



From a Small **PLANT** to a  
**FRUIT** Bearing Tree



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## Vice Chancellor's Message

Sukkur IBA University has always promoted the culture and innovation since its beginning and initiatives like the establishment of first Bloomberg financial trading lab, Fabrication Lab, writing center, Mathematic Resource Center and other state-of-the-art learning facilities are the embodiment of this culture. We also have established modern Behavioral Lab and Block Chain Innovation Center to improve the skills of our students and to make them ready for the future.

Sukkur IBA University believes in inclusiveness and understands that we cannot grow and develop invidiously, with inclusiveness in education, we make a humble contribution to the national development through offering education opportunities to underprivileged. Through our signature Sindh Talent Hunt Program, the university inducts 300 students from Sindh and through OGDCL National Talent Hunt Program, every year we recruit approximately 300 students from across Pakistan having poor financial and academic background. Such students are imparted quality education which will ultimately uplift these students' own and family lives.

Establishment of Community Colleges and new campuses at Kandhkot and Khairpur is another effort of inclusiveness. Offering Summer Science Camp annually and Establishment of Science and Technology Bus is also an effort to promote science through inquiry-based teaching pedagogy among students studying at government schools in rural areas of Sindh.

To ensure the institute of sustainability and self-reliance in terms of its trained human resource, we invest enormously on Faculty Development Program and Staff Trainings. So far, over 76 faculty members have completed their Ph.D. Programs from abroad and have returned to serve alma-mater, In continuation to this, over 91 faculty members are currently pursuing their MS and PhD Programs in top foreign Universities which are fully sponsored by the Sukkur IBA. Dedicated HRD office also plans staff capacity building programs.

In order to National recognition and achieve global excellence, Sukkur IBA University not only has accredited its program from National Accreditation bodies but has taken a leap forward by acquiring membership and accreditations from International bodies. The University is constantly working to extend international linkages by signing MoUs with international universities.

As an important member of this prestigious institution, I feel extremely delighted with these developments taking place in academic, research, teaching and scholarship. This report presents the essence of these with key facts and highlights of the year 2017-18. To know more about how this struggle is actually taking place and what have been achieved so far, I encourage readers to go through this report further.

**Prof. Nisar Ahmed Siddiqui**  
Sitara-e-Imtiaz  
Vice Chancellor  
Sukkur IBA University

## Executive Summary

Annual Report 2016-17 presents the glimpse of academic, non-academic and strategic achievements of the institute in a span of 12 months starting from July 2017 to June 2018. This year, at Department of Business Administration, students participated in 5 different competitions nationwide. Department also received eligibility of accreditation from AACSB and soon a dedicated mentor will be assigned by the AACSB, The Business department also maintained the highest "W" category from HEC led NBEAC. Computer Science (CS) students participated in 4 different academic competitions across Pakistan, and department secured "W" category from HEC led NCEAC. Establishment of Fab Lab and Block Chain innovation center are other important initiatives taken under the umbrella of this department. Engineering Department organized international Conferences and workshops to promote the spirit of innovations and research. The IEEE student branch was honored with the award of "Most Happening and Active Branch" all across Pakistan. Department of Mathematics organized 2 events i.e. Blockchain training workshop and Mathematics Gems Contest, with supervision of thesis defended by the seven MS scholars. Department of Education also remained the active in national and international events, activities and student achievements. More than a dozen students represented department at various national and international platforms presenting papers, attending exchange programs and achieving distinction in academic competitions. Department also enhanced its linkages with universities in China, completed four external education-related projects and over dozen research publications through faculty.

This year, Sukkur IBA put an emphasis on continuous improvement in teaching quality and research addressing challenges faced by the local and national industry. Office of Research, Innovation and Commercialization (ORIC) has been established with sole purpose of promoting research on campus and assist local industry through conducting



research projects. ORIC also published a bi-annual 'Sukkur IBA Journal of Management and Business' (SIJMB), which is peer reviewed and multidisciplinary academic journal with around 20% acceptance rate. Publication of a bi-annual and peer-reviewed journals named 'Sukkur IBA Journal of Computing and Mathematical Science' and 'Sukkur IBA Journal of Economics and Finance' were other initiatives undertaken to promote research on emerging issues of IT, Maths, Economics and Finance. Publication of a bi-annual and peer-reviewed journals named Sukkur IBA Journal of Emerging Technologies (SJET). The SJET provides invaluable source of information and enables the interested researchers to access the original information they are seeking. Economics and Finance have always been significant contributing fields in developing economies to cater the needs of research dissemination and promotion in these fields; ORIC has initiated the specific journal namely Sukkur IBA Journal of Economics and Finance (SIJEF). Two issues were published of SIJEF. This year Sukkur IBA Faculty made scholarly publications in 60 impact factor journals, 78 Conference Publications, 27 ISI index journals and 37 papers in other HEC recognized journals. More than 15 seminars/trainings were organized pertaining to Quality Assurance. Adding to the quality among teaching faculty, 28 faculty members were sent abroad to pursue MS and PhD programs in foreign universities. Under Faculty Development Program, more than 850 employees of Sukkur IBA University attended different Learning & Development programs in 2017-18

Cultivating lasting relationship with industry for student placement, internships, financial aid and research collaboration was another important priority during year 2017-18. Career Development Center (CDC), University Advancement Office, ORIC, Marketing and other related departments played their part in creating these connections and bridging gap between two stakeholders.

In current fiscal year, CDC arranged 200 internships for enrolled students. It also hosted mega job fair in which 40 industry partners participated; Placement Office hosted over dozens of companies' campus drives for graduating batches. National Talent Hunt Program, an initiative through OGDCL funding, selected 320 students on fully-funded scholarship from all provinces of Pakistan. The University's Financial Aid department spent around Rs. 200 Million on students financial assistance

Sukkur IBA also included District Montessori School Shaikarpur and Public School Shahdatkot in its network of community colleges. This year also hosted a score of on-campus curricular and extra-curricular events like Global Village, ICBE 2018, iCoMET 2018, 5th Convocation, etc. through SISC and other platforms. CELInc. incubated 3 new startups in its portfolio, whereas 6 startups also graduated the same year.

## Chapter 1

# Academic Activities

Department of Business  
Administration

Department of Computer  
Science

Department of Mathematics  
and Social Sciences

Department of Education

Department of Electrical  
Engineering



## Chapter 01 Business Administration

### Mission

Department of Business Administration strives to serve community by imparting research oriented knowledge. We aim to develop and sustain a meritorious culture of continuous improvement that encourages leadership, entrepreneurial capacity, and ethical consciousness in our graduates to flourish and contribute meaningfully to society.

### Academic Programs

The programs offered in Department of Business Administration

#### 1. Bachelors Program:

- BBA (Hons)
- BBA - Agribusiness
- BS - Accounting & Finance

#### 2. Masters/Graduation Programs:

- MBA
- MS (Management Sciences)
- PhD (Management Sciences)

### BBA

The mission of BBA program is to enhance intellectual and professional competencies by imparting knowledge through a meritorious culture that encourages critical thinking, active learning, ethical consciousness and global awareness. It is a four-year program divided into eight semesters with total 141 credit hours. It currently offers specialization in three areas- Finance, Marketing, and Human Resource Management.

### BBA (Agri-Business)

The mission of BBA (Agribusiness) program is to develop agriculture management competencies in graduates by imparting knowledge through a meritorious culture that encourages critical thinking, active learning, ethical consciousness and global awareness. It's a four-year program divided into eight semesters with total 141 credit hours. The program is mixture of both agriculture and management skills in which students will study two years at Sukkur IBA and two years at University of Agriculture, Faisalabad.

### BS (Accounting & Finance)

The mission of BS (A&F) program is to inculcate accounting professional competencies in the graduates by imparting knowledge through a meritorious culture that encourages critical thinking, active learning, ethical consciousness and global awareness. It is a four-year program comprising 126 credit hours. The Curriculum offers the blend of courses that will help the students in pursuing the professional qualifications like CA, ACCA, ICMA and CIMA. The graduates of this program are prepared for careers in auditing, corporate accounting, management, consulting, government, not-for-profit Organizations and taxation.

### MBA

The mission of MBA program is to involve students in active and evidence-based learning process to develop managerial skills and abilities, leading them to be ethically conscious business leaders. The two-year MBA program comprises 60 credit hours. The program's teaching methodology is primarily Case Study Method. In the last semester of program, students work exclusively on consultancy projects to reorient and restructure the assigned organizations, whereas in the first three semesters, students are put in to local and international case situations to take strategic decisions in classroom.

### MS in Management Sciences

In this program, Sukkur IBA offers specializations in Human Resource Management, Marketing, and Finance. The program spreads over four semesters i.e. Minimum of two years' time period and maximum duration is 4 Years for completion of degree. The prime objective of this program 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.

### Ph.D. in Management Sciences

Our Ph.D. program mainly focuses on four diversified fields of business management in the areas of HRM, Finance, Entrepreneurship and Marketing. In this program, students have to take four elective courses and two seminars in their areas of specialization. The students will choose the electives on the recommendations of the supervisor that will be offered to students on the very first day of admission.



### Accreditation of Programs

1. Advanced Accreditation Collegiate Schools of Business (AACSB) is an international accreditation ensuring the highest standards of education in business schools world-wide. Institutions that earn this accreditation, must conform to their commitment to quality and continuous improvement through a rigorous and comprehensive peer review.

Sukkur IBA has been a member of AACSB ever since it opened its Asia-Pacific Office in 2009. Sukkur IBA submitted its eligibility application in 2017 and AACSB accepted it and assigned mentor to submit iSER by August 2019. The AACSB accreditation team is working on it.

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 institutions. It requires a program to meet certain defined standards or criteria.

Our business programs are accredited by this prestigious council with "W" category, the highest category offered by NBEAC.

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. Sukkur IBA is a member and is process of its accreditation.

### Research work & Publication 2017 - 18

#### IM F HEC "W" Category 2018

Sr. No.	Sukkur IBA Contributor	Title	Journal Name	Vol	Issue	Impact Factor	Indexing	Page From	Page to	Publication Year
1	Dr. Waqar Akram	Willingness of rural communities to adopt biogas systems in Pakistan: Critical factors and policy implications	Renewable and Sustainable Energy Reviews	81	2	8.05	ISI	3178	3185	2018
2	Dr. Sheraz Rajput	Inequality and the composition of taxes	International Tax and Public Finance	25	4	0.967	ISI	1001	1028	2018
3	Dr. Khalid Ahmed	A predictive analysis of CO <sub>2</sub> emissions, environmental policy stringency, and economic growth in China	Environmental Science and Pollution Research	25	16	2.8	ISI	16091	16100	2018
4	Dr. Waqar Akram	An Analysis of Inclusive Growth for South Asia	Journal of Education & Social Sciences	6	1	N/A	HEC	"110"	122	2018
5	Dr. Rukhsana Gul	Association between a parent's brand passion and a child's brand passion: a moderated moderated-mediation model	Psychology Research and Behavior Management	11		1.952	ISI	91	102	2018
6	Dr. Rukhsana Gul	Integrating self-determined needs into the relationship among product design, willingness-to-pay a premium, and word-of-mouth: a cross-cultural gender-specific study	Psychology Research and Behavior Management	11		1.952	ISI	227	241	2018
7	Javed Ali	Attitude and Knowledge of Undergraduate Students towards Smoking at Sukkur IBA University	Journal of Managerial Sciences	Special Edition		N/A	HEC			2018
8	Dr. Niaz Hussain Ghumro	Stock Market, Exchange Rate and Bond Market Integration: Evidence from Pakistan	Journal of Managerial Sciences	Special Edition		N/A	HEC			2018

9	Dr. Niaz Hussain Ghumro	Determining Causality between Stock Market Gross Index, Capital Index and Housing Price Index: A case of New Zealand	Journal of managerial sciences	Special Edition		N/A	HEC			2018
10	Dr. Agha Jahanzeb	The Performance Evaluation of Life Insurance Companies of Pakistan	Journal of managerial sciences	Special Edition		N/A	HEC			2018
11	Dr. Waheed Ali Umrani	Examining the links between teachers support, academic efficacy, academic resilience, and student engagement in Bahrain	International Journal of Advanced and Applied Sciences	5	9	N/A	ESCI	39	46	2018
12	Saeed Abbad Shah	Nurturing Innovation Performance Through Corporate Entrepreneurship: The Moderation of Employee Engagement	Studies in Business and Economics	13	2	N/A		20	30	2018
13	Dr. Ghulam Abbas	Global Volatility Spillover, Transaction Cost and CNY Exchange Rate Parities	Mediterranean Journal of Social Sciences	9	2	N/A	N/A	161	171	2018
14	Niaz Ahmed Bhutto	Corporate governance and firm value: a comparative analysis of state and non-state owned companies in the context of Pakistan	Corporate Governance: The International Journal of Business in Society	18	6	N/A	ESCI	1196	1206	2018
15	Dr. Niaz Hussain Ghumro	Long run relationship among Direct Investment (FDI) and exchange	International Research Journal of Social Sciences	7	1	N/A	N/A	24	31	2018

16	Sehrish Bukhari	The impact of abusive supervision on employees' feedback avoidance and subsequent help-seeking behaviour: A moderated mediation model	Journal of Management & Organization	Not As-		1.189	ISI	1	16	2018
17	Sehrish Bukhari	Am I treated better than my co-worker? A moderated mediation analysis of psychological contract fulfillment, organizational identification, and voice	Personal Review Emerald Publishing Limited	47	5	1.42	ISI			2018
18	Dr. Ghulam Abbas	Return and Volatility Connectedness between Stock Markets and Macroeconomic Factors in the G-7 Countries	Journal of Systems Science and Systems Engineering	1	36	0.766	ISI	1	36	2018
19	Dr. Khalid Ahmed	What new technology means for the energy demand in China? A sustainable development perspective	Environmental Science and Pollution Research	25	29	2.8	ESCI	29766	29771	2018
20	Ume Habibah	Selecting Optimal Portfolio in Pakistan	Sukkur IBA Journal of Economics and Finance	2	1	N/A		68	77	2018
21	Ume Salma Imran	Predicting Stock Returns Using Financial Ratios: A Case of Pakistani Listed Companies	Journal of Applied Finance and Economic Policy	2	1	N/A	N/A	20	31	2018
22	Faisal Qamar Soomro	Role of Employee Training in Enhancing Perceived Performance through Competencies in Services Industry- A Study of Pakistani Banking Sector	Pakistan Business Review	20	1	N/A	HEC	122	136	2018

23	Dr. Khalil Ahmed Channa	Work to Family Enrichment as Mediator between Organizational Support and Employees' Performance	Pakistan Journal of Commerce and Social Sciences	12	2	N/A	Scopus	638	650	2018
24	Dr. Rukhsana Gul	Linking motivational regulation to brand passion in a moderated model of customer gender and age: an organismic integration theory perspective	Review of Managerial Science	Not As-		1.483	ISI	1	27	2018
25	Dr. Mir Muhammad Shah	Determinants of Job Satisfaction among Nurses: Evidence from South Asian Perspective	Journal of Academic Research in Business and Social Sciences	8	5	N/A	N/A	19	26	2018
26	Dr. Ghulam Abbas	A KELM-Based Ensemble Learning Approach for Exchange Rate Forecasting	Journal of Systems Science and Information	6	4	N/A		289	301	2018
27	Bisharat Hussain Chang	Are gold markets weak form efficient? Evidence from China, India and Russia	Sukkur IBA Journal Of Management and Business	5	1	N/A	HEC	52	65	2018
28	Dr. Waheed Ali Umrani	Corporate entrepreneurship and business performance: The moderating role of organizational culture in selected banks in Pakistan	PSU Research Review: An International Journal	2	1	N/A	N/A	59	80	2018
29	Dr. Khalil Ahmed Channa	When and how Workplace Social Support Improves Family Performance	Applied Research in Quality of Life	Not As-		1.025	ISI	1	22	2018
30	Bisharat Hussain Chang	Do the changes in macroeconomic variables have a symmetric or asymmetric effect on stock prices? Evidence from Pakistan	South Asian Journal of Business Studies	7	3	N/A	ESCI			2018

31	Ms. Hira Rani	Interplay between trust and distrust in the workplace: examining the effect of psychological contract breach on organizational disidentification	Journal of Asia Business Studies	12	1	N/A	ESCI	1	26	2018
32	Dr. Faheem Gul Gilal	The Four-Factor Model of Product Design: Scale Development and Validation	Journal of Product & Brand Management	26	6	2.757	ISI	1	18	2018
33	Dr. Faheem Gul Gilal	Linking product design to consumer behaviour: the moderating role of consumption experience	Psychology Research and Behaviour Management	11		1.952	ISI	169	185	2018
34	Dr. Faheem Gul Gilal	Integrating Intrinsic Motivation into the Relationship between Product Design and Brand Attachment: A Cross-Cultural Investigation based Self-determination Theory	European Journal of International Management	Not As-		0.672	ISI	1	27	2018
35	Dr. Faheem Gul Gilal	One belt one road initiative: the origin, current status, and challenges of China-Pakistan economic corridor	International Journal of Technology, Policy and Management,	18	4	N/A	Scopus	313	335	2018
36	Dr. Suresh Kumar Oad Rajput	Is Financial Flexibility a Priced Factor in the Stock Market?	The Financial Review	Not As-		N/A	ESCI	1	43	2018
37	Dr. Khalid Ahmed	Decomposing the links between oil price shocks and macroeconomic indicators: Evidence from SAARC region	Resources Policy	Not As-		2.69	ISI			2018
38	Dr. Aneel Kumar	Reciprocation at Work: The Role of Work to Family Enrichment and Family Role Salience	E & M EKONOMIE A MANAGEMENT	21	2	1.163	ISI	97	114	2018

39	Dr. Aneel Kumar	Contesting Effects of Work Family Conflict and Enrichment on Life Satisfaction	Journal of Academy of Business and Economics	18	3	N/A				2018
40	Dr. Sarwar M. Azhar	Jihadist Organizations History and Analysis	The Journal for Social, Political, and Economic Studies	43		N/A	N/A	142	151	2018
41	Dr. Faiz Muhammad Khuwaja	The first and second order measurements of context specific market orientation in relation to performance of higher education institutions	International Journal of Advanced and Applied Sciences	5	12	N/A	ESCI	72	91	2018
42	Dr. Waheed Ali Umrani	The Mediating Role of Ethical Climate in the Relationship Between Performance Appraisal and Organizational Performance	International Journal of Public Administration	Not As-		N/A	ESCI	1	12	2018
43	Dr. Ghulam Abbas	Conditional volatility nexus between stock markets and macroeconomic variables: Empirical evidence of G-7 countries	Journal of Economic Studies	45	1	N/A	ESCI	77	99	2018
44	Dr. Ghulam Abbas	Return and Volatility Spillovers Effects: Study of Asian Emerging Stock Markets	Journal of Systems Science and Information	6	2	N/A	N/A	97	119	2018
45	Dr. Ghulam Abbas	Differential market reactions to pre and post Brexit referendum	Physica A: Statistical Mechanics and its Applications	515	1	2.13	ISI	151	158	2018
46	Ume Habibah	Impact of self-service technology (SST) service quality on customer loyalty and behavioral intention: The mediating role of customer satisfaction	Cogent Business & Management	5	1	N/A	ESCI			2018

47	Ume Habibah	The impact of supervisory justice and perceived Supervisor support on organizational citizenship behavior and commitment to supervisor: the mediating role of trust	Cogent Business & Management	5	1	N/A	ESCI			2018
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IM F HEC "W" Category 2017

Sr. No.	Sukkur IBA Contributor	Title	Journal Name	Vol	Issue	Imact Factor	Indexing	Page From	Page to	Publication Year
1	Dr. Khalid Ahmed	Trade openness-carbon emissions nexus: The importance of turning points of trade openness for country panels	Energy Economics	61		2.862	ISI	221	232	2017
2	Dr. Khalid Ahmed	CO2 emissions in Australia: economic and non-economic drivers in the long-run	Applied Economics	49	13	0.586	ISI	1273	1286	2017
3	Dr. Khalid Ahmed	Emission intensive growth and trade in the era of the Association of Southeast Asian Nations (ASEAN) integration: An empirical investigation from ASEAN-8	"Journal of Cleaner Production"	154		4.959	ISI	530	540	2017
4	Dr. Khalid Ahmed	"Revisiting the role of financial development for energy-growth-trade nexus in BRICS economies"	Energy	128		4.292	ISI	487	495	2017
5	Dr. Waqar Akram	"Effect of Conflict on Farmers' Income from Tomato Crop in Kurram Agency, Pakistan"	Sarhad Journal of Agriculture	33	1	N/A	HEC	171	176	2017
6	Dr. Waqar Akram	Willingness of rural communities to adopt biogas systems in Pakistan: Critical factors and policy implications	Renewable and Sustainable Energy Reviews	OL	PP	8.05	ISI			2017
7	Dr. Khalid Ahmed	What drives carbon dioxide emissions in the long-run? Evidence from selected South Asian Countries	Renewable and Sustainable Energy Reviews	70		8.05	ISI			2017
8	Dr. Waqar Akram	Adoption of improved cookstoves in Pakistan: A logit analysis	Biomass & Bioenergy	103		3.219	ISI	55	62	2017
9	Dr. Sheeraz Mustafa	Inequality and the composition of taxes	International Tax and Public Finance	Accepted		0.624	ISI			2017
10	Dr. Waheed Ali Umrani	Engaging Ph.D. Students: Investigating the Role of Supervisor Support and Psychological Capital in a Mediated Model	Iranian Journal of Management Studies (IJMS)	10	2	N/A	ESCI	283	306	2017
11	Ume Habibah	Testing the Random Walk Hypothesis: A Case of Pakistan	International Journal of Academic Research in Business and Social Sciences	7	7	N/A	N/A	551	564	2017

12	Ume Habibah	"Stock market return predictability: Google pessimistic sentiments versus fear gauge"	Cogent Economics & Finance			N/A	ESCI			2017
13	Agha Jahanzeb	The effect of spiritual capital of individuals on independent auditor's opinion: evidences from Iranian auditors	Asian Journal of Business Ethics			N/A	ESCI	1	22	2017
14	Niaz Hussain Ghumro	The Role of Remittances in the Stability of Money Demand in Pakistan: A Cointegration Analysis	ECONOMIC ANNALS	LXII	213	N/A				2017
15	Saeed Abbas Shah	"Troubling Job Demands at Work: Examining the Deleterious Impact of Workload and Emotional Demands on Work Engagement"	International Journal of Academic Research in Business and Social Sciences	7	6	N/A		96	106	2017
16	Faiz Muhammad Khuwaja	Meritocracy and Innovation: A Synergy for Organizations in Pakistan	Asian Journal of Multidisciplinary Studies	5	1	N/A	HEC	3	9	2017
17	Dr. Waqar Akram	Economic Freedom and Growth Nexus in Selected South Asian Countries	Journal of Applied Environmental and Biological Sciences	7	10	N/A	Zoological Record	40	47	2017
18	Ghulam Abbas	Cointegration and Causality Relationship Between Stock Market, Money Market and Foreign Exchange Market in Pakistan	Journal of Systems Science and Information	5	1	N/A		1	20	2017
19	Niaz Hussain Ghumro	Forecasting Energy Consumption and CO2 Emission Using ARIMA in Pakistan	Engineering Science and Technology International Research Journal	1	4	N/A	N/A	53	58	2017
20	Mansoor A. Junejo	Local Business towards the International (A Case Study of Mr. Nandoo Mal)	Journal of Economics, Business and Management	5	1	N/A		25	30	2017
21	Hamid Ali Shaikh	Organizational innovation: the role of leadership and organizational culture	International Journal of Public Leadership			N/A	N/A			2017
22	Ehsanul Hassan	The Impact of Mutual Fund's Characteristics on Management Expenses - Evidence from Pakistani Mutual Fund Industry	Pakistan Business Review	18	4	N/A	HEC	993	1009	2017
23	Muhammad Muzamil Sattar	Impact of Different Factors in Creation of Word Of Mouth at Hospitality Industry	Journal of Managerial Sciences	XI	3	N/A	HEC	12	28	2017

24	Nadia Anjum	Asymmetric Impact of Exchange Rate Changes on Stock Prices: Empirical Evidence from Germany	International Journal of Economics and Financial Research	3	11	N/A	N/A	240	245	2017
25	Dr. Niaz Hussain Ghumro	The Role of Remittances in the Stability of Money Demand in Pakistan: A Cointegration Analysis	ECONOMIC ANNALS	LXII	213	N/A		45	65	2017
26	Dr. Agha Jahanzaib	Revisiting Finance-energy-growth Nexus: New Evidence from Pakistan	Abasyn Journal of Social Sciences - Special Issue: AIC 2017	Special Issue		N/A	HEC	434	441	2017
27	Dr. Manzoor Ali Mirani	A Research Framework for Antecedents to Interpersonal Trust Development from Organizational Perspective	Sukkur IBA Journal of Management and Business	4	1	N/A	HEC	103	117	2017
28	Dr. Faiz Muhammad Khuwaja	Validation of SERVQUAL Model in Relation to Customer Loyalty: Evidence from FMCGsin Pakistan	Sukkur IBA Journal of Management and Business	4	2	N/A	HEC	54	76	2017
29	Dr. Syed Mir Muhammad Shah	The Impact of Remuneration and Training and Development on Organizational Commitment	Sukkur IBA Journal of Management and Business	4	2	N/A	HEC	26	39	2017
30	Dr. Khalil Ahmed Channa	Supervisory Support as Moderator between Work Family Conflict and Turnover Intentions	Sukkur IBA Journal of Management and Business	4	2	N/A	HEC	1	11	2017
31	Dr. Aneel Kumar	Gender as Moderator of the Relationship between Supervisory Support and Work to Family Enrichment	Global Management Journal for Academic & Corporate Studies	7	1	N/A	HEC	103	109	2017

## Int Conference Attend 2017-18

S.No	Claimed by	Title of Paper / Case Study	Conference	Date	Year
1	Dr. Suresh Kumar Oad Rajput	Does the stock market price shifts in corporate financial flexibility?	2017 Annual Meeting of the Financial Management Association International	October 11 - 14, 2017	2017
2	Dr. Waqar Akram	Adoption of Biogas: A story from rural Pakistan	2017 Agricultural & Applied Economics Association, USA Annual Meeting	July 30- August 1, 2017	2017
3	Dr. Khalil Ahmed Channa	Human Resource Management among academics and practitioner Via Capital Resource Exchange Mechanism	2018 International Conference on Business and Information - Winter Session (BAI-Winter 2018)	January 23-25	2018
4	Muhammad Mu-zamil Sattar	Impact of Different Factors in Creation of Word Of Mouth at Hospitality Industry	1st International Conference on Emerging Trends in Engineering, Technologies and Social Sciences	06th -08th April	2018
5	Dr. Waqar Akram	What drives to adopt and use biogas digester in rural Pakistan?	Sustainable Energy Transitions Initiative (SETI) 2018	May 15-17	2018



Papers ICBEM 2017-18

S. No:	Paper Id:	Topic	P.Author	Co-Authors	Discipline
1	899898699	Internal And External Market Orientation: An Omitted Phenomenon In Malaysian Public Universities	Faiz Khuwaja	Hasnizam Shaari, Lily Abubakar and Ammar Ahmad	Marketing
2	899910194	Pull Factors Influencing International Student Destination Choice Of Thailand	Sanaullah Shar	Dr. Donyaprueth Krairit	Marketing
3	901748483	Development Of 2 Qualitative Research Courses	Dhani Bux Shah	-	Education
4	-	Teacher Education Reforms: A Comparative Analysis Of Teacher Education Reforms In Pakistan And Germany	Rizwana Bashir	Irfan Rind	Education
5	903147473	Exploring Policies, Strategies, Practices, And Assessment Of ICT And Instructional Leadership In Universities Of Sindh	Kiran Hashmi	Shariq Zameer	Education
6		Hospital Laissez-Faire Leadership Characteristics Influence On Doctors Commitment To Service Quality	Zara Ali Abbasi	Dr Munawar Hussain Pahi, Dr Kamal Ab Hamid	HR/GM
7	903524854	Factors Responsible For The Teachers' Job Satisfaction In Community Colleges Affiliated With Sukkur IBA University, Sukkur	Mahmood Ahmed Dool	-	Education
8	-	Impact Of External Examination On Teaching And Learning- A Comparative Study Of Public And Private Examination Boards At Secondary Level Of Education	Muhammad Ashraf Bhutto	Irfan Ahmed Rind	Education
9	907045418	Bridging The Gap Between Assessment Knowledge And Action Through Action Research In The Context Of Sindh, Pakistan	Aisha Naz	Harish Kumar, Unaeza Alvi	Education
10	907413773	Role Of Gender In Multitasking Among Managers: An Exploratory Study	Almas Gul	-	HR/GM
11	908665103	Drivers Of Financial Performance In Micro-Finance Institutions In Pakistan - A Panel Data Analysis	Soman Sajjad	Mahmood Ali	Finance
12	908665338	Volatility Spillover Among Equity And Commodity Markets	Tariq Aziz	Ranjeeta Sadhwani and Ume Habibah	Finance
13	908665467	Engaging Primary School Children In Mathematical Discourse: An Experience Of A Pakistani Classroom	Shahid Hussain Mughal	-	Education
14	909143509	From Relationship Benefits To Loyalty In Retail Innovation: An Empirical Retailing Analysis In Pakistan	Maqsood Bhutto	Musaira Bhutto, Nisar Channa, Niaz Bhutto	Marketing
15	909143793	Impact Of Foreign Direct Investment And Export On Economic Growth In BRICS And Pakistan	Kiran Tariq	Muhammad Adnan	Economics/ Finance

16	909144264	Investor Sentiments And Fama-French Five Factors Premia	Ume Habibah	Mujeeb-ur-Rehman Bhayo	Finance
17	909144550	Examining The Relationship Between Math Scores And Language Reading Skill Of Grade 8 Students Based On Standardized Achievement Test (SAT) In The Urban Context Of Sindh, Pakistan	Tariq Memon	-	Education
18	909144829	Asymmetric Determinants Of Stock Prices: Evidence From Pakistan	Bisharat Chang	Suresh Kumar	Finance
19	910528330	Cultural Changes In China: Impact Of Globalization And Openness On New Generation	Marvi Mangi	Saeed A Shaikh, Amna Shabir	HR/GM
20	910528652	Exchange Rate, Political Risk And Trade Balance In Pakistan: ARDL Approach	Pirih Mukesh	Niaz Hussain Ghumro, Nadeem Ahmed	Economics
21	910529260	The Mediating Role Of Work-To-Life Conflict On The Relationship Between Job Characteristic And Well-Being At Work Full-Time Employees (University Teachers)	Kamla Rani	Arty Kakreja	HR/GM
22	910529470	Role Stress And Its Outcomes: Evidence From Hotel Industry Of Lahore, Pakistan	Asif Nawaz	Kamran Yousaf Sandhu	HR/GM
23	911884260	Determinants Of Investment Trading Behavior In Pakistan	Vikesh Kumar	-	Finance
24	912435530	Impact Of Real Effective Exchange Rate On Tourist Flow In BRICS	Khushboo Khero	Niaz Ghumro, Zaheer Bukhari, Khuda Dino Channa	Economics/ Finance
25	913423218	From Value Creation To Value Co-Creation And Its Managerial Implications	Yusra Jamil Memon	-	Marketing
26	980142019	Impact Of Corporate Social Performance On Corporate Financial Performance: Evidence From Pakistan	Mahwish Jillani	Namarta Kumari	Finance
27	980142280	Consumer's Willingness To Knowingly Purchase Counterfeit Products	Ahsan Awan	Shaiwana Pathan and Ans Dahar	Marketing
28	980142359	Determinants Of Islamic Banking Adoption In Pakistan	Izza Sajid	Naheel Ahmed and Avinash Raj	Finance
29	980142451	Children Perceptions Of Emotional And Rational Appeals In Social Advertisements: An Evidence From Pakistan	Aftab Ali Soomro	Danish Shaikh	Marketing
30	980144630	Factors Emphasizing The Usage Of Mobile Financial Banking	Wajahat Baig	Sanaya Hafeez, Shahtaj Munir	Finance
31	980144964	Factors Determining Capital Structure And Firm Performance	Afroz Alvi	Rajab Meer, Payal Nankani	Finance

32	980145088	The Role Of Financial Advice And Word-Of-Mouth Communication On The Association Between Investor Personality And Stock Trading Behavior: Evidence From Pakistan Stock Market	Uzair Abdul-lah	Nusrat Kurio, Muhammad Asif Khan	Finance
33	980145359	The Effect Of Stock's Liquidity On Dividend Payout Of The Companies Listed At The PSX-100 Index Of Pakistan	Zahra Ashraf	Samina Shaikh, Muhammad Ghazali Amjad	Finance
34	980145450	Effects Of Perceived Service Quality, Customer Satisfaction, And Customer-Company Identification On Repurchase Intentions In Restaurant Industry	Waleed Na-deem	Naib Shaikh	Marketing
35	980146450	Determinants Of Households Savings In Sindh	Saba Maitlo	Kainat Maria	Economics
36		Advertising Effectiveness On Financial Performance Of Private Banking Sector In Pakistan	Nabeel Arain	Uzair Nazir, Umair Ali	Finance
37	980146654	The Effects Of Uppercase And Lowercase Wordmarks On Brand Perceptions	Muhammad Subhan Khan	Muhammad Murad Murataza and Measum Ali	Marketing
38	980146726	Impact Of Knowledge Economy On The Economic Growth	Aleena Khan	Babita Lohana, Mashal Awan	Economics
39	980146838	The Celebrity Endorsement, Self-Brand Connection And Consumer Based Brand Equity	Mir Hassan Junejo	Khuda Bux Nohri, Asad Gulzar Bhatti and Hasnain Rajpar	Marketing
40	980146898	Assessing The Students' Intention To Stay In Same University Or To Move To Any Other For Further Studies: A Study Of Sukkur IBA University	Mohammad Armughan	Kalsoom Ali Bhayo and Hira Soomro	HR/GM
41	980146967	Attitude And Factors That Affects MBA Students' Learning Via Case Study Methodology	Wajeeh Hassan	Muzammil Shafique	HR/GM
42	980147023	Factors Influencing Consumers' Attitude Towards Online Video Advertisements On Facebook	Shahnaz Soomro	Waqar Ahmed and Javed Ali	Marketing
43	980147075	OCTA Model Of Group Productivity	Kamran Bashir	-	HR/GM
44	980147124	The Profitability In Islamic And Conventional Bank: Pakistani Perspective	Sadia Awan	Danyal Ahmed	Finance
45	980147260	Development Of Brand Awareness Through Brand Recall, Recognition And Social Media Networks	Darban Ali	Shaoor Ahmed, Dilshad Ali	Marketing
46	980147312	Intrinsic Motivation As Potential Moderator On The Relationship Between Family Motivation And Interpersonal Organizational Citizenship Behavior: A Proposed Framework	Imdad Ali	-	HR/GM

### Cases ICBEM 2017-18

S. No:	Topic	P.Author	University	Discipline
1	Implementing evaluation: IBA-public school Sukkur, Pakistan	Rukhman Solangi	Sukkur IBA University	HR/GM
2	Bank Al-Habib Limited: Deciding which way to go? Moving step ahead in Technology	Kashif Mehmood Malik	SZABIST Karachi	Finance
3	Fatah Public Grammar School: Expanding or Destroying the Future	Majid Hashim	Sukkur IBA University	Corporate Strategy
4	Al-murtaza transportation service - converting debacle into success again	Zafarullah	Sukkur IBA University	Marketing
5	Pizza Town Sukkur: Evaluating the Expansion Options	Mohsin Ali Qazi	Sukkur IBA University	Marketing
6	Sindhri: a new opportunity	Aaqib Hajano	Sukkur IBA University	Marketing
7	Vendor Management at Chevron Pakistan for Brand Building	Iqbal Yasin	Iqra University	Marketing
8	Kareems at crossroad	Sabika Hassan	Sukkur IBA University	Marketing
9	Bay's international (private) limited - changing market dynamics	Saad Farooqui	SZABIST	Marketing
10	Enchanté: Entrepreneurship under the shadows of bullets	Muhammad Shahid Qureshi	Institute of Business Administration (IBA)	Entrepreneurship
11	Sindhri Restaurant's Expansion and Pricing	Tariq Mehmood	Sukkur IBA University	Marketing
12	Indus optics: the future leader?	Yumna Khan	Sukkur IBA University	Marketing
13	Good food: going down	Arslan Amanullah	Sukkur IBA University	Accounting
14	Complaint dilemma at sana public school sukkur	Abdus Samad Malik	Sukkur IBA University	Marketing
15	Zarae ootaque: the agri consultants	Amin Rashid	Sukkur IBA University	Marketing
16	What to buy for my love...	Muhammad Muzamil Sattar	Sukkur IBA University	Marketing
17	Trg budgetary dilemma	Syed Danish Raza	Sukkur IBA University	Accounting
18	Geox footwear: stepping ahead	Majid Hashim	Sukkur IBA University	Accounting
19	Creamy Crunch Ice-Cream: Quantity of ABC Costing	Sawera Khan	Sukkur IBA University	Accounting
20	Merger MCB & NIB	Kamla Rani	Sukkur IBA University	Corporate Strategy
21	Sartyoon Sang Crafts Enterprise (Case study)	Faisal Kareem Khuhro	Sukkur IBA University	Accounting
22	Habib construction services: bid pricing decision	Sumbul Imran	Sukkur IBA University	Accounting

23	Saeed agricultural farm: plannig optimum production	Saddam Hussain	Sukkur IBA University	Accounting
24	Classic 36	Sikandar Ali	Sukkur IBA University	Marketing
25	Enduring Competition with Jillani Goods Transport Company	Saddam Hussain	Sukkur IBA University	Marketing
26	Pizza Palace: Where Customer is King	Faisal Kareem Khuhro	Sukkur IBA University	Marketing
27	Lucky Marwat Hotel: Positioning and Managing Customer Loyalty	Sajjad Bhutto	Sukkur IBA University	Marketing
28	M. Hanif mechanical engineering works	Syeda Sabika	Sukkur IBA University	Accounting
29	Karim iron manufacturing: through-put accounting model	Moeez-ul-Haq	Sukkur IBA University	Accounting
30	Lunch.pk: A new costing system	Syed Abul Qasim Shah	Sukkur IBA University	Accounting
31	Sakafat dost: bamboo business	Sadaf Mughal	Sukkur IBA University	Accounting
32	Family-investment planning	Vikesh Kumar	Sukkur IBA University	Finance
33	Bismillah marble factory costing confront.	Maaz Bin Rehman	Sukkur IBA University	Accounting
34	KD Construction company: Bidding and Cost Estimation	Faisal Karim Khuhro	Sukkur IBA University	Accounting



## Department of Mathematics and Social Sciences

### Mission

From the inception of the known history, mathematics has played a central role in the development of science and its progress. Department of Mathematics and Social Sciences at Sukkur IBA University aims to become the center of excellence in providing modern quality education of mathematics, in both respects i.e. mathematics as a theoretical subject and as a major source for the development of other social and scientific fields. Our mission is to increase understanding & ability of students to apply mathematics through in-depth study, and endowing them with broad and diverse knowledge in the mathematical sciences.

