

**Professor Dr Muhammad Ehsan Malik**

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**Administrative Posts:** (Director General, Dean and Director)

**Itemized Curriculum Vitae (CV) (Since Lectureship 1982)**

- **Dean**, Faculty of Business Administration, Lahore Leads University, Lahore **Since August 1, 2023.**
- **Dean**, Faculty of Management Sciences, University of South Asia, Tufail Road, Lahore from **2019 to 2020.**
- **Director Campus**, University of Sargodha, Gujranwala Campus, Gurnawal from **August 2015 to December 2018.**
- **Acting Dean**, Faculty of Life Sciences, Punjab University from **19 Oct, 2011 to 31 Dec, 2011.**
- **Acting Dean**, Faculty Commerce, Punjab University from **18 Oct, 2011 to 31 Dec, 2011.**
- **Acting Dean**, Faculty of Engineering & Technology, Punjab University from **12 May, 2011 to 31 Dec, 2011.**
- **Director General**, Punjab University Gujranwala Campus during *September-December 2007* and **Since May 2008**
- **Dean**, Faculty of Economics and Management Sciences, Punjab University **Since January 1, 2009**
- **Acting Dean**, Faculty of Law, Punjab University **Since 23 April, 2009**
- **Director**, Institute of Business Administration (IBA), University of the Punjab, Lahore March 20, 2002-08 and **Since January 5, 2009**
- **Controller of Examinations (5 Years 6 months)**, University of the Punjab, Lahore May 2000 to November 2005
- **Professor of Business Administration**, Since April 21, 2000
- **Ph.D.** Leicester University Management Centre (LUMC), Leicester, **United Kingdom (UK)**, February 8, 1999
- **Assistant Professor**, October 1987
- **Lecturer**, September 1982

***Corporate Experience:***

- Executive Imports & Exports from August 1981 to August 1982 with Sargodha Textile Mills Ltd.

- Marketing Executive, Far wide Enterprises from September 1980 to August 1981

### Activities during 1985-88

- Developed Curricula/Course Design for Business programs for discussion in the workshop held on **November 30 to December 4, 1988** by ITC at Karachi
- Submitted a course outline to **EPB & ITC, Geneva** on “*Marketing Research and Techniques*”; *Export Strategy for Marketing; and Export Management*”, **1987**
- Attended workshop on “*Theory of Curriculum Development/Course Design*” at International Business Center, Karachi **July 27-31, 1986**
- Prepared a “*Profile of an Export Product*” for discussion in a workshop arranged by ITC at Islamabad- **May, 1985**

### Profile as **Director, IBA** (Mar. 2002 – Feb. 2008 and since Jan. 2009)

1. First **PhD** in **Business Administration** at IBA, PUNJAB UNIVERSITY
2. Launched PhD program in Business Administration for the **very first time** at IBA, PUNJAB UNIVERSITY. Six (6) PhD students enrolled in first Batch in 2003-04 and ten (10) in 2<sup>nd</sup> Batch **2004-05**
3. Computer allotment offer scheme to the **needy students of IBA** for the **First Time** in a **Public University** on easy installments.
4. Regular staff (*faculty*) meetings almost 12 to 15 in a year during March **2002-2008**.
5. Approval and commencement of **BBA** (Bachelor of Business Administration) Morning & Evening and PGD in **ABM** (Agriculture Business Management) classes during **2005-06**.
6. Market recognition/demand of IBA Students (i.e. *Asian Development Bank, UAE TEXP 2005, Stock Exchanges, and SBP, rather in almost all Corporations LOCAL or ABROAD etc.*).
7. **First position** in **CSS examination 2005** secured by our **IBA** student.
8. President ship, AMDIP Lahore Chapter **2005-2008**
9. More than 50 Guest Speakers/Resource persons visited at IBA during March **2002- February 2008** and since January **2009**.
10. **First position** secured by our IBA executive trainee among 36 trainees in “Inter Financial Institutions Banking Competitions **2006**” arranged by State Bank of Pakistan (**SBP**) & Institute of Banker of Pakistan (IBP).
11. First *Academia & Corporate sector Linkages* program by **IBA** with Sui Northern Gas Pipe Line (**SNGPL**) and Allied Bank Ltd (**ABL**). Of Pakistan to provide *Academically, Technically and unprecedented infrastructural support to the MTOs (management trainee officers of ABL (August-October) 2007-08 and executive officers of SNGPL (March-June) 2007*.
12. First time **THREE** members from IBA Faculty are doing PhD in UK and **one** indigenous 2009

13. First Prize in ESSAY WRITING COMPETITION of BBA STUDENT from Chief Minister **2009**
14. Arranged 3day workshop on “Quality Research” in ASSOCIATION with Institute of Research Promotion(IRP) for PhD Scholars at IBA on **February 28 and 3-4 March 2009**
15. Arranged 2day workshop on “Academic Writing for Researchers ” in ASSOCIATION with Institute of Research Promotion(IRP) for PhD Scholars at IBA on **June 19-20, 2009**

## National & International Workshops / Conferences / Seminars

(Year Wise Details given below)

Workshops/ Seminars at national/ international levels held since 2002 i.e., at Male, Maldives; Colombo, Sri Lanka; Patiala, Hyderabad, Delhi, India; Thimphu, Bhutan; Fukuoka, Japan and Hong Kong

### During 2002

1. Presented a paper on “*Re-defining Management Education for the 21st Century*”, in the *7th Asian Management Forum (AMDISA)* at Male, *Maldives* held from 13th April, 2002 to 17th April, 2002.
2. Presented and developed study material for the workshop on “*Effective Business Writing*”, at *Management Development Institute, Habib Bank Limited, Lahore for Executives* held from 25th April to 26th April 2002.
3. Participated in the Pre-budget Seminar 2002-2003 and presented views on “*Entrepreneurship*” (*Self Generation of Employment – Focus on Agriculture*) *chaired by Finance Minister Punjab* at *Institute of Leadership and Management (ILM), Lahore* held on May 29, 2002.
4. Participated in the “*National Conference*” arranged by The Institute of Internal Auditors (*Pakistan Chapter*) held on June 8th, 2002 at Avari, Lahore.
5. Arranged one week workshop on “*Capacity Building Program*” for civil servants of BPS-17 to BPS-19, in collaboration with Foreign Trade Institute of Pakistan (FTIP), Ministry of Trade and Commerce and presented paper on “*Export Marketing Strategies*” held at *Falettis Hotel, Lahore* from 26th August to 31st August, 2002.
6. IBA representation in *2-Day Workshop on Quality Assurance & Accreditation of South Asian Business Schools* held at *Postgraduate*

*Institute of Management (PIM) Colombo, Sri Lanka from September 5th to 6th, 2002*

