mechanism and opportunity to every student of the institute under the mutually agreed policies.





Health

Chapter 15

Health

Medical/Emergency First Aid

The Sukkur IBA is one of prestigious institutes where students, staff and faculty may receive the medical/emergency first aid service and counseling/mental health support services. We primarily serve the IBA community on the campus.

Services

Primary care
Medical Facility
First Aid Boxes availability at all locations
Mental Health Services
Nutrition (during academic year)

Purpose

To establish a uniform standard and facility of Environmental Health and Safety for First Aid Supplies at Sukkur IBA.

Policy

To establish a uniform standard and facility of Environmental Health and Safety for First Aid Supplies at Sukkur IBA.

A. Sukkur IBA Department offices and all Academic Blocks/laboratories should make first aid kits accessible for use by the IBA community.

B. Any manufacturer's kit may be used provided the contents comply with the restrictions.

C. First Aid Kits are available at all Academic Block, Labs and Laboratories and at all residential facilities, blocks and hostels.

D. First Aid Kits should be visible or a sign should be displayed indicating its placement location.

E. Contents of First Aid Kits are limited to the following types of supplies: bandages, plastic strips, cold packs, soap towelettes, examination gloves, scissors, tweezers, adhesive tape, compresses and CPR barrier devices. The following departments are exempted from this limitation: Department of Public Safety, Student Health Services, Athletic Training Program, Residence Life and CMS Research Vessels.

F. Not to dispense or administer any medications, including common pain relievers.

G. Not to put any ointments or creams on wounds or burns; use ice, cold pack or cold water.

H. Always call Deputy Registrar to obtain qualified medical assistance for persons who require medical treatment. If you are trained and provide first aid, direct or transport the injured person to a medical facility for further examination.

I. Wear examination gloves and eye protection when rendering assistance for any situation involving contact with blood or other body fluids.

Establishment of Clinic and Medical Advisory Office at Sukkur IBA Campus

Sukkur IBA has established a free medical care/clinic separately for Girls and Boys students and staff of Sukkur IBA. The 02 General Physician i.e one for girls and one for boys are appointed in both Clinics. The timings for both clinics are from 4:00 pm to 8:00 pm for all the community of Sukkur IBA by providing support in first aid, medical facility and free medical advisory services.

The university clinic is also providing support to faculty, officers and staff of Sukkur IBA for obtaining free medical fitness certificate and other standard medical tests as prescribed by our general physicians.

In these clinics all the data of patients are kept on the computerized record and personal files/cards with patients' medical history for quick diagnosis and recommendations to all the students, faculty and staff members of Sukkur IBA.



Chapter 16

Accreditation and Linkages

Sukkur IBA has attained membership of international quality assurance networks and institutions in order to raise the quality and standard of education. At the moment institute is member of various national and international accreditation bodies. These memberships are aimed at enhancing the overall standard of education at institute-level, implementing quality practices at every individual component of the institute and providing trainings and professional development to quality assurance professionals.

Accreditation of Programs

Advanced Collegiate Schools of Business is an international accreditation body ensuring the highest standards of education in business schools worldwide. Institutions that earn accreditation from them must conform their commitment to quality and continuous improvement through a rigorous and comprehensive peer review. Sukkur IBA is a member of AACSB body.

National Business Education

Accreditation Council

National Business Education Accreditation Council is a body to assure quality in Business Administration/Public Administration/Management Sciences degree programs according to the proposed accreditation in educational institutions. It requires a program to meet certain defined standards or criteria. Our business program is accredited by this council.

National Computing Education

Accreditation Council

National Computing Education Accreditation Council look after the matters regarding the accreditation of institutions and their

departments, faculties and disciplines by giving them appropriate ratings and defining the organization's objectives, functions and duties to be performed. It periodically evaluates, scrutinizes and monitors the standards followed in different Universities, Degree Awarding Institutions and their affiliated colleges offering computing degree programs. This council awarded the highest category "W" to Sukkur IBA's Computer Science programs.

Pakistan Engineering Council

Pakistan Engineering Council is a statutory body to regulate the engineering profession in the country so that it functions as key driving force for achieving rapid and sustainable growth in all national, economic and social fields. The council as its mission sets and maintains realistic and internationally relevant standards of professional competence and ethics for-engineers. PEC accredited our B.E Electrical (Telecommunication) Engineering program.

International Network for Quality Assurance Agencies in Higher Education (INQAAHE)

The International Network for Quality Assurance Agencies in Higher Education (INQAAHE) was established in 1991 with only 8 members. Today the total membership exceeds 250 members. Higher education has dramatically changed over the last two decades. Higher education has become more global than ever. Professional accreditation has become more important as more higher education institutions, delivering programs in different modes, enter the market.



The Association of Management Development Institutions in South Asia (AMDISA)

