

In This Issue



02 Substance of Change

03 IBA News Bulletin

05 CED, CEE & EMBA



06 Faculties

08 Dynamics of Infrastructure

10 Alumni



11 ICT Department

12 Library

13 HR Department

Issue 1- January 2011

Message from the Dean & Director



“All members of the IBA community – from Messenger to the Dean – should have access to the same information, authentic & reliable.”

I am pleased to know that we are bringing out the first official Newsletter for the benefit of the IBA community. In this fast changing environment communication – timely, effective and both ways – has become a powerful tool for institutional strengthening and harmony. All members of the IBA community – from Messenger to the Dean – should have access to the same information – authentic and reliable. While the management will endeavor to keep all the members of the IBA family informed about the various developments through this newsletter, each member can use this Newsletter as a platform for articulating views, comments, suggestions, asking questions and seeking clarifications.

Rumors and misinformation are inimical to the health of an institution and they can be curbed or minimized only if there is an open, two way channel of communication without fear or favor.

I believe in an open door policy, i.e. any student, faculty member or staff member, irrespective of their grade or status can walk in my room without any prior appointment to discuss any issue of personal or professional nature. As head of this family I have many roles to play – coach, guide, mentor, advisor, career counselor and therapist. But I wish to reinforce this culture of openness at an institutional level. This Newsletter is aimed at serving that purpose.

I request all the members of the IBA family to use this newsletter to update themselves regarding the latest developments here. This medium can also be used to share views and ideas on topics of general interest.

Ishrat Husain

Making Waves

As the song goes, “A pebble in the water can set the sea in motion...” where probably the challenge always is to find that elusive pebble! IBA is very lucky to have done so and already ripples of change are making themselves clearly felt. With so much activity in every sphere, it's hard keeping up.

From faculty development to physical infrastructure, IT up-gradation to community outreach & international linkages, team members joining and leaving to governance and compliance, academic reorganization to institutional structure re-design, there are myriad changes emerging everywhere. “The Current” aims to be a publication solely devoted to informing the employees of IBA of events and developments: upcoming, recent and ongoing. Embedded in this primary objective is the element of development related topics that will be woven into the fabric of each quarterly issue.

The word “Current” itself has many underlying meanings, all of which apply to the publication itself, one of them being “flux” so as to capture the ebb and flow of IBA in a report-like form. Also it relates to the flow of energy i.e. the minutiae and milestones that keep the organization running. The word “current” also reminds one of direction, in which IBA chooses to move forward. Lastly, as mentioned earlier “The Current” seeks to keep your knowledge current in all matters dealing with IBA.

As a communication and development tool, this quarterly publication is yours to use and enjoy as part of the IBA community. This maiden issue is an annual one, covering the events of the year 2010.

Substance of Change

Arish is a young boy... full of ideas and energy. "I want to be a lawyer; I wanna change the world!"

"Really!" he is often laughed at by his family and friends.

"First go and change your clothes", said Amir, his elder brother.

As he grew older and wiser, he rationalized. "Alright! I want to be a journalist; I can atleast change my country by exposing the corrupt social system."

"Why don't you focus on your studies to change your grades instead?" his father commented ironically.



As Arish entered the professional world and became a part of the rat race, he often wondered if he could change anything... anything about his own mundane life.

He hated his workplace, his job, even himself; it's really dull and purposeless without any sense of engagement and accomplishment.

Arish made several desperate attempts to change the laid back culture at his office, his staff's behavior and family members' attitude, but all in vain. As the time passed by, he turned into a cynic; constantly criticizing everything and anything around him. It was the end of the year. His car was in the workshop, the route bus dropped him at the main gate from where he had to walk for at least fifteen minutes to reach his office for an important meeting which was about to begin.

Cursing his fate, he started walking... as fast as he could. He saw many familiar faces on his way; the peon, the sweeper, the tea boy and some junior staff members. All were in a hurry to reach the office. He remembered how he scolded them for reaching late, refused to provide office transport for the small distance and lectured them about time management repeatedly.

As he walked along them, he realized what he needed to change...

Exactly after a year, his team won the award for punctuality and within five years, he was titled "the chief change-agent" in his company. His friends and family trusted and adored him more than ever. What mantra Arish did find during the fifteen minutes walk that changed his life... He shared at the annual award ceremony, "I stopped trying to change others, dictating my staff and colleagues. Rather, I began to change myself and listened to my friends and coworkers with understanding, led the most challenging tasks myself and earnestly practiced change before I preached it to others. Believe me it sounds simple but it's not."

Gradually, Arish was able to emerge as a role model who enabled to inspire people around him for positive change... change that promises to improve their lives, fulfills their dreams and brings hope and excitement which they yearned for as an adult.



IBA News Bulletin

IBA OFFSITE "TEAM UP!"

The IBA Karachi arranged a one day offsite event "Team Up!" on 6th August 2010 at the Pearl Continental Hotel. Mr. Farhad Karamally conducted this event which was attended by all IBA management staff and full time faculty. This first ever offsite learning event provided them with an opportunity to interact and participate on a unified platform. The purpose was to allow the participants to learn and get to know themselves and each other better in a pleasant and relaxed environment. This exercise also allowed them to build relationships and bond with people they did not regularly interact with. Furthermore in this day long event, discussions on certain topics including understanding the importance of IBA's vision of a world-class business school, importance of communication, synergizing as a team and reviewing performance were held.



Off-site event, Team Up!



Convocation 2010

REACHING MORE PLACES

IBA owns three buses and five coasters serving different routes for the convenience of its students, staff and faculty members. This year transport department has introduced a new shuttle service for staff and faculty members who commute to and from NIPA.