7. Presented a lecture on *Organizational Efficiency and Effectiveness* to the officers in BS-17 to BS-19 of the Federal & Provincial Governments attending 29<sup>th</sup> Management Systems & Methods course held from October 14-26, 2002 at *Cabinet Secretariat, Government of Pakistan, Lahore.*
8. Presented a lecture on *Effective Communication Skills and Management Techniques (Overview)* to the participants of *Training Program for Newly Appointed Hospital Pharmacists (2<sup>nd</sup> Batch)* on October 17, 2002 at *Punjab Pharmacy Council, Lahore.*

## **During 2003**

9. Participated in a seminar organized by NUST Institute of Management Sciences (NIMS) in collaboration with the British Council Gender Equality Program on "*Changing Role of Women in Management*", on March 01, 2003.
10. Participated and exchanged views on "*The Solution of Pakistan Economic Problems*" a seminar organized by Awaz (*Mir Khalil-ur-Rehman Memorial Society*) at Avari Lahore on March 02, 2003
11. Presented a lecture on *Human Resource Management and Development in the 21<sup>st</sup> Century* on April 21, 2003 to the officers in BS-17 to BS-19 of the Federal & Provincial Governments attending Human Resource Management & Development Course (April 21-26, 2003) at *Cabinet Secretariat, Government of Pakistan, Lahore.*
12. Presented a lecture on **Business Management in Higher Education** at **Regional Centre, Higher Education Commission, Lahore** on October 07, 2003
13. Presented a lecture on "**How was Bribery eliminated from examination department of the Punjab University?**" at Lahore University of Management Sciences (LUMS) October 15, 2003

14. Presented a lecture in a training program on “Quality and Productivity Importance in the Educational Sector” on “**Concept of Human Productivity**” and “**Motivation through Effective Administration**” at Alhamra Arts Council Lahore on November 11, 2003

## During 2004

15. Participated and exchanged views in the Public Seminar on “**Role of Private Sector in the Development of Housing Sector of Pakistan**”, arranged by the daily **Jang** at Pearl Continental, Lahore on January 02, 2004.
16. Participated and exchanged views in the Public Seminar on “**Role of CUSTOMS in Protection of Society**”, arranged by Mir Khalil-ur-Rehman Memorial Society at Pearl Continental, Lahore on January 12, 2004.
17. Delivered lectures on “**Enhancing Leadership Skills**” and “**Motivation**” in 3-Days Course on “Human Resource Management” for Executives/Officers arranged by Allied Bank at Management Development Centre on January 15, 2004.
18. Presented a paper on “**Quality and Productivity Importance in the Educational Sector**” in the training program arranged by National Productivity Organization (NPO), Ministry of Industry and Production, Pakistan National Accreditation Council, Ministry of Science and Technology and All Pakistan Private Schools Owners Association (APPSOA) held at District Council Hall, Kasur on January 16, 2004.
19. Delivered a lecture on “Examination System” as a part of **One Lecture per Week Series** launched by the Higher Education Commission (HEC) on January 21, 2004.
20. Delivered lecture, participated and exchanged views in the Public Seminar on “**Education Abroad- Opportunities, Problems and Solutions**”, arranged by Mir Khalil-ur-Rehman Memorial Society at Pearl Continental, Lahore on February 10, 2004.
21. Delivered lecture, participated and exchanged views in the Public Seminar on “**Tourism and Hospitality Education**”, arranged by Mir Khalil-ur-Rehman Memorial Society at Pearl Continental, Lahore on April 21, 2004.

22. Delivered lecture, participated as a panel discussant in a seminar on **“Social Entrepreneurship”** organized by Pakistan Foundation for the Advancement of Engineering & Technology at Hotel Sun fort, Lahore on **May 10, 2004.**
23. Delivered lecture, participated and exchanged views in the Public Seminar on **“Our Superior Teachers can Shape the End of Nation”**, arranged by Mir Khalil-ur-Rehman Memorial Society at Pearl Continental, Lahore on **June 25, 2004.**
24. Participated in **8<sup>th</sup> South Asian Management Forum (SAMF), 2004** from **November 28<sup>th</sup> to December 1<sup>st</sup>, 2004** at LUMS, Lahore
25. Participated and delivered a lecture on Agriculture, Industry, Trade and Technology in Punjabi Conference arranged by Punjabi University, Patiala, India during **December 01-03, 2004**

## **During 2005**

26. Participated in AMDISA Commonwealth Workshop for Deans and Directors on Leadership, Institution Building and Quality Assurance in South Asian Business Schools in **Hyderabad, India** during **January 27-29, 2005.**
27. Participated in discussion arranged by COSMODE on Methodology of Business School Ranking 2005 in **New Delhi, India** on **January 30, 2005.**
28. Participated as a guest speaker and delivered a lecture in the seminar on **“Business Intelligence: A Winning Strategy”** arranged by Mir Khalil-ur Rehman Memorial Society on **February 16, 2005.**
29. Participated as a guest speaker and delivered a lecture in the seminar on **“Education in foreign countries, Legal Obligations and Immigration Consultancy Institutions”** arranged by Mir Khalil-ur Rehman Memorial Society on **February 17, 2005.**
30. Delivered a lecture in the concluding session of **“Case Study Workshop”** arranged at IBA, on **May 01, 2005**
31. Presented and developed study material for the course on **“Management Skills”**, at Management Development Institute, Habib Bank Limited, Lahore for Executives held from **May 23 to 25, 2005**

32. Participated and delivered a lecture in **Pre-Budget Seminar, 2005-06**, arranged by Hailey College of Banking and Finance on **June 01, 2005**
33. Participated and delivered a lecture in **Post-Budget Seminar, 2005-06**, arranged by Government College University, Lahore on **June 13, 2005**
34. Participated and delivered a lecture in **Planning Workshop for National School of Public Policy** arranged by Pakistan Administrative Staff College on **June 22, 2005**
35. Participated and delivered in a Seminar on **“Career Counseling- A Gateway to Success”** arranged by Daily Jang and Superior Immigration and Foreign Education Consultants on **August 08, 2005.**
36. Presented and developed study material for a lecture on **“Human Behavior”** and **“Human Resource Management Theories”**, at *Management Development Institute, Habib Bank Limited, Lahore for Executives* held on **August 18, 2005**
37. Participated as a guest speaker and delivered a lecture in the seminar on **“Role of Higher Education in National Development”** arranged by Higher Education Commission (HEC) and Mir Khalil-ur Rehman Memorial Society on **September 23, 2005.**
38. Delivered a lecture on **“SWOT Analysis of Semester System”** arranged by Higher Education Commission (HEC), Regional Office, Lahore on **October 03, 2005.**
39. Participated as a guest speaker and delivered a lecture in the seminar on **“Employment Generation in Pakistan”** arranged by Mir Khalil-ur Rehman Memorial Society on **October 03, 2005.**
40. Delivered a lecture on **“Role and Responsibility of College/University Teachers as Educational Administrator”** in the Faculty Development Program arranged by Institute of Education and Research, Punjab University on **November 23, 2005**
41. Delivered a lecture on **“Administrative Planning & Communication Skills”** in the Staff Development Program under the scheme, National Academy of Higher Education (NAHE), arranged at Lahore College for Women University, Lahore on **December 08, 2005**