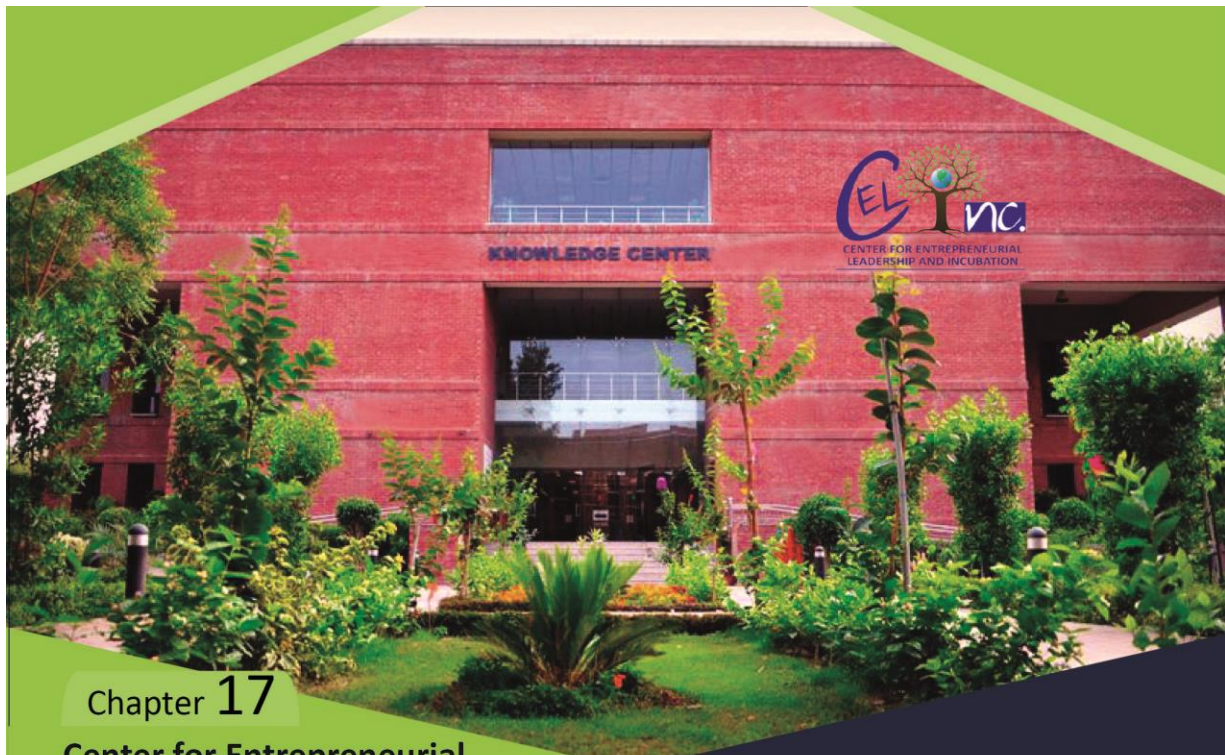
The Association of Management Development Institutions in South Asia (AMDISA) was established in 1988, with the initiative of leading management development institutions in the South Asian Association for Regional Cooperation (SAARC) region. AMDISA is an international not-for-profit association, and is a "SAARC Recognized Body". It has 206 Members, of which 187 are Institutional Members from the SAARC region, 4 Affiliate Members, 1 Corporate Member and 14 Reciprocal Members. Membership is available to management development networks all over the world.

The Asia-Pacific Quality Network (APQN)

The Asia-Pacific Quality Network (APQN) has been developed with the purpose of serving the needs of quality assurance agencies in higher education in a region that contains over half the world's population. Many people have contributed to the development of the Network, especially the support from World Bank and UNESCO. The devotion and collaboration have brought the continuous expansion and growth of APQN.

Tufts University Talloires Network

The Talloires Network is an international association of institutions worldwide committed to strengthen the civic roles and social responsibilities of higher education. It works together with universities to implement the recommendations of the Talloires Declaration and build a global movement of engaged Universities. Sukkur IBA became the member of this network in June, 2013.



Chapter 17

Center for Entrepreneurial Leadership and Incubation

Introduction

Under the patronage of Management of Sukkur IBA, a unique and innovative journey of the establishment of Center for Entrepreneurial Leadership and Incubation (CELInc.) took place in year 2012. It was an ambitious plan to do something that has never been attempted in the region by any other institute. CEL&Inc was established to provide motivation and support to the community to become better business leaders who can shoulder the responsibility of nation building. The CELInc. at Sukkur IBA advances the knowledge and practice of the entrepreneurship and innovation, supports entrepreneurial learning and collaboration through its cutting-edge curriculum, innovative hands-on learning experiences, and leading faculty research, as well as conferences, mentorship, community and global outreach programs.

The CELInc. is supporting students, alumni and members of local community in initiating their start-ups and currently incubated 7 new startups which includes Siler Point, GoTech, BISM Consultants, Girls Choice Point, Desert Collection, Zariya Foundation, Shifa's Beauty Consultants. Incubated ventures are employing 16 individuals with total investment of rupees five hundred thousand. The CELInc. is also building an entrepreneurial ecosystem in the region and supporting community to initiate new businesses so that they can contribute innovation and employment for the social and economic development.

(A) Access to Funding Sources

Selected incubating company is guided for access to funding sources. In this regard, the CEL&Inc. identifies the financial needs of incubating company, identify the available sources and documentary requirements of the funding agency. Further, networking of incubated companies is created with financial institutions, donors, and angel financiers for promotion of the idea and business.

(B) Flexible Space

The CELInc. provides flexible office space of around 10 thousand square feet including reception services, shared meeting room, high speed internet access, product display, and seminar hall and business conducive environment.

(C) Shared Services

The CELInc. offers shared services to the incubated firms so that their operating expense can be reduced. The shared services include photocopier, meeting room, receptionist, videoconferencing, and store room, access to computers and like.

(D) Entrepreneurship Development Program

The CELInc offers different degree, diploma, certificates, workshops and seminars to the students, faculty and community to promote entrepreneurship culture and develop entrepreneurial skills.

(E) Entrepreneurship Development Projects

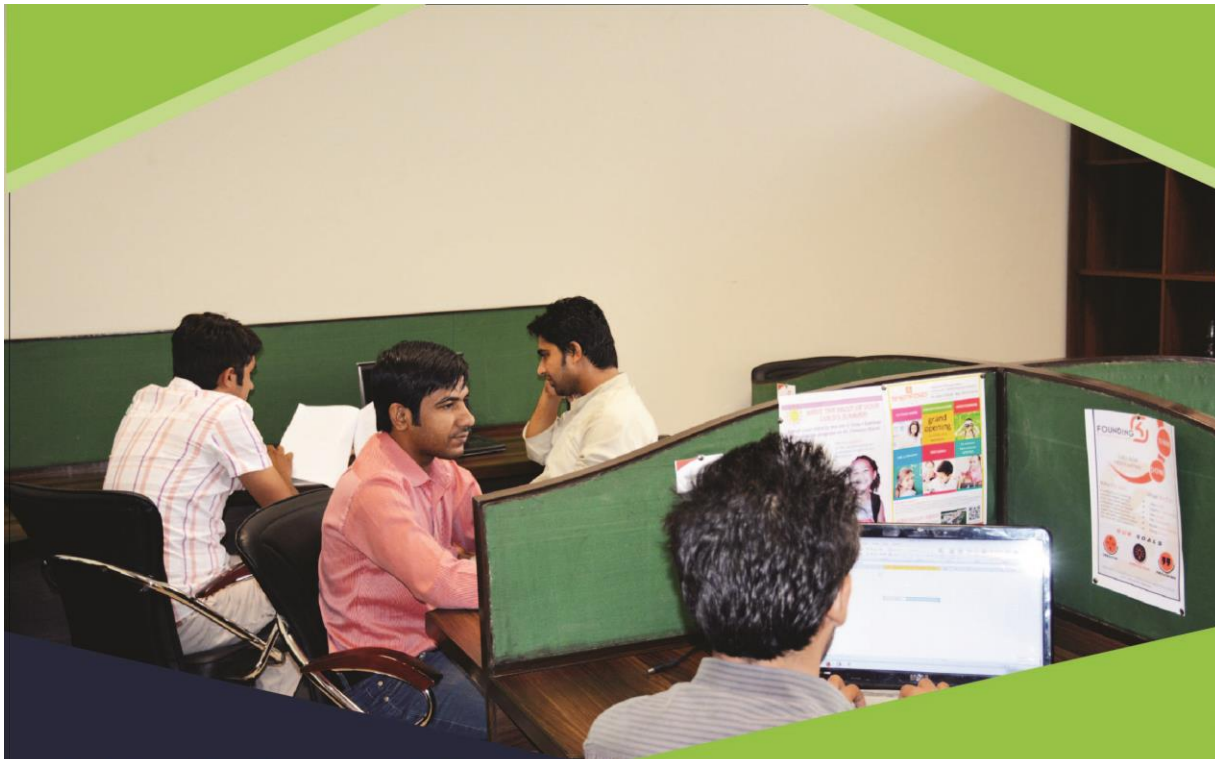
The CELInc. undertakes different entrepreneurial projects to develop the entrepreneur culture, to promote youth entrepreneurship, woman entrepreneurship, skill development and community development with different national and international organization.