IT'S IN THE AIR WE BREATHE

The first Web Radio at IBA was officially launched in February 2010. Radio IBA is an online web radio station launched by the IBA Web Society with support of the IT Department. It is targeted to cater the needs of all age groups, broadcasting locally as well as globally.



IBA Faculty

SHARING THE WORD - DLS

Students and faculty continued to reap the benefits of the Distinguished Lecture Series (DLS) in 2010. The IBA has been known to develop business leaders. What is even more impressive is that these people take some time out, from their busy schedules, to share their priceless knowledge and experience with the leaders of tomorrow. Some of the Distinguished Guests this year included Mr. Amir Adnan, Mr. Asad Umer, Mr. Hussain Dawood, Mr. Irfan Mustafa, Mr. Saqib Shirazi and Ms. Roshaneh Zafar.



Mr. Amir Adnan



Dr. Ishrat Husain with Mr. Hussain Dawood

AN ACCOUNT OF A PERFORMANCE AWARD WINNER

Manoj Babulal

IBA employees are recognized for service rendered above and beyond their duty. It was a very pleasant feeling indeed. This event has come as an encouragement to all staff members who are now even more motivated and dedicated to fulfilling their duties and roles for the effective functioning and progress of IBA. I would like to thank the Dean & Director IBA, Dr. Ishrat, for his motivating attitude towards the staff members which has motivated us a great deal in achieving our objectives.

The road to winning this award was not easy. My team and I had to work round the clock under pressure and busy schedules. This award would not have been possible without the cooperation and hard work of my entire Department (DPO (Day Program Office)). Every activity in the Program Office requires dedication and sincerity towards students. A little miscommunication or laziness in duty on our part can spell disaster for the students and possibly their careers, so we have to be very careful in our responsibilities. At the time of registration we have to keep ourselves updated with every single detail regarding the students' course requirements such as what courses students would be taking in the upcoming semester, have they met the prerequisites of that particular course, how many courses have they taken to date, what courses are offered in what semester, how will students cope with their deficiencies and whether or not they will clear all their courses by the last semester, etc.

In the Fall Semester 2010, things became more difficult to handle because of the introduction of online course registrations where the students can register for whatever course they prefer, every step has to be taken by the student himself. The Program



Performance Award Winners 2010

List of employees who received awards in 2010

Name of Employee	Designation / Department	Souvenir
Mr. M. Akmal Khan	Admin Officer, FCS	Shield & Recognition Certificate
Mr. M. Jawad Khan	Electrical Engineer, Maintenance	Shield & Recognition Certificate
Mr. Abrar Ahmed	Deputy Librarian, Library	Shield & Recognition Certificate
Abdul Rehman	Project Engineer, Projects	Shield & Recognition Certificate
Muzammil Hussain	Data Entry Operator, Program Office	Shield & Recognition Certificate
S. Ghulam Mustafa	Typist, Program Office	Shield & Recognition Certificate
Mehvish Butt	Assistant to Executive Program Office, Program Office	Shield & Recognition Certificate
Abdur Rehman Mansuri	Data Entry Operator, Program Office	Shield & Recognition Certificate
Manoj Babulal	Day Program Officer, Program Office	Certificate
Mirza Noman Shah	Program Officer, Program Office	Certificate

Office is not directly involved in this process but still it was our responsibility to ensure that the students who selected a particular course had met the prerequisites of that course. The courses were allotted to students on a first come first serve basis. Due to high demand for certain courses, quite a few students could not register for their choice of courses. This is where the program office stepped in and we

worked out ways to help these students find a way out of this situation. This was a testing phase for us as we had to deal with frustrated and angry students in a professional and calm manner so that a solution could be reached. In the end our hard work paid off as this exercise ended successfully and every student was able to meet his course requirements and our objective was achieved.

Centre for Entrepreneurial Development (CED)

Established in 1955 with support from United States through Wharton School at University of Pennsylvania, IBA Karachi is honored to be selected as the first-ever university for establishing a center specifically for developing entrepreneurship in Pakistan. The Center for Entrepreneurial Development (CED) will assist new aspiring leaders in establishing businesses and help connect students with private sector venture capitalists. At a ceremony held in February 2010, IBA received Rs. 42.5 million (\$500,000) from USAID that will help develop the expertise of the CED staff and build the Center's capacity for future expansion. Addressing the audience, Mr. Stephen Fakan, U.S. Consul General in Karachi, said:

“I'm confident that this great partnership will have far-reaching positive impacts in increasing the effectiveness of Pakistan's next generation. Stimulating entrepreneurship is a critical step towards meaningful employment of Pakistan's younger labor force.”

Centre for Executive Education

First established in 2002, the CEE has been refurbished with a fresh new look in 2010. It has relaunched its activities with renewed vigor and focus, offering a variety of programs.

Specialized business solutions in workshops

Last year, several workshops were arranged and facilitated by trainers of both national and international stature such as Mr. Ronald Schram, Professor-Columbia University; Dr. Riaz Ahmed, Director-7city learning; and Mr. Naeem Zafar, Professor-University of Southern California. Creativity in Advertising, Financial Derivatives and Modeling, Innovation at Companies and Supply Chain Management were some of the major topics highlighted in these workshops aimed at providing solutions to business problems.

Customized Trainings

IBA-ATLAS Diploma in Business Management

IBA-CEE has successfully conducted Diploma in Business Management for the middle management of ATLAS Group of Companies. The program was highly interactive including lecture, role playing, case studies, simulations, etc. conducted at Video Conferencing Room of LEJ (Latif Ebrahim Jamal) National Science Centre at the University of Karachi.

IBA- Sanofi Aventis Business Administration Certification Program was arranged

Forty participants from middle management of Sanofi Aventis center in Lahore, Rawalpindi and Karachi participated in this program.