42. Delivered a lecture on **“Human Resource Development in Universities”** in the Faculty Development Program arranged by HEC and Lahore College for Women University, Lahore on **December 20-21, 2005**

## **During 2006**

43. Participated and presented a paper on **“Curriculum and Effective Learning”** in the national conference arranged by HEC and IMS, BZ University, Multan from **January 25-26, 2006**
44. Participated in the discussion on **“Electronic Marketing Scope and Methodology in Pakistan”** arranged by Standing Committee on Technology Promotion and Manufacturing Skills, Lahore Chamber of Commerce and Industry on **January 30, 2006**
45. Participated in the international seminar on **“Pak-India Trade Sustainability”**, and presented a paper on **“Business Entrepreneur’s Dimension of Trade”**, arranged by the Lahore Chamber of Commerce & Industry on **February 08, 2006**
46. Participated as a speaker in **“Trade policy 2006-07 Consultative Seminar Reflecting Human Development Perspective in Trade Policy”** arranged by UNDP and Ministry of Commerce, at Lahore Chamber of Commerce and Industries (LCCI) on **April 05, 2006**
47. Participated in **“International workshop on Curriculum Optimization of Business Administration”** arranged by COMSATS, Islamabad on **April 13-14, 2006**
48. Participated in the conference on **“Management Education and Practice: The Challenge of Relevance”** arranged by AMDIP, at Islamic International University, Islamabad from **April 28-29, 2006**
49. Participated in the **“Second Annual Conference on The Management of the Pakistan Economy”**, at Lahore School of Economics on **May 03, 2006**
50. Participated in **“Curriculum Development for MBA Entrepreneurship and Innovation”**, an exercise arranged by HEC in Islamabad on **May 04, 2006**
51. Participated and presented a paper in **“the National Service Workshop”**, organized by UNCTAD - WTO, at PC Karachi on **May 26-27, 2006**

52. Participated and exchanged views in **“Post-Budget Round Table Conference”** arranged by Pakistan Institute of National Affairs (PINA) on **June 11, 2006**
53. Arranged a seminar on **"Competing in Academic Research" (A Global Perspective)** with the collaboration of Institute of Research Promotion (IRP), on **November 08, 2006** and served as *moderator* for the panel discussion on **“Preparing Action Plan for Competing in Academic Research”** and as a *key note speaker* for the paper presentation session.
54. Delivered lectures on *Japanese Business Outreach to South Asia* at **Ritsumeikan Asia Pacific University, Fukuoka, Japan** on **November 24-26, 2006**.

## **During 2007**

55. Participated in Conference on **WTO, Trade and Human Development** arranged by **Dept of Economics, Punjab University, Lahore** and presented a paper on **Trade and Human Resources** on **Jan 24, 2007**
56. Delivered lectures on **Administrative Planning & Communication Skills & Educational Measurement & Evaluation** in Staff Development Course under the scheme of **National Academy of Higher Education NAHE**, at **Lahore College for Women University**, from **February 26, 2007 to March 26, 2007**
57. Participated in **One Day Consultative (Capacity Building) Workshop on “Management of WTO-Food, Agriculture & Trade Related Challenges”** at **LCCI** on **March 19, 2007**
58. Participated in **SANEI’s Multidisciplinary and Intermediation Research Initiative (MIR) Seminar** at Department of Economics, Punjab University on **March 28, 2007**.
59. Delivered a series of lectures on **“Human Resource Development in Universities (administrative Planning & Educational Measurement and Evaluation)”** in the Faculty Development Program arranged by National Academy of Higher Education, HEC and Lahore College for Women University, Lahore **March, 2007**.
60. Honored as a chief guest for opening & closing sessions and Resource Person as well at the one week **HRM & HRD course in the 21<sup>st</sup> century** (for

officers in BS 17 to BS 19 of Federal & Provincial Governments) organized by Establishment Division, Management Services Wing, Government of Pakistan, Lahore on 21-26 May, 2007..

61. A series of Lectures on 8 training Courses for Effective Management were delivered for Executives (SNGPL) SUI NORTHERN GAS PIPELINES Ltd at SNG Training Institute Hall, Lahore during 11 April to 28 June 2007.
62. Lecture followed by questions delivered on Career Planning in Management Sciences at HEC auditorium organized by HEC-EDUVISION, Islamabad on 14 July 2007.
63. Chaired National Curriculum Revision Committee (NCRC) in Business Administration to recommend schemes of studies for different management degree programs (BBA, MBA, & MS leading to PhD) held at Higher Education Commission (HEC), Regional Centre Lahore, on 24-26 July 2007.
64. Lecture delivered on the topic "HRD in the 21<sup>st</sup> century" to the Marketing Officials, Mega Pharmaceuticals Ltd., at Ambassador Hotel Lahore on 13 August 2007.

## During 2008

65. Chaired a Technical Session and participated in a "Panel Discussion (*HRM, Management, SMEs, IT, Entrepreneurship, Marketing Management and Project Management*)" as a "Panelist" at COMSATS International Conference on "Management for Humanity and Prosperity" held at Pearl Continental Hotel Lahore on January 02-03, 2008.
66. Lecture delivered on the topic "Pakistan Economy: Challenges and Opportunities" a seminar organized by Institute of Cost & Management Accountants of Pakistan (ICMAP) & Water Net Invention Ltd. association with MKRMS at Royal Palm Country Club, Lahore on 26 January 2008
67. Participated in UNIDO (United Nation Industrial Development Organization) 1 day Cluster Development Program for Lahore & Sialkot SMEs on the topic "BRANDODOLOGY" at Pearl Continental Hotel-Lahore on February 3, 2008
68. **Organized One Day Workshop on "Citing and referencing using EndNote Software".** For Hands-on training in using EndNote for creating references for RESEARCHERS held on February 9, 2008
69. Delivered a lecture to a session of " INTERACTION OF MANAGEMENT TRAINEES WITH PROFESSIONALS" on the topic of "Pakistan's Development Journey" for National Bank of Pakistan's MTOs at NBP Staff College, Regional Headquarter, Lahore on February 14, 2008

