Dr. Ishrat Husain's Message

Past laurels must be treasured, yet the future success relies heavily on a continuous struggle to change for the better. Realizing the importance of moving forward and bringing about positive changes, IBA revamped its MBA program in 2010. From fall 2011, based on a year long experience, a revamped BBA will be launched. In order to restructure the BBA program, an audit was conducted in which all the stakeholders were consulted over a twelve-month period. Considering the feedback and analysis carried out by a committee internally, the Academic Board of IBA has approved the introduction of a revamped BBA.

What will differentiate these new BBA and MBA programs? In designing the two programs we have focused on five points of differentiation which are summarized below:

- Two years minimum work experience is required for entering the MBA program and the previous practice of automatic enrollment in MBA for BBA degree holders of IBA has been discontinued.
- Faculty members teaching BBA will not teach MBA courses and vice versa. This stipulation is intended to avoid any possible chances for overlap between the courses.
- Pedagogical tools for MBA will be case studies and experiential learning while for the BBA theoretical foundations, understanding of concepts and analytical techniques will be emphasized with some limited experiential learning.
- Course contents in subjects which form sequential learning will deal with relatively more complex issues in case of MBA students with focus on applications.
- Assessment methods for MBA will consist of class participation, written analysis of cases, quality of project reports, etc. While in BBA, the midterm and final exams will be given greater weight.

Faculty Development Program

Over the last three years, faculty development has been a key priority of IBA management. Despite some headway, there remains an urgent need for increasing the number of candidates aspiring to pursue higher education from prestigious institutions abroad.

In order to encourage more people to go for higher education, the coverage of admission under HEC scholarships has been expanded from top 50 to top 100 universities for those aspiring to obtain faculty positions at IBA.

A further incentive has been provided that allows supplementary funding from IBA’s Faculty Development Fund to any full time faculty who gets admission into a Masters program. This grant will be in addition to their salary paid under Study Leave Rules.

It has been observed that it is difficult to get admission directly into PhD without obtaining a Master’s degree from one of the top universities. IBA’s full time faculty desirous of pursuing a PhD in Management, Marketing, Accounting, Finance and Economics, who may initially get admission into a Masters degree program can now avail Study Leave with full salary as per existing Study Leave Rules, with IBA supplementing the balance of their tuition fee and expenses from the Faculty Development Fund. Once the Masters program is completed and the candidate is admitted to the PhD program, he/she will be covered by the Overseas PhD Scholarship program already in place. It is hoped that these vital initiatives will lead us to meet our objective of having 90-95% of full time faculty possessing PhD degrees.

In the end, I would like to recognize the services of recently retired employees and thank them for their contributions to IBA. Cognizant of the fact that they would not be eligible for any long-term benefit, the IBA Board has approved an ex gratia amount with the intention of easing their transition. I wish all colleagues a happy, healthy and a peaceful future.
The Indivisible Whole

At the heart of all religious, ethical, and spiritual traditions, the concept of always treating others as we wish to be treated ourselves, is the Golden Rule, a principle which has been articulated in various forms across cultures and faiths. It is necessary in our public and private lives to refrain from inflicting pain, to act or speak violently, out of spite, or self-interest, to exploit or deny the basic rights of anybody, and to incite others, is the denial of our common humanity. So states the ‘Charter for Compassion’, which is a cooperative, worldwide effort to restore not only compassionate thinking but, more importantly, compassionate action to the center of religious, moral, and political life, and has been crafted by people all over the world. Do Google it to find out more.

Rusty Schweickart, an American astronaut who flew the Apollo 9 back in 1969, spoke eloquently of his feelings when he first gazed back at Earth from outer space. He said that at a very fundamental level, the experience changed his paradigms forever as he circled his beloved home planet, passing over the Mediterranean, Greece and Rome, North Africa, the Middle East, India, and America over and over again. He experienced the Earth as an indivisible whole, with no boundaries or borders. He realized that all such bifurcations are essentially arbitrary, we invent them and then ironically we find ourselves trapped within them. Applying what Rusty learnt after journeying millions of miles, we clearly recognize that we have failed to live compassionately; in fact we have even increased the sum of human misery because of violence, hatred, and disdain.

We urgently need to make compassion a clear, luminous and dynamic force in our polarized world. Rooted in a principled determination to transcend selfishness, compassion can break down political, dogmatic, ideological, and religious boundaries. A heart that is willing to view the world with compassion, a mind that views the world as a whole, not fragmented into parts, can find the space to co-exist with all living creatures in harmony and find joy in diversity that each individual presents.

IBA, as a diverse community offers us an opportunity to affirm the ‘Charter for Compassion’ and contribute towards making our community a peaceful one, to begin our journey on the path to enlightenment, and to create a just and peaceful community. As the saying goes: we must always be kind to one another, as each one is fighting great battles.

What Really Matters

A bright young man applied for a Managerial position at a Multinational Corporation. Given his excellent academic record, he breezed through the initial stages of the recruitment process and went for his final interview with the Director.

Impressed by this young man’s outstanding performance all through his education, the Director asked, "Were you rewarded any scholarships at school?" The young man answered "None."

"Was it your father who paid for your school fees?" then asked the Director. "My father passed away when I was a year old, so my mother bore all my educational expenses" "Where was your mother employed?" questioned the Director. He answered, the bruises were so deep that his mother whimpered as he wiped them with warm water.

For the first time, it hit him that it was this pair of hands that washed the clothes everyday to pay for his education, to pay for where he was standing now. These bruises, indeed, were the price his mother had paid to make him who he was today.

After having washed his mother’s hands, he quietly washed all the remaining clothes. That night, the mother and son talked for a very long time.

Next morning, he went to the Director’s office again. The Director noticed the tears in his eyes, and asked, "What did you do when you went back home yesterday?"

For the first time, it hit him that it was this pair of hands that washed the clothes everyday to pay for his education, to pay for where he was standing now. These bruises, indeed, were the price his mother had paid to make him who he was today.

"She earned by washing clothes."

The Director requested the man to show him his hands. And so he did; he revealed a pair of hands that were smooth and perfect.

The Director asked, "Did you ever assist your mother in washing clothes?" The young man replied, "Never, my mother always wanted me to spend all my time focusing on my education." The Director said, "I have a request. When you go back home today, go and clean your mother’s hands, and then see me tomorrow morning."

The boy felt that his chance of landing the job was high. He went back contentedly and requested his mother to let him clean her hands. His mother felt strange but pleased at the same time. With mixed feelings, she showed her hands to her son.

As he gently cleaned his mother’s bruised hands, his eyes filled with tears. It was the first time he had noticed the wrinkles on her coarse hands. Some of

He replied, "I cleaned my mother’s hand, and also finished cleaning all the remaining clothes." The Director requested, "Please tell me your feelings."

He answered, "Firstly, I now know the meaning of appreciation. Without my mother, I wouldn’t be where I am today, standing here before you. Secondly, helping my mother in her chores made me realize how difficult and tough it is to get things done. And finally, I have come to appreciate the importance of family relationships."

The Director said, "These are the things I’m looking for in my manager. I wish to recruit a person who can appreciate the help of others, knows the sufferings of others to get things done, and would not put money as his only goal in life. Congratulations, you are hired!"
Governor's Visit

The patron and Governor Sindh, Dr. Ishrat-ul-Ibad Khan paid a surprise visit to the IBA Main Campus on May 5, 2011. He appreciated the high quality of work and paid attribute to the Dean and Director for his leadership which has enabled IBA to be rejuvenated and modernized. The Governor visited the IBA Boys Hostel along with the auditorium.