New Ventures Incubated at CEL&Inc.

The CELInc. Incubated seven entrepreneurial ventures and are purely initiatives of alumni and students of Sukkur IBA. These firms not only generate revenues for themselves but are contributing jobs to the society. In year 2015 CEL&Inc. created sixteen new employments and are expecting six more companies this year and 15 new employment opportunities.

Incubatees at CEL&Inc.

S.No.	Business	Focal Person
1	Girls Choice Point (Boutique)	Miss. Lareb
2	GoTech (Software House)	Mr. Athar Hussain
3	BISM (Software House)	Mr. Jahanzaib Shah
4	Silver Point Communication (Software House)	Mr. Saleem Ahmed
5	Desert Collections (Social Enterprise)	Mr. Bharat Kumar
6	Zariya Foundation (Social Enterprise)	Ms. Aiman Tufail
7	Shifa's Beauty Consultant	Ms. Shifa Naz



Incubation of Social Enterprise at CEL&Inc.

CEL&Inc. initiated social enterprise incubation after MoU was signed with British Council two groups of students and staff of CEL&Inc. and faculty members were trained, after successful training incubated two social enterprises.

(a) Desert Collections

Desert Collections is a social enterprise initiative started by students of Sukkur IBA after receiving training from British Council about development of Social Enterprise. The idea focuses on empowering women from Thar Pakistan, by helping them in developing cultural products and getting those products access to the National and International Market.

(b) Zariya Foundation

It is a Charity-based Social Enterprise. The purpose of the foundation is to bring prosperity in lives of underprivileged class of Sindh in general and particularly Sukkur. Zariya Foundation collaborates with local businesses/organizations which are little or not involved in "Corporate Social Responsibilities". Zariya Foundation has a two-pronged business strategies. Firstly, it makes aware organizations about their role in society and the benefits of CSR related with the performance of the organization. As these organizations have some responsibility for the welfare of common people, also by doing CSR, they will be tax-exempted. Secondly, It gathers these funds to address issues in the society. The focus areas of foundation are education, health, women empowerment and capacity development.

MoUs Signed:

S.No.	University/Organization	Dated
1	Prime Minister Youth Skill Development Program	1/22/2016
2	Dice Foundation USA	12/11/2015
3	SZABIST Karachi	6/15/2015
4	Prime Minister Youth Skill Development Program	5/25/2015
5	Prime Minister Youth Skill Development Program	4/10/2015
6	HEC (SIYB)	1/22/2015

Competitions on Entrepreneurship and Innovation won by Sukkur IBA Students

Vocational course students stood 1st and 2nd in Accounting and General Electrician in National Skills Competition at Expo Center Karachi organized by NAVTTC on 02-03-2016.

Real Time Heart Monitoring in Top Three in All Pakistan DUHS-Dice Exhibition from 21to22-08-2015.

School of Visuals and Animation among 14 out of 300 and 4th in women business category in MIT Enterprise Forum of Pakistan from 12 to 14 November 2015 at Karachi.

Cultural Mash stands 2nd out of 70 in Dice 2015 national business plan competition @ UAF from 24 to 25 November 2015 at Faisalabad.

Schools of Visuals and Practical stands 1st in National Award of Innovation, organized by Pakistan Innovation Foundation on 9th of November 2015 at Islamabad.

Students Participation in National and International Competition:

S.#	Event	Organized by	Position
1	Pakathon Business Plan Competition	HEC & Pakathon	2 nd
2	All Pakistan Virtual University Business Plan Competition	Virtual University	N/A
3	DUHS-DICE Health Innovation Exhibition 2015	DICE and Dawo University	1 st
4	Two days Eid Exhibition	CEL&Inc. Sukkur IBA	N/A
5	MIT-USA at MITEFP-Business Accelerator Program	MIT USA	N/A
6	Dice 2015 Business Plan Competition	DICE and University of Agriculture Faisalabad	2 nd
7	Pakistan Innovation Awards 2015-Education	Pakistan Innovation Foundation	1 st

Students Participation in Trainings and Workshops

S.No.	Event	Organized by
1	WorkShop on "How to Write an effective Business Plan"	CEL&Inc. Sukkur IBA
2	Workshop on IT and Entrepreneurship	CEL&Inc. Sukkur IBA
3	UNIDO, Islamabad Office on Global Cleantech Innovation Program via video conferencing	UNIDO
4	Prime Minister Youth Skill Development Program	CEL&Inc. Sukkur IBA
5	HEC (SIYB)	CEL&Inc. Sukkur IBA

Faculty Development/Faculty Participation in Workshops and Seminars by CEL&Inc.