70. Participated & Chaired Two day workshop on “Capability Building Perspectives for South Asian B-Schools” on **March 26 & 27, 2008** at **Cosmode Management Research Centre, Hyderabad, INDIA.**

## **During 2009**

71. Lecture delivered on the topic “**Creating Talent & Training Intervention in Job Skills**” arranged by HR department Fatima Memorial System for campus training and empowerment of its dedicated employees for the vision “*Quality Health Care and Research-Based Education for all, Leading to Integrated Socio-Economic Community Development*” in 21<sup>st</sup> century Shadman, Lahore on **January 6, 2009.**
72. Lecture delivered on the topic “**Current National Situation and Pakistan Economy**” a seminar organized by Pak Gulf Construction (pvt) Ltd. in association with MKRMS at Serena Hotel Islamabad on **January 21, 2009.**
73. Chaired followed by Commentary on a Technical Session “**Governance and Applied Research**” and delivered a Lecture on the topic “**Significance of Research**” as guest speaker for closing session of 2 day-workshop organized jointly by (**LUMS Library & IRP**) at **LUMS** in Room # A-5 dated **January 24, 2009.**
74. Participated as Resource Person in the Training of Trainers (TOT) Program (January 26-28, 2009) at University of Gujrat (**UOG**) to deliver a lecture on “**Export Marketing and Export Consortium in a Cluster**” organized by United Nations Industrial Development Organization (**UNIDO**) on “**INDUSTRY ACADEMIA LINKAGE**” using UNIDO Cluster Development Methodology in collaboration with **LUMS, IBA (PU), IQTM (PU), SCCI, TDAP, NMC, LGCC and UOG** at its campus on **January 28, 2009.**
75. Participated in a “**Talk on Monetary Policy Statement**” delivered by **Governor, State Bank of Pakistan** and presided over by **Chancellor Universities/ Governor, Punjab Province**, at Governor House, Lahore on **February 04, 2009.**
76. Participated in **Applied Business Research Conference(ABRC)** as “**Member**, Manuscripts Review Committee for ABRC-2009 **p.iv**”, as “**Session Chair with Five Panelists** in 2 Sessions in Marketing Track **p.xiii**” and as an **Author** of Two Research Papers entitled “*Effects of Leadership Attitude on Organizational Performance*” and “*Organizational Effectiveness with reference to Employees’ Performance and Motivation* **p.17&35**” directory of

“PARTICIPANTS and PROGRAM ABSTRACTS” published and organized by “Research and Development Forum” International Islamic University, held at Faisal Mosque Auditorium, ISLAMABAD on **21<sup>st</sup> February 2009**.

77. Lecture delivered on the topic “*Contribution of Universities in Social and Economic Development*” in Session 1: Aims Of Higher Education & Nation Building under the **3 Day NATIONAL CONFERENCE ON “PEACEBUILDING & WOMEN LEADERSHIP DEVELOPMENT IN CAMPSUS”** at Pearl Continental, Bhurban (Muree), organized by BARGAD Rahwali-GUJRANWALA, Pakistan on **3-5 March 2009**.
78. Lecture delivered as keynote speaker on the topic “**Developing New Mindset for Research**” on April 4, 2009 in a three-day workshop on “**Qualitative Research**” organized by Institute of Business Administration (IBA) Punjab University in collaboration with Institute of Research Promotion (IRP) at IBA held on March 28 and April 3-4, 2009.
79. Delivered a lecture on “**Problem Solving and Decision Making**” to the senior officers of the Federal/Provincial Governments at National Management College (Senior Management Wing), Lahore on **April 27, 2009**.
80. **As Executive Board Member, Participated & Delivered Lecture on “South Asian Quality Assurance System(SAQS) in 10<sup>th</sup> South Asian Management Forum Conference on “Change and Continuity: Management Prospects and Challenges”** organized by Royal Institute of Management, Thimphu: **Bhutan** on **9-10<sup>th</sup> April 2009**
81. Lecture delivered on the topic “ **Privatization, Experiences and National Interests**” a seminar organized by Shafi Memorial Trust KTK Group in association with MKRMS at PC Hotel Lahore on **April 30, 2009**
82. Lecture delivered on the topic “**Organizing Yourself**” a seminar organized by Marketing Association of Pakistan at Avari Hotel, Lahore on **May 23, 2009**
83. **Participated** in a Seminar on” **Role of Business Schools in Developing Enterprises and SMEs**” organized by Association of Management Institutions Development in Pakistan (**AMDIP**) and Entrepreneurship & SMEs Centre, SD School of Business, **LUMS** on **June 18, 2009**
84. Conducted a two Hours Workshop and Delivered a lecture on “**Analytical Skills**” to the officers of the Federal/Provincial Governments at National

Institute of Management at EDI Hall, Mid Career Management Wing, CSA, DMG, Upper Mall, Lahore on **June 25, 2009**.

85. Participated in an International Workshop On “**What Price Quality? Towards a New Paradigm for Management Education**” organized by Association of Management Development Institutions in South Asia (AMDISA) at TAJ DECCAN, Hyderabad, **INDIA** on **14 Sep 2009**
86. Attended AMDISA’S 50<sup>th</sup> Executive Board meeting being Executive Board Member for South Asia held at AMDISA Secretariat, University of Hyderabad Campus, Hyderabad, **INDIA** on **15 Sep 2009**
87. Attended 2<sup>nd</sup> Comsats International Business Research Conference: “*A Conference For Business, Economics and Behavioral Sciences*” as **Session Chair**: Entitled “ *Strategic and Entrepreneurship Management*” and “*Marketing Communication and Customer Relationship Management*” held at Comsats, Lahore on **14 November 2009**
88. Appointed as a **Session Chair** for the **Organization Studies Track** at “**the International Research Conference on Management & Finance (IRCMF2009)**” Faculty of Management & Finance, University of Colombo, **Sri Lanka December, 2009**

### **OFFERS from other Universities / Institutions but preferred PU**

- 1- From **Government College University, Lahore** for the POST of Professor/Director of Management Studies Department (MSD)
- 2- From **IBA, University of Karachi** as Research Associate (teaching and research) in Business Administration August 2001.
- 3- From National University of Science and Technology (**NUST**) for Selection of Faculty-SB 2001 at NUST, Rawalpindi 2001.
- 4- From Educational Excellence Limited, Lahore as Dean, Faculty of Management Studies for salary package of more than Rs 250, 000 p.m.

