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SACDOC

South Asian Colloquium on
Doctoral Programs 2016

Challenges and Responses within South Asian Context



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WELCOME
**From The School Business and
Economics**
*University of Management and
Technology*

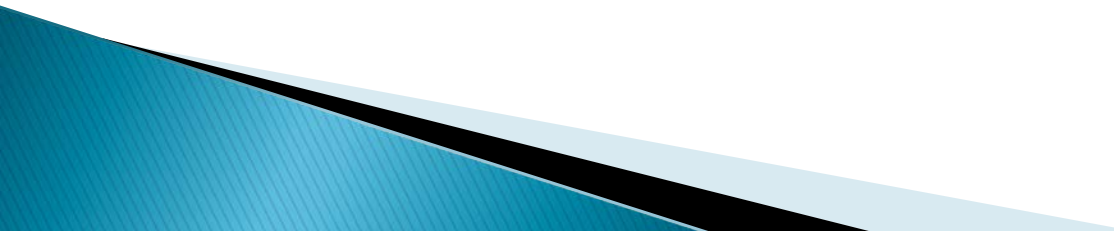
Professor Dr Rukhsana Kalim
Dean SBE

**Case of SBE-UMT:
Journey of the SBE
towards Research Oriented Graduate
Programs**

Dr Rukhsana Kalim

Dean School of Business and Economics
University of Management and Technology

School of Business and Economics: A Brief

- ▶ 1990: School of Business and Economics started **its journey** under the different nomenclature with the **inception** of the Institute of Leadership and Management (ILM)
 - ▶ SBE now stands among the **Top Business Schools of Asia**.
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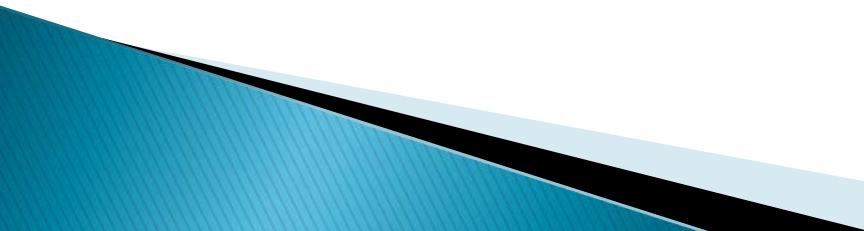
School of Business and Economics: A Brief

▶ **Accreditations:**

- South Asian Quality Systems (SAQS) by AMDISA
 - National Business Education Accreditation Council (NBEAC) by HEC
- ▶ Next milestone: EPAS by EFMD (expected to be achieved in 2017)

School of Business and Economics: A Brief

Memberships

- Association of Management Development in South Asia (**AMDISA**)
 - Association of Accredited Collegiate Schools of Business (**AACSB**)
 - Association of Management Development Institutions in Pakistan (**AMDIP**)
 - European Foundation for Management Development (**EFMD**)
- 

School of Business and Economics: A Brief

- The Alliance on Business Education and Scholarship for Tomorrow, a 21st Century Organization (**ABEST21**); an accrediting body in Japan
- UMT is an institutional member of the Asia Pacific Quality Network (**APQN**).

Turning the Wheel towards Research


- ▶ **1990 – 2004:** Focus of SBE was to produce business graduates for industry.
- ▶ **2005:** MS Management was launched as flagship research based degree program as per HEC guidelines