Foundation Stone Laying of New Academic Block

The Tabba Foundation had signed an agreement with the IBA in October 2009 to donate a sum of Rs. 150 million for the upgradation and improvement of infrastructure at the IBA campuses. The amount would be used to construct a state-of-the-art academic block at the Main Campus, dedicated to the memory of Late Mr. Razzak Tabba. After all the design and finance formalities, work on the construction of Tabba three-story academic block formally commenced on Friday, April 29, 2011 at IBA Main Campus. The ceremony was attended by members of the Tabba family, project staff and IBA faculty. Speaking on the occasion, Dr. Ishrat Husain appreciated the efforts and the support of the Tabba Foundation and thanked them for their generous contributions to the projects at IBA.

Late Dr. I. A. Mukhtatar Memorial Event

A Memorial Session was held on June 11, 2011 in the newly renovated Main Campus auditorium to honor the Late Dr. I. A. Mukhtar, Sitara-e-Imtiaz, Professor Emeritus (Doctor of Laws) Honoris Causa, the first Pakistani Dean and Director of the IBA; who left behind a rich legacy of excellence in management education. This session celebrated the memory of a person who worked tirelessly and achieved much; having introduced Business Studies and the semester system in Pakistan. The ceremony was attended by a large number of alumni and current faculty staff members. An important feature of this event was the presence of the two prominent former Deans - Dr. Wahab and Mr. Danishmand - who paid their attributes to the Late Dr. Mukhtar and recollected some important memories from his life at IBA. A short video on Dr. Mukhtar's life, prepared by the Alumni Department was also screened on this occasion. Mr. Yousuf Shirazi, eminent businessman and owner of Atlas Honda, concluded the session and presented a souvenir to the family members of Late Dr. I. A. Mukhtar as a memento. The Chairman IBA, Board of Governors, Mr. Justice Munib Akhtar was also present on this occasion along with other members of the IBA Board of Governors.

IBA Alumni Student Center

IBA Alumni Student Center is a facility dedicated in the name of IBA's Alumni. The project is undergoing the initial construction stage and with the support and contribution of our Alumni, we have already been committed Rs. 2.1 million. Our Alumni has not only come forward to support us but have also shown keen interest in making further donations to help more students in benefiting from such developments in the years to come.

Following are some of the donors who have contributed to the Alumni Center:
- Zafar Masud (1993)
- Riaz Chowdhary (1967)
- Shuaib Ahmed (1964)
- Shahid Javed Hashmi (1971)
- Husain Lawai (1967)
- Waqar Siddiqui (1981)
- Unilever Alumni
External Linkages Achievements

In June, IBA acquired the membership of CEEMAN, an international management development association which arranges faculty development programs. This membership allowed us to send three of our faculty members to attend the 'International Management Teachers Academy', a faculty development program in Bled, Slovenia from June 5-17, 2011. First week of the program was a general track whereas the second week was a specialized track where faculty members undertook training on content regarding their areas of interest. Ms. Farah Naz Baig, Ms. Mahreen Nazar and Ms. Sana Tauseef enjoyed their stay and came back energized and enthused to do more at IBA.

Additionally, senior teachers like Mr. Aman Ullah Saiyed, Dr. Khadija Bari and Mr. Shabih Haider went to the famous International Teachers Program 2010-2011 at Kellogg School of Management from July 3-10, 2011.

IBA also offers exciting new opportunities for its talented student body. The following exchange programs were offered and availed by IBA students in the last quarter:

- NUS Summer Program on Economic and Enterprise Development in Singapore from Sunday, July 10 to Saturday, July 23, 2011
- Tsinghua School of Economics and Management, a one way exchange in Spring 2011, attended by four MBA students
- A US university exchange program fully funded by United States Department of State (to take place in fall 2011)

IBA is also in the process of signing an agreement with The Washington Centre (TWC), under which our undergraduate students will spend a semester in US and have an opportunity of internship, completing an academic course, attending sessions, and much more.

Career Development Center

"When a team outgrows individual performance and learns team confidence, excellence becomes a reality."

Joe Paterno (American football coach)

The Career Development Center is a perfect example of how group effort makes a team work efficiently.

CDC has been working with commitment and diligence, and appreciates support and cooperation from other departments. It manages long-term partnerships and relationships with all employees and also arranges various activities, job fairs, recruitment drives and corporate presentations with the support of the admin, IT, Registrar, security and HR offices' teamwork and collaborative efforts. Fifteen successful events with outside guests and prestigious employees were made possible, owing to the hard work of this team.

For feedback and suggestions, write to us at current@iba.edu.pk
Participation of Karachi Koalas in World RoboCup, 2011

IBA established a robot soccer team named ‘Karachi Koalas’ that recently participated in the World RoboCup 2011, a world renowned soccer competition for robots. The team was a result of an ongoing and strong collaboration between IBA and the University of Technology, Sydney (UTS). It aims to attract young Pakistani students towards the exciting field of Robotics and Artificial Intelligence.

RoboCup is among the most challenging yet exciting competitions within the field of Computer Science. The competition has traditionally been (and is still) dominated by technologically advanced countries. Karachi Koalas’ participation in this competition helped IBA in establishing linkages with some of the best research labs around the world. Around 100 research labs participated in this global competition with Karachi Koalas being the only one from Pakistan. Other teams were mostly from universities in US, UK, Germany, China and Japan.

The qualification in World RoboCup, in the very first year of its inception, has itself been an honor for Karachi Koalas. The team managed to perform remarkably throughout the competition. The team stood second in its group in the seeding round and qualified for the pre-quarter final stage. During this stimulating journey, Karachi Koalas defeated Paris University and Osaka University, drew against Fukui University (Japan) and Humboldt (Germany), semi-finalists of the 2010 RoboCup. The RoboCup event is being given attention in the international media and the participation and performance of Karachi Koalas has gained coverage at some of the most popular local news channels.

New Staff Joining IBA

Dr. Amber Gul Rashid
Assistant Professor
Will join in Fall Semester 2011
Marketing
PhD (Marketing & IT), UK
M.Sc (Computation) UMIST, UK
BA (Hons-Business Studies), University of Sheffield, UK

Asma Mahmood
ERP Reports Developer
Will join on April 19, 2011
IS, ICT
BE (CS), Mehran University

Syed Imran Saqib
Lecturer
Will rejoin on June 22, 2011
Management
M.A (HRM) George Washington University, Washington, DC
MBA IBA, Karachi
BBA (Hons) IBA, Karachi

Muhammad Shafi
Senior Manager,
Examinations & Evening MBA
Retired (after retirement) on April 13, 2011
EPO
Business Administration
M.A. (Islamic History), B.Com

Ishfaque Ahmed Lashari
Assistant Manager-CDC
Will join on June 16, 2011
ICT
MS (Enrolled), SZABIST
MBA (Marketing), SZABIST
BSc, University of Sindh

Dr. Junaid Alam
Assistant Professor
Will join in Fall Semester 2011
Computer Science
Mathematical Sciences
PhD (Mathematics), ASSMS, GC University, Lahore
M.Sc (Mathematics) University of Karachi
B.Sc (Hons-Mathematics), University of Karachi

Adnan Mahmood
Program Executive-EMBA
Will join on June 10, 2011
EMBA
MBA (Marketing), SZABIST, Karachi
BS (Chemical Engineering), University of Karachi

Muhammad Saad
Supervisor Electrical/Mechanical
Will join on April 18, 2011
Project Department,
General Project Department
B-Tech (Elec.) Newport Institute, DAE

Asma Mahmood
ERP Reports Developer
Will join on April 19, 2011
IS, ICT
BE (CS), Mehran University

Ishfaque Ahmed Lashari
Assistant Manager-CDC
Will join on June 16, 2011
ICT
MS (Enrolled), SZABIST
MBA (Marketing), SZABIST
BSc, University of Sindh