## **International Nominations**

- 1- Nominated to associate as a **Key Term Member/Master Trainer** for **Government of the Punjab/Asian Development Bank (ADB)**'s Capacity Building Consultancy Assignments, March, 2004
- 2- Nominated for the appointment of **President and Vice Chancellor of Queen's University, Belfast, Northern Ireland, U.K.** by University of the Punjab, Lahore, July 2003
- 3- Nominated for the job of **Executive Director, Higher Education Commission (HEC)**, by the University of the Punjab, October 2002
- 4- Nominated for the post of **Program Specialist, UNESCO**, by University of the Punjab, Lahore, and by Pakistan National Commission for UNESCO, Government of Pakistan to UNESCO Headquarters, Paris, France, March, 2002
- 5- Member and Peer Reviewer of Association of Management Development Institutions for South Asia (**AMDISA**) for South Asian Quality Assurance System (**SAQS**) **Council 2009**

## **Revenue/Fund Generation and Utilization**

1. **Construction of IBA Extension Building costing Rs. 80 million**, an **unprecedented example of saving from self supporting program**, in the history of Punjab University or **any Public University in Pakistan** (2003-2006).
2. **Construction of Examination Halls Building costing Rs. 60 million** (2003-2005).
3. Arranged **FEES of Rs 2 millions** from a **DONOR** for **104 Students** {i.e. **40 students** 2007 and **61 students** 2008} from all **4 departments** i.e. ***Business Administration, Commerce, IT and Law*** of **PU Gujranwala Campus** due to **Cut in HEC Grant, Parents' weak financial positions and financial crisis** 2008-09.
4. Donated **Rs. 3 million** out of saving from self supporting program, for **Internal Displaced People (IDPs) of Swat, Malakand & Boneer etc.** **June 10, 2009**

## **Memberships:**

1. Member, AMDIP (Association of Management Development Institutions in Pakistan) representing Business Schools in Lahore. It is part of AMDISA (Association of Management Development Institutions in South Asia) **a SAARC Recognized Apex Body** since 2003

2. Master of ceremony and Member of South Asia Management Forum (SAMF 2004) Steering Committee for the International Conference held first time in Pakistan from 28<sup>th</sup> November to 1<sup>st</sup>December, 2004. Main members were Vice chancellor LUMS, Rector UMT and myself as a Director IBA, Punjab University
3. Member, *Fellowship Committee* Commonwealth/AMDISA, INDIA since 2005.
4. Member, **Marketing Association of Pakistan (MAP)** Since 2001.
5. Member, **LUMS Institutional HEC-USAID Scholarships Award Committee** since 2005.
6. Member, **HEC National Curriculum Revision Committee** in Business Administration since 2004.
7. Head, **NTS Committee** for Business Administration since 2007.
8. Member Finance & Planning Committee, University of the Punjab, Lahore since 2006
9. **Advisor / Principal Staff Officer** to the Vice Chancellor May 2000 to November 2005.
10. **Member**, University Senate & Academic Council since 2000.
11. **Member**, Disciplinary Committee Punjab University 2003-2006.
12. **Member**, University Calendar Committee 2000-2005.
13. **Member**, University Equivalence Committee 2003-2007.
14. **Member**, University Purchase & Indent Committee 2004-2006.
15. **Member**, University Budget Committee 2004--2008.
16. **Member**, University Ph.D. Incentive Award Committee 2004-06.
17. **Member**, Board of Faculty of Commerce, Punjab University since2005.
18. **Member**, Board of Intermediate & Secondary Education, Gujranwala 2002-2005.
19. **Ph.D. Research Supervisor** approved by Higher Education Commission (HEC), Islamabad since2003.
20. **Member**, Board of Studies for COMSATS Institute of Information Technology, Islamabad **since2004**.
21. **Member**, Board of Studies for MBA and MBA (I.T.), Government College University, Faisalabad 2002-05.
22. **Member**, Board of Studies, University of Sargodha, Sargodha since 2004.
23. **Member**, Board of Studies, International Islamic University, Islamabad 2006-2008

24. **Member**, Japanese Need Based Scholarship Program for Pakistani University Students since **2006**.
25. **Member**, Board of Studies, Hazara University, Mansehra, NWFP since **2004-06**.
26. **Member**, Board of Governors, District Public School/Inter College Khushab since **2005**.
27. **Member**, Business Education Accreditation Council for a period of four years by the Higher Education Commission (HEC), Islamabad Since **2007**.
28. **Member**, for “Core Group of (HEC) for *Revenue Generating Activities In Higher Education INSTITUTIONS* due to “Financial Crisis” by the Higher Education Commission (HEC), Islamabad Since **2008**.
29. **Member**, PU Rationalization Committee and Selection Committee since **2008**.
30. **Member**, PU Affiliation Committee **2006-2008**.
31. **Member**, Board of Studies, Virtual University of Pakistan, Lahore since **2009**
32. **Member as Examiner, Paper Setter and Evaluator:**

**At Master’s, Ms/M.Phil and PhD Level:**

- Gomal University, D.I. Khan.
- Institute of Cost and Management Accountants (ICMA).
- Institute of Management Sciences (IMS), Bahauddin Zakariya University, Multan.
- COMSATS, Pakistan
- Department of Sociology & Institute of Administrative Sciences, Punjab University.
- UNIVERSITY OF LEICESTER, UK.
- Deakin University, **Australia 2005**
- Federal/Punjab Public service Commissions’ CSS/PMS EXAMs etc.

**Chairmanship:**

1. Chairman, Punjab University Overseas Ph.D. Scholarship and Travelling Grant Committee during **2006-2009**
2. Chaired National Curriculum Revision Committee (NCRC) in Business Administration to recommend schemes of studies for different management degree programs (BBA, MBA, & MS leading to PhD) held at Higher Education Commission (HEC), Regional Centre Lahore, on **24-26 July 2007**

3. Director General, Punjab University Gujranwala Campus during *September-December 2007* and **since May 2008**
4. Team Leader, Punjab University Delegation's Visit to **Hong Kong** Universities for Exchange of Faculty/Students to enhance/share Research/Academics activities in **November 2007**
5. Chairman, Management Committee Punjab University Gujranwala Campus **2007-2008**
6. Chairman, Punjab University Budget Committee, Since **January, 2009**.
7. Chairman, Main Punjab University Purchase & Indent Committee, **since January 2009**.
8. Chaired A Special Committee to Consider "Recognition/Equivalence of Membership of **ACCA UK** and Other Professional Bodies with Pakistani MASTER DEGREE" held at Higher Education Commission (HEC), ISLAMABAD, on **Friday 07 Aug 2009**

### **Research Activities** (Quality Initiatives and Improvements):

1. Evaluated for the first ever Ph.D. Qualifying Exam of NUST Institute of Management Sciences, National University of Science and Technology, Islamabad **2003-04**.
2. Joined in a Discussion on "Methodology of Business School Ranking 2005" on a Request from Chairman, COSMODE Management Research Centre Hyderabad, **India 2005**
3. Evaluated PhD theses of IMS., BZ University, Multan **2005-06**.
4. Evaluated and recommended **10** Doctoral and Post-Doctoral research proposals from **India, Sri Lanka, and Bangladesh** for **COMMONWEALTH-AMDISA** Scholarship 2006 from **AMDISA** (A SAARC recognized Apex Body) Hyderabad, **INDIA 2006-07**.
5. **HEC** (Higher Education Commission) of Pakistan **Approved Supervisor** for **MANAGEMENT SCIENCES** (Ref **HEC** web site)
6. Prepared PC-I for the establishment of **Cell for Structural Transformational Leadership (CESTL)** at IBA-Lahore. The PC-I was discussed with HEC authorities and approved **2006-07**
7. Prepared PC-II for launching **Journal of Business Administration and Leadership (JOBAL)** which will be first Journal throughout Pakistan to be hosted at JSTOR, ISI WEB OF KNOWLEDGE, SCOPUS, SCIENCE DIRECT and will have its own ISSN, e-ISSN and DOI **2006-07**.

8. Principal Investigator of All Pakistan Leadership Survey (APLAUSE) to conduct research on Leadership Styles and Work Related Values of people serving for and aspiring to serve for Government, Semi-Government and private sectors in Pakistan **2006-2007**
9. Member of Advisory Committee of “Journal of Business Management” published and issued by Punjab College of Technical Education (PCTE) Badduwal, Ludhiana- INDIA **2007-2008**.
10. Evaluated and recommended **Two Post Doctoral Research Proposals** submitted by Dr Rohit Trivedi of **India**, and Dr M M Ali of **Bangladesh** for **COMMONWEALTH-AMDISA** Doctoral and Post-Doctoral Scholarship **2007-08** from **AMDISA** (A SAARC recognized Apex Body) Hyderabad, **INDIA 2008**
11. Evaluated and recommended **M.Phil** Dissertation Entitled “*Impact of Intellectual Capital Efficiency on Financial Performance*” of Mr. Abdul Makki student of National College of Administration & Economics (**NCBA &E**) **LAHORE 2008**
12. Evaluated and recommended **SIX M.Phil** Dissertations written by COMSATS Scholars Lahore- Pakistan **2007-2008**
13. Evaluated and recommended **TWO M.Phil** Dissertations’ Entitled “*Women in Management of Higher Education*” and “*A Sector wise Study of Emotional Intelligence (EI) of Professional Managers in Azad Jammu and Kashmir*” written by University of Azad Jammu & Kashmir Scholars, Faculty of Administrative Sciences, Kotli- Azad Kashmir **2009**
14. Evaluated and recommended **TWO Ph.D** Dissertations’ Entitled “*Acceptance and Use of Information Technology by Senior Executives*” and “*The Moderating Role of Job Characteristics on Intelligence and Performance*” written by Foundation University’ Scholars, Institute of Engineering and Management Sciences, Rawalpindi **2009**

## **Publications:**

1. Wrote a Case on “Marketing Management” and presented at the “Case Teaching Workshop” funded by Commonwealth and organized by Association of Management Development Institutions in South Asia (**AMDISA**), September **1993, Lahore-Pakistan**
2. Wrote two Case Studies with Prof. Bob Hartely, Cleveland State University, Cleveland, USA., on the topic of “*Export Channel Management*” with regard to Surgical and Textile industries in Pakistan, sponsored by

- ITC/GATT/UNCTAD, **Geneva, 1984-86** and reproduced in the book entitled *Management Cases: An International Edition 1999*, Excel Books pp114-19, New Delhi 110 028
3. *"Selling Pakistan Abroad"* published in Marketing Review Volume 19 (4), pp 42-44, October-December **1999**, Marketing Association of Pakistan, Karachi
  4. *"Benefits from International Marketing"*, published in Marketing Review Volume 20 (1), pp66-68, January-March **2000**, Marketing Association of Pakistan, Karachi
  5. Case on *"Decision Making"* published in the book entitled *"Management Cases: An International Edition 2000*, published by Excel Books pp30-32, New Delhi110 028, India
  6. *"Basic Concept of E-Commerce"*, published in COMPUTER NEWS Volume 4 (1) pp17-18, January **2000** Islamabad, Pakistan.
  7. *"Computer Based Marketing Information System"*, published in NET MAG Volume 3 (2) pp 15-17, March-April 2000, Lahore-Pakistan
  8. *"Export marketing opportunities for export intenders (EIs) in Pakistan"*, published in MARKETING Review, March 2000
  9. *"Developed countries' (DC) buyers Vs Developing countries' Sellers: A perceptual study"*, published in Lahore Journal of Economics Volume 5 (1) pp 111-20, January-June **2000**, Lahore School of Economics
  10. *"Pakistan's Economic Position (Government officials and Exporters Must Work together to overcome Barriers to Export Expansion to Strengthen Pakistan Economic Position)"*, published in MARKETING Review Volume 20 (3) pp 26-28, September **2000**, Marketing Association of Pakistan, Karachi
  11. Wrote Research Paper entitled *"Effects of Leadership Attitude on Organizational Performance"* directory (**Applied Business Research Conference (ABRC-2009 p.17)**) of "PARTICIPANTS and PROGRAM ABSTRACTS" published and organized by "Research and Development Forum" International Islamic University, held at Faisal Mosque Auditorium, ISLAMABAD on **21<sup>st</sup> February 2009**.
  12. Wrote Research Paper entitled *"Organizational Effectiveness with reference to Employees' Performance and Motivation"* directory (**Applied Business Research Conference (ABRC-2009 p.35)**) of "PARTICIPANTS and PROGRAM ABSTRACTS" published and organized by "Research and Development

Forum” International Islamic University, held at Faisal Mosque Auditorium, ISLAMABAD on **21<sup>st</sup> February 2009**.

13. Wrote Research Paper entitled “*Motivational Preferences of Pharmaceutical Salesforce: Empirical Evidence from Pakistan*” published in “**Pakistan Economic and Social Review**”, *Volume 47(1)*, 2009 pp19-30 **Department of Economics, University of the Punjab, Lahore-Pakistan**
  
14. Wrote Research Paper entitled “*Role of Age in the Relationship Between Organizational Politics Perceptions and Job Satisfaction*” Published in the conference proceedings as well as in Faculty journal in “**International Research Conference on Management & Finance (IRCMF2009)**” Faculty of Management & Finance, University of Colombo, **Sri Lanka December, 2009**

**And**

**Published in Journal of Behavioral Sciences, Volume 19 (1-2), 2009 pp23-40, Department of Applied Psychology, University of the Punjab, Lahore-Pakistan**

15. Wrote Research Paper entitled “*Identification of Drivers and Obstacles of Market Orientation among Diversified Industries of Pakistan* in **South Asian Journal of Management, Volume 24 (2), July- December 2009 pp. 322-333, Centre for South Asian Studies, University of the Punjab, Lahore-Pakistan**

### **Recognition:**

1. News published with picture in “**BULLETIN**” (page 7) Leicester University, **UK** of a seminar on “**TRADE not AID**” organized being a PhD Scholar August, **1995**.
2. Impressive Presentation on **PhD thesis** at Teaching & Learning Unit, University of Leicester, **UK** on 9 June **1997**.
3. Received letter of appreciation from Prof. James A. Erskin, University of Western Ontario, Ivey School of Business, London, **CANADA** on September **1998**.
4. Recognition of IBA, PUNJAB UNIVERSITY among the Leading Business Schools of Pakistan by “**Pakistan & Gulf Economist (PAGE)**” published in August 2003 Vol.XX11,No.34 R.No.SS-189

5. Profile as **Director/Controller Examinations** for the year 2003 by "Pakistan & Gulf Economist (PAGE)" published in August 2003 Vol.XX11, No.35 R.No.SS-189
6. Appreciation from **MBA students of LUMS** for a lecture delivered to them on "**Change Management**" on **Oct 15, 2003**
7. Mr Dharni P Sinha (Late), founder AMDISA & SAMF highly appreciated for hosting & holding SAMF 2004 in an impressive manner for the **first time** in Pakistan at Punjab University, Lahore **2004**. (Inaugurated by Governor Punjab)
8. Feedback from **HBL, ABL, SNGPL ( Sui Northern Gas Pipeline) and a number of organizations e.g. Switch Securities Pvt. Limited, Lahore & Islamabad STOCK EXCHANGES and National Commodities Exchange** for delivering lectures to their top executive management **2002 to 2007**
9. Made numerous **Television Appearances** and is often quoted in National/International Press on Business/Economic Issues Since **2006**
10. Nominated by the Punjab University as representative of a "**3 member committee**" constituted by **The Supreme Court (SC) of Pakistan** on 12-11-2009 consisting of others (1) Advocate, SC on Ex-Controller behalf (2) Advocate, SC as Mediator to resolve the issue ( Since May 2000) of Ch. M. Yaqoob, Ex-Controller of Examinations, University of The Punjab, Lahore. Committee held the meeting on 16-11-2009 and report forwarded to **SC** on 19-11-2009

## AWARDS

1. Rs. 5000/- cash award as National Resource Person ITC/UNCTAD/GATT awarded/cleared by President Representative UNDP, Islamabad **April 1986**.
2. Rs.100, 000/- cash award granted by syndicate on the recommendation of Finance & planning Committee, University of the Punjab in recognition of best performance and meritorious services as a controller of Examinations 2000-05 as meeting held on **31 DEC, 2005**.
3. National Educational Award 2000 in recognition of best performance and meritorious services as a controller of Examinations 2000-05 and as an educationist by Pakistan Education Forum in **2000**.

4. Tehrik-e- Istehkam-i-Pakistan Gold Medal in recognition of best performance and meritorious services as a Controller of Examinations 2000-05 and as an educationist **2005**
5. Quid-i-Azam Gold Medal and Certificate of Excellence in recognition of best performance and meritorious services as a controller of Examinations **2000-05** and as an educationist by Bright Future Society, Lahore **2006**.
6. Gold Medal and Certificate of Excellence Services to “acknowledge the extraordinary volunteerism exhibited for rendering exemplary services to the Nation” in the field of Education awarded Jointly by Samuel Payara, President BFS Lahore and Zhao Qaioliang, Counselor Office, **Republic of China**, Islamabad-Pakistan on **07 March 2009**
7. **LIFE TIME ACHIEVEMENT AWARD** and Certificate of Excellence for rendering exemplary services to the Nation” in the field of Education on behalf of South Asian Foundation awarded BY Mr. Mathew Lowe, Counselor, **Embassy of USA**, Islamabad-Pakistan on **28 April 2009**
8. Allama Iqbal Gold Medal and Certificate of Excellence in recognition and appreciation of exemplary and meritorious services as an educationist by South Asian Foundation for women and BFS, Lahore on **11 November, 2009**

### **As Director General PUGC (Since May 2008):**

1. **Construction** of 30 class rooms and Administration block at PUGC **2008-09**
2. **Arranged** Medical Test for the year **2008** conducted BY **University of Health Sciences, Lahore**
3. **5 NATIONAL SEMINARS 2008-2009**
4. **3 Faculty MEMBERS** going abroad for PhD as **TWO** have gone **2008-09**

5. **Selection board to regularize and to confirm the faculty** in all 4 disciplines i.e. Business Administration, Commerce, IT and Law **2008**.
6. Arranged **FEES** of **Rs 2 millions** from a **DONOR** for **104 Students** {i.e. 40 students 2007 and 61 students 2008} from all 4 departments i.e. *Business Administration, Commerce, IT and Law* of PU **Gujranwala Campus** due to Cut in HEC Grant, Parents' weak financial positions and financial crisis 2008-09.
7. **PU Gujranwala Campus's** students from all 4 departments i.e. *Business Administration, Commerce, IT and Law* were sent on **internship 2009 in their respective corporations/courts/ departments i.e.,** IT department visited SoftWare Houses in LHR, IT Extravegenza programming competition, Band Width of internet improved from 1MB to 4MB, Corporations' HR departments visited PU CAMPUS for recruitment/employment etc. and same did other departments.

## **As Controller of Examinations** (May 2000-Nov 2005)

### *Examination Branch condition before May 2000*

1. Delayed or No issuance of Result Cards.
2. Result Cards without **Photo and Rules & Regulations**.
3. Delayed or No issuance of Degrees.
4. No compliance for Notification.
5. Delayed or No Verifications.
6. No regular Convocation in **30 years**.  
[**ONLY 9 Convocations were held during 30 years (1968-98)**]
7. No culture for timely declaration of results
8. No culture of **Results' progress report**.
9. No effective Co-ordination among Registration, Accounts and Examination Branches ( *a big flaw / deficiency*)
10. **In 1994**, Computerization of Examination Department was started but could not be implemented / applied and controlled.
11. Exam Branch Scattered at **Old & New Campuses** despite existence of large building at New Campus.
12. Mafia Control over Examination Centers **despite** Special Government Monitoring Teams with heavy Budget / expenditures.
13. No Proper Information Cell.
14. **828** Pending Court Cases.
15. **670** Pending Ombudsman Office Cases.
16. UMCs always big Issues.
17. RL Cases.
18. No Convocation at Affiliated Colleges Except Few famous Colleges
19. Multiple Page Admission Form (*for general category*)

20. No separate Admission Form for *Special category* (i.e. MBBS, BSc and Nursing etc.)
21. Flaws in Roll Number slip with PASTED photos.
22. No link of Roll Number slips with Registration Card, N.O.C. & Migration Certificate etc.
23. No Supervisory Staff Rotation Culture.
24. Cut Lists and Attendance Sheets Problems etc.
25. Errors/ mistakes in printing Question papers without quality.
26. Uncontrolled Cheating culture.
27. No Open Door Policy Culture.
28. No Proper Examination Halls despite budget.
29. No BREAK UP of exams Schedule by Centers, Candidates or college wise etc.
30. No Statistical Analysis for any exam particularly for BA/BSC a huge examination

***Examination Branch condition through INNOVATION after May 2000 (Para wise Detail for each of the above mentioned 30 points given below):***

1. Now Photo scanned Result Cards are dispatched even before Declaration of Results (Now "RULES & REGULATIONS" are also printed at the back of Result Cards to make system more *transparent, accessible* and *convenient* for everyone but for **candidates, judiciary and foreign demands** in particular with the intention of ultimate reduction in **inquiry, time** and **cost**)
2. Result Cards with **Photo and Rules & Regulations**.
3. Degrees issued and dispatched (**Note:** I had to sign hundreds of Degrees almost daily and Signs were neither "**Stamped**" nor "**Scanned**" as permission was not granted. Just imagine the utilization of unlimited time and one's examination of his maximum level of capacity with hundreds of his other responsibilities **in a day** but never excused to perform my duties **Worked as Source of information for: Chancellor / Governor House, Affiliated Colleges, Post office and above 1 million Private/regular/late/old candidates etc.**)
4. Emphasis on Notifications was priority.
5. Maximum efforts to avoid any question of wrong/delayed Verifications (*Appreciation from **High Commissions, Countries** and World Education Service of USA, Canada, Australia and New Zealand etc*)
6. Regular Convocations.
7. Timely declarations of Results.
8. Introduced & implemented culture of **Results' progress** report
9. Effective Coordination among Registration, Accounts and Examination Branches.
10. Fully Computerization Applied, Implemented and Controlled.
11. Exam Branch at **one place** (New/QUAID-E-AZAM Campus) only.

12. Mafia ***Elimination*** in Exam Centers through Effective **MONITORING**.
13. Proper Information Cell.
14. No Pending Court Cases except Political or Ordinary types.
15. No Ombudsman office Pending case except new or Ordinary types
16. Record Reduction in UMC Cases.
17. Record Reduction in RL cases rather equal to none.
18. Regular Convocations in most of the Affiliated Colleges (Convocations started being held for the **first time** in Affiliated colleges since May 2000)
19. One page Admission Form (*for general category*).
20. Admission Form for *Special category* (i.e. MBBS, BSc and Nursing etc.)
21. Photo Scanned Roll Number Slips.
22. Link of **Scanned Photo** Roll Number Slips **with** Registration Card, N.O.C, Verification and Migration Certificates etc.
23. Introduced Supervisory Staff ***Rotation Culture*** to eliminate mafia minded staff.
24. No more Cut Lists and Attendance Sheets Problems.
25. No errors/mistakes in Question papers with quality printing/maintenance.
26. Cheating reduction culture due to uncompromising strict measures with bold decisions.
27. Open Door Culture etc.
28. Purpose Built Examination Halls for 6000 students despite hurdles.
29. Introduced and implemented BREAK UP of exams Schedule by Centers, Candidates or colleges wise etc.
30. First time ever in the HISTORY to become more TRANSPARENT

**Acknowledgment, Recognition and Appreciation from International/National Agencies etc**

1. **US Department of Justice United States Attorney**, Southern District of New York, USA, and September **2004**.
2. Provincial Ombudsman, Punjab, August **2003**.
3. **New Zealand** Qualifications Authority (A Government organization with Legislated Responsibility for assessment of overseas qualifications) January **2002**.
4. Embassies-Royal **Saudi**, Embassies of **Canada**, **Australia** and **USA** etc **2003-2005**.
5. A number of other International/National Agencies etc in addition to the above **2001-05**.
6. Successor Controller of Examinations' **acknowledgement & appreciation** **31 August 2008**

**Unprecedented Role**

1. Participated in more than 40 national/international workshops &

- Seminars during 2002-2005 despite working as Director IBA & Controller of Examinations.
2. 40% revenue of Punjab University budget generated due to increase in number of Students every year 2000-05.
  3. 45% Number of Students increased but never excused to conduct the examination for any discipline and things never went beyond Control .
  4. Regular and Multiple Audit of “**Printing of Question Papers & Secrecy Work Bills**” despite “it does not fall in the auditorial jurisdiction due to their special/ confidential nature” (reports of **PU Resident Auditors**). “Bills were always deposited for payment (*rather than asking for Advance*) to the worthy Vice Chancellor that passed through TR branch and RA office and then **payments** were made”. It’s worth mentioning that already I finished “**ADVANCE**” culture although it was against the Previous Practice. I believe and I did that “*Work or Labor*” **first** and then **payment**”).
  5. Worked with responsibility and Accountability **but** without authority, compensation **OR** any reward.
  6. Saved millions of Rupees from **Controller Examinations** Salary, Legal fee, Monitoring and TA/DA etc.
  7. Worked as Controller of Examinations **without Salary or Pay** rather had to pay the opportunity cost of more than Rs 50,000 p.m. as could not take extra teaching/projects due to hectic schedules of 250 exams round the clock and through out the year.
  8. Visited abroad but most of the time without Financial Burden on University and in return brought good name for PU by always upholding its dignity, goodwill and respect instead could not go in many international conferences and preferred examination duty for hundreds of thousands of students.
  9. Supervisor for DEAKIN UNIVERSITY Australia, to supervise Examinations in Pakistan (*Received Appreciation Letters*)
  10. Conducted Higher Education Commission and Punjab Bar Council Tests (*Received Appreciation letters*)
  11. Queries from any quarter were logically dealt, justified and satisfied ( i.e. President Secretariat , PM Secretariat, Governor /Chancellor’s Secretariat, CM Secretariat, Pro-Chancellor Secretariat, A number of Minister’s Secretariat, other Universities, NAB, GHQ, Judiciary i.e. SC, HCs, LCs or International Courts etc.)
  12. More than 5,000 appreciation/ thanks letter/e-mails/SMS received from general public (*Real incentive and indeed! created feelings of achievement*)
  13. Most of the staff was rewarded with **Prizes** whereas PU Exam Branch was known as **MAFIA AFFECTED** until 1999 (also *delivered lecture at LUMS* on this).