Turning the Wheel towards Research

Faculty Development and MS program

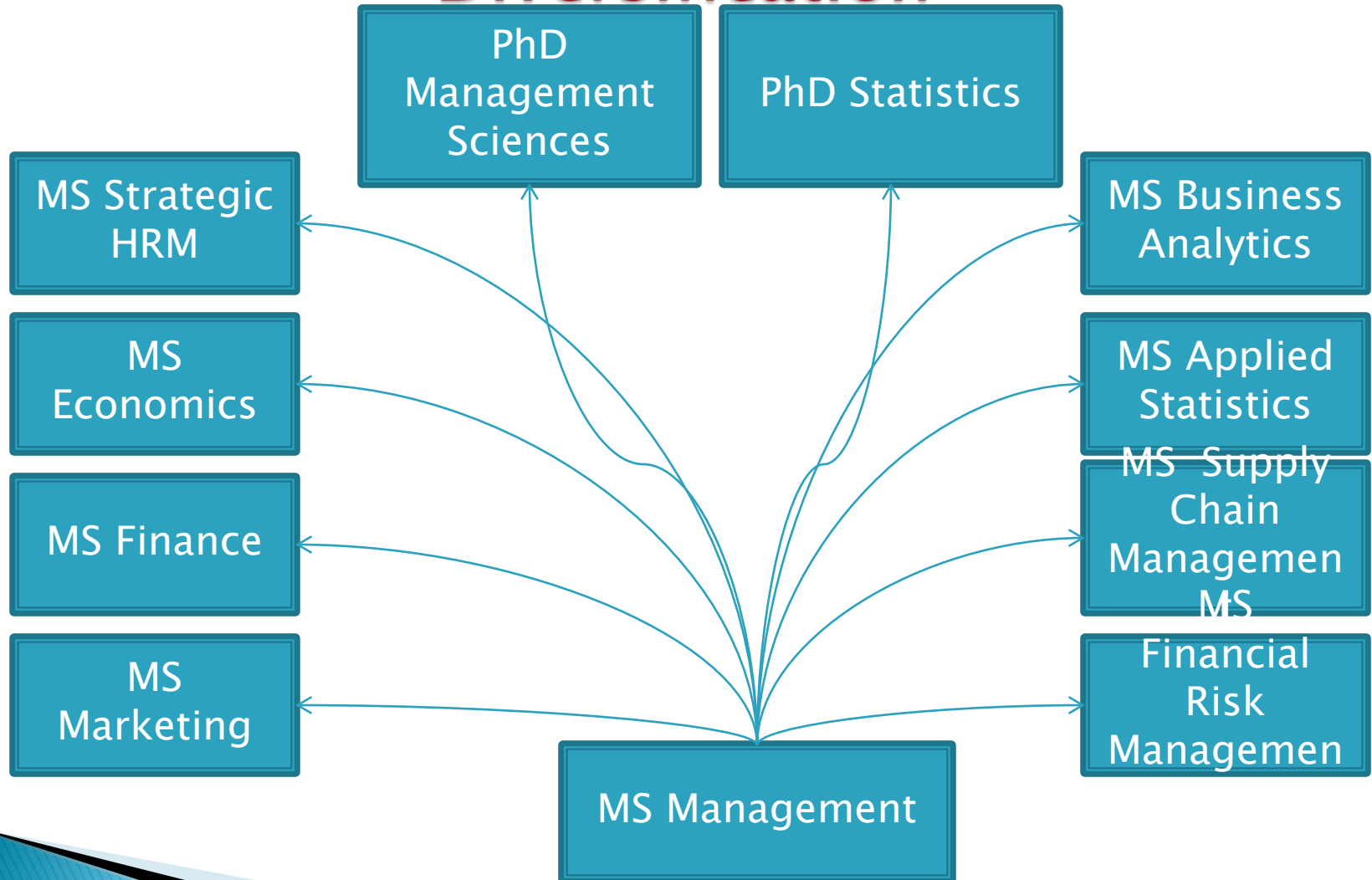
- ▶ MS Management Program was also a strategy to develop SBE faculty members.
- ▶ Three faculty members were the part of the 1st batch of the MS (Mgt) program.
- ▶ 9 Faculty Members have completed their MS Management till 2013

QEC (UMT) Report

- ▶ QEC conducted a survey to gauge the progress and Quality of the MS (Mgt) program in 2013.
 - ▶ The Report was based on the perception of Alumni of MS (mgt) program.
 - ▶ From the findings of the report, lessons were learned to improve the quality of the graduate program
- 

2011 - 2015

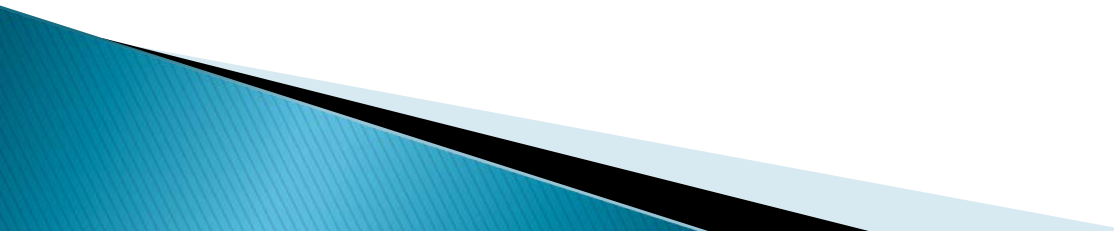
Boosting the Research: Academic Diversification