S.No.	Training/Conference/Event	Organizer	No. of Faculty
1	Dice Invent 2014	IBA Karachi	1
2	IT Entrepreneurship	CEL&Inc. Sukkur IBA	5
3	Youth Entrepreneurship (Seminar)	CEL&Inc. Sukkur IBA	3
4	Challenges for Entrepreneurial Leadership	IBA Karachi	3
5	Modern University Incubators	IBA Karachi	1
6	Start, Improve & Grow your Business	HEC	1
7	Bus. Model Gen.	IBA Karachi	1
8	Global Entrepreneurship Week nest Incubators Karachi by PASHA	Nest Karachi	10
9	IBA Karachi Incubators	Incubators IBA Karachi	10
10	Dot Zero Incubation	Dot Zero Incubation	10
11	Avari Towers	Social Enterprise	3
12	BBSHRRDB Karachi (Sindh Secretariat)	Know about Business and Soft Skills Workshop Training	2

Vocational Skills Developed for Employment

S.No.	Trainings	Start Date	End Date	Donors/Sponsor	No. of Students
1	Communiy Development Program Phase-I	15-09-2014	30-03-2015	Government of Sindh	172
2	Communiy Development Program Phase-II	01-04-2015	30-10-2015	Government of Sindh	171
3	PMYSDP Phase-I	25-10-2014	25-03-2015	PMYSDP and NAVTTC	250
4	PMYSDP Baluchistan Phase	14-10-2014	19-06-2015	PMYSDP and NAVTTC	50
5	PMYSDP Drop out Phase	24-03-2015	23-09-2015	PMYSDP and NAVTTC	50
6	PMYSDP Phase-II	15-08-2015	02-03-2016	PMYSDP and NAVTTC	225
7	BBSYDP-VI Round-III	03-11-2014	27-03-2015	BBSYDP	161
8	BBSYDP-VI Round-IV	02-04-2015	03-08-2015	BBSYDP	159
				Total Trained Students	1238



Chapter 18

Knowledge Center

Introduction to Knowledge Center

Library which we call 'Knowledge Center' at Sukkur IBA is a world class facility for students, researchers and academicians. Its mission is to support and augment academic and research efforts in the institute through innovative library services driven by technology and professional expertise.

State of the art technology tools are being utilized in the library for maximum facilitation of the users. Qualified and experienced staff of the library remains engaged in providing proactive library services to library users.

Sukkur IBA library houses a collection of 37000 print books and more than 20000 electronic books are also accessible across the campus through various databases. The library subscribes to more than 30 print journals. More than 4400 electronic journals are accessible across the campus. The access to a number of journals and electronic books has also been made possible through Higher Education Commission (HEC) Digital Library.

Keeping in view the needs of library users, diverse library services are initiated. These include borrowing of library material, pre check-out reservations, reference services, readers services literature searching, Online Public Access Catalogue (OPAC), helpdesk services, online renewal, inter library loan, electronic document delivery, table of contents services, multimedia services, plagiarism management, citation management, back of book index service etc.

Collection at Knowledge Center

Print & Electronic Books

Library has a collection of more than 37,000 books in print format. These books are on a variety subjects catering to needs of students, researchers and faculty members. More than 20,000 electronic books have been made available to the users. The access to half of the electronic books is facilitated by Higher Education Commission of Pakistan. Remaining electronic books are the property of Sukkur IBA library and it is permitted that these books be used by adhering to copyright laws.

Periodical Collection

Library subscribes to more than 30 print journals, whereas an access to more than 4400 electronic journals is also available through various online databases. The library owns a periodical section which displays the latest journals, magazines and

newspapers. In this section, comfortable sofas along with the cozy environment are also provided for disturbance-free reading. Library also subscribes to five national and one International newspaper. Dawn, The News, Business Recorder, Jang, and Express are the national newspapers whereas The international Financial Time is also being subscribed by the library. Further, Kawish, a Sindhi newspaper is also a part of library's newspapers subscriptions.

Donated Collections

Library welcomes unconditional donations. A number of book donations has been received and are processed to make them ready for users. The major donated collections include more than 5500 books with diverse subject coverage from Syed Shah Muhammad Shah and a very good collection of books from worthy Director Sukkur IBA, Mr. Nisar Siddique. In order to acknowledge these donations Riaz Siddiqui and Shah Muhammad Shah corners are established in the library.

Depository Collection

Sukkur IBA library is a depository of Asian Development Bank. The publications of ADB are placed in separate section after essential processing. The collection contains statistical information sources along with report regarding business, industry, socio economic aspects of Asian nations etc.

CD/DVD ROMs

Sukkur IBA library has more than 380 CDs and DVDs. This educational material can be utilized within library premises. For this purpose, multimedia centre is equipped with latest technologies.



Electronic Databases

Library is providing IP based access to electronic resources through online databases. Below mentioned databases can be accessed across the campus:-

American Society of Agricultural & Biological Engineers (ASABE)

<http://www.asabe.org/>

This is an educational and scientific organization providing access to 3 journals. Subject content covers advancement of engineering applicable to Agricultural, Food, and Biological Systems.

Association of Computing Machinery (ACM)

<http://www.acm.org/publications/>

The ACM contains full-text from 28 ACM Journals and Transactions, 10 ACM Magazines, over 40 ACM Special Interest Newsletters, 15 non-ACM journal and publications and over 100 annual conference proceedings. Content strengths include all areas of Information Technology, with full archival content for all ACM publications.

eBrary

<http://site.ebrary.com/lib/ibas>

eBrary offers a wide variety of content across many subject areas, especially in business and social science. It acquires integrated collections of eBooks and other content. ebrary continues to add quality eBooks and other authoritative titles to their selection from the world's leading academic and professional publishers.

Edinburgh University Press

<http://www.euppublishing.com/>

Edinburgh University Press publishes over 30 journals across a range of disciplines in the humanities and social sciences.

McGraw-Hill Collections

Sukkur IBA library subscribes to following McGraw-Hill Collections:-

McGraw-Hill's Access Science

<http://www.AccessScience.com>

This collection is highly recommended for all science users from high school through college, as well as users in large libraries. It contains full text and illustrations of McGraw-Hill Encyclopedia of Science and Technology. The database also contains 8,500 Encyclopedia and Research Update articles by leading researchers, including Nobel Prize winners, 100,000+ terms from Dictionary of Scientific and Technical Terms, 14,000 illustrations plus animations and image galleries and 65,000+ hyperlinked cross-references.