Abbott Business Excellence

Business Excellence consultancy provided to Abbott Affiliates in Pakistan, India, Saudi Arabia, Egypt, and Gulf in year 2009-2010.

External Linkages

Brainstorming Session with PCSIR & SUPARCO, March 2010

CEE arranged an interactive session on relevance of marketing with R&D in current times. The management of PCSIR appreciated IBA's efforts and also requested for help in marketing PCSIR's products and in promoting S&T in Pakistan.

Video Conferencing on “Information Technology: Opportunities & Challenges in Pakistan” with Queen's School of Business was held in May 2010



Workshop on, Global Sales Strategies for Ambitious Entrepreneurs - 2010



Dr. Ishrat Husain signing an agreement for CED



The executive committee in session

IBA Executive MBA Programme

Developing Future Leaders

In the true spirit of pioneering excellence in education, IBA offers an exclusive Executive MBA program in the field of Banking & Financial Services, Corporate Managers and Public Sector. This is a high value learning program exclusively designed for in-service professionals aiming to enhance their academic knowledge. The program, developed in consultation with leading experts and senior IBA faculty, was formally inaugurated on October 2, 2009.

EMBA is a two year program, consisting of 6 trimesters of 4 month each and is steered by an experienced faculty drawn both from the IBA and the industry. The program was well received by the mid-career professionals. Two hundred and fifty participants from over 60 organizations, including leading national & international banks as well as multinational and local companies are currently enrolled, receiving high value learning.

The EMBA team is currently gearing up to induct its 5th batch. The on-line registration process for the admission test is in place and the new sessions are scheduled to commence from January 21, 2011.

Faculty of Computer Sciences (FCS)

Faculty of Computer Science is the technology front of IBA. It has progressed in leaps and bounds since its inception and last year was no exception. The year 2009-10 witnessed the launch of the MS(CS) program with a healthy intake of students. A number of new courses were introduced under the new program including advanced courses on Web Technologies, Human Computer Interaction and Computer Networks. A new department "Department of Mathematical Sciences" was also established under the Faculty of Computer Science with Dr. M. Shahid Qureshi appointed as the Chairman of the Department.



The CEO Forum

The Faculty of Computer Science was strengthened with Dr. Shakeel Khoja joining the FCS and bringing his expertise in the area of Human Computer Interaction as well as E-Learning. On the research front, the pioneering efforts of Dr. Sajjad Haider resulted in an attractive Artificial Intelligence website which also hosts the efforts of the Artificial Intelligence (AI) PhD students with the availability of IBAYes, a probabilistic reasoning tool that allows its users to model uncertain situations and perform inference using Bayesian networks

Proceedings at IBA's first ever CEO Forum
Dr. Zaheeruddin Asif was appointed to the newly created position of Program Director FCS and with his efforts to improve the curriculum, the first ever CEO Forum with Chief Executives and CEOs from leading ICT and software companies was successfully organized in collaboration with PASHA and CIO Pakistan.

Undeterred in its quest to reach world class standards, the Faculty of Computer Science at IBA held a month long research in collaboration with Dalhousie University, Halifax NS Canada in the area of Wireless Sensor Networks from July to August this year.

The FCS has grown in stature over the last few years. Our ambition is to ensure that the programs offered by FCS become world class.



The CEO Forum

Faculty of
Computer Science
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Faculty of Business Administration

External Linkages

IBA took several measures this year to further enhance its competence in knowledge creation activities such as participation in international events and collaboration with regional business institutes. IBA hosted a Peer Review workshop and AMDISA's Board meeting which focused on promoting management expertise in SAARC region. AMDISA, with over 230 members, is an international not-for-profit association aimed at enhancing quality and standard of management education in South Asian countries.

Global Business school network (GBSN) assembled an Advisory Board for IBA: GBSN has assembled an international advisory board consisting of faculty members from world's renowned business institutions including Columbia Business School, IEDC Bled School of Management, UC Berkeley's Haas School, IMD, Babson College, and the Darla Moore School of Business. This will assist IBA in the strategic development process.

First ever Faculty Exchange program: In order to increase cooperation and learning, for the first time IBA students and faculty members were sent to Tsinghua School of Economics and Management (SEM), China; NUS, Singapore; and Babson College, USA.

Strengthening international ties: During the year, IBA also acquired membership of International Association of Universities (IAU), Council for Advancement and Support of Education (CASE) and signed a MOU with Pakistan Microfinance Network (PMN).

- IAU is the UNESCO-based worldwide association of higher education institutions



bringing together organizations from over 150 countries for collaborations on higher education matters.

- **CASE** helps its members build stronger relationships with their alumni and donors, raise funds for campus projects, diversify the profession, and foster public support of education.

- The collaboration with **PMN** will assist IBA students in availing internships and job opportunities and in getting access to micro finance data for research.

United Kingdom to Pakistan in seconds: With its state-of-the-art video conferencing facilities, IBA Karachi, in cooperation with British Council, arranged 3 video conferences with University of Manchester and Glasgow Caledonian University on Economics and Human Resource Management in 2010.

Internal workshops for Faculty

Various workshops were organized focusing on writing business plans, case method teaching and writing, and quantitative research skills for the professional development of IBA faculty and management. The workshops were conducted under the supervision of expert academicians including Professor Leif M. Sjoblom, IMD, Switzerland; Prof. Naeem Zafar, UC Berkeley; Mr. Ahmad Raza, Assistant Professor, IBA; Dr. Mubashir, Dr. Ahsan, LUMS and Dr. Wasim Azhar, UC Berkeley.