Doctoral Programs at SBE

- ▶ 2011: PhD in Management Sciences

Objectives of Doctoral Program

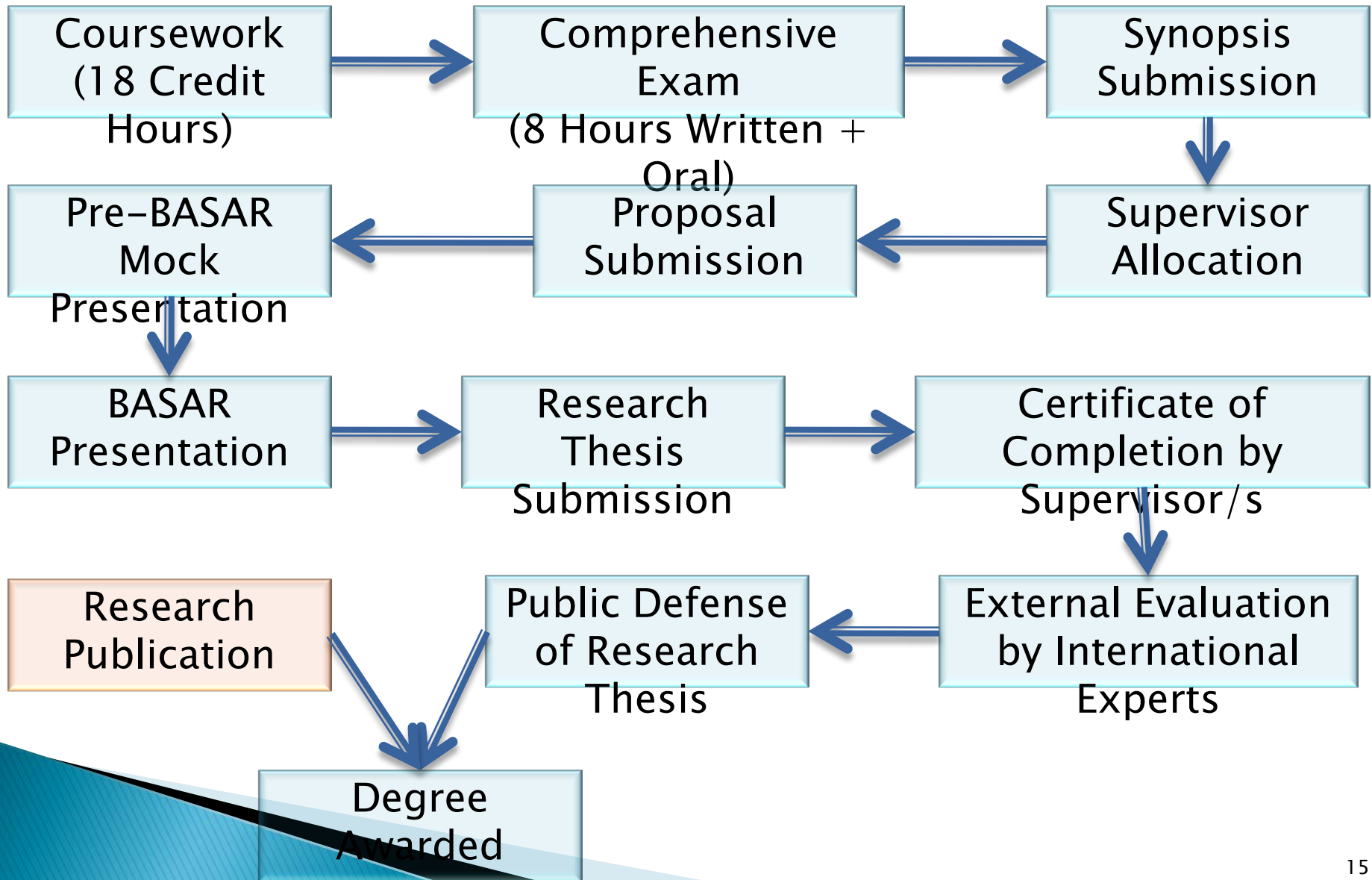
- ▶ To produce internationally recognized researchers, academicians in the field of Management sciences.
 - ▶ To foster research culture at SBE.
- 

Doctoral Programs at SBE

▶ Admission Criteria

- Eighteen years relevant degree with minimum Cumulative Grade Point Average (CGPA) of 3.0 out of 4
- Written entry test to be qualified
- Interview to be cleared
- GAT Subject test with minimum 60% score

PhD Program Structure



Diversity in PhD Coursework

- ▶ Advanced Techniques in Quantitative Research (core course)
- ▶ Advanced Techniques in Qualitative Research (core course)
- ▶ Globalization and the Firms
- ▶ New Sciences and Management Research
- ▶ Economic Development and Policy
- ▶ Consumer Behavior Models
- ▶ Operations and Supply Chain Models
- ▶ Seminar in Supply Chain Management
- ▶ Seminar in Marketing
- ▶ Seminar in Theory Building in Management Sciences
- ▶ Service System and Management
- ▶ Knowledge Management and Information Sciences
- ▶ Management of Public Sector Organization
- ▶ Management of Technology and Innovation