### Goals and 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 University, 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- Mathematics

We provide a successful BS Mathematics Program for community development at Sukkur IBA University which will prove itself fruitful by bringing change in the society. Limited access faced by 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. Objectives for BS Mathematics include:

- 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- Mathematics

The MS program in Applied Mathematics prepares students for careers in research, applications, and teaching. Students choose courses from three areas of concentration for their course work: Applied Mathematics, Computations Mathematics and Math 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 work on a 06 credit hour thesis on a subject of interest (and on the availability of 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.

### PhD - Mathematics

In the year 2016, department of Mathematics and Social Sciences started PhD-Mathematics program. Currently, we have one enrolled PhD student in our doctoral program.

## Workshops/Events

Following Workshops were arranged for local and national audience.

**LaTeX Workshop:** A full one-day workshop (19 November 2018) was organized by department of Mathematics to introduce LaTeX for research students from across the university. LaTeX is a free program for making scientific and technical documents, and is the standard for professionals in many STEM fields. Its purpose is to make it easy to write superb technical documents.

**Blockchain Training Workshop:** SIBAU Blockchain Innovation Center (SBIC) in collaboration with Mathematics and Computer Science department, organized the Blockchain Training Workshop (23rd June-17 August) for the faculty and students of Sukkur IBA University. The training aimed at producing blockchain developers for various projects SBIC is engaged in.

**HEC-STEM Exhibition:** The Department of Mathematics actively participated in the HEC-STEM Exhibition (20th October 2018). The students of Mathematics department created exciting illustrations, models, simulations of different ideas from many branches of mathematics including, General Theory of Relativity, Calculus, Fractal Geometry, Graph theory.

**Mathematics Books Exhibition:** Department of Mathematics along with Sukkur IBA University Library held a Mathematics books Exhibition (5<sup>th</sup> December 2019). The aim of the exhibition was to introduce faculty and students to the exciting new large collection of Mathematics books. Students showed a keen interest in the event.



**Calculus Contest 2.0:** The Calculus Contest is one of the annual contests that Mathematics department holds for all the students of Sukkur IBA University. The contest took place on 11th April 2019. The aim of this contest is to encourage students to develop interest in the most successful applied subject of Mathematics in human history and pivotal to modern science.

**Mathematics Gems Contest:** The department of Mathematics holds two Mathematics Gems contests annually for zero semester students. The aim of the contest was to encourage young students to focus on, and learn more, mathematics in interactive and illustrative manner. The top 3 teams were given core i7 laptops as prizes. The contests took place on 3<sup>rd</sup> January 2018 and 15<sup>th</sup> May 2018.

## Conferences

**iCOMET 2018 (3-4 March 2018):** Department of Mathematics in collaboration with department of Computer Science and Electrical Engineering department organized an International Conference on Computing, Mathematics and Engineering Technologies. This attracted a big number of local and international participants.



**Research Publications in Impact Factor** Faculty members from department of Mathematics and Social Sciences have made following publications:

S.no	Sukkur IBA Contributor	Designation	Department	Title	Journal Name
1.	Dr. Syed Ali Hyder Muttaqi Shah	Assistant Professor	Mathematics and social sciences	Lagrangian ocean analysis: Fundamentals and practices	Ocean Modelling
2	Dr. Javed Hus-sain Brohi	Assistant Professor	Mathematics and social sciences	On M-Principally In-jective and Projective S-acts	EUROPEAN JOURNAL OF PURE AND APPLIED MATHEMATICS
3	Dr. Hafiz Mu-hammad Khalid Shafi	Assistant Professor	Social Science	Study of Western and Islamic Feminism: A Comparative Analysis	Journal of Research in Social Sciences - JRSS
4	Raja Fawad Zafar	Lecturer	Mathematics and social sciences	A progressive approach to joint monitoring of process parameters	Computers & Industrial Engineering
5	Dr. M. Fazeel Anwar	Assistant Professor	Mathematics and social sciences	On the Cohomology of Certain Rank 2 Vector Bundles on G/B	Algebras and Representation Theory
6	Dr. Barkat Ali Bhayo	Associate Professor	Mathematics and social sciences	On Two New Means of Two Arguments III	Problemy Analiza – Issues of Analysis
7	Dr. Mutti-Ur Reh-man	Assistant Professor	Mathematics and social sciences	Computing $\mu$ -values for representations of symmetric groups in engineering systems	EUROPEAN JOURNAL OF PURE AND APPLIED MATHEMATICS
8	Raja Fawad Zafar	Lecturer	Mathematics and social sciences	A modified CUSUM control chart for monitoring industrial processes	Quality and Reliability Engineering International
9	Dr. Hussain Syed	Assistant Professor	Mathematics	Dynamics of factors underlying willingness to communicate in a second language	The Language Learning Journal
10	Dr. M. Fazeel Anwar	Assistant Professor	Mathematics and social sciences	Numerical computation of Lower bounds of Structured Singular Values	EUROPEAN JOURNAL OF PURE AND APPLIED MATHEMATICS
11	Dr. Zarqa Bano	Assistant Professor	Mathematics and social sciences	Unsteady Stokes Flow through Porous Channel with Periodic Suction and Injection with Slip Conditions	European Journal of Pure and Applied Mathematics

12	Dr. Mutti-Ur Reh-man	Assistant Professor	Mathematics and social sciences	Approximating structured singular values for Chebyshev spectral differentiation matrices	International Journal of ADVANCED AND APPLIED SCIENCES
13	Dr. Mutti-Ur Reh-man	Assistant Professor	Mathematics and social sciences	$\mu$ -Values for Matrices Corresponding to Symmetries in Control Systems	International Journal of Analysis and Applications
14.	Dr. Mutti-Ur Reh-man	Assistant Professor	Mathematics and social sciences	Approximating structured singular values for discrete Fourier transformation matrices	International Journal of ADVANCED AND APPLIED SCIENCES

### Research and Management Projects by HEC:

Title of the Project/ Contract	Location Province / Country	Department	PI/Co-PI	Client	Project Type
Dynamics of the HIV development: A Mathematical Analysis	Sindh Province	Mathematics	Dr. Syed Haider Ali Muttaqi Shah	HEC	Government
Numerical Investigation of Liquid Metal Multi-Phase Flows	Sindh Province	Mathematics	Dr. Sidrah Ahmed	HEC	Government

### Faculty Development Program

Following teachers have gone abroad for Higher Studies

1. Mr. Nazim
2. Amanullah Phulpoto





## 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, national and international levels. This is to be achieved by creating an enabling learning environment embedded with 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 center 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 broadest goals include:

- Offering pre-service teacher education degree programs
- Preparing in-service teachers
- Research and innovation
- Consultation and Projects
- Community Service

## Academic Programs Undergraduate programs

The DoE offers its signature Bachelor of Education (B.Ed.) program in the following forms:

1. B.Ed. (Hons) Elementary/Secondary [Entry requirement: Intermediate]
2. B.Ed (2 years) Extension program [Entry requirement: ADE degree]
3. B.Ed (2.5 years) Extension program [Entry requirement: 14 year education]
4. Associate Degree in Education (ADE) program. [Entry requirement: ADE Intermediate]

Candidates who embark on these degree programs will learn new approaches to effective teaching and learning for 21st century classrooms. It will also help prospective teachers to achieve the highest quality of teaching as per National Professional Standards for Teachers (2009). Moving away from teacher-centered lectures, the new standards promote student-centered teaching. Prospective teachers will learn how to foster learner-centered, active learning, where teachers facilitate students in discussion and other interactive activities that make learning

## Postgraduate programs

The DoE offers MPhil Education program, which is grounded in both theoretical and applied research. The 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, policy analysis and development, teacher leadership, approaches to designing teaching, learning and assessments systems. The program also introduces the participants to the contemporary trends and issues in curriculum, teaching, learning, assessments, teacher preparation, leadership and management and research. The current program includes specializations in five strategic areas; 1) Teacher education; 2) Leadership and Management; 3) Science Education; 4) Mathematics Education and 5) English Language Education.

## Achievements of DoE students

•Ms. Pireh Mahar, student of eighth semester of B.Ed (Hons), successfully awarded with a six-week internship "Myself My World" in Bursa, Turkey in Summer 2018.

•Ms. Asma Rao, student of second semester of MPhil Education degree program has been selected for one and half months training program "Instructional Leadership Institute for Pakistani Educators (ILIFE)" funded by the U.S. State Department in 2018.

•Mr. Mehtab Ahmed, the student of seventh semester of B.Ed (Hons) has been selected as a Principal Candidate for the 2018 Study of the U.S Institute for Pakistani Student Leaders on Local, State, and Federal Public Policymaking at the University of Massachusetts, Amherst. (2018.)

•Ms. Anjili Chavani, the student of second semester of B.Ed (Hons), was awarded with a fellowship to attend a Summer Course by Harvard Crossroad Summer Program held in Dubai from 11-14th August 2017.

•Ms. Sehar Mangi, final year student of B.Ed (Hons) presented a research paper at the International Conference on Emerging Trends in education at Iqra University. She was the only undergraduate student among 300 participates to present her work which was blind peer reviewed before final acceptance.

•Ms. Bakhtawar Awan, final year student of B.Ed (Hons) presented a paper titled 'Examining the alignment of ECE assessment strategies used by teachers with the proposed assessment strategies in the national curriculum' at the 5th International Conference on Building Bridge between Mathematics, Science and Technology and Teacher Education organized by University of Education in 2017

•A group of 4th semester students including John James, Fatima Shaikh, Muneza secured first position in the a national level competition on Media & Film making, compete against the graduates of media study and mass communication from the best universities of the country and secure FIRST POSITION.

•A group of DoE students including Aamna Qureshi, Fatima Sheikh, John James, Munazah Maham and Ume Kalsoom were awarded with the "Best Social Action Award 2017" by British Council in National Level Social Action Project Showcasing Event commenced in Islamabad in 2017.

•A group of DoE students, including Waqar Shaikh, Misbha Queshi, was invited by Governor House in 2017 to award them with Rs. 50,000 each for their contribution in improving the quality of education through their social action plans.

•DoE students including Sania Nasir, Nadra Ahmed, Sonia, Bakhtawar Awan and Shagufta Khan presented their research at the first National Conference on Quality Education (QCON'17) organized by Liaquat University of Medical Health Sciences (LUMHS).



## Collaborations & Linkages

### National Level Collaboration with:

- Sindh Reading Project, USAID
- Pakistan Reading Project, USAID
- Sindh Basic Education Program
- Department of Education and Literacy, Government of Sindh
- World Bank
- British Council Pakistan
- Land O' Lakes International
- International Relief & Development (IRD)
- Canada Pakistan Basic Education Project -CIDA
- English Language Teaching Reform (ELTR), Higher Education Commission Pakistan

### International collaborations with

- MoU with Johnson County Community College, USA
- MoU Kansas State University, USA
- Linkages with University of Sussex, UK
- Linkages with Shanghai Normal University, China
- Linkages with Beijing Normal University, China

## Research and Management Projects:

### Ongoing projects:

- Dr. Irfan Ahmed Rind is leading a HEC-funded research projects under the Thematic Research Grant titled as "Understanding the epistemological beliefs and metacognition of science teachers and educators and the ways it influence their use of inquiry-based teaching approach"
- Dr. Irfan Ahmed Rind is leading an HEC-funded research projects under the National Research Project for Universities (NRPU) as "Analyzing the impact of USAID-led teacher education reforms on Extremism in Pakistan: an evaluation of newly introduced four year B. Ed (Hons) program and its impact on student teachers' epistemology"
- Mr. Noor Hussain Shar and Dr. Irfan Ahmed Rind are leading a management project titled as "Education Management Schools" initiated by Public Private Partnership (PPP) node of Department of Education and Literacy, Government of Sindh. Under this project, the DoE is managing three newly constructed Government Higher Secondary Schools located in Khairpur District
- Ms. Uneza Alvi is leading the Mobile Science Bus initiative supported by Government of Sindh.
- "Standardized Assessment Test (SAT-IV)" funded by the World Bank

## Complete Projects

- "Analyzing the Learning Levels Being Assessed in Examination of Different Examination Boards Across Sindh Pakistan" funded by ORIC, Sukkur IBA University in 2017
- "Performance Audit of Sukkur BISE 2016" funded by Chief Minister, Government of Sindh
- "The Examination pattern of Boards of Intermediate and Secondary Education operating in Sindh Pakistan" funded by Sukkur IBA University
- "Standardized Assessment Test (SAT-III)" funded by the World Bank
- "Standardized Assessment Test (SAT-II)" funded by the World Bank
- "Standardized Assessment Test (SAT-I)" funded by the World Bank
- "Connecting Classrooms" funded by British Council Pakistan

## Conferences Organized

The DoE organized its 1st International Conference on Emerging Technology in Education (ICETIE-2018) on 13-14 November 2018

### Key Note Talks at International Conference

- Dr. Irfan Ahmed Rind gave a keynote talk at the 7th INTERNATIONAL CONFERENCE ON EDUCATION (ICE) 2018 organized by University of Education, Lahore on 11-11 April 2019. The titled of the talk was "Understanding the epistemology and metacognition of science teachers and its impact on their pedagogies"
- Dr. Irfan Ahmed Rind gave a keynote talk at the INTERNATIONAL WORKSHOP ON DIGITAL LITERACY, MATHEMATICS AND CONSCIOUSNESS OF SOCIETY organized by Sukkur IBA Kandhkot Campus on 04-5 February 2019. The titled of the talk was "Alignment of epistemology with pedagogies of teachers".
- Dr. Irfan Ahmed Rind gave a keynote talk at the INTERNATIONAL CONFERENCE ON EDUCATION AND LEARNING (ICE&L) organised by Virtual University of Pakistan on 25-26 June 2018. The title of the talk was "Training Science Teachers: What are we missing?"
- Dr. Irfan Ahmed Rind gave a keynote talk at the International Seminar on NEEDS OF SOCIETY AND QUALIFICATION OF GRADUATES organized by International Islamic University Islamabad on 14-15 May 2018. The title of the talk was "Fostering 21st Century Skills among students".
- Dr. Irfan Ahmed Rind gave a keynote talk at the INTERNATIONAL CONFERENCE ON PROFESSIONAL DEVELOPMENT IN HIGHER EDUCATION: TRENDS AND PRACTICES, PROSPECTS AND INNOVATIONS jointly organized by Learning Innovation Division, HEC, and Fatima Jinnah Women University. Title of the talk was "Understanding the epistemological beliefs and metacognition of science teachers and educators and the ways it influences their use of inquiry-based teaching approaches".
- Dr. Irfan Ahmed Rind gave a key note talk at the Road and Belt Research Project initiated by Institute of International and Comparative Education, Shanghai Normal University on 20-30th August 2017. The title of the talk was 'Fostering the global citizenship among the students of community colleges in Pakistan'
- Dr. Irfan Ahmed Rind gave a key note talk at the International Conference On Innovation and Emerging Trends In Business Management, Education And Social Sciences organized by Iqra University on 20-21 May 2017. The title of the talk was 'Community Colleges: A new alternative model of education for Pakistan'
- Dr. Irfan Ahmed Rind gave a key note talk at the 5TH INTERNATIONAL CONFERENCE ON EDUCATION (ICE) 2017, held on 24-26 March 2017 at University of Education, Lahore Pakistan. The title of the talk was 'Public Examination at Higher Secondary and its Impact on STEM Education'.
- Dr. Irfan Ahmed Rind gave a key note talk at the 1st LUMHS National Conference on Quality Education at Liaquat University of Medical & Health Sciences, Jamshoro on 9-10 March 2017. The title of the talk was 'Public Examination in Sindh'.

## Research Output/Publication Data/Projects

- Rind, I. A. and Mari, M. A. (2019) Analyzing the impact of external examination on teaching and learning of English at the secondary level education, *Cogent Education*, 6 (1), 1-14.  
DOI: <https://www.tandfonline.com/doi/full/10.1080/2331186X.2019.1574947>
- Bullo, S., Buskaran, K., Baby, R., Dorniani, D., Fakurazi, S., & Hussein, M. Z. (2019). Dual Drugs Anticancer Nanof ormulation using Graphene Oxide-PEG as Nanocarrier for Protocatechuic Acid and Chlorogenic Acid. *Pharmaceutical research*, 36(6), 91.
- Sahito, Z., & Vaisanen, P. (2018). Quality in Teacher Education: Evidence from the Universities of Sindh, Pakistan. *Journal of Language Teaching and Research*, 9(5), 916-927.
- Sahito, Z., & Vaisanen, P. (2018). Effect of English Language Competency on the Job Satisfaction and Motivation of Teacher Educators: A Narrative Analysis.
- Sahito, Z., & Väisänen, P. (2018). Perception and Experience of Teacher Educators about Their Motivation: A Case Study Approach.
- Mwale, S., Alhawsawi, S., Sayed, Y. and Rind, I. A., (2018) Being a mobile international postgraduate research student and parent in the UK: conflict, contestation, and contradictions, *Journal of Further and Higher Education*, 42(3), 301-312  
DOI: <http://dx.doi.org/10.1080/0309877X.2016.1261090>
- Jamali, R. A., Memom, N., Shah, M. A., Khan, K., & Ansari, A. (2018). Prevalence of aphidophagous hoverflies (Syrphidae: Syrphinae) in relation to their prey, green aphids (Myzus persicae) on brassica (*Brassica rapa olerifera*) in Dadu. *JAPS: Journal of Animal & Plant Sciences*, 28(5).





## Department of Computer Science

The information technology industry is in a constant state of evolution due to a never-ending supply of new and emerging trends to cope with the technological challenges. The Department of Computer Science was established to meet the demand for well-qualified computer professionals, and it covers a wide area of information science that support the infrastructure of a highly information-oriented society. The department aims to produce IT professionals who are eager to keep pace with technology and hunt unlimited opportunities to innovate, grow & thrive.

### Vision

To become a world-class center of excellence in disruptive technologies for the betterment of humanity.

### Mission

The mission of the Department of Computer Science is 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.

## Academic Programs

### Undergraduate Programs

#### • Bachelors of Science (Computer Science); BS (CS)

The BS Computer Science program is designed to produce quality graduates with problem solving skills and analytical abilities in both theory and applications of computer science. It offers practical knowledge and hands-on experiences to students in variety of topics including fundamentals of information technology, modern hardware and software, mathematics, logic design, algorithms, programming languages, design and modeling, computer communication and networks and development of interactive systems, measurement and analysis. The BS (CS) program enables students to acquire knowledge and skills in multi-disciplinary field of studies such as mathematics, statistics, economics, finance, business, education, and engineering.

#### • Bachelors of Science (Software Engineering); BS (SE)

The BS Software Engineering program is designed to produce quality graduates by imparting strong problem solving, technical, engineering and managerial skills among students in the domain of software engineering. It offers students to learn through hands on experiences by covering all aspects of software engineering including problem modeling and analysis, software design and development, software verification and validation, software project management, and conformance of software quality.

## Postgraduate Programs

### • MS (Computer Science / Software Engineering)

The postgraduate program of the Department of Computer Science aims at producing high quality scholars in the areas of computer science and software engineering who possess leadership skills to provide effective solutions to the industrial, community, and academic problems. It aims to develop and sustain a research culture by imparting innovative and multidisciplinary approaches. We emphasize on contributing in the existing body of knowledge through rigorous research in emerging areas of Data Analytics, AI, Robotics and last but not least Blockchain.

### • Ph.D. Computer Science

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. PhD candidates are fundamentally driven by their desire to advance the state of the art, and to discover new phenomena, theories and applications that were previously unknown. The Sukkur IBA University's PhD Program puts emphasis on rigorous coursework and high-quality research that is worthy of publishing in peer-reviewed international conferences and journals. A PhD student is encouraged to tackle both course work and research in parallel; success in both components is a requirement for the award of the degree.

### Accreditation of Programs

All the programs running under the umbrella of department of Computer Science are 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. The department is focused on getting ABET Accreditation and the process has been initiated to submit the initial review readiness report.

### Center of Excellence in Robotics, AI, and Blockchain (CRAIB)

Artificial Intelligence, Robotics and Blockchain are present and future of the 21<sup>st</sup> century. Indeed, artificial intelligence-based businesses are expected to reach an unprecedented new height of \$15 trillion within next 10 years. Keeping in view the needs of Pakistan, especially Sindh, to match pace with technological growth, the department of Computer Science at Sukkur IBA University envisages to establish a "Center of Excellence in Robotics, Artificial Intelligence and Blockchain (CRAIB)".

### Programming Resource Centre (PRC)

Programming Resource Centre aims to cultivate programming culture to enhance fundamentals of different programming languages, analytical and problem-solving skills, improve the quality of logic design, introduce innovative tools, and develop the advanced technical skill set among students to be globally competitive. The PRC facilitates, encourages and engages students in arranging events for programming competitions at national and global level. It enables students to create algorithms, translate ideas into code, and develop quality software for solution of complex problems of society.

### Sukkur IBA Journal of Computing and Mathematical Sciences (SJCMS)

Sukkur IBA Journal of Computing and Mathematical Sciences (SJCMS) is the international peer-reviewed, open-access, bi-annual (June and December) research journal that focuses on articles which contribute new results in all domains of computing and mathematics and is published by the Sukkur IBA University, Sukkur, Pakistan. SJCMS aims to publish cutting-edge original research in the field of computing and mathematical sciences. The objectives of SJCMS are:

1. to provide a platform for researchers for the dissemination of new knowledge
2. to connect researchers on global scale
3. to fill the gap between academician and industrial researcher community

SJCMS has published two volumes comprising of four issues. We are ready to apply for HEC recognition and category for the SJCMS.

## Honors and Awards

1. Two students, Mujahid Hussain and Farhan Ali, from Department of Computer Science were selected in the Student Exchange Program at China.
2. Our students Mohammad Fahd Siddiqui and Shireen Gul secured second position in the "University Round of Declamation Contest for Award of Allama Iqbal Shield" organized by Public Speaking and Literary Society, Sukkur IBA University, in collaboration with HEC.
3. Chalti Rail Android Application developed by the students from Department of Computer Science won 2nd position in PROCOM'17 at FAST University. Members of team included Abdul Qadir, Kiran Rohra, and Shahzaib.
4. In Microsoft Imagine Cup 2018, Computer Science Department Sukkur IBA University team "TechTor" won the first position at regional level, 128 projects were submitted by different universities across the country. The team members for the Department of Computer Science were Junaid Ali, and Sonam Ramchand.
5. In PROCOM-2018 team (Tahir Rafique and Sandesh Kumar) from the department of Computer Science won the competition of "Project Exhibition" and another team (Zeehsan and Agha Abdul Rehman) were Runners up in "Idea to product".

## Participation of students:

1. The students from the Department of Computer Science participated and qualified for 9th Regional HULT Prize Regional Final- San Francisco & Boston. The students included Ghali Hassan, Agha Fazal and Aakash.
2. The students, Fahad Siddiqui, Syed Ahmed Ali, Faaiz Ahmed, Asif, Tooba Sohail, Kinza Shakeel, and Rida Sehto, participated in the Huawei ICT Skill Competition.
3. In PROCOM-2017, our students participated in RoboRace, Counter Strike, Project Exhibition, I-QUEST, and Speed Programming.
4. Our students participated in the App Development Contest "Appidea2R" Application Ideas to Reality

## Collaborations/Linkages:

Department of Computer Science signed a MoU with the Department of Computer Science of Sapienza University of Rome (Italy) with the aim of enhancing students' curricula through study experience abroad, organizing conferences, academics events and student exchange.



## Research Progress

### Impact Factor Publications: (HEC "W" Category)

S.No	Authors	Title	Journal Name	Year
1.	Mujtaba, G., Shuib, L., Raj, R. G., Rajandram, R., Shaikh, K., & Al-Garadi, M. A.	Classification of forensic autopsy reports through conceptual graph-based document representation model	Journal of biomedical informatics	2018
2.	Mujtaba, G., Shuib, L., Raj, R. G., Rajandram, R., & Shaikh, K. (2018)	Prediction of cause of death from forensic autopsy reports using text classification techniques: A comparative study	Journal of forensic and legal medicine	2018
3.	Mujtaba, G., Shuib, L., Idris, N., Hoo, W. L., Raj, R. G., Khowaja, K., ... & Nweke, H. F.	Clinical Text Classification Research Trends: A Systematic Literature Review and Open Issues	Expert Systems with Applications	2018
4.	Mujtaba, G., Shuib, L., Raj, R. G., & Gunalan, R.	Detection of Suspicious Terrorist Emails using Text Classification: A Review	Malaysian Journal of Computer Science	2018
5.	Iqbal, U., Wah, T. Y., ur Rehman, M. H., Mujtaba, G., Imran, M., & Shoaib, M.	Deep Deterministic Learning for Pattern Recognition of Different Cardiac Diseases through the Internet of Medical Things	Journal of medical systems	2018
6.	Anandhan, A., Shuib, L., Ismail, M. A., & Mujtaba, G.	Social Media Recommender Systems: Review and Open Research Issues	IEEE Access	2018
7.	Al-Garadi, M. A., Varathan, K. D., Ravana, S. D., Ahmed, E., Mujtaba, G., Khan, M. U. S., & Khan, S. U.	Analysis of Online Social Network Connections for Identification of Influential Users: Survey and Open Research Issues	ACM Computing Surveys	2018
8.	Mujtaba, G., Shuib, L., Raj, R. G., Rajandram, R., Shaikh, K., & Al-Garadi, M. A.	Automatic ICD-10 multi-class classification of cause of death from plaintext autopsy reports through expert-driven feature selection	PloS one	2017
9.	Mujtaba, G., Shuib, L., Raj, R. G., Majeed, N., & Al-Garadi, M. A.	Email classification research trends: Review and open issues	IEEE Access	2017
10.	Mahmood, T., Mujtaba, G., Shuib, L., Ali, N. Z., Bawa, A., & Karim, S.	Public bus commuter assistance through the named entity recognition of twitter feeds and intelligent route finding	IET Intelligent Transport Systems	2017
11.	Siddiqui, M. F., Mujtaba, G., Reza, A. W., & Shuib, L.	Multi-Class Disease Classification in Brain MRIs Using a Computer-Aided Diagnostic System	Symmetry	2017
12.	Islam, K. T., Raj, R. G., & Mujtaba, G.	Recognition of Traffic Sign Based on Bag-of-Words and Artificial Neural Network	Symmetry	2017
13.	Khan, M. S., Herawan, T., Wahab, A. W. A., Mujtaba, G., & Al-Garadi, M. A.	Concept of Entire Boolean Values Recalculation from Aggregates in the Preprocessed Category of Incomplete Soft Sets	IEEE Access.	2017

14.	Abdul Rehman Gilal, Ja-freezal Jaafar, Luiz Fernando Capretz, Mazni Omar, Shuib Basri, Izzatdin Abdul Aziz	Finding an effective classification technique to develop a software team composition model	Journal of software: Evolution and Process	2018
15.	Malek Ahmad Almomani, Shuib Basri, Abdul Rehman Gilal	Empirical study of software process improvement in Malaysian small and medium enterprises: The human aspects	Journal of software: Evolution and Process	2018
16.	Gilal, Abdul Rehman; Jaafar, Jafreezal; Abro, Ahsanullah; Umrani, Waheed Ali; Basri, Shuib; Omar, Mazni	Making Programmer Effective for Software Development Teams: An Extended Study	Journal of Information Science & Engineering	2017
17.	Gilal, Abdul Rehman; Jaafar, Jafreezal; Abro, Ahsanullah; Omar, Mazni; Basri, Shuib; Muhammad Qaiser Saleem	Effective Personality Preferences of Software Programmer: A Systematic Review.	Journal of Information Science & Engineering	2017
18.	MZ Tunio, H Luo, W Cong, Z Fang, Abdul Rehman Gilal, A Abro, S Wenhua	Impact of Personality on Task Selection in Crowdsourcing Software Development: A Sorting Approach	IEEE Access	2017

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

S.No	Authors	Title	Journal Name	Year
1.	Sana Fatima, Qamar Uddin Khand, Jawaid Ahmed Siddiqui, and Zulfiqar Ali Memon	Improvement of Requirement Elicitation Process through Cognitive Psychology	Sukkur IBA Journal of Computing and Mathematical Sciences	2017
2.	Shamsi, Faryal, Muhammad Irshad Nazeer, Raheel Ahmed Memon, and Muhammad Ismail Mangrio	Reflections of Practical Implementation of the academic course Analysis and Design of Algorithms taught in the Universities of Pakistan	Sukkur IBA Journal of Computing and Mathematical Sciences 1, no. 2 (2017)	2017
3.	Zulfiqar Ali Memon, Jawaid Ahmed Siddiqui, Javed Ahmed Shahani, Sana Fatima2, Irshad Nazeer, Ghulam Murtaza	Gap Identification in Computer Science Curriculum and IT Industry Skill Requirement in Pakistan	Sukkur IBA Journal of Computing and Mathematical Sciences 1, no. 2 (2017)	2017
4.	S Afridi, Abdul Rehman Gilal, My Koondhar, A Abro, J Ahmed	Designing of Dual Mode Band Pass Filter Using Square Patch Resonator	Sindh University Research Journal-SURJ	2017
5.	Zeeshan Bhatti, Ahmad Waqas, Hafiz Abid Mahmood Malik, "	MULTIMEDIA BASED LEARNING AND VIRTUAL TOUR FOR PERFORMING HAJJ",	JOURNAL OF INFORMATION AND COMMUNICATION TECHNOLOGY, Vol. 12, No. 1,	2018
6.	Z Bhatti, A Waqas, AW Mahesar, M Karbasi,	"Gait Analysis and Biomechanics of Quadruped Motion for procedural Animation and Robotic Simulation	The Journal of Bahria University Information and Communication Technologies, Vol. 10, No. 2,	2017
7.	Y Ali, K Haider Ali, A Ahmed, A Waqas, Q Ali,	"Blade Modification and Performance Analysis of Micro Savonius Rotor",	The Journal of Bahria University Information and Communication Technologies, Vol. 10, No. 2,	2017

8.	Waqas, Ahmad, Hafiz Abid Mahmood Malik, Mostafa Karbasi, Naeem A. Nawaz, and Abdul Waheed Mahessar.	"CLOUDSIS: An Application of Cloud Computing for Smart School Management System." University of Sindh	Journal of Information and Communication Technology 1, no. 1 (2017): 35-38	2017
9.	Amir Mehmood, Adnan Nadeem, Kashif Rizwan, Nadeem Mahmood, Ahmad Waqas,	"A Study of Wearable Bio-Sensor Technologies and Applications in Healthcare",	Sukkur IBA Journal of Computing and Mathematical Sciences, vol. 1, issue 1,	2017
10.	Muhammad Usman Tahir, Mohammad Asif Khan, Ahmad Waqas, Shahneel Siddiqui	"Pervasive Electricity Distribution System",	Sukkur IBA Journal of Computing and Mathematical Sciences, vol. 1, issue 1,	2017
11.	Abdul Aziz Ansari, M. Abdul Rehman, Ahmad Waqas, Shafaq Siddiqui,	"Spatial Data Analysis: Recommendations for Educational Infrastructure in Sindh"	Sukkur IBA Journal of Computing and Mathematical Sciences, vol. 1, issue 1,	2017
12.	Mostafa Karbasi, Zulfkefli Muhammad, Ahmad Waqas, Zeeshan Bhatti, Asadullah Shah, M.Y.Koondhar, Imtiaz Ali Brohi	, "A HYBRID METHOD USING KINECT DEPTH AND COLOR DATA STREAM FOR HAND BLOBS SEGMENTATION",	Science International (Lahore), vol. 29, no. 3 (2017): 515-519	2017
13.	Muhammad Hussain Mughal, Dr. Zubair Ahmed Shaikh	Software Atom: An approach towards software components structuring to improve reusability	Sukkur IBA Journal of Computing and Mathematical Sciences	2017
14.	Muhammad Hussain Mughal, Dr. Zubair Ahmed Shaikh	WaterOnto: Ontology of Context Aware Grid-Based Riverine Water Management System	Sukkur IBA Journal of Computing and Mathematical Sciences	2017

#### International Journal Publications:

S.No	Authors	Title	Journal Name	Year
1.	Sajid Khan, Ahmad Waqas, Muhammad Asif Khan and Arbab Waheed Ahmad,	"A Camera-Based Fingerprint Registration and Verification Method" International Journal of Computer Science and Network Security	IJCSNS International Journal of Computer Science and Network Security,	2017
2.	Sharjeel Afridi, Syed Bilal Tirmizi, Asif Khan, Gulsher Lund, Ahmad Waqas, Abdul Qadir,	"Improved Stopband Performance in Ceramic Waveguide filters using Step impedance and Step Width Resonators",	IJCSNS International Journal of Computer Science and Network Security, Vol.18 No.12,	2018
3.	Karbasi, M., Zabidi, A., Yassin, I. M., Waqas, A., & Bhatti, Z.	"Malaysian Sign Language Dataset for Automatic Sign Language Recognition System".	Journal of Fundamental and Applied Sciences, Vol. 9 No. 45, pp. 459-474	2017
4.	Ahmad Waqas, Abdul Rehman Gilal, M. Abdul Rehman, Qamar Uddin, Nadeem Mahmood, Zulfkefli Muhammed Yusuf, "	C3F: Cross-Cloud Communication Framework for Resource Sharing amongst Cloud Networks: An Extended Study",	International Journal of Computer Science and Network Security, Vol. 17 No. 8 pp. 216-228	2017

5.	Ahmad Waqas, M. Abdul Rehman, Abdul Rehman Gilal, Mohammad Asif Khan, Javed Ahmed and Zulkefli Muhammed Yusof,	A Features-based Comparative Study of the State-of-the-art Cloud Computing Simulators and Future Directions	International Journal of Advanced Computer Science and Applications(IJACSA), 8(8),	2017.
6.	Mohammad Asif Khan, Ahmad Waqas, Qamar Uddin Khand and Sajid Khan, "	Context Aware Fuel Monitoring System for Cellular Sites"	International Journal of Advanced Computer Science and Applications(IJACSA), 8(8),	2017
7.	M. Abdul Rehman, Jamil Ahmed, Ahmed Waqas and Ajmal Sawand,	"Semantic based Data Integration in Scientific Workflows"	International Journal of Advanced Computer Science and Applications(IJACSA), 8(7), 2017.	2017
8.	M. Abdul Rehman, Jamil Ahmed, Ahmed Waqas and Ajmal Sawand, "	Intelligent System for Detection of Micro-Calcification in Breast Cancer"	International Journal of Advanced Computer Science and Applications(IJACSA), 8(7), 2017.	2017
9.	Naeem A. Nawaz, Ahmad Waqas, Zulkefli Muhammed Yusof, Abdul Waheed Mahesar, Asadullah Shah	WSN Based Sensing Model for Smart Crowd Movement with Identification: An Extended Study	Journal of Theoretical and Applied Information Technology, vol. 95, no. 5 (2017)	2017
10.	Hafiz Abid Mahmood Malik, Abdul Waheed Mahesar, Faiza Abid, Ahmad Waqas, Mohamed Ridza Wahiddin,	Two-mode network modeling and analysis of dengue epidemic behavior in Gombak, Malaysia	Applied Mathematical Modelling. vol. 43	2017
11.	Abdul Rehman Gilal, Jafreezal Jaafar, Mazni Omar, Shuib Basri, Izzatdin Abdul Aziz, Qamar Uddin Khand, Mohd Hilmi Hasan	Suitable Personality Traits for Learning Programming Subjects: A Rough-Fuzzy Model	International Journal of Advanced Computer Science and Applications	2017
12.	M Ajmal Sawand Najeed Ahmed Khan	Privacy and Security mechanisms for eHealth monitoring systems	International Journal of Advanced Computer Science and Applications (IJACSA), ISI index. ISSN: 2156-5570 , Volume 8 No. 4, April 2017.	2017
13.	M. Ajmal Sawand, Najeed Ahmed Khan, Abdul Rehman Soomrani and Sheraz Ali	Energy efficient e-Healthcare system	IJCSNS International Journal of Computer Science and Network Security, VOL.17 No.4, April 2017	2017
14.	Sarang Shaikh, M. Ajmal Sawand, Najeed Ahmed Khan_ and Farhan Badar Solangiy	Comprehensive understanding of Intelligent User Interfaces	International Journal of Advanced Computer Science and Applications (IJACSA) - Volume 8 No 6	2017
15.	Najeed Ahmed Khan, M. Ajmal Sawand, Maryam Qadeer, Anum Owais, Sarah Junaid, Phunparah Shahnawaz	Autism Detection using Computer Vision	International Journal of Computer Science & Network Security, Vol.17, No.4 2017.	2017
16.	S. Khan, and D. H. Lee	An Adaptive Dynamically Weighted Median Filter for Impulse Noise Removal	EURASIP Journal on Advances in Signal Processing	2017
17.	S. Khan, A. Waqas, M. A. Khan, and A. Waheed	A Camera-Based Finger-print Registration and Verification Method	IJCSNS International Journal of Computer Science and Network Security	2018

18.	Raheel Ahmed Memon, Jianping Li, Anwar Ahmed Memon, Junaid Ahmed, Muhammad Irshad Nazeer and Muhammad Ismail	TSAN: Backbone Network Architecture for Smart Grid of P.R China	International Journal of Advanced Computer Science and Applications (IJACSA) 9(1),	2018
19.	Muhammad Irshad Nazeer, Ghulam Ali Mallah, Noor Ahmed Shaikh, Rakhi Bhatra, Raheel Ahmed Memon, and Muhammad Ismail Mangrio	Implication of Genetic Algorithm in Cryptography to Enhance Security	International Journal of Advanced Computer Science and Applications (IJACSA) 9(6),	2018
20.	Zulfiqar A Memon, Fahad Samad, Zafar Rehman Awan, Abdul Aziz, Shafaq Siraj Siddiqi	CPU-GPU Processing	International Journal of Computer Science and Network Security	2017
21.	Ubaidullah Alias Kashif, Zulfiqar Ali Memon, Shafaq Siddiqui, Abdul Rashed Balouch, Rakhi Batra	Architectural Design of Trusted Platform for IaaS Cloud Computing	International Journal of Cloud Applications and Computing (IJCAC)	2018
22.	Jamil Ahmed, M. Abdul Rahman	Intelligent Diagnostic System for Nuclei Structure Classification of Thyroid Cancerous and Non-Cancerous Tissues	(IJACSA) International Journal of Advanced Computer Science and Applications (ISI-Web of Science Indexed), Volume 8 Issue 07, 2017	2017
23.	Muhammad Zahid Tunio, Haiyong Luo, Cong Wang, Fang Zhao, Abdul Rehman Gilal, and Wenhua Shao	Task Assignment Model for Crowdsourcing Software Development: TAM	Journal of Information Processing Systems	2018
24.	Abdullahi Abubakar Imam, Shuib Basri, Rohiza Ahmad, Abdul Rehman Gilal	Data Synchronization Model for Heterogeneous Mobile Databases and Server-side Database	International Journal of Advanced Computer Science and Applications	2018
25.	Abdul Rehman Gilal , Jafreezal Jaafar , Mazni Omar , Shuib Basri , Izzatdin Abdul Aziz ,Qamar Uddin Khand Mohd Hilmi Hasan	Suitable Personality Traits for Learning Programming Subjects: A Rough-Fuzzy Model	International Journal of Advanced Computer Science and Applications	2017
26.	Izzatdin Abdul Aziz, Jafreezal Jaafar, Abdul Rehman Gilal	The Study of OpenDtect Seismic Data Interpretation and Visualization Package in Relation to Seismic Interpretation and Visualization Models	International Journal of Computer Science and Network Security	2017
27.	S Afridi, Abdul Rehman Gilal, S Shah, MY Sandhu	Peer and File Sizes Distributions for Energy Efficient Bit Torrent Networks	IJCSNS-International Journal of Computer Science and Network Security	2017