External Workshops/Training for Faculty

During the year, IBA faculty attended numerous workshops nationally and internationally to equip themselves with latest knowledge in their respective fields. Four faculty members attended workshops and conferences at University of Science and Technology, Hong Kong and Asian Institute of Management, Philippines. Moreover, IBA faculty also attended other workshops arranged in Karachi, Lahore and Rawalpindi by HEC, NUST, UMT Lahore and University of Karachi.

Research Publications and Papers (presented/accepted in conferences)

Faculty at world class universities is known by its research and development work. In the current year 2010, numerous research papers by IBA faculty, were accepted at national and international conferences such as AWBMAMD, Finland; International Conference of the Academy of HRD, China; ICBM, Bangkok; and 25th Annual PSDE Conference, Pakistan Institute of Development Economics. Key contributors of research papers were: Dr. Naved Ahmad, Ms. Nida Aslam, Dr. Muhammad Nishat and Mr. Mohammad Kamran Mumtaz.

Dynamics of Infrastructure

The physical infrastructure at IBA is going through a lot of changes since the last two years. As the swift construction and renovation of different facilities are underway, the Projects Department is striving to immaculately plan and build the physical infrastructure in line with the IBA tradition of excellence in all facets of its activities. In the current year, the projects of Boys' Hostel, Academic Block and the Auditorium at the Main Campus, and the Canteen at the City Campus have been successfully completed. Construction and renovation of these buildings is being undertaken by professional architects, consultants and project managers who are engaged on a competitive basis. The overall extensive development plan is being managed by a team of highly experienced professionals at IBA.

**Auditorium, Main Campus
Main Hall**



BOYS' HOSTEL-Dining Hall



**Adamjee Academic Block, Main Campus
Main Corridor**



**Boys' Hostel
Twin Sharing Room**



Boys' Hostel- Entrance To T.V. Lounge



**Student's canteen city campus -
Dining Area**



**Adamjee Academic Block, Main Campus
Classroom**



**Adamjee Academic Block, Main Campus
Video Conferencing Room**



The Project's Team

Student's Canteen at City Campus

The student canteen at city campus, inaugurated on 18th September 2010, covers an area of 3,100 square feet with a seating capacity of around fifty people at one time. This is a makeshift canteen including a student lounge for indoor games such as table tennis and billiard.



Adamjee Academic Block - Main Campus

The Adamjee Academic Block is spread over an area of 29,552 Square feet with eight classrooms with a seating capacity of fifty five persons.

The building was inaugurated on 25th August 2010. The building has eight Breakout Rooms, four Seminar Rooms with a seating capacity of sixty people each, a Student Lounge and a Faculty Lounge.



Boys' Hostel- T.V. Lounge



Student's canteen city campus Student Lounge area



Student's canteen, City Campus
Student's Lounge



Boys' Hostel-Main Campus

The Boys' Hostel at IBA main campus is spread over an area of 69,753 square feet with a capacity of 146 beds in total. The hostel building has a reception area, tuck shop, Common Room, Dining hall, Prayer and Laundry Room, Kitchen, Store and Washing Area within it.



Boys' Hostel
Open Courtyard



Adamjee Academic Block, Main Campus
Faculty Lounge



Adamjee Academic Block, Main Campus
Faculty Meeting Room



Auditorium, Main Campus
Entrance Foyer



AUDITORIUM, MAIN CAMPUS

The newly furnished and renovated Auditorium with a seating capacity of 270 people, was inaugurated on 30th November 2010. The completion of this project within one year is a major milestone for IBA. The auditorium is equipped with the state-of-the-art lighting and sound system along with central air-conditioning units. The building design caters to people with special needs having ramps for easy movement. The building has firefighting equipment in case of any emergency.

International Alumni Chapters in Canada and UAE

Following the legacy of the Alumni reunion, two International Alumni Chapters were inaugurated in 2010; first in U.A.E in July and second in Canada in October. On the platform of these two chapters, Alumni residing in the two regions will be able to stay connected with IBA community and contribute to it by participating in various activities including faculty recruitment and student mentoring. Altogether over 170 alumni attended the UAE event while 150 graced the occasion in Canada. The overwhelming response from alumni made these reunions a remarkable success and paved the path for future events.



Mentoring Sessions

In keeping with the IBA's objective to groom its students into a diverse pool of holistic individuals, the Alumni Department and the Career Development Center (CDC) organized mentoring dinners for the graduating batches of 2010. The objective was to give students exposure and allow them to develop social skills necessary for success in real life. IBA is fortunate enough to have a vast alumni base and the achievements of our alumni in their own fields are phenomenal. Interacting with senior Alumni in an informal setting, in groups of 10-15, gave students the opportunity to learn, seek career guidance, as well as build their own professional networks.



Plant IBA Green

Plant IBA Green was a new initiative to encourage IBA alumni to plant a tree at their beloved alma mater to serve as a tangible reminder of their stay at IBA, in years to come. This opportunity proved to be another participation avenue for generously donating alumni. This monthly series of tree plantation activity started off in February, 2010.



This opportunity proved to be another participation avenue for generously donating alumni.

Hostel Reunions

IBA Boys Hostel held its annual alumni dinner on May 1, 2010 which was well attended by the alumni from various industries to commemorate the sense of brotherhood and pride. Alumni flew in from Dubai, Lahore and Islamabad while others residing abroad in countries such as USA, London, France, and Hong Kong became part of the event through special video conferencing facilities.



Alumni eNewsletter

In September 2010, the IBA alumni department launched the first edition of its quarterly e-newsletter which featured an introductory note about alumni department activities and a number of articles on the latest developments at IBA.

Online Donation

The Resource Mobilization Department at IBA has been actively seeking support from alumni for the development projects at the institute. The alumni website now features an online donation facility that is quick and easy to access.