Rigor in PhD Coursework

- ▶ Critical Review of Seminal Work of Leading Authors
- ▶ Research Papers Presentation
- ▶ Critical Discourse (moderated by Resource Person)
- ▶ Conceptual Paper/s

A Snapshot of PhD Program

PhD Management in 2011

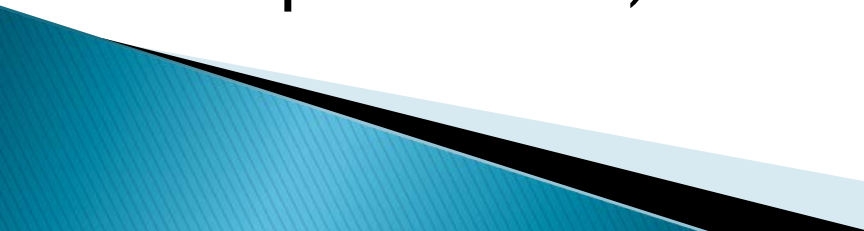
- 8 PhD Faculty Members
- 6 Students enrolled
- Initial 2 batches: SBE MS Management Graduates
- 3rd batch onwards: Mix of SBE Faculty and students from outside

A Snapshot of PhD Program

▶ Current Status:

- 19 PhD Faculty Members in SBE
- 100+ students enrollment till Spring 2016
- **56** candidates have completed their course work
- **37** students have cleared comprehensive examination
- **11** students have already presented PhD synopsis in BASAR

Why is SBE Distinguished in Doctoral Program?

- ▶ The first Business School in Pakistan to have such a large number enrolled in PhD program.
 - ▶ No Break or Disappointment to stop the program
 - ▶ Feed back of PhD courses 80–90% (Faculty Appraisal)
 - ▶ Feedback on the Program Quality 80% (QEC Report 2015)
- 

Why is SBE Distinguished in Doctoral Program?

- ▶ Substantial contribution by PhD Students in leading journals, and in national, regional and international conferences including 'Academy of Management Conference and the 'Academy of Marketing Conference.

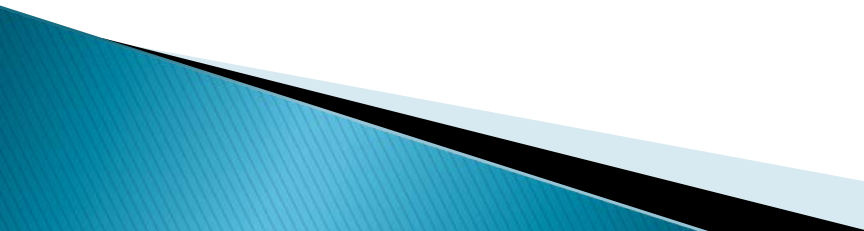
Background of PhD Students

Group of Highly Diversified Back ground:

Examples

- Majority of the PhD students are serving faculty members at business schools at famous public and private universities, e.g. UVAS, Superior, UCP, UoL, Imperial, etc.
- Country HR Head of MCB
- Serving Brigadier at Pakistan Army
- MBBS Doctor with more than 15 years of experience in management consulting and teaching

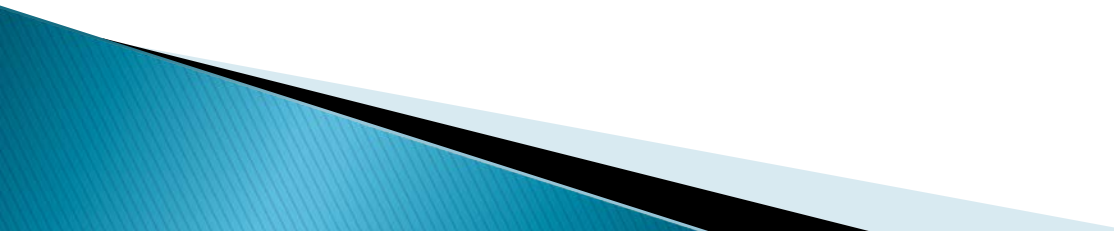
Background of PhD Students cont.

