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From the Editorial Desk

Success in the modern world depends on acquiring what many scholars call the 21st century skills. Literacy, whether digital or numeric, competencies such as critical thinking and inventiveness, and qualities such as leadership, curiosity, the yearning for discovering the truth, to name just a few, define the narrative which is taking place regarding higher education. There is general agreement among educationists upon the broad parameters along which educational reform has to take place. The new millennia is characterized by an integrated world economy, ICT developments and powerful regional partnerships, alliances and trade blocs. All this determines the nature of jobs and skills that would be needed to cater to the marketplace, which is global, dynamic and competitive.

All this calls for redefining what we mean by knowledge; what is relevant and how do we respond to such rapid changes while providing education that remains economically attainable for those who need it the most. One of the means to achieve this is to build channels of communications with leading international universities, engage with thought leaders in industry, academia, and government, and explore collaborative opportunities. This is indeed the future of education.

While UMT is actively pursuing such endeavors, the focus is also on promoting collaboration with all leading players of the industry and government. The pre-budget conference organized by UMT was a commendable effort to initiate debate and dialogue about budgetary policies which impact the lives of the common man and businesses alike. This issue of the newsletter also carries an exclusive interview of Dr Rukhsana Kausar, respected educationist and Dean SSS&H, who shared her views on the challenges and prospects of higher education in Pakistan.



**Success is not final; failure is not fatal:
It is the courage to continue that counts**

More Tax Payers will Help Meet Revenue Goals: Speakers at UMT Pre-Budget Conference on Tax Reforms

The School of Commerce and Accountancy (SCA), UMT, organized a 'Pre-Budget Conference 2018-2019: Tax Reforms in Pakistan' on April 3, 2018. **Dr Ayesha Ghaus Pasha**, Finance Minister, Government of the Punjab, was the chief guest on the occasion. In her address, she stated that the number of taxpayers had increased by 46,000 in the province. This is a very positive sign towards meeting revenue generation goals. The Minister said that we need to change our perception of tax and the budget by keeping in mind that an increase in the tax net would generate greater prosperity, leading to better standards of living. The minister said that when the number of taxpayers expands, every budget whether it is provincial or federal, becomes more attractive, meaningful and people friendly. She said that the number of taxpayers could be multiplied further provided that universities raise awareness among people to return their tax files and formally register for the tax net.

Increase in the tax net would generate greater prosperity

Abid H K Shirwani, Director General, UMT, said that educational institutions in collaboration with the Chambers of Commerce and Industry and other professional bodies, can assist the government in educating the youth about the necessity of bringing more people into the tax net. He said that developed countries are able to provide social services and undertake major development activities because they have a rational and broad tax net.



Zia ul Mustafa, Kamal Amjad Mian, Sajjeed Aslam, Dr Aisha Ghaus Pasha, Dr Muhammad Aslam, Razi Khan and Muhammad Azeem Naz at the Pre-Budget Conference on Tax Reforms

This was the first initiative of its kind taken by UMT which provided a platform to representatives from professional accounting bodies, industry, policymakers, banking and finance executives, etc. The Conference aimed to initiate a policy dialogue that could lead to a better and effective taxation system in Pakistan. People representing the academia, industry and professional accounting bodies proposed numerous recommendations to improve the taxation system in Pakistan.

Other guest speakers included **Zia ul Mustafa**, President, ICMA Pakistan,

Sajjeed Aslam, Head, ACCA Pakistan, and **Razi Khan**, Executive Director, ICAP. They advised the government to reform its rule of converting black money into white and restructure tax collecting bodies.

Muhammad Azeem Naz, Principal SCA, along with members of his team, thanked the distinguished guests for participating in the conference. **Dr Muhammad Aslam**, Rector UMT, presented souvenirs to the guests. The conference was well attended by delegates from ICAP, ICMA, ACCA, LCCI, Lahore Tax Bar Association, tax practitioners, faculty, staff and students.



Participants of the 'Pre-Budget Conference' snapped during the proceedings

Dr Muhammad Aslam Presents Merit Awards to 108 Talented Students



Seen on stage L to R: Saleem Atta, Dr Muhammad Azhar, Bob Wheeler, Muhammad Saleem Naz, Dr Muhammad Aslam, Dr Yusuf Awan, Dr Ijaz Chaudhry, Dr Mumtaz Hassan, Rahat ul Ain and Dr Rukhsana Kalim

UMT has always recognized the talent of students and the passion of those who work hard to acquire knowledge and perform well academically. **Dr Muhammad Aslam**, Rector UMT, presented Rector's Merit Awards to 108 brilliant eagles in a special ceremony held on May 5, 2018. The students qualifying for the Rector's Merit Award also get tuition fee waiver of six credit hours.

Dr Muhammad Aslam, in his address, said that it was his wish to see students emerging as young leaders and champions in every walk of life. He congratulated them on their meritorious academic performance and added that only committed students who are focused on their studies will shape the future of the

nation. He advised them to keep excelling in their studies and set even higher standards of achievement. He added that the teachers, heads of departments and deans of the award winners also deserve appreciation; they are the ones who taught these students to open up to new vistas of triumph and exercise patience and diligence to make them true winners.

A total of 26 students from the School of Business and Economics (SBE) were conferred Rector's Merit Awards, followed by the School of Social Sciences and Humanities (SSS&H) that claimed 16 titles. A total of 15 students from the School of Systems and Technology (SST), 13 from the School of Science

(SSC), 12 from the School of Health Sciences (SHS), 5 each from the School of Engineering (SEN) and School of Textile and Design (STD), 4 each from the School of Commerce and Accountancy (SCA), Institute of Aviation Studies (IAS) and Institute of Communication and Cultural Studies (ICCS), 2 from the School of Law and Policy (SLP), and 1 each from the School of Architecture and Planning (SAP) and School of Professional Advancement (SPA) qualified for the awards.

The Rector's Merit Award ceremony was organized by the Office of the Controller Examinations under the supervision of **Saleem Atta**, Controller of Examinations.