Internal Strengthening, Training and New website

IBA Alumni and Resource Mobilization Department is working to improve its internal structure and processes based on learning through trainings (organized by HEC-FAD, USAID and others), best practices by world-class universities and management's experiences, to form a strong and well connected network. Besides this, a new website is being planned which will cater to alumni needs and create an online job portal.

ICT Department

Believing in the importance of technology in modern day learning environment, IBA Information and Communication Technology (ICT) department is doing its best to provide state-of-the-art services to around 3000 users on and off campus as well as a large alumni base.

The department offers dynamic IT facilities such as internet, email, distance learning (video conferencing), unified communications (VoIP) etc. All these services are dependent on a high performance network which includes structured cabling (cat 6 cabling i.e. from copper wires to fiber) and updated wireless media.

The ICT department has introduced several technical enhancements in the current year including two separate high speed (35MB/s) internet connections; 600 latest configuration PCs and 100 laptops with licensed software; redundant power supplies (UPS) and generator systems to ensure improved round-the-clock networking facilities for IBA community. Moreover, for enhanced security and stability, LAN is segmented into VLAN and the storage is fully backed by highly reliable SAN, specific model, which is used for the first time in Pakistan. Along with Blade servers, Virtualization applications and Ultra high configuration servers have also been installed at IBA to save space and energy. All the procured technology has expansion capabilities and is considered to be environment friendly.



Communication & Public Affairs Department

IBA Communication and Public Affairs department has undergone drastic changes in past one year to provide one window service to its internal customers. Following the 4Rs strategy -Revise, Reform, Reinvent, and Reinvent - the department has effectively launched vibrant marketing campaigns for various IBA programs such as BBA, MBA, Executive MBA, FCS, National & Sindh Talent Hunt Programs and numerous CEE workshops and certificate courses. Most of these campaigns reflect the progressive transition the institution has gone through in the last couple of years. These campaigns project a much more sophisticated image of IBA with focused messages and a clear vision.

A number of press releases were issued in the current year to highlight major IBA Events such as Convocation 2010, Students' Music Conference, seminars, conferences and Orientation 2010. These were widely and prominently published in all leading newspapers.

A communication and advertisement calendar has also been lined up for ads of workshops, events and admissions from Jan to Dec 2010 with timeline to ensure timely announcements and effective campaigns.

Various publications including IBA Annual Report, several program brochures and "Perspectives" - IBA students' newsletter were published with the facilitation of the Communication Department.

The first Town Hall meeting was arranged on April 20, 2010 at the APWA Auditorium. The idea was to provide a platform to various IBA departments including Communication & Public Affairs, Projects & Facilities, Faculty of Computer Science and MBA Program Office to discuss ongoing projects & upcoming plans and programs, timelines & progress in the current year. The aim was to assist in promoting open communication between students and concerned departments so that they feel a part of the transition process at IBA. The meeting was attended by faculty, staff and students and presentations were followed by a question and answer session.



The Communication & Public Affairs Department

REACHING THE AUDIENCE

IBA Karachi participated in the Dawn Education Expo held in Karachi, Lahore and Islamabad in February March 2010. As many as 90 national and international institutions had set up stalls in the exhibition that attracted hundreds of youth aspiring to pursue higher education within and outside the country. Overall, the response was remarkable and IBA stall was able to pull crowds of youth in the expo.



IBA Library turned Digital!



The Virtual Library, accessible on IBA portal has been successfully launched in 2010 featuring numerous books, research papers, valuable links, list of new arrivals and collection of CDs etc. A virtual library is an online digital library which consists of digital copies of books, etc.that you can find in a regular library for research purposes. Online research databases such as EBSCO, WARC and ECCH are available to users, while several other research sites are also accessible through HEC support. IBA Library Management System is under the process of being launched and its first module has been completed in collaboration with the MIS Department.

Recently over 1150 English and Urdu fiction books have been added to the library. Asia Foundation has donated over 2.8 million rupees worth of books. IBA City campus and main campus Libraries now remain open on Sundays and during Friday prayers.

Workshops, Training programs and Events

The IBA library was involved in a number of events in 2010 such as a visit by the Director Information Resource Center, American Consulate and a couple of book exhibitions organized at both the campuses in collaboration with Paramount books and Progressive International Agency. Workshops and training programs were also held by the IBA library this year including a one day workshop on Digital and Online Resources by Mr. Ajmal Khan, FAST, Lahore in October 2010 and a training course for library staff on word, power point and excel by IT Department in November 2010.



At the library, online research databases such as EBSCO, WARC and ECCH are available to users, while several other research sites are also accessible through HEC support.

Brain Teasers

1. I pass before the sun, yet I make no shadow. What am I?
2. A young man walks through the forest. He came to a bridge. In front of the bridge is a large man carrying an axe. The man says, "If you want to cross this bridge, you must tell me a statement. If I think the statement is true, you will be strangled to death. If I say the statement is false, your head will be chopped off." A few minutes later, the young man walked over the bridge, while the larger man stood pondering.

What was the statement the young man had given?

3. There is a common English word that is nine letters long. Each time you remove a letter from it, it still remains an English word - from nine letters right down to a single letter. What is the original word, and what are the words that it becomes after removing one letter at a time?

1. The wind.
 2. The man said, "My head will be chopped off."
 If the man said the statement was false, the young man's head would be chopped off, making the statement true. If the man said the statement was true, the young man would be strangled to death, thus making it false.
 3. The base word is Starting - starting - starting - string - sting - sing - sin - in - I

The HR System at IBA - from Blue Print to Beyond

The last two and a half years have witnessed a wide ranging agenda of reforms at IBA, encompassing all facets of its organization and operations. In the past, the approach to people management at IBA was akin to “strict administration” as opposed to “human resource management”. Over the years, initiatives to introduce HR best practices had not undergone any fundamental and long lasting change.