- Majority of the PhD students have Foreign Masters / M. Phil degrees
 - Majority of the PhD students have teaching experience of more than 10 years
 - Many PhD students include executives from diverse industry background: IT, Textile, United Nations, NGOs, MNCs, FMCG, Consulting, Computer Sciences, Engineering, Business Administration, Higher Education Management, Government, etc.
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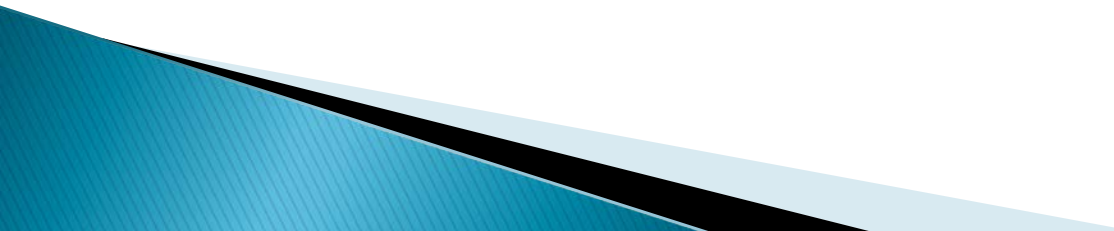
Early Challenges to PhD Program

- ▶ Shortage of Resource Persons and Supervisors
- ▶ Limited Library Access
- ▶ Research Culture Settings
- ▶ Nascent Procedural Structure

Early Challenges to PhD Program Cont.

- ▶ Evolutionary Pathways
 - ▶ Capacity of Fresh PhD Faculty
 - ▶ Program Administration /
Management
 - ▶ Lack of Area Specialized Faculty
 - ▶ Research Funding
- 

Strategies to Cope with Challenges

- ▶ Formulation of Doctoral Committee that monitors the progress of PhD program and makes strategic planning.
 - ▶ Appointment of PhD Director coordinates and is responsible for the smooth operation of the program
 - ▶ Introduction of more PhD courses to strengthen the domain of knowledge
- 

Strategies to Cope with Challenges

- ▶ Recruitment of PhD Faculty
- ▶ Infusing Faculty Development with PhD Program
- ▶ Involvement of Senior PhD Faculty for Continuous Improvement
- ▶ Workload adjustment of Faculty enrolled in PhD
- ▶ Financial Support for Research Publication and Presentation

2011–2015

Boosting the Research through Knowledge Platform

- ▶ **2011: 1st International Conference on Business Management at PC, Lahore**
 - 35 Double Blind Peer Reviewed Papers Presented
 - 8 MS / MPhil Students Presented
 - 50 Corporate Heads Presented

2011 – 2015

Boosting the Research through Knowledge Platform

- ▶ **2012: 2nd International Conference on Business Management at UMT**
 - 43 Double Blind Peer Reviewed Papers Presented
 - 16 PhD / MS / MPhil Students Presented
 - 20 Corporate Heads Presented

2011 – 2015

**Boosting the Research through Knowledge
Platform**

- ▶ **2013: 3rd International Conference on Business Management at UMT**
 - 67 Double Blind Peer Reviewed Papers Presented
 - 16 MS /MPhil Students Presented
 - 35 Special Education Researchers Presented
 - 45 Corporate Heads Presented

2011–2015

Boosting the Research through Knowledge Platform

- ▶ 2014: 4th International Conference on Business Management at IBA Sukkur
 - 130 Double Blind Peer Reviewed Papers Presented
 - 5 Papers in SANDEE Panel Session Presented
 - 4 Case Studies Presented
 - 1 Workshop on Applied Mathematics and Computational Finance
 - 1 Panel Discussion on “*Opportunities to Commercialize Research*” conducted

2010 – 2015

Boosting the Research through Knowledge Platform

- ▶ **2015: 5th International Conference on Business Management at IOBM Karachi**
 - **50 Double Blind Peer Reviewed Papers Presented**
 - **20 PhD / MS / MPhil Students Presented**
 - **4 Panel Discussions incorporated insights from Intl. Industrial / Academic Leaders**

2011 – 2015

**Boosting the Research through Knowledge
Platform**

**Journal of Management and Research
(ISSN: 2218–2705)**

- Bi–annual publication
- Two Issues have been published

2011 - 2015

Boosting the Research through Knowledge Platform

Doctoral Seminars

- ▶ Regular Fortnight Doctoral Seminars are held in SBE.
- ▶ PhD synopsis and other innovative research work in progress is presented in the seminar

Faculty Development: No Stone Left Unturned

- ▶ Enrolment in PhD program
- ▶ Support for Publication and Conference Presentations
- ▶ Encouragement for Collaborative Research with International Scholars

Faculty Development: No Stone Left Unturned Cont.