Abid H K Shirwani Chairs Meeting of ORIC Advisory Committee



Abid H K Shirwani, DG UMT and Director ORIC, chaired the meeting of the ORIC Industrial Advisory Committee on June 8, 2018. The meeting started with a welcome note by DG UMT. He said that an Industrial Advisory Committee is a great initiative to support our faculty and industry. He also mentioned that 'Invention to Innovation Summit' is a great example of industry-academia linkages. **Rahmat Ullah** introduced ORIC UMT and shared its objective

of transferring technology to the industry. He discussed the role of ORIC's Research Ethics and Support Committee. He also shared some case studies and success story of technology transfer in Pakistan. The Technology Development Fund (TDF) was also discussed in the meeting and industry was encouraged to support and collaborate with academia in strengthening TDF. **Mohsin Syed**, Chairman, Hybrid Technics,

suggested that it is important to document research activities, analyze it scientifically and monitor innovative research to gauge its impact. **Nisar Mohoyuddin**, GM Tech, Diamond Jumbolon, said that we are going towards a knowledge-based economy and we have already developed linkages with industry and academia. However, shyness persists in terms of collaboration. He shared that we don't have any mechanism to conduct research according to industry requirements.

Dr Hamid Malik, Director, Indus-Pak Corporation, said that he is happy to start the journey of industry-academia linkages. He shared that universities should not conceive research projects by themselves; they must discuss with industry and take some research ideas from them. **Syed Nabeel Hashmi**, Chairman, Thermosole Industries, and **Maaz Saad**, General Secretary, All Pakistan Business Forum, both pointed out that we must have marketing model for research.

Namseoul University Delegation Visits UMT

A two-member delegation from Namseoul University, South Korea, comprising of **Sean K S Shin**, Dean, Global Education Institute, and **Muhammad Aftab**, Assistant Professor, Global Education Institute, visited UMT on May 11, 2018. They were warmly welcomed by the Office of Internationalization (OIN) team headed by **Sami Bajwa**, Director, Internationalization, OIN. During the meeting, future prospects for collaboration between both universities including student and faculty exchange programs were discussed. Sean appreciated the



internationalization activities at UMT. The delegation was facilitated

in their visit to UMT by UNI-GUIDE Consultancy Services.

UMT Alumni Invited to Special Dinner and Achievement Awards

Annual Dinner and Sham-e-Moseeki

Dr Hasan Sohaib Murad, Chairman, ILM Trust, was the chief guest while **Dr Muhammad Aslam**, Rector UMT, was the guest of honor at the Annual Alumni Dinner and *Sham-e-Moseeki* which was held on April 21, 2018. The Alumni Community showed overwhelming response to the event, with over 600 registrations. Everyone was eager to meet their friends, colleagues and faculty members.

The welcome note was given by **Rana Iftikhar Ahmad**, Director, Office of External Relations. Dr Muhammad Aslam congratulated



alumni for making valuable contributions to the corporate world in their respective fields. Dr Hasan Sohaib Murad, in his address, discussed the role to be played by alumni and how they can successfully donate their time,

money and energy for the progress of their alma mater. Later, souvenirs were presented to event partners. A lavish dinner was served after the souvenir presentation, followed by live music performance by renowned singer **Asif Ali Santoo**.

Female Alumni Achievement Awards 2018

UMT Alumni encompass a diverse group of individuals who are working in myriad careers and have achieved notable levels of success. In order to honor their efforts and hard work, UMT Office of Alumni announced awards for outstanding female alumni who demonstrated excellence in their professional lives. These excellence awards were initiated to celebrate the accomplishments and recognize the achievements of female alumni who have distinguished themselves through innovation, entrepreneurship, social enterprise or exceptional contribution to their organizations at international and national levels.

The Alumni Achievement Award recipients were nominated by Alumni Award Committee and approved by Rector UMT. **Dr Muhammad Aslam**, Rector,



UMT and **Rana Iftikhar Ahmed**, Director, Office of External Relations presented awards to the winners.

The achievement awards were presented to **Farah Deebs**, Chairperson, Aalam Bibi Educational Welfare Organization, **Saima Ashraf**, Author and President, The Able Plus, **Lubna Khawar**, Founder and Project Director, Star Autism, **Saeeda Faheem Thakur**, Assistant Director, FIA Punjab Cyber Crime Circle,

Iram Shehzadi, Assistant Director, Public Prosecution Department, **Rabia Tahir**, Assistant Director, NADRA, and **Hajira Saquib**, Program Manager Siemens, Nokia Siemens Networks, Redknee Inc.

The winners thanked UMT management for honoring their successes and expressed their commitment to serve their alma mater.

UMT Hosts Reception in Honor of His Excellency Ihsan Mustafa Yurdukul, Turkish Ambassador



HE Ihsan Mustafa Yurdukul shares his views regarding the long-lasting relations between Pakistan and Turkey

The Pak-Turkey Studies Center at UMT hosted a special reception in honor of the Turkish ambassador, **HE Ihsan Mustafa Yurdukul** on April 18, 2018. The ceremony was graced by the presence of **Dr Hasan Sohaib Murad**, Chairman, ILM Trust, **Dr**

Muhammad Aslam, Rector UMT, **Lt. Gen (Retd.) Javed Hassan**, Director, Park-Turkey Studies Center. Turkish delegation from the embassy, faculty members and students attended the ceremony. While addressing on the occasion,

the Turkish ambassador expressed his gratitude towards UMT administration and Pak-Turkey Studies Center for inviting him.

He also expressed his desire for promoting friendly ties between Pakistan and Turkey and stated that cordial relationship between these countries is based upon mutual ties of admiration and reverence shared by the people of the two countries.

He further added that there are many similarities between the cultures of these countries. Dr Hasan Sohaib Murad, while addressing the audience, said that Pakistan and Turkey have stood together and have cooperated with each other in multifarious aspects.

UMT LRC Holds World Book Day and Book Lover Award Ceremony

Abid H K Shirwani, Director General, UMT, graced the event as chief guest in a seminar organized by the Learning Resource Center (LRC) to celebrate World Book Day on May 3, 2018. **Rashad Mahmood**, renowned motivational speaker, was invited as guest speaker. He delivered a talk on the importance of books and how reading habits play a pivotal role in personality development. He further added that character building is a basic need of the time and helps in raising a civilized generation and society. Famous poet **Dr Rashid Mateen** entertained the audience with his humorous poetry.