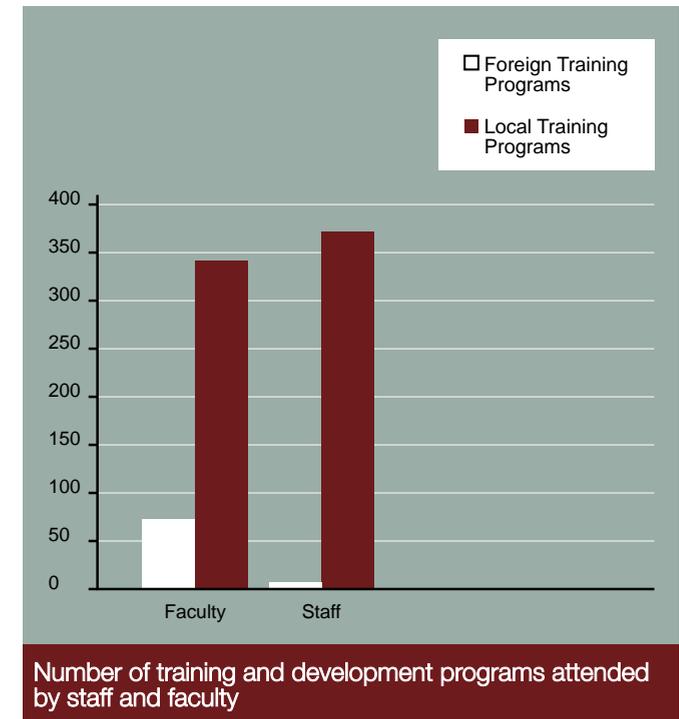
The present leadership team, convinced that without an effective HRM strategy, IBA's goals for visible change will remain elusive, directed HR to build a robust and strong HR system over a three year period from 2009 to 2011. Thus began an HR Systems Strengthening initiative structured to diagnose the extent of lacunae and highlight the reforms required in the HR domain.

The achievements till now are as follows:

- Systematic Job Analysis resulting in Job Descriptions and Specifications was undertaken to build a baseline for the future, and a reference point for determining contemporary Job Titles, that would be more reflective of the nature of work. This exercise would also help in building a more robust organizational structure, better able to absorb the rapid changes being introduced.
- Using this as a foundation for ensuring internal equities, a compensation survey was done to capture current market realities. Armed with this information, a strategically aligned compensation strategy and policy was formulated and implemented.
- A contemporary Performance Management System for all categories of staff has been introduced and implemented.
- A broad range of HR policies have been introduced based on best practice, organization need, and customer ease. These are available in an HR Manual, which is part of the IBA Code Book also available on the portal.
- A Faculty & Staff Handbook summarizing key HR policies impacting employees has been disseminated in both hard and soft copy form.
- Employee Satisfaction Surveys to gauge and track satisfaction levels have been introduced to determine the impact of various initiatives.

Training and Development

A number of trainings (local and foreign) that the faculty and staff participated in 2010 is inclusive of seminars, conferences, workshops, etc. both in house and those held outside IBA.



Specifically a snapshot of HR outputs, in the year 2010:

Events Held:

- Team Up
- Mid year Performance Management workshops - Non Teaching
- Mid year Performance Management workshops - Teaching
- Voice of IBA (Dec 2009)
- Customer Satisfaction Survey 2010

Employee Benefits:

- Provident Fund and Gratuity for Contract Employees
- Salary increase for lower staff
- Group life Insurance
- Addition of Medical Allowance in Pension for regular staff
- Leave increase for Option 'A' regular employees

Rules and Policies:

- Rewarding/Recognizing Employees at IBA
- Staff & Faculty Compensation
- Honorarium
- Student Recruitment - Internship, Part Time & Teaching/ Research Assistants
- Promotion Policy - Faculty (Full time: Regular & Contract)
- Cell Phones & Communication Expenditures
- Conditions of Service for IBA Employees

New Appointments from January 01, 2010:

- Non Teaching Staff: - 23 Appointed and on board
- Faculty: - 7 (5 Ph.Ds) Appointed and on board

Internal Audit Services

Internal Audit Services (IAS) has been established to comply with best practices of Code of Corporate Governance. The department went through major changes under the new department head, Mr. Khalid Jhumra. Key achievements of IAS this year were approval of Internal Audit Charter and Risk based Annual Audit Plan 2010-11 by the IBA Board of Governors in June & September 2010 respectively.



ENGLISH LANGUAGE PROGRAM

In an initiative to improve proficiency in English among IBA employees, IBA's HR department arranged an English Language Program. It was held from February 22 to April 22, 2010. This program was well received by the forty one staff members from both the campuses registered and enrolled in this course. Ms. Carrol Desouza was the course instructor; she is a stalwart in English language and has numerous accolades to her name. Ms. Desouza's interactive method of teaching which included presentations, game based lectures and quizzes was very effective. The course participants were all praise for Ms. Desouza and were thankful to her for the value addition that her course had provided them.

Charged with the responsibility of on-time & accurate publishing of the graduating directory, the CDC has started making a soft version of it as well for employers abroad.

The Career Development Centre (CDC)

With the key responsibility of establishing, maintaining and strengthening IBA's link with the industry and employers, the Career Development Center (CDC) works energetically towards this end. Placing more than 541 students in internships and actively facilitating the graduating classes in finding jobs, the CDC organized the first IBA Career fair in March 2010. This was followed by the HR forum, another first, where HR Heads, the faculty and the graduating class exchanged views over hi-tea. Charged with the responsibility of on-time and accurate publishing of the graduating directory, the CDC has started making a soft version of it as well for employers abroad. During 2010, various seminars on interviewing skills as well as other topics of general interest were organized specifically to groom the graduating batches for job hunting. In addition mock tests, mock interviews and skill development workshops were also arranged with the help of our alumni and faculty. The CDC offices have recently moved to the city campus making it more accessible to the employers, further bridging the gap between industry and students.