## Conference Papers 2017-18:

S.No	Authors	Title	Journal Name	Year
1.	Rizwan, Kashif, Nadeem Mahmood, S. A. K. Bari, Zain Abbas, Adnan Nadeem, and Ahmad Waqas.	Spatio-Temporal Proximity Assistance", in Future Technologies	Conference (FTC) 29-30 November   Vancouver, Canada	2017
2.	Sayed Majid Ali Shah, Imdad Ali Ismaili, Zee-shan Bhatti, Ahmed Waqas,	Designing XML tag based Sindhi Language Corpus	International Conference on Computing, Mathematics and Engineering Technologies (iCoMET 2018), IEEE	2018
3.	Zeesan Bhatti, Ahmad Waqas, Fida Chan-dio, Abdul Waheed Ma-hesar, Ghulam Asghar Bhutto	Use of Multimedia, Tem-poral Contiguity & Personal-ization principles in Cognitive Multimedia learning through 3D Animation	International Conference on Computing and Mathematical Sciences (ICCMS 2017),	2017
4.	Muhammad Usman Tahir, Mohammad Asif Khan, Shahneel Sid-diqui, Ahmad Waqas,	Pervasive Electricity Distri-bution System	International Conference on Computing and Mathematical Sciences (ICCMS 2017),	2017
5.	Amir Mehmood, Adnan Nadeem, Kashif Rizwan, Nadeem Mahmood and Ahmad Waqas, "	A Study of Wearable Bio-Sensor Technologies and Applications in Healthcare	International Conference on Computing and Mathematical Sciences (ICCMS 2017),	2017
6.	Wajid Ahmed Channa, Qamar Uddin Khand,	Gait Analysis and Biomechanics of Quadruped Motion for procedural Animation and Robotic Simulation	The Journal of Bahria University Information and Communication Technologies, Vol. 10, No. 2,	2017
7.	Waliullah Panhwar, Qamar Uddin Khand	Identifying and Analyzing the challenges and issues in Wireless ZigBee Technology	International Conference on Computing and Mathematical Sciences-ICCMS-2017, Sukkur, Pakistan	2017
8.	Sana Fatima, Dr. Qamar Uddin Khand, Jawaid Ahmed Siddiqui, and Dr. Zulfiqar Ali Memon	Improvement of Require-ment Elicitation Process through Cognitive Psychology	International Conference on Computing and Mathematical Sciences-ICCMS-2017, Sukkur, Pakistan	2017
9.	Al-garadi, M. A., Mu-jtaba, G., Khan, M. S., Friday, N. H., Waqas, A., & Murtaza, G.	Applications of Big Social Media Data analysis: An Overview	International Conference on Computing, Mathematics and Engineering Technologies (iCoMET)	2018
10.	Friday, N. H., Al-garadi, M. A., Mujtaba, G., Alo, U. R., & Waqas, A.	Deep Learning Fusion Con-ceptual Frameworks for Complex Human Activity Recognition Using Mobile and Wearable Sensors	International Conference on Computing, Mathematics and Engineering Technologies (iCoMET)	2018
11.	Khan, M. S., Mujtaba, G., Al-garadi, M. A., Fri-day, N. H., Waqas, A., & Qasmi, F. R.	Multi-soft Sets-based Deci-sion Making using Rank and Fix Valued Attributes	International Conference on Computing, Mathematics and Engineering Technologies (iCoMET)	2018
12.	Nweke, H. F., Teh, Y. W., Alo, U. R., & Mu-jtaba, G.	Analysis of Multi-Sensor Fu-sion for Mobile and Wearable Sensor Based Human Activity Recognition	International Conference on Data Processing and Applications	2018
13.	Jahangir, R., Teh, Y. W., Ishtiaq, U., Mujtaba, G., & Nweke, H. F.	Automatic Speaker Identifi-cation through Robust Time Domain Features and Hierarchical Classifi-cation Approach	International Conference on Data Processing and Applications	2018
14.	K. T. Islam, G. Mujtaba, R. G. Raj, and H. F. Nweke	Elevator button and floor number recognition through hybrid image classification approach for naviga-tion of service robot in buildings	International Conference on Engineering Technology and Technopreneurship (ICE2T)	2017
15.	K. T. Islam, G. Mujtaba, R. G. Raj, and H. F. Nweke	Handwritten digits recognition with artificial neural network	International Conference on Engineering Technology and Technopreneurship (ICE2T)	2017

16.	Mujtaba, G., Shuib, L., Raj, R. G., Al-Garadi, M. A., Rajan-dram, R., & Shaikh, K.	Hierarchical Text Classifica-tion of Autopsy Reports to Deter-mine MoD and CoD through Term-Based and Concepts-Based Features	Industrial Conference on Data Mining	2017
17.	R. A. Memon, Jianping Li, J. Ahmed, F. Shah, I Nazeer, M. Ismail, K. Ali	Simulation and analysis of RSAFE and RSAFE Rerouting Protocol in Network Simulator 2	14th International Confer-ence on Wavelet Active Media Technol-ogy and Information Processing (ICCWAMTIP), Chengdu, China, Dec 2017	2017
18.	Muhammad Irshad Nazeer, Muhammad Ismail Mangrio, Irum Sindhu , Raheel Ahmed Memon	Amortized Analysis of Ant Colony Optimization	Modern Trends in Science, Engineering & Technology (MTSET-2017)	2017
19.	Faryal Shamsi, Muham-mad Irshad Nazeer, Ra-heel Ahmed Memon, Muhammad Ismail Mangrio	Practical implementation of aca-demic course Analysis and Design of Algorithms taught in the Univer-sities of Pakistan	International Conference on Computing and Mathematical Sciences - ICCMS'2017, February 25-26, 2017	
20.	Zulfiqar Ali Memon, Ja-waid Ahmed Siddiqui, Javed Ahmed Shahani, Sana Fati-ma, Irshad Nazeer , Ghulam Murta-za	Gap Identification in Com-puter Science Curriculum and IT Industry Skill Requirement in Pakistan	International Conference on Computing and Mathematical Sciences - ICCMS'2017, February 25-26, 2017	2017
21.	Muhammad Hussain Mughal, Dr. Zubair Ah-med Shaikh	Software Atom: An ap-proach towards software components struc-turing to improve reusability	International Conference on Computing and Mathematical Sciences - ICCMS 2017	2017
22.	Muhammad Hussain Mughal, Dr. Zubair Ah-med Shaikh	WaterOnto: Ontology of Context Aware Grid-Based Riverine Water Management System	International Conference on Computing and Mathematical Sciences - ICCMS 2017	2017
23.	Muhammad Iqbal; Syed Hasnain Alam Kazmi; Amir Manzoor; Abdul Rehman Soomrani; Shu-jaat Hussain Butt; Khur-ram Adeel Shaikh	A study of big data for busi-ness growth in SMEs: Opportunities & challenges	2018 International Conference on Computing, Mathematics and Engineering Technologies (iCoM-ET), Pages: 1 - 7, IEEE, 2018	2018
24.	NSM Jaafar, IA Aziz, J Jaafar, AK Mahmood, Abdul Rehman Gilal	An Enhance Approach of Filtering to Select Adaptive IMFs of EEMD in Fiber Optic Sensor for Oxidized Carbon Steel	Computer Science Online Con-ference-CSOC2018	2018
25.	NSM Jaafar, IA Aziz, J Jaafar, AK Mahmood, Abdul Rehman Gilal	A Survey on Signal Processing Methods in Fiber Optic Sensor for Oxidized Carbon Steel	Computer Science Online Con-ference-CSOC2018	2018
26.	Hafiz Abid Mahmood Malik, Faiza Abid, Abdul Rehman Gilal, Abdul Sattar Raja	Use of cloud computing in Hajj crowded management and complex systems	4th IEEE International Confer-ence on Engineering Technol-ogies and Applied Sciences (ICETAS), 2017	2017
27.	J Jaafar, Abdul Rehman Gilal, M Omar, S Basri, I Abdul Aziz, MH Hasan	Jafreezal Jaafar, Abdul Rehman Gilal, Mazni Omar, Shuib Basri, Izzatdin Abdul Aziz, Mohd Hilmi Hasan	Computer Science Online Con-ference-CSOC2017	2017
28.	Abdul Rehman Gilal, M Omar, J Jaafar, KI Sharif, AW Mahe-sar, S Basri	Software Development Team Composition: Personality Types of Programmer and Complex Networks	6th International Conference on Computing and Informatics (ICOCI-2017)	2017

## Workshops 2017-18 Conducted by CS Faculty

S.No	Title/Topic of Workshop/Seminar/Session	Guest Speaker(s)	Date
1.	Awareness workshop on "3D Animation and Visual Effects"	Dr. Qamar Uddin Khand	26-08-2017
2.	Importance of Visual Effects & 3D Animations	Mr. Faisal Khawaja	04-02-2017
3.	Summer Professional Development Program 2018 for Development of Content and Pedagogical Knowledge of Computer	Dr Ahsanullah Abro and Muhammad Irshad Nazeer	29 Jun - 10 July 2018

## Attended by CS Faculty

S.No	Title/Topic of Workshop/Seminar/Session	Faculty Member(s)	Guest Speaker(s)	Date
1.	3-Days Curriculum Based workshop on Computer Science	Mr. Abbas Mehdi	(LID) HEC	30 January, 2018 to 3 February, 2018
2.	One-day workshop on Microsoft Azure	Mr. Abbas Mehdi, Mr. Muhammad Hussain Mughul	Experts from Systems Limited, Lahore	7 June 2018
3.	Differentiation and diversity Management in Classroom	Mr. Abbas Mehdi	Dr. Irfan Ahmed Rind	26 July 2018 Thursday
4.	Collaborative Teaching and Learning	Mr. Abbas Mehdi, Mr. Nisar Siddiqui	Mr. Zahid Ali Jatoi	27 July 2018 Friday
5.	Collaboration & Leadership	Mr. Abbas Mehdi	Mr. Tahir Mushtaque	30 July 2018 Monday
6.	Emotional Intelligence	Mr. Abbas Mehdi	Ms. Rahila Narejo	2 August, 2018
7.	Communicating Professionally & effectively	Mr. Abbas Mehdi	Mr. Shakeel Ahmed	3 August 2018
8.	Assessment and Feedback	Mr. Abbas Mehdi	Ms. Unaeza Alvi	4 August 2018
9.	Large Scale Data Mining	Dr. Qamar Uddin Khand	Prof. Dr. Tahar Kechadi	27 February 2017
10.	Big Data Analysis	Dr. Sajid Khan	Mr. Asim Kaghazi	
11.	Communication with students (conference on the concept of community colleges in Pakistan)	Mr. Javed Abbasi, Mr. Safdar Ali Soomro	Prof. Dr. Beth Gulley	10 January 2018
12.	HEC Microsoft Academic Day, Sukkur	Mr. Javed Abbasi, Mr. Safdar Ali Soomro, Mr. Muhammad Hussain Mughul	Microsoft team	28 February 2018
13.	Differentiation and Diversity Management in Class Room, Collaborative Teaching & Learning, Assessment and Feedback	Mr. Javed Abbasi, Mr. Safdar Ali Soomro		

14.	Seven Habits of Highly Effective People	Mr. Javed Abbasi, Mr. Safdar Ali Soomro	Waheed Umrani	31 July to 01 Aug 2018
15.	Communicating Professionally and Effectively	Mr. Javed Abbasi, Mr. Safdar Ali Soomro	Shakeel Ahmed	3 August - 2018
16.	Emotional intelligence	Mr. Javed Abbasi, Mr. Safdar Ali Soomro	Rahila Narejo	2nd August - 2018
17.	Pakistan School of Internet Governance - pkSIG 2018 Kara-chi	Mr. Irshad Nazir, Dr. Abdul Rehman Gilal, Shafaq Siddiqui	Dr. Arshad Ali	3-6 Sep 2018
18.	Block Chain Training Workshop SIBC Sukkur	Mr. Irshad Nazir	Dr. Anjum Naveed	27-29 July & 11-12 August 2018
19.	IPv6 Routing and Switching	Mr. Irshad Nazir	Mr. Aftab Siddiqui	26-30 January 2017
20.	Big Data Analytics with Spark	Mr. Muhammad Hussain Mughul	Mr. Asim Kaghazi, Principal DBA & App. Lead Gartner Inc, USA.	15 to 17 January 2018
21.	Big Data Analytics with R & Ha-doop	Mr. Muhammad Hussain Mughul	Prof. Tahar Kechadi (Principal Investigator @ UCD)	05 March, 2018
22.	Training on Islamic, Ethical and Contemporary Issues	Mr. Muhammad Hussain Mughul	Regional Dawah Academy, International Islamic University, Islamabad.	Saturday, 17 March, 2018



## Event organized:

### International Conference on Computing, Mathematics and Engineering Technologies (iCoMET 2018)

The first International Conference on Computing, Mathematics and Engineering Technologies (iCoMET 2018) was organized on 3-4 March 2018 by department of Computer Science in collaboration with department of Electrical Engineering and department of Mathematics. iCoMET received a total of 374 submissions and 154 were accepted after the peer-review process. Huge number of researchers attended the conference, whereas, 12 international renowned researchers and 11 national researchers presented keynote speech. The proceedings were published in IEEE Xplore digital library.

## Workshop

S.No	Title	Guest Speaker(s)	Date
1.	Big Data Analytics Using Spark	Mr. Asim Kaghzi	19-21 Jan 2017
2.	Importance of Visual Effects & 3D Animations	Mr. Faisal Khawaja, CEO of Axon 313 Pakistan	04 Feb 2017
3.	Large Scale Data Mining	Professor Dr. Tahar Kechadi	27 Feb 2017
4.	Quantum Computing	Dr. Fayaz	08 Apr 2017
5.	Appldea2R (App Idea to Reality)	Sayyed Paras Ali	29 Apr 2017
6.	Big Data Analytics with Spark	Mr. Asim Kaghzi	15-17 Jan 2018
7.	Academia-Industry Workshop	Mr. Asif, Mr. Saleem, Mr. Yasir And Mr. Hosh	20 Jan 2018
8.	Microsoft Academic Day	Dr. G. Raza Bhatti, Levent Can, Faouzi Soussi, Zeeshan Pirzada, Naved Ahmed Bhutto, and Kursat Gunenc	28 Feb 2018
9.	Workshop on Microsoft Azure	Usman Shaikh, Afzall Ahmed Zeshan, and Muhammad Zunair	7 Jun 2018



## Department of 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 Power, Electronics, and Communication Engineering are offered at present. The specialization 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 energy. The department has also started postgraduate programs i.e. Master of Engineering (M.E) in the areas of Renewable Energy, Electronics & Communication.

### Vision

The vision of Electrical Engineering department is to produce employable engineers in the areas of Electronics, Power and Communication Engineering, par excellence having cognizance for entrepreneurship and research.

### Mission

The mission of Department of Electrical Engineering is to produce engineering graduates possessing sound analytical & communication skills, thorough knowledge of contemporary scientific methods, tools & techniques necessary for solving research and applied engineering problems coupled with a clear outlook for entrepreneurship and commercialization.

### Academic Programs

#### Undergraduate Programs

- 1) B.E in Electrical Engineering
  - Electronics
  - Power
  - Communication
- 2) B.E in Computer Systems
- 3) B.E in Energy Systems

#### Postgraduate Programs

- ME in Electronics & Communication
- ME in Renewable Energy



## Accreditation of Programs

B.E Electrical Engineering program of Sukkur IBA University is the 2nd program in the province Sindh which is accredited under Level-II (OBE based Accreditation) by Pakistan Engineering Council in 2018. The department is also in process to secure international ABET (Accreditation Board for Engineering and Technology) accreditation.

## Program Educational Objectives (PEOs) of Electrical Engineering

The BE Electrical Engineering program has the following program educational objectives:

### PEO-1

Employable graduates equipped with engineering skill-set suitable for job market with inclination towards lifelong learning.

### PEO-2

Graduates with appropriate interpersonal skills and able to work as a part of diverse interdisciplinary team.

### PEO-3

Graduates cognizant of societal needs, conduct their profession in moral and ethical manner.

## Sukkur IBA Engineering Society

The society is established to promote the practical engineering activities and further engineering academic practices. The Engineering Society organized semester project exhibition in fall semester 2017. The Exhibition consisted of 40 Hardware projects made by students of Electrical Engineering department from BE-I to BE-VIII. The event was inaugurated by Vice Chancellor Sukkur IBA University, Prof. Nisar Ahmed Siddiqui, along with Registrar Sukkur IBA University, Engr. Zahid Hussain Khand, and Head of Department, Dr Faheem Akhtar Chachar. Almost all the faculty members and staff visited the event and appreciated efforts made by the students. The Mentor of Society, Engr. Fida Hussain, was praised for organizing the event. In addition, the society organized a one-day Arduino workshop for students from BE-I to BE-III, a one day workshop on simulation techniques for MultiSim in spring semester 2018.

## IEEE Student Branch

IEEE Student Branch of Sukkur IBA University has remained committed to its goals of providing an international platform to the students. This journey has been full of rewards and achievements. In this regard, the branch has been participating at national and international level. The untiring efforts of IEEE Student Branch Sukkur IBA were rewarded with the title of the most Happening and Active Student Branch amongst the IEEE student branches all over Pakistan. In addition, the IEEE Student Branch celebrated IEEE Day 2017 by its conventional cake cutting ceremony followed by guest speaker sessions. The participants were from BE-I to BE-VIII. Along with this, one international session was also the part of this event from FAB LAB Spain via Skype. The Branch also organized our annual flagship event SIBACOM'17 in which 150+ students participated from 12 different universities across Pakistan, the participants competed in different competition categories and winners were awarded with cash prizes that totalled an amount of PKR 450,000/=.

## Labs Strengthening

Recently, the Electrical Engineering labs have gone through a transformative process which includes establishment of MIT-inspired Fabrication facility named as FAB Lab, research quality labs such as Power Hardware In the Loop (PHIL) Lab, and Heat Transfer Lab. Moreover, to align with the modern trends of engineering education, the department has developed a fully-equipped Green Energy Lab, Thermodynamics Lab and introduced modern National Instruments' hardware and software to update existing teaching labs. Along with high-grade hardware facilities, powerful computing and up-to-date software resources stand as backbone of the engineering teaching and research. The spacious and fully-equipped hardware and computing labs provide dedicated facilities to our students for acquiring hands-on designing and development experience.

## International Collaboration

• EE department has signed MoU to start a unique (2+2) and (1+1) joint degree program in collaboration with North China Electric Power University (NCEPU)

## External Linkages

### CSC Scholarship Awards at NCEPU

- Engr. Jamshed Ansari (Assistant Professor, Department of Electrical Engineering, Sukkur IBA University)- PhD
- Engr. Mahrukh (Final Year Topper Student of Department of Electrical Engineering, Sukkur IBA University)- Masters
- Engr. Sarfaraz Muhammad (SIBA Alumni - Department of Electrical Engineering, Sukkur IBA University)- Masters
- Engr. Ahmed Aizaz (SIBA Alumni - Department of Electrical Engineering, Sukkur IBA University)- Masters
- Engr. Afzaal Muhammad (SIBA Alumni - Department of Electrical Engineering, Sukkur IBA University)- Masters
- Engr. Nanik Ram(SIBA Alumni - Department of Electrical Engineering, Sukkur IBA University)- Masters
- Engr. Aakash Kumar(SIBA Alumni - Department of Electrical Engineering, Sukkur IBA University)- Masters

### Exchange Students

- Engr. Aisha Saleem selected for Global U-GRAD (Pakistan) semester exchange program Fall-2017 Cultural Ambassador at US Department of States and studied one semester at University of Connecticut, USA.
- Engr. Dileep Kumar selected for Global U-GRAD (Pakistan) semester exchange program Fall-2017 Cultural Ambassador at US Department of States and studied one semester at Saginaw Valley State University, USA.

### Industrial Linkages Office also arranged following visits for the students in the year 2016-2017

- Industrial visit of OMV oil and gas field, Khairpur Mirs, for students of BE-VIII held on 22 March 2018.
- Industrial visit 120 KV Grid Station, Sukkur, for students of B.E VIII held on April 2018.
- Industrial visit of Continental Biscuits Limited, Sukkur, for students of B.E-VII held on March 2018.
- Industrial visit of Wireless Operation Department, PTCL, Sukkur, for the students of BE-VII and BE-VIII held on 01 March 2018.
- Industrial visit of USPCAS-W, Zorlu Energy Wind Farms and Satellite Earth Station Dehmandro for ME students held at 11th and 12th April 2018.

## Industrial Linkages

The department of Electrical Engineering has stashed Industrial Linkages office which is responsible to strengthen the relationship between academia and industry. This office organizes trainings for students and faculty members as a registered PEC institute for the capacity and professional development of the students and faculty. In the past, our students have visited and performed internship in several industrial partners of Sukkur IBA University through this office which includes MEPCO Multan, PTCL, Mobilink, Telenor, and Ufone.

## iCOMET 2018

International Conference on Computing, Mathematics and Engineering Technologies (iCoMET) is the annual conference organized by the Department of Computer Science, Department of Mathematics and Department of Engineering at Sukkur IBA University, Sukkur, Pakistan.

iCoMET 2018 was dedicated to serve as a key resource to provide interdisciplinary platform to disseminate latest and original research findings among the academic and industrial researchers in the domain of computing, mathematics and engineering technologies at global scale.

## Sukkur IBA Journal of Emerging Technologies (SJET)

Department of Electrical Engineering has started Sukkur IBA Journal of Emerging Technologies (SJET) research journal which is the bi-annual research journal published by Sukkur IBA University, Pakistan. SJET is dedicated to serve as a key resource to provide applied engineering research associated with the Electrical, Electronics and innovations in Energy at the global scale. This journal publishes manuscripts which highlight development in emerging technologies. This journal covers all branches of Engineering, Science, and Emerging Technologies. The first issue of the SJET has been published.

## Research Awards

- EE department has highest number of impact factor publications within the university
- EE department has Secured 3 SRGP grants

## Research Publication

S. No.	Sukkur IBA Contributor	Designation	Authors	title	Journal Name		ISI In-	Web Link	Publication Year
1	Irfan Ahmed Soomro	Assistant Professor	"Ghulam Abbas Khan, Changbiao Li, Faizan Raza, Noor Ahmed, Abdul Rasheed Mahesar, Irfan Ahmed and Yanpeng Zhang "	"Correlation and squeezing for optical transistor and intensity for router applications in Pr <sup>3+</sup> :YSO"	Physical Chemistry Chemical Physics	4.123	YES	<a href="http://pubs.rsc.org/-/content/articlelanding/2017/cp/c7cp01884c/unauth#!div-Abstract">http://pubs.rsc.org/-/content/articlelanding/2017/cp/c7cp01884c/unauth#!div-Abstract</a>	2017
2	Muhammad Waqas	Lecturer	"Luhan Ye, Xinyi Shi, Zuoxiang Zhang, Jingna Liu, Xian Jian, Muhammad Waqas, and Weidong He"	"An Efficient Route to Polymeric Electrolyte Membranes with Interparticle Chain Microstructure Toward High-Temperature Lithium-Ion Batteries"	Advanced Materials Interfaces	3.365	YES	<a href="http://onlinelibrary.wiley.com/doi/10.1002/">http://onlinelibrary.wiley.com/doi/10.1002/</a>	2017
3	Mir Muhammad Lodro	Assistant Professor	Mir Muhammad Lodro, Steeve Greedy, Naem A. Mahoto, Mukhtiar A. Unar	Throughput Analysis of Full-Duplex Communication Cognitive Radio Network	Wireless Personal Communications	0.951	YES	<a href="https://doi.org/10.1007/s11277-017-4662-9">https://doi.org/10.1007/s11277-017-4662-9</a>	2017
4	Sunny Katyara	Lecturer	"Sunny Katyara, Madad Ali Shah, Shehnala Zardari, Bhawani Shankar Chowdhry, Wanod Kumar"	"WSN Based Smart Control and Remote Field Monitoring of Pakistan's Irrigation System Using SCADA Applications"	Wireless Personal Communications	0.951	YES	<a href="https://link.springer.com/article/10.1007/s11277-016-3905-5">https://link.springer.com/article/10.1007/s11277-016-3905-5</a>	2017
5	Dr. Muhammad Yameen Sandhu	Assistant Professor	Muhammad Y. Sandhua, b, Sharjeel Afridib, Qari Khalidb, Ian C. Hunterb, and Nigel S. Robertsc	"Microwave power absorption profile of detergent surfactant agglomerates during microwave heating "	Drying Technology	1.976	YES	<a href="http://www.tandfonline.com/doi/full/10.1080/07373937.2017.1329740">http://www.tandfonline.com/doi/full/10.1080/07373937.2017.1329740</a>	2017
6	Dr. Saeed Ahmed Khan	Assistant Professor	FARMAN ALI MANGI, GHULAM ALI MAL-LAH, SAEED AHMED KHAN, AND DEEDAR ALI JAMRO	"Design and Performance of Broadband Dual Layer Circular Polarizer Based on Frequency Selective Surface for X-Band Applications"	Mehran University Research Journal of Engineering & Technology	N/A	NO	<a href="http://publications.muett.edu.pk/article_detail_abstract.php?p_id=1569">http://publications.muett.edu.pk/article_detail_abstract.php?p_id=1569</a>	2017

7	Dr. Ali Hassan Sodhro	Assistant Professor	Ali Hassan Sodhro, Ye Li & Madad Ali Shah	"Green and friendly multimedia transmission algorithms for wireless body sensor networks"	Multimedia Tools and Applications	1.53	YES	<a href="https://link.springer.com/article/10.1007/s11042-016-4084-9">https://link.springer.com/article/10.1007/s11042-016-4084-9</a>	2017
8	Dr. Bhajan Lal	Assistant Professor	"Ataf Ali Altaf, Samia Kausar, Muhammad Hamayun, Bhajan Lal, Muhammad Nawaz Tahir, Amin Badshah"	"Ferrocenylaniline based amide analogs of methoxybenzoic acids: Synthesis, structural characterization and butyrylcholinesterase (BChE) inhibition studies"	Journal of Molecular Structure	1.753	YES	<a href="http://www.sciencedirect.com/science/article/pii/">http://www.sciencedirect.com/science/article/pii/</a>	2017
9	Dr. Bhajan Lal	Assistant Professor	Faiza Asghar, Amin Badshah, Bhajan Lal, Shumaila Zubair, Saira Fatima, Ian S. Butler	"Facile synthesis of fluoro, methoxy, and methyl substituted ferrocene-based urea complexes as potential therapeutic agents"	Bioorganic Chemistry	3.231	YES	<a href="http://www.sciencedirect.com/science/article/pii/">http://www.sciencedirect.com/science/article/pii/</a>	2017
10	Irfan Ahmed Soomro	Assistant Professor	Changbiao Li, Irfan Ahmed, Ghulam A. Khan, Da Zhang, Mingyu Xu, Ruimin Wang, and Yanpeng Zhang	"Polarization controlled hybrid line shape and switching of noise correlation via Autler-Town splitting"	JOURNAL OF APPLIED PHYSICS	2.068	YES	<a href="http://aip.scitation.org/doi/">http://aip.scitation.org/doi/</a>	2017
11	Irfan Ahmed Soomro	Assistant Professor	Irfan Ahmed, Rafay Ahmed, Jingwei Yang, Alan Wing Lun Law, Yanpeng Zhang, and Condon Lau	Elemental analysis of the thyroid by laser induced breakdown spectroscopy	BIOMEDICAL OPTICS EXPRESS	3.337	YES	<a href="https://www.osapublishing.org/boe/abstract">https://www.osapublishing.org/boe/abstract</a>	2017
12	Safdar A. Abro	Lecturer	Mazhar H. Baloch, Safdar A. Abro, Ghulam Sarwar Kaloi, Nayyar H. Mirjat, Sohaib Tahir, M. Haroon Nadeem, Mehr Gul, Zubair A. Memon and Mahendar Kumar	A Research on Electricity Generation from Wind Corridors of Pakistan (Two Provinces): A Technical Proposal for Remote Zones	Sustainability – Open Access Journal	1.789	Yes	<a href="http://www.mdpi.com/2071-">http://www.mdpi.com/2071-</a>	2017

13	Muhammad Usman Tahir		Tahir, M. U., Khan, M. A., Waqas, A., & Siddiqui, S	Pervasive Electricity Distribution System	Sukkur IBA Journal of Computing and Mathematical Sciences	N/A	NO	<a href="http://journal.iba-suk.edu.pk:8089/SI-BAJournals/index.php/sjcms/article/view/11">http://journal.iba-suk.edu.pk:8089/SI-BAJournals/index.php/sjcms/article/view/11</a>	2017
14	Dr. Bhajan Lal	Assistant Professor	Bhajan Lal, Attaullah, Shafique Ahmed Arain, Sajid Haleem, Sagar Kumar	Characterizations of Newly Fabricated Composite Materials Based on Organoclay Incorporated Polymeric Matrix	Materials Science Forum	N/A	NO	<a href="https://www.scientific.net/MSF.902.79">https://www.scientific.net/MSF.902.79</a>	2017
15	Dr. Muhammad Asim	Assistant Professor	MuhammadArif Muhammad AsimAli Muhammad MujtabaShaikh StevenFreeer	Investigation of Non-linear Chirp Coding for Improved Second Harmonic Pulse Compression	Ultrasound in Medicine & Biology	2.49	YES	<a href="http://www.sciencedirect.com/science/article/pii/">http://www.sciencedirect.com/science/article/pii/</a>	2017
16	Dr. Bhajan Lal	Assistant Professor	Altaf, Ataf Ali, Nasir Khan, Bhajan Lal, and Amin Badshah.	Synthesis, characterization and DNA-intercalation studies of two ferrocene-based Fe-Sn heterobimetallic compounds, and crystal structure of trimethyltin (p-ferrocenyl) benzoate	Journal of Coordination Chemistry	1.79	YES	<a href="http://www.tandfonline.com/doi/abs/10.1080/00958972.2017.1384547">http://www.tandfonline.com/doi/abs/10.1080/00958972.2017.1384547</a>	2017
17	Sunny Katyara	Lecturer	S. KATYARA, M. A. SHAH, L. STASZEWSKI, J. SOOMRO	Harmonics compensation in industrial power network using Hybrid Active Power Filter (HAPF) in d-q frame	SINDH UNIVERSITY	N/A	No	<a href="http://sujo.usindh.edu.pk/index.php/SURJ/article/view/3928">http://sujo.usindh.edu.pk/index.php/SURJ/article/view/3928</a>	2017
18	Sunny Katyara	Lecturer	10. Sunny Katyara, Jan Izykowski, Lukasz Staszewski, Madad Ali Shah, Faheem Akhtar	Technical & Economical evaluation of Proton Exchange Membrane (PEM) Fuel Cell for commercial purposes	Present Problems of Power System Control	N/A	NO	<a href="http://www.psc.pwr.wroc.pl/">http://www.psc.pwr.wroc.pl/</a>	2017

19	Dr. Saeed Ahmed Khan	Assistant Professor	"Changyong Chen, Miaomiao Xue, Yige Wen, Guang Yao, Yan Cui, Feiyi Liao, Zhuocheng Yan, Long Huang, Saeed Ahmed Khan, Mingao, Taisong Pan, Hulin Zhang, Wei Jing, Daqing Guo, Sanfeng Zhang, Hailiang Yao, Xiong Zhou, Qiang Li, Yang Xia,* and Yuan Lin**"	A Ferroelectric Ceramic/Polymer Composite-Based Capacitive Electrode Array for In Vivo Recordings	Advanced Healthcare Materials	5.11	YES	<a href="http://onlinelibrary.wiley.com/doi/10.1002/">http://onlinelibrary.wiley.com/doi/10.1002/</a>	2017
20	Dr. Bhajan Lal	Assistant Professor	Faisal, Muhammad, Danish Shahzad, Aamer Saeed, Bhajan Lal, Shomaila Saeed, Fayaz Ali Larik, Perwaiz Ali Channar, Parvez Ali Mahesar, and Jamaluddin Mahar	Review on asymmetric synthetic methodologies for chiral isoquinuclidines; 2008 to date	Tetrahedron: Asymmetry	N/A	NO	<a href="https://www.sciencedirect.com/science/article/abs/pii/">https://www.sciencedirect.com/science/article/abs/pii/</a>	2017
21	Dr. Syed Sabir Hussain Bukhari	Assistant Professor	Bukhari, Syed Sabir Hussain, Muhammad Ayub, Shahid Atiq, and Byung-il Kwon	A three-phase offline UPS system for transformer coupled loads	IEICE Electronics Express	0.456	YES	<a href="https://www.jstage.jst.go.jp/article/">https://www.jstage.jst.go.jp/article/</a>	2017
22	Dr. Gulsher Baloch	Assistant Professor	Gulsher Baloch and Huseyin Ozkaramanli	Image denoising via correlation-based sparse representation	SIGNAL IMAGE AND VIDEO PROCESSING	1.643	YES	<a href="https://link.springer.com/article/10.1007/s11760-017-1113-8">https://link.springer.com/article/10.1007/s11760-017-1113-8</a>	2017
23	Sunny Katyara	Lecturer	Sunny Katyara, Jan Izykowski, Bhawanani Shankar Chowdhry, Hyder Abbas Musavvi, Rashid Hussain	WSN-based monitoring and fault detection over a medium-voltage power line using two-end synchronized method	Electrical Engineering Springer	0.569	YES	<a href="https://link.springer.com/article/10.1007/s00202-016-0485-z">https://link.springer.com/article/10.1007/s00202-016-0485-z</a>	2018

24	Dr. M Yameen Sandhu	Assistant Professor	Muhammad Y. Sandhu, Faiqa S. Saleh, Sharjeel Afridi a, Ian C. Hunter a, S. Nigel S. Roberts	"The process for making low density LAS surfactant agglomerates using microwave heating"	Powder Technology	2.94	yes	<a href="https://www.sciencedirect.com/science/article/pii/">https://www.sciencedirect.com/science/article/pii/</a>	2018
25	Manoj Kumar Panjwani	Lab Engineer	Khan, Danish; Tan, Zhan Ao; Khan, Idris; Panjwani, Manoj Kumar	A Review of the Challenges and Possibilities of Using Carbon Nanotubes in Organic Solar Cells	Science of Advanced Materials, American SCIENTIFIC Publishers	1.671	yes	<a href="https://www.ingentaconnect.com/contentone/asp/">https://www.ingentaconnect.com/contentone/asp/</a>	2018
26	Suresh Kumar	Lecturer	"Suresh Kumar, Patricia Shaw, Alexandros Giagos, Raphaël Braud1, Mark Lee1 and Qiang Shen1"	"Developing Hierarchical Schemas and Building Schema Chains Through Practice Play Behavior"	FRONTIERS IN NEUROBOTICS	2.48	yes	<a href="https://www.frontiersin.org/arti-">https://www.frontiersin.org/arti-</a>	2018
27	Muhammad Waqas	Lecturer	Shamshad Ali, Chao Tan, Muhammad Waqas, Weiqiang Lv, Zhaohuan Wei, Songhao Wu, Bismark Boateng, Jingna Liu, Junaid Ahmed, Jie Xiong, John B. Goodenough, and Weidong He	Highly Efficient PVDF-HFP/Colloidal Alumina Composite Separator for High-Temperature Lithium-Ion Batteries	Advanced Materials Interfaces	4.83	yes	<a href="https://onlinelibrary.wiley.com/doi/abs/10.1002/">https://onlinelibrary.wiley.com/doi/abs/10.1002/</a>	2018
28	Mr. Irfan Ahmed	Assistant Professor	Haijun Tang ; Irfan Ahmed ; Dan Zhang ; Lin Cheng ; Junling Che ; Enling Li ; Yanpeng Zhang	Amplifier and Router of Parametric Amplified Four-Wave Mixing	IEEE Journal of Quantum Electronics	1.917	yes	<a href="https://ieeexplore.ieee.org/abstract/docu-">https://ieeexplore.ieee.org/abstract/docu-</a>	2018
29	Mr. Irfan Ahmed	Assistant Professor	Xinwei Zha1, Zhang Da2, Irfan Ahmed3,4, Dan Zhang2 and Yanpeng Zhang2	General monogamy equalities of complementarity relation and distributive entanglement for multi-qubit pure states	"Laser Physics Letters "	2.537	yes	<a href="http://iopscience.iop.org/arti-">http://iopscience.iop.org/arti-</a>	2018

30	Mr. Irfan Ahmed	Assistant Professor	Xinwei Zha1, Zhang Da2, Irfan Ahmed3,4 and Yanpeng Zhang	Two forms for 3-uniform states of eight-qubits	"Laser Physics Letters "	2.537	yes	<a href="http://iopscience.iop.org/arti-">http://iopscience.iop.org/arti-</a>	2018
31	Mr. Irfan Ahmed	Assistant Professor	Ruimin Wang1, Puttapirat Pargorn1, Faizan Raza1, Irfan Ahmed2,3, Hongxing Wang1 and Yanpeng Zhang1	Hybrid correlation and squeezing with spontaneously generated coherence effect	"Laser Physics Letters "	2.537	yes	<a href="http://iopscience.iop.org/arti-">http://iopscience.iop.org/arti-</a>	2018



## CPD Activities Calendar for Year 2017-2018

PEB Name: Sukkur IBA University  
 PEB Reg. #: PEB-S-SUKIBA-0097  
 Name of PEB Coordinator: Dr. Arslan Ahmed

S.No	CPD Title	CPD Category - Type	Location	Dates	Collaboration	Resource Person	CPD Credit Points	Fee (Rs)
1.	Operation and Maintenance of Industrial Plants	Workshop	Sukkur IBA University	26-Aug 2017	Sukkur IBA University and PEC	Mr. A. Rehman Abbasi	0.5	1000
2.	Reading and Writing Scientific Research Papers	Workshop	Sukkur IBA University	16-Oct 2017	Sukkur IBA University and PEC	Mr. Faheem Chachar	0.5	00
3.	5G Technologies: Massive MIMO, mmWave, Channel Sounding and Channel Emulation	Seminar	Sukkur IBA University	05-Dec 2017	Sukkur IBA University and National Instruments	Mr. Muhammad Adnan	1	00
4.	Engineering Design Process	Lecture	Sukkur IBA University	January 2018	Sukkur IBA University and PEC	Dr. HUY-DUNG HAN	1	00
5.	What is OBE-A complete Cycle	Lecture	Sukkur IBA University	March 2018	Sukkur IBA University and PEC	Engr. Prof. Dr. Madad Ali Shah	0.5	00
6.	Engineering Safety Management	Workshop	Sukkur IBA University	May 2018	Sukkur IBA University and PEC	Engr. Shahid Gill	0.5	3000

## Chapter 2

# Research & Development

## Office of Research Innovation and Commercialization (ORIC)



ENTER

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## Chapter: 02

### Office of Research Innovation and Commercialization (ORIC):

Realizing the importance of research in academic excellence and providing solutions to social problems, Sukkur IBA University established the Office of Research, Innovation, and Commercialization (ORIC) in September 2011. ORIC's mission is very much aligned with the university'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 the mandate to promote research culture in the university. It provides support to research activities across all disciplines. It specifically helps researchers at Sukkur IBA University in identifying grant opportunities, writing grant-winning proposals, maintaining a record of research activities, patent filing, linking academia with industry for commercialization & 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.