To inculcate reading habit in the students, LRC arranges different programs, including a Book Lover Award. The best users of the library are awarded with certificates and



prizes. The Book Lover Award Ceremony was also part of this seminar. **Muhammad Hanzala Mahmood**, LLM, Commercial Law, **Mujtaba Hasnain**, MPhil, Political Science, and **Qasim Ali**, MPhil Applied Linguistics, were the

winners of the Book Lover Award 2017. **Abid H K Shirwani** distributed certificates and prizes among the award winners. He appreciated **Muhammad Rafiq Awan**, Director, KRSS, for conducting such programs to motivate the students.



DGS Students Visit Office of Punjab Commission on the Status of Women

The Department of Gender Studies (DGS) students visited the Office of Punjab Commission on the Status of Women (PCSW) on May 10, 2018. **Fouzia Viqar**, Chairperson, PCSW, welcomed UMT faculty and students. **Dr Ambreen Salahuddin**, Assistant Professor, DGS, **Iram Rasheed**, Lecturer, and **Rozeen Shaukat**, Research Associate, accompanied the students of MPhil Batch 1 and 2 along with students of BS Semester 2. Three exclusive sessions were organized by

PCSW team. **Dr Noreen Zafar**, a renowned Obstetrician and Gynecologist, delivered the first session in which she talked about the key issues that are faced by women in relation to their reproductive health. She also debunked numerous misconceptions perpetuated by socio-cultural norms and stressed upon the importance of prioritizing health. A comprehensive session about the PCSW's ongoing projects, helpline and complaint system was given. Students were walked

through the new Gender Management Information Systems (GMIS) online database which provides information about different key indicators including women education, health, population, inheritance, employment, violence against women and implementation of Punjab Women Empowerment Packages. All the sessions were followed by a comprehensive question and answer session in which the students participated enthusiastically.

DGS Annual Dinner and Women Mushaira



The Department of Gender Studies (DGS) at UMT organized annual dinner and women *mushaira*. Eminent women poets **Yasmeen Hameed**, **Hameeda Shaheen**, **Rakhshanda Naveed**, **Farhat Zahid** and **Fariha Naqvi** were invited. The *mushaira* session was moderated by **Dr Ambreen Salahuddin**. The event was attended by Board of Studies members

and faculty of gender studies from various universities of Lahore. Attendees included **Dr Sarah Shahid** from LCWU, **Dr Raana Malik** from PU, **Salman Abid** from SPO, **Dr Subah Khan** from LCWU, **Zarnab** from FJ College, **Dr Abdul Hameed**, Former Dean, SSS&H, **Dr Nadia Anwar** from Department of English Language and Literature, **Iram**

Rasheed and **Rozeen Shaukat** from the Department of Gender Studies. Students of Gender Studies presented skits and melodious performances. **Fatima Shakeel**, MPhil GS student, moderated the event. **Dr Abdul Hameed** gave the concluding remarks and appreciated the efforts of the Department of Gender Studies.

OCS Organizes Overseas Education Fair 2018



The Office of Career Services (OCS) in collaboration with Institutional Linkages (Foreign), UMT, and ABN Overseas Education organized an 'Overseas Education Fair 2018' at UMT Campus on April 21, 2018. **Dr Shaukat Nawaz Khan**, Chairman, UK-Pakistan Cultural Foundation, **Tanveer Ahmad**, Business Development Manager, ABN Overseas, **Khalid Naqi**, Director, OCS UMT, and OCS team

inaugurated the Overseas Education Expo. World-class universities including Queen Mary University of London, University of Hull, University of Bristol, University of Surrey, University of Durham, Brunel University, University of Western Sydney, Griffith University, University of Kansas, Marshall University, UMASS, Boston, University of Tyllor, IUBH Germany, Maynooth, Ireland, etc., from the UK,

USA, Canada, Australia, Sweden, Malaysia, Ireland, and the Netherlands participated. They offered scholarships and flagship programs in multiple disciplines. The diverse and dynamic group of professional consultants and career counselors provided in-depth insight and practical guidelines to UMT participants for securing scholarships even before their degree completion.

Hammad Safi Talks about Challenges Faced by Youth in 21st Century

Hammad Safi, Youngest Motivational Speaker, Freelancer, TV Anchor and Lecturer at University of Peshawar, was invited by the UMT Muscular Rehabilitation Society to deliver a lecture on the 'Challenges Faced by the Youth in 21st Century' on May 4, 2018. He emphasized on the pertinence of equal opportunities. He said that everyone should be given the same chances of availing opportunities for pursuing education and building a great future. He added that it is very important to use latest technology, especially for students in order to connect them to the rest of the world.

It is worth mentioning that Hammad Safi belongs to Momand Agency (FATA). He has astonished people by his vision, depth of



understanding and accomplishments at such a young age. He is a student of class 5 and has been under keen

observation of teachers and mentors who have helped him during his journey.

IIB Organizes Seminar on Halal Food

A seminar on 'Halal Food' was organized by the Institute of Islamic Banking (IIB) in collaboration with the Global Halal Advocacy on April 20, 2018. **Dr Rukhsana Kalim**, Dean IIB, welcomed the guests.

The rationale of conducting the seminar was to discuss the concepts of *halal* and *haram* food and educate the attendees about *haram* ingredients that are used in manufacturing products. The honorable guest speakers for the seminar included **Mufti Hassan Usmani**, Director, Global Halal Advocacy, **Mufti Uzair Usmani**, Sharia Coordinator, Meezan Bank, **Mufti Muhammad Ahsan Zafar**, Director, SANA Pakistan, and **Muhammad Abdur Raheem**, CEO, Pak Pure Line. Topics covered during the seminar included why *halal* is the key component of our



lifestyle, financial potential of *halal* industry, relationship between *halal* industry and Islamic Finance, critical areas in *halal* industry, and *halal* risk on ingredients. The faculty and students took keen interest in the information shared by

the speakers. A question and answer session was also arranged at the end of the session. The seminar ended with a vote of thanks by Prof Dr Rukhsana Kalim. Souvenirs were also presented to the guest speakers.

UMT Engineering Students Win Competitions

The students of Department of Electrical Engineering at the School of Engineering (SEN) won four competitions in different universities. Students of Electrical Engineering Department, **Zain ul Abideen** and **Zahid Mehmood** participated in these events under the guidance of faculty members **Hassan Tariq** and **M Bilal Anwar**.

The team won 1st prize and cash prize of Rs 10,000 in 'ROBOTECH' in the IETEC'18 which is one of the most prestigious events held annually in University of Engineering and Technology, KSK. They won 1st prize with cash prize of Rs 3,000 in 'Speed Wiring' and also secured 2nd prize in 'ROBORACE' in the IEEE Week'18 which is organized annually at FAST-NUCES, Lahore.



The team won 1st prize and cash prize of Rs 4,000 in 'Circuit Debugging' in the UCP Olympiad'18 which is one of the most well known events held annually in the UCP, Lahore. It is worth mentioning that more than 20

universities from all over Pakistan participated in these events to showcase their talents but the performance of UMT students was considered exceptional among all other universities.

Amir Ibrahim, CEO JAZZ, Visits UMT

Amir Ibrahim, CEO/President JAZZ, and **Faisal Khan**, Regional Business Head, visited UMT along with 15-member delegation on April 5, 2018. He held a meeting with **Dr Hasan Sohaib Murad**, Chairman, ILM Trust, **Robert Wheeler III**, Dean SBE, **Khalid Naqi**, Director, Career Services, and his team. He also met **Dr Muhammad Aslam**, Rector UMT. The Jazz team met deans, senior faculty members and heads of Management Offices.

During the meeting, avenues for collaboration and strengthening of academia-industry linkages were discussed. OCS-ICDF (UMT) conducted a detailed introspective interview of Amir, whereby he shared his thoughts about the disruptive innovations and game changers in Telecom and IT industry in the era of industrial revolution 4.0. He



thoroughly discussed the recent trends of Data Analytics, AI, Machine Learning, Virtual Reality and the emerging scope of MVNO in Telecom and IT industry. He also shed light on the challenges of industry and academia in driving

and inspiring the Millennials in the digital age. In addition to this, he expounded upon the importance of ideation and industry-academia linkages to promote entrepreneurship among future leaders through an 'Innovation Ecosystem.'

UMT Greens Becomes Greener



The students of the Department of Political Science have contributed more than one hundred trees to UMT Greens. The tree plantation project

was the brainchild of **Dr Fatima Sajjad** who is the resource person of the course on 'Environmental Politics.' She designed the third

course activity which taught students environmental activism; negotiation, advocacy and meaningful engagement with the general public. **Dr Fatima Sajjad** designed this project in collaboration with UMT Horticulture/OCMS to make the campus greener by planting shady trees beside UMT walkways and sitting areas (benches).

The students' initiative was greatly supported by **Dr Muhammad Aslam**, Rector UMT, who inaugurated the event by planting a tree himself. **Dr Rukhsana Kausar**, Dean SSS&H, **Dr Muhammad Shoaib Pervez**, Chairperson, Department of Political Science, and **Dr Fatima Sajjad** also took part in the plantation activity.

Knowledge @UMT



Semi-parametric Analysis of Agricultural Production under Dichotomy of Inputs

Naveed Iqbal, Maqbool Hussain Sial

Abstract

Inputs used in agriculture play asymmetric roles during the production process. Growth inputs, i.e., water, nutrients, seed and soil environment, become a part of the biological growth of plants, whereas facilitating inputs, i.e., labour, capital and pesticides, help regulate the functions of growth inputs from outside of the plants. This insight about the asymmetric role of agricultural inputs has been incorporated into agricultural economics on the basis of agronomic principles of crop production. The objective of this study was to analyse the effect of facilitating inputs on the technical efficiency of growth inputs. This analysis has been carried out semi-parametrically by employing the double bootstrap procedure on farm household level data from Pakistan. The results indicate that pesticides, capital and family labour scale up the technical efficiency of the growth inputs, whereas hired labour significantly scales down this efficiency. We recommend the creation of alternative employment opportunities for the rural labour force, provision of effective agricultural extension services to farm families, a minimisation of trade barriers to the import agricultural machinery and an enhancement of the extent of farm mechanisation.

Article

A major part of the population in Pakistan is engaged in agriculture in some capacity. In this way, agricultural development is considered an effective way of alleviating poverty. However, in comparison to other developed countries, there is little evidence of productivity improvement in this sector. In developing countries in general, various factors and causes are responsible for the limited state of agricultural development. These factors and causes are also present in Pakistan and include non-economical land holdings and insufficient expenditure on indigenous research and development. The agricultural production process differs from the industrial or non-agricultural production process. In contrast to the industrial production process, various factors in agricultural production are not under the control of the farmer. Moreover, not all the inputs used in agriculture play the same role during the production process. Rather, the inputs used in agriculture play asymmetric roles, e.g., the role of pesticide is different from that of other inputs. The role of pesticides is to reduce the damage caused by various agricultural pests. The inputs that are applied to reduce damage are collectively termed damage control inputs. On the other hand, for example, farmers apply fertiliser nutrients to increase the level of output. The inputs that are applied in order to increase the level of output are sometimes called direct inputs. Because of this asymmetric nature of inputs, modelling the agricultural production function in the same way as the non-agricultural production function results in biased marginal product estimates (Lichtenberg and Zilberman 1986).

Note: The article is available online at: <https://www.agriculturejournals.cz/publicFiles/252886.pdf>

Leadership Lessons from Dale Carnegie



In 'How to Win Friends and Influence People,' Dale Carnegie, renowned American writer, lecturer and public speaker shared tried-and-true lessons from his years of extremely successful leadership. These lessons aren't focused on stealing power or schmoozing prospects. Instead, Carnegie found that to become more powerful and win at business, you have to treat people with nothing less than kindness. Here's how.

■ Think Beyond Yourself

It's easy to experience life from your point of view, perceiving situations and conflicts from your perspective alone. It's what the majority of people do, and, as Carnegie notes, it's the reason differing opinions can result in controversy. If you and a colleague disagree on, say, excessive workplace talking, don't automatically go on the defensive. Step into his shoes. Think about the issue from his perspective before pointing fingers. Now that you've discovered the impetus behind his actions, you can work more empathetically toward a solution. You'll find this makes you much more agreeable and pleasant, and an overall better leader.

■ Be Engaged and Interested

You know those people at networking events who only talk about themselves, or the ones you can tell aren't actually listening to what you say? To be likable, Carnegie shares some recommendations such as being genuinely interested in other people, remembering others' names, encouraging others to talk about themselves, and listening intently. Whether it's a networking event, staff meeting or even lunch with a new colleague, make sure to follow the golden rule and treat others as you want to be treated.

■ Empower and Encourage

We've all had that boss: The one who thinks calling you out immediately—sometimes loudly—for a mistake is the best way to right your wrong. Instead of harshly scolding, follow Carnegie's advice:

- Start any criticism or critique with a compliment about the person's work strengths. Example: “You're doing a really great job at turning assignments in on time, but...”
- Share your shortcomings to avoid making the person feel inferior or belittled. Example: “I remember my first time doing X, I worked too quickly and sent my email to the wrong person...”
- Praise improvements as they happen, instead of critiquing then forgetting. These ongoing, well-deserved compliments will help the person gain confidence and further improve.

Also, when you're leading the team day in, day out, let those below you make decisions. If they come to you with a work or career question, ask them what they'd do first to stimulate their thinking. This will help them grow, build confidence and become future account leaders.

Adapted from: <https://www.ragan.com/3-leadership-lessons-from-dale-carnegie/>

Wuhan University of Technology Delegation Visits UMT

A two-member delegation including **William**, Chief International Student Office, and **Fanny**, Program Officer from Wuhan University of Technology (WUT), China, visited UMT on April 23, 2018. As an academic partner of UMT, the purpose of the visit was to further strengthen the collaboration between both institutions. The Office of Internationalization (OIN) arranged the visit that included meeting with **Dr Muhammad Aslam**, Rector UMT, campus tour, meeting with Dean SBE, MBA and



PhD program directors, and interview at UMT Social Media.

During the visit, multiple prospects for collaboration were discussed.

Usama Rashid and M Roshan Win Preston Entrepreneurial Challenge 2018

Usama Rashid, President, UMT Entrepreneur Society, and **M Roshan**, Vice President, won the Preston Entrepreneurial Challenge 2018 which is a National Competition hosted by Preston University, Islamabad.

The event attracted almost 500 groups of students from all over Pakistan who submitted their business proposals. Only 40 teams qualified for the final phase of the competition. Our bright and talented students secured first position and won cash prize of Rs 100,000.

It is worth mentioning that Preston University organized the Preston Entrepreneurial Challenge (PEC' 18) from May 11-12, 2018 to help encourage a more entrepreneurial spirit among young people, focusing on the theme of '*jahaan wo chahye mjh ko k ho abi no khez.*'

The event included business plan competitions, advocacy campaign, elevator pitch, motivational talks,



workshops, surprise activities and other recreational events. The Preston Entrepreneurial Challenge is a highly anticipated event of the year.

CENTIN Startups Selected for Support in Business Innovation and Support Program

Two startups from CENTIN, **Abdus Samad** and Team YoFit, and **Muhammad Qasim Rehman** and Team Water Buddies got selected for the support of Rs 1.0 million each, at the Business Innovation and Support Program (BISP 2018). More than 326 teams from all over Pakistan participated in this

competition in three different cities; Karachi, Faisalabad and Islamabad. About 40 teams got shortlisted to pitch their idea and only 26 teams qualified for the final round. The BISP 2018 is a nationwide startup competition administered by SA Consulting Pakistan in collaboration with Pakistan

Institute of Engineering and Applied Sciences (PIEAS), Islamabad. BISP 2018 is organized to help early stage entrepreneurs and startups who have a unique business idea. SA Consulting Pakistan provides funds in the form of consultancy, equipment, human resources and financial assistance.

UMT-SEN Organizes Mega Project Exhibition



Dr Muhammad Aslam, Rector UMT, inspects one of the projects displayed at the exhibition

The School of Engineering (SEN) organized a mega project exhibition on June 28, 2018 for all engineering disciplines including Electrical, Mechanical, Civil and Industrial Engineering. **Dr Muhammad Aslam**, Rector UMT, visited the exhibition and appreciated students on their research projects. **Dr Ijaz Ahmad Chaudhry**, Dean SEN, along with all the CoDs of SEN

including **Dr Khawar Siddique Khokhar**, Electrical Engineering Department, **Dr Usman Rashid**, Civil Department Engineering, and **Dr Tariq Mehmood**, Mechanical Engineering Department, visited the exhibition. **Dr Mumtaz Hassan Malik**, Dean STD, members of ORIC, students and faculty members also visited. The Electrical Engineering projects were in the

domains of renewable energy resources, energy efficiency, artificial intelligence, computer networking, image processing, smart grids, wireless sensor networks, robotics, embedded systems, and home automation and IoT. The Mechanical Engineering projects were in the domains of solar energy, mechanics and design, fluid dynamics, instrumentation and control, power generation, heat transfer, thermodynamics, materials, manufacturing processes, and machine design. The broader domains of Industrial Engineering projects included human factors engineering (ergonomics), automation, manufacturing, quality and productivity improvement. The Civil Engineering projects were related to geo technical and transportation engineering, structural engineering, construction management, water resources and hydraulics engineering.

IAS Students Visit Sri Lanka



The Institute of Aviation Studies sent a team of 12 students to Sri Lanka on an educational trip from April 16-19, 2018. **Kalim ur Rahman** from aviation faculty and **Shaheen Firdous**, UMT Female Counsellor and Happiness Coach, accompanied them. The team participated in a

training course encompassing both theory and practical aspects of passenger handling from Sri Lankan Aviation College. The training entailed visits of Engineering Hanger, Sri Lankan Airport and simulator. Later, the team was taken on a cultural and sightseeing tour as well.

They were provided with a tour bus and tour guide. They visited three big cities, namely, Negombo, Kandy and Colombo. They also visited some well-known tourist attraction sites such as a gems factory, tea factory, and the railway museum.

OHR Celebrates International Mother's Day

The Office of Human Resources (OHR) invited the female faculty and staff in an exclusive event organized to pay tribute to mothers in connection with International Mother's Day. The OHR staff led by **Kanwal Malik** and her team arranged the program and showed video clips that captured how mothers enrich the lives of their children at every stage. The audience was also invited on stage to share their thoughts and feelings about motherhood. Most of them agreed that while every day is mother's day, yet it feels great to devote one day especially to celebrate this most precious human relationship.



The program concluded with a special prayer dedicated to all mothers. All the attendees were

served with tea and refreshments followed by a group photograph session.

OHR Welcomes Little Ones to Work



Farhan Khwaja, Head OHR, distributes presents to the children as the enthusiastic crowd cheers

The Office of Human Resources arranged a special fun-filled evening to engage UMT employees and their families on April 20, 2018. UMT Greens bore a festive look as balloons, goody bag carts, food stalls, and best of all, the popular cartoon

characters added life to the evening. Musical performances, magic shows and games kept the children and even their parents engaged during the evening. This was the first event of its kind in UMT which was the initiative of **Kanwal Malik**, Deputy

Manager, and the entire OHR team. **Farhan Khwaja**, Head OHR, also presented gifts to the winners of the games. The evening was a truly joyous occasion and the UMT community appreciated OHR for creating a positive diversion.

OHR Organizes Seminar on Women Empowerment

A seminar was arranged by the Office of Human Resources on April 17, 2018 in connection with the International Women's Day on 'Women Empowerment: Law and Policy in Pakistan.' Unfortunately, the term 'Women Empowerment' is taken as something contradictory to the teachings of Islam or as synonymous to some 'Feminist Rebellion against the Islamic Principles.'

Dr Arsalan Ahmed, Director, Institute of Islamic Perspective and Guidance (IIPG), said that Islam has given the highest status to women compared to any other religion in the world and has acknowledged their rights to be treated equally and respectably.

Dr Ambreen Salahuddin, Assistant Professor, Department of Gender Studies, enlightened the audience about the 'Grass-Root Level Problems of Women: Legal Remedies in Pakistan.' She spoke about the first All



Women Police Station which has been set up as a pilot project, besides explaining all aspects of the legal remedies being provided to women.

Iram Rasheed, Lecturer, Department of Gender Studies, spoke on the 'Pathways to Excel: Women Empowerment Packages in Punjab.'

Dr Ahmad Hanan, Chairperson, Department of Media and Communication, brought to light 'Reporting of Issues relating Women and its Impact on Government and Society.' He said that news about

victimized women is sensationalized so that instead of scaring the criminals, it further tempts them to commit more crimes against women. This is often done by those newspapers and channels who survive on yellow journalism. He gave suggestions for an improved reporting system to empower women in our society.

The event ended with a note of thanks by **Sanila Aftab**, Manager Employee Relations (female) OHR, the chief organizer of the seminar.

OPA Hosts Dinner for Members of Pakistan Forum



The Office of Participants Affairs (OPA) hosted a dinner for students belonging to the Pakistan Forum which provides a platform to students

belonging to remote areas of the country, especially the tribal belt. **Lt. General (Retd) Javed Hassan** was the chief guest on the occasion. He

appreciated the rationale of gathering students from different parts of the country. Such events, he added, promote respect for cultural diversity, and a more tolerant and inclusive worldview.

The event was attended by **Asif Saeed Haider**, Principal Secretary to the Rector, **Lt. Col Mirza Khurram**, Head OCMS, and **Dr Arshad Khan**, Director ICCS. UMT student **Hashir** gave a singing performance while **Uzair Khan**, another student, played the *rubab*, which is a traditional Baloch musical instrument. Another cultural performance, the *attan* dance, was also performed by a group of students.

Renowned Journalist and Security Analyst Saleem Safi Delivers Lecture on Neighborhood Conspiracies and Pakistan

A special session was arranged with renowned Journalist and Security Analyst, **Saleem Safi** by the Public Relations Office at the UMT Campus on April 27, 2018. The session was graced by the presence of **Dr Hasan Sohaib Murad**, Chairman, ILM Trust, **Dr Muhammad Aslam**, Rector, **Dr Mian Hannan Ahmad**, Chairman, Department of Media and Communication, faculty members and students in large numbers.

Shabbir Ahmad, PRO, UMT, welcomed the guests and thanked Saleem Safi for taking out time from his busy schedule. He talked about the role of neighbors and their controversial part in creating conspiracies against Pakistan. He further highlighted the role of media in hatching these conspiracies and particularly highlighted the hideous role of India in creating problems in our country. He emphasized that educational institutes need to play a positive role and should come up with some viable solutions to deal with these conspiracies.

Saleem Safi in his address thanked UMT administration for inviting him.



Renowned journalist Saleem Safi shares his views on the challenges facing Pakistan

He emphasized upon the importance of dialogue and its need in the present times. He also stated that people pay more heed towards criticism and hence waste their talent and energy in these futile activities. He further added that a civilized society encourages the art of questioning and introspects to resolve issues with intellect, rooting out differences and negativity. He also added that we need to sort our differences and avoid forming our opinions on the basis of our negative and biased ideologies.

Dr Hasan Sohaib Murad, in his address, said that the session meticulously summed up the problems as well as the complexities we are facing in the concurrent times. He also appreciated the efforts of Saleem Safi for playing a pivotal role in the formulation of collective thinking patterns and intellect of the masses through his univocal expression and ways through which he puts forth his ideas boldly. Later Saleem Safi conducted a question and answer session with the participants of the seminar. A souvenir was presented to Saleem Safi by Dr Muhammad Aslam.

A civilized society encourages the art of questioning



A view of the distinguished guests, faculty and staff members listening to the lecture

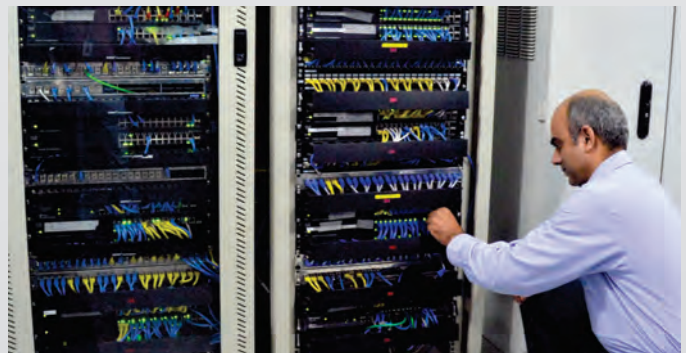
An interview was also arranged with Saleem Safi by UMT TV in which he commended the efforts of UMT in arranging such thought-provoking sessions. He also appreciated UMT students for their intellectual capacities and for raising enlightening questions during the session.

Office of Technology Support

Established in 1995 as the Department of Management Information System (MIS), it was later renamed as the Office of Technology Support (OTS). The Office provides efficient technical and IT services to the UMT community. The OTS comprises of Network Operations Centre (NOC) and Network Management and Support Section (NMS).

OTS strives to encourage, solicit, induct, incorporate, implement, upgrade and continuously transform efficient, useful, cutting-edge technology in its totality at UMT as it progresses towards its goal. The team believes technology to be the second most critical success factor after human resources in shaping UMT as knowledge based community. The OTS team also enables UMT to connect in every possible way internally and externally and employs the most advanced tools to achieve the best possible results in terms of academic excellence, outstanding research, and knowledge service at all levels.

The main priority of OTS is to meet all kinds of IT challenges through well thought out policies. And it is doing just that on account of a team of dedicated professionals who are always at hand to solve IT related problems and work towards expansion and betterment of the campus wide network. Over the past few months, OTS has completed major projects including licensed antivirus, bulk email solution for Alumni Office and IKL, and bandwidth up-gradation.



Life@UMT



Dr Hasan Sohaib Murad chairs 25th meeting of the Board of Governors



Dr Muhammad Aslam presents souvenir to Omer Faruk Korkmaz, Chief Advisor to the Prime Minister of Turkey



Abid H K Shirwani inaugurates the final year thesis projects of Department of Architecture



Rahat ul Ain presents souvenir to Firasat Ali after his talk on 'Creating Hope in a Challenging Environment'



Participants of the seminar on 'How to be a Good Anchorperson with Usama Ghazi' snapped with Abid H K Shirwani



Dr Guibo Sun from University of Hong Kong snapped with faculty and students of School and Architecture and Planning at UMT

UMT Social Welfare Society

UMT Social Welfare Society works on the motto of hope, education and awareness. It works tirelessly to fulfill this obligation. In 2018, the Social Welfare Society worked with different societies of UMT and other organizations for the welfare of the society at large. It also worked to bring out soft image of UMT which attracted students from all over Pakistan and built a good name for UMT in other countries as well. UMT Social Welfare Society also conducted a number of events around the year. These included 'Mera Ghar, How to Make our Environment Safe, The Key to a Greener Planet, OPA's Freshman Orientation, Revival of Clean Green Lahore' and 'SWS Recruitment Drive.' In the future, UMT Social Welfare Society aims to create awareness among the participants in terms of how they can give back to society and become productive citizens. The Society also plans to organize more interesting events for UMT participants.





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INSPIRE TO RISE



Induction of New Team Members

The Knowledge School Network Head Office always strives to build a positive reputation of TKS in the market. For this purpose, TKS revised its policies and structure both at the Head Office level and also with NWAs for maximum benefit.



Brigadier (R) Shahid Akram Kardar joined as TKS Country Director. Brig (R) Kardar has served in the Pakistan Army for around 32

years and had remained on various command staff and instructional appointments. He also worked on international assignments with the UN. Besides, he had the honor to serve the directing staff at the Pakistan Administrative Staff College and National School of Public Policy where he held two additional appointments, DG Admin and DG HR for over 6 years.



Muhammad Jawad Siddiqi joined as TKS Head of Operations. He has almost 19 years of professional

experience in education and business management. He has been associated with Froebel's International as General Manager. Previously, he also worked as Business Development Manager at Centaur and interacted with leading international consultants of the hospitality industry. He also has wide exposure and voluntarily worked with government and public sectors.

Anjum Mumtaz joined TKS Head Office in the capacity of Academics Head. She earned her master's degree in Geography from University of the Punjab, Lahore, and a certificate in 'Professional Studies in Education'



from Bradford University, UK. Since 1989, she has worked in resource-rich and well renowned networks of schools like Beaconhouse

School System, The City School, Lahore College of Arts and Sciences (LACAS), and Resource Academia as a seasoned principal, administrator and teachers trainer. She represented Pakistan as a 'Delegate Leader' at an international forum 'Seeds of Peace' in Boston, USA, in 2013. She also attended 'Florida Educational Technology Conference' in Orlando, USA. She possesses attributes of positive tolerance, flexibility, persuasive and interpersonal skills, professional competence and an excellent command in conflict management.

School Management System Training

TKS Head Office launched the School Management System software to efficiently handle time consuming administrative school tasks. All TKS campuses have embraced the idea of introducing online school management system in TKS Network. In trainings, NWAs were communicated about the importance

of school management in the 21st century and the benefits of using online software tools like SMS software. The usability and functional efficiency of SMS helps school management to manage the students, and other related activities at the click of a button, and simplifies many of their day-to-day operational tasks.

The main aim to implement the School Management System is to ease out on the paperwork of the schools and to streamline the flow of information. The major areas focused by the School Management System are: admissions, exams, time tables, HR, accounts, etc.

UMT Sialkot Campus

Hafiz Sajid Iqbal Sheikh Presents Research Paper in ISSCITU 2018

Hafiz Sajid Iqbal Sheikh, Lecturer, Department of Islamic Thought and Civilization, presented research paper titled 'Role of Quranic Political Injunctions in Developing Peace and Contemporary Society' in the 3rd International Social Science Conference - Islamic Thought and Understanding (ISSCITU 2018) held on May 1-3, 2018 at Langkawi, Malaysia. The main idea behind this conference was to discuss and refresh the Muslims' mindset towards

promoting peaceful Islam and strengthening of the spiritual dimensions of faith and practice. Hence, the conference focused on the role of Islamic institutions in rejuvenating Islamic thought and understanding. It was a platform for Muslim discussions on contemporary issues and challenges to find the solutions to build a strong networking and collaboration with local and international bodies, institutions, academicians, researchers and scholars.



BBA Batch 9 Participates in National Expo on Sustainable Development and Environmental Conservation

Students from BBA Batch 9 of Knowledge Unit of Business Economics and Commerce (KUBEAC) at UMT Sialkot Campus participated in a project competition in National Expo on Sustainable Development and Environment Conservation, held at Pak-China Friendship Center, Islamabad, on April 24, 2018. A large number of people from different walks of life which included students of different universities from Pakistan, representatives of national and international organizations, business sector and media, participated in the



Expo. The Expo on Sustainable Development and Environmental Conservation was organized by

Ministry of Climate Change in collaboration with 'Be There' organization.

Exclusive Interview

Dr Rukhsana Kausar

Prof Dr Rukhsana Kausar has over 34 years of teaching, research and administrative experience in public sector universities where she served with distinction in various capacities including that of Vice Chancellor, HOD and Director. A committed researcher and teacher, Dr Rukhsana Kausar has developed research collaboration with academicians and researchers from UK, USA, Africa and Europe. Her extensive international exposure includes travel to 24 countries where she presented research papers and attended workshops. To date, she has 94 research publications with impact factor 57.7111. She has also made 180 national and international conference presentations.

Dr Rukhsana is a member of the HEC's Committee for the Development of Social Sciences, Arts and Humanities since 2010. She is the Chair of Psychology Subcommittee of HEC's Committee for the Development of Social Sciences, Arts and Humanities since 2010. She is a Fellow of the International Academy of Medical Sciences, and the Commonwealth Association of Universities. She is also a member of national and international professional bodies in the discipline of Psychology.

Dr Rukhsana Kausar joined UMT as Dean, School of Social Sciences and Humanities (SSS&H). UMT Moments and Momentum spoke to her about the challenges being faced by the education sector.

Q: You have served various public sector universities in different capacities for more than three decades; how has Pakistan's educational sector evolved in these years?

A: I have been part of higher education both at home and abroad for the last 34 years. In Pakistan, I had been involved in academic, research and administrative responsibilities mainly in public sector and quite recently I joined private sector. I have seen education sector, particularly higher education, evolving in terms of resources, infrastructure, PhD faculty, expansion in academic programs, student

strength, expansion in number of Universities, etc. However, somehow quality has got compromised. Way

Government should focus on provision of funding for social research so that local issues are resolved

back in the 1980s, there used to be foreign qualified PhD faculty and Departments at a University would mainly offer one degree program with upto 40 students in a class which

would allow student teacher interaction in class. Technological advancements have played a constructive role in the advancement of education.

Q: Is there a way for private and public sector universities to join hands and strengthen the higher education sector in Pakistan?

A: Public sector universities alone cannot meet the demand of higher education. Public and private sector universities can develop mutually beneficial academic and research collaborations in order to make best of the resources available either in material form or faculty.

Q: Social science research in Pakistan is often criticized due to a perceived disconnect with our social milieu. Do you agree?

A: Being a social scientist, I understand that given the social issues faced, Pakistan is a fertile land for social science research. I partially agree that in Pakistan social scientists

Teachers must have grasp over their discipline, be pro-social role models for their students and be able to equip them with applied skills

are not focusing on indigenous issues. In developed countries, there are Social Science Research Councils to provide funding for Social Science Research and Government policies are driven by the relevant research findings. In Pakistan, except for HEC (which provides limited funding), there is no other source of research funding for social science research. A large part of research in Social Sciences in Pakistan is generated through MPhil and PhD research projects. In the light of meager available resources, responsibility rests with supervising faculty to urge their students to work on areas of social significance. Government should focus on provision of funding for social research so that local issues are resolved using evidence based solutions.

Q: Do you think our social scientists have woken up to the importance of using inter-disciplinary approaches towards their research?

A: Well, we yet have to develop a research mindset both in students and faculty members. Most of the research is conducted as part of degree programs and done in isolation. Research collaborations within disciplines, across disciplines (within social sciences, Life Sciences and other Sciences) are crucial in order to generate indigenous

knowledge and come up with comprehensive solutions to the problems faced by the Pakistani society.

Q: How can educators create critical thinkers?

A: At higher education level, there is no quick recipe for creating critical thinkers. We need to revamp our school and college level education system of which rote learning is an integral part. At school and college level, in most cases, the students are not encouraged to raise questions or be spontaneous, and in a way creative thinking and spontaneity is curbed. Expecting a university student to become creative thinker overnight is not possible. However, a student can be encouraged to: actively participate in class room discussions; generate ideas and defend themselves; read research articles and critically evaluate them. All this should be done in a friendly and nonjudgmental manner.

Q: What according to you is the ideal educational environment in a university and how do you encourage it?

A: Students must be provided opportunities which enable them to explore and materialize their potentials in more effective way. Teachers must have grasp over their discipline, be pro-social role models for their students and be able to equip them with applied skills in their subject areas.

Q: How has the HEC contributed in the advancement of the social sciences in Pakistan?

A: Since its inception, HEC has played a vital role in higher education sector in diverse ways and has taken many initiatives for: developing infrastructure and facilities; faculty development; research grants; travel grants, indigenous and overseas PhD scholarships; Post-Doc scholarships; funding for holding conferences, etc. Establishment of Committee for the Development of Social Sciences, Arts and Humanities (CDSSA&H) is a commendable step taken by the HEC.

Q: How can we encourage talented students to take up the social sciences and produce more indigenous research?

A: Social Science can make the world a better place to live; help protect social fabric and hence improve a society; social scientists are needed to help deal with social challenges by imagining alternative solutions. Social Sciences research can help develop indigenous solutions to specific problems faced by any society. To have a harmonious society, there should be a blend of scientists, engineers and social scientists. Therefore, it is important to explore your aptitude and interests and choose a subject based on your aptitude so that you may maximally utilize your potentials in the field which matches the best to your interest.

Q: You have an impressive portfolio of over 94 research publications, 450+ citations and 180+ conference presentations; what has been your inspiration in your journey of success?

A: Well, I wish I had much better research contribution in the field of Psychology in Pakistan. Credit of conference presentations across the globe mainly goes to HEC which had been providing travel grants. My major contribution is translation of over 300 psychological tests/scales in Urdu language which have been

Social Sciences research can help develop indigenous solutions to specific problems faced by any society

frequently used by students and researchers within Pakistan and abroad in conducting research with Pakistani population. I developed research interest in UK during my PhD and started to enjoy it later on. I have also tried my level best to inculcate research skills in my supervisees.

**The secret to success is good leadership,
and good leadership is all about making the
lives of your team members or workers better**



EDITORIAL

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