- ▶ Capacity Building through International Trainings:
 - 3 SBE Faculty Members attended training on advanced research methodologies in Singapore in 2014
 - 10 Faculty Members are proceeding to USA in April, 2016
 - 10 Faculty Members will go to USA in September 2016.

Doctoral Program worked in Both Ways

- ▶ Awareness and realization of the importance of Research Degree among Faculty Members.
- ▶ In house enrollment in PhD program
- ▶ Enrolment of Faculty Members in PhD Programs Abroad on scholarship:
 - New Zealand
 - UK
 - China

Profile of PhD Faculty

- ▶ Prof. Dr Hasan Sohaib Murad – PhD (Management) University of Wales UK
- ▶ Prof. Dr. Rukhsana Kalim – PhD (Economics), University of Glasgow, UK
- ▶ Prof. Dr. A. Rashid Kausar – PhD (Chemistry), Michigan State University, USA
- ▶ Prof. Dr. Tashfeen M. Azhar – PhD (Industrial Engineering), University of South Florida, USA
- ▶ Prof. Dr. Sarwar M. Azhar – PhD (Business Management), University of Nottingham, UK

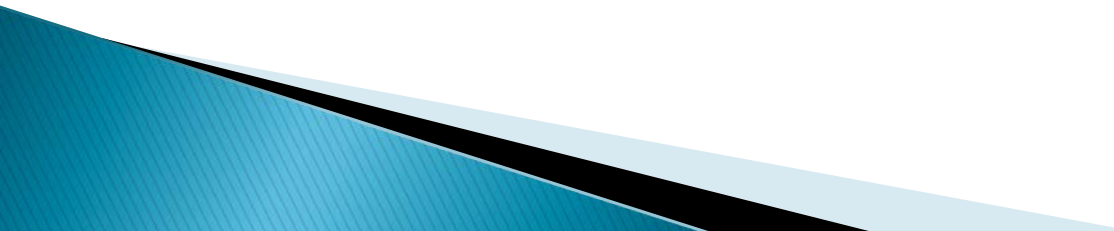
Profile of PhD Faculty

- ▶ Dr. Ali Khalil Malik – PhD (Management), University of Manchester, UK
 - ▶ Prof. Dr. Ahmed F. Siddiqi – PhD (Statistics), GC University, Lahore
 - ▶ Dr. Dawood Mamoon – PhD (Development Studies), Institute of Social Studies, The Netherlands
 - ▶ Dr. Atif Hassan – PhD (Management), Ifugao State, University, Malaysia; Post Doc (Business & Management) AIMST University, Philippines
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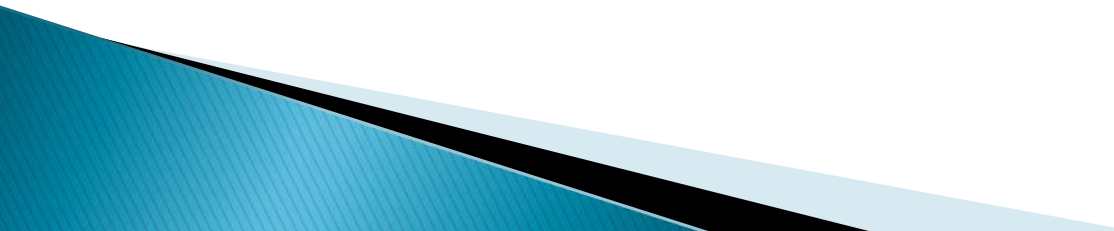
Profile of PhD Faculty cont.

- ▶ Dr. Haseeb Bhatti – PhD (Economics), University of Waikato, New Zealand
- ▶ Dr. Nouman Afgan – PhD (Corporate Finance), University of Vienna, Austria
- ▶ Dr. Haroon Rasheed – PhD (Management), Wuhan University of Technology, China
- ▶ Dr. Muhammad Naveed Tahir – PhD (Economics), University Lumiere Lyon 2, France

Profile of PhD Faculty cont.

- ▶ Dr. Ameer A. Basit – PhD (Management), University of Kebangsaan, Malaysia
 - ▶ Dr. Yasir Rashid – PhD (Marketing), University of Waikato, New Zealand
 - ▶ Dr. Muhammad Moeen – PhD (Applied Statistics), NCBA&E, Lahore
- 

Profile of PhD Faculty cont.