Sukkur IBA University, through ORIC, is assisting its faculty members and research students to engage in the applied research to provide the patentable solution to common social problems including education, health, energy, and agriculture.

In the energy sector, the researchers at Sukkur IBA University are engaged in providing solutions of energy problems by working on the projects of enhancing the efficiency of alternate energy sources such as solar energy, using wireless energy, and managing the efficient use of available energy sources. Recently, a scientist at Sukkur IBA University has provided the fuel management system involving mobile applications and sensors. The patent of this solution has been filed with IPO Pakistan.

Similarly, the scientists at Sukkur IBA University are working on the water management system in agriculture fields. They have provided the solution of assessing exact water needs of the land using sensors and controlling the supply of water through a mobile application that can work on GSM technology. The patent for this solution has also been filed.

Besides the contribution in technology, the social scientists at Sukkur IBA University are also engaged in conducting applied research studies that aim at helping policymakers to introduce the interventions to overcome the social problems. Likewise, Standardized Achievement Test (SAT) project helps in informing the policymakers in education to understand the achievement level of students in primary and secondary education. SAT identifies the content strands in every subject where the students are weak. This helps policymakers to design the training programs for head teachers and teachers, improve curriculum, and change recruitment policies. Researchers in the education department have helped the government of Sindh in assessing the efficiency of government examination boards of secondary and higher secondary education with the objective of helping policymakers in education to re-think and re-engineer the existing examination system.

Moreover, scientists in social sciences discovering the socio-economic indicators of country's economy in an ongoing study on “Assessing the Environmental Awareness in Tharparkar Sindh: a survey study on Thar Coal Power Project” has provided economic policymakers with a view of people's perception and acceptance to projects that can shape the country's economy. Our social scientists are also working on various other research projects in the field of microfinance and health sector with the support of Higher Education Commission. The findings of these studies are also expected to provide better inputs to policymakers.

### ORIC Initiatives to Promote Research Culture

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

#### 1. Sukkur IBA Research Policy

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

- Reduction in teaching-load of faculty members engaged in research
- Reward policy for publications in Journal of good repute (ISI impact factor, ISI indexed and HEC recognized)
- Conference, Workshops, Symposiums, and Seminars Travel Grants Policy for researchers to present their research work at national and international conferences, workshops, symposiums and seminars
- Profit sharing policy for the commercial projects/research activities

#### 2. Sukkur IBA Intellectual Property Policy

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

#### 3. Sukkur IBA Research Grant Program

Sukkur IBA University firmly believes that research has significance in developing economies like Pakistan. For the enhancement of research culture at the institute, ORIC has developed a Research Grant Program for faculty to initiate research projects. Approved proposals are rewarded with 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. A seed grant of 0.5 to 1 million rupees is provided to researcher(s) from Sukkur IBA University to carry out the research project. Some research projects have been awarded this seed grant after the acceptance of their submitted research proposals.

#### 4. Research Capacity Building Workshops Series

After assessing the research strength of our faculty, staff, and students engaged in research, Sukkur IBA ORIC initiated Research Capacity Building Workshops Series to build the strong research capacity of our researchers. Since 2015, several workshops have been organized from the platform of ORIC on different topics of research.

#### 5. Monthly Think-Tank Meeting

ORIC provides a platform to faculty and researchers of Sukkur IBA University in the form of Monthly Think Tank Meetings to discuss new research ideas and innovations. This platform provides an opportunity to deliberate on and initiate interdisciplinary research within the institute. The faculty members gather once a month to discuss innovative teaching pedagogies to make the learning process more effective. In these meetings, faculty members and researchers are rewarded with cash prizes and certificates for their outstanding achievements in teaching and research. Faculty members candidly provide suggestions for improvements in policies and processes of Sukkur IBA University.

#### 6. Sukkur IBA University Research School

ORIC is continuously striving to promote research culture at Sukkur IBA University and has introduced several initiatives to achieve this objective. In order to further strengthen the research culture, ORIC has introduced a new initiative named “Sukkur IBA University Research School”. The objectives of this initiative are:

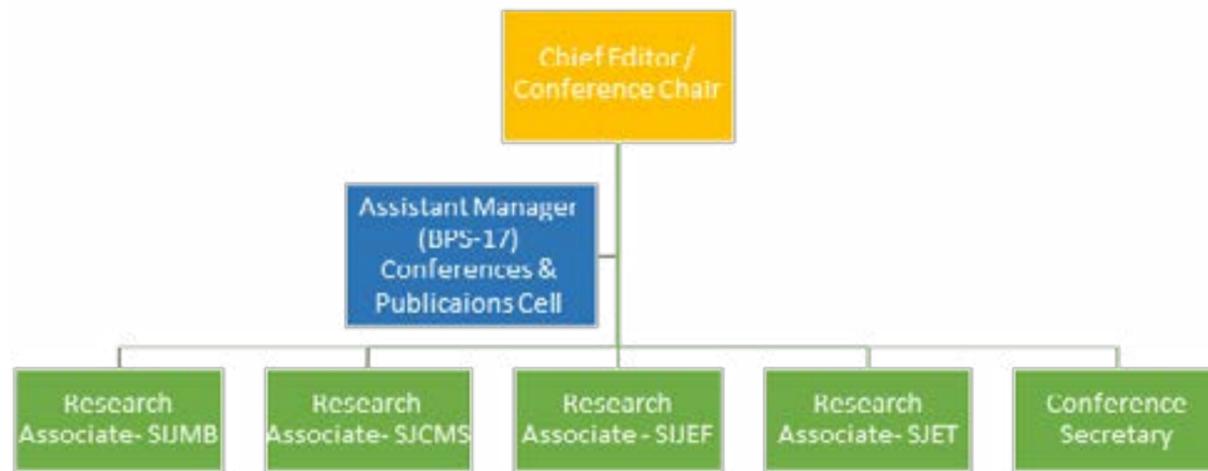
- To provide a platform to researchers/scientists of Sukkur IBA University to share their research work with peers and get critical review of their work
- To help and guide young faculty members to initiate research in collaboration with senior researchers
- To provide new research avenues/future research directions to young faculty members of Sukkur IBA University
- To facilitate research students and non-PhD faculty members in choosing their research topics and supervisors

Sukkur IBA University Research School opens fortnightly on Thursday from 3:30 PM to 5:30 PM for faculty and research students to present their research ideas and work.

#### 7. Establishment of Research Journals Publication and Conferences Cell

Research journals publication and conferences cell is responsible for all the operational procedures for the organization of conferences and management of research journals. Since its establishment, four research conferences have been organized in last three years and the fifth one has been scheduled to be held in the current year. Moreover, under this cell, four research journals have been launched i.e. Sukkur IBA Journal of Management and Business (SIJMB), Sukkur IBA Journal of Computing and Mathematical Sciences (SIJCMS), Sukkur IBA University Journal of Emerging Technologies and Sukkur IBA Journal of Economics and Finance (SIJEF). Each journal has, separately, a Chief Editor and editorial team comprised of Advisory and Review Board for technical input on publications, whereas, the cell is responsible for operational procedures such as printing, publication, distribution, editing, formatting, maintaining the journals' websites and coordination with chief editors and reviewers.

The management structure of the cell is as follows:



### 1. Sukkur IBA University Journal of Management and Business (SIJMB)

From the platform of ORIC Sukkur IBA University has initiated the semi-annual research journal, Sukkur IBA Journal of Management and Business - SIJMB. Higher Education Commission of Pakistan recognized Sukkur IBA Journal of Management and Business in 2016. SIJMB is peer-refereed and multidisciplinary journal. The mission statement of Sukkur IBA University clearly demonstrates the importance of research. The research does not only solve and identify the existing problems but also generates new and innovative ideas. SIJMB is a unique effort of Sukkur IBA University towards its commitment to creating research-based community. This journal provides a valuable platform for national and international researchers and publishes their research findings and disseminates it to larger stakeholders. This journal does not charge any fees and also provides a complimentary copy (in hard form) to each author and the supplement copies of the journal have also been distributed to HEI and R&D institutions of the country. Moreover, the journal has been archived by world's renowned scientific repositories. Our Journal has received recognition from several research agencies, universities and renowned professors. In coming years, the journal aims to improve its current state by attracting more national and international researchers in the field of Business and Management. The mission of SIJMB is to contribute and promote research in the field of business and management sciences. The following graph (graph 01) illustrates the history of SIJMB.

Graph 01: SIJMB Publication History

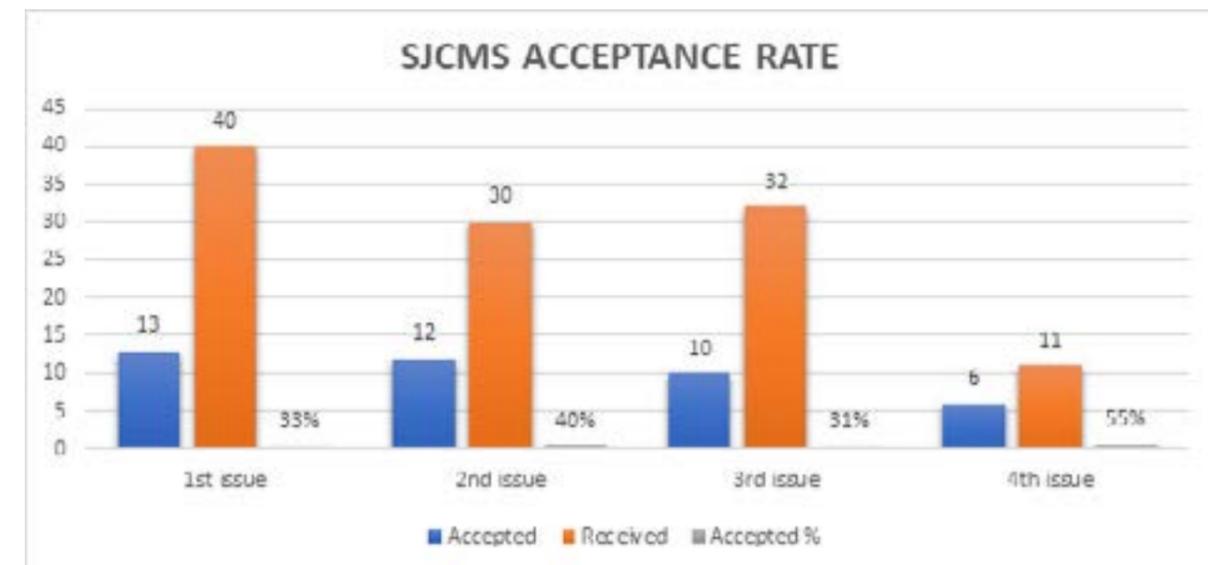


### 2. Sukkur IBA University Journal of Computing and Mathematical Sciences (SJCMS)

Considering the importance of research dissemination in computing and mathematical sciences, Department of Computer Science, Sukkur IBA University, in coordination with ORIC has initiated Sukkur IBA Journal of Computing and Mathematical Sciences (SJCMS). Sukkur IBA Journal of Computing and Mathematical Sciences (SJCMS) is the bi-annual research journal published by Sukkur IBA University, Sukkur, Pakistan. SJCMS is dedicated to serving as a key resource to provide practical information for the researcher associated with computing and mathematical sciences at a global scale.

The aim of SJCMS is to publish original research findings in the field of Computing and Mathematics. Hence, it contains double-blind peer-reviewed articles which address key issues in the specified domains. The SJCMS adopts all standards that are prerequisite for publishing high-quality research work. The Editorial Board of the Journal is comprised of academic and industrial researchers from technologically advanced countries. The Journal has adopted the open access policy without charging any publication fees that will certainly increase the readership by providing free access to a wider audience. This has published 4 issues since 2017. SJCMS has achieved numerous milestones in a very short span of time and is indexed in renowned databases such as DOAJ, Google Scholar, DRJI, BASE, ROAD, CrossRef and many others.

Graph 02: SJCMS Publication History



### 3. Sukkur IBA Journal of Emerging Technologies (SJET)

Considering the importance of research dissemination in Emerging Technologies, Department of Electrical Engineering, Sukkur IBA University, in coordination with ORIC has initiated Sukkur IBA Journal of Emerging Technologies (SJET). SJET is the bi-annual research journal published by Sukkur IBA University, Sukkur, Pakistan. SJET is dedicated to serving as a key resource to provide practical information for the researcher associated with emerging technologies at a global scale.

The SJET provides invaluable source of information and enables the interested researchers to access the information they are seeking. The manuscripts submitted in SJET have been followed by double-blind peer-review process, which addresses key issues in the field of emerging engineering technologies. SJET has endorsed high standards which are a pre-requisite for publishing high quality research work. This journal manifests into the eco-system for academicians and engineers to work together in the pursuit of excellence & innovation, that is why the editorial board of SJET is comprised of academic and industrial researchers from various countries. The journal has adopted Open-access policy without charging any publication fees, which will increase the readership by providing free access to a wider audience. This journal has published 2 issues since 2018.

Graph 03: SJET Publication History



	1st issue	2nd issue
Accepted	11	8
Received	14	20
Accepted %	79%	40%

#### 4. Sukkur IBA University Journal of Economics and Finance (SIJEF)

Economics and Finance have always been significantly contributing fields in developing economies. To cater the needs of research dissemination and promotion in these fields, ORIC has initiated a specific journal namely Sukkur IBA Journal of Economics and Finance (SIJEF). Sukkur IBA Journal of Economics and Finance is a peer-reviewed, open-access journal, and the mission of SIJEF is to contribute and promote research in the field of economics and finance. The journal helps researchers reach a truly global audience and discover connections across diverse fields of economics and finance. This journal of economics and finance was launched in 2017 and its two volumes have been published successfully. After that, in order to maintain the quality of the journal, it has been merged in to SIJMB.

Graph 02: SIJEF Publication History



	1st issue	2nd issue
Accepted	5	6
Received	9	10
Accepted %	56%	60%



#### Research Progress at Sukkur IBA University 2015-18

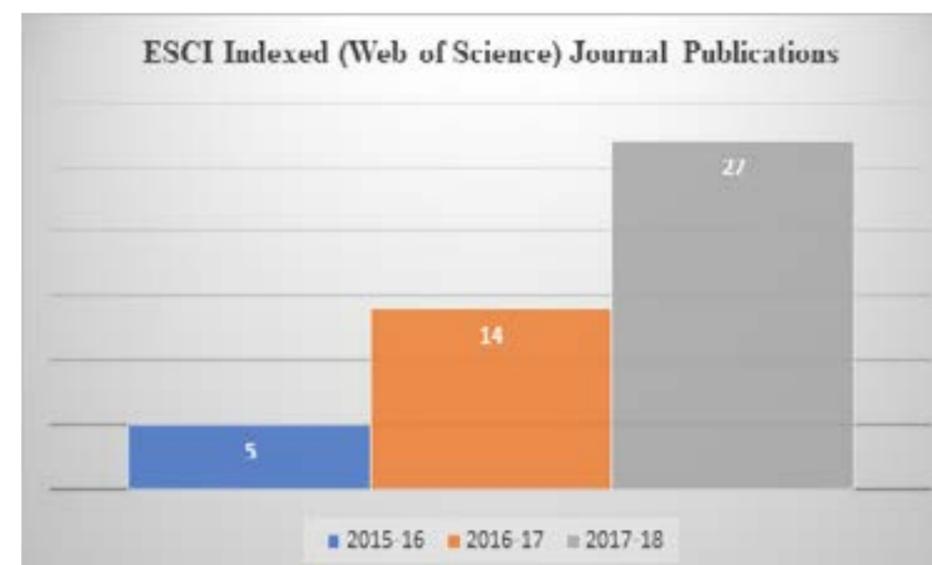
As academic research plays a very important role in the economic and social development of society in terms of a new product, technology or service, knowledge creation for policymakers, and increased understanding of social values or cultures, etc., Sukkur IBA University always encourages and promotes the research culture among its faculty, professional staff, and students. The subsequent section provides the detail of research progress at Sukkur IBA University for the period of 2015-18.

Graph 02: Impact Factor Journal Publication



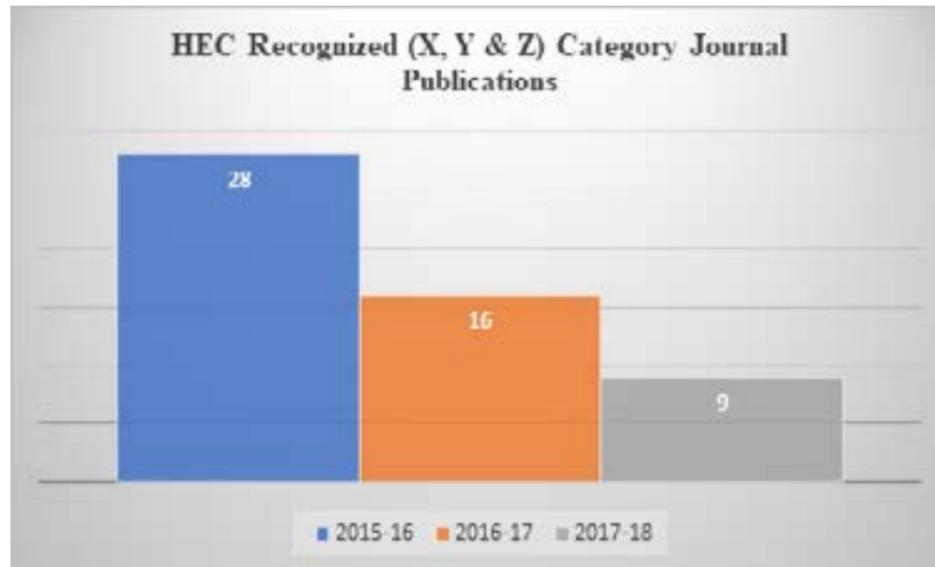
Graph 02 shows a number of papers published in impact factor journals in last three fiscal years (2015-16, 2016-17 and 2017-18). From the above graph, it is evident that the number of publications has decreased from 2015-16 to 2016-17, but significant number of publications has increased from 2016-17 to 2017-18. This growth in impact factor publications can be attributed to an increased number of PhD faculty and researchers, and friendly research policy.

Graph 03: ESCI Indexed (Web of Science) Publications



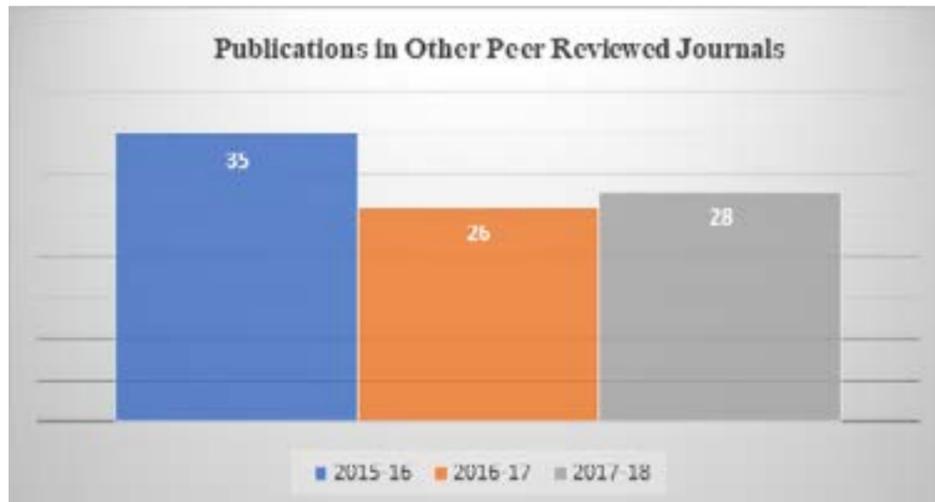
Graph 03 shows the number of papers published in non-impact factor but ESCI indexed (web of science) journals in the last three fiscal years (2015-16, 2016-17 and 2017-18). From the above graph, it is obvious that the number of publications has tremendously increased from 2015-16 to 2017-18. Increasing trend in ESCI indexed non-impact factor publications can be witnessed.

Graph 04: HEC Recognized Journal Publications



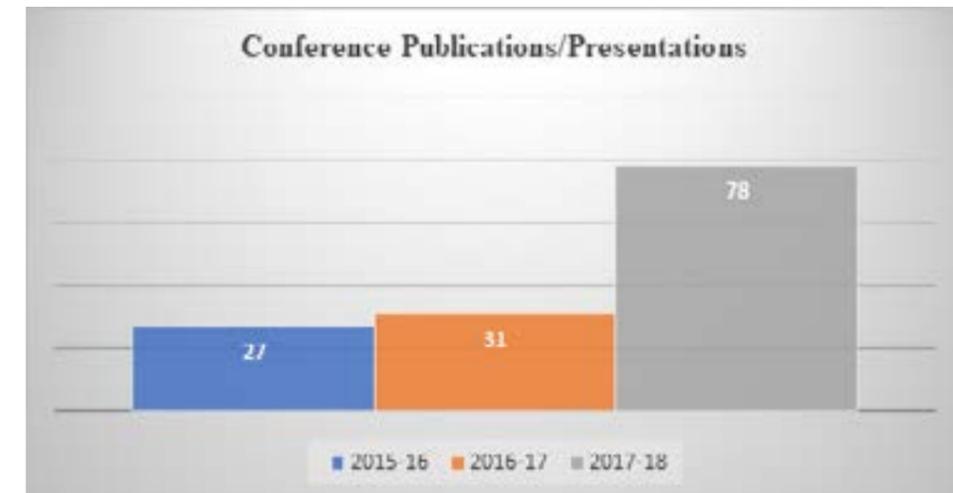
Graph 04 shows a number of papers published in HEC recognized (X, Y & Z) category journals in the last three fiscal years (2015-16, 2016-17 and 2017-18). From the above graph, it shows that the number of publications has decreased from 2015-16 to 2017-18. In the year 2015-16, the number of publications (28) is the highest, followed by 2016-17 (16 publications) and 2017-18 (09 publications).

Graph 05: Publications in Other Peer Reviewed Journals



Graph 05 shows the number of papers published in other peer-reviewed journals that are other than impact factor, non-impact factor (ESCI indexed), and HEC recognized (X, Y & Z) category journals in the last three fiscal years (2015-16, 2016-17 and 2017-18). From this graph, it can be that the number of publications has decreased from 35 in 2015-16 to 26 in 2016-17, and increased up to 28 in 2017-18. 2015-16 has the highest number of publications (35), followed by 2017-18 (28 publications) and 2016-17 (26 publications).

Graph 06: Conference Publications/Presentations



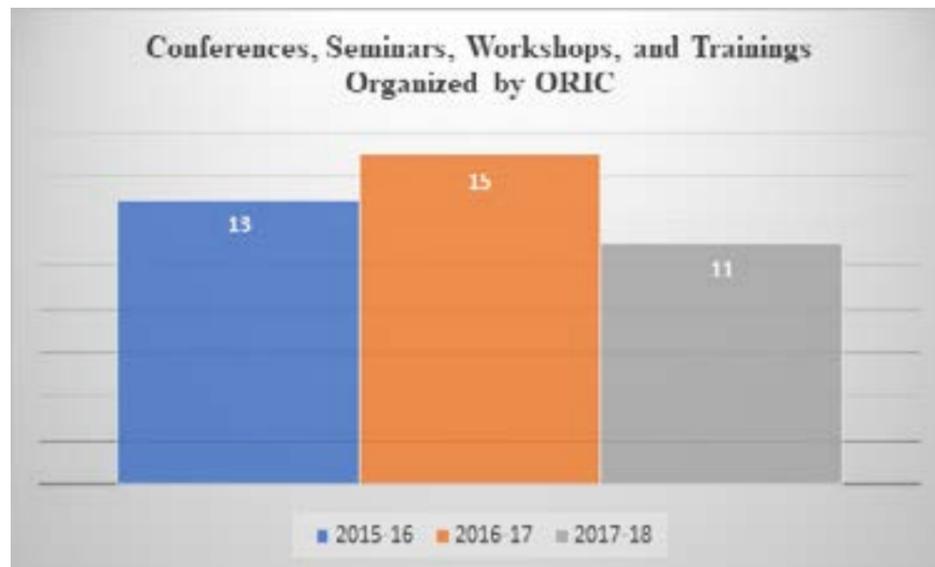
Graph 06 shows the number of conference publications/presentations in last three fiscal years (2015-16, 2016-17 and 2017-18). From this graph, it seems that the number of conference publications/presentations increased from 27 in 2015-16 to 31 in 2016-17 and 78 in 2017-18. In the period of 2017-18, the number of conference publications/presentations (78) was the highest, followed by 2016-17 (31 publications/presentations) and 2015-16 (27 publications/presentations).

Graph 07: Research Projects



Graph 07 shows the number of research projects awarded to faculty in the last three fiscal years (2015-16, 2016-17 and 2017-18) from various governmental, non-governmental, and international organizations. From the above graph, it appears that the number of awarded projects increased from 11 in 2015-16 to 12 in 2016-17 and 16 in 2017-18. In a period of 2017-18, the number of research projects (16) is the highest followed by 2016-17 (12 research projects) and 2015-16 (11 research projects).

**Graph 08: conferences, seminars, workshops and training Organized by ORIC**

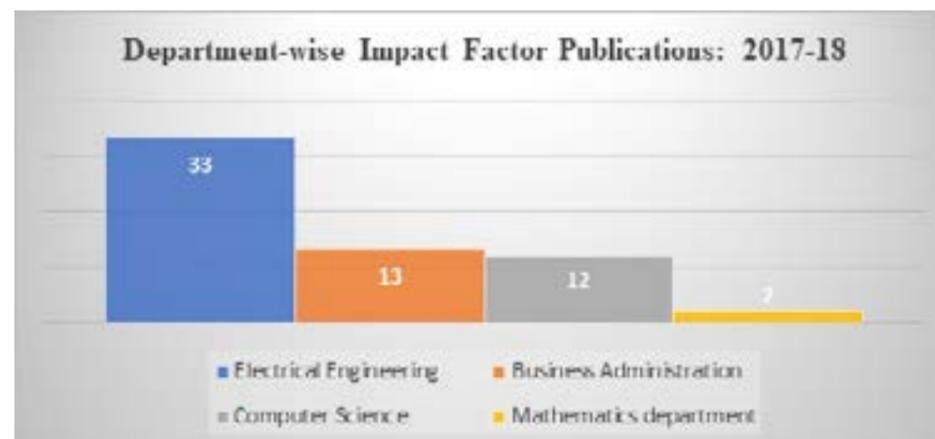


Graph 08 shows a number of conferences, seminars, workshops and training organized by ORIC in last three fiscal years (2015-16, 2016-17 and 2017-18). From above graph, it appears that the number of conferences, seminars, workshops and training organized increased from 2015-16 to 2016-17 but decreased in 2017-18. In a period of 2016-17, the number of conferences, seminars, workshops and training organized by ORIC (15) is the highest followed by 2015-16 (13) and 2017-18 (11).

**Department-wise Research Progress at Sukkur IBA University 2017-18**

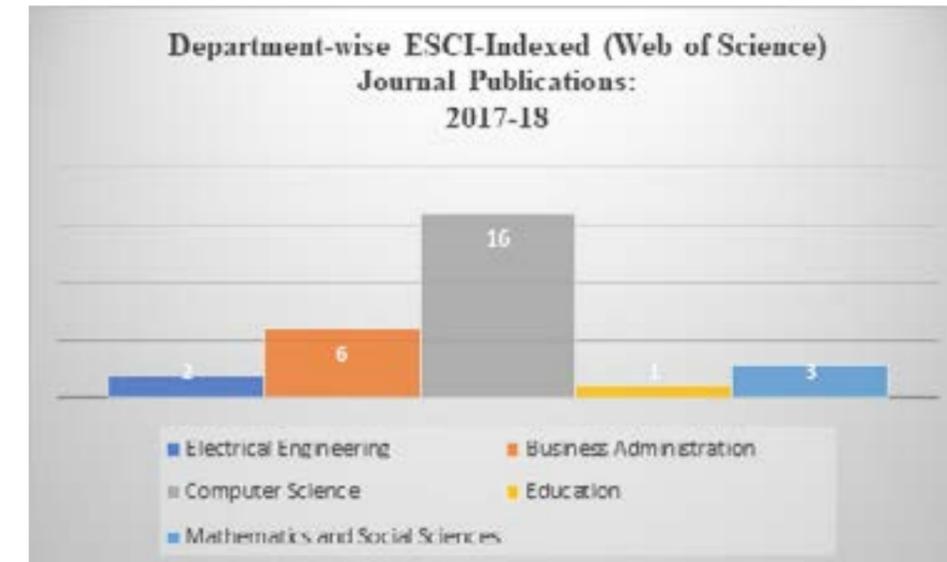
Graph 09 shows the department-wise number of papers published in impact factor journals in 2017-18. It appears that Electrical Engineering department has the highest number of impact factor paper publications (33) followed by Business Administration department (13), Computer Science department (12) and Mathematics department (2).

**Graph 09: Impact Factor Journal Publications**



Graph 10 shows the department-wise number of papers published in non-impact factor ESCI indexed (Web of Science) journals in 2016-17. It appears that Computer Science department has the highest number of paper publications (16) followed by Business Administration department (06), Mathematics and Social Sciences (03), Electrical Engineering department (02) and Education department (01).

**Graph 10: ESCI Indexed (Web of Science) Non-Impact Factor Publications**



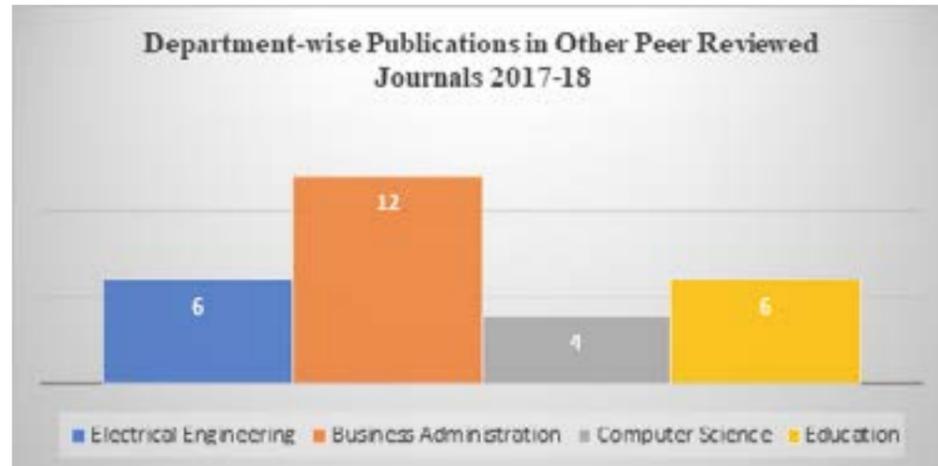
Graph 11 shows the department-wise number of papers published in HEC recognized (X, Y & Z) category journals in 2017-18. It appears that Business Administration department has the highest number of paper publications (09) followed by Electrical Engineering department (02), Education department (01) and Mathematics and Social Sciences department (01).

**Graph 11: HEC Recognized (X, Y & Z) Category Journal Publications**



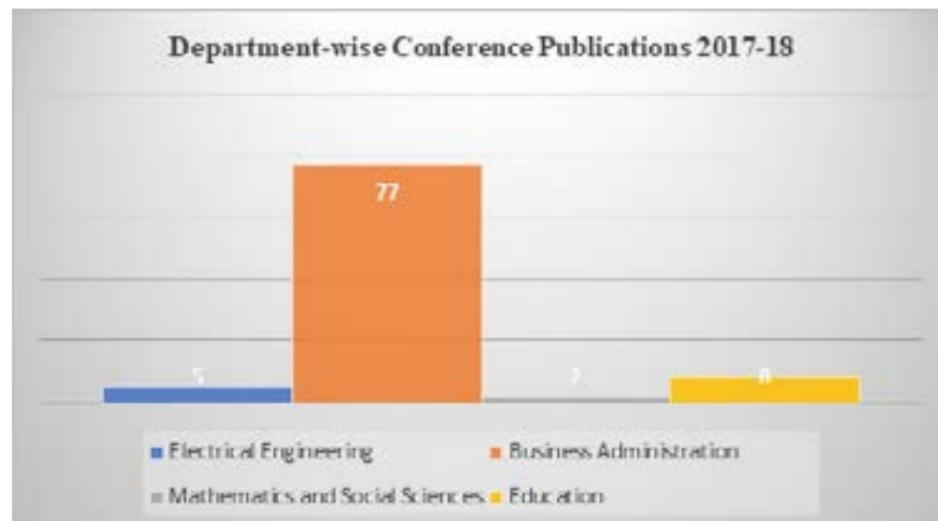
Graph 12 shows department-wise a number of papers published in other peer-reviewed journals that are other than impact factor, non-impact factor (ESCI indexed), and HEC recognized (X, Y & Z) category journals in 2017-18. It appears that Business Administration department has the highest number of paper publications (12) followed by Education department (06), Electrical Engineering department (06) and Computer Science department (04).

**Graph 12: Department-wise Other Journal Publications**



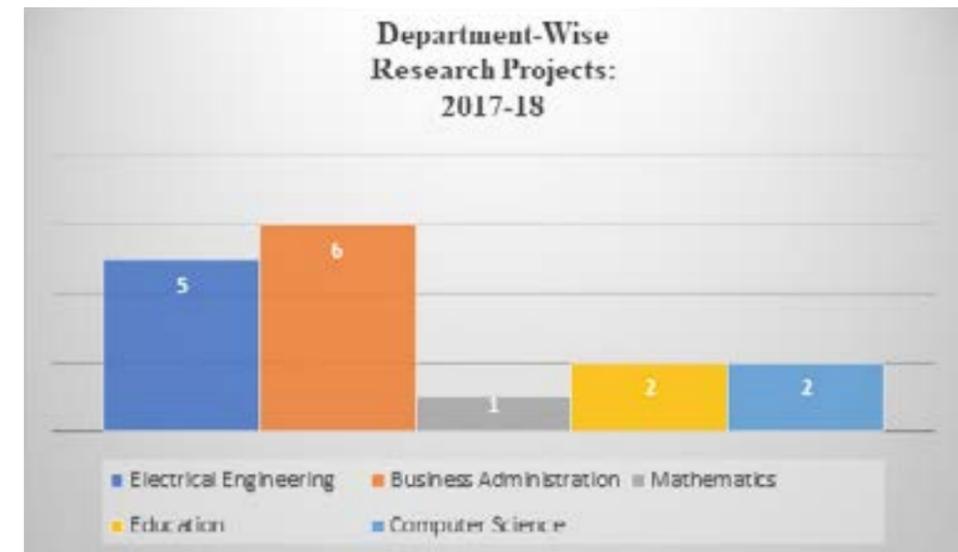
Graph 13 shows the conference publications/presentations in 2017-2018. It appears that Business Administration department has the highest number of conference publications/presentations (77) followed by Education department (08), Electrical Engineering department (05), and Mathematics and Social Sciences department (02).

**Graph 13: Conference Publications / Presentations**



Graph 14 shows a number of research projects awarded to faculty in 2017-18. From the graph, it appears that Business Administration department has the highest number of research projects awarded (06) followed by Electrical Engineering department (05), Education department (02), Computer Science department (02) and Mathematics department (01).

**Graph 14: Award of Research Projects & Consultancies Services**



### Linkages: Industry and other Higher Education Institutions

Sukkur IBA University staunchly believes in creating synergy by working together with National and International Higher Educational Institutes and Industries to create a long-lasting impact. These linkages help our scholars and students undertake joint research projects and have global exposure. Sukkur IBA University, under these MoUs, not only improves its curriculum, but also adopts local & international teaching pedagogies which enable better learning.

Under these MoUs with other International and National Higher Education Institutes, Sukkur IBA University benefits in terms of (but not limited to):

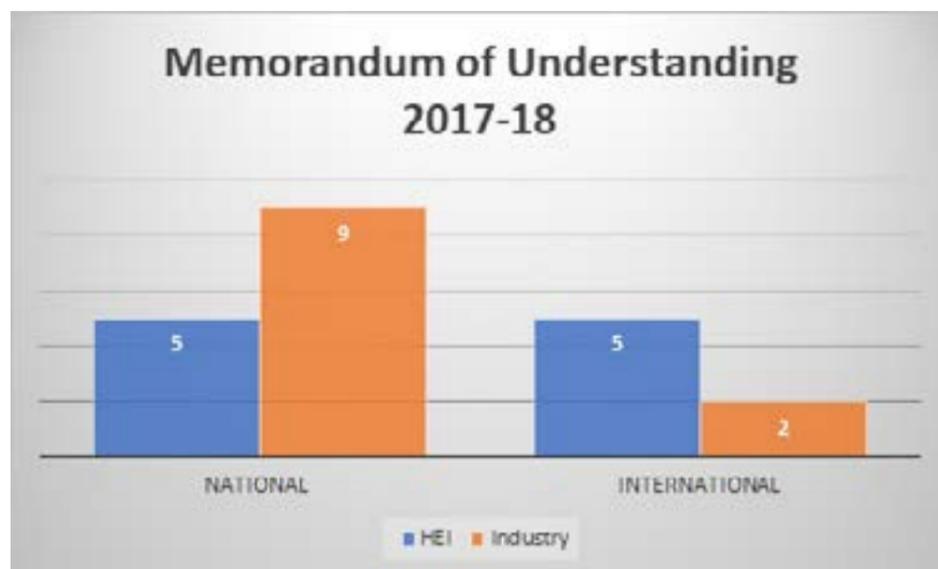
- Exchange of Faculty members and/or researchers with the objective of offering courses and realizing research projects in areas mutually agreed upon by both universities through prior invitation and in accordance with the procedures and expectations established by each university and specific department.
- Exchange of undergraduate and graduate students with the objective of enrolling students in courses appropriate to their year and area of study.
- Support reciprocity in university extension activities of common interest.
- Exchange of books, scientific publications, study programs, academic projects, course information, seminars, conferences and any other data and information of common interest.
- Develop joint research projects and joint publications.