Welcoming New Team Members to Our Faculty



Dr. Hari Ram Lohano

Assistant Professor - Dept of Eco. & Finance
Ph.D (Development Economics), University of Bath; M.Sc (Agricultural Economics), University of London, UK; M.Sc(Rural Development), University of Sindh; M.Sc(Economics), Quaid-e-Azam University



Dr. Hisham Bin Zubair

Assistant Professor - Dept of Computer Science
Ph.D, Delft University of Technology, Netherlands; MCS, KU; M.Sc (Mathematics), KU; B.Sc(Hons), KU



Dr. M. Shahid Qureshi

Chairperson of Mathematical Sciences, Assistant Professor - Dept of Mathematics
Ph.D (Space & Planetary Astrophysics), University of Karachi; M.Phil & M.Sc (Mathematics), University of Karachi; B.Sc (Hons), University of Karachi.



Dr. M. Shahid Qureshi

Associate Director-CED, Assistant Professor - Dept of Management
Ph.D (Business Administration), Technical University Berlin, Germany; MBA, LUMS; M.Sc (Engineering), AITB, Thailand; B.Sc(Engineering), UET, Lahore.



Dr. Kamran Siddiqui

Assistant Professor - Dept of Marketing
Ph.D (Marketing), University of Manchester, UK; MA (Marketing), University of Bradford, UK; MBA(MIS), IBA; PGD, IIBA; B.Sc, KU



Nauman J. Amin

Assistant Professor - Dept of Eco. & Finance
M.Sc. (Finance), University of Birmingham, UK; MBA, IBA; BE(Mechanical), NED University



Syeda Beena Butool

Lecturer - Dept of Social Sciences
M.Phil (IR), University of Cambridge, UK; M.A (IR), KU; BA(Hons), KU

بدلیے زمانہ..... بدلیے خود کو!

عزیز ایک نو عمر لڑکا تھا..... نت نئے نظریات و خیالات اور توانائی سے بھر پورا
”میں وہیل بن کر دنیا بدلانا چاہتا ہوں!“

”کیا واقعی؟“ اس کے گھر والے اور دوست اکثر اس پر ہنسا کرتے تھے۔

”پہلے جاؤ، اور اپنے کپڑے تبدیل کر لو۔“ اس کا بڑا بھائی عامر کہتا۔
وہ جیسے جیسے سمجھ دار ہوتا گیا، اس کی سوچ میں بھی معقولیت آ گئی۔

”ٹھیک ہے! میں صحافی بننا چاہتا ہوں تاکہ اس بد عنوان سماجی نظام کا پردہ فاش کر کے کم از کم اپنے
ملک میں تو تبدیلی لاسکوں۔“

”اس کے بجائے تم اپنی تعلیم پر دھیان دے کر اپنے گریڈ بدلنے پر توجہ مرکوز کیوں نہیں کرتے؟“ اس
کے والد اکثر طنز یہ سچے میں تھڑہ کرتے۔

عزیز پیشہ ورانہ زندگی میں داخل ہوا تو طاقت اور مرتبے کی اندھی دوڑ کا حصہ بن گیا۔ وہ اکثر سوچا کرتا
کہ کیا واقعی وہ کچھ بدل پائے گا..... اپنی گئی بندھی، روایتی زندگی کا کوئی بھی پہلو۔

اسے اپنا دفتر، اپنی نوکری، حتیٰ کہ اپنی زندگی تک بوجھ محسوس ہوتی تھی..... قطعاً بے کیف، بے مقصد اور
کسی بھی قسم کے احساس طمانیت اور تجتو سے عاری۔ ایسا نہیں تھا کہ اس نے عملاً بہتری کے لیے
جدوجہد کی ہو۔

وہ اپنے دفتر کے ماحول، اسٹاف کے رویے اور اہل خانہ کے طرز عمل میں رچی بسی جسے اور بے عملی
کو تبدیل کرنے کی سر توڑ کوشش کر چکا تھا لیکن اس کی دال نہ گئی۔

وقت گزرنے کے ساتھ ساتھ وہ سکی بن گیا اور اپنے ارد گرد موجود ہر شخص، ہر چیز کو بے دریغ
تقدیر کا نشانہ بنانے لگا۔

یہ گزشتہ سال کے آخری دنوں کا ذکر ہے۔ اس کی گاڑی ورک شاپ میں تھی۔ پوائنٹ کی بس نے
اسے دفتر کے داخلی دروازے پر اتارا جہاں سے اسے کم از کم پندرہ منٹ پیدل چل کر اپنے
دفتر پہنچنا تھا جہاں ایک اہم میٹنگ بس شروع ہی ہونے والی تھی۔

اپنے مقدر کو کوستے ہوئے ممکنہ تیز رفتاری سے پیدل چلنے لگا۔ اسے راستے میں بہت سے مانوس
چہرے دکھائی دیے، چپراسی، خاکروب، چائے والا اور دفتری اسٹاف کے کچھ اور مانوس چہرے.....
ان سب کو دفتر پہنچنے کی جلدی تھی۔ اسے یاد آیا کہ وہ تاخیر سے پہنچنے پر کیسے ان کی کھچپائی کرتا تھا نیز مختصر
فاصلے کے لیے دفتری ٹرانسپورٹ فراہم کرنے سے انکار کر کے انہیں بار بار وقت کی پابندی کے
حوالے سے لپکھ پلا یا کرتا تھا۔