- ▶ Dr Noman Shah (Computer Science),
University of Hertfordshire, UK
 - ▶ Dr. Safia Nosheen – PhD (Finance), AIT Bangkok,
Thailand
 - ▶ Dr Waqas (Management), International Islamic
Univeristy, Malaysia
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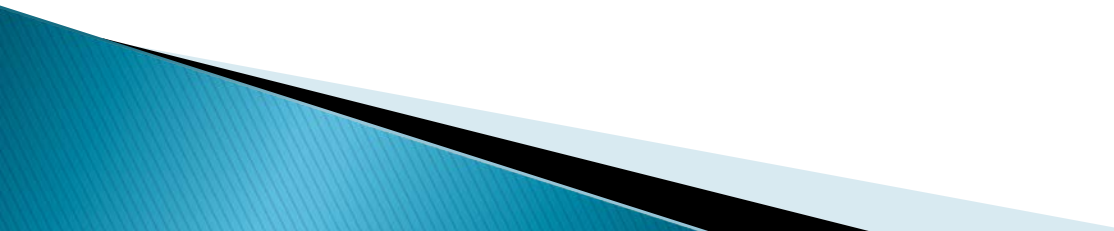
SBE PhD Students at Research Conferences

- ▶ Academy of Management Sciences, USA
- ▶ 18th Academy of Marketing Science (AMS), World Marketing Congress (WMC), Bari, Italy.
- ▶ Fourth Annual Conference of the Younger Comparatives Committee, Florida State University College of Law, Florida, USA
- ▶ Asian Business Research Conference, Bangkok, Thailand
- ▶ International Conference on Innovation Management
- ▶ South Asian International Conference (SAICON)
- ▶ Lahore School of Economics Annual Business Research Conference, Pakistan
- ▶ International Conference on Business Management (ICoBM), Pakistan

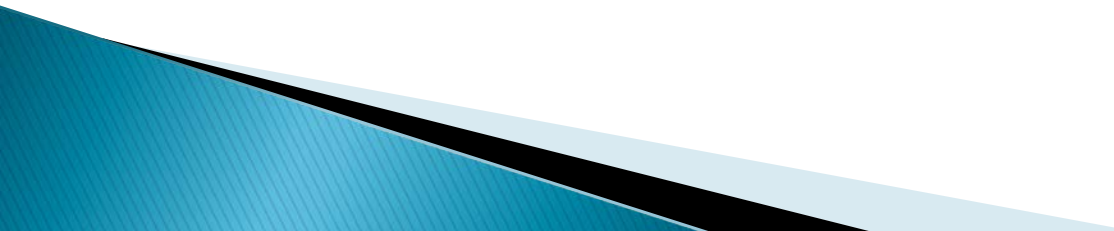
SBE PhD Students in Research Journals

- ▶ *Knowledge Organization* (IF 0.552 JCR Listed)
- ▶ *Transylvanian Review of Administrative Sciences* (IF 0.28 JCR Listed)
- ▶ *International Journal of Economics and Empirical Research*
- ▶ *Journal of Social Indicator Research*
- ▶ *Journal of Human Values*
- ▶ *Journal of Multicultural Education*
- ▶ *International Journal of Social Economics*
- ▶ *Journal of Business Ethics*
- ▶ *Business Review*
- ▶ *Emerald Emerging Markets Case Studies*
- ▶ *Economic Modeling*
- ▶ *Science International*
- ▶ *Journal of Management and Research*
- ▶ *Journal of Modeling in Management*