Apart from other Higher Educational Institutes, linkages are also established with Angel Investors/Venture Capitalists to boost and create an entrepreneurial eco-system in order to produce entrepreneurs that will not only create employment but will also help curb the socio-economic challenges faced by the local community and on National level as well. Under following terms MoUs, tend to help our young aspiring entrepreneurs:

- To provide solutions for the development of a business/entrepreneurial acumen among the university students
- To create strategies and frameworks for catering to the entrepreneurial development needs of the students
- To provide incubation & co-working space for potential start-ups
- To provide assistance in setting up incubators or sustaining existing ones within university vicinity
- A non-binding commitment from BOV to provide access to finance/investment and online/offline market linkages to viable business ideas
- To encourage, retain and develop business ideas with the help of training and mentorship to develop products/services that provide financial empowerment to young individuals

Industry is a key stake-holder for any university and is the end-user of the university's graduating student. In today's world, it's most important to take industry on-board, which creates greater chance of getting hired for the graduating students. These industrial partners share real time industry problems and look upon aspiring graduates to propose a solution. In the meantime, this whole process grooms and develops graduating students for the real-time professional setting.

Graph 15: MoUs Signed



In 2017-18, Sukkur IBA University signed a total of 21 MoUs, which include 7 International and 14 National MoUs. Out of these 7 International MoUs, 5 were signed with International Higher Education Institutes while the other two were signed with Industrial Partners like Transparency International and GUESS. Out of 14 National MoUs, 5 were signed with different Higher Educational Institutes which include Amal Academy Lahore, Institute of Financial Markets of Pakistan and Solve Business School. Our National Industrial Partners include TCS, Engro Foundation, Allied Bank and Momentum.



# Quality Assurance

Impact of Quality Assurance on the Univeristy

Membership of Associations/ Networks

Accreditation of Programs from Relevant Councils



## Chapter: 03

### QUALITY ASSURANCE

#### Impact of Quality Assurance on the University:

There is a significant impact on the way quality and its implications are seen in higher education system. At university 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 university, which, in turn, is seen in new modes of assessing academic staff, different ways of addressing academic developments, and other similar aspects leading to attainment of national and international accreditations.

#### Significance of Quality Enhancement Cell (QEC):

The role of Quality Enhancement Cell (QEC) at Sukkur IBA University 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 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:

- Retaining the highest ranking "W" category awarded by QAA-HEC,
- Completing thirty-four SARs of various programs offered ranging from bachelors to doctoral level with multiple self-assessment cycles.
- Implementing online teacher evaluation by students at the end of every semester,
- Arranging/attending 13 national and international events i.e. workshops/seminars/conferences on various topics from time to time,
- Effectively implementing Assurance of Learning (AoL) cycle in various programs offered in all five departments of Sukkur IBA University.

#### Major Achievements:

- Organized the visit of Institutional Performance Evaluation (IPE) Panel from HEC (Aug-2017)
- Arranged international conference on "The Concept of Community Colleges in Pakistan" (9-Jan-2018)
- Organized a workshop on "Communication with Students on Quality Education" by Beth Gully (Jan-2018)
- Provided training on Quality Practices of Sukkur IBA University to UIT Staff by Director-QEC (Jan-2018)
- Conducted Videoconferencing Session of Afghanistan Faculty on Assessment in Associate Degree Program (Mar-2018)
- Conducted Self-IPE of Dawood University of Engineering & Technology (DUET) as HEC External Panelist by Director QEC (May-2018)
- Performed self-review of doctoral programs running at Sukkur IBA University under HEC given criteria. (May-2018)
- Conducted a session on Quality Education in Community Colleges by Director QEC in Vietnam in Collaboration with UMass, USA (Jun-2018)
- Conducted Survey of Support Departments working under the umbrella of Sukkur IBA University (Nov-2018)



#### Membership of Associations / Networks:

QEC Sukkur IBA University has attained memberships of many national and international quality assurance networks so far. These memberships are aimed at enhancing the overall standard of education at the University 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)
- Association of Management Development Institutions in South Asia (AMDISA-SAQS)
- EFMD & EFMD GN Membership



#### Accreditation of Programs from Relevant Councils:

QEC Sukkur IBA University is an active participant of accreditation committees at national/international level. At present, the university is striving 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.

Moreover, other programs like BS - Computer Science & Software Engineering offered at Sukkur IBA University have been ranked in the highest category 'W' by National Computing Education Accreditation Council (NCEAC) in addition to its BBA & MBA programs which have also been rated in 'W' category by National Business Education Accreditation Council (NBEAC.) Similarly, 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 Program

Details of the Scholars Pursuing Studies Abroad 2017-18

Faculty Professional Development Program



## LEARNING & DEVELOPMENT EFFORTS - 2018



## Chapter: 04

### Faculty Development Program and Learning & Development Efforts:

Faculty Development Program at Sukkur IBA University is one of the many efforts made to ensure continuous development of the faculty. In order to keep them abreast of current trends of the industry and academia, the University 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 boost 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. Our Faculty Development Program believes in continuous improvement and revival of knowledge through various developmental initiatives. The institute keeps refreshing the knowledge and skills of its faculty and officers/officials by exposing them to scores of workshops, scholarships, training programs, and study visits. During the year 2017-18, 65 scholars have been pursuing their Masters, and PhD degrees in different modern disciplines under Faculty Development Program and more than 850 employees of Sukkur IBA University attended different Learning & Development programs.

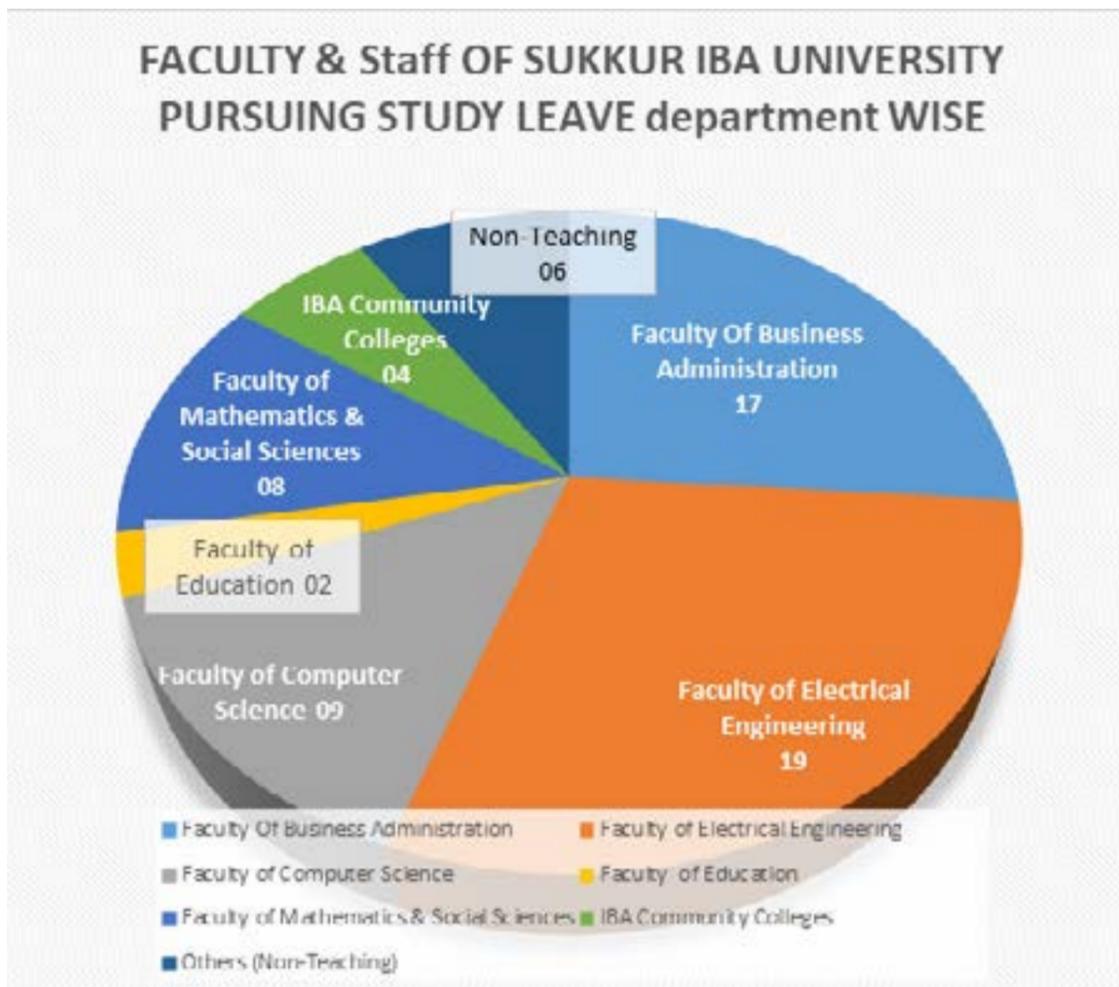
### Data on Faculty Development Program at Sukkur IBA University (July 2017-June 2018)

1	PhDs	06
2	Masters	01
	Total	07

1	Post Doctorate Fellowship	02
2	PhD	45
3	Masters leading to PhD	04
4	Masters	14
Total		65



Sl. No	Department	Count
1	Faculty of Business Administration	17
2	Faculty of Electrical Engineering	19
3	Faculty of Computer Science	09
4	Faculty of Education	02
5	Faculty of Mathematics & Social Sciences	08
6	IBA Community Colleges	04
7	Others (Non-Teaching Staff)	06
<b>Total</b>		<b>65</b>



S No	Name of Scholar	Designation	Department	University Name	De-gree	Relieving/ Date of Departure	Planned Return Date
1	Ms Tauheed Ali Khoso	Lecturer	Business Administration	University of Bristol, UK	PhD	01.09.2010	31-12-2019
2	Mr Muhammad Abdul Basit	Lecturer, HRM	Business Administration	University of Surrey, UK	Ph.D	14.10.2010	31.05.2019
3	Mr Naveed Akhtar Qureshi	Lecturer, Finance	Business Administration	University of Surrey, UK	Ph.D	10.11.2011	31-08-2019
4	Mr Abdul Sattar Chan	Assistant Professor-Computer System Engineering	Electrical Engineering	University of Dongguk South Korea	Ph.D	27.08.2011	03.01.2019
5	Mr Sarfraz Ahmed Dakhan	Lecturer, Economics	Business Administration	University of West Scotland, UK	M.Sc Leading to Ph.D	01.04.2013	15.08.2019
6	Mr Ghulam Abbas	Assistant Professor, Finance	Business Administration	University of Science & Technology, China	Ph.D	06-09-2013	16-07-2018
7	Syed Ali Akbar Rizvi	Director, Entrepreneurship	CELInc	Durham University Business School UK	M.Sc Leading to Ph.D	02.09.2014	31.12.2019
8	Mr Raja Shahzad	Assistant Professor, Finance	Business Administration	Durham University Business School UK	M.Sc Leading to Ph.D	09.09.2014	08.09.2019
9	Engr Zahid Hussain Khand	Registrar	Registrar Office	University of Liverpool, UK	Ph.D	20.11.2014	19.05.2019
10	Mr Muhammad Asif Khan	Assistant Professor	Electrical Engineering	Aberystwyth University, UK	Ph.D	08.10.2016	07.10.2019
11	Mr Haider Ali Khuwaja	Assistant Professor, Finance	Business Administration	University of Manchester, UK	Ph.D	01.10.2016	01.10.2019
12	Mr Suresh Kumar	Lecturer	Electrical Engineering	"Aberystwyth University, United Kingdom"	Ph.D	20-02-2015	19-05-2019
13	Mr Aziz Altaf Khuwaja	Assistant Professor	Electrical Engineering	University of Warwick, United Kingdom	PhD	05-07-2017	04-07-2020
14	Mr. Noor Hussain Shar	Assistant Professor/Coordinator IBA Community Colleges	Education	Institute of Education University College, London, United Kingdom	EdD	19-08-2017	18-08-2021

15	Mr.Khawaja Hyder Ali	Assitant Professor	Electrical Engineering	University of Exeter, United Kingdom	PhD	04-07-2018	03-07-2021
16	Ms Pirah Noor	Lecturer	Electrical Engineering	KOC University, Istanbul, Turkey	M.Sc Leading to Ph.D	01.02.2016	31.01.2020
17	Mr Khurshed Ali Memon	Lecturer, Computer Science	Computer Science	National University, Taiwan	Ph.D	01-09-2014	31.08.2019
18	Mr Mudasir Latif Memon	Vice Principal	IBA CC, Naushahro Feroze	Sungkyunkwan Univcrsity, South Koria	Ph.D	24.08.2016	24-08-2020
19	Syed Aamir Ali Shah	Lecturer, Economics	Business Administration	Suleman Dawood School of Business, LUMS, Lahore	Ph.D	27-08-2015	27-08-2019
20	Mr Abdul Saeed	Assistant Professor	Mathematics and Social Sciences	University of Canterbury, New Zealand	Ph.D	16-05-2016	15.05.2019
21	Mr Muhammad Farooq Memon	Assistant Professor, Supply Chain Management	Business Administration	Auckland University of Technology (AUT), New Zealand	Ph.D	21.03.2017	20.03.2020
22	Mr Akseer Hussain Solangi	Assistant Professor	Business Administration	University of York, United Kingdom	MSc	29.08.2017	25.08.2018
23	Mr Ali Raza	Lecturer, HRM	Business Administration	University Sains, Malaysia	Ph.D	01.01.2017	31.12.2019
24	Mr. Muhammad Asim Shaikh	Lecturer	Business Administration	University of Sains, Malaysia	"Ph.D "	24.07.2017	23.07.2020
25	Mr Nabeel Nisar	Assistant Professor	Business Administration	University of Sains, Malaysia	"Ph.D "	01-08-2017	31-07-2020
26	Mr Farooque Ahmed	Assistant Manager	Accounts/Finance	University of Sains, Malaysia	Masters	20.05.2017	19.05.2019
27	Mr. Ubaidullah	Assistant Professor	Mathematics and Social Sciences	Univerisity Malaysia, Perlis, Malaysia	PhD	05-07-2017	04-07-2020
28	Mr. Ghulam Murtaza	Assistant Professor	Computer Science	Univerisity of Malaya , Malaysia	PhD	01-09-2017	31-08-2020
29	Mr Mir Muhammad Lodro	Assistant Professor	Electrical Engineering	University of Nottingham, UK	Ph.D	17.10.2016	16.10.2019
30	Mr Zahid Hussain Shaikh	Assistant Professor, Mathematics	Mathematics and Social Sciences	City University of Hong Kong	Ph.D	26-08-2015	26-08-2019
31	Mr Nabeel Siddiqui	Lecturer	Electrical Engineering	City University of Hong Kong	Ph.D	19.08.2013	07.08.2019

32	Mr. Muhammad Asif Ali Rajput	Assistant Professor -Computer Science	Computer Science	Technical University of Berlin	Ph.D	10-07-2014	10-07-2018
33	Mr Irfan Ahmed Soomro	Assistant Professor	Electrical Engineering	City University of Hong Kong	Ph.D	02.09.2016	01.09.2020
34	Mr. Faraz Ahmed Nizamani	Lab Enginer	Electrical Engineering	Rosock University, Germany	Masters	14.03.2017	13.03.2020
35	Mr. Kashif Hussain	Assistant Professor	Electrical Engineering	Technical University of Munich, Germany	PhD	30.09.2017	29.09.2020
36	Dr Ali Hassan Sodhro	Assistant Professor	Electrical Engineering	University Lumiere Lyon 2, France	Post Doctoral Fellowship	20.08.2017	19.06.2019
37	Mr Zafarullah Sahito	Assistant Professor, Education	Education	University of Eastern Finland	Ph.D	01.09.2014	15.04.2019
38	Mr Jay Kumar Panjwani	Manager SFA & IL	Career Development Center	University of Jyvaskyla, Finland	Ph.D	15-08-2015	17-08-2019
39	Mr Ubedullah Memon	Lecturer	Business Administration	University of Sains	Masters	01.08.2017	31.01.2019
40	Mr Mansoor Ahmed Junejo	Assistant Professor	Business Administration	Jyvaskyla University, Finland	PhD	20.07.2017	19.07.2020
41	Mr Junaid Ahmed Bhatti	Assistant Professor	Electrical Engineering	University of Electronic Science and Technology, China	Ph.D	23.08.2016	20.08.2019
42	Mr Faheem Akhtar Rajput	Assistant Professor, Computer Science	Computer Science	Beijing University of Engineering, China	Ph.D	29.08.2016	29.08.2019
43	Mr Ghulam Mujtaba Shaikh	Assistant Professor, Computer Science	Computer Science	University of Malaya, Malaysia	Ph.D	01.02.2015	01.11.2018
44	Mr Muhammad Waqas Soomro	Lecturer, Electrical Engineering	Electrical Engineering	School of Energy Science and Engineering, University of Electronic Science and Technology of China	Ph.D	21-08-2015	21-08-2019
45	Mr Fahad Rahim	System Administrator	ICT Department	University of Oulu, Finland	Masters	15.09.2016	15.09.2018

46	Mr Raheel Ahmed Memon	Assistant Professor, Computer Science	Computer Science	University of Electronic Science & Technology China	Ph.D	06.09.2016	05.09.2020
47	Mr Zulqarnain	Lab Engineer	Electrical Engineering	North China Electric Power (NCEPU) University, Beijing, China	Masters	31.08.2016	30.04.2019
48	Dr Rida e Zenab	Assistant Professor, Mathematics	Mathematics & Related Studies	University of York, UK	Post Doctoral Fellowship	04.02.2017	28.02.2019
49	Mr. Riaz Ali Soomro	Lecturer	Computer Science	Shanghai Jiao Tong University, China	MS	01-09-2017	31-08-2019
50	Mr. Mumtaz Ali Kaloi	Lecturer	Electrical Engineering	Huazhong University of Science & Technology, China	PhD	14-09-2017	14-09-2020
51	Mr. Qamaruddin Maitlo	Lecturer	Business Administration	Wuhan university of Technology, Wuhan, China	PhD	25.09.2017	25.09.2020
52	Ms.Afshan Shah	Lecturer	Electrical Engineering	PhD from COMSATS, Institute of Information Technology (CIIT), Islamabad	PhD	30.10.2017	29.10.2020
53	Mr. Sunny Katyara	Lecturer	Electrical Engineering	Wroclaw University of Science and Technology	Masters	01.10.2017	27.07.2018
54	Mr.Nasrullah Dharejo	Lecturer	Mathematics and Social Sciences	University of Wollongong, Dubai Campus, UAE	MS	25.01.2018	25.08.2019
55	Mr Sarmad Soomro	Assistant Professor	Computer Science	University of Canterbury, New Zealand	Masters	05.02.2018	14.02.2021
56	Mr Muhammad Saleem Korejo	Lecturer	Mathematics and Social Sciences	The National University of Malaysia at Bangi/Kuala Lumpur, Malaysia	LLM	25-01-2018	25-07-2019
57	Mr. Ali Gohar Chang	Principal	IBA-Public School Sukkur	Aga Khan University, Karachi	PhD	15.12.2017	15.12.2020

58	Ms. Surhan Fatima	Lecturer	Mathematics and Social Sciences	University of Ras Al Khaimah, UAE	MS	09.02.2018	08.02.2020
59	Mr.Muhammad Ma-teen	Lecturer	IBA CC Jacobabad	North China Electric Power University (NCEPU), Beijing, China	PhD	06.12.2017	06.12.2020
60	Ms. Ume Salma	Lecturer	Business Administration	Sukkur IBA University	PhD	01-02-2018	01-02-2020
61	Mr. Afaqee Manzoor	Lecturer	Electrical Engineering	Jeju National University, South Korea	PhD	08-03-2018	07-03-2021
62	Syed Ali Akbar Shah	Lecturer	IBA CC N. Feroze	Sukkur IBA University	PhD	08.01.2018	15.01.2020
63	Mr.Farhan Ali Bhutto	Lecturer	Mathematics and Social Sciences	University at Coventry, United Kingdom	MSc	22.01.2018	21.01.2019
64	Mr Manzhar Hussain	"Research Assistant"	Electrical Engineering (FGA Project)	Hochschule Bremen City University of Applied Science, Germany	MSc	05-03-2018	04-08-2019
65	Ms. Nahdia Majeed	Assistant Professor	Computer Science	University of Nottingham, UK	Ph.D	21.04.2018	20.04.2021

## Chapter 5

# Access

Enrollment Status W.E.F 2005 to 2017-18

Department-Wise and Gender-Wise  
Details of Students Enrollment

Enrolled Candidates at Sukkur IBA  
University from 2005 to 2017-18

Students Enrollment at Sukkur IBA  
University during the Year 2013-14, 2014-15  
2016-17 & 2017-18

ENTER

click here for more information

## Chapter: 05

### Enrollment Status W.E.F 2005 to 2017-18

#### DEPARTMENT OF BUSINESS ADMINISTRATION

YEAR	BACHELORS		MASTERS		MS/M.Phil		PhD		PGD/ Foundation Semester		GRAND TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
2005-06	219	88	96	45	0	0	0	0	227	266	941
2006-07	273	105	119	58	0	0	0	0	320	270	1145
2007-08	304	120	123	60	0	0	0	0	490	310	1407
2008-09	336	134	295	106	15	5	0	0	512	383	1786
2009-10	552	212	295	106	15	5	0	0	284	222	1691
2010-11	438	202	214	110	30	10	8	0	380	214	1606
2011-12	467	295	265	140	22	9	5	0	353	190	1746
2012-13	480	330	290	165	62	15	8	2	365	205	1922
2013-14	718	360	282	94	50	23	8	2	427	195	2159
2014-15	878	386	297	105	88	28	27	10	425	224	2468
2015-16	785	460	177	136	83	9	12	3	400	220	2285
2016-17	825	465	222	157	111	26	15	4	352	191	2368
2017-18	1079	565	162	100	171	67	28	11	285	153	2621

#### DEPARTMENT OF COMPUTER SCIENCE

YEAR	BACHELORS		MS/M.Phil		PhD		PGD/ Foundation Semester		GRAND TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
2005-06	45	23	0	0	0	0	92	44	204
2006-07	48	23	0	0	0	0	82	65	218
2007-08	47	21	0	0	0	0	125	78	271
2008-09	41	22	15	5	0	0	109	88	280
2009-10	66	37	15	5	0	0	155	67	345
2010-11	66	30	6	6	0	0	97	59	264
2011-12	78	33	7	5	0	0	88	52	263
2012-13	105	50	9	8	1	0	93	70	336
2013-14	170	78	38	4	2	2	98	58	450
2014-15	191	97	40	3	2	2	90	65	490
2015-16	236	94	28	6	2	1	90	70	527
2016-17	249	98	38	13	4	2	95	55	554
2017-18	231	95	44	16	6	3	95	55	545

## DEPARTMENT OF ELECTRICAL ENGINEERING

YEAR	BACHELORS		MS/M.Phil		PGD/ Foundation Semester		GRAND TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
2005-06	5	2	0	0	0	0	7
2006-07	12	4	0	0	0	0	16
2007-08	22	8	0	0	101	67	198
2008-09	27	12	0	0	83	65	187
2009-10	74	47	0	0	73	23	217
2010-11	182	50	0	0	178	78	488
2011-12	190	85	0	0	162	68	505
2012-13	250	95	0	0	175	92	612
2013-14	362	53	0	0	186	82	683
2014-15	411	59	0	0	150	78	698
2015-16	476	58	0	0	150	80	764
2016-17	473	60	0	0	130	55	718
2017-18	500	68	96	12	140	60	876

## DEPARTMENT OF EDUCATION

YEAR	BACHELORS		MS/M.Phil		PGD/ Foundation Semester		GRAND TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
2005-06	0	0	0	0	0	0	0
2006-07	0	0	0	0	0	0	0
2007-08	0	0	0	0	0	0	0
2008-09	0	0	0	0	0	0	0
2009-10	0	0	0	0	0	0	0
2010-11	0	0	0	0	0	0	0
2011-12	0	0	0	0	0	0	0
2012-13	55	20	0	0	15	12	102
2013-14	43	36	0	0	12	13	104
2014-15	62	26	0	0	25	19	132
2015-16	57	93	15	2	25	20	212
2016-17	65	105	15	2	35	55	277
2017-18	65	136	29	13	35	50	328

## DEPARTMENT OF MATHEMATICS

YEAR	BACHELORS		MS/M.Phil		PhD		PGD/ Foundation Semester		GRAND TOTAL
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
2005-06	0	0	0	0	0	0	0	0	0
2006-07	0	0	0	0	0	0	0	0	0
2007-08	0	0	0	0	0	0	0	0	0
2008-09	0	0	0	0	0	0	0	0	0
2009-10	0	0	0	0	0	0	0	0	0
2010-11	0	0	0	0	0	0	0	0	0
2011-12	0	0	0	0	0	0	0	0	0
2012-13	0	0	0	0	0	0	0	0	0
2013-14	0	0	0	0	0	0	0	0	0
2014-15	0	0	48	2	0	0	12	8	70
2015-16	22	0	35	7	0	0	20	10	94
2016-17	35	5	35	7	0	0	25	5	112
2017-18	88	21	39	4	3	0	41	9	205



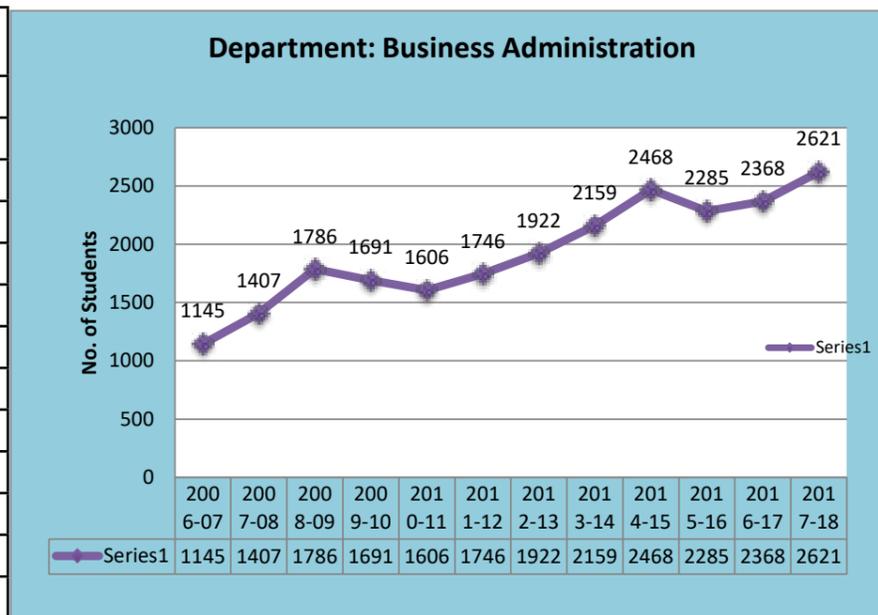
### Department-Wise and Gender-Wise Details of Students Enrollment

Level of Education	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Business Administration	808	1145	1407	1786	1691	1606	1746	1922	2159	2468	2285	2368	2621
Computer Science	204	218	271	280	345	264	263	336	450	490	527	554	545
Electrical Engineering	7	16	198	187	217	488	505	612	683	698	764	718	876
Education	0	0	0	0	0	0	0	102	104	132	212	277	328
Mathematics	0	0	0	0	0	0	0	0	70	94	112	205	205
<b>Total</b>	<b>1019</b>	<b>1379</b>	<b>1876</b>	<b>2253</b>	<b>2253</b>	<b>2358</b>	<b>2514</b>	<b>2972</b>	<b>3396</b>	<b>3858</b>	<b>3882</b>	<b>4029</b>	<b>4575</b>



### Department-Wise and Gender-Wise Details of Students Enrollment

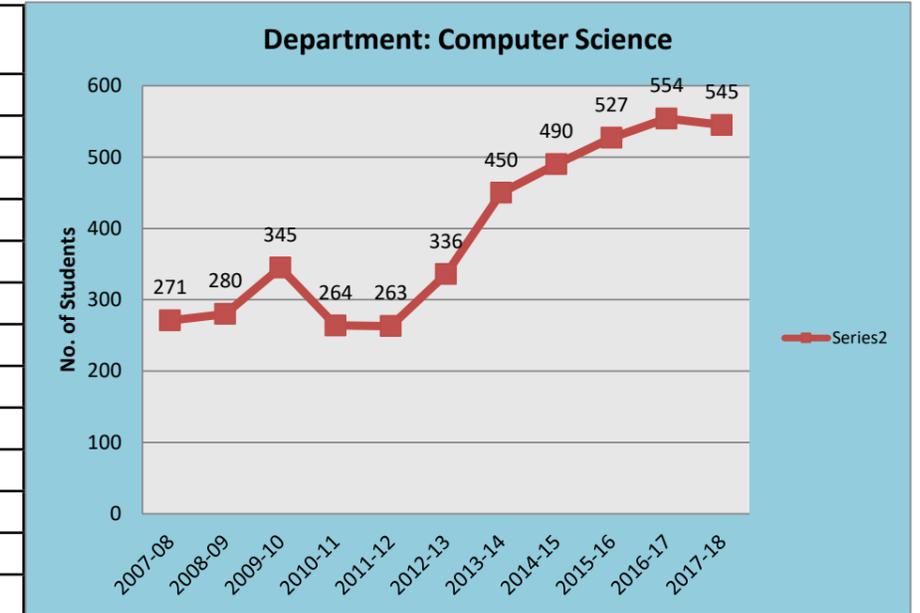
Year	Business Administration
2005-06	941
2006-07	1145
2007-08	1407
2008-09	1786
2009-10	1691
2010-11	1606
2011-12	1746
2012-13	1922
2013-14	2159
2014-15	2468
2015-16	2285
2016-17	2368
2017-18	2621



### Enrolled Candidates at Sukkur IBA University from 2005 to 2017-18

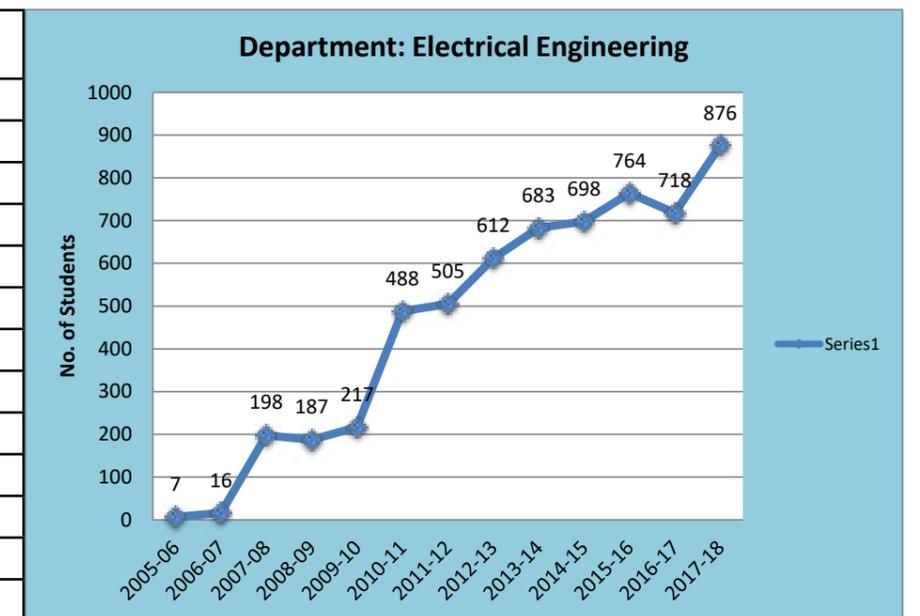
#### Enrolled Candidates at Computer Science Department from 2005 to 2017

Year	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
2015-16	527
2016-17	554
2017-18	545

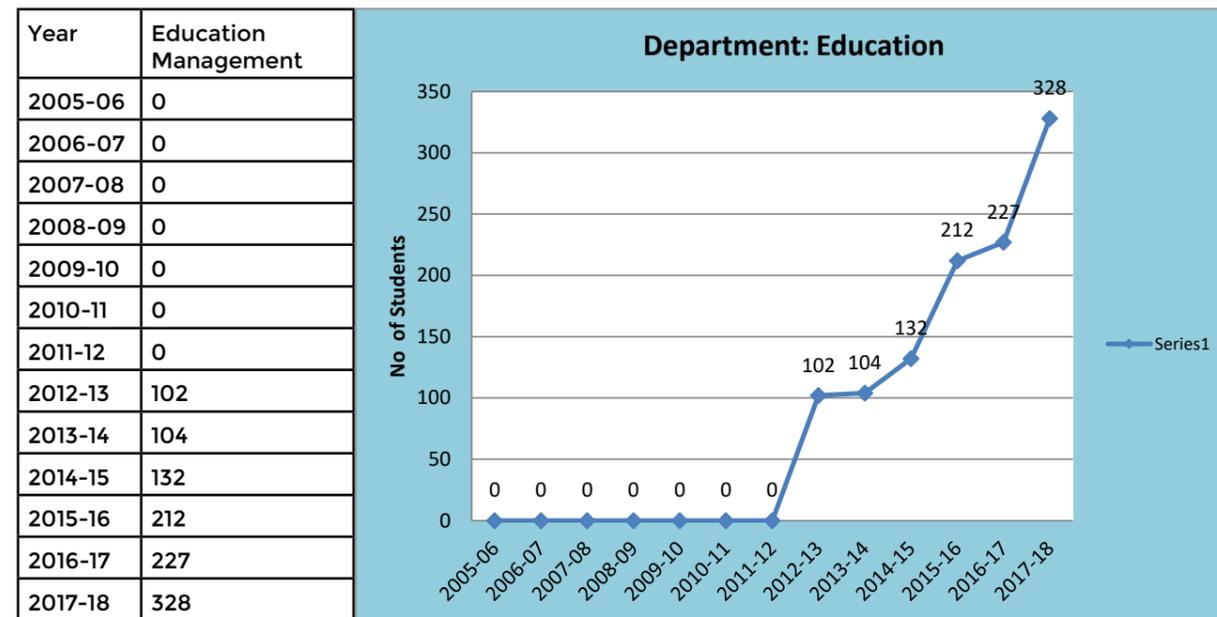


#### Enrolled Candidates at Electrical Engineering Department from 2005 to 2017

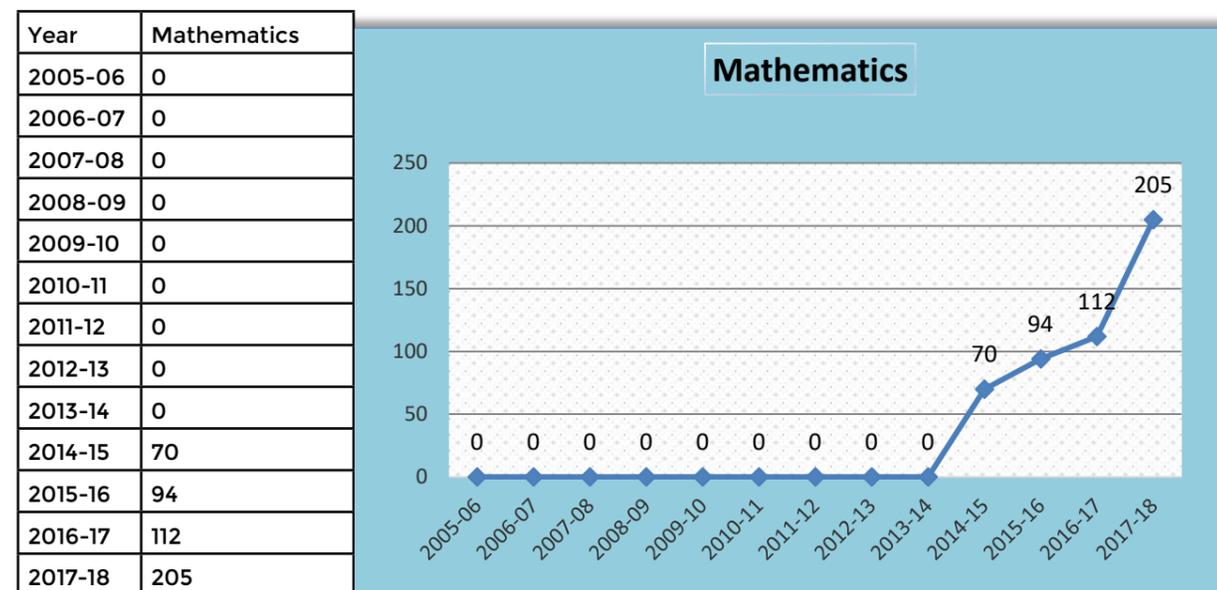
Year	Electrical Engineering
2005-06	7
2006-07	16
2007-08	198
2008-09	187
2009-10	217
2010-11	488
2011-12	505
2012-13	612
2013-14	683
2014-15	698
2015-16	764
2016-17	718
2017-18	876



### Enrolled Candidates at Education Department from 2005 to 2017



### Enrolled Candidates at Mathematics Department from 2005 to 2017



### STUDENTS ENROLLMENT AT SUKKUR IBA UNIVERSITY Students Enrollment at Sukkur IBA University during the Year 2013-14

Name of Teaching Department	Strength (2013-14)				
	Bachelor	Master	M.Phil/MS	PhD	Total
Business Administration	1178	376	73	10	1637
Foundation Semester	338	184	0	0	522
Computer Science	248	0	42	4	294
Foundation Semester	156	0	0	0	156
Electrical Engineering	442	0	0	0	442
Foundation Semester	241	0	0	0	241
Education	66	0	0	0	66
Foundation Semester	38	0	0	0	38
<b>Total</b>	<b>2707</b>	<b>560</b>	<b>115</b>	<b>14</b>	<b>3396</b>

### Students Enrollment at Sukkur IBA University during the Year 2014-15

Name of Teaching Department	Strength (2014-15)				
	Bachelor	Master	M.Phil/MS	PhD	Total
Business Administration	1264	402	116	37	1819
Foundation Semester	406	243	0	0	649
Computer Science	288	0	43	4	335
Foundation Semester	155	0	0	0	155
Electrical Engineering	470	0	0	0	470
Foundation Semester	228	0	0	0	228
Education	88	0	0	0	88
Foundation Semester	44	0	0	0	44
Mathematics	0	0	50	0	50
Foundation Semester	20	0	0	0	20
<b>Total</b>	<b>2963</b>	<b>645</b>	<b>209</b>	<b>41</b>	<b>3858</b>

### Students Enrollment at Sukkur IBA University during the Year 2015-16

Name of Teaching Department	Strength (2015-16)				
	Bachelor	Master	M.Phil/MS	PhD	Total
Business Administration	1245	313	92	15	1665
Foundation Semester	410	210	0	0	620
Computer Science	330	0	34	3	367
Foundation Semester	160	0	0	0	160
Electrical Engineering	534	0	0	0	534
Foundation Semester	230	0	0	0	230
Education	150	0	17	0	167
Foundation Semester	45	0	0	0	45
Mathematics	22	0	42	0	64
Foundation Semester	30	0	0	0	30
<b>Total</b>	<b>3156</b>	<b>523</b>	<b>185</b>	<b>18</b>	<b>3882</b>

**Students Enrollment at Sukkur IBA during the Year 2016-17**

Name of Teaching Department	Strength (2016-17)				
	Bachelor	Master	M.Phil/MS	PhD	Total
Business Administration	1290	379	137	19	1825
Foundation Semester	400	143	0	0	543
Computer Science	347	0	51	6	404
Foundation Semester	150	0	0	0	150
Electrical Engineering	533	0	0	0	533
Foundation Semester	185	0	0	0	185
Education	170	0	17	0	187
Foundation Semester	90	0	0	0	90
Mathematics	40	0	42	0	82
Foundation Semester	30	0	0	0	30
<b>Total</b>	<b>3235</b>	<b>522</b>	<b>247</b>	<b>25</b>	<b>4029</b>

**Students Enrollment at Sukkur IBA during the Year 2017-18**

Name of Teaching Department	Strength (2017-18)				
	Bachelor	Master	M.Phil/MS	PhD	Total
Business Administration	1644	262	238	39	2183
Foundation Semester	438	0	0	0	438
Computer Science	326	0	60	9	395
Foundation Semester	150	0	0	0	150
Electrical Engineering	568	0	108	0	676
Foundation Semester	200	0	0	0	200
Education	201	0	42	0	243
Foundation Semester	85	0	0	0	85
Mathematics	109	0	43	3	155
Foundation Semester	50	0	0	0	50
<b>Total</b>	<b>3771</b>	<b>262</b>	<b>491</b>	<b>51</b>	<b>4575</b>



# University Building Economies

Career Development Center (CDC)

University Industry Linkages

University Advancement Office

Internship and Placement Office



## Chapter: 06 UNIVERSITIES BUILDING ECONOMIES

### Career Development Centre (CDC)

The role of Career Development Centre is to position Sukkur IBA University by articulating a clear image and mission, establishing deep and long-lasting relationships with our students, alumni, donors, parents and community at large. 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 Career Development Centre. 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 CDC is working with corporate partners are:

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

#### Following are the major tasks of internship & placement services office provided to students:

- Assisting in Jobs Applications
- Jobs Announcements
- Applications for Internships/
- Term Projects & Assignments
- Recommendation letters
- Internships & Job Fairs
- Campus Recruitment Drives
- Career Counseling
- Guest Speaker Sessions
- Final Year Projects

### 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 get absorbed in the industry after they graduate. The industry-academia partnership primarily helps Sukkur IBA University to align their curricula with industry requirements. It also helps students by preparing them in advance to accept the real-world challenges before joining the corporate sector. Some of Sukkur IBA University's corporate partners are:

#### Securities and Exchange:

Central Depository Company, Pakistan Stock Exchange, NAFA Funds, UBL Funds Managers, Baig Securities (Pvt) Ltd.