اپنے ہم کاروں کے ساتھ چلنے ہوئے اسے ادراک ہوا کہ اسے کیا بدلنا چاہیے.....
ٹھیک ایک سال بعد، اس کی ٹیم نے وقت کی پابندی کا انعام جیت لیا اور پانچ سال کے اندر اسے کمپنی
کی طرف سے "The chief change-agent" یعنی ”تبدیلی کے سب سے بڑے محرک“
کا خطاب دیا گیا نیز اسے اپنے دوستوں اور اہل خانہ کا ایسا بھر پور اعتماد اور محبت ملی جو اسے پہلے بھی
نصیب نہ ہوئی تھی۔

پندرہ منٹ کی اس تیز قدمی کے دوران، عزیز نے ایسا کون سا جاوہی منتز پالیا تھا جس نے اس کی
زندگی بدل دی؟

دفتر میں تقسیم انعامات کی سالانہ تقریب میں اعلیٰ کارکردگی پر ایوارڈ لینے ہوئے عزیز نے شرکا کو اس
راز میں شریک کر لیا ”میں نے اپنے ساتھیوں پر کتنے چینی اور اپنے ماتحتوں اور رشتہ داروں کو ڈانٹ
ڈپٹ کر بدلنے کی کوشش بتدریج ترک کر دی۔ اس کے بجائے میں خود کو بدلنے لگا۔ اپنے دوستوں اور
دفتری رفقا کی بات پوری توجہ اور ہمدردی سے سنتا اور سب سے کھنڈن ذمہ داری کی انجام دہی میں سب
سے آگے رہتا نیز دوسروں میں کسی تبدیلی کا پرچار کرنے سے پہلے خود پوری تن دہی سے اس پر عمل پیرا
ہوتا۔ یقین کیجیے، یہ بہت سادہ اور آسان لگتا ہے لیکن حقیقتاً ہے نہیں۔“

رفتہ رفتہ عزیز ایک ایسے مثالی شخص کی حیثیت اختیار کر گیا جو اپنے حلقہ احباب اور دفتر میں مثبت
تبدیلی لانے کی صلاحیت رکھتے ہیں..... ایسی تبدیلی جو زندگی بہتر بنانے اور خوابوں کو پورا کرنے کی
وہ امیدوار جذبہ جگاتی ہے جو ہر جوان سال پڑا تنگ کھس کی دلی آرزو ہوا کرتی ہے۔

آئی بی اے کے ملازمین کے لئے نئی سہولیات و مراعات کا اعلان

5۔ التوائی فوائد برائے کنٹریکٹ ملازمین:

آئی بی اے کے کنٹریکٹ ملازمین کو ان کی ملازمت کے اختتام پر مالی معاونت فراہم
کرنے کے لئے دو نئی التوائی اسکیمیں متعارف کروائی جا رہی ہیں، جن میں پراویڈنٹ
فنڈ اور گریجویٹ شامل ہیں۔ ادارے کے کنٹریکٹ ملازمین کا ایک اہم مسئلہ کسی قسم کے
قرضے کی غیر دستیابی تھا، جو اب پراویڈنٹ فنڈ کے آنے کے بعد حل ہو جائے گا۔

(i) پراویڈنٹ فنڈ:

مشترکہ فنڈ کا قیام جس میں کنٹریکٹ ملازمین جو اس سہولت سے فائدہ اٹھانا چاہیں،
ان کی ماہانہ تنخواہ کا 5% اس فنڈ میں جمع کرنے کے غرض سے کاٹا جائے گا، اور اتنی
ہی رقم ادارے کی طرف سے ملازمین کے کھاتے میں ماہانہ بنیادوں پر جمع کر دی
جائے گی۔ اس سہولت کے تحت ملازمین کو قرضے اور فنڈ کی سرمایہ کاری کے ذریعے
حاصل ہونے والے منافع میں شراکت کے فوائد حاصل ہو سکتے۔ پراویڈنٹ فنڈ کی
رکنیت کے فارم کا اجراء جنوری 2011 کے پہلے ہفتے میں کیا جا چکا ہے۔

(ii) گریجویٹ اسکیم:

آئی بی اے کے بورڈ آف گورنرز کی ہدایات کے مطابق غیر تدریسی عملے کو یہ اختیار دیا
جائے گا کہ وہ اپنی چھٹیوں کے عوض تنخواہ (leave encashment) یا گریجویٹ
میں سے کسی ایک سہولت کا انتخاب کریں، جبکہ ادارے کے تمام تدریسی عملے کو گریجویٹ
کی سہولت فراہم کی جائے گی۔ اس سہولت کے تحت ملازمت کے اختتام پر اہل
ملازمین کو ان کی آخری ماہانہ تنخواہ کا 25% (اگر مدت ملازمت کم از کم پانچ سال سے
نوسال تک ہے) اور آخری ماہانہ تنخواہ کا 50% (اگر مدت ملازمت دس سال یا اس
سے زیادہ کی ہے) ہر مکمل کئے گئے سال کی بنیاد پر دیا جائے گا۔ گریجویٹ صرف
ملازمت کے اختتام پر دی جائے گی، اور اس کا اطلاق یکم جنوری، 2011 سے ہوگا۔

6۔ گروپ لائف انشورنس:

ادارے کے کنٹریکٹ ملازمین کے لئے گروپ لائف انشورنس کی منظوری بھی حاصل کر لی گئی
ہے۔ یہ انشورنس اسکیم آپشن اے کے ملازمین کی انشورنس اسکیم کی طرح ہوگی، جس کے تحت
گریڈ 1-15 کے مساوی کنٹریکٹ ملازمین کے سالانہ پرمیئم کