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Dr Hasan Sohaib Murad, Rector UMT, presents UMT souvenir to Governor Punjab Sardar Latif Khosa



Dr Ishrat Husain, Director, IBA Karachi, addresses inaugural session of 2nd ICoBM 2012

**2nd
International
Conference
on Business Management**
March 28-29, 2012



A view of the concluding ceremony of 2nd ICoBM 2012



Mohammedmian Soomro, former Chairman, Senate of Pakistan, concludes 2nd ICoBM 2012

Governor Punjab inaugurates 2nd ICoBM 2012 at UMT

150 speakers and 1000 delegates from government, academia, and corporate world converge at UMT



Dr Rukhsana Kaleem, Associate Dean, Research, SBE, presents ICoBM 2012 Souvenir to Dr Hafeez-ur-Rehman, Chairman, Department of Economics, PU



A view of the large gathering at the opening session of the 2nd ICoBM 2012



Dr Khawaja Amjad Saeed, Principal, Halley College of Banking and Finance, Dr A R Kausar, Pro Rector UMT, Dr Nasira Jabeen, Director, IAS, Punjab University, Sardar Latif Khosa, Governor Punjab, Dr Hasan Sohaib Murad, Rector UMT, Dr Rukhsana Kalim, Associate Dean, Research, SBE, and Dr Niaz A Bhutto, Associate Prof, IBA, Sukkur, at the inaugural session of 2nd ICoBM 2012



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The second International Conference on Business Management (ICoBM) 2012 organized by the School of Business and Economics, University of Management and Technology (UMT), at its purpose-built campus, concluded after two days of deliberations and presentations by 150 speakers and 1000 delegates from government, academia, and corporate world. The theme of the conference was "Business, Society, Science and Technology".

The event was attended by a large number of dignitaries, educationists, intellectuals, business executives, government representatives, and public policy makers, representatives of the corporate world and students of business schools. The academic and corporate sessions of the ICoBM 2012 continued for two days, concurrently in five separate seminar halls.

In the inaugural speech, **Sardar Muhammad Latif Khosa**, Governor Punjab and Patron UMT, said that we were once the pioneers in research and development but have now receded to the backbenches. He said that maturity of political thinking and continuity of policy is required for economic stability. He said that we are committed to meeting the Millennium Development Goals. We are a nation of 190 million + plus and two thirds of our population is below 30 years. Half of our population is below 25 years of age. This is a huge demographic dividend but it has to be channelized in a constructive manner for nation building by the universities and academia. The Governor pointed out that Pakistan will need 36 million new jobs in the next few years. Universities have to produce job creators, not job seekers. Entrepreneurial skills need to be inculcated in our university graduates.

The Governor congratulated **Dr Hasan Sohaib Murad**, Rector UMT and Patron of the ICoBM 2012 for taking the timely step to organize the conference. He also felicitated UMT for recently becoming the first and only university in the Punjab to have received the Four Star W4 status and the highest category by the HEC. He said that the powerful thematic structure of the ICoBM 2012 conveys a powerful message to all.

The Governor added that universities are breeding grounds for ideas. In a globalized world, where cultures and ideologies are in a flux, it is no longer possible to thrive in isolation. What is required is a new order of things. Quoting the management guru Peter Drucker, he said that change is unavoidable. Adaptation to change is a constant struggle for survival. The Governor



stressed collaboration between all stakeholders of the growth sectors. He said that applied R & D culture in the country is still in infancy in Pakistan. Universities can be employed in fostering this culture. He said that the vision of the government is not limited to science and technology alone. Social sciences play a great role in any society. Bereft of morality, science and technology becomes barbaric. He urged everyone to

Some of the best developed nations have invested heavily in youth and in science, mathematics and engineering

remember this distinction. He said that the government must guarantee freedom of ideas and information, dialogue and discussion. He concluded his address by quoting the *Quaid-i-Azam* who had pledged the creation of a socially just economic system way back in 1949 while laying the foundation of the State Bank building.

It may be noted that the conference was organized by the School of Business and Economics, UMT, in association with the Institute of Administrative Sciences (IAS), Punjab

University, Lahore, Institute of Business Administration (IBA), Sukkur, University of Veterinary and Animal Sciences (UVAS), Association of Management Development Institutions in Pakistan (AMDIP), The News, and the Higher Education Commission (HEC) of Pakistan.

Dr Ishrat Husain, Chief Guest of the ICoBM 2012, Dean and Director, IBA Karachi, and Chairman AMDIP, said that the conference theme is critical to the success and development of Pakistan. He presented a sketch of what is going on in the rest of the world. He identified the following major trends. 1) The economic balance of power is shifting from the US, Europe and Japan to the Asian countries. In the near future, 70% growth is expected to come from emerging economies, 40% from China alone. 2) Management of both renewable and non-renewable resources is going to assume great importance in the coming years. How the world feeds its 3 billion consumers in the coming years is important. 3) The extent of the useful insight gained from the financial crises will determine the future course of events. The perception of market self correction brought many Western economies to grief during the financial crisis. 4) The information explosion, Internet, and connectivity has led to huge complexities in economic data analysis. In 2005, 150 billion gigabytes of data were created. This year that figure has arisen to 1200 gigabytes. Business are beginning to be transformed by this data deluge.

Touching upon the significance of these trends in the Pakistani context, former Governor State Bank of Pakistan, Dr Ishrat said there is too much emphasis on short term goals. This myopic approach weakens competitive edge of businesses. There is exclusive emphasis of maximizing value for shareholders but in reality all stakeholders i.e. government, suppliers, consumers, etc. are important. Thirdly, the concept of single bottom line i.e., profit maximization, needs to give way to treble bottom line after addition of social and environmental measures. A company thriving in the midst of poverty is not doing well on performance indicators. Businesses not anchored in ethical practices pay the cost. It is only those CEOs who practice what they preach who actually win accolades. So the gap between rhetoric and practice needs to be reduced. Dr Ishrat said that we need to invest heavily in technology. Some of the best developed nations have invested heavily in youth and in science, mathematics and engineering. This is something that needs to be addressed. In Karachi university, there is declining enrolment in science and engineering whereas the arts, social sciences, commerce and management are thriving. In Lahore there are 30 business schools but only three universities are teaching science and engineering.

Delivering the keynote address, **Dr Nadeem ul Haque**, Deputy Chairman Planning Commission, said that research is seldom appreciated in Pakistan and education itself has become a bureaucracy. Sharing his life experiences, he said that conferences provide opportunities to learn, network and share ideas with others. All over the world, conferences are dominated by professional economists. He said that people often ask what are the greatest challenges facing Pakistan



Dr Mirza MH, Management Development Consultant, UK, receives souvenir from Dr A R Kausar, Pro-Rector UMT, after giving a presentation on human capital development



Dr Munawar A Anees, Founding Director, Center for Global Dialogue, UMT, delivers summary of the outcomes of the 2nd ICoBM 2012

but the reality is that we face problem of lack of ideas. As a country, we are not meeting our Millennium Development Goals, we have not grown for the past four years and at best we have experienced stopgap growth in our history. So the real question is what keeps us back.

Dr Nadeem ul Haque said that every country has the capacity to grow. Our current thinking is steeped in the building phase – if we have enough projects, if we build roads and bridges, then we would achieve so much. This development paradigm can be best understood if we realize that nations succeed because they build institutions, accept research, respect the scientific method and learn from the rest of the world. This Dr Nadeem termed as the software of growth as opposed to our current practice of emphasizing hardware of growth. Sharing the economic model of growth developed by the Planning Commission, he said that it was realized that we need to manage resources better. He enumerated the following four points of the growth model: 1) Quality management of public assets is essential for growth and prosperity. 2) We need open markets. At present, our markets are too much in favor of the big guys. 3) Growth happens in creative societies. Our cities are elite housing enclaves and are not open to commerce and industry. 4) We need to invest more in our youth and community. Our cities lack infrastructure and our youth have no space. He said that in every country, world academics lead policy and as such we need a reform agenda. It is your task to challenge the prevailing setup and it is our challenge to manage our human resources efficiently and productively.

Earlier, Dr Hasan Sohaib Murad, Rector UMT welcomed the distinguished guests to the 2nd ICoBM 2012. He thanked Dr Nadeem for sharing the new framework of the Planning Commission. He added that the insight provided by Dr Ishrat into the workings of the global economies is invaluable. Dr Hasan Murad said that the 2nd ICoBM 2012 aims to bring together academia, business and government to collaborate with a team spirit. He said that the agenda of the conference rests with the leadership. It is the leadership that strategizes for change. He thanked the 150 + presenters for attending the event and said that he is looking forward to two days of deliberation, discussion, discourse, and meaningful idea exchange.

2nd ICoBM 2012 Tracks

The conference was divided into two tracks: academic and business, distinguished by presentations based on experimental and experiential knowledge. Major academic themes were: Economics, Human Resource Management, Entrepreneurship, SMEs, Finance, Banking, Information Systems in Education and Supply Chain Management. A vast number of papers were delivered and discussed topics related to employment generation, agro-industries, human

capital development, women empowerment, women entrepreneurship, microfinance, e-government, energy, organizational support and development, organizational performance, migrant economy, manufacturing, e-banking, leadership development, ICT and economic growth, foreign direct investments, social entrepreneurship, and many more. UMT business school faculty members and MS/PhD scholars also made a significant number of presentations.

Institutional Representation

Institutional representation for this conference was equally impressive as 20 institutes from across the country participated. These included the host institution, UMT; GC University, Lahore; IBA, Sukkur; Mardan Institute of Management Sciences; Muhammad Ali Jinnah University; Hailey College of Commerce; PAK KIET, Iqra University; Punjab University; University of Veterinary and Animal Sciences; PIMSAT Institute of Higher Education; University of Central Punjab; University of Sargodha; Frontier Women University, Peshawar; University of Sind; IBA, Karachi; Shah Abdul Latif University, Khairpur; International Islamic University; National University of Modern Languages; Allama Iqbal Open University.

Corporate sector was represented by Bareeze, Auriga, SMEDA, PAMCO, Umer Group, PEL, AgroBio Tech, and many others. Public sector had representation from Sind Bureau of Statistics, Pakistan Science Foundation, COMSATS IIT, and Punjab Department of Energy.

Institutional representation from nearly all strata of the society testifies that the theme of the conference proved to be of wide interest. This opened up new channels of cooperation and strategic alliances between UMT and these institutions of the society.

Mohammedmian Soomro addresses closing ceremony, urges youth to focus on research

Mohammedmian Soomro, Former Chairman Senate of Pakistan, was the chief guest of the closing ceremony of the 2nd ICoBM 2012.

Addressing on the occasion, Mohammedmian Soomro said that he is grateful for being invited to participate in this historical effort by the University of Management and Technology (UMT), Lahore. He said that the whole essence of this endeavor is to disseminate and underscore the importance of knowledge, decision-making and cost-effectiveness in business.

He said that basically, anywhere and everywhere, management is about managing people and resources. He advised all those present to be analytical and critical in their approach. He said that we live in changing times and the importance of research in this context assumes great importance.

Mohammedmian Soomro reminded the audience that the middle class is the backbone of any society because they are the ones who provide services and the delivery mechanism. He said that we must encourage SMEs in business.

On a special note, he added that women are a great resource and we must utilize this resource effectively. Economic emancipation of women is needed. We must provide them opportunities for technical training and businesses. He said that we must also focus on conservation of resources.

Dr Munawar A Anees, Founding Director, Center for Global Dialogue, UMT, presented a brief summary of the outcomes of the 2nd ICoBM 2012. He said that Rector UMT Dr Hasan Sohaib Murad deserves accolades for his enormous vision.

Discussing the role of universities in societies, Dr Anees said that universities are citadels of freedom of enquiry and exploration of new ideas. UMT is serving this worthy cause and 2nd ICoBM 2012 certainly indicates UMT's commitment to freedom of knowledge. Dr Anees said that ICoBM which is now an annual event at UMT will become the hallmark of scholastic discourse in the future.

Dr Hasan Sohaib Murad, Rector UMT, took the opportunity to thank everyone involved in making the 2nd ICoBM 2012 a great success. He expressed his appreciation of the support provided by partner institutions and sponsors. He thanked **Dr Nasira Jabeen**, Director, Institute of Administrative Sciences, Punjab University, **Dr Niaz Ahmed Bhutto**, Associate Prof, IBA, Sukkur, and **Dr Rukhsana Kalim**, Associate Dean, Research, School of Business and Economics, UMT for their untiring efforts in making the conference a great success.

It is worth mentioning that the first International Conference on Business Management (ICoBM) was held last year on March 28-29, 2011. The conference theme was "Business, Academia, & Government Partnership". In the wake of the success of the 1st ICoBM and the wide response being meted out to the present ICoBM, it has been decided that these conferences would now be organized on a regular basis.



Ushers of the 2nd ICoBM 2012 snapped with Dr A R Kausar, Pro-rector UMT, at the closing ceremony

40 universities across Pakistan converge at UMT



Dr Abdul Raouf, SI, conducts workshop on developing various aspects of program specifications

Representatives from 40 universities participated in a two-day workshop held on March 28-29, 2012 on developing academic program specifications organized by the University of Management and Technology (UMT) campus, Lahore, with partial financial support of the Pakistan Academy of Sciences and in collaboration with National Committee of Quality Assurance, HEC. **Prof Dr Abdul Raouf** was the chief organizer of the workshop. He was assisted by **Dr Muhammad Usman Awan, Engr. Salman Saeed Qureshi** and **Haris Aslam. Dr Hasan**

Sohaib Murad, Rector, UMT, addressed the closing ceremony and distributed certificates to the participants. During the workshop, exercises in developing various aspects of program specifications were conducted. At the end, a template for preparing such specification was developed. It is pertinent to note that the enhancement of educational standards is one of the most important challenges facing all countries of the world. Such enhancements enable nations to be

capable of implementing reforms driven by globalization. The Higher Education Commission (HEC) of Pakistan has recognized their priority for the economy and society of assisting universities to make all their higher education programs comparable to standards to the best in the world. Such enhancement will help to fulfill the main educational aims, which is to provide society with graduates capable of achieving its professional and research needs and of effectively participating in developing and implementing intended national policies. In order to ensure the production of graduates accordingly to internationally recognized standards, all universities need to develop appropriate internal system to specify the quality of their academic programs, specify these internal outcomes in terms of the attributes of their graduates, to review their performance against the specifications and to take steps to indentify matters that need to be addressed as part of continuing improvement. Such actions increase the skills of graduates and enhance their competitive capacity in the national and global labor markets. To achieve the above objectives it is necessary to specify academic programs according to international standards and on the basis of its intended learning outcomes.

Dr Faheem ul Islam joins UMT as Dean SBE

Dr Faheem ul Islam recently joined the University of Management and Technology as Dean, School of Business and Economics. Dr Faheem holds a PhD degree from the University of Cambridge, UK and MBS from National University of Singapore. An HEC approved PhD supervisor in the area of management strategy, Dr Faheem brings extensive experience as a corporate consultant, researcher and educationist. His addition to an already world class faculty at UMT has been widely appreciated by the faculty members and students. Welcoming him to the University, **Dr Hasan Sohaib Murad**, Rector UMT, said the UMT business school has over 1400 students and he feels quiet relaxed in handing over charge of the school to the new dean. On an important note, he said that we live in rapidly changing times and our students are changing as well. In the old days, one could expect students to study for 30 hours but now they study for 15 hours and spend the remaining time in social networking which is the preferred mode for gaining access to information. Dr Hasan was of the view that our teaching methodologies and curriculum should reflect these changes. Reflecting on the University's history, Dr Hasan said that UMT is one of the first members of Association to Advance Collegiate School of Business (AACSB) International and has promoted regional cooperation through its association with Association of Management Development Institutions in South Asia (AMDISA) and Association of Management Development Institutions in Pakistan (AMDIP). Dr Faheem ul Islam said that he was delighted to join UMT. He apprised everyone that old management and economic theories have failed

and new paradigms have to be developed. He reminded everyone that competition is growing and we need to forge a collaborative team to take the UMT Business School to the next threshold. He added that the stereotyped concept of a leader is that he leads from the front, pulling along everyone to excel more. However, he said that he did not believe in the top-down leadership approach. 'As leader of the business school, he said, 'I shall be pushing everyone from behind to progress to the next level'. **Dr A R Kausar**, Pro-Rector UMT, also addressed the gathering and welcomed the new dean. Faculty members of the School of Business and Economics were present on this occasion as well. Prior to joining UMT, Dr Faheem taught at LUMS and worked with WAPDA, University of Engineering and Technology, Lahore, National University of Science and Technology, Royal Brunei Airlines, and Royal Sporting House in Singapore. He has been involved in several consultancy and corporate training assignments including capacity building of Malay enterprises in Singapore, Brunei Government development, corporate training of Sentosa Development Corporation in Singapore, capacity



building of Finnish enterprises for internationalization, human development, and designing sustainable projects for SDPI in Pakistan. Dr Faheem has published papers in the Journal of Asian Business and Temasek Journal. He has also written working papers at the University of Cambridge, UK. Dr Faheem ul Islam has presented papers at several conferences including the Annual TCI Competitiveness Conference, Annual Conference of Corporate Strategy, South Asia Beyond Independence, Judge Business School Doctoral Conference, European Doctoral Conference, and Facing-East/Facing-West Conference.



Dr Hasan Sohaib Murad, Rector UMT and Dr A R Kausar, Pro-Rector UMT, address the SBE faculty members

Over 200 alumni attend Homecoming 2012

More than 200 alumni along with their families attended special celebrations in a ceremony organized on March 10, 2012 to acknowledge their contribution in their professional fields and welcome them to their alma mater. The special networking and get-together session was organized by the Alumni Section, Office of Participants Affairs (OPA). The program initiated with the national anthem followed by recitation of some verses from the Holy Quran.

Rana Iftikhar Ahmad, Director, Participants Services, welcomed the guests. In his remarks, he said that ILM/UMT is proud of its alumni who are the best ambassadors of the values of professionalism, leadership and ethical standards of their alma mater. He added that an Alumni Center will be set up at UMT while alumni chapters are already being established in major cities of Pakistan. An ILMIAN Association managed by ILMIANS themselves is also envisaged for the future. He urged the alumni to help UMT graduates in job placements through their networking.

Among the many sources of entertainment for the evening were two plays performed by students through the UMT Dramatic Club. Three alumni received surprise birthday felicitations. An interesting aspect of the evening was an interactive session with the alumni during which gifts were presented to them as a reward for giving the correct answers to questions.

However, the most widely anticipated part of the ceremony was the presentation of Alumni Awards. The recipients of the Alumni Career Achievement Award included **Sohail Yousaf**, Chief Executive Officer, Hardee's, **Adeel Anwar**, Sr. Software Engineer, Emirates Group IT, **Ali Raza**, Sr. Product Specialist, Testing, Wataniya Telecom, **Abeeda Ayaz**, Principal, Pakistan Air Force Montessori School Lahore, and **Qumar Uz Zaman Fatthi**, Chairman IMAGE, SOURCE Group of Colleges and GGS School System, CEO Careers Inn Pvt. Ltd. & IDEA.

Young Alumni Career Achievement Awards were presented to **Furqan Humayun Sheikh**, Head of HR North Region, Cupola Pakistan, **Naseer Ahmad**, CEO, AL-Kimia Textile Chemicals, and **Hassan Javed Qureshi**, Assistant Human Resource Officer, Qatar Charity. The Alumni Community Service Awards were presented to **Ali Raza** and **Atif Masood**.

Addressing on the occasion, **Dr Hasan Sohaib Muard**, Rector UMT, congratulated the award winners. Dr Hasan gave a special note of thanks to all those who had come from abroad to attend the celebrations. At the end, souvenirs were distributed to all the ILM/UMT alumni. The evening ended with a lavish dinner for all the participants.



Dr Hasan Sohaib Murad, Rector UMT and Rana Iftikhar Ahmad, Director Participants Services, interact with the guests on Alumni Homecoming 2012

HEC accords top rating W4 category to UMT

The University of Management and Technology (UMT), Lahore, has been awarded W4 rating by the Higher Education Commission (HEC) of Pakistan, vide notification no 16-38/HEC/A&A/2011/102 dated February 02, 2012, which is the highest university ranking. It is worth mentioning that UMT is the first university in the Punjab to receive this highest rating. It should be noted that UMT has received W4 rating as a consequence of the inspection of the University on December 30, 2011 by a Committee approved by the HEC. Based on the information provided by the Quantitative Assessment Form (QAF) and recommendations by the Committee, the Chairman HEC approved W4 rating for UMT. It may be recalled that HEC has improved the criteria in which those universities/DAIs meeting the minimum HEC requirement are awarded a W1 category while those with far superior academic, financial and physical infrastructure are awarded top ranked four star W4 category which is now the highest rating.

From the EDITORIAL Desk

One of the greatest advantages of being associated with a university environment is the diversity of experiences that one comes across. So, there is much to share with the readers in this issue of UMT News. As a great place of learning, UMT has maintained momentum, inviting distinguished speakers from across the country and the world to share their insight with students and faculty alike, thus exploring new avenues of learning. The 2nd International Conference on Business Management (ICoBM) 2012 held at the UMT campus paved the way for exploration of new ideas in experimental and experiential knowledge. The establishment of the Organization Theory Center (OTC), one of the first in Pakistan, is another great achievement. Likewise, the UMT campus was kept abuzz by seminars, workshops, and sports and recreational activities – all these are being shared with the readers in this issue. So read on and keep in touch through your feedback. Just remember that UMT News is your newsletter.

UMT student Dr Ahmed Raza awarded Tamgha-e-Imtiaz

Dr Ahmed Raza, MBA Executive student at UMT, was awarded the coveted Tamgha-e-Imtiaz at an impressive ceremony held at the Governor House on March 23, 2012. This honor has been bestowed upon him in recognition of his distinguished civic services and his selfless devotion to the cause of making Lahore free from all kinds of hazards. Recognizing the huge honor bestowed upon Dr Ahmed Raza and also on UMT by virtue of his professional education at the School of Business and Economics, the management of the University held a special ceremony to pay tribute to its distinguished student.

Addressing on the occasion, **Dr Hasan Sohaib Murad**, Rector UMT, said that the high level of civic responsibility and commitment to contribute to the society has earned Dr Raza respect, admiration and finally one of the highest civil awards of Pakistan. The Rector said that Dr Raza is one of those rare individuals who determine their responsibilities in the light of challenges before them and not in view of official perks and privileges. Dr Hasan also presented a shield to Dr Ahmed Raza. Describing the wide range of services offered by Rescue 1122, Dr Ahmed Raza said that this life saving force has been organized on modern lines. Rescue 1122 has specialized teams for various purposes such as disaster emergency response teams, urban search and rescue teams, modern fire service, hazardous material safety teams, water rescue teams, etc.



Dr Hasan Sohaib Murad, Rector UMT, presents a shield to Dr Ahmed Raza in a special ceremony held at the campus to honor him

Dr Ahmed Raza took this opportunity to emphasize that UMT would have a Rescue 1122 unit. Staff and students would receive training and UMT is poised to become the first university in the country that will have a Rescue 1122 unit on standby to serve adjoining areas. **Noor Aslam Khan**, Head OFM, informed everyone that an ambulance would be available in the next two days to facilitate the social service project. Earlier, **Mahr Abdul Rauf**, Manager Public Relations, introduced Dr Ahmed Raza to the audiences. It may be noted that Dr Ahmed passed his MBBS from King Edward Medical College and University in 2001 and proceeded on a journey to the USA. He also visited Korea, Thailand and Japan where he studied at Osaka University. Inspired by the high degree of civic responsibility and use of modern technology in urban safety, he returned to Lahore with an avowed aim to apply the same in his homeland. He joined Rescue 1122 in 2005 and passed a rigorous training from Elite Police Training School Bedian. He joined the service as Emergency Officer but his talent and outstanding performance earned him the position of 'District Emergency Officer'. Since that time, he has been serving the city of Lahore and has contributed in saving countless lives either in emergency situations or through various preventive techniques.

Read Dr Ahmed Raza's interview on page 12

Organization Theory Center launched at UMT

The University of Management and Technology, UMT, Lahore, invited educationists, researchers and organizational theory experts to participate in the launching ceremony of the Organization Theory Center (OTC) at its campus on January 17, 2011. The OTC seeks the creation of contextualized knowledge, its integration and unity with other organizational fields of knowledge.

Addressing on the occasion, **Dr Hasan Sohaib Murad** said that establishing the OTC was the dream of the collective body of students doing research at the University. Dr Hasan apprised everyone that great minds are attracted to the study of organization theory which is an accepted label in academic circles and business schools. He said that organization cannot be reflected properly as a noun; it is a verb. Organization involves more than the interface hierarchy. Its complexity is revealed the moment we scratch the surface. Dr Hasan added that organization involves information processes, cultures, people

Earlier, **Dr Naveed Yazdani** introduced the Organization Theory Center (OTC) and explained the rationale for its establishment. He said that organization theory draws upon multi-disciplinary sources and the objective of setting up the OTC is to create symmetry between these sources of knowledge, promote contextualization, and encourage interdisciplinary learning and knowledge creation.

Expressing his views, Dr Munawar Anees, Director, Institute of Islamic Banking, UMT, said that organization is a fundamental aspect of life. The origins of life from cell organization to replication manifest organization. He said that the development of organization theory started in the West as a compulsion of the Industrial revolution and as such it reflects the thought processes and value system of the Western world. The Islamic value system presents a direct contrast to this. In the Islamic work ethics, the welfare of the human being as opposed to profit maximization is given importance. Our

Dr Athar Siddiqui from LUMS stated that we have become too influenced by foreign discourses that emphasize profit maximization. The Islamic model stresses empathy and welfare of society. These opposing world views cannot be amalgamated. He was of the view that researchers and academicians should be socially engaged. Western based value propositions should be revised and respect for our own scholarship should be increased.

Dr Azhar Hasan Nadeem, Retd IG Police, said that management should be seen in the context of rule of law and good governance. He said that the greatest problem confronting our society is the disconnect between the elite and problems of the masses and this disconnect is global as well as manifested in the Occupy Wall Street protests. He said that we need bold decisions and independent thinking to cope with problems and hopefully the OTC will contribute in improving the thinking and perception of individuals who come to study here.



Dr Hasan Sohaib Murad, Rector UMT (center), addresses launching ceremony of OTC. Also seen in the picture speakers who shared their views on the occasion

and much more. How humans organize themselves is one of the most important subjects worth studying. One of the great ironies and dilemmas over the course of history is that seemingly infallible organizations crumble easily. We have seen how companies such as the East India Company backed by imperial armies faded into oblivion and we have seen how transnational companies could not compete with smaller local companies armed with an idea and vision. One recent manifestation of this is the soft organization in Tahrir Square that led to the crumbling of a bigger and powerful organization. Dr Hasan advised all those who were present to free themselves from everything that the scholars have said about organization theory – not to belittle or demean them but only with a view to evolve a new understanding of organization that focuses on the human body. Dr Hasan said that it is a great irony that there is a dearth of research on the human dimension of management. He added that organization theory defines the human being too narrowly and this needs to change. He concluded by saying that we need to focus on the purpose of organizations and how they are sustained. The study of organization theory should be kept open ended.

challenge is to adapt this Islamic value system for modern times. Dr

Farzad Rafi Khan from LUMS said that organizations also reflect the structure of bureaucratic formalities and control and within such organizations there is a strand that serves power and privilege. He said that decisions in organizations are made with no regard to human beings who are treated as mere cogs in the machines. He was of the view that we must expose the mythology of power and create organizations that bring prosperity to people. He hoped that the OTC would play a role in deconstructing the lies of power and privilege and work towards propagating the Islamic model of organization that is based on the principles of baraka.

Dr Ehsan Malik from Punjab University emphasized on human dimension and successful leadership qualities in an organization. **Dr Khalid Hameed Sheikh**, Prof Emeritus, GCU, and Advisor Syed baber Ali Foundation, said that the ethical dimension in organizational theory and practice is very important. He added that universities should not only disseminate knowledge but they should create it as well.

Dr Syed Gulzar Haider from BNU said that piecemeal knowledge should be connected to present a complete picture. Art historians writing about Islam for example, hardly ever read the Quran. They are not interested in writing from within. Dr Gulzar said that our universities must produce graduates who are capable of understanding the complete modeling of a system rather than analyzing its constituents.

Firasat Ali, CEO, The Center for Change, said that both intelligence and courage are required to derive conclusions. He said that we must learn to place things in proper perspective. **Dr Syed Qulb-i-Abid**, **Prof Khwaja Amjad Saeed** and **Dr Abdul Hafiz Fazli** from Punjab University also spoke on the occasion.

The event was organized by **Rana Zamin Abbas**, Assistant Prof and Editor, Organization Theory Review (OTR). **Farah Naz**, Assistant Prof, School of Professional Advancement, hosted the ceremony which was attended by a large number of students, faculty members and organizational theory professionals.

York University, Canada, and UMT explore possibilities for collaboration

A three-member delegation from Canada, comprising of **Joseph Palumbo**, Executive Director, Schulich School of Business, York University, Canada, **Otto Schmidt**, Principal Consultant Accent on Skills, Canada, and **Mohammed Ahsan Rial**, CEO, Health Consortium of Canada, Representative of Sunnybrook Hospital, Canada, visited the University of Management and Technology on February 21, 2012 on the invitation of **Dr Hasan Sohaib Murad**, Rector UMT, to explore possibilities of establishing world class bilateral relations in the

fields of business education, skill development and provision of health facilities on the Canadian model.

The Canadian delegation also attended the Spring 2012 orientation session for new entrants to UMT.

It may be noted that the Canadian delegation met with high-ups of the government, academia, business and the Canadian High Commission. This visit is expected to go a long way in establishing and developing long term bilateral relations between educational institutions in Canada and Pakistan.



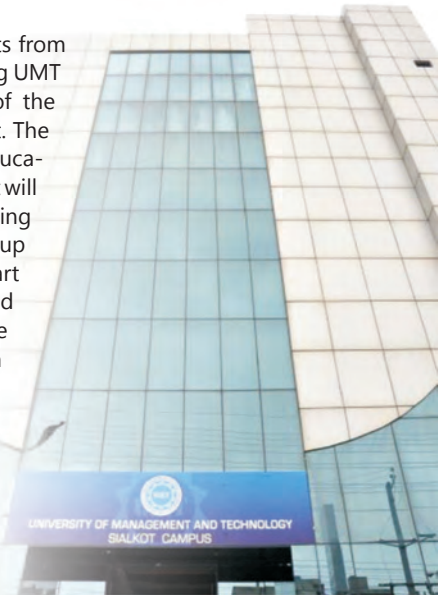
UMT and York University officials discuss possibilities of collaboration in a meeting

UMT plans to establish campus in Sialkot



Zahid Warriach, Regional Director, ILM Colleges, Abid H K Shirwani, Director External Affairs, Dr Hasan Sohaib Murad, Rector UMT, Khalid Pervaiz Mughal, CEO, Surgikare, Amer Mughal, GM Surgikare, Shahzad Aman, Coordinator and Faisal Zahoor, Marketing Officer, ILM College, snapped at the UMT Sialkot Campus building

In view of the increasing number of applicants from different areas of the country who are choosing UMT for their higher studies, the management of the University has established a campus in Sialkot. The Sialkot Campus will not only cater for the educational requirements of the local community but will also facilitate potential students from adjoining areas. Rapid progress is being made in setting up the campus and a modern state-of-the-art building comprising of 85,000 sq. ft covered area has been acquired for this purpose. The campus building has 5 floors with modern facilities including WiFi environment, capsule lifts, emergency exit stairs, separate cargo lifts and parking area. There is also a modern sports complex spread over 56 kanals. The UMT campus is located at Shahab Pura, Ugoki Road, Sialkot.



Dr Hasan Sohaib Murad chairs QEC meeting at UMT

Dr Hasan Sohaib Murad, Rector UMT, chaired a meeting of the Quality Enhancement Cell (QEC) on March 05, 2012. The participants included Dr A R Kausar, Pro Rector, Salman Saeed Qureshi, Registrar, Asif Saeed Haider, Controller of Examination, Noor Aslam Khan, Head, Office of Facilities Management (OFM), Ahmad Abdullah, Head, Office of Human Resources (OHR), Imran Zahid, Head, Office of Information Technology (OIT), and Yusuf Jamil, Director, QEC, Deans, CoDs and Directors.

In the opening address, Dr A R Kausar, who also heads the QEC at UMT, said that the University takes great pride in being part of a journey to enhance quality across the University and be able to stand taller at the national as well as the international level. He also pointed out that the instrument used for collecting feedback from the students is the same as the one being used in the previous feedback and, covers the grids of class teaching, class assessment, student learning, course material, and resources. He further emphasized that for the first time in the history of UMT, the students' feedback report depicts the

academic performance school wise, department wise, program wise and of course the resource person / course wise. All the respective Deans, Directors and Chairpersons of Departments have been equipped with the relevant data on the subject. He presented the holistic picture of Student's feedback conducted during Fall 2011.

Other items that were discussed in greater details included presentation of Student's Feedback

Report for Fall 2011, identification of training needs for resource persons (having below 70%) academic performance, progress on submission of self assessment reports to HEC, role of program and assessment teams, criteria for the Best Teacher Award of the Semester and of the year, implementation of proformas other than student's feedback, review of mission and vision statements of Quality Council, UMT, and automation of student's feedback mechanism.



Dr Hasan Sohaib Murad, Rector UMT, chairs QEC meeting at the campus

Foreign delegation visits UMT to discuss academia-industry linkages

A foreign delegation comprising of James D Filipi, Senior Consultant, and Joe Y Yang, Attorney Advisor from Commercial Law Development Program of the United States Department of Commerce, visited UMT campus on February 9, 2012. Dr Hasan Sohaib Murad, Rector UMT, Ibrahim Qureshi, UMT alumnus and Advisor to the CM of Punjab on IT, and high ranking UMT officials welcomed the delegation. A discussion was held to explore opportunities of mutual interest to develop academia – industry linkages with special focus on the fields of business, entrepreneurship and law. Notables who were present on the occasion included Naila Tahir, Assistant, Pakistan Economic Support Fund, US Embassy Islamabad, Abid H K Shirwani, Director External Affairs, Arslan Khan Khakwani, Dr Faheem ul Islam, Dean SBE, Dr Rukhsana Kalim, Associate Dean Research, SBE, Dr Ahmed Faisal Siddiqi, Associate Dean SBE, Syed Imad ud Din Asad, Director, Center for Law and Policy (CLP), Sara Mahboob, Lecturer, School of Law and Policy, Naveda Kitchlew, Assistant Prof SBE, Muhammad Nazim, Director CGRL, Imran Sadiq, Director Undergraduate Programs, Aly Raza, Director MBA Executive Programs, Kashif Irshad, Asad ur Rahman, Director Institutional Linkages (Foreign) and Ibrahim Qazi, Director Foreign Relations.



Dr Hasan Sohaib Murad, Rector UMT, Joe Y Yang, Attorney Advisor, and James D Filipi, Senior Counsel, discuss issues of mutual interest

Dr Hasan Sohaib Murad addresses 7th NBEAC meeting in Karachi

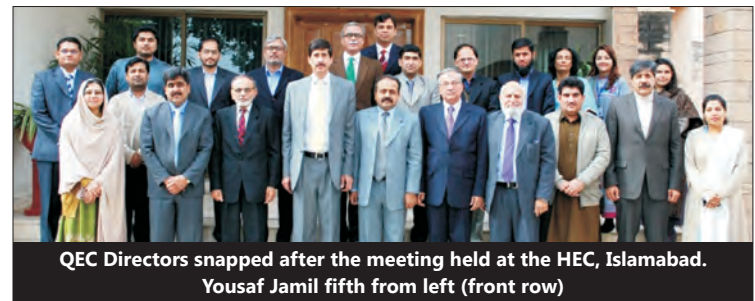
The seventh meeting of National Business Education Accreditation Council (NBEAC) was held on January 19, 2012 at Centre of Executive Education Hall, IBA, Karachi. Speaking on the occasion, Dr Hasan Sohaib Murad, Chairman NBEAC, briefed the Council Members about the challenges in improving the quality of business education. The Chairman reported that over the past four years we have brought standards at par with international standards through the participation of all business education deans and directors. He said that we have shifted from design phase to implementation phase and termed this year as the "Year to Show Results". He added that accreditation activity must be expedited and thirty institutions should be accredited before Fall 2012. It may be noted that the purpose of setting up NBEAC is 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. The accreditation is for specific degree programs and not for the institutions. Moreover, accreditation is not to be confused with certification. In general, institutions and programs are accredited, and individuals are certified.



Dr Hasan Sohaib Murad, Rector UMT, calls for expediting accreditation of business schools during his address

UMT participates in QEC Directors' meeting at HEC

Muhammad Yousaf Jamil, Director, Quality Enhancement Cell (QEC), represented UMT in the fourth meeting of the QEC that commenced on February 22-23, 2012 at HEC, Islamabad. The meeting was followed by a workshop on "Program Mission, Objectives & Outcomes". All QEC Directors were requested to give a brief 15 minute presentation on QEC progress including the criteria referenced Program Assessment (Rubric Form) of 6 programs, additional responsibilities of the Quality Enhancement Cell other than self-assessment mechanism, and suggestions of the QEC to bring improvement in the self-assessment process and processes other than SA.



QEC Directors snapped after the meeting held at the HEC, Islamabad. Yousaf Jamil fifth from left (front row)

Malaysian University delegation explore avenues for collaboration

President and CEO of Asia e University, Kuala Lumpur, Malaysia, **Prof Dato' Dr Ansary Ahmed** and **Prof Dr Dato Mushtaq** visited UMT on March 15, 2012. They were welcomed at the campus by **Aqeel Ahmad** and **Ibrahim Qazi**. The distinguished guests also met **Dr Hasan Sohaib Murad**, Rector UMT. Mutual collaborative arrangements were discussed and areas for joint collaboration were explored on this occasion. The guests congratulated the management of UMT on the award of W 4 category by Higher Education Commission, Pakistan. Later, Aqeel Ahmad briefed the guests about the institutional facilities available at UMT.



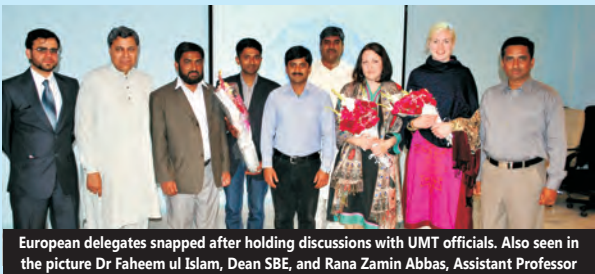
Aqeel Ahmad, Dr Dato Mushtaq, Dr Hasan Sohaib Murad and Dr Ansary Ahmed snapped after the meeting at the Rector Office

European delegates meet UMT officials

European delegates from Norway, Hungary and UK visited UMT on March 1, 2012. They were warmly welcomed at the campus by **Dr Hasan Sohaib Murad**, Rector UMT, **Dr Faheem ul Islam**, Dean, School of Business and Economics (SBE), **Dr Naveed Yazdani**, Director, School of Professional Advancement (SPA), **Anjum Naseem Rao** and **Miss Sofia**, lecturers from Center for English Language (CEL), UMT. The visiting delegates were here on the invitation of **Rana Zamin Abbas**, Assistant Professor, Head, Research Capacity Building (RCB) and Editor, Organization Theory Review (OTR). During the course of the discussions, social scientist **Miss Caroline** from Norway Bergen University, asked many questions regarding Pakistani culture and society. She also shared her own views from historical and sociological perspectives. Caroline appreciated the hospitality of Pakistani people. She thanked Dr Hasan for sharing his insight and scholarship, and for taking the time from his busy schedule to host the delegates.

Miss Anchy, social scientist from Norway, discussed the prevailing cultural values and societal issues of the Norwegian society. She also discussed the meaning and relevance of social sciences from a broad perspective. **Dr Zusanna**, NLP trainer from Hungary, emphasized the need for NLP trainings for international students. **Ali Zubair**, calculus scholar from UK, shared his ideas with Dr Hasan regarding mathematical language and engineering. Dr Hasan shared his invigorating and thought provoking views a wide range of issues with special emphasis on world history and the impact of socialist doctrines as enunciated by Karl Marx and Lennon. He also shared his perspective on historical developments in the regional context such as the influence of the Iranian Revolution, the legacy of Dr Mussadeque, and the policies of contemporary leadership in Iran.

He also highlighted the role played by Pakistani political leadership in the global arena. Dr Naveed Yazdani elaborated the objectives of setting up the Organization Theory Center and the need for research and development in the Pakistani context. Dr Faheem ul Islam said assumptions can be challenged and there is an urgent need of exploring the new horizons of knowledge. He also showed his intention to visit Finland and Norway. **Qaisar Abbas Bhatti**, Chairman Ittefaq Textile, **Rana Tahir Mahmood**, Director Fazal Knitting Pvt. Ltd., and **Ansar Mahmood Bhatti**, Advocate Lahore High Court, were also present on this occasion.



European delegates snapped after holding discussions with UMT officials. Also seen in the picture Dr Faheem ul Islam, Dean SBE, and Rana Zamin Abbas, Assistant Professor

Dr Hasan Sohaib Murad stresses relative, innovative grading system

Rector UMT **Dr Hasan Sohaib Murad** shared his insight on 'grading and evaluation' through a presentation at the University campus on February 7, 2012. The presentation was attended by faculty members of the University.

Dr Hasan emphasized relative grading instead of absolute grading criteria. He said that a priori all participants are A+ unless proven otherwise.

Dr Hasan said that normally 40% is the passing percentage in the class but our method of assessment should be such that grading criteria and method should emerge from within the class. Dr Hasan urged the faculty members to adopt fair and transparent grading.

He recommended that sessionals should be shared before the finals for better results. He said that D grade should be made part of the grading system. He asked teachers to check graphical distribution of the grades for a given class to see if the grading curve is normally distributed. He added that graders can be appointed to assist teachers in evaluation if the number of students in a class is high.



Dr Hasan Sohaib Murad, Rector UMT, shares his insight regarding grading system at UMT

Dr A R Kausar conducts workshop on teaching effectiveness

Training workshop on teaching effectiveness was conducted by **Dr A Rashid Kausar**, Professor of Knowledge management and Pro Rector, UMT, on February 15 - 16, 2012 for the faculty members of School of Business and Economics, School of Social Sciences and Humanities, Institute of Audit and Accountancy, School of Professional Advancement, and Institute of Textile and Industrial Sciences. The workshop mainly focused on the importance of interaction between the participants and faculty within and outside the class. These interactions reflect towards the culture of enabling environment that fits with the objectives and goals of schools/institutes and their programs. Having a professional mindset, developing an appreciation of interdependence and respect for the values of pluralism and diversity of personalities/styles, will change altogether the milieu of the class room. Faculty members who change their locus of control from teacher to learner, from Sir to Server and from Manager to the Leader, will be remembered by the students. The Pro Rector also spoke on learning and leading, linear vs. cyclic learning model, learner's effectiveness variables, excellence in teaching / learning, profile of an excellent teacher, teaching as facilitated learning, assessing excellence and portfolio, becoming an effective learner, and becoming an effective teacher.



Dr A R Kausar, Pro-Rector UMT, interacts with faculty members during the workshop

Spring Ulmer conducts intensive workshop at UMT

The Center for English Language (CEL) at UMT organized a five-day series of rigorous workshop in fine-arts, literature and pedagogy. The training entitled, "World of Creative Writing, Literature, and Photography: An Intensive Workshop", was conducted by a scholarly figure, **Spring Ulmer**, of Norwich University, Northfield, Vermont USA. Ulmer's teaching and research competencies include African Literature; Composition and Rhetoric; Contemporary Art Issues; Cultural Studies; Feminism; Genocide: Literature and Theory; Journalism; Justice Studies; Creative Nonfiction; Poetics; Photography; Post-colonial Literature and Theory; World Literature.

The workshop began from March 12, 2012 and led a chain sequence of training till March 16, 2012. The first in the series was an exclusive schooling session for the faculty geared towards "Curriculum Preparation and Review for Composition Courses". This training turned out to be a great help for our teachers by providing valuable information and enlightening techniques to lead their department to success and acclaim. The remaining four sessions offered an intensive coaching in literary craft and the study of arts from a writer's perspective, providing students with an illuminating opportunity to strengthen professional skills and flourish as effective writers and artists.

The second in the series was a daylong exercise in "Creative Writing" with particular focus on poetry and fiction. With this in mind that we engage in the world where there is so much we want to or "need to" say but are ultimately left speechless, for what is on our mind sounds inexpressible, or

there are hesitations within us as we weigh one phrase against another and end up saying nothing. Ulmer, through her coaching in 'writing creativity' trained our students to use words for shaping thought. Another lesson on projecting mind into writing was carried out in the next session of "Essay Writing and Nonfiction". It tendered a practice in socio-political use of language for "dressing wounds with words". In other words, it offered training in how to produce writing for emotional catharsis in "the midst of genocide, environmental catastrophe, and economic devastation". This part of training proved instrumental in sharpening the analytical thinking and expressive ability of the students by giving them a shift from aesthetic to humane writing. In order to move from picture in words to words in a picture, the workshop was directed towards a session on "Photography". This piece of instruction attracted the highest number of

students who ended up getting polished in reading between and behind the sketch of an image. This was a remarkable attempt at producing creators of effective photo-essays at the university. Last but not the least, was a comparatively short yet equally valuable talk on "Contemporary American Literature". This session served as a lock to the chain that hooked up the whole week's intensive workshop on a note of cross-cultural comparison between contemporary America and Pakistan through the mirror of literature.

The success of this sequential workshop through which she shared a precious part of her knowledge with the faculty and participants of UMT has essentially reflected Ulmer's international reputation for academic quality, creative innovation, and professional value.

[Read Spring Ulmer's interview on page 17](#)



Participants of the workshop snapped with Spring Ulmer

Prof Otto Schmidt from Canada lectures on how to become an inventor

'The ages of dramatic change, as envisaged in the agricultural, industrial and information ages have given way to the age of creativity where competition is global and workers are empowered.'

This was stated by **Prof Otto Schmidt**, Principal Consultant for Educational, Personal Skills, and Creativity Development in Canada who was the guest speaker for a seminar on "How to become an inventor" organized by the University of Management and Technology (UMT), Lahore, at its campus on February 27, 2012.

Outlining the new realities of the age of creativity, Prof Schmidt said that gone are the days when people joined a company, enjoyed safe careers, and retired from the same company. Companies no longer make the same products; they diversify or die. He said that this age of creativity requires professionals who are first and foremost, people with uninhibited imagination coming up with new ideas and services. He said that Pakistan's position in the global economy is really at the tip; there is such a passion for learning and demonstrated capability for entrepreneurship among ordinary Pakistanis, that given the right training, the country may well develop into one of the wealthiest countries in the world. He added that innovation adds value at the national level: it

leads to technological readiness, imparts business sophistication, creates labor market efficiency, helps adapt to globalization, and turns knowledge and expertise into new products and services. The bottom line is to improve internally and outperform competitors. Prof Schmidt invited all the participants to join the three-part Innovation Project. Giving details of the project, he said that a School of Imagineers would be set up that will

Abid H K Shirwani, Director, External Affairs, **Rashid Hussain**, Director, Center for Entrepreneurship and Innovation (CENTIN), and **Dr Sajjad Shami**, Chairperson, Electrical Engineering Department, UMT, attended the seminar. Other high ranking UMT officials, faculty members and students attended the seminar in large numbers.

Sundus Nazir, Coordinator CENTIN, anchored the event. It may be noted that the seminar was organized as part of the ongoing efforts by CENTIN to promote entrepreneurship to strengthen the process of socio-economic development and empowerment of the disadvantaged sectors of society at the grass root level.

It is worth mentioning that Prof Schmidt has 39 years experience as certified member of Ontario College of Teachers including 26 years experience as a facilitator in the Toronto District School Board Gifted Program.

He is considered an expert in designing curriculum for highly intelligent students. He has designed a unique, new skills-based curriculum for a large Korean English Language school.

He has done tutoring and consulting work with gifted children ages 3+ and also with gifted adults.



Prof Otto Schmidt receives souvenir from Rashid Hussain, Director CENTIN, after giving an informative talk on the creative process of invention

teach learners to create new and exciting original products and services. In the second part, opportunities would be provided to take these inventions to select audience in unique shows and exhibitions. Finally, a national innovation and leadership center would be set up to manage the whole system. He said that this was a unique opportunity to harness the creativity of Pakistani youth and turn them into inventors whose ideas may well change the future of the world.

UMT Finance Club organizes seminar on financial risk management

The UMT Finance Club, Department of Finance, SBE and the Professional Risk Managers International Association (PRMIA), USA, jointly organized a seminar on January 16, 2012 on "Financial Risk Management" to enhance the knowledge of participants and other stakeholders in regard to the importance of risk management and its industrial aspects.

Khawaja Waheed Raza, Director National Bank Modarabah Ltd., was the keynote speaker for the event. He highlighted the significance of risk management in the banking sector and also motivated the participants to take it as a professional career. He ensured that risk management is the key to success today. Waheed Raza also explained the various forms of risks linked to the banking sector. **Tahseen Mohsan**, former Head of Credit and Evaluation, Grays Leasing Ltd, also expressed his views regarding financial risk management by sharing his practical experiences with the worthy audience. **Amir Ejaz**, President UMT Finance Club, SBE, was also a guest speaker in the seminar. He introduced PRMIA to the audience and shared some facts about the Association.

He explained how Professional Risk Managers' Certification will help them to polish their careers. Amir thanked and applauded **Abdul Rafay**, Chairperson, Department of Finance, for his untiring efforts to make University of Management and Technology a partner university of the PRMIA. Abdul Rafay is also the co-Regional Director of the PRMIA Lahore and Islamabad Chapters. The event was able to attract many stakeholders and the question and answer session depicted the success of the seminar. Participants showed keen interest in the relevant area of study.

M Mahmood Shah Khan, Convener UMT Finance Club, and other faculty members of the Department of Finance were also present on the occasion.



Mahmood Shah Khan, Convener UMT Finance Club, addresses the seminar. Seen on stage: Tehseen Mohsan, Khawaja Waheed Raza and Abdul Rafay

Raza Naeem from COMSATS presents ideology of Schumacher

Raza Naeem, Assistant Professor, COMSATS Institute of Sciences and Technology, was invited as a guest speaker on a seminar titled "Why Small is Beautiful" organized by the Department of Economics, SBE on January 4, 2012. A graduate in Development Studies from the University of Leeds, UK, Raza is a social scientist with specialization in social economy. The seminar started with recitation of some verses from the Holy Quran. **Dr Rukhsana Kalim**, Chairperson, Economics Department, gave the welcome note. The guest speaker presented the ideology of the British economist E F Shumacher and discussed the possibility of its application in developing countries. First published in 1973, Small Is Beautiful brought Schumacher's critiques of Western economics to a wider audience during the 1973 energy crisis and emergence of globalization. The Times Literary Supplement ranked Small Is Beautiful among the 100 most influential books published since the Second World War. The seminar was attended by all the faculty members and students of the Economics Department who took keen interest in the topic and asked many questions. The seminar ended with the presentation of shield to **Raza Naeem** and the vote of thanks by Dr Rukhsana Kalim.



Dr Rukhsana Kalim, Associate Dean (Research) SBE, presents UMT souvenir to Raza Naeem, Assistant Prof COMSATS

Asif Farooki speaks on commercial viability of SWM

The Center for Entrepreneurship and Innovation (CENTIN) at UMT invited **Asif Farooki**, CEO, Waste Busters, as the guest speaker in a seminar on waste management. Most of us do not take solid waste management seriously. However, Asif changed everyone's perception regarding waste management. He started his presentation with a real time video about his business. He said that solid waste management industry is non-existent in Pakistan as it is considered to be the responsibility of municipalities. However, there are serious shortfalls in service delivery on part of the government due to lack of resources. Farooki said that he foresaw commercial opportunities in local government service delivery and launched the Lahore Sanitation Program through his company, Waste Busters. Explaining the business process, Farooki said that the company collects organic and inorganic waste. Organic waste comprises mostly of kitchen waste, garden clippings, animal dung, etc. This waste is processed into organic fertilizer through bio-composting. This fertilizer is used for soil enrichment and enhancing the yields of crops through better utilization of the nutrients in the soil. The inorganic waste is sorted at the MRF and picked out by workers on the sorting belt. The waste is stored into plastics, paper, glass, metals, nappies / rags, PET bottles, Tetrapak and bones. The sorted waste is sold to respective industries and some of the waste is recycled at the in-house plant to make products such as plastic wood and tetra sheets. Cement industry is one of the biggest customers of sorted waste. He said that his company plans to open waste banks in various places where people can submit their waste and get paid in return. At the end, Dr Hasan shared his views with the audience. He also presented a souvenir to Asif Farooki. **Rashid Hussain**, Director, CENTIN, thanked all the faculty members and participants of the seminar. Earlier, Asif Farooki was warmly welcomed by **Dr Hasan Sohaib Murad**, Rector UMT, **Dr A R Kausar**, Pro-Rector UMT, the CENTIN team, and SBE faculty members.

It is worth mentioning that Asif is the pioneer of private sector participation in solid waste management sector of Pakistan. He holds a Masters Degree in Environment Engineering from Northwestern University, USA. He has earned several prestigious awards including the Best Practices Award by the UNDP and the Urban Governance Initiative Award by the World Bank. His model of a low cost sustainable solution in waste management is now being used in several municipalities in Pakistan and is now being offered to other developing countries. He is currently serving as an advisor to the Ministry of Environment.



Asif Farooki, CEO, Waste Busters, explains the solid waste management concept to the participants of the seminar

Department of Special Needs Education organizes workshop on planning and execution of IEP

The Department of Special Needs Education, School of Social Sciences and Humanities (SSS&H) organized a two-day workshop on "Planning and Execution of Individualized Education Program" on March 5-6, 2012. The resource persons of the workshop included **Asmaa Nouman**, **Amna Arif**, **Fozia Mushtaq** and **Zahida Praveen**. Dr Abdul Hameed, Dean SSS&H, shared his views and experiences on dealing with diversity and catering for diverse needs through Individualized Education Program (IEP). According to him, IEP is the only solution coping with the requirements of the students with special needs. It is equally applicable in special and regular (inclusive) schools. He added some examples of inclusive education from our religious practices. He added that education entails transferring cultural norms and values to the next generation. As such, the role of the teacher is especially important in preserving national and cultural identity among the various groups comprising the society.



Dr Abdul Hameed, Dean SSS&H, shares his views on Individualized Education Program (IEP) with faculty members

Dr Abdul Hameed contributes to UN conference on disability and development in Bangkok

Dr Abdul Hameed, Dean, School of Social Sciences and Humanities, UMT, joined top policy makers and activists from around the world at a major international conference to help create a future where people with disabilities are at the heart of education, employment, and international development program.

Dr Abdul Hameed joined delegates from over 50 countries at the Disability-Inclusive MDGs and Aid Effectiveness Conference held in Bangkok, Thailand from March 14-16, 2012. LCDDP is also a member of the Leonard Cheshire Disability Global Alliance, a network of disability organizations in 54 countries.

For three days, high-level representatives of the UN and World Bank came together with campaigners and organizations such as LCDDP, and discussed how to make disability central to international development. Crucially, they explored 'what next' when the UN's Millennium Development Goals come to an end in 2015.

Commenting on the outcome of the conference, Dr Abdul Hameed said, "In every country in the world, people with disabilities are likely to be the poorest members of society, yet they are also the most likely to be forgotten in education, employment and aid programs. I am delighted to have taken part in this conference that will lead to real actions and real future change."

The conference was co-organized by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) and Leonard Cheshire Disability.

It may be noted that in almost every country surveyed, unemployment rates for persons with disabilities are higher than for those without disabilities. Of the 67 million children now out of school worldwide, a third have disabilities. Despite these shocking statistics, there was no mention of persons with disabilities in the UN's blueprint for international development, the Millennium Development Goals (MDGs) when they were first launched in 2000. This was only rectified ten years later.



Dr Abdul Hameed, Dean, SSS&H, attends international conference co-organized by UNESCAP and Leonard Cheshire Disability

Ang Kwee Tiang talks about protection of IP rights

The Center for Law and Policy (CLP) and Intellectual Property Organization of Pakistan (IPO) jointly organized a talk on March 8, 2012 titled "Protection of IP Rights and the Role of Collective Management Organization," for artists, art students, and lawyers. The speaker was **Ang Kwee Tiang**, Regional Director, International Confederation of Societies of Authors and Composers (CISAC), Singapore. He started by explaining the concept of intellectual property, its kinds, and relevance to art. He then explained the various measures that have been adopted in different developed countries for the protection of artists. He focused on the concept of Collective Management Organization (CMO) and highlighted its importance for Pakistani artists.

This was followed by a question and answer session during which Tiang and the audience discussed a wide range of issues related to IP and art.



Ang Kwee Tiang, Regional Director, CISAC, discusses intellectual property rights at the UMT campus

ROA between CLP and IPO

The Center for Law and Policy (CLP) and Intellectual Property Organization of Pakistan (IPO) signed a Record of Arrangement (ROA) on January 21, 2012 in order to initiate and promote academic cooperation and interaction between the two. This cooperation aims to foster collaboration and facilitate advancement of knowledge on the basis of reciprocity, best effort, and mutual benefit. Recognizing their common advantage in setting up and developing academic collaboration, CLP and IPO have agreed to:

1. Conduct joint awareness raising sessions regarding intellectual property issues and topics;
2. Jointly organize seminars, conferences, and/or workshops on intellectual property issues and topics;
3. Jointly propose and engage in research programs/projects regarding intellectual property issues and topics; and
4. Allow reciprocal access to research facilities, like libraries, electronic resources, etc.

Sajjad Ahmad Bhutta, Director General, IPO, signed the ROA on behalf of IPO, whereas, **Syed Imad-ud-Din Asad**, Director, CLP, represented the Center. **Muhammed Khurram**, Director Legal, IPO, was also present on the occasion.

It must be mentioned that CLP is the first academic organization to enter into a formal arrangement with IPO.



Sajjad Ahmad Bhutta, Director General, IPO, and Syed Imad-ud-Din Asad, Director, CLP, sign the ROA between their respective organizations

TV program on media and culture recorded at UMT

The Media and Communication Department at the School of Social Sciences and Humanities (SSS&H) at UMT arranged television program recording on March 1, 2012 on the topic "Media and Culture". The guest speaker was well renowned columnist, poet and CSS Officer **Orya Maqbool Jan**. He discussed the history of different cultures and their impact through media on Pakistani culture and society. He said that Islamic culture was rich, diverse and dynamic. He added that the world owed some of the most important inventions in different historical periods to Muslims inventors. He criticized the bias of some Western authors who changed the names of Muslim inventors in their textbooks just to deny them credit for their works.

At the end, a detailed questions and answer session was held during which the guest speaker appreciated the enthusiasm of the audience. **Prof Dr Abdul Hameed**, Dean SSS&H, and faculty members Rashid Khan (Lecturer, Media and communication), **Raza Ullah** (Assistant Prof, Sociology) and **Muhammad Haneef** (Research Assistant, Sociology) were also present on the occasion.

The purpose of the lecture was to impart media awareness to the students of media and communication about the process which involves studio recording, television anchoring, and crew responsibilities on the floor during the recordings and also the strategy to interact with the anchor person both as the audience and as a part of recording crew.



Renowned columnist Orya Maqbool Jan, discusses effects of media on culture in a seminar held at UMT

UMT News Talks to Dr Ahmad Raza, DEO, Rescue 1122, Lahore

UMT News: Most people would have preferred to pursue a career in medicine alone. What made you choose to devote your time to civic service, especially in terms of public safety?

Dr Ahmad: I happened to closely see various countries of the world especially United States of America, Europe and Japan, I profoundly impressed by their civic life and their passion to serve fellow human beings. I also came to see modern emergency services working out there. I felt desperate about this neglected health care sector in Pakistan so I decided to join this noble cause of serving humanity and my beloved homeland.

UMT News: You are pursuing your Executive MBA at UMT. How will this help you in your professional life as a doctor and DEO, Lahore?

Dr Ahmad: It will definitely be proved very fruitful for me being at top ranked administrative position in an organization providing medical care and rescue service. Being doctor I can better understand and handle departmental work and issues on other hand, holding master degree in management make a quite appropriate combination to my nature of job as district administrator.

UMT News: As a society, we lack basic civic sense and responsibility and this is manifested in public behavior. How can these attitudes be changed?

Dr Ahmad: Rescue 1122 is perusing it through its community training program in which community is not only provided with training to handle emergencies but it also help people how by adopting few precautionary measures they can avoid emergencies from occurring at all. Community Based Disaster Preparedness program is also underway in this connection.

UMT News: How can we engage our youth in volunteering for social and civic service?

Dr Ahmad: Parents and teachers can play fundamental role by making there minds from starting. Moreover, organizations serving such noble cause should offer volunteer training and paid internship programs to students while encouraging them awarding certificates etc.



Government can also draw policy for training and volunteer work sessions compulsory either for all citizens or for students only. It will help making people's mind.

UMT News: You are working with UMT staff and officials for creating a Rescue 1122 unit on standby at UMT. What progress has been made so far in this effort?

Dr Ahmad: We have chalked out every thing and soon Rescue 1122 will be conducting training of UMT students and faculty so that UMT can establish its own medical unit there. According to UMT management information an ambulance will also be provided for the campus by them soon.

UMT News: What type of training will be given to Rescue 1122 unit members from UMT?

Dr Ahmad: UMT members will be given training of Basic Life Support by Rescue 1122.

UMT News: Are female members eligible for such training as well?

Dr Ahmad: Yes. There is no gender discrimination at all for this training course

UMT News: Do you agree that students, faculty members and staff are more aware of the great work being done by Rescue 1122 units across Lahore as a consequence of your getting the Tamgha-e-Imtiaz?

Dr Ahmad: No way to disagree. However more awareness should be emphasized at various levels so that goal to establish a well-versed and safe community can be achieved.

UMT News: Civic service obviously addresses a wide range of activities affecting the environment, public safety, disaster/emergency relief, etc. How well equipped is Lahore city in dealing with such situations as compared to its level of preparedness a decade ago and what more needs to be done in this regard?

Dr Ahmad: Lahore city was not so well-equipped and well-prepared in dealing situations of emergencies in the past as it is today. But much more is required to do in this connection firstly identification and then elimination of potential hazards deeply rooted across the whole metropolis. It is fact that even the resourceful country may fail to overcome disastrous emergency situation. Therefore precautionary measures to avoid happening of emergency condition is inevitable. That's the thing Rescue 1122 is thriving to do. We have surveyed commercial and industrial zones of Lahore and have identified the potential hazards. Recommendations/ suggestions have also been moved to concerned authorities for actions. Under Rescue 1122 things are getting better.

UMT News: Rescue 1122 District Lahore has signed MoU with Lahore Chamber of Commerce and Industry and Lahore University. Tell us what this means for the people of Lahore.

Dr Ahmad: MOU among Rescue 1122, University of Lahore and Lahore Chamber of Commerce and Industry is also an effort to bring people of Lahore together to work for safe and risk free Lahore. A resolution has been passed in order to take practical steps to make community safe and risk free. These stakeholders will provide all kind of support to Rescue 1122 in its mission to create safe communities.

UMT News: What is your personal message to the youth of Pakistan in terms of making a meaningful contribution to society?

Dr Ahmad: Be prepared for imparting your contribution to your society. Future is yours and you need to make it secure for yourself.

DITC arranges seminar on Occupy Wall Street Movement

The Department of Islamic Thought and Civilization invited **Prof Ghalib Ata** from Punjab University and **Prof Nadeem Chaudhry** from COMSATS as guest speakers in a seminar on the 'Occupy Wall Street Movement - Causes and Solutions' on January 5, 2012.

Prof Nadeem Chuadhry gave an introduction of the movement which is being widely perceived as a threat to capitalism. Occupy Wall Street is a people-powered movement that began on September 17, 2011 in Liberty Square in Manhattan's Financial District, spread to over 100 cities in the United States, and led to actions in over 1,500 cities globally. It is fighting the corrosive power of major banks and multinational corporations over the democratic process, and the role of Wall Street in creating an economic collapse that has caused the greatest recession in generations. Prof Nadeem said that this is a leaderless resistance movement with people of many colors, races, and political persuasions. The advocates of this movement raise the slogan that we are the 99% and will no longer tolerate the

greed and corruption of the 1%. Another important feature of this movement is the use of tactics of the Arab Spring uprising to achieve their ends and encourage the use of nonviolence to maximize the safety of all participants. The campaigners of this movement say that we want to see a General Assembly in every backyard and on every street corner because we don't need Wall Street and we don't need politicians to build a better society. At the end of his lecture he said that at this stage it is not clear where this upheaval will lead to but we must develop our response in Islamic perspective.

Ghalib Ata, Instructor of Development Management, Institute of Administrative Sciences, Punjab University, Convener Think Tanks – PEF, Ex-Director R&D, LCCI, University of the Punjab, delivered a lecture on "Control & Zenith of Capitalism: Energy Politics and Economic Impact". He introduced the capitalist system with its salient features and also presented a comparison with the Islamic Economic System. In his presentation, he gave statistics of the distribution of energy

sources in the world. He elaborated the big game of great powers of the world in the region and supported his arguments with maps. He also presented an eye opening data on current energy crisis and its causes in Pakistan.

Dr A R Kausar, Pro-Rector UMT, gave the concluding remarks. He also presented souvenirs to the guest speakers and appreciated the initiative of the Department of Islamic Thought and Civilization. The event was hosted by Rana Zamin Abbas and was attended by a large number of students and faculty members, particularly from the School of Business and Economics (SBE).



Prof Ghalib Ata from Punjab University discusses the capitalist system and its comparison with the Islamic economic model

CSCR and OSCC organize supply chain video competition

The Center for Supply Chain Research (CSCR) in collaboration with Operations and Supply Chain Club (OSCC) organized supply chain video competition among students of Managing Supply Chains classes at MBA level on January 13, 2012. The event was attended by more than 130 participants from the industrial sector as well as UMT faculty members and students. The proceedings began with recitation of some verses from the Holy Quran by **Ahmad Afzal**, President OSCC, UMT. **Abiha Syed**, Research Associate, CSCR, welcomed all participants and explained the rationale of this competition which was to depict any concept of supply chain management, whether in the manufacturing or the service industries in a supply chain sequential manner through a video shoot of approximately 4-5 minutes. Through this activity, students got a chance to analyze the supply chain processes and understand the significance of the interdependence and integration among the basic supply chain processes. It was decided that top 5 videos would be placed on the website of CSCR, OSCC and Department of Operations and Supply Chain. Web viewers would get a chance to see what the companies in Pakistan are doing with respect to supply chain management implementation. **Abiha Syed** also introduced honorable jury members: **Ahsan Uddin Ghias**, FCIT, MBIM, Director LMS and Industrial Project, DHL Global Forwarding, **Iftikhar Ahmed Khan**, Logistics Manager, Packages Ltd., **Malik Tassawar Hussain**, GM Supply Chains, Millac Foods and **Ahmad Sharjeel**, Supply Chain and Logistics Manager, Coca Cola Export Corporation.

There were 17 participant groups. Each group consisted of 5-7 students. Each group presented an idea and played the video. Every contestant brought creativity and portrayed it into a 3-minute video which was commendable. An evaluation sheet was given to the judges and different scorers were allocated to each remark. **Ijaz Yusuf**, Director, CSCR addressed the participants. He appreciated their efforts and thanked jury members for their cooperation. He also announced the top 5 positions. The certificates and prizes were distributed among the winning teams by the respectable judges.

At the end, **Asher Ramish**, Director, Graduate Studies, concluded the event and congratulated the winning teams. Moreover, he commended the efforts put in by all participants. He thanked the jury members for sparing their time and being a source of motivation for all the students. The shields were presented to the judges by **Kamran Rashid**, Chairman, OSCC. The event ended with light refreshments for the participants who enjoyed themselves and interacted with each other informally.



Jury members and audience applaud as contestants of the competition showcase their videos

CSCR holds supply chain game competition

The Center for Supply Chain Research (CSCR) organized an intravarsity supply chain game competition on January 20, 2012. This event was conducted by **Asher Ramish**, Assistant Professor, Supply Chain Management and Director, MBA Program. The supply chain distribution game is a simulation of a supply chain with four co-makers. First of all the retailer has to fulfill the end consumer's orders. The wholesaler has to fulfill the retailer's orders. The distributor has to fulfill the wholesaler's orders. Finally, the factory has to produce units to fulfill the distributor's orders. A total of 22 participants took the role of co-maker and based on their current stock situation and customer orders, decided how much to order from their suppliers. The game proceeded in weeks. Every week, each supply chain group out of a total of 4 groups had to proceed with the steps according to the case instructions. All co-makers had a common goal: minimizing costs for capital employed in stocks while avoiding out-of-stock situations. The surprising results of the simulation explained inefficiencies of supply chains known as the Bullwhip Effect.



Participants of the supply chain game competition caught on camera in one of the sessions

Good Luck Dinner for SBE participants

The School of Business and Economics organized Good Luck Dinner for final year participants on January 11, 2012. The event was a self financed activity by the final year participants and the SBE faculty. Participants and faculty both showed keen interest in hosting this event and setting a standard for the future. **Dr Hasan Sohaib Murad**, Rector UMT, graced the event along with **Nasir J Chaudhry**, Managing Director, Medipak Ltd. The students put up a great show that consisted of plays, parodies, and awards for teachers and students. The show was complemented by light music. The worthy Rector addressed the audience and emphasized the importance of making a smooth transition from academic to professional life, along with the importance of focusing on the goal that one has in mind during student life. **Nasir J Chaudhry** also addressed the students. He explained the key elements that students need to develop in themselves and apprised them of what the corporate world looks for while hiring. The Good Luck Dinner was a fun-filled activity that enabled the students to interact with faculty in a friendly environment. It filled the gap created by lack of such events in the previous semesters. More importantly, it raised the bar for the future graduates in terms of organizing better events.



SBE students snapped during the memorable event

PsychSoc UMT members Adeel Sheikh and Ayesha Siddique bag prizes in BNU poster competition

Members of PsychSocUMT (Psychology Society) enthusiastically participated in Mental Health Activities celebrated at Beaconhouse National University (BNU), Lahore. The theme of this year's inter-universities poster and quiz competition was "Promoting wellbeing, resilience, hope and optimism". A total of 8 universities from Lahore participated in the competitions. In quiz competition participants were **Saba Riaz**, **Ayesha Siddique** and **Marium Javaid Bajwa**. In poster competition, the participants were **Adeel Sheikh**, **Ayesha Siddique**, **Rumaisa Dastgir**, **Saba Riaz**, **Rameesha Naureen**, **Fatima Zaidi**, **Nadia Mehmood** and **Zainab Javaid**.

A total number of 4 posters were submitted from UMT. **Adeel Sheikh** won the 1st prize and **Ayesha Siddique** won the 2nd prize in the poster competition. It is indeed a matter of great honor and pride for all of us that our students have done us proud at inter-university level.



Adeel Sheikh and Ayesha Siddique receive the 1st and 2nd prizes from Sartaz Aziz, VC BNU

New team of UMT IEEE Student Chapter takes charge

Institute of Electrical and Electronic Engineers (IEEE) is the world's largest professional association with branches in every region of the world. IEEE UMT is affiliated with the Lahore Section, Region 10, and has been operational since 2007. It organizes seminars, workshops, technical competitions and industrial visits.

After due selection process the new UMT IEEE Student Chapter has been formed. Office bearers comprise of **Hassan Tariq** (081220176), Chair, **Azeem Iqbal** (081220179), Vice Chair, **Rabia Ejaz** (091420385), General Secretary, **Aqeel Tariq** (081220071), Treasurer, **Mehran Hanif** (081220218), Executive, **Usman Inayat** (081220078), Executive, **M Sohaib Saad** (081220203), Executive, and **Bilal Amjad** (081220135), Executive.

Speakers discuss challenges to law enforcement in Pakistan

Harvard Alumni in Pakistan, Ivy League Alumni in Pakistan, and Center for Law and Policy jointly hosted a panel discussion on challenges to law enforcement in Pakistan on March 10, 2012. The panelists included **Sarmad Saeed Khan**, Additional Inspector General, Punjab Police, Rashid Mahmood, District Coordination Officer, Khanewal, **Rana Sajjad Ahmad**, Advocate, High Court, and **Syed Junaid Arshad**, Deputy Director, Federal Investigation Authority.

Starting the discussion, Khan gave an overview of police reforms and the various challenges faced by the police. He emphasized that governments, legislators, and policymakers have never given due attention to this department. Consequently, police performance is seldom up to the mark. He, however, stressed that the police can do the job well if they are provided proper support and facilities. In this regard, he gave the example of Pakistan Motorway Police which is considered an efficient force.



Syed Imad-ud-Din Asad, Director CLP, shares his views with the panel. Also seen on stage (R to L): Rana Sajjad Ahmed, Advocate, High Court, Rashid Mahmood, DCO, Khanewal, Sarmad Saeed Khan, Additional IG, Punjab Police, and Syed Junaid Arshad, Deputy Director, FIA

Rashid Mahmood, based on his experiences as an administrator, discussed why the police do not enjoy the same respect in Pakistan as in certain other countries. He generally agreed with the comments made by Saeed Khan.

Rana Sajjad Ahmad, on the other hand, was of the view that the reason for the poor performance of our police is not just the lack of resources, but it is the inefficiency and lethargy of the police officers. In his view, what is needed is a strong commitment to duty and excellence.

Syed Junaid Arshad spoke about his recent experiences in Balochistan as District Police Officer. He explained the difficulties that he and his fellow officers had to face in order to maintain law and order.

This was followed by a question and answer session during which the panelists and the audience discussed a wide range of issues related to law enforcement in Pakistan.

In the end, **Syed Imad-ud-Din Asad**, Director, CLP, thanked the panelists for sharing their views with the audience that comprised of academics, lawyers, bureaucrats, and students.

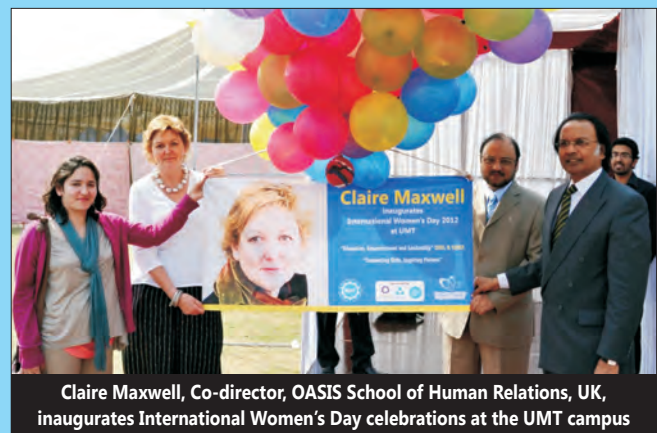


Audience listen to the proceedings of the panel discussion

Pictorial Highlights



Dr Hasan Sohaib Murad, Rector UMT, addresses new entrants of the Spring 2012 semester



Claire Maxwell, Co-director, OASIS School of Human Relations, UK, inaugurates International Women's Day celebrations at the UMT campus



Dr Faheem ul Islam, Dean SBE, and Tauqir Khan Lodhi, President Global Research and Facilitation Council (GRFC), sign MoU between CSCR and GRFC respectively



Dr Hasan Sohaib Murad, Rector UMT, awards souvenir to Nasir J Chaudhary, Managing Director, Medipak Ltd after the SBE Good Luck Dinner



UMT alumni enjoy the informal get-together at their alma mater during the Homecoming 2012

1st YOUTH CARNIVAL

The Center for Globally Responsible Leadership (CGRL) organized a youth carnival at the UMT campus. Apart from being a source of entertainment and fun, the event demonstrated youth empowerment in practice as all the arrangements were made by the students who were supported in these efforts by the faculty members.

The youth carnival was attended by scores of visitors including UMT students, staff and faculty members. **Dr Hasan Sohaib Murad**, Rector UMT, **Dr A R Kausar**, Pro-Rector UMT, **Mohammad Nazim**, Director General CGRL, heads of various support offices and other high ranking UMT officials participated in the event. **Dr Faheem ul Islam**, Dean SBE, joined the students in the carnival, appreciated their efforts and encouraged them to plan such events for the future as well.



Dr A R Kausar, Pro-Rector UMT, visits stalls at the carnival



Visitors enjoy themselves at the carnival

Social Welfare Society builds awareness on drug abuse

The UMT Social Welfare Society organized and participated in various projects in the city. These activities proved to be great learning experiences for students. A seminar on "role of youth in prevention of drug abuse and responsibilities of stakeholders" was organized by the Society on March 22, 2012. The speakers on this occasion were **Imtiaz Ali**, Director, Youth Right Movement, **Khalid Dher**, Advisor and Facilitator of British Council, **Tayyeba Rasheed** from Punjab Aids Control Program and **Major Nadeem Abbas**, Head, Drug Free Lahore Project. The seminar focused on how the youth may play their role in protecting their peers from the drug menace.



Major Nadeem Abbas, Head, Drug Free Lahore Project, explains how the youth may play their role in preventing drug abuse

UMT wins Intervarsity 7's Rugby Championship 2012

The Office of Participants Affairs (OPA) organized the 1st UMT 7's Rugby Championship on March 1, 2012. A total of 8 teams participated. These included UMT, Punjab University, Defense Degree College, GC Jallo, Garrison Academy, UCP, Lahore Garrison University, and LSE. UMT won the championship after beating UCP in the final match by 25:0 score. The third position was awarded to LSE. Muhammad Abdullah, Captain of UMT Rugby team was declared the best player of the tournament. Rector UMT **Dr Hasan Sohaib Murad** and President of Pakistan Rugby Union **Fowzi Khawaja** were the chief guests of the closing ceremony. Guest of honors included **Rana Iftikhar Ahmad**, Director Participants Services, **Noor Aslam Khan**, Head OFM, **Tariq Niazi**, Director Sports DHA, and **Khuram Haroon**, General Secretary PRA.



UMT Rugby team snapped with the winner's trophy

OFM Tigers win Tape Ball Cricket Tournament

The 4th UMT Employees Tape Ball Cricket Tournament 2012 was organized by the Office of Human Resources (OHR) on February 16-18, 2012. A total of 16 teams participated in the tournament. These included Strikers XI (OTR), IAA Professionals (IAA), Silver Hawks Reloaded (SST), Xeon (OIT), OFM Tigers (OFM), IPC Shaheens (IPC), OCE 11 (OCE), Lahore Badshah (OFM), Stars XI (OFM), Social Tigers (SSS&H), UMT Royal (SBE), Fonatics (SBE), SST Pirates (SST), Gladiators (ORG), Afridi 11 (OFM), and UMT Eagles (ASU). The first semi final was played between UMT Eagles Vs OFM Tigers. The second semi final was played between Fonatics Vs Strikers XI. OFM Tigers and Strikers XI reached the finals. OFM Tigers won the final match. It may be noted that they have won the tournament fourth time consecutively. Strikers XI stood runner-up. UMT Eagles beat Fonatics and stood second runner-up. **Adnan Ali** of OFM Tigers was declared man of the match of the final match. **Hamid Asif** of Fonatics was declared Man of the Series. He scored 140 runs and took seven wickets. **Mehboob Hussain** of OFM Tigers was the Best Batsman of the Tournament. He scored 219 runs. **Muhammad Saeed Ashraf** of OFM Tigers was declared the Best Bowler of the Tournament. He took nine wickets.

Salman Saeed Qureshi, Registrar, UMT, **Ahmad Abdullah**, Head OHR, **Noor Aslam Khan**, Head OFM, **Dr Tashfeen Azhar**, Professor, SBE, and **Saleem Ata**, Assistant Professor, SST, were the chief guests at the final match. The 4th UMT Employees Tape Ball Cricket Tournament 2012 attracted the attention of the entire UMT staff and most of them either took part in the event or turned up in the ground to cheer their favorite teams.



UMT Employees try their hand at cricket: a batsman takes aim at the coming ball

UMT participates in UCL Sports Fiesta

UMT Cricket, Football, Volleyball and Table Tennis teams participated in UCL Sports Fiesta held from February 27-March 4, 2012. Other participating teams included LSE, Fast NU, COMSATS, UCL, KIMS, KEMU, LUMS and LGS. Cricket matches were played at Model Town Whites cricket ground. UMT Beat LGS, COMSATS and LSE. Final match was played in flood lights; UMT Cricket team won the final against LSE by 5 runs. It may be noted that UMT Table Tennis team was declared the runner-up of the Table Tennis UCL Sports Fiesta, 2012.



UCL Principal Dr Asad presents the winner's trophy to the UMT Team

UMT Pride wins Rector Cup 2012

The UMT Sports Club and Office of Participants Affairs (OPA) organized Rector Cup -11th UMT Cricket Tape Ball Tournament at the UMT Cricket ground on January 4-9, 2012 .Top 16 teams qualified for the final round of the five day event. The teams included: UMT Pride, Musketeers, PIRATS, Desi Boys, Azad XI, Mascot XI, Gabbar XI, Super Lions, UMT Warriors, Boom Boom, Star XI, Zalim Kunal, Warriors, Disco 82, Rugby XI and Strikers.

UMT Pride captained by **Umer Riaz** won the tournament while Musketeers captained by Usman Butt secured the second position. **Dr A R Kausar**, Pro-Rector UMT, was the chief guest of the prize distribution ceremony. He gave trophies to the captains of the winning and runners-up team. **Rana Iftikhar Ahmad**, Director OPA, **Imran Zahid**, Head OIT, and **Sohail Aslam**, Chief Library Officer, distributed medals to the players of the teams that made it to the final matches. Trophies were sponsored by Shezan International Limited.



The winners proudly hold up the trophy awarded to them by Dr A R Kausar, Pro-Rector UMT

UMT Sports Club holds Football Championship 2012

The UMT Sports Club organized Fut Thrill - 3rd UMT Football Championship on January 10-14, 2012. After a thrilling contest, the top eight teams competed against each other. These included Chelsea FC, GGMU, Hi Octane, Langry 7, Warriors FC, Paindy, Wailey FC, and Spartans. After a thrilling contest, former champions HI Octane and the former runners-up GGMU faced each other in the final match. No team could score in the given time so the decision had to be made on penalty shootouts. After an exciting round of penalty shootouts, GGMU defeated HI Octane and was declared the winner of 3rd UMT Fut Thrill Championship under the captaincy of **Bilal Shaheen Mohammad Umar** was considered to be the best player of the tournament.



Players fight for the ball during the football match

Rai Muhammad Naeem bags third position in HEC Athletics Championship 2011-12

Rai Muhammad Naeem Abbas student of BS Social Sciences, won two Bronze Medals (3rd Position) in HEC All Pakistan Intervarsity Athletics Championship held in Sports Complex, Islamabad on March 11-14, 2012. He participated in Long Jump and Triple Jump events. Rai Muhammad Naeem was also awarded University Color last year.

It may be noted that a total of 42 Universities participated from all over Pakistan in this championship.



Rai Muhammad Naeem leaps for the bronze

Rugby: Delhi Lions beat Lahore Rams

Pakistan Rugby Association and UMT Sports Club organized Pak India Rugby Match at UMT Greens on January 12, 2012. Six players from UMT rugby team also played from the Pakistani side. Chief guest **Rizwanullah Khan**, General Manager Coca Cola Pakistan, **Dr Hasan Sohaib Murad**, Rector UMT, **Fawzi Khawaja**, President PRU, **Arif Saeed**, Sec PRU, and other officials met the teams. A big crowd turned up to see the match. At the end, Delhi Lions Rugby Club beat Lahore Rams by 19-14.

The visiting team got off to a good start in the first half. **Autar Manu** managed a tri-score getting five points and then Devender scored another tri-score. Sarib scored a conversion and got two points. Lahore Rams added two tri-scores in which **Haji Anwar** was instrumental. In the second half, both the teams played a splendid game but Devender managed a tri-score again. From Lahore, Haji Anwar also secured another a tri-score.

Finally, shields were presented to captains of both teams by Rizwan ullah Khan and Dr Hasan Sohaib Murad.



Lahore Rams and Delhi Lions fight it out during the match



Rugby teams snapped after the grueling match. Also seen in the picture, Dr Hasan Sohaib Murad, Rector UMT and Rana Iftikhar Ahmad, Director Participants Services

UMT Employees Badminton Tournament 2012

The UMT Employees Badminton Tournament 2012 was organized by the Office of Human Resources (OHR) on February 2-3, 2012. A total of 32 single players and 12 double teams participated in the event. The first semi-final of Badminton Singles was played between **Attique-Ur-Rehman**, OIT vs **Shakeel Ahmad**, OTR. The second semi-final was played between **Muhammad Usman**, ORG vs **Muhammad Faiz**, OIT. After an exciting competition, **Shakeel Ahmad**, OTR, and Muhammad Usman, ORG, made it to the final match. Shakeel Ahmad won the final match after an exciting game and was declared champion of the Tournament consecutively for the second time. Muhammad Usman stood runner-up.

The first semi-final of Badminton Doubles Event was played between Aqeel Sabir Khan, OHR, and Shakeel Ahmad, OTR, vs **Muhammad Kaleem**, ORC, and **Mahr Yaqoob**, OCM. The second semi-final was played between **Attique-ur-Rehman**, OIT, and **Faisal Imran Khan**, OCE, vs **Kamran Rashid**, SBE, and **Haris Aslam**, SBE. After thrilling competition, the team comprising of **Aqeel Sabir Khan** and **Shakeel Ahmad**, and that of Attiq-ur-Rehman, and Faisal Imran Khan, made it to the final match. Finally, **Aqeel Sabir Khan** and **Shakeel Ahmad** OTR won the tournament consecutively for the second time while Attiq-ur-Rehman and Faisal Imran Khan stood runners up.



UMT employees snapped during one of the badminton matches

Spring Ulmer, from Norwich University, Northfield, Vermont USA was at UMT on the invitation of the Center for English Language. Ulmer's teaching and research competencies include African Literature; Composition and Rhetoric; Contemporary Art Issues; Cultural Studies; Feminism; Genocide: Literature and Theory; Journalism; Justice Studies; Creative Nonfiction; Poetics; Photography; Post-colonial Literature and Theory; World Literature. UMT News interviewed her.
Excerpts

UMT News: You have such an impressive portfolio – from photography to literature and poetry – what is your first love and why?

Ulmer: I am surprising myself by saying my first love is poetry—surprising, because I have been mostly writing nonfiction for the past few years. Photography is a love of a different kind; it is as if it stands alone and apart, happily occupying a part of me that writing can't touch for some reason. I am occupied by photographs; they live inside me. Poems seem to swim around, unbearably and utterly beautifully out of focus; all the more enticing because of how elusive they are. Poems do not demand anything but silence. Poems are made up of slivers and slices, of pomegranate seeds, empty shoes at temples, and horrifying madness. They make life livable in that they release their power all of a sudden, but take living with, trying on, befriending. They are the moss on my parents' roof top. A green life. Poetry wins, because it also was my first love; I wanted to write poetry very badly as a young person. It taught me that I could find solace, that it would remain a handrail; it offered me a sense of self, when nothing else did or could.

UMT News: Apart from your professional accomplishments, which are considerable, what stands out is that you grew up in the woods in a house without electricity in the USA. Why was that?

Ulmer: My parents were political activists. They met in Nigeria, then returned to the United States to partake in the Civil Rights Movement. They championed the cause of the poor, and their decision to live rurally, to grow their own food, and to build their house with their own hands, and to live simply has much to do with their political outlook and love of the environment. I mention that I grew up this way, because it made me who I am—someone who didn't grow up watching television; instead, I read all the time, and when I wasn't reading I was playing in the woods. Without this background, I don't think I would be a poet.

UMT News: Part of this workshop was intended for faculty members in terms of developing and teaching composition courses. What is the difference, if any, between pedagogical practices here and current developments in the US?

Ulmer: I can only speak of working with the teachers in the CEL program, as I did not meet with any of the other faculty or departments at UMT. CEL is a new program. Naveed Alam has created this program to best serve the needs of ESL students and those interested in the study of writing and English literature. Teachers in the CEL program speak of personalizing what they teach—this is very similar to how English composition courses are taught in the US. We, however, don't have as many ESL students or students with diverse language backgrounds. CEL instructors are presently engaged in brainstorming how to embrace students' indigenous languages in their classrooms, as well as in dreaming up interdisciplinary courses. These are great new developments.

UMT News: What is your take on the critique that North American literature does not sufficiently address political or social concerns and why, in your opinion, is this criticism being leveled against it?

Ulmer: I am the one leveling this criticism against North American literature, primarily because I feel that contemporary writing being published in my country today is largely ignorant of worldly concerns; it is an ethnographic literature, concerned with identity issues within the US, as well as the shock of the new. When looking for socially concerned literature, I find it in places like Pakistan, rather than in the US right now.

UMT News: Who are the most influential American writers of our time in terms of their appeal to the younger generation?

Ulmer: I don't know, actually. We have many writers, but none outrank the non-American author of the Harry Potter series.

UMT News: Your collection of essays, “The Age of Virtual Reproduction”, has been described as a catalogue of people, stories and art, mediating on numbing of our age in an aesthetic and moral sense. Do you think more people are awakening to this reality now?

Ulmer: Numbness is a great concern of mine. Are people growing more aware? I wish.

UMT News: If great writing does not shirk emotional truths, then what is the greatest obstacle to removing inhibitions in the minds of budding authors in order to free them to write, as you say, from a place of utter abandon?

Ulmer: The greatest obstacle is the cliché. We are taught to think in very black and white terms with little room for grey. Breaking budding writers of the typical way of seeing the world can happen by exposing them to a variety of art and writing, encouraging them to experience other cultures, and by facilitating their falling in love with language itself. Once language is beloved, then a writer wants to really milk language, really push it, really make it artful, rather than typical.

UMT News: Why is documentary photography so important? Do you think that every budding photographer should take a start from this tradition?

Ulmer: The documentary tradition is perhaps not as important as other traditions, but it is my passion because it is concerned with (primarily) the poor person's everyday existence. It calls attention to oppression and injustice by showing the rich how beautifully human the poor are.

UMT News: Do you think that the complexities of modern living – economic recession or horrific wars shown live on television, have made the job of the writer more difficult?

Ulmer: The socially passionate writer's job has always been difficult; really engaging with the world by way of pushing words around on paper takes a lot of stamina and courage. Today writers have to compete with other media in ways they didn't have to before, but there are also more options, more support in general, I would argue, for writers today.

UMT News: Tell us something about your work for the Kentucky Foundation for Women.

UMT News Interview

When looking for socially concerned literature, I find it in places like Pakistan, rather than in the US right now: Spring Ulmer talks about poetry, photography and literature

Ulmer: This foundation gave me a grant to write about and photograph the story of a woman from a poor, rural region in Eastern Kentucky. This project is still unfinished.

UMT News: What motivated you to come to Pakistan and conduct a workshop on creative writing, literature and photography?

Ulmer: Two things: 1. My dissatisfaction and horror at my own country's conduct, especially as concerns the war on terror. 2. My correspondence with Naveed Alam, who responded to my query by sending me a *darwish* poem. I had been corresponding with other universities about teaching possibilities, but their correspondence was always impersonal. Naveed then helped to arrange for my visit, and I'm very, very grateful for UMT for inviting and then bringing me here and making this workshop happen.

UMT News: You have interacted with a wide range of people during the course of the workshop. Did you find a receptive audience?



Ulmer: The audience was phenomenal. Firstly, CEL is populated by a group of dynamic individuals who are tender souls and very scholarly. They are, in many ways, light years ahead of me when it comes to knowing the ins and outs of the English language and studying it from a linguistic standpoint. The students who attended my writing, literature, and photography courses were intensely engaged. They really listened, participated, and produced some profound writing and art works.

UMT News: What possibilities exist for further collaboration between the University of Norwich and the Center for English Language at UMT?

Ulmer: I am hoping many possibilities exist. When I get back to the US, I will present a lecture based on my experience at UMT to the university faculty and students where I presently teach full-time. My hope is that I will excite them and that a small exchange program between the two universities might be birthed. Most definitely, CEL students and Norwich University students will have a chance to interact with one another online (CEL is developing a blog for this purpose). I look forward to seeing how we might further influence one another; it seems so important to have such cross-cultural experiences, especially between the US and Pakistan, at this time.

UMT News Interview

Believe in Pakistan, believe in yourself. The youth have to take charge of this country: Dr Hasan Sohaib Murad advises the students

UMT News: How can the education system of Pakistan contribute in making the country strong in economic terms?

Dr Hasan: The education system should conform to international standards. Unfortunately, in Pakistan, only a few urban based universities and schools are offering acceptable standards in terms of quality of education but the government sector is beset with serious problems of quality. And intermediate level of education is the weakest link in the chain. Although the enrolment rate at intermediate level is 18%, institutional role in the development of the students has been minimized and this indeed is a cause of serious concern for all of us. Higher education suffers due to weak link at the intermediate level.

UMT News: What about the private sector?

Dr Hasan: The private sector is playing an important and active role but this has been compromised due to the pitfalls of the system which provides shortcuts like intelligent guessing and tutorials. We should bear in mind that inter students are in critical phases of their life – at 16 to 18 years of age they are at a stage of life when

level, we have programs in social sciences, political science, English language, media and communication, education. In engineering, we are offering electrical engineering, industrial engineering, telecommunication systems, embedded systems, mobile communications, textiles. In business education, we are offering degrees in economics, finance, marketing, accounting and so on.

UMT News: How many faculty members at UMT have PhD degrees?

Dr Hasan: We have 40 plus PhD degree holders teaching our students.

UMT News: What about research output at UMT?

Dr Hasan: We are proud of the amount of research work coming out of UMT. On average about 100 research papers are brought out by our faculty members and students in a year. At present, 4 research journals are being published. In the next 3 years, we will be publishing ten such journals.

UMT News: What in your opinion is the major difference between education in the private and public sectors?

Dr Hasan: The government sector has huge funding and resources at its disposal. They have no resource issues but face quality issues. The private sector on the other hand does face resource problems but is very strong in the quality of service.

UMT News: What role has the HEC played in private sector education?

Dr Hasan: HEC is using taxpayers' money on education. That money should be equitably distributed and spent on all Pakistanis and it should not matter whether that person is serving the public sector or the private sector. Some money should be spent in the public sector; they genuinely need support in developing infrastructure but some amount should be allocated to the private sector. It is not fair to refuse research approval to a professor simply because he belongs to the private sector. This amounts to a form of educational apartheid. You have to bear in mind that we too are giving service to Pakistan. We are retaining youth here. If Agha Khan University or GIKI closed down, you won't find youth finding alternate placements in other disciplines within Pakistan. They will move to Europe or the USA.

UMT News: What would be your message to the new generation?

Dr Hasan: Just believe in Pakistan, believe in yourself. No leader, no amount of foreign funding is going to make Pakistan strong. It is you, the youth, who have to take charge of your country.

UMT News: Do you think the present political leadership is committed to education?

Dr Hasan: They are not at all serious in strengthening education. A single university in the USA has more budget than the entire educational budget of Pakistan. The literacy rate in Pakistan is barely 10%. Natural disasters like the earthquakes and floods have wiped out schools - what have we done so far to rebuild them or make up for the lost years in schooling?

The GDP allocation for education ranges from 1-1.5% in civilian run governments though this figure jumps to 2-2.5% in military governments. And the military itself takes up such a huge chunk

of the budget that there is little left for education. However, the political leadership alone is not totally to blame for this neglect. The bureaucracy should play its role in monitoring how money is spent. I was once told by a very responsible person in the education ministry that he decided to check out a school that had been constructed at a cost of Rs 9 million. When he reached the venue there was nothing – just another ghost school. So the bureaucracy can at least play its role in preventing such wastage. My point is that we have no enmity with any state institution. Just remember that human resource is a great asset if it is educated and skillful but dangerous if uneducated and unemployed.

UMT News: How would you improve the system of education if you were made Federal Minister?

Dr Hasan: Thousands of people are involved in the administration of education all over the world. Multiple systems of education are being successfully run. So there is no new system to be invented. You just have to be clear in what you want to achieve. Unfortunately, education ministers have not owned their ministries and would rather have charge of some other ministry. I have been involved in the educational sector for the past 20 years and I can't think of any minister totally committed to the cause of education.

UMT News: Overseas Pakistanis' enrolment in UMT is increasing. What other factors, apart from the quality of education at UMT, are responsible for this increase?

Dr Hasan: Lahore is a great city that offers a taste of local culture. Most of our overseas students have grown up in Doha or Riyadh or Bahrain. They have experienced multi cultural environment. Lahore fills a vacuum in their lives. It gives them Pakistani identity and reconnects them to Pakistan.

UMT News: Do you offer scholarships to your overseas students?

Dr Hasan: Our scholarships are open to everyone on the basis of need or merit.

UMT News: What about law and order situation, especially security related issues due to threat of terrorism?

Dr Hasan: These are no extra ordinary issues here. In Lahore you have to live responsibly like you would in any other city in the world. You should stay focused and have healthy lifestyle. No unpleasant incident has ever befallen any overseas student studying at UMT.

UMT News: Do you think there should be an entry test?

Dr Hasan: Yes – because we have multiple boards with different criteria and the entry test removes such inconsistencies. But the test has to be formulated in a manner that there is no prejudice anywhere.

UMT News: What is your take on the Online Admission System? Students studying in the public sector have more difficulty in using this system.

Dr Hasan: There have been problems associated with the system but I think we should adopt this system. And I think that filling out an online form is an easy process. After all, these youngsters have to take leadership roles in the world and how can they do so if they can't fill out and submit a simple form.



their intellectual senses are sharpest, absorbing all that is fed to them. I want to emphasize that our private universities are offering education that is comparable to, or even better, than the education being offered in England or Australia. If you send your child abroad, you spend Rs 25-30 lakh per year and in 4 years you end up spending Rs 1 crore on the degree. On the contrary, if your son or daughter studies in a quality local university, not only do you save money but your children make roots here, they make friends, socialize, build contacts and gain familiarity with the system that they will eventually work in or change altogether. My advice to parents is that they can give a decent education to their children here in Pakistan but may send them abroad for master degree to give them a taste of international education. But even then I would argue that local universities like UMT for instance, offer the best education even at this level.

UMT News: Are you offering any new disciplines?

Dr Hasan: UMT is a very broad based university. During any given semester we are offering 600 courses. We are offering bachelor programs in almost every major discipline. Students may choose from 25-30 specializations. At bachelor

UMT alumni Khalid Bhatti defends doctoral dissertation at Hanken School of Economics

Khalid M. Bhatti, former MBA student (2005-6) at UMT is pursuing doctoral studies at Hanken School of Economics, Vaasa, Finland. He defended his doctoral dissertation titled "Factors affecting knowledge sharing in strategic alliances- The role of knowledge sharing as strategic control behavior among multinational enterprises" on January 19, 2012.

His doctoral dissertation examines the multi-faceted factors behind knowledge sharing and how they influence inter-firm control behavior. As a case Bhatti examined knowledge sharing between STMicro electronics, one of the global leaders in semiconductors, and its alliance partners Nokia, Ericsson and IBM. Bhatti's study underlines that as contracts are incomplete, strategic alliance partners are therefore required to maintain mutual dependence based control mechanisms in addition to a contract.

Salman Saeed Qureshi attends international conference in India

Salman Saeed Qureshi, Registrar, UMT, was invited as resource person in the International Conference "GO GLOBAL E3 – Changes and Challenges in Education, Employment and Entrepreneurship" held on March 22-24, 2012 in India. He made valuable contributions on important educational topics. These included the connection between higher education and skill development, and the changing face of higher education.



Dr Nabeel Amin selected reviewer of journals

Dr Nabeel Amin, Director ITIS, has been selected as reviewer of the following reputed international and national journals:

- International Journal of Textile Bio-engineering and Informatics Society (TBIS), China
- HEC Recognized Journal of Soil & Environment, Agriculture University of Pakistan



Research and publications

- A book titled "The Role of Judiciary in Democratization (A case study of Pakistan)" authored by **Nighat Noureen**, Lecturer, SSS&H has been published by LAMBERT Academic Publishing (LAP) GmbH & Co (Germany: Saarbrücken). (Book ISBN 978-3-8465-0288-4).
- A book titled "Outlier and Event Detection in Harsh Environments: An application of Wireless Sensor Networks" authored by **Nauman Shahid**, Lecturer, SST, has been published by Lambert Academic Publishing Centre, Germany.
- A book titled "Civilization and Organization Theory: A New Epistemological Discourse", jointly authored by **Dr Naveed Yazdani**, Director SPA, and **Dr Hasan Sohaib Murad**, Rector UMT, has been accepted for publication by LAMBERT Academic Publishing (LAP) GmbH & Co (Germany: Saarbrücken).
- A research paper titled "Managerial Ethics in Islamic Framework" authored by **Rana Zamin Abbas**, Assistant Professor, SBE has been published in International Journal of Business and Social Science, Vol. 3 No. 7, April 2012.
- A research paper titled 'A Phonetic-Acoustic Study of Sindhi-Accented English for Better English Pronunciation' authored by **Abdul Malik Abbasi** has been published in an International Journal of Social Sciences & Education, Islamabad, April 2012 Vol. 2 Issue 2, ISSN: 2223-4934
- An article titled "On commodifying humanity" written by **Ahmad Raza**, Research Fellow, ORC, has been published in the daily Dawn. The article focuses on global culture and lifestyles.
- A research article titled "Empirical Analysis of Food Price Inflation in Pakistan" authored by **Dr Rukhsana Kalim**, Professor, SBE has been published in the World Applied Sciences Journal 16(7) 933-939, 2012. ISSN = 1818-4952.
- A research paper titled "Entropy Generation in the Blasius Flow with Thermal Radiation" authored by **Sufian Munawar**, Lecturer, SST, has been published in "Physica Scripta" published by IOP Science. Physica Scripta is ISI journal with 0.985 impact factor.
- A research article titled "Empirical Analysis of Food Price Inflation in Pakistan" authored by **Dr Rukhsana Kalim**, Professor, SBE, has been published in World Applied Sciences Journal 16(7) 933-939, 2012. ISSN = 1818-4952.
- A research paper titled "HR Professionals' Effectiveness in a Knowledge-Based Organization at Lahore" authored by **Aqeel Ahmad**, Lecturer, SBE, **Dr A R Kausar**, Pro-Rector and **Umer Ayub**, Assistant Professor, SBE, has been published in "Journal of Asia Pacific Business Innovation & Technology Management" 001 (2011) 074-085.
- A research paper titled "Education bias of trade liberalization and wage inequality in developing countries" authored by **Dr Dawood Mamoon**, Associate Professor, SBE, has been published in "Journal of International Trade and Economic Development", ISSN: 0963-8199, 2010 Impact Factor: 0.314 February 2012.
- A research paper titled "Economics, education and religion: Can Western theories be generalized across religions?" authored by **Dr Naveed Yazdani**, Director, School of Professional Advancement (SPA), and **Dr Dawood Mamoon**, Associate Professor, School of Business and Economics (SBE), has been published in MPRA (Munich Personal RePEc Archive), MPRA Paper No. 36793 (February 2012).
- Three review essays authored by **Dr Munawar A Anees**, Director, Center for Global Dialog and Director, Institute of Islamic Banking, have been published as book chapters in: A Companion to the ISSR Library of Science and Religion, edited by Pranab K Das II, Cambridge, UK: International Society for Science and Religion, 2011.
- Research paper titled "Frequency Synchronization Algorithms for 802.11n based MIMO-OFDM Systems: A Performance Analysis" authored by **Ahmad Usman**, Lecturer, SST, and co-authored by **Nauman Shahid**, Lab Engineer cum Lecturer, SST, has been accepted in the IEEE/IAPR International Conference on Informatics, Electronics & Vision (ICIEV) 2012.
- A research paper titled "Integrating Wind Energy Resources with Pakistan's National Grid: Issues and Challenges" authored by **Ahmad Usman**, Lecturer, SST, has been accepted for presentation in 2nd International Conference on "Energy, Environment & Sustainable Development (EESD) 2012" held on February 27-29, 2012.

Obituaries

Members of the UMT community suffered the loss of their loved ones during the past few months. *Inna Lillah-e-Wa Inna Ilih-e-Rajioon.*

- Father-in-law of Muhammad Gulzar, Lecturer, IAA, passed away
- Father of Muhammad Nadeem Barkat, Telephone Operator, OFM, passed away
- Father of Fahad Farooq Khan, Officer Academics, IAA, passed away

- Father of Imran Zahid, Head, OIT, passed away
- Father of Rashid Mahmood, Coordinator, Finance SBE passed away
- Father of Asif Mahmood Awan, Coordinator, SST, passed away

May Allah bless the departed souls and give strength to the bereaved families to sustain the loss of their loved ones. *Ameen.*

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