#### Fast Moving Consumer Goods Sector:

Nestle Pakistan, Unilever (Pvt) Ltd, Engro Corporations, Colgate Palmolive, Reckitt Benckiser, P&G, Abudawood, Iffco

#### Oil & Gas Sector:

OGDCL, PSO, PPL, Taj Corporation, SSGC, Parco, Shell, MPCL

#### Telecommunication:

U-Fone, Zong, Jazz, Telenor, PTCL, VIVO, Wateen, ZTE, Huawei

#### Banking Sector:

State Bank of Pakistan, National Bank, United Bank Ltd, Meezan Bank Ltd, Bank Alfalah Ltd, Soneri Bank Ltd, Askari Bank Ltd, Khushhali Bank Ltd, Habib Bank Ltd, MCB Bank Ltd, Bank AL-Habib Ltd, First Women Bank Ltd, Institute of Bankers Pakistan, Allied Bank Ltd, JS Bank Ltd. Mobilink Microfinance Bank, Telenor Microfinance Bank, Sindh Bank.

#### Food & Beverages:

Continental Biscuits Ltd, Pepsi-Sukkur Beverages, Sukkur Beverages, Gul Bottlers, Coca Cola Company Pakistan Limited, English Biscuit Manufacturers Pvt. Ltd, Engro Foods, National Foods (Pvt) Ltd, KFC, McDonalds, Pizza Hut, Shan Foods, Gourmet. Meezan Beverages, Tapal Tea.

#### Pharmaceuticals:

Sanofi Aventis, GSK, Martin Dow and Tariq Nazir, Abbott & Co., Bayer Pharma

#### Packaging and Supply Chain:

Packagees, Treet, Supply Chain Emirates

#### Others:

House of Habib, Fatima Fertilizer, Fauji Fertilizer, SRSO, SEF, Sukkur Blood, RBC, British Council, Fatimid, Sapphire, Jaffer Brothers, Jumani Group of Companies, Gul Ahmed (Ideas), Oxford University Press, Borjan, SEPCO, FESF, Contact Plus, The Blue Dot, OMD, Manhattan, SoL, Funverks, COMSATS, MEPCO, SEPCO, Philip Morris International, Ghouri's and many more

Internships	Job Placement
255 Internship placements	40 Companies participated in Job Fair 2018
Collected feedback directly from industry about internee performance (50)	10 Campus drives/visits
23 final year projects for 67 students of MBA Case Study	
250 Career development workshops	

#### Following Scholarships and Financial Assistance are offered to Students

Sukkur IBA University has been contributing to national development with the help of its friends since its inception.

Below is the list of donors including public sector institutions, corporate, organizations, donor agencies, individual donors/philanthropists and non-profit sector organizations that are assisting Sukkur IBA University in promoting the vision of national development.

1.	Oil & Gas Development Company Limited
2.	USAID Merit & Needs Based Scholarship Program
3.	HEC-Needs Based Scholarship Program
4.	Sindh Endowment Fund Scholarship Program
5.	Punjab Educational Endowment Fund
6.	LU - Continental Biscuit Ltd Scholarship Program
7.	SANA FAME Scholarship Program
8.	Uch Power Limited Scholarship Program
9.	Thar Foundation Scholarship
10.	Meezan Bank "Ihsan Trust" Students Loan
11.	Mari Petroleum Company Limited
12.	Ittehad Chemicals Limited
13.	Hidayat Jumani Scholarship Program
14.	Viqaru Nisa & Feroze Khan Noon Trust for Education Scholarship
15.	Mrs. Habiba Memon Merit Scholarship Program

16.	Mrs. Ghulam Fatima Turk Merit Scholarship Program
17.	Ayesha Memon, Abdul Fatah Memon, Ali Raza Memon, G.M Qureshy Scholarship Program
18.	Late Haji Muhammad Yaqoob Bachani Scholarship Program
19.	Mr. Ali Ahmed Sheikh Scholarship Program
20.	Mr. Pehlaj Roy Scholarship Program
21.	Khairpur District Poverty Cum Merit Scholarship
22.	District Zakat & Ushr Committee Merit Scholarship
23.	Institutional Merit Based Scholarship

Mentioning new initiatives during the year, Sukkur IBA University signed an MoU with Mari Petroleum Company Limited for fully-funded scholarships to students of Ghotki district, whereas, Hidayat Welfare Trust (Jumani Group) also extended support to sponsor ten needy students of Khairpur Mirs district.

Besides these initiatives Allied Bank Limited contributed one million rupees to Sukkur IBA University Endowment Fund. Moreover Sukkur IBA University has become a unique university of Pakistan in providing 300 fully-funded scholarships to talented and needy students from every nook and corner of Pakistan. During the academic year 2017-18, Sukkur IBA University marked another success story by signing an agreement with Oil and Gas Company Limited (OGDCL) for National Talent Hunt Program. The project of National Talent Hunt Program 2017 has a total budget of Rs: 377.965 million out of which OGDCL would be sharing 188.97 million.



## Development Projects of Sukkur IBA University

List of Projects Sponsered by Sindh Govt. and Higher Education Commission (HEC), Islamabad

Sponsors of Development Projects



## Chapter: 07

### Development Projects of Sukkur IBA University

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

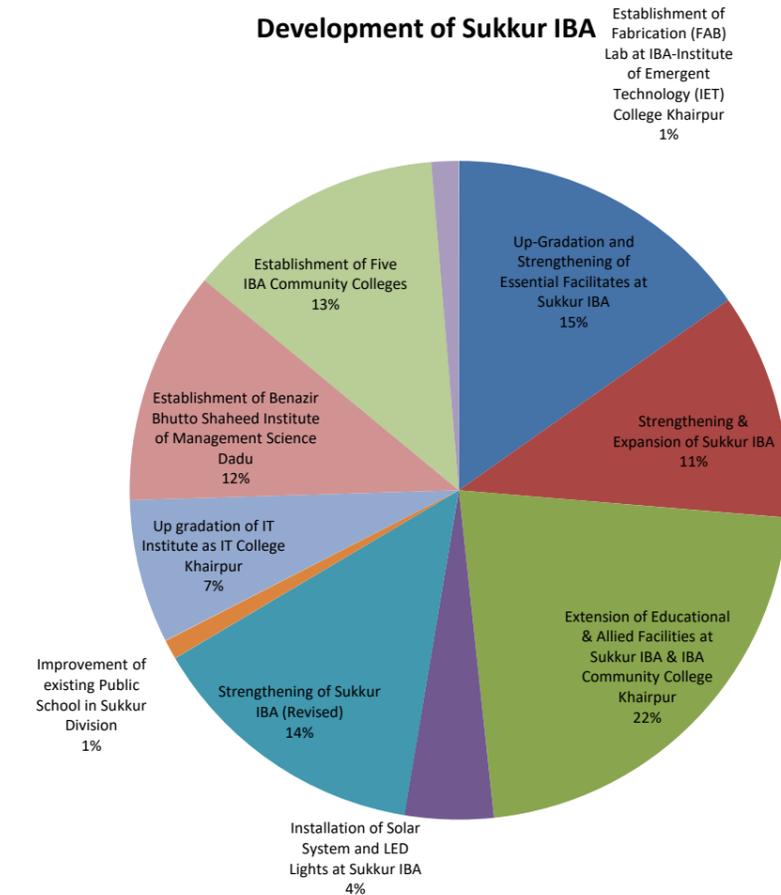
SNo.	Name of Projects	Amount in Millions
(A)	HEC Sponsored Projects	
1	Up-Gradation and Strengthening of Essential Facilities at Sukkur IBA	900.493
2	Strengthening & Expansion of Sukkur IBA	657.083
	<b>Total Cost</b>	<b>1557.576</b>
(B)	Sindh Govt Sponsored Projects	
1	Extension of Education & Allied Facilities at Sukkur IBA & IBA Community College Khairpur	1300.00
2	Installation of Solar System and LED Lights at Sukkur IBA	257.234
3	Strengthening of Sukkur IBA (Revised)	819.777
4	Improvement of existing Public School in Sukkur Division	56.604
5	Up gradation of IT Institute as IT College Khairpur	417.512
6	Establishment of Benazir Bhutto Shaheed Institute of Management Science Dadu	678.314
7	Establishment of Five IBA Community Colleges	750.844
8	Establishment of Fabrication (FAB) Lab at IBA-Institute of Emergent Technology (IET) College Khairpur	78.737
	<b>Total Cost</b>	<b>4359.02</b>
	<b>Grand Total Rs.</b>	<b>5916.60</b>

## Development Projects

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

S. #	Head of Account	Amount in Rs. Million
1	Upgradation and Strengthening of Essential Facilities at Sukkur IBA	900.493
2	Strengthening & Expansion of Sukkur IBA	657.083
3	Extension of Educational & Allied Facilities at Sukkur IBA & IBA Community College Khairpur	1,300.00
4	Installation of Solar System and LED Lights at Sukkur IBA	257.234
5	Strengthening of Sukkur IBA (Revised)	819.777
6	Improvement of existing Public School in Sukkur Division	56.604
7	Up gradation of IT Institute as IT College Khairpur	417.512
8	Establishment of Benazir Bhutto Shaheed Institute of Management Science Dadu	678.314
9	Establishment of Five IBA Community Colleges	750.844
10	Establishment of Fabrication (FAB) Lab at IBA-Institute of Emergent Technology (IET) College Khairpur	78.737
	<b>Total Amount Rs.</b>	<b>5,916.60</b>

### Development of Sukkur IBA

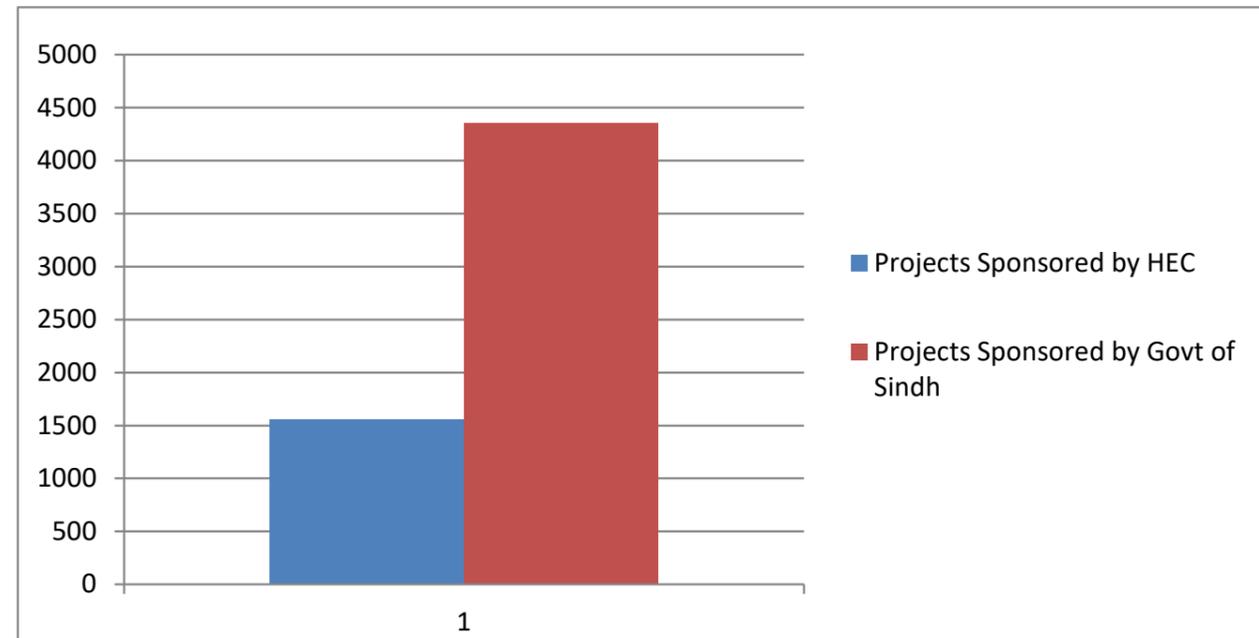


**Sponsors of Development Projects**

Contribution of Government of Sindh and Higher Education Commission (HEC) in Development Projects

S. #	Name of Projects	
1	Projects Sponsored by HEC	1557.576
2	Projects Sponsored by Govt of Sindh	4359.022
<b>Total Amount Rs.</b>		<b>5916.598</b>

**Sponsorship of Projects**



# Strengthening Technological Infrastructure

Enterprise Resources Planning (ERP)

PeopleSoft Human Capital Management (HCM)

PeopleSoft FSCM (Financials & Supply Chain Management)

## Chapter: 08

### STRENGTHENING TECHNOLOGICAL INFRASTRUCTURE

#### Enterprise Resource Planning (ERP)

In addition to automation of academic operations using PeopleSoft Campus Management Solution, Sukkur IBA University added two more ERPs of Oracle PeopleSoft in its services for employees to automate the processes related to HR, Finance, and Procurement Department.

- Oracle PeopleSoft Human Capital Management
- Oracle PeopleSoft Financials & Supply Chain Management

#### • PeopleSoft Human Capital Management (HCM)

End-user, through employees' self-service, can check pay slips, apply for leaves, fill performance appraisal forms and maintain personal information. Additionally, departmental-users can perform operations related to the following modules:

- Talent Acquisition
- Performance Management (ePerformance)
- Core-HR
- Employee Self-Service
- Manager Self Service

#### • PeopleSoft FSCM (Financials & Supply Chain Management)

End-users, through employees' self-service, can raise purchase and inventory requests. Additionally, departmental users can perform operations related to following modules:

- Accounts Payables
- Accounts Receivables
- Cash Management
- Asset Management
- General Ledger
- Purchasing
- eProcurement
- Inventory

#### Bio-metric Employee Attendance System (TimeTrax)

Biometric attendance devices have been installed at Academic Block 1 and 2, Administration Block, Knowledge Center, and Executive Development Center Building. Attendance Management Software (TimeTrax) that enables employees to record their arrival and departure, providing managers with detailed information about attendance records, absenteeism, overtime, etc. The Admin maintains the attendance record and manages the data according to the employees' "In and Out". All employees may view their attendance record online.

#### Turnitin Integration with Learning Management System

Turnitin (Plagiarism Checking Software) has been integrated with Learning Management Software (Moodle) to auto-check the plagiarism of submitted content by students at LMS. Turnitin accounts are provided to faculty members to assess the reports submitted by students. Moreover, Faculty member may also get plagiarism reports 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 encourages students to learn from each other and develop critical thinking skills.

#### Sukkur IBA University SMS Service System (3S SYSTEM):

Sukkur IBA University has added one more service i.e. 3S System. Recipients get SMS alerts related to applications mentioned below and apart from that using SMS portal, Sukkur IBAns and outsiders also get messages related to jobs, admissions, trainings, workshops, scholarships, tests, and interview announcements.

##### PeopleSoft CMS (for students, their parents, faculty, and staff members)

Students and their parents get absence alerts, attendance warnings, course enrollments alerts, and alerts of posted grades by faculty member. Whereas, faculty members get login in CMS alerts with time and location.

#### Virtua Library Management System (for students, faculty, and staff members)

Recipients get messages upon the issuance and return of book(s) to their account.

#### Girls Hostel Check In/Out System (for female students residing in hostels and their parents)

Recipients get alerts when a female student checks out or checks in to Sukkur IBA University Internal Girls Hostel.

#### PeopleSoft FSCM (for users initiating purchase requests)

Requesters and immediate supervisors receive SMS alerts when the requisition is initiated or approved by the director of the institute.

#### Sukkur IBA University Email Notification Service (SENS)

Sukkur IBA University has also integrated email notifications service to its different software applications. Notifications are triggered on following events of the application(s):

##### • PS FSCM

- Purchase request creation
- Approval of purchase request from Vice Chancellor
- Inventory request creation

##### • PS HCM

- Application of Leave requests
- Approval of Leave requests

##### • PS CMS

- Change in Posted grades/marks
- Faculty members attendance posted and course topic entry details
- Class taken, postponed and reschedule report to HODs

##### • Biometric Attendance System

- Check in and out times of the employees to supervisors and HR department

##### • Girls Hostel Management System

- Girls Check in Check out daily report to Wardens, and Provost

##### • Virtua (Library Management System)

- Books issued, returned, and return due date notification

#### Girls Hostel Check-In & Check-Out System

Sukkur IBA University has implemented Girls Hostel check in & check out system, that keeps their parents (or guardians) informed through SMS alerts, when their ward leaves or enters the campus/hostel. It also keeps the record of all exits and entries of female students from or in the hostel. This system has been developed to trace the mobility of girls in order to cope with security concerns.

It has also been integrated with Biometric devices for authentication of girls at gate while in making entry or exit.

There are three types of users of this system.

1. Female Hostellers (Initiates the Checkout Request)
2. Hostel Administration (Approves or denies the request)
3. Security Administration Main Gate (Marks the check in/out in the system)

#### SIBA CMS Android App

Sukkur IBA University has developed a mobile application to facilitate SIBA students, by using this application, students can view their academic records (Attendance, Course Progress, Grades). They can also view their library related information (Number of books Issued, Due Date, Issue date) and financial status. This application is integrated with PeopleSoft CMS And Virtua (Library Management System). Furthermore, they can generate a no-dues application through the app.

#### Departmental websites developed by ICT Dept.

- Department of Mathematics (<http://math.iba-suk.edu.pk/>)
- ICT Department (<http://ict.iba-suk.edu.pk/HTML/index.html>)
- Department of Education (<http://education.iba-suk.edu.pk/>)
- Sukkur IBA University Library (<http://library.iba-suk.edu.pk/>)
- Sukkur IBA University Community Colleges (<http://www.ibacc.edu.pk/Default.aspx>)
- Office of Research Innovation & Commercialization (<http://oric.iba-suk.edu.pk/>)
- National Talent Hunt Program (<http://nthp.iba-suk.edu.pk/THP/wpTHP.aspx>)
- Department of Electrical Engineering (<http://ee.iba-suk.edu.pk/ELE/ELE-web/index.html>)

#### Sukkur IBA University's Official Website's Upgradation

Sukkur IBA University upgraded its official website with a new interface, latest tools and technologies, incorporating security and easy-to-use modeling frameworks.

## Implemented Payment Gateway Services with ETSALAT and UBL Bank for Online Donation and Fee Submission

Any website visitor can go to donation interface to donate online to Sukkur IBA University or online job applicants can also submit their fees.

## Automated Students' Group Payments System in CMS Bank Cash Collection System

PS CMS Students Financials have been configured to enable users of Finance Department to record students' payment in bulk, resultantly, saving the time and efforts of Fees Receipt Office.

## Oracle Business Intelligence Enterprise Edition to Facilitate Higher Authorities for Analysis and Decision Making

Interactive and dynamic reports have been developed for higher authorities to analyze the trends of the data in the domain of students' performance with respect to their grades, faculty performance with respect to faculty evaluation, research publication, classes taken. Higher authorities are also provided drill down view of data to view summary as well as details of trends.

## Virtua Library Management System

Virtua Library Management System is an online public access catalogue (OPAC) to facilitate users for getting first-hand information regarding books physically available at the Library. Moreover, users may also view their account status regarding book(s) issued and can also reserve a book. This system has been integrated with Sukkur IBA's SMS Service, users get the SMS alerts upon the issuance or return of the books.

## DSpace: A Digital Library

DSpace is a digital library designed by MIT University for E-book Management. About 20,000 E-books are available on Sukkur IBA University's Digital Library.

## Virtua Library Management System Upgradation Version 12.xx to 16.1 SP IV

- o Software Upgradation
- o OS Migration
- o Hardware Upgradation
- o Server Upgradation with 5-year enterprise support

## Employees Key Performance Indicator (KPI) Application

Software solution has been developed to keep the record of employees' key performance indicators. In which users, like supervisors, will initiate a task and assign that to concerned employees upon completion, employees will mark the status as completed or employee himself can also break one single task into multiple tasks and assign them to concerned personnel. Admin, Supervisor will assign task using web-based interface and progress & notification will be sent to tablets given to sectional heads.

## Automation of Exam No-Dues System with Android App and Java Spring Framework

Students are now able to process their No-Dues Form and get it approved from all of the required departments using CMS Mobile App. Without roaming in different offices to get their No-Dues forms signed.

## Automation of Course Withdrawal Process in PS Campus Management Solution

Students are now be able get their Course Withdrawal forms signed and approved from their faculty members and HoDs online. The status of Withdrawal Form Application is also visible to Examination department simultaneously.

## ERP CMS extension to sub campuses and IT Centers affiliated with Sukkur IBA University

Campus Management Solution services have now been extended to sub campuses and IT centers of Sukkur IBA University. Users of these units are facilitated with the same process of CMS which are performed in Main Campus i.e. Online Attendance, Automated Grade-book, Faculty Evaluation etc.

## IT Services training to newly hired faculty members

IT department, in collaboration with HR department, provides training to newly-hired faculty members on the software applications like CMS, FSCM, HCM and LMS on quarterly basis.

## Network Section

### Internet Services

Currently Sukkur IBA University has PERN-4 400 plus Mbps connection and it is used for multiple applications such as web, ERP, CMS and for research in Management Science and Technologies.

The university delivers high-capacity, low latency, zero contention links with 100% committed bandwidth (CIR) guaranteed, which allow it 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. Moreover Sukkur IBA University has deployed SMART University Project.

### Network Infrastructure

Sukkur IBA University has state-of-the-art technology, whereas, we have very robust Network devices that can provide quality of service to our end-users. We have also extended LAN & WLAN Network in all new buildings. Further, overall Network Infrastructure's details are provided below:

#### • Fiber Optic Connectivity

Sukkur IBA University has deployed building-to-building fiber-optic connectivity that supports high-speed communications and follows its standards regarding fiber-optic installation i.e. single mode is used for long distances and multimode is used for short distances.

#### • Robust Network Hardware

Sukkur IBA University has Layer 3 Devices for Data Communication which support ACL and NATing for Network. We also have DHCP Server with multiple pooling Scopes.

Moreover, we have an Advanced Firewall for data security that protect our network's resources from outside network users. Basically, our firewall examines each network packet to determine whether to forward it toward its destination or not. Whereas, we have installed URL Filtering, AMP, VPN licensing.

We have deployed core switches for building-to-building connectivity and access switches for end-users' connectivity. We have more than 80 access switches and 5 core switches for high data rate. These switches are the backbone of the LAN Network.

#### • HEC Smart University Project

Sukkur IBA University, with the collaboration of Higher Education Commission, has deployed Smart University Project to transform the conventional way of pedagogy to modern methods using information and communication technologies. Smart Campus provides high speed Internet Connectivity throughout the Campus.

The Campus is connected through Wi-Fi connectivity and WLAN Mesh Network which provide free Wi-Fi access to the students, faculty and researchers across the university. High-speed Internet is connected through PERN-4 at 400+ Mbps speed available 24 hours on all the workstations.

Smart University has Eduroam Network that provides Inter-University roaming service. It provides an easy and secure network access to the researchers, teachers and students. Users, while visiting other institutions, can login & access Internet Service with same Authentication of home institution.

#### • Cisco Unified IP Phone System

Sukkur IBA University has deployed the Cisco Unified Communications at their both campuses which is a comprehensive IP communications system of voice, video, data, and mobility products and applications. It enables more effective, more secure, more personal communications that directly affect to our Institute profitability. Cisco Unified Communications is part of an integrated solution that includes network infrastructure, security, mobility and network-management. Sukkur IBA University has facilitated more than three hundred users with VoIP Services.

#### • Surveillance System

Sukkur IBA University has deployed more than 100 CCTV IP Cameras within the campuses for the security purpose. We have Surveillance Room from where our security personnel monitor 24/7 for security measures. Meanwhile, we have deployed Hikvision IP Camera and its NVR for 24/7 recording system.

#### • Video Conference Service

PERN National Video Conferencing Service provides PERN connected Institutions with access to 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 as many as required for meetings or collaborations.

Similarly, Sukkur IBA University is also part of this project and avails Video Conferencing Service from PERN. The university has two Video Conferencing Rooms in which we have installed latest Video Conferencing System that are mentioned here:

1. Tandberg Video Conference System
2. Polycom Video Conference System

Our infrastructure is fully supported for education and research purposes 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.

# Universities Building Communities

Talent Hunt Program - Short Term Intervention

IBA Community Colleges - Long Term Intervention

Functions of IBA Community Colleges

University Role in Building Communities

National and International Linkages

Sukkur IBA Alumni Chapter



## Chapter: 09

### Universities Building Communities

#### Talent Hunt Program - Short Term Intervention

As a measure of short term intervention that would create an immediate impact, Sukkur IBA University planned a unique comprehensive remedial education plan called the "Talent Hunt Program (THP)". The philosophy of the program is "access to all". The students with poor schooling, seeking admission for higher studies in reputed universities 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 THP, students are admitted after their grade 12 education in a six-month program to be rigorously trained by qualified faculty of the university in core subjects like English, Mathematics and Computer. Under this program, the students bear no tuition fees while also accessing free accommodation, transport, books and additionally an amount of Rs. 18,000/- for semester stipend. Every student who is selected in THP and maintains a CGPA of 3.0, is provided free education, books, and accommodation for the entire duration of the degree program.

The program has quickly become one of the most popular educational programs in the country and attracted more than 12,000 applications for the 2016-2017 session. Sukkur IBA University believes that under THP these students would be given remedial education for six months after their intermediate/HSSC education so that when they enroll into the undergraduate programs, they are able to better cope with pressures of a quality education system. We can now statistically prove from the past experiences that the program has indeed been very effective and has produced the intended results which we desired from this short-term intervention leading to a conspicuous success.

#### Summer Science Camp

Summer Science Camp has become an annual activity for Sukkur IBA University since 2017. The camp has been designed to impart inquiry-based science education to students belonging to under-privileged areas of Sindh, and to inspire them to pursue science. The camp explores hidden potential among young learners to become future scientists and technologists. The students of class IX & X, studying in government schools of Sindh, are the primary participants of the camp. The students are brought to Sukkur IBA University's Community Colleges (including IBA Public School Sukkur, IBA Community College Khairpur, IBA Community College Dadu, IBA Community College N. Feroze, and IBA Community College Jacobabad) and are trained by highly qualified faculty of Community Colleges in five important subjects i.e. Biology, Chemistry, Physics, Mathematics, and Computer Science, through projects and practical activities.

Students are provided with free food, accommodation and a stipend for the duration of the camp. The 20-day camp is concluded with a mega science exhibition at the main campus of Sukkur IBA University, in which top projects are displayed by the beneficiary students.

So far, two phases have been sponsored by CDP, Government of Sindh. Through this program, over 70 government schools have benefitted and over 400 science projects have been developed by beneficiary students. Sukkur IBA University believes that it is through STEM education that the future of our country can be shaped.



#### IBA Community Colleges - Long Term Intervention

Although THP is a success story, it is still reactive approach. THP is a remedial action after the damage has already been done by poor schooling system. Sukkur IBA University decided to take proactive measures i.e. to try to avoid the damage before it occurs and intervene in the area where the damage takes place. Being aware of the problem and challenges of the rural education system, the university initiated a long-term two-fold intervention plan.

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.
2. Make the education at community colleges affordable and accessible to all. Sukkur IBA University 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.

Situated in a rural setting, Sukkur IBA University 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 classrooms 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 with poor schooling could not cope with the standard of education and would generally drop out during the first couple of semesters. Sukkur IBA University believed that it was our responsibility to our community 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 the shape of IBA Community Colleges.

### Functions of IBA Community Colleges

The following figure shows the functions of IBA Community Colleges.



### Basic Education

Although the concept of community colleges in developed countries like the USA and Australia does not include the basic education, realizing the local needs, this component has been added in the 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 Colleges with grade 12 certificates should be in position to win admission in any reputable university nationally and internationally and will also survive the tough grading standards of higher education. The previous performance of IBA Community College students in HEIs witness the high success. These students have been able to seek (and secure) admission in institutes of quality education.

### 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 mindset of the people and produce skilled employable professionals.
- To increase the employment of the youth.
- To contribute to economic development of the country.
- To establish successful models of quality and affordable education in the country.
- To uplift the quality of life of the community with quality education

### Following IBA Community Colleges have been established:

- IBA Community College, Khairpur
- IBA Community College, Dadu
- IBA Community College, NaushahroFeroze
- IBA Community College, Jacobabad
- IBA Community College Ubauro
- IBA Public School Sukkur
- IBA Public School Larkana
- IBA-District Montessori School Shikarpur
- IBA Islamia Public Higher Secondary School Ghotki



In addition to these community colleges and public schools, Sukkur IBA University has adopted 03 government schools under the public-private partnership where the quality education is being imparted at par with community colleges. These schools have been equipped with modern science laboratories, computer labs, and libraries. Additionally, they have been provided with meritorious staff.

Under this project, following schools have been adopted in District Khairpur:

1. Government High School Tando Mir Ali
2. Government High School Jajh Regulator
3. Government High School Karoondi

Currently in IBA Community Colleges and Schools, there are 11,678 students enrolled, 575 teaching staff and 232 non-teaching staff.

### 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 non-profit or non-governmental organizations). At Sukkur IBA University, we strive to create value that consists of economic, social and leadership components. Thus, the outcome of all these activities are value creation and that value itself is non-divisible and, therefore, a blend of these three elements that is innovation, social impact and leadership. This results in inclusive growth of the society.

Sukkur IBA University 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.

### 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
- Affiliation with Cambridge Assessment International Examinations for O/A levels

### Quality Assurance at Community Colleges

To ensure the quality of education, state-of-the-art facilities have been provided to the schools and teachers are supported with regular professional development activities. Additionally, there are in-built quality assurance mechanisms in IBACCs. One of the major approaches is the affiliation of community colleges with private boards such as Aga Khan University Examination Board and Cambridge Assessment International Examination.

### Sukkur IBA University as an Education Management Organization

Sukkur IBA University is managing 03 government schools in the domain of public private partnership under Education Management Organization (EMO) project. For these Government schools, Sukkur IBA University has developed quality standards similar to community colleges. The purpose is to provide quality education to the people of most deprived rural areas of Sindh. In this regard, enrollment of students has been increased, well-equipped and state-of-the-art science and computer laboratories have been established, school libraries contain sufficient number of books to encourage and improve the reading and comprehension skills of students, comfortable furniture is provided for students and staff, solar energy power is provided for an interrupted power supply. The examinations are conducted in an ideal and transparent environment which is considered to be a revolutionary achievement and highly supported and appreciated by local community and students. The engagement of community in schools have been promoted to a great deal. These schools are maintaining equality in quality education both for boys and girls of the area.

#### Key Performance Indicators (KPIs):

The Government schools have been handed over to Sukkur IBA University to fulfill certain key performance indicators to develop the defined areas of the schools. Wherein Sukkur IBA University will develop school management plan, improve staff availability and attendance, improve students enrollment, attendance and retention, work on the professional development of teachers through continuous professional development, maintain schools repair and involve community through different programs and meetings, improve health and hygiene practices and provide sports facilities at schools.

#### Major Features of Government Schools under EMO project schools:

- Qualified teaching staff
- Fully functional science laboratories, libraries and computer labs
- Transparent examination environment.
- Health facility at schools for students and staff.
- STEM education in all schools.
- Continuous professional development of teachers throughout the academic year.
- Proper formative and summative assessment system through Education Management Information System (EMIS)
- Community engagement and involvement

#### Quality based education at EMO Schools:

To provide quality education at EMO schools, state-of-the-art facilities have been ensured at schools and qualified teachers have been recruited. Teachers get support in different subjects from the university faculty through their continuous professional development. In addition, progressive school-based measures are also helpful to maintain the quality education for instance; minimum 80% attendance of students and awareness regarding transparent examination helped to improve the quality of teaching and learning practices.

#### Opportunities for students:

Sukkur IBA University treat students of EMO schools similar to community colleges. Students have the opportunity to get scholarships in community colleges after successful matriculation examination. They also enjoy to visit different science exhibitions at community colleges and summer science camps. Students learn different science practical directly from faculty of the university. Hence, they improve their communication skills through the diverse interaction with the students and faculty of other schools.



# Universities Building Leaderships

## Convocation 2018

## SIBA Student Council



## Chapter: 10

### Sukkur IBA University 5th Convocation 2018

"It is my dream to see Sukkur IBA University among one of the best universities in the world, though even today it is recognized world over", said the Sindh Chief Minister, Syed Murad Ali Shah, in his presidential address on the occasion of 5th convocation at Sukkur IBA University on March 10, 2018.

The Minister of Education and Literacy in the Provincial Assembly of Sindh, Jam Mehtab Hussain Dahar, in his speech as a guest of honor said, Sukkur IBA University is doing great job in the socio-economic development of the country. Lauding the efforts of the Vice Chancellor in the field of education, he said, I pray for the prosperity of Sukkur IBA University and its students.

Earlier in his welcome address, the Vice Chancellor of Sukkur IBA University, Prof. Nisar Ahmed Siddiqui, expressed his gratitude to the Chief Minister, Syed Murad Ali Shah; Education Minister, Jam Mehtab Hussain Dahar; MNA, Nauman Islam Shaikh; and other honorable guests, said, its an encouraging moment for us to have such honorable guests among us.

In all, 182 graduates were conferred degrees, of which 65 were from Bachelor of Business Administration, 33 were from Bachelor of Engineering, 11 from Bachelor of Science (Computer Science), 4 from Bachelor of Science (Software Engineering), 13 from Bachelor of Education, 45 from Master of Business Administration, 4 from Master of Science (Applied Mathematics), one from Master of Science, 5 from Master of Science (Management) and one was Dr. Aneel Kumar who was conferred degree of P.h.d in Management. Names of the students who received gold medals in different programs are, Adil Khan, Bachelor of Science, Computer Science, Zafar Hussain BE Electrical, Ali Hasnain Bachelor of Business Administration, Sakina Nisar, Master of Business Administration, Faiza Soomro Master of Business Administration, Mohammad Muzamil Sattar, Master of Business Administration, Aamna Bachelor of Education and Bareerah Khan Master of Science Management. The recipients of silver medals are, Arif Hussain BE Electrical (Electronics), Sikandar Abbas Haider Bachelor of Business Administration, Mohammad Waqas Master of Business Administration, Sehar Bachelor of Education and Erum Naseer Master of Science Management.



### Job Fair 2018

Job Fair 2018 was organized by Sukkur IBA University on February 10 with the aim to provide a platform to job-seeking, talented undergraduates and graduates of Sukkur IBA University. This year, around 35 companies including, Engro Food, PTCL, State Bank of Pakistan, Allied Bank, Atlas Honda, Pepsi, Yamaha, OGDCL, Sukkur IBA University, Ufone, Sanofi and others established their stalls to identify talented candidates for their companies. The students visited various stalls, where they were briefed by the officials of the concerned companies and submitted around 2000 CVs.



### 70th Independence Day Celebrations at Sukkur IBA University

Drama & Art Society of Sukkur IBA University organized Independence Day celebrations at University campus on August 14, 2017. The event was attended by Leader of Opposition, Syed Khurshheed Ahmed Shah, along with senior government officials, students, faculty & staff members and dignitaries of civil society. The celebration included debate and national songs competitions. Prizes and certificates were distributed among the winners and organizers of the event.



## Student Development Society

The Student Development Society organized various awareness sessions throughout the year. These awareness sessions focused on different scholarship opportunities for students to avail while helping them understand the application process & resolve any queries students might have.

One such session was organized on September 26, 2017 for UGRAD 2018. After the awareness session, the society also organized a hands-on workshop on October 05, 2017. The workshop was designed to help students with the problems faced by them when applying for UGRAD. USEFP Exchange Ambassador, Mr. Muhammad Zia Munner was invited to train the students.

Another session was organized on November 03, 2017 regarding fully-funded and most prestigious postgraduate scholarship programs of the developed countries. An Education Expo Seminar on SUSI 2018 was also organized. The session was organized in order to train undergraduate students about the application of the five-week fully-funded exchange program. Ms. Sahiba Inayat, MENA Coke Scholar 2016, and PUAN Exchange Ambassador - Sukkur chapter were the speaker of the session.



## Go Green Society

### Green and Clean Days

Go Green Society organized Green and Clean Days from October 5 to 6, 2017. In those 2 days, students participated in various activities related to environment safety. Society members also discussed students 'how to keep environment and themselves clean' at various garden areas of the campus

### Health Care Event

Go Green Society organized a 'Health Care Event' on February 1st, 2018. The purpose of the event was to create awareness about health among students of Sukkur IBA University. Dr. Aijaz Hussain, Associate Professor from GMC Sukkur delivered an interactive presentation on the topic of 'History of Health and Mental Health' which was followed by a Health Model Exhibition competition.



## Public Speaking and Literary Society

### Picture Description Contest

In order to promote writing skills and develop creativity among students, Reading and Writing Club of Public Speaking and Literary Society at Sukkur IBA University organized the Picture Description Contest on October 19, 2017. In all, 180 students participated in this intellectual activity. Top three winners of the competition will be awarded cash prize and certificates.



## Education, Science, Technology Innovation and Research (ESTIR) Club

Education, Science, Technology, Innovation and Research (ESTIR) Club organized a guest speaker session on November 06, 2017. The guest speaker, Mr. Afaq Riaz Ahmed, founder and president KITE, talked about the industrial revolution. His talk, titled "Big Ideas and Technology for Tomorrow", focused on the rapid advancements of technology & science and why it is important to focus on education now more than ever.

ESTIR Club also organized World Space Week in collaboration with SUPARCO under the theme of "Exploring New Worlds" on October 07, 2017.

Students from all over Sindh participated and took keen interest in space quiz competition, space stations, debate competition, solar observation, space bus show and others. Director Technical SUPARCO Mr. Amir Ahmed Khan, apprised the students of space, galaxy, solar system, stars, astronomy, and space technology and satellite communication. The purpose of the space week was to provide space awareness to the students and is celebrated all around the world.



## Community Welfare Society

### Blood Donation Camp

Two-day blood donating campaign started at Sukkur IBA University on November 14, 2017. The campaign was organized by PTCL in collaboration with Community Welfare Society and Sukkur Blood and Drugs Donating Society.

The focus of the campaign was to provide fresh and healthy blood to Thalassemia patients.



## Alumni Society

### Global Village 2017

Sukkur IBA Alumni Society, in partnership with ICON by Ghouri's Official, organized Global Village 2017 on November 28, 2017.

Students established various stalls portraying international and national culture and cuisine. Stalls of different countries including, India, Turkey, Spain, Russia, Uzbekistan, Morocco, Saudi Arabia, Egypt and others were established, which were apart from the stalls showcasing all five provinces of Pakistan. Team Uzbekistan clinched first position and was given cash prize of Rs. 50000, while team Turkey was placed second and received cash prize of Rs. 30000 and team Spain got third position and received Rs. 20000 cash prize.



## Youth Integrity Club - Initiation

Sukkur IBA University and Transparency International- Pakistan (TIP) joined hands to form Youth Integrity Club (YIC) under Sukkur IBA Student Council on 14th March 2018.

The ceremony started with recitation of the Holy Quran. Followed by a few words on the importance of integrity by Director CDC, Mr. Ishfaque Lashari, and Registrar, Engr. Zahid Hussain Khand. Afterwards, TIP representative, Mr. Kashif, shed light on the workings of Transparency International, while Ms. Nasreen highlighted the activities that will involve Youth Integrity Club.



## Finance Society

### Mock Trading Competition 2018

Finance Society Sukkur IBA University organized Mock Trading Competition in which more than 350 students participated in teams and became part of one-month mock trading competition. Students were given 1 million virtual money in the account of Sukkur IBA Trading Terminal, students involved in trading through live market tickers from Pakistan Stock Exchange for all the listed securities. Winners were nominated on the basis of highest portfolio return in the end, and top three teams were awarded the shields and nominal amount of Rs. 20,000, Rs. 15,000, and Rs. 10,000.



## Chapter 11

# Finance

## Annual Statements of Accounts (2017-18)

### Self-Generated Income

### Student Strength 2017-2018 (Actuals)

## Chapter: 11

### Annual Statements of Accounts (2017-18)

Particulars		"2016-17 (Actual)"	"2017-18 (Actual)"
1	Opening Balance:	0.000	0.000
2	<b>Total Grants &amp; Donations [a - f]</b>	<b>801.276</b>	<b>833.491</b>
A	Federal Government (Annual)	259.986	279.361
B	Supplementary / Additional Grant	41.290	20.970
C	Grant for Tenure Track Faculty	-	-
D	Provincial Govt. Grant	200.000	250.000
E	Additional Grant from Provincial Govt:	300.000	283.160
F	Donations	-	-
G	Any Other Grant	-	-
3	<b>(i) Students Related Income [3(i) a - 3(i) e]</b>	<b>323.074</b>	<b>381.788</b>
	Tuition Fees	289.074	350.677
	All Other Fees	4.000	7.121
	Hostel Charges	30.000	23.990
a	<b>On Campus Students (sub-total)</b>	<b>323.074</b>	<b>381.788</b>
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	<b>(ii) Other Venues of Income [3(ii) a - 3(ii) f]</b>	<b>31.600</b>	<b>40.500</b>
a.	Income from Collaborative and Contract Research (ORIC)	7.000	7.000
b.	Income from Consultancy & Testing	11.000	15.500
c.	Income from Intellectual Property	-	-
d.	Income from Regeneration & Development Programs (EDC & Entrepreneurship)	12.000	16.500

e.	Alumini	1.600	1.500
f.	Any Other Income	-	-
<b>3</b>	<b>(iii) Receipts from Endowment Fund (if any)</b>	<b>24.225</b>	<b>43.250</b>
4.	Total Own Resources	378.899	465.538
A.	Total Available Resources [1+2+3]	1,180.175	1,299.029
<b>5</b>	<b>Expenditure Break-up:</b>	<b>1,160.983</b>	<b>1,264.295</b>
a.	Faculty Salary	269.170	345.200
b.	TTS Faculty Salary/ Gratuity	10.650	15.300
c.	Salary of Officers & Staff -Teaching Departments	-	-
d.	Salary of Officers & staff -All Non-Teaching De-partt:	223.130	261.610
e.	Other Establishment Charges	-	-
f.	Non Salary Expenses / Other Charges	613.200	600.536
g.	Research	29.310	27.531
h.	Library Expenses	15.523	14.118
<b>6.</b>	<b>Total Establishment Charges [5 a to e ]</b>	<b>502.950</b>	<b>622.110</b>
<b>7.</b>	<b>Total Non Salary Expenses [5 f to h ]</b>	<b>658.033</b>	<b>642.185</b>
	Total Expenditures [ 6 + 7 ]	1,160.983	1,264.295

### Self Generated Income

"Code No."	Budget Heads	" 2016-17 Actual"	" 2017-18 Actual"
C02813	Education General Fees [ 301 - 390 ]	289.074	351.798
C0281301	Admission Fees	12.124	12.591
C0281306	Tuition Fees - Regular Fee Structure	150.620	208.755
C0281322	Registration Fees - University Students Only (MS/ Ph.D)	-	-
C0281332	Examination Fees-University On Campus Students	19.445	21.140
C0281341	Library Fees	19.445	21.140
C0281346	Degree / Transcript Fee etc.	1.000	1.121
C0281353	Development charges+Page Spider+Foundation Program+Summer Program & Crash Program	86.440	87.051
C02812	Hostel Fees / User Charges [ 201 - 226 ]	30.000	26.990
C0281201	Hostel Admission Fees	27.000	23.990
C0281226	Other Misc. Charges (Cafeteria+Tender Money + Auditorium)	3.000	3.000
C02810	Income from Endowments	24.225	43.250
C02815	" Income from Services Rendered [ 501 - 531 ] "	7.000	7.000
C0281501	Income from Collaborative Research - Domestic (ORIC)	7.000	7.000
C02815	" Income from Consultancy & Testing [ 536 - 561 ] "	11.000	15.500
C0281561	Income from Testing Services etc.	11.000	15.500
C02815	" Income from Regeneration & Development Programs [ 566 - 572 ] "	12.000	16.500
C0281572	Income From Regeneration & Development Programs - Others (Executive Development Centre & Entrepreneurship)	12.000	16.500
C02815-6	" Income from Intellectual Property [ 575 - 610] "	1.600	1.500
C0281610	Receipts from Alumni	1.600	1.500
C02818	Others [ 809 - 870 ]	4.000	3.000
C0281870	Other Misc. Receipts	4.000	3.000
	Total Own Resources	378.899	465.538

**STUDENT STRENGTH 2017-2018 (ACTUALS)**

Name of Teaching Department	Actual Strength (2017-18)				
	Bachelor	Master	M.Phil/MS	PhD	Total
Business / Management Sciences	1500	335	165	39	2039
NTHP / STHP / Foundation Semester	378	0	0	0	378
Computer Science/IT	326	0	54	9	389
NTHP / STHP / Foundation Semester	150	0	0	0	150
Engineering	568	0	112	0	680
NTHP / STHP / Foundation Semester	200	0	0	0	200
Mathematics	106	0	36	3	145
NTHP / STHP / Foundation Semester	50	0	0	0	50
Accounting & Finance (BS Accounting)	144	0	0	0	144
NTHP / STHP / Foundation Semester	60	0	0	0	60
Education	201	0	32	0	233
NTHP / STHP / Foundation Semester	85	0	0	0	85
<b>Total</b>	<b>3768</b>	<b>335</b>	<b>399</b>	<b>51</b>	<b>4553</b>



# University Governance

Academic Council

List of Senate Sukkur IBA University

Syndicate of Sukkur IBA University



## Academic Council

(a) the Vice Chancellor who shall be its Chairperson	<b>Prof. Nisar Ahmed Siddiqui</b>
(b) the Pro-Vice Chancellor	To be appointed
(c) the Deans of Faculties and such Heads of Departments as may be prescribed	<ol style="list-style-type: none"> <li><b>Prof. Dr. Niaz A. Bhutto</b> Head of Department Business Administration</li> <li><b>Prof. Dr. Abdul Rehman Soomrani</b> Head of Computer Science</li> <li><b>Dr. Faheem Akhtar Chachar</b> Head of Department Electrical Engineering</li> <li><b>Dr. Javed A. Brohi</b> Head of Department Mathematics</li> <li><b>Dr. Irfan A. Rind</b> Head of Department Education</li> </ol>
(d) five Members representing the departments and constituent colleges to be elected in the manner prescribed by the Senate	<ol style="list-style-type: none"> <li><b>Dr. Waqar Akram</b></li> <li><b>Dr. Qamar Uddin Khand</b></li> <li><b>Dr. Muhammad Asim A. Samejo</b></li> <li><b>Dr. Niaz Hussain Ghumro</b></li> <li><b>Dr. Shahid Hussain Mughal</b></li> </ol>
(e) two principals of affiliated colleges/campuses	<ol style="list-style-type: none"> <li><b>Dr. Samar Raza Talpur</b> Campus Director IBA-IET, Khairpur</li> <li><b>to be appointed at Kandhkot Campus</b></li> </ol>
(f) five Professors including Emeritus Professors	<ol style="list-style-type: none"> <li><b>Prof. Syed Mir Muhammad Shah</b></li> <li><b>Prof. Dr. Pervaiz A. Memon</b></li> <li><b>Prof. Dr. Altaf H. Samo</b></li> <li><b>Prof. Dr. Abdul Qadir Rahimoon</b></li> <li><b>Prof. Dr. Manzoor Ali Mirani</b></li> </ol>
the Registrar	<b>Engr. Zahid Hussain Khand</b>
the Controller of Examinations	<b>Mr. Imran Khan</b>
the Chief Librarian	<b>Mr. Aamir A. Subhani</b>
External Members	<ol style="list-style-type: none"> <li><b>Dr. Muhammad Usman</b> Assistant Professor, LUMS</li> <li><b>Dr. Ferhana Ahmed</b> Assistant Professor, LUMS</li> <li><b>Sheikh Muhammad Ibrahim</b> Vice President LCCI CEO, Canon Foam Industry</li> <li><b>Dr. Muhammad Zaki Rashidi</b> Director (Quality, Learning &amp; Innovation) and Associate Dean (Accreditation), Iqra University</li> <li><b>Prof. Dr. Zubair A. Shaikh</b> President, MAJU, Karachi</li> <li><b>Madam Jehan Ara</b> President P@sha</li> <li><b>Prof. Dr. Shoab Ahmad Khan</b> Professor, NUST CE&amp;ME</li> <li><b>Mr. Nauman Saeed</b> President &amp; CEO Mirco Tech Industries</li> <li><b>Dr. Sajid Ali</b> Assistant Professors, AKU-IED</li> </ol>
Special Invitation	Director, QEC

## List of Senate Sukkur IBA University

<b>1. Mr. Muhammad Hussain Syed</b> Secretary (Universities and Boards) Government of Sindh	<b>11. Prof. Dr. M. Nishat</b> HEC, Nominee & Dean IBA Karachi
<b>2. Prof. Nisar Ahmed Siddiqui</b> VC Sukkur IBA University	<b>12. Prof. Dr. Niaz Ahmed Bhutto</b> Professor & HoD, Business Administration
<b>3. Dr. Muhammad Usman Chachar</b> Commissioner, Sukkur	<b>13. Dr. Qamar Uddin Khand</b> Associate Professor, Computer Science
<b>4. Mr. Abdul Fatah Shaikh</b> President, Chamber of Commerce & Industry, Sukkur	<b>14. Dr. Faheem Akhtar Chachar</b> Assistant Professor/ HoD Electrical Engineering
<b>5. Mr. Hassan Ali Khan</b> MD, Continental Biscuits Ltd., Karachi	<b>15. Mr. Ishfaq A. Abbasi</b> Lecturer
<b>6. Mr. Khalid S. Subhani</b> Ex. President & CEO Engro Corporation	<b>16. Mr. Mirza Umair Baig</b> Alumni Sukkur IBA University
<b>7. Madam Naheed S. Durrani</b> MD, SEF, Karachi	<b>17. Engr. Zahid Hussain Khand</b> Registrar & Secretary Senate, Sukkur IBA University
<b>8. Prof. Dr. Zubair Ahmed Shaikh</b> President, MAJU, Karachi	
<b>9. Mr. Fazalullah Qureshi</b> Ex. Federal Secretary	
<b>10. Justice (R) Ali Aslam Jafferri</b> Ex. Federal Insurance Ombudsman	

## Syndicate of Sukkur IBA University

### List of Members

<b>1. Prof. Nisar Ahmed Siddiqui</b> Director/Vice Chancellor	Chairperson
<b>2. Dr. Qamar Uddin Khand</b> Associate Professor, Computer Science	Member
<b>3. Dr. M. Asim Ali Samejo</b> Assistant Professor, Electrical Engineering	Member
<b>4. Mr. Akseer Hussain Solangi</b> Assistant Professor, Business Administration	Member
<b>5. Engr. Zahid Hussain Khand</b> Registrar	Member
<b>6. Mr. Feroze Ahmed Mahar</b> Treasurer (Acting)	Member
<b>7. Dr. Faheem Akhtar Chachar</b> Professor/HoD, Electrical Engineering	Special Invitation
<b>8. Dr. M. Abdul Rehman Soomrani</b> Associate Professor/HoD, Computer Science	Special Invitation
<b>9. Dr. Niaz Ahmed Bhutto</b> Associate Professor/HoD, Business Administration	Special Invitation
<b>10. Dr. Irfan A. Rind</b> Assistant Professor/HoD Education	Special Invitation
<b>11. Dr. Javed Hussain Brohi</b> HoD, Mathematics	Special Invitation
<b>12. Mr. Imran Khan</b> Controller of Examinations	Member
<b>13. Dr. Sher Muhammad Daudpota</b> Director, QEC	Special Invitation

## Chapter 13

# Health

## Medical/Emergency First Aid Services

### Establishment of Clinic and Medical Advisory Office

#### Medical/Emergency First Aid

Sukkur IBA University is among prestigious universities where students, staff and faculty receive the best medical/emergency first-aid service and counseling/mental health support services. We primarily serve the IBA community on the campus.

#### Services

- Primary care
- Emergency care
- Medical Facility
- First Aid Boxes availability at all important 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 University.

#### Policy

To establish a uniform standard medical facility for faculty, students and staff regarding Environmental Health & Safety and First Aid Supplies at Sukkur IBA University.

- A. Sukkur IBA University's 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 complying with the medical policy.
- C. First Aid Kits are available at all Academic Block, Labs and Laboratories and at all residential places, academic blocks and hostels.
- D. First Aid Kits should be visible or a sign should be displayed indicating its placement location.
- E. First Aid Kit is also available in every bus/point for medical emergency during transportation.
- F. Not to dispense or administer any medications, including common pain relievers without proper medical prescription
- G. Not to apply any ointments or creams on wounds or burns; use ice, cold pack or cold water.
- H. Always call Deputy Registrar & Physician appointed 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 tertiary hospital for further examination and better treatment.
- I. Wear examination gloves and eye protection when rendering assistance for any situation involving contact with blood or other body fluids.
- J. Male and Female Physicians are available at designated clinics with medical checkup timings. The medical assistance with provision of basic drugs is free for all.

#### Establishment of Clinic and Medical Advisory Office

Sukkur IBA University has established a free medical care clinic separately for girl students, boy students and staff of Sukkur IBA University. The 02 general physicians i.e one for girls and one for boys are appointed for both clinics. The timings for both clinics are from 4:00 PM to 9:00 PM for the community of Sukkur IBA University by providing support in first aid, medical facility and free medical advisory services. In case of emergency, the Physician/Doctor will be available on call at any time.

The university clinic is also providing support to faculty, officers and staff of Sukkur IBA University 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 computerized records and personal files/cards with patients' medical history for quick diagnosis and recommendations to all the students, faculty and staff members of the university.

It is also in planning to provide free medical screening to all employees of Sukkur IBA University once in a year for diagnosis and precautionary measures.

#### Health Insurance Benefits to Employees of Sukkur IBA University

In the eve of 21st century, Sukkur IBA University, like other international organizations, encourages safe and healthy working environment. It provides all possible benefits to its employees which resultantly bring safe and sound mind at work place. Apart from other benefits, Health Insurance Policy coverage is also an incredible addition to benefits offered to employees.

The purpose of health insurance is to help employees pay for care. It protects them and their families financially in the event of an unexpected serious illness or injury that could be very expensive. In addition, they are more likely to get routine and preventive care, if they have health insurance. Having health insurance is important for several reasons. Uninsured people receive less medical care and less timely care. They have worse health outcomes, and lack of insurance is a fiscal burden for them and their families.

### What does Sukkur IBA University provide?

Sukkur IBA University offers its regular employees the facility of optional, non-mandatory group health coverage through a third party; Insurance/Takaful Company. It covers the whole family of an employee i.e. his/her parents, spouse and children. Policy and benefits for health insurance may vary as per need and requirement duly considered by management on annual basis.

- (1). Coverage:
  - (a) Hospitalization expenses of an employee/dependent
  - (b) 30 days pre hospitalization expenses
  - (c) 30 days post hospitalization
  - (d) Maternity expenses
  - (e) Emergency treatment
- (2). Plans of coverage:
  - (a) The employees are covered under three different plans; A, B, C with different hospitalization, maternity and room limits. Details of plan are annually reviewed and communicated to all employees and are available with HR Department.
- (3). Age of entry and exit:
  - (a) Regular employee shall be eligible for health insurance after completion of one year of service at Sukkur IBA University.
  - (b) The age of entry of any dependent of an employee is from date of birth as in case of children and age of exit from the policy is 77 years for Parents and 25 years for children.
- (4). Premium Contribution:
  - (a) Rates and sum total of annual/monthly contribution is determined by rates as applicable on plan categories as per agreement with service providing Insurance/Takaful company for any current year. 50% of premium is paid by employee from his monthly salary and 50% is contributed by Sukkur IBA University.
- (5). Panel and Non Panel Hospitals:
  - (a) In case of emergency, panel hospitals will provide treatment without charging any expenses to a health card holder employee.
  - (b) In case of availing planned hospitalization services from a panel hospital, an employee needs to request for preauthorization letter from service provider Takaful company and then avail treatment without being billed/charged by the hospital.
  - (c) In case of availing treatment from a non-panel hospital in any of above mentioned cases, the employee will himself pay for treatment and get the amount reimbursed by submitting the relevant medical documents.



# Sukkur IBA University Knowledge Center

Collections

Friends of Library

Depository Collection

Electronic Databases

## Chapter: 14

### KNOWLEDGE CENTER

#### Introduction:

Sukkur IBA University library serves as catalyst in supplying resources and services to support the goal of Sukkur IBA University. Our Library assists in the development of information literacy by providing instructions on the use of all types of library materials and provides assistance to the community beyond the process of the institute. Our library possesses a collection of 46,000 print books and more than 100,000 electronic books that are accessible via digital library. The library subscribes 30 print journals and provides access to electronic databases.

Diverse library services are initiated, including circulation services, reference services, document delivery service, literature searching, OPAC, interlibrary loan, multimedia services, photocopy services, Diverse readers club etc. Auto self check out & in Machine

#### Collection:

The university library's collection comprises 40,000 volumes housed in it. Holdings are strong in all academic disciplines with notable collection in business administration, computer science, engineering, mathematics and education. Besides subscription to research journals, the library also subscribes to seven national and one foreign newspaper: Dawn, The News, Business Recorder, Express Tribune, The Nation, Jang, Express, and Kawish.

#### Friends of the Library: (DONATED COLLECTIONS)

Our Library welcomes unconditional donations. Following donations have been received in the library and housed in designated corners.

The Major donated collections are as follows:

1. Riaz Siddique's collection
2. Shah Muhammad Shah's collection
3. Prof. Ateeq-ur-Rehman's collection
4. Rotary Foundation Literacy collection

#### Depository Collection:

Sukkur IBA University's library has a depository of Asian Development Bank (ADB). The publications of ABD are placed in separate sections after processing. The connection contains statistical information sources along with reports regarding business, industry, socio-economic aspects of Asian Nation etc.

#### CD/DVD ROMs:

Sukkur IBA University library possesses more than 400 CDs and DVDs. This educational material can be utilized within library premises. For this purpose, multimedia center is equipped with latest technology.

#### Electronic Databases:

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

#### African Cultural Heritage Sites and Landscapes

The African Cultural Heritage Sites and Landscapes Collection links high-quality visual, contextual, and spatial documentation of African heritage sites. The Collection includes photographs, 3D models, GIS data, site plans, aerial and satellite photography, images of rock art, excavation reports, manuscripts, travelers' accounts, historical & antiquarian maps, books, articles, and other scholarly research.

#### American Society of Agricultural & Biological Engineers (ASABE)

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.

#### Cambridge Journals Online

Cambridge University Press's collection of nearly 200 leading journals across natural sciences, social sciences and humanities.

#### CBI (Centre for the Promotion of Imports from Developing Countries)

The Centre for the Promotion of Imports from developing countries (CBI) was established in 1971. CBI is an Agency of the Ministry of Foreign Affairs and part of the development cooperation effort of the Netherlands. CBI contributes to the equitable economic development of selected developing countries by providing export marketing and management support to their SME exporters and Business Support Organizations with the purpose of increasing exports to Europe.

#### eBrary

eBrary offers a wide variety of content across many subject areas, especially in business and social sciences. 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

Edinburgh University Press is the premier Scottish publisher of academic books and journals. It provides access to over 37 journals across a range of disciplines in humanities and social sciences.

#### EMERALD Insight

Provides full text of all 150+ Emerald online journals available, with full text back files, many going back to 1990's abstracts going back in some cases to 1980's.

#### IMF's eLibrary

The International Monetary Fund's (IMF) eLibrary simplifies analysis and research with direct access to the IMF's periodicals, books, working papers & studies, data and statistical tools. You will find information and perspective on macroeconomics, globalization, development, trade & aid, technical assistance, demographics, emerging markets, policy advice, poverty reduction and more.

#### INFORMS PubsOnline

Institute for Operations Research and Management Sciences (INFORMS) publishes 12 scholarly journals including the flagship journals Operations Research and Management Science. It provides full-text access to current four years content from these ISI ranked peer reviewed journals.

#### ITC (International Trade Center) Market Analysis Tools

The ITC Market Analysis and Research (MAR) section is a part of the Program of Market Development of the International Trade Centre (ITC). Through MAR services, ITC provides online tools, tailored market research and trade analysis, and conducts training programs in market analysis for trade policy makers, trade support institutions and the business community in developing countries.

#### JSTOR

An online archive database with complete back files of over 700 core scholarly journals covering Business, Finance, Economics, Mathematics, Statistics, Language, Law, Religion, Philosophy, Anthropology, History, Geography, Biological Sciences, Political Science and Education.

#### JSTOR - Global Plants

The largest of its kind, Global Plants is a community-contributed database that features more than two million high resolution plant type specimen images and other foundational materials from the collections of hundreds of herbaria around the world. It is an essential resource for institutions supporting research and teaching in botany, ecology, and conservation studies.

#### McGraw-Hill's Access Engineering

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 is embedded on all search pages. It is an easy and effective search or topical browse.

#### McGraw-Hill's Access Science

This collection is highly recommended for all science users from high school through college, as well as users in large libraries. It contains full texts and illustrations of McGraw-Hill Encyclopedia of Science and Technology. The database also contains 8,500 encyclopedias 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.

### SAGE Journals Online - Management & Organization Studies Collection

This collection includes the full text of 40 journals published by SAGE and participating societies, some journals going back 60 years, encompassing over 50,500 articles.

### SpringerLink

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.

### Struggles for Freedom in Southern Africa

The Struggles for Freedom in Southern Africa Collection brings together materials from various sites throughout the world. By providing sample materials, the Collection also publicizes the rich collections of partner institutions, helping in making them more widely known to researchers. The Collection consists of more than 180,000 pages of documents and images, including periodicals, nationalist publications and more.

### Taylor & Francis Journals

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.

### UPCC Books on Project MUSE

UPCC Books launched Project MUSE in January 2012. The book collection offers thousands of peer-reviewed digital books from over 65 major university presses and scholarly publishers and allow books to be discovered and searched in an integrated environment with content from nearly 500 journals currently on MUSE.

### Service:

Sukkur IBA University Library is providing state-of-the-art services to its students, faculty and staff.

### Borrowing Services:

After securing admission, students become a member of the library. However, they are required to fill the membership form of library and need to verify their given information. All library members are entitled to borrow library materials as per their borrowing privileges. State-of-the-art system is being employed for efficient borrowing services. Users can renew and reserve library books online.

Following are the privileges for the users:

Membership Category	Borrowing Privileges	Loan Period
Undergraduate Students	04 books	14 Days
Graduate & Post Graduate	08 books	14 Days
Teaching Assistants	04 books	14 Days
Research Associates	08 books	14 Days
Faculty	30 books	One Semester
Staff	04 books	14 Days
Other Members	04 books	14 Days

### Bibliotheca Self-check Unit:

Offering the most ergonomic, user-friendly experience, library initiated bibliotheca self-check unit to maximize the day-to-day productivity of the library. It supports both RFID and EM technology to maintain accuracy and saves time of the users.

### Inter-Library Loan:

Our library is a part of a world-wide consortium that shares materials, allowing member libraries to borrow resources. Through this partnership, the library borrows books from other libraries or has copies of journal articles faxed to them in order to meet students' or faculty members' research needs.

### Literature Searching:

If library users are unable to search his/her required information material from our library's electronic collection, the library staff facilitates the user in searching required material.

### Multimedia Services:

Library has fully-equipped multimedia center. The Centre provides viewing of audio/visual material on latest viewing devices. It also provides space and computers to access library's digital and online resources.

### Table of Content Service:

Table of content service aims to provide latest table of contents of subscribed journals to those who have requested to receive the same. TOCs are provided in desired format, even soft or hard. To register their request for TOCs, students contact library circulation desk.

### 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.

### Learning & Scholars Commons:

Sukkur IBA University Library established four learning & one scholar commons. These common rooms facilitate users for group discussions. Students and researchers can avail on this facility during library working hours.

### Citation Management Services:

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

### WI-FI Connectivity:

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

### Library Website:

Library maintains a dedicated website which is a gateway to library resources, systems and services. Users cannot only access library resources and services through the website but also contact library staff for replies to their library related queries.  
[www.library.iba-suk.edu.pk](http://www.library.iba-suk.edu.pk)

### General Rules:

- All members shall be required to leave their personal belongings (books, files, briefcases, handbags, registers, etc.) at the entrance of library. Library disclaims any responsibility for any loss.
- Users are not allowed to write, underline or mark the library books. The library books are carefully examined on return and the borrower shall be held responsible for defacing or damaging or causing loss of library material in any form in their possession.
- In case of study in the library, after consultation the library material are to be left on the reading table, which shall be shelved by library staff appropriately.
- Complete silence shall be observed inside the library, except for brief subdued talk with the library staff at the circulation desk or any other section of library. However, non-noisy discussion are allowed in designated learning commons.
- Drinking (except water) and eating shall not be allowed inside the library.
- Using of mobile phones and smoking are strictly prohibited inside the library.
- Loud talk/ un-necessary discussion/ disturbance/ snoozing, etc., shall not be allowed inside the library.
- Non-issuing textbooks will be issued for a shorter period of time.
- Library card is a must for access to the library premises and to check out any library item.
- Make sure you have provided correct email address while filling your library membership form as whole correspondence including overdue notices will be communicated through email.
- Loans may be renewed though library circulation desk or online portal if another user has not reserved the desired book. Overdue books will not be renewed online.
- Books already checked out by some other user can be reserved. You can also request reserving the book through library portal.
- If you accidentally misplaced a book and can not find it after a thorough search, report to the circulation desk.

**Fines:**

To encourage timely return of library materials and to provide optimal sharing of the collections, fines are charged for overdue items. Borrowers are responsible for returning or renewing items by the due date. If items are not returned within due date, fines become retroactive to the first overdue day at Rs. 10/- per book per day.

**Lost books:** In case of loss or damage, the patron will have to replace the lost item with original or new edition or he will be charged two times according to the current price of the item.

**Non-circulating text books:** This material is issued for three hours only. If item is not returned within the allocated time, a fine of Rs. 50/- for each hour will be charged.

**Disciplinary Fines:** Rs. 500/- on first time violation. If the patron continues the violation, the case will be referred to disciplinary committee.

Overdue and fine notices will be sent through official email. All library fines are only paid through bank challan. Library account will be blocked if the fine exceeds Rs. 5,000/-

While returning library books or other materials at the circulation desk, please ensure that the circulation staff has returned the item from your account.

Do not give your library card or checked out materials to others. This may be helpful to avoid hefty overdue fines, especially in case of course reserves.

**Library Opening Hours:**

Sukkur IBA University library operates in the following hours:-

Monday to Saturday 09:00 AM to 10:00 PM

Sunday 10:00 AM to 08:00 PM

During Exams 09:00 AM to 12:00 AM

Library will be closed on public holidays announced by Sukkur IBA University Administration.



# Accreditation and Linkages

## International Accreditation of Programs

## National Accreditation of Programs



## Chapter: 15 INTERNATIONAL LINKAGES

Sukkur IBA University has established many external linkages with national and international education institutes and universities, through which the university's students get a chance to have exposure beyond the university premises. These linkages are cemented with MoUs of collaboration in many avenues to increase collaboration between two institutions on different areas including faculty/student exchange programs, promoting cooperation in research and development, carrying out collaborative projects and academic activities, etc.

### List of International Partners

S.No	Full name of partner
01	Asia Institute of Technology (AIT), Thailand
02	British Columbia Okanagan, USA
03	Hainan Tropical University, China
04	Jiangsu University of China, China
05	Johnson County Community College (JCCC), USA
06	Johnson County Community College, Overland Park, KS. USA
07	Madinah Institute of Leadership & Entrepreneurship (MILE), Kingdom of Saudi Arabia
08	Massachusetts Institute of Technology (MIT), USA
09	North China Electric Power University, China
10	University of Utara, Malaysia
11	Sapienza University of Rome, Italy
12	Simon Fraser University, Canada
13	University of Massachusetts, USA
14	USAID, Agribusiness Support Fund, USA
15	Williamsburg School District (WSD), USA
16	WUHAN University of Technology (WUT), China
17	Xian Jiotong University, China
18	LIUC University, Italy

### International Students Exchange Program

Short-term study refers primarily to studying abroad while still enrolled at the University in one's home country on the basis of Inter-University exchange agreements. Sukkur IBA University's objective is not necessarily to provide a degree to students but rather to acquire a foreign language, experience of foreign culture or study at university, etc. in a foreign country of region. Sukkur IBA University, has signed MoUs with different National and International Universities to collaborate on different areas. One of the collaborations is Students Exchange Program, through which the student receives education for a semester or several semesters within the academic year, acquiring credits or receives research guidance. Classes are carried out in the language of the country where the educational facility is located or in a foreign language.

Sukkur IBA University is partnered with different International universities and from each department sending students abroad for the exchange program. Below is a list of Active Partner Universities, where we sent our students for exchange programs:

S. No.	Full name of partner
01	WUHAN University of Technology (WUT), China
02	Sapienza University of Rome, Italy

So far twenty students have been sent for exchange program, and this year, nineteen students are nominated for exchange program in above universities.

### International Accreditation of Programs

#### Association to Advance Collegiate Schools of Business (AACSB)

Association to Advance Collegiate Schools of Business (AACSB) provides internationally recognized, specialized accreditation for business and accounting programs at the bachelor's, master's, and doctoral levels. The AACSB Accreditation Standards challenge post-secondary educators to pursue excellence and continuous improvement throughout their business programs. AACSB Accreditation is known worldwide as the longest standing, most-recognized form of specialized/professional accreditation an institution and its business programs can earn.

Sukkur IBA University is a member of AACSB and our application for initial accreditation process has been accepted and a mentor is also provided by AACSB. Currently, Sukkur IBA University's Business Department is working on the development of an Initial Self Evaluation Report with guidance of an assigned mentor.

#### 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.

#### 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.

Sukkur IBA University is the member of AMDISA and pursuing for SAQS accreditation under the supervision of its assigned mentor, and is in process of submitting its Self-Assessment Report (SAR) Information.

#### 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 with 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 University became the member of this network in June, 2013. Vice Chancellor, Prof. Nisar Ahmed Siddiqui, Sukkur IBA University is also part of Talloires Network Steering Committee.

### European Foundation for Management Development (EQUIS)

The EFMD Quality Improvement System (EQUIS) is a school accreditation system. It specializes in higher education institutions of management and business administration, run by the European Foundation for Management Development (EFMD). EQUIS has accredited 172 institutions around the world. Currently, Sukkur IBA University is a member of EFMD and pursuing for EQUIS accreditation.

### National Accreditation of Programs

#### National Business Education Accreditation Council (NBEAC)

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 programs are accredited by this council for a period of five (05) years and awarded "W" category.

#### National Computing Education Accreditation Council (NCEAC)

National Computing Education Accreditation Council looks 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 (PEC)

Pakistan Engineering Council is a statutory body to regulate the engineering profession in the country so that it functions as a 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 programs.

#### National Accreditation Council for Teacher Education (NACTE)

Higher Education Commission has setup an accreditation authority, National Accreditation Council for Teacher Education (NACTE). NACTE will look after the matter regarding the accreditation of institutions and their departments, faculties and disciplines by giving them appropriate ratings and define the organization's objectives, functions and duties to be performed. It will periodically evaluate, scrutinize and monitor the standards followed in different Universities, Degree Awarding Institutions and their affiliated colleges offering education degree programs.

NACTE accredited our B.Ed. Hons Program, and awarded category "X" to Sukkur IBA's Education Department.



## Chapter 16

# Center for Entrepreneurial Leadership & Incubation (CEL&Inc)

## Entrepreneurship Development Programs

## Activities for Entrepreneurship Promotion & Ecosystem Development



## Chapter: 16

### CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INCUBATION Introduction

Sukkur IBA University assigns utmost importance to entrepreneurship. Under the patronage of management of Sukkur IBA University, a unique and innovative journey of the establishment of Center for Entrepreneurial Leadership and Incubation (CEL&Inc.) took place in 2012. It was an ambitious plan to do something that has never been attempted in the region by any other institute. CEL&Inc. helps translate new and innovative ideas into economically viable products and services with the aim to contribute vibrant tech and agro-based economy in Pakistan, which can be achieved through innovative culture, incubation, collaboration, entrepreneurship curriculum development, entrepreneurial research, conferences, community interventions, mentorship and global outreach programs. CEL&Inc. provides support to young entrepreneurs in the form of consultations and connecting them with national and international markets through its existing network.

The management of CEL&Inc. is convinced and determined that entrepreneurship is the solution for the youth employment problem and economic development of the country. Keeping in view the importance of entrepreneurship, CEL&Inc. is supporting students, alumni and members of local community in initiating their start-ups.

#### CEL&Inc. Help Desk Services for Start-ups and community

- Entrepreneurship Development Program
- Access to Funding Sources
- New-Startups Incubation
- Shared Services
- Enterprise Development
- Consultancy Network
- Entrepreneurial Synergy
- Flexible Space

#### CEL&Inc. added three new start-ups to regional entrepreneurship ecosystem in 2018

Due to the innovative culture and support ecosystem for start-ups, students and community ideas are nurturing within CEL&Inc. and it has added three new start-ups and one seasonal start-up to the regional entrepreneurial ecosystem with the aim to contribute start-ups in national economy. This addition raised the number of total incubated start-ups to seven with total investment of Rs. 1.640 million. The incubated-startups employ 28 individuals and have hired 2 interns, and driven annual revenue of above Rs. 3 million. During the financial year 2017-18, four start-ups also graduated from CEL&Inc. after completion of their incubation period.

#### Capacity Building Activities for Entrepreneurship Promotion

CEL&Inc. organized five workshops, seminars and trainings for the promotion of entrepreneurial culture within SIBAU, in collaboration with SMEDA, Shell Tameer, Nauman Khan Azeemi, Community Development Program, Government of Sindh, TCS and Xcelerate Pvt. Limited. Total 499 students, incubatees, staff and faculty members were trained in the capacity building workshops.

#### Events Organized for Entrepreneurship Development and Recognition

CEL&Inc. organized eight different events for entrepreneurship promotion and recognition. Among which, the prominent event was the national event of Sukkur IBA University, DICE 2018, with the aim to foster culture of innovation and entrepreneurship in the country and to make it part of our nation's DNA. 105 HEC recognized universities and institutes all across Pakistan participated in the event, where 235 projects from all provinces were showcased with 25 Industry/Technology booths, attendees from industry (CEOs/senior management), 23 Heads of Public sector organizations, Vice Chancellors, Rectors and Deans graced the event.

Outside Sukkur IBA University, general attendees were 2000 in number. Five schools, three regional universities, and 25 TEVT booths displayed the participants' innovative ideas and projects. 8 key-note speakers from national and international researchers contributed their work. 32 Judges from industry and academia selected top 20 innovations for commercialization in four different categories, which include category A engineering and technology, computer science and information technology; category B consists of physical sciences and agriculture sciences; category C consists of arts and humanities, business and social sciences; while category D had biological sciences, medical sciences and veterinary sciences. Three best innovations were awarded with cash prizes and shields in each category. Key partners of the event were Higher Education Commission (HEC)

Pakistan Council for Science & Technology (PCST), British Council, Higher Education Institutions like NUST, NED, UET, CIIT, DUHS, UAF, NTU, RIU, SIBAU, Industries in automotive, energy, health, textile and IT sectors Industry associations such as PAAPAM. The event was concluded with cultural event in which students of all provinces presented their cultural identities through traditional dance performances.

#### CEL&Inc. Launched Recognition of Prior Learning-RPL

The Recognition of Prior Learning (RPL) is a new approach, which is being introduced in Pakistan to recognize and certify the competency and skills of millions of skilled workers coming out of informal TVET sector known as Ustad-Shagird system. Sukkur IBA University, with the mission to serve community, had decided to launch RPL in collaboration with GIZ. The first RPL Program was started for General Electrician Trade to facilitate the skilled workforce in the field of electricity to get their skills renowned so that they may get access to good job opportunities nationally and internationally. Center for Entrepreneurial Leadership & Incubation advertised the RPL Program and received 250 application forms among them 200 appeared in interview and 98 were selected for practical examination out of which 90 candidates from informal setting passed their practical assessment.

#### Women Entrepreneurship Development Program

3-Months Women Entrepreneurship Development Program was launched by CEL&Inc. & Engro Foundation under Pathways to Success Project funded by USAID. The program trained 39 women participants on entrepreneurship with aim to start their own micro businesses in their communities. After the completion of the training, 16 girls launched their own micro businesses. These candidates were trained earlier in technical areas including Web Designing, Dress Making, Beautician, MS Office and Early Childhood Education. Looking at the current competitive and saturated job market, a focused and targeted training plan was developed and executed to train these beneficiaries in order to enable these trainees to start their business in the relevant areas they were technically trained in. Specialized faculty and trainers were selected from Sukkur IBA University in the field of Entrepreneurship, Marketing, Finance and Human Resource Management. A separate training manual was developed to be used as training guide. Senior trainers conducted different sessions with the students over the period of three months.

The training was completely activity-based to help participants learn best and stay involved in the training. During the course students were guided in different areas including Entrepreneurial Planning, Marketing, Finance related business activities and how Human Resource should be looked after while starting a new business. Business Plans were also developed by students which were completely based on practical approach so that it could be used as a guide throughout the venturing process. Young female students, most of whom were academically poor, showed great enthusiasm and motivation throughout the training. Some of them coming far front and breaking the traditional barriers started their own businesses with very little and low investment and started earning revenues and supporting their families. The most important successful story was of Ms. Safia, who started her academy inside her home where she has 35 students and she did so while preparing for competitive exam.

#### Necessity Entrepreneurship Development Program

CEL&Inc.'s Necessity Entrepreneurship Development Program trained 591 youth of informal sector in 2017-18 with the aim to contribute skilled labor force with skill to launch micro start-ups. The program comprised stipend, free books, accommodation, transportation, toolkits, entrepreneurial training and a free space opportunity for startups. This initiative resulted into youth employment in public and private sector and micros start-ups in community and CEL&Inc. incubation with Rs. 15.384 million in revenues for the youth.

#### Jhatsay.com selected for Startup Cup Pakistan Karachi

Jhatsay.com, a start-up at Sukkur IBA University, has been selected among top 25 in Pakistan Start-up Cup 2017 out of 80 teams. Team will contest with 24 other start-up ideas for the National Event.

#### Miss. Mahnoor selected as Campus Director for Hultz Prize 2018

Hultz Prize is a Global Platform launching the next wave of social entrepreneurship. There are 636 participant Universities from 150 countries with theme of "Harnessing the power of energy". Whereas, Ms. Mahnoor has been selected best campus director of the Hult Prize.

#### "How to Write an Effective Business Plan workshop" for DICE

SIBA Entrepreneurship Society (SIBAES) organized its first workshop for DICEVIC '17 for Sukkur IBA University, which aimed to create awareness among participants about "How to Write an Effective Business Plan".

Mr. Ikhtiar Khoso (Director CEL&Inc.) conducted the workshop on business plan writing and its format for DICEVIC '17. Mr. Suresh Kumar also briefed about the financial plan and its important ratios. In addition to this, Subhan Khan, Leader DICEVIC '17 told about the rounds as well as prizes of the event. Registrar Sukkur IBA University, Engr. Zahid Hussain Khand, talked about DICEVIC '17 and was impressed by the efforts and congratulated the team for the promotion of entrepreneurial activities and successful workshop.



### Career Counselling One-Day Workshop for Software Engineering Students at Sukkur IBA University

CEL&Inc. And Computer Science Department of SIBAU organized a one-day workshop on career counseling and online earning for software engineering students at Sukkur IBA University on 06-9-2017. The session was conducted by Mr. Waqas Qadeer, Software Engineer Smart Dubai Project.

### Student of Prime Minister Youth Skills Development Program Phase-III Batch-II started solar system installation business

Mr. Zia ul Rehman (student of Solar System Assembly & UPS Phase III Batch II, graduated on 20-07-2017) has started his personal work as solar system installation technician. Recently, he has installed solar system of 12 solar plates of 150 Watts with 27 DC fans, Two Charge Controller & 2 batteries of 200 Ah at Bachal Shah Miani Bukhari near City Point Sukkur at Sukkur Jacobabad Highway. Sukkur IBA University unique initiative of skill set + entrepreneurship training resulting into start-ups.

### Exposure Visit of Entrepreneurship Development Program Participants

CEL&Inc organized a visit for the beneficiaries of "Vocational and Entrepreneurship Training" (under a women development project of USAID) arranged by Engro Foundation and IRC on Saturday, December 09, 2017. The Purpose of this visit was to give beneficiaries exposure and knowledge about SIBAU, its programs, admission procedures, scholarships and lastly, scholarship opportunities for deserving candidates at SIBAU.

### CEL&Inc. Sukkur IBA University Launched Social Integration Project

Social Integration Outreach Program (SIOP) 2017 was a joint venture between Sukkur IBA University and the Higher Education Commission (HEC), Government of Pakistan, focusing on enhancing the technical and vocational skills among the youth. This project, "Youth Empowerment through Solar System Assembly Skills

and Entrepreneurship Training at Sukkur IBA University" was run under the overall supervision of Center for Entrepreneurial Leadership and Incubation (CEL and Inc.), Sukkur IBA University.

The northern side districts of Sindh are among the districts affected by recurring load-shedding. The prolonged load-shedding results in disturbances in daily life and swindled business activities. Partners, through SIOP, capitalized on the potential sunlight and trained the participants to use the potential sunlight as green energy and an alternative to power supply. The main advantages of solar energy include non-polluting nature, non-delectable, reliable, and free fuel. The target group was 35 young males, who never received any training in solar system assembly and entrepreneurship, within the age bracket of 18-32 years. Vocational skills of this target group were developed through interactive training on solar system assembly and entrepreneurship.

This program targeted the youth who were not skilled, not employed and not trained for any trait before. SIOP aimed to provide 35 quality market demanded solar system technicians and micro entrepreneurs in solar business to the community. Through this project, SIOP-Solar System Assembly, the theoretical and practical knowledge about the Solar System Assembly and Installation was inculcated among the selected trainees.

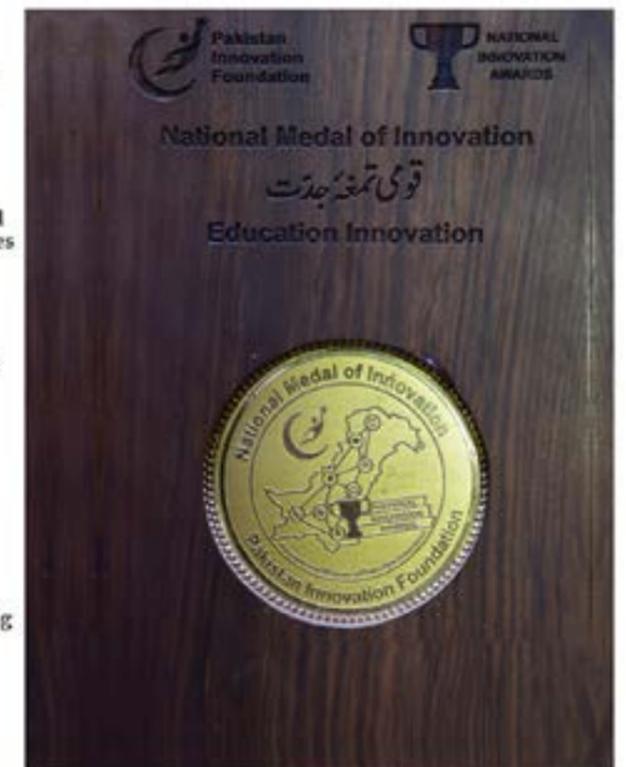
Through this phase of the SIOP project, 35 candidates were selected through an Aptitude Test conducted on 29th of July, 2017. These selected candidates were trained for three month 07-August-2017 to 31-October-2018 to learn the importance and application of solar energy and solar system assembly and installation. Following that, training on Effectual Entrepreneurship was delivered from 07/11/2017 to 30/11/2017. The interested candidates were offered to start their incubation at the Center for Entrepreneurial Leadership and Incubation

### CEL&Inc. Launched Rural Entrepreneurship Development Program in Collaboration with Community Development Program

Entrepreneurship training was an integral part of the Vocational Skill Development Project which aimed to produce entrepreneurs who would start micro start-ups and contribute jobs to the community rather than searching for jobs themselves. In this regard, after the completion of phase I of the project 50 (25 each from Dadu & Jacobabad) students were selected from the list of pass out students on the basis of interview in each college. Later, the 50 students were invited to Sukkur IBA University for five days for Necessity Entrepreneurship Development Workshop. Entrepreneurship from academia and industry gave them rigorous training so that participants learn the process of entrepreneurship for their micro start-ups. During the training participant's developed their business models and micro business plans for their start-ups.

### Why Choose CEL&Inc

Center for Entrepreneurial Leadership and Incubation is embedded with entrepreneurial ecosystem which offers students and community a platform to research, innovative, start, incubate and commercialize an innovative idea for the betterment of nation and world in large. Below are some interesting facts about us.



## Chapter 17

# Executive Development Center (EDC)

Facilities  
Training Portfolio  
Skill Development  
Program for  
Professionals

### Chapter: 17 EXECUTIVE DEVELOPMENT CENTER (EDC)

To assist business organization through consultancy and executive education, Sukkur IBA University established Executive Development Center (EDC) in 2013, to provide technical and managerial skills development programs to corporate as well as public sector employees. In 2016, Executive Development Center shifted to newly established building which is solely dedicated for training and development programs.

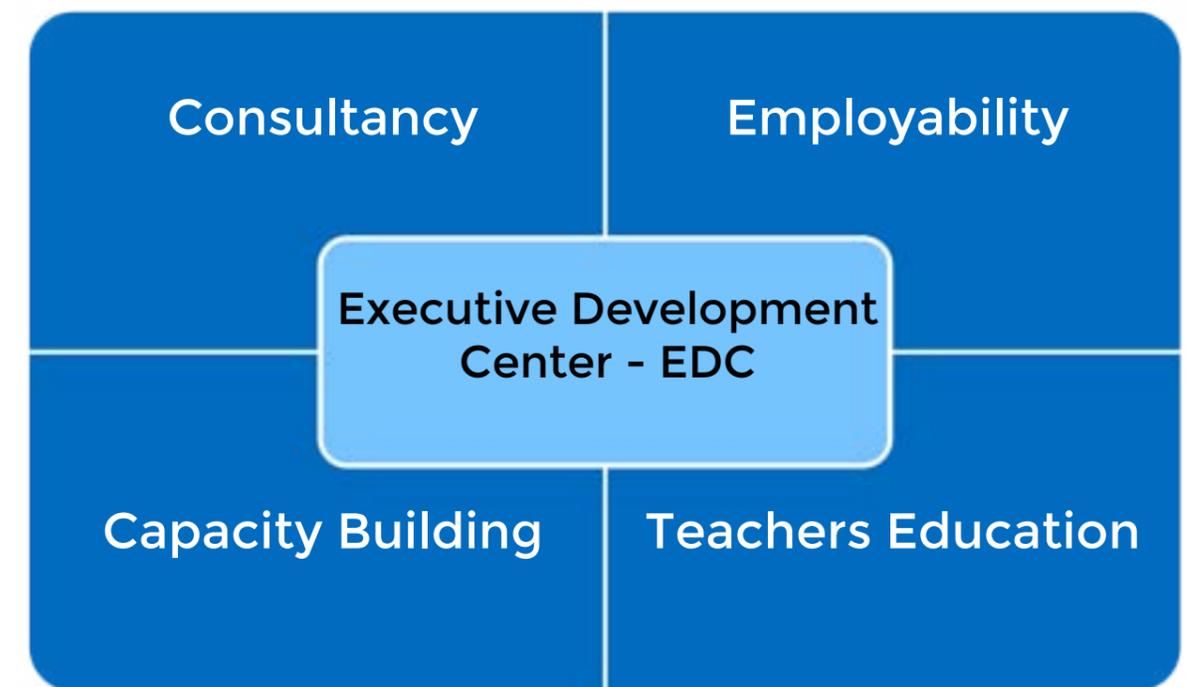
#### Vision

To become the leading center of the region for transformational executive education at global level of excellence.

#### Mission

To develop leaders and managers in both public and private sectors by incorporating research and market-oriented knowledge. We strive to enhance individual and organizational competencies through high-quality training and consultancy using state-of-the-art technology. Our aim is to make executives become ethically and socially responsible at global level.

#### Core Values



## Executive Development Center – Strategic Goals

1	Consultancy	1.1 Strategic Goal: To provide result-based, quality and cost-effective training consultancy for business organizations
		1.2 Strategic Goal: To provide educational services for quality education in rural areas of the region.
2	Employability	2.1 Strategic Goal: To produce employable youth through skill development programs
		2.2 Strategic Goal: To provide professional executive education on emerging technologies like 3D printing, Big Data Analytics and Block chain technology.
3	Capacity Building	3.1 Strategic Goal: To provide quality, cost-effective training designed to increase individual and organizational productivity and enrichment.
		3.2 Strategic Goal: To develop advance leadership skills through executive education to effectively navigate challenges related to rapid growth and changes in strategic direction.
4	Teachers Education	4.1 Strategic Goal: Provide early, sequential teaching experiences that incorporate growth and development concepts.
		4.2 Strategic Goal: Develop executives who foster a teaching-learning environment by effectively managing, organizing and monitoring the learning of students.
		4.3 Strategic Goal: To develop the leadership and governance skills in head teachers for providing quality education.

## Team EDC

Sukkur IBA Executive Development Center is being operated by a highly professional and commendable team under the visionary supervision of Vice Chancellor Sukkur IBA University, Prof. Nisar Ahmed Siddiqui.

Prof. Dr. Altaf Hussain Samo  
Director EDC / Professor

Mr. Saqif Ansari  
Assistant Professor English

Sayed Kamran Ali Shah  
Deputy Manager Logistics & Coordination EDC

Sahiba Inayat  
CSS Coordinator

Abdul Wahid Shaikh  
Admin Officer EDC

Sarfaraz Ahmed  
I.T Executive

Rahatullah Khan  
Assistant Manager Communication and Digital

Rumaisa Siddiqui  
Receptionist

Mr. Zafar Iqbal Gujjar  
Accounts Officer

Ms. Shireen Soomro  
Trainer EDC Science

Mr. Muhammad Zubair  
EDC Trainer Mathematics

## Facilities

Sukkur IBA Executive Development Center (EDC) is equipped with state-of-the-art learning facilities to facilitate our training clients. Following are the facilities we provide to our clients.

- 02 Executive Training Room with seating capacity of 40-50 participants.
- 01 mini Auditorium with capacity of 80-100 participants
- 64 Single Executive Accommodation Rooms
- 16 Executive Suites
- In-House Executive Dining Facility for 150 participants
- On Campus Executive Fitness Center
- 04- 06 Discussion Room
- In-House Tuck Shop
- State of the art Computer Lab for 30 participants

All facilities are equipped with Air-Conditioned and Wi-Fi facilities.

## Training Portfolio

Currently Sukkur IBA EDC is working with Sindh Education Foundation for their two training project. Following are the details of projects.

### Sindh Education Foundation AALTP Teachers Training Project (January 2018 – December 2018)

Recognizing the challenges in imparting Non-Formal Education (NFE) to Out of School (OOS) Adolescents and Adults, who have missed the opportunity to avail education in their early phase of life, Sindh Education Foundation plans to employ methods aimed at pedagogical enhancement under the AALTP.

To enhance the capacity building of Teachers of SEF AALTP Program, Sukkur IBA has been awarded SEF AALTP Teachers Training Project to train more than 600 teachers throughout Sindh. Teachers will be trained on the topic of Science, English, and Mathematics with added focus of Urdu and Sindh for Grade Katchi to 5 Teachers. The trainings under this project is being conducted at Sukkur, Khairpur, Naushero Feroz, Larkana, Hyderabad, Mirpur Khas, Dadu, Badin, Thatta, Sanghar, Shaheed Benazirabad, Umerkot and Karachi.

It is a 15 day comprehensive training program, each group of 40-45 participants is being trained for 15 Days.



### Sindh Education Foundation Assisted School Teachers Training Project (April 2017 – June 2019)

The Sindh Education Foundation – Government of Sindh is in the process of strengthening the SEF supported schools under its PPRS & SAS (SEF Assisted Schools) programs in Sindh. Also it is simultaneously expanding its portfolio for reaching out to the Out of School Children in the province. These schools are in all the districts of Sindh.

To enhance the capacity building of Teachers of SEF assisted School, Sukkur IBA has been awarded SEF Teachers Training Project to train more than 3800 teachers throughout Sindh on the topic of Science, English, Mathematics and Social Studies of Grade 3-10. The trainings under this project are being conducted at Sukkur, Khairpur, Naushero Feroz, Larkana, Hyderabad, Mirpur Khas, Dadu, Badin, Thatta, Sanghar, Shaheed Benazirabad, Umerkot and Karachi.

It is a 15-day comprehensive training program, each group of 40-45 participants is being trained for 15 Days. Following are the topics covered under this training program.

1. Learning: How do Children/Adolescents Learn?
2. Understand the Curriculum Mathematics, Sciences, Physics, Chemistry, Biology, Social Studies and English Language.
3. Subject Specific Content and Pedagogical Content
4. Formative, Summative and Authentic Assessments
5. Collaborative Planning, Teaching, Assessing and Reflecting and ICT for planning.
6. Implementation and Action Planning

Logistic arrangements like Training Venue arrangement, Lunch / Refreshment for participants, traveling of trainers and trainer assistant, accommodation of trainer and trainer assistant and provision of training material is the responsibility of Sukkur IBA.

### Teach for Khairpur Initiative (March 2018 - December 2018)

Sukkur IBA University in collaboration with District Government Khairpur is executing a Programme titled "Teach for Khairpur Initiative" Sponsored by Syed Qaim Ali Shah (PS: 29 Community Development Programme). The main objective of this Programme is to Improve Learning Outcomes of Students Enrolled in Government High School and Higher Secondary Schools of Khairpur Taluka. Following are the main task of this Programme.

- Supporting Science Laboratories (Five Schools)
- Services of Mobile Science Laboratory (Where Labs are Not Available)
- Capacity Building of 107 Teachers (SS/HST)
- Enhancing Leadership and Management Skills of 36 Principals and Head Teachers.
- Fundamental ICT Training to Aprox.1,000 Students



### HEC Bridging the Job Market Gap for Graduate Degree Holders (May 2018 - November 2018)

Government of Pakistan through Higher Education Commission announced Job Market Skill Gap Program to train unemployed youth having postgraduate degree in General Arts and Humanities who lacked required skills for the job market.

Under Job Market Skill Gap Program, Sukkur IBA University trained 55 young candidates in following 03 courses in the first pilot batch.

1. Accounting: 14 Students
2. Small Business Startups/Sales and Marketing/ Digital Marketing: 16 Students
3. Computing Skills (MS Office): 25 Students



### 3 Day IVEY Case Teaching & Writing Workshop

Sukkur IBA University in-collaboration with IVEY Business School, Canada conducted a prolific 3-Day Workshop on IVEY Case Teaching & Case Writing from September 18-20, 2017. This amazing workshop was conducted by Prof. Alison M. Konrad from IVEY Business School, Western University, Canada. During those three days, participants were introduced and excelled at multiple Case Teaching & Case Writing Techniques and Methodologies through several interactive sessions and activities.



Training Name	Beneficiary	No Of Participants	Duration	Sponsors
06 Days HEC Training on Teaching through English	Faculty of HEIs	27	06 Days	HEC
03 Days Teachers Training of Cadet College Larkana	Teachers of Cadet College Larkana	50	03 Days	Cadet College Larkana
06 Days Teachers Training of SRSO EMOs School Teachers	SRSO EMOs School Teachers	25	06 Days	SRSO
Problem Solving and Decision Making Training	SBP Executives	15	01 Day	State Bank of Pakistan
Effective Building Dynamic Teams	SBP Executives	15	01 Day	State Bank of Pakistan
Goal Setting and Work Planning	SBP Executives	15	01 Day	State Bank of Pakistan

### CSS Program at Sukkur IBA University EDC

Sukkur IBA University started the program of CSS Preparatory Classes in 2013 in coordination with district administration of Sukkur. Program has brought wonderful results by upgrading educational standard. In this short period of 4 Years, Sukkur IBA University has produced 7 candidates, who have cleared different competitive exams and appointed as Assistant Commissioners at different district management groups. Other than this lots of students appeared and appointed in other commissioned/competitive exams under federal government for different posts. In the period of 2017-18, two batches have been prepared for CSS Competitive Exams. Recently one of our alumni has cleared written examination of CSS 2018.

### Short Courses Program for Professionals

Keeping in view the demand for professional skills development program, Sukkur IBA University Executive Development Center has started Short Courses Skills Development Program from May 2016. We offer different short course keeping in view the market demand. Currently our 7th batch of Skill Development Program is going on. Following short courses we announce quarterly.

1. English Language Skills
2. IELTS Preparation
3. Sales Management
4. Supply Chain Management
5. Leadership
6. GRE Preparation
7. MS Office
8. CCNA
9. SPSS Qualitative Research Methods
10. Advance Excel
11. Advanced Management
12. Cyber Security
13. Emotional Intelligence
14. Web Development
15. Graphic Designing
16. Chinese Language Skills

### Training Rental Services

Apart from conducting training for our clients, Sukkur IBA provide training facilities to its clients which include, executive training rooms and executive dining room facilities. Sukkur IBA has provided training facilities to its following clients.

1. International Relief Development-IRD
2. Sindh Agriculture Growth Project (SAGP)
3. LU Continental Biscuits
4. Plan Pakistan
5. Unilever
6. Nestle
7. Pepsi (Sukkur Beverages)
8. Coca Cola
9. Bayer Group
10. Agha Khan University
11. Sindh Education Foundation
12. Sanofi Pakistan
13. Soneri Bank Limited
14. Delloite Yousuf Chartered
15. Engro Foods Ltd
16. Ufone

# Green Office Initiative Communication Strategy

## Events & Activities



## Chapter: 18

### GREEN OFFICE INITIATIVE COMMUNICATION STRATEGY

#### Events & Activities

##### Green Office

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

Sukkur IBA University 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 Office Practices:

- Energy conservation
- Paper Conservation
- Pollution Reduction
- Health
- Cleanliness
- Recycling

Sukkur IBA University 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.

Sukkur IBA University focuses on the following conservation categories:

1. Energy
2. Recycling
3. Waste reduction
4. Publications
5. Events
6. Transportation
7. Purchasing
8. Participation

##### Stickers for reminder:

Stickers have been pasted as reminders to emphasize the efficiency usage of natural resources, such as electricity, water & paper consumption.

Two separate types of bins have been designed for the properly dumped the organic and inorganic wastage.

T-Shirts have been designed for creating awareness among students regarding green and clean environment.

#### Employees and students of Sukkur IBA University implement following practices

##### a) Energy Conservation

###### Employees and students:

1. Turn off lights when not in use and use natural light when possible.
2. Turn off all computers, terminals, speakers and other office equipment at the end of every work day.
3. Activate the power down features on computer and monitor to enter into a sleep mode when not in use.
4. Unplug equipments that drains energy when not in use for instance, fans, tea makers, desktop printers and cel phone chargers
5. Use the stairs when possible.
6. Utilize video conferencing and conference calls as an alternative to travel when possible.

##### b) Reduction of Materials Consumption

###### Employees and students:

1. Avoid using paper.
2. Distributing and storing documents electronically.
3. Print and photocopy only what is needed and double side printing when possible.
4. Use the back side of old documents.

##### c) Minimize Waste and Increase Recycling

###### Employees and students:

1. Use durable reusable cups, beverage containers and plates.
2. Recycle paper, paper products and plastic.

##### d) Commitment to Green Purchasing

###### Employees and students:

1. Use Energy Star office equipment.
2. Use LED lights.
3. Use environmentally sustainable Electronic Appliances.

##### e) Cleanliness

Employees and students maintain cleanliness across Sukkur IBA University.

#### Events and Activities

##### UI Green Metric:

Sukkur IBA University has joined UI Green Metric World University Rankings. UI Green Metric is the first and only university ranking in the world that measures each participating universities commitment to developing 'environmentally friendly' infrastructure. This year 719 universities from 81 countries took part which is an increase from last year with 619 universities from 76 countries.

The ranking results can be found in the following link  
<http://greenmetric.ui.ac.id/overall-ranking-2018/>

##### Flower Exhibition 2018:

On March 29, 2018, like every year, Flower Exhibition was organized at Sukkur IBA University, in which many varieties of colorful flowers were on display. Head Gardener received mega prize of Rs. 50000. Large number of people visited the exhibition.

##### Health Care Event

Go Green Society of Sukkur IBA University organized a 'Health Care Event' on February 1, 2018. The purpose of the event was to create awareness about health among students of Sukkur IBA. The event hosted a guest speaker session and presentation along with Health Model Exhibition competition.

Exhibition participants developed and displayed tremendously creative products, judged by the jury, based on their creativity, product design, and purpose. The competition was won by the team "Mr. Health" followed by team "MAS" as 1st Runner-up and team "EDU" as 2nd runner-up.

### Green and Clean Days

Go Green Society of Sukkur IBA University organized Green and Clean Days from October 5 to 6, 2017. In those 2-days, students participated in various activities including writing comments and drawing regarding cleanliness. Society members also discussed students 'how to keep environment and themselves clean' at various garden areas of the campus.

### Annual Audit 2017

World Wide Fund for Nature (WWF) Pakistan conducted audit for renewal of Green Office Sukkur IBA University. On Thursday, August 24, 2017, meeting was also conducted with officials of WWF Ms. Nazifa But Manager Environmental Assessment, MS Fatima Khan officer Green Office, and Green office team Sukkur IBA University. They also visited Sukkur IBA University where they observed implementation of Green Office practices. Furthermore, they interacted with staff, faculty and students. WWF Officials were very much satisfied and very happy with implementation of Green Office practices and appreciated the awareness among staff, faculty, and students. Workshop was also arranged on the topic "Waste Management and Recycling", on Friday, August 25, 2017. The trainer Ms. Nazifa Butt briefed about the efficient usage of waste material and how new products can be made out of used material.



### Environmental Sustainable Initiatives:

#### • Solar Energy System:

For energy conservation and saving natural resources, Solar Energy System has been installed at Sukkur IBA University. The specification of this system covers the supply of photo voltaic solar system that is operated in conjunction with a D.C generating set (the association solar invertors) to provide necessary AC power supplies to Sukkur IBA University.

Further "installation of Solar Energy System and LED lights at Sukkur IBA University" is under process. This project will produce 600 KW of electricity through solar energy system.

#### • ERP (Enterprise Resource Planning):

ERP (Enterprise Resource Planning) is designed to implement paperless environmental practices at Sukkur IBA University. The term refers to the system of integrated applications, which are used to operate the automation and processes of the organization.

#### • HCM (Human Capital Management System):

HCM (Human Capital Management System) automates the operations related to HR. It provides the self-service options for all the employees where employees can perform various online actions like applying for leave, fill the form of performance appraisal, view pay slips, and maintain personal information, qualification, and experience.

#### • FSCM (Financials and Supply Chain Management):

FSCM (Financials and Supply Chain Management) automates the operations related to finance and procurement department. Apart from departmental specific operation, it also provides self-service for all the employees where

users can generate online inventory and purchase requisitions.

#### • LMS (Learning Management System):

LMS (Learning Management System) is implemented for online academic activities. This system is designed to promote paperless environment. A learning management system (LMS) is a software application or Web-based technology used to plan, implement, and assess a specific learning process. Typically, a learning management system facilitates instructors in creating and delivering content, monitoring student participation, and assessing student performance.

#### • CMS (Campus Management System):

Campus Management System is designed to implement paperless environmental practices at Sukkur IBA University. It is unique and comprehensive software. CMS at Sukkur IBA University acts as a bridge of communication between students, faculty and management of the institute. It hosts the features that allow users to maintain academic history of students with complete transparency in records and provide a medium for teachers, staff, and administration to work in harmony.

#### • Green Marketing:

Green Marketing approach is implemented for promoting sustainable environment through various promotional activities at Sukkur IBA University.

#### • Green HR:

Green HR approach is implemented to promote paperless environment at Sukkur IBA University. Online recruitment process has been initiated. In this connection, online forms are available at the official website of Sukkur IBA University for applicants and online recruitment test is conducted for various positions. Environmental Impact of Green Office Initiative: Reducing Carbon Emission



### 1. Insulation of Walls (with jambolan sheets)

Sukkur IBA University is located in very hot region, where temperature remains above 50 Centigrade for eight months in a year, so the buildings are designed 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 jambolon sheets in order to reduce the heat impact inside the building. Jambolon 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 of thermo pore and cellular concrete also known as aerated concrete.

Composite roof insulation tiles provide following benefits:

1. Excellent finish in 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/m<sup>3</sup> , approximately
3. Thermo pore Density: 16 kg/m<sup>3</sup> approximately
4. Thermo pore Thickness: 25 mm approximately

**Reducing Wastage:**

We have placed recycle and non-recycles bins for supporting the environment, and encourage the use of reusable cups in the offices instead the disposable cups.

Sukkur IBA University became the First Academic Institution to get the Green Campus/Office Certification. Sukkur IBA University has always strived to benefit this country and its citizens through various green initiatives leading to an environmentally sustainable planet. Sukkur IBA University will always strive to set the path for others so we can all prosper together today and tomorrow.

**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 fifth annual network meeting of the Green Office on October 2017.

Sukkur IBA University has been awarded the "Best Coordinator 2017" in an annual network meeting 2017. 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 Green Office certified companies together on one platform and give them awareness regarding waste management in their offices.

**Conclusion:**

Sukkur IBA University has become more environmentally aware of its surroundings. We ensure that our environmental footprint continues to demonstrate the environmental sustainability. We focus on reducing the environmental burdens. We maintain our growth while reducing the negative environmental impact. Sukkur IBA University critically analyzes the impact of decisions on natural environment that our policies, procedures, and initiatives create. We are continuously making efforts to reduce the impact of greenhouse emission on the environment by incorporating latest technologies to ensure that our newer facilities are more eco-efficient.



# SIBA University Testing Services (STS)

Introduction

Core Values

STS Board of Directors

STS Management

Product/Test

Consulting Services

Clients

STS Resources

Achievements Graph

Testing Performance Graph



## Chapter: 19

### SIBA TESTING SERVICES

#### Introduction

Sukkur IBA University through years of untiring struggle has earned good reputation and credibility not only for its degree programs, but also in various public and private sector institutions, in recruiting right people for the job and selecting the right and talented students for admissions to academic programs.

#### Core Values:

STS continuously strives for Merit, Quality and Excellence throughout its activities to improve systems and procedures by using state-of-the-art technologies. Above all, STS believes in transparency in system, integrity, commitment, ownership and reliability.

#### Legal Status

SIBA Testing Services (STS) is working as a Not-for-Profit Company Limited registered under Section 42 of the Companies Ordinance 1984 regulated by Securities & Exchange Commission Pakistan (SECP). STS is managed by Sukkur IBA University. It is a self-sustaining and autonomous organization which works under the directions of the Board of Directors and Management of STS, who are nominated by Sukkur IBA University

#### STS Board of Directors:

1. Prof. Nisar Ahmed Siddiqui, Vice Chancellor, Sukkur IBA University
2. Engr. Zahid Hussain Khand, Registrar, Sukkur IBA University
3. Dr. Sher Muhammad Daudpota, Director QEC, Sukkur IBA University

#### STS Management:

1. Prof. Nisar Ahmed Siddiqui, Chief Executive Officer (CEO) STS
2. Engr. Zahid Hussain Khand, Director STS
3. Dr. Sher Muhammad Daudpota, Technical Advisor STS
4. Mr. Muhammad Junaid Dhalet, Company Secretary STS
5. Mr. Feroze Ahmed Mahar, Deputy Director Finance STS
6. Mukesh Kumar G. Chawla, Legal Advisor STS
7. Arif & Co., Auditor

#### Product/Test:

SIBA Testing Services (STS) offer services in following categories,

- Marketing Assessment Test
- IT Professionals Test
- Screening Test
- Scholarship Based Programme Entry Test
- Office Management Test
- Psychometric Test
- Behavioral test
- Situational Test
- Online Video Based Test
- E-Marking Assessment

#### Consulting Services

STS experts not only offer testing services all across Pakistan, but also offer consulting services, capacity building, training, technical/software-based support and other solutions to public and private organizations as well. Apart from this, STS is ever-ready to meet clients' needs as per following:

- i. HR Consultancy services i.e, SoP Making, HR operational producer preparation and payroll
- ii. Performance and Recognition System
- iii. Training services through TNA basis
- iv. HR Metrics services
- v. Financial system implementation
- vi. Teachers' training and professional development
- vii. Strategic plan for organization
- viii. Project Identification, design, monitoring and evaluation
- ix. Baseline survey and Research and its impact
- x. Test preparation and conducting
- xi. Shortlisting of applicants
- xii. Conducting interviews

#### Clients:

List of Major Clients

1. Education and Literacy Department
2. Sindh Textbook Board Jamshoro
3. Sindh Rural Support Organization
4. DG M&E, Education and Literacy Department
5. OGDCL National Talent Hunt Program
6. Sindh Police Govt: of Sindh
7. Shaheed Mohtarma Benazir Bhutto University Larkana.
8. Sukkur Hospital (Blood Bank & Drug Donating Society)
9. Khairpur Medical College
10. High Court of Sindh Karachi
11. Govt. Boys Jajh Regulator & Tando Mir Ali High School, Khairpur (EMO's Project of USAID)
12. Govt. Boys High Karoondi School (EMO's Project of USAID)
13. IBA-Institute of Emerging Technologies Khairpur & its Allied Govt. IT Center
14. IBA-Public School Sukkur
15. Sindh Teachers Education Development Authority, Karachi
16. Health Department, Govt. of Sindh
17. Shah Abdul Latif University Khairpur
18. Directorate of Nursing, Health Department
19. BBSUTSD Khairpur
20. District Health Office Khairpur
21. District Health Office Sukkur
22. Ghulam Muhammad Mahar Medical College Sukkur
23. Public Private Partnership SELD, Govt. of Sindh
24. IBA Community Colleges & Schools
25. Sukkur IBA University & Its Campuses
26. District & Sessions Court Mithi
27. Sindh Revenue Board
28. District & Sessions Court, Karachi South

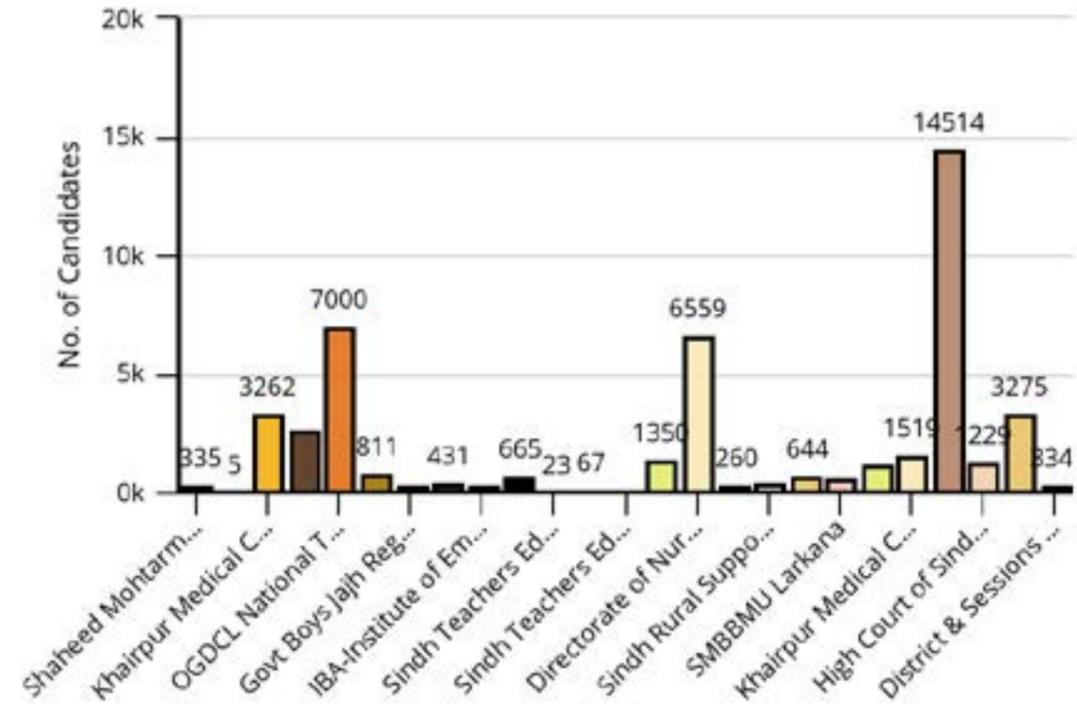
**STS Resources:**

- a) State-of-the-art technologies
- b) Data Entry Support services
- c) Carbon paper
- d) Digital photocopier machine having ability to (Print & Staple).
- e) CCTV one window vigilance concept.
- f) NADRA Biometric Services for candidates verification
- g) OMR technology and other own customized developed softwares
- h) Assessment of Teachers Subject content & specialization Knowledge



**Testing Performance Graph**

**SIBA Testing Services  
Test Performance**



2017-2018

Total number of candidates tested during the period: 47,556  
 Total projects completed during the period: 25  
 Above graph shows list of clients and candidates appeared in particular tests (Recruitment/Admission).





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