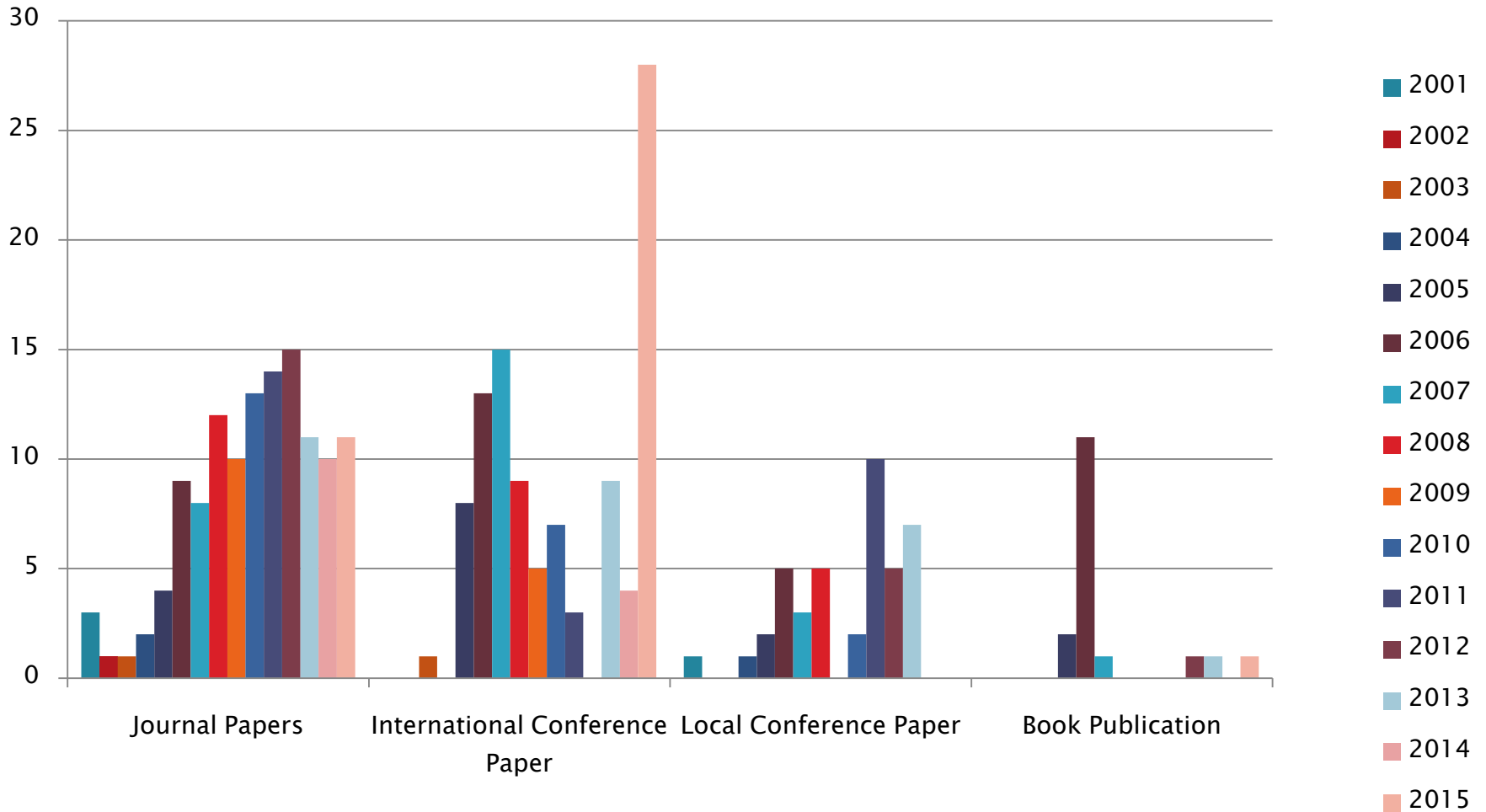
Outcome of Doctoral Program

- ▶ Improved Class Teaching of the PhD faculty scholars (Faculty Appraisal) Average is 82%
 - ▶ Sharing of Innovative Ideas in the class (Student appraisal Report)
 - ▶ Research Forum and Discussion
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Outcome of Doctoral Program cont.

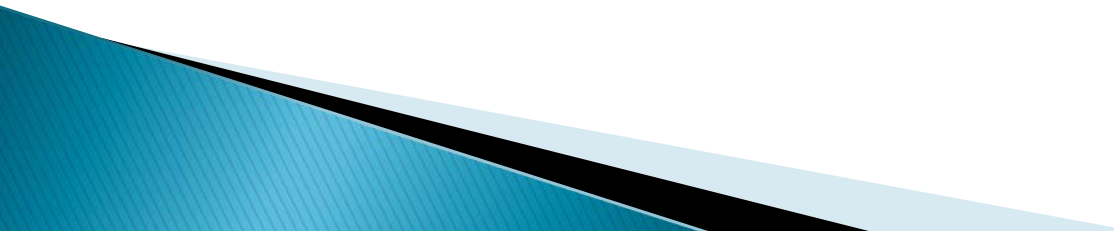
- ▶ **Impact On Research**
 - ▶ A substantial increase in research publications.
 - ▶ Participation in Conferences
 - ▶ Enthusiasm to excel further in research
- 

Research Trends



The Journey Does Not End Here

We Need to:

- Induct more PhDs to overcome the scarcity of subject area specialists for supervision.
 - Focus on the completion period of PhD within the time period.
 - Increase the number of research publications in impact factor journals.
- 

The Journey Does Not End Here

- ▶ Develop networking and collaboration among the business schools of South Asia for building the intellectual environment needed for successful research universities as a top priority.
 - ▶ Acquire Research Funding.
- 

The Journey Does Not End Here

- Our success will be realized on the number of PhDs produced.
- It is expected that 3–4 students will be awarded PhD degree by the end of 2016.



Thank You 😊