McGraw-Hill's Access Engineering

<http://www.accessengineeringlibrary.com/>

ACE currently includes 274 titles. It is focused around 14 major areas of engineering. Access Engineering features a new taxonomy book view offering comprehensive coverage and faster title-by-title access to engineering collection. In addition, the McGraw-Hill Dictionary of Engineering includes all search pages. It is easy and effective search or topical browsing.

Project Muse

<http://muse.jhu.edu/>

Project MUSE provides access to 430 full-text journals from 108 publishers in humanities and social sciences. MUSE pricing meets library needs around the world.

Springerlink

<http://link.springer.com/>

SpringerLink provides access to 503 full-text Springer-Verlag Journals and 738 full-text journals formerly published by Kluwer Academic Publishing, one of the world's leading information services for Science, Technical and Medical journals.

Taylor & Francis Journals

<http://www.tandfonline.com/page/looking-for-something>
Taylor & Francis has grown rapidly over the last two decades to become a leading international academic publisher. It provides access to more than 1000 journal titles in a full range of disciplines.

Wiley-Blackwell Journals

<http://onlinelibrary.wiley.com/>
Wiley-Blackwell online database contains over 1,234 journals in science, technology, medicine, humanities and social sciences.

Lending Services

Every student at the time of admission and every staff and faculty member at the time of appointment becomes the member of the library. However, they need to fill in library form and verify their information for library systems. All library members can borrow library material as per their borrowing privileges. State-of-the-art system is being employed for efficient lending services. Users can renew and reserve books online.

Inter Library Loan

Besides other services, the library is also providing inter library loan services for its users. If a book or other library material is not available at Sukkur IBA library, it is borrowed from other libraries locally and abroad and is provided to the users.

Literature Searching

If a user is unable to search his/her required material from library electronic collection, library staff facilitate the user in searching his/her required stuff.

Wi-Fi Connectivity

Library is a hot-spot. Users can access internet on their laptops and other mobile gadgets in the library

Multimedia Service

Library has a fully equipped multimedia center. The center provides viewing of audiovisual material on the latest viewing devices. It also provides space and computers to access library's digital and online resources.

Plagiarism Prevention Services

Library is a focal point for the use of Turnitin. A software is being utilized to identify similarities between documents and prevent plagiarism. We offer trainings for faculty and students of the university to effectively use Turnitin to desist from plagiarism.

Citation Management Services

Library subscribes to and has also identified free citation management softwares. We offer hands-on trainings to enable faculty and researchers to use them effectively in their research work.

Table of Contents Service

Table of Contents (ToC) service aims at providing latest table of contents of subscribed journals to those who have requested to receive the same. ToCs are provided in desired format i.e. soft or hard. To register your request for ToC, please contact library circulation desk.

Book Bank

A book bank has also been established in the library. Course related materials are kept in the book bank. Users can borrow the material from library for a limited time period and that can only be used within library premises.

Integrated Library Management Systems

Library at Sukkur IBA is utilizing a state-of-the-art integrated library management system i.e. VIRTUA. It is an industry standard software and is being utilized by many libraries of developed countries. RFID based security and shelf management system has also been installed to facilitate library users and staff. We feel proud that we are the first library in Pakistan where 3M RFID system is integrated with VIRTUA (Integrated Library System) in true sense. For the facilitation of users, a drop box has also been installed where they can self-check-in their borrowed items during library hours as well as when the library is closed.

Chamo is Online Public Access Catalogue (OPAC) of the library. This is available at local network as well as on World Wide Web. So with the help of this application, library catalogue can be accessed anywhere on internet. Every user of the library can create his/her account and take benefit of library services remotely.

Users can view their borrowed items, overdue items, and fines. They can renew their borrowed items by logging in their library accounts. They can also reserve those library items which are not already reserved by anyone. Chamo (web OPAC) gives the freedom to users to write reviews about a particular information source and refer library items (books etc.) for other library users.

Multimedia Center

Library also has a multimedia center which is located on the first floor of the library building. The collection of centre includes latest multimedia resources which help library users in their studies. This centre is equipped with the technologies which enable users to utilize the multimedia resources.



Chapter 19

Green Office Initiative

Introduction

Sukkur IBA, in collaboration with WWF Pakistan started “Green Office Initiative”. The aims of the program are to create awareness among the Sukkur IBA community to reduce their burden on the environment, slow down climate change by reducing carbon emission, achieve savings and to increase the sustainability of the institute more environment friendly by continuous efforts for reduction on environmental burden and the use of natural resources in a positive manner.

Sukkur IBA has initiated a Green Office/Campus initiative. The purpose of Green Office/Campus initiative is to create friendly environment and to make our office greener. Green campus means the building that uses the less usage of key resources such as energy, water, materials and land more efficiently than buildings erected simply to building code.

Sukkur IBA has wide sustainability principles and is committed to reducing its Greenhouse Gas (GHG) emissions. Green (or environmentally sustainable) buildings contribute to improved health, comfort and productivity of their residents by utilizing more natural light and promoting better air quality.

Green Practices are helpful to:

- Pollution reduction
- Resource Conservation
- Energy conservation
- Reducing consumption and waste
- Protecting earth’s ecological balance
- Healthy environment

Green Office in Sukkur IBA

- Sukkur IBA has a set of institute wide sustainability principles and is committed to reducing energy cost.
- Sukkur IBA implemented green building concept by providing double leaf cavity wall with a polystyrene sheets (jambolan) in between the cavity walls and also in roof top. The buildings are designed by providing enhanced circulation area, double leaf cavity walls and large aluminum windows.
- This program provides real solution, and the tools and

resources we need to implement them.

- It also provides a fun, competitive way for our office to build community and gives us a way of celebrating our accomplishments.



Sukkur IBA is focused on the following conservation categories:

1. Energy
2. Recycling
3. Waste reduction
4. Publications
5. Events and meetings
6. Transportation
7. Tea rooms and pantry
8. Purchasing
9. Participation
10. Seminar and workshop

Basic Objectives:

- Reduce: Use of energy and paper at the workplace
- Reuse: Paper waste
- Recycle: Paper and waste – Save as much as possible, recycle paper, glass, bottles & packs
- Communicate: Gaps, Latest Techniques, Advantages, Issues, and Solutions
- Engagement: Meetings, emails, stickers, intranet portal and discussions.

Stickers for reminder:

Stickers have been designed as reminding the efficient use of natural resources, such as electricity, water & paper consumption.



Two separated bins have been designed for properly dumping the organic and inorganic waste.



T-Shirts have been designed for green and clean campaign at Sukkur IBA.



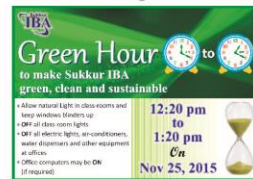
Recycling Contest 2015

Sukkur IBA has always taken initiatives to foster creativity among students; keeping up with the same tradition this year Sukkur IBA organized Recycling Competition on 8th October 2015 for students. The purpose of that event was to analyze the creativity of students and how they could make creative products by using already used material. The event went very successful and achieved the objectives. As recycling is the practice of reusing items that would otherwise be discarded as waste. Students from various departments participated in the event. Criteria for the competition were defined according in line with objectives. Students brought used raw material (used products)

of their own choice, one hour time duration was given to them for making the products. There were 28 groups consisting of 4 members per group. Everyone was enthusiastic and interested while making the products. Hence they made products like robot, tables, house, wall-clock, chair, and decoration box etc. All participants made the products within an hour. They kept their products on the stage with their group name plate, and then one by one each group was called on the stage to briefly define the purpose and usability of their products. The first, second and third position holders were awarded with cash prizes amounting to Rs 8000, Rs 6000 and Rs 4000 respectively, while all participating groups were given certificates.

Green Hour

Sukkur IBA celebrated “Green Hour” between 12:20 PM to 1:20 PM. Whole Sukkur IBA community participated and cooperated in that event. Green Hour provides an opportunity to think again on ways to reduce the environmental footprint by taking proactive steps to save our planet. Sukkur IBA believes in training the employees and public at large for their responsibility to reduce the carbon footprint and providing a healthy and better life to the next generations.



Earth Hour Celebrated at Sukkur IBA

Earth Hour is a global campaign to promote energy conservation for the mitigation of climate change and global warming. It invites governments, business, communities, men, women and children everywhere to turn off their lights for one hour to show that they care about the planet. Earth hour is celebrated by almost 70 million people, in 7000 cities, towns and municipalities participating across the globe; WWF has been observing Earth hour for the last 6 years. Sukkur IBA observed Earth Hour at the campus. Large number of students, staff and faculty members participated in the event. All lights were switched OFF from 8:30 PM to 9:30 PM.



Earth Day Celebrated at Sukkur IBA

Earth day was celebrated on 22 April 2015 to make Sukkur IBA clean and green campus. The purpose of celebrating Earth day was to create awareness among young generation about the wonderful elements of nature, while educating them about the problems faced by our environment and to learn about the environment and accurately identify environmental issues and solutions.

Environmental Impact of Green Office Initiative: Reducing carbon

Emission

1. Insulation of Walls (with jambolan sheets)

Sukkur IBA is located in a very hot region, where temperature remains above 50 Centigrade for eight months, so the buildings are designed by providing enhanced circulation area, double leaf cavity wall system (outer double walls having cavity in between) in the building infrastructure, that cavity is filled with jambolan sheets, in order to reduce the heat impact inside the building. Jambolan sheets (Polystyrene product) are 8ft by 4ft in size and 2 inch thick.

2. Insulation of Roofs (With Insulation Tiles)

(CCTile + LightWeight Cellular Concrete +Thermo Pore)

Matrix Company in association with Concrete Measures has developed new lightweight insulation roof tile made from a combination thermo pore and cellular concrete also known as aerated concrete.

Composite roof insulation tile provide following benefits

- 1.Excellent finish in a variety of cement color finish and terrazzo finish
- 2.Double insulation of cellular concrete and thermo pore.
- 3.Lightweight
- 4.Absorption less than 2%
- 5.Concrete compressive strength, approximately 3500 psi.
- 6.Micro reinforcement with high strength synthetic fiber.

Details of Roof Tiles are as follows:

1. Tiles Size: 300 * 300* 500 mm, 200*200*50 mm.
2. Cellular Concrete Density: 1500 kg/m³ , approximately
3. Thermo pore Density: 16 kg/m³ approximately
4. Thermo pore Thickness: 25 mm approximately

Reducing Wastage

Our aim is to separate all the reusable waste from waste material. Thus, we are implementing the recycle and non-recycles bins for supporting the environment, and using reusable cups instead of disposable ones in the office.

Sukkur IBA has a set of Institute-wide sustainability principles and is committed to reduce paper consumption by implementing the Oracle software, CMS and LMS (Campus Management System and Learning Management System). For maintaining the whole record of students, online attendance is taken and through this software results are being generated systematically and announced with less consumption of paper, and initiating the Enterprise Resources Program. Through the enterprise system we are implementing the recruiting process, leaving process, and maintaining the record of payroll of employees.

Solar System at Administration Block

The solar system is installed at Administration block at Sukkur IBA is of 10.5 KW hybrid power systems, with 5 KW back up. The specification of this system covers the supply of Photo Voltaic Solar Systems that will be operating in conjunction with a D.C. generating set and the associated Solar Inverter to provide necessary A.C. power supplies to Administration Block.