Dr. Junaid Alam
Assistant Professor
Will join in Fall Semester 2011
Computer Science
Mathematical Sciences
PhD (Mathematics), ASSMS, GC University, Lahore
M.Sc (Mathematics) University of Karachi
B.Sc (Hons-Mathematics), University of Karachi

Adnan Mahmood
Program Executive-EMBA
Will join on June 10, 2011
EMBA
MBA (Marketing), SZABIST, Karachi
BS (Chemical Engineering), University of Karachi

Muhammad Saad
Supervisor Electrical/Mechanical
Will join on April 18, 2011
Project Department,
General Project Department
B-Tech (Elec.) Newport Institute, DAE

Best University Teacher Award 2010

We are proud to announce that Dr. Sajjad Haider, Associate Professor, Faculty of Computer Science was selected for the ‘Best University Teacher Award 2010’ granted by the Higher Education Commission Pakistan.

Dr. Sajjad Haider
Associate Professor
PhD (Information Technology), George Mason University; MS (IS), George Mason University;
MCS, University of Karachi;
B.Sc. (Hons.) Statistics, University of Karachi
Faculty of Computer Science

The Faculty of Computer Science at IBA has been working very hard during the past quarter.

ICICT 2011
One of the major events in this quarter was the ICICT 2011. This is the fourth time since 2005 that IBA has organized a broad-based, multi-topic, fully-reviewed conference on Information and Communication Technologies. The keynote speakers included Scholars from UK, USA, Canada, Malaysia, Saudi Arabia and Denmark, whereas Pakistani speakers from National Universities and international speakers from France and Germany were invited as guest speakers. The ICICT 2011 brought together the business and technology researchers in a complex paradigm where all of them were attempting to come up with innovative solutions to complex problems related to the information and communication technologies in front of an audience drawn from the academia and the industry.

ConneXion’11
ConneXion’11 was another exciting event that brought together students of computer sciences and industry to take part in an open discussion. The Final Year Projects competition was one of the main sections of the event where 50 projects from 15 institutes, including Karachi University, NED, Iqra University, Biztek, SZABIST, Sir Syed University and IBA were submitted out of which only 17 were short-listed for the competition. The competition not only allowed students to assess themselves against their counterparts but also created job opportunities during their project demonstrations.

The Second Annual CEO Forum
Alongside this mega event at the start of the quarter, the second annual CEO Forum was also held, in which the industry and academia came together to discuss the future of FCS at IBA. The Forum included a rigorous discussion on the current MS (CS) program at FCS IBA and its future directions. All the changes that have been brought about since the annual CEO Forum of 2010, and changes to be carried out in the near future were outlined. The entire session was a breezy and enlightening experience for everyone and provided FCS IBA with valuable insights into the industry and industry participation in its programs, which would help immensely in the long run.
Recent Developments

- **BPS 1-15**: The Federal Budget 2020-21 has been finalized, with a focus on economic recovery and growth.
- **Anti-Extremism**: A new anti-extremism policy has been introduced to combat radicalization and terrorism.
- **Environment**: A comprehensive environmental protection bill has been passed, aiming to address climate change and pollution.
- **Economy**: The government has announced a package to support small and medium-sized enterprises.
- **Healthcare**: A new healthcare act has been introduced to improve access to healthcare services.
- **Education**: A new education policy has been announced to improve quality and access to education.

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**Leave Encashment**: A comprehensive leave encashment policy has been introduced to ensure fair and transparent management of leave encashments.

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Institute of Business Administration Karachi
Leadership and Ideas for Tomorrow

Innovative Approaches to Business Challenges

A look into the future of business

By: Dr. Muhammad Ali

Director, IBA Karachi

"Innovative approaches to business challenges have been the key to our success.
As the world becomes more interconnected, businesses need to adapt.
We at IBA Karachi focus on providing our students with the skills and knowledge
they need to succeed in today's competitive market.
By integrating practical experience with theoretical knowledge,
we ensure that our graduates are equipped with the necessary tools
for success in the business world."

Leadership and Ideas for Tomorrow

IBA Karachi

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