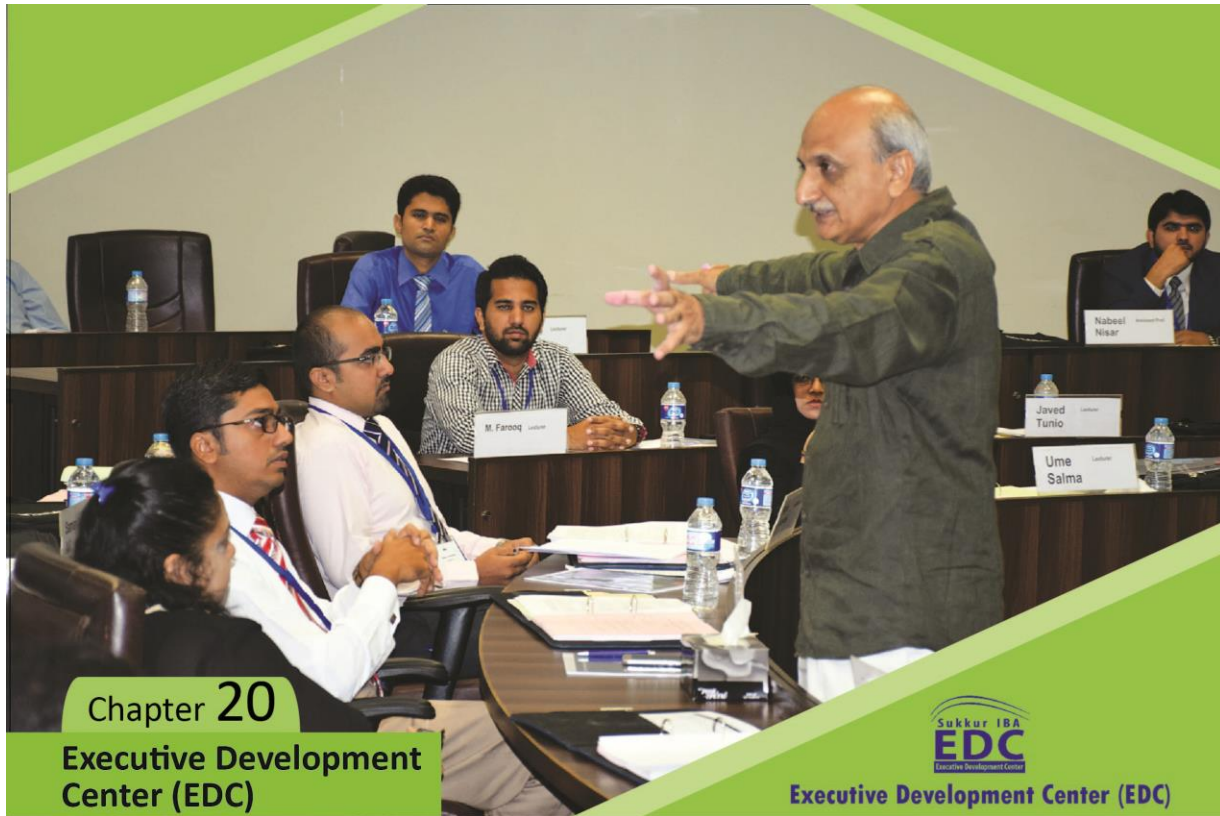
Annual Network meeting WWF-Pakistan

WWF's Green Office network meetings are aimed at bringing the corporate giants at one platform and share insights on energy efficiency and functionality within offices, unveil smart energy devices and discuss practical implementation and feasibility of alternate and renewable energy sources of offices.

WWF – Pakistan conducted its third annual network meeting of the Green Office (GO) on 10th September 2015. The theme for this year's event was "Sustainable Waste Management". The meeting was attended by the current WWF-Pakistan Green Offices as well as potential corporate entities. The aim of the meeting was to bring GO certified companies together on one platform and give them awareness regarding waste management in their offices. Certificate of achievement was awarded to Sukkur IBA for 18% reduction in waste generation in year 2013-2014 amongst all other Green Office network corporations.

Conclusion

Sukkur IBA is more environmentally conscious and aware of its surroundings. We focus on the green, clean and healthy environment and maintain our growth, while analyzing climate change impact by reducing carbon emission. Sukkur IBA has critically analyzed the impact of decision on environment that our policy, producers and initiatives should have make environment green and clean. To reduce the impact of green house emission on the environment we continue to make efforts by using latest technology to ensure that our newer facilities are more eco-efficient.



Chapter 20 Executive Development Center (EDC)



Executive Development Center (EDC)

Introduction

To assist the business organization by consultancy, Sukkur IBA established The Executive Development Center (EDC) in 2013, whose aim is to provide technical and managerial skills development training to corporate sector employees as well as public sector employees.

The Executive Development Center (EDC) offers Executive programs for public sector, nonprofit sector and private sector executives, organizes customized courses for the corporate clients and holds short courses/trainings on emerging issues and themes for those engaged in business. The Executive Development Center (EDC) aims at helping organizations gain a competitive advantage by developing their most important resource - their workforce. It is a nucleus for activities designed to enhance organizational effectiveness through training and developing professionals in various disciplines and equipping them with the tools and knowledge to improve their managerial skills. The programs offered are designed to strengthen the participants' leadership skills with a focus on personal development, productivity improvement and strategic thinking. The Center specializes in executive education and management development activities through open-enrollment courses, client-specific customized programs and consultancy.

Team EDC

Sukkur IBA Executive Development Center is being run by very exceptional and commendable team under the outstanding supervision of Director Sukkur IBA, Mr. Nisar Ahmed Siddiqui.

Dr. Altaf Hussain Samo
Director EDC / Assistant Professor

Sayed Kamran Ali Shah
Training Coordinator EDC

Abdul Wahid Shaikh
Admin Officer EDC

Rahatullah Khan
Marketing Trainee Officer EDC

Training Portfolio

Sukkur IBA Executive Development Center has conducted numerous trainings on different topics in the period July 2014 to June 2015. Some of these trainings were customized for our clients and some trainings were awarded as project based. Sukkur IBA Executive Development Center conducted trainings for their following clients in the period of July 2014 June 2015.

1. USAID Funded ASP-LUMS Trainings
2. Sindh Elementary Teachers Training Project CIDA
3. International Relief Development Organization (IRD)
4. Sui Southern Gas Company Limited SSGC
5. Engro Foods Limited
6. Tariq Nazir & Company

Sukkur IBA EDC has conducted training in-collaboration with the USAID funded Assessment and Strengthening Program This training program was part of an MOU signed by ASP-LUMS with three academic institutes to increase the capacity of the partnering institutes and expand the reach of ASP-LUMS all over Pakistan.

Sukkur IBA EDC has conducted trainings for education managers of Sindh in-collaboration with Sindh Elementary Teachers Training Project Canadian International Development Agency (CIDA) Government of Sindh.

Sukkur IBA has conducted trainings for education managers of Sindh in-collaboration with International Relief Development Organization (IRD) for Sindh Community Mobilization Program. Trainings were conducted at Karachi, Larkana, Jacobabad, Dadu and Sukkur.

Following training has been conducted from the platform of EDC.

S.No.	Training	Date	Beneficiary	Venue
1	12-Day Capacity Building Training of Education Managers of Sindh Phase-I	October 13-25, 2014	60 DEOs, ADEOs, HMs, Lecturers and Principals of Government of Sindh	Sukkur IBA
2	12-Day Capacity Building Training of Education Managers of Sindh Phase-II	October 20 November 01, 2014	60 DEOs, ADEOs, HMs, Lecturers and Principals of Government of Sindh	Sukkur IBA
3	Leadership & Decision Making Training	October 18, 2014	Executives of Tariq Nazir Company	Sukkur IBA
4	12-Day Capacity Building Training of Education Managers of Sindh Phase-II	November 24, 2014 & December 06, 2014	120 Lecturers and Assistant Professor of TTIs	Sukkur IBA
5	ASP-LUMS Training on HR Management	November 17-21, 2014	Operational Executives of CSOs and GoP Departments	Sukkur IBA
6	3-Day Short Course Training on Mentoring & Coaching, Teaching Skills & Class Room Management	December 08-17, 2014 (3 Groups)	300 PSTs and JSTs of Government Schools of Sindh	Sukkur IBA
7	3-Day Short Course Training on Mentoring & Coaching, Teaching Skills & Class Room Management	December 18-20, 2014	60 Lecturers and Assistant Professors of TTIs	Sukkur IBA
8	One Day Leadership and Decision Making Training	December 19, 2014	Executives and Engineers of SSGC	Sukkur IBA
9	3-Day Training on Girls Enrollment, Community Involvement and EMOs	January 08, January 28, 2015 (11 Groups)	Education Managers of Sindh for IRD Project	Sukkur, Karachi, Larkana, Jacobabad and Dadu
10	The Success Series Module	January 26, 2015	Engro Foods Limited	Sukkur IBA
11	Assurance of Learning Seminar Phase-I	February 8-9, 2015	200 PSTs, JSTs, Lecturers and Assistant Professor of Sindh	Sukkur IBA
12	Assurance of Learning Seminar Phase-II	February 14-15, 2015	200 PSTs, JSTs, Lecturers and Assistant Professor of Sindh	Sukkur IBA
13	Assurance of Learning Seminar Phase-III	February 22-23, 2015	200 PSTs, JSTs, Lecturers and Assistant Professor of Sindh	Sukkur IBA



S.No.	Training	Date	Beneficiary	Venue
14	Assurance of Learning Seminar Phase-IV	April 17-18, 2015	200 PSTs, JTs, Lecturers and Assistant Professor of Sindh	Sukkur IBA
15	Assurance of Learning Seminar Phase-V	April 29-30, 2015	200 PSTs, JTs, Lecturers and Assistant Professor of Sindh	Sukkur IBA
16	ASP-LUMS Procurement Management Training	June 01-05, 2015	Operational Executives of CSOs and GoP Departments	Sukkur IBA
17	Leadership and Decision Making Seminar Phase-I	June 08-09, 2015	100 DEOs, ADEOs, Lecturers and Assistant Professor of Sindh Education Department	Sukkur IBA
18	Leadership and Decision Making Seminar Phase-II	June 10-11, 2015	100 DEOs, ADEOs, Lecturers and Assistant Professor of Sindh Education Department	Sukkur IBA

Training Topics

Trainings were conducted on different topics identified by Sukkur IBA for their clients. Following were the topics covered in different training programs.

1. Leadership and Decision Making
2. Team Work
3. Mentoring & Coaching
4. Procurement Management
5. HR & Administration
6. ICT
7. ICT in Education
8. Financial Management
9. Monitoring & Evaluation
10. Quality Education
11. Blooms Taxonomy
12. Professional Ethics
13. English Language Teaching Skills
14. Class room Management
15. Girls Enrollment
16. Community Involvement
17. Education Management Organization
18. Assurance of Learning
19. Effective Pedagogy
20. Internal Control and Internal Audit
21. Project Planning Issues and Challenges
22. Government Procurement
23. Learning Assessment
24. Motivation and Performance
25. Problem Based Learning
26. Communication & Presentation Skills

Faculty Involved

Sukkur IBA top faculty were involved in conducting this training program. Following were the faculty involved and their expertise in particular training program.

S.No.	Faculty Name	Designation	Expertise
1	Prof. Nisar Ahmed Siddiqui	Director, Sukkur IBA	Leadership, Blooms Taxonomy, Assurance of Learning
2	Dr. Sher Muhammad Daudpota	Assistant Professor/ Director-QEC, Sukkur IBA	Assurance of Learning, ICT and Quality Education
3	Dr. Zulfiqar Ali Memon	Assistant Professor	ICT
4	Dr. Abdul Rehman Soomrani	Associate Professor	ICT
5	Dr. Irfan Ahmed Rind	Associate Professor	Communication, Leadership, Teaching Pedagogy, Learning Assessment, Problem Based Learning
6	Dr. Ghulam Ali Arain	Assistant Professor	Leadership and Human Resource Management
7	Dr. Fida Hussain Chang	Assistant Professor	Girls Enrollment, Community Involvement & EMOs
8	Noor Hussain Shar	Assistant Professor	Girls Enrollment, Community Involvement, Blooms Taxonomy & EMOs
9	Ali Gohar Chang	Principal IBA-Public School Sukkur	Girls Enrollment, Community Involvement & EMOs
10	Muhammad Farooq Memon	Lecturer	Supply Chain, Procurement and Human Resource Management
11	Umedullah Memon	Lecturer	Human Resource Management
12	Ali Raza Mangi	Lecturer	Decision Making and Human Resource Management
13	Hyder Ali Khuwaja	Assistant Professor	Financial Management
14	Abdul Khaliq Daudpota	Assistant Professor	Financial Management and Assurance of Learning
15	Sajjad Mahesar	Assistant Professor	Financial Management and Assurance of Learning
16	Nahida Majeed	Lecturer	ICT
17	Kamran Hyder Malik	Lecturer	ICT in Education
18	Irshad Nazir	Assistant Professor	ICT

S.No.	Faculty Name	Designation	Expertise
1	Raheel Memon	Lecturer	ICT
2	Ishfaque Ahmed Abbasi	Assistant Professor	Communication & Presentation Skill, English Teaching Skills,
3	Surhan Fatima	Lecturer	English, Communication & Presentation Skills
4	Mehmood Ahmed Dool	Assistant Professor	Class Room Management and Problem Bases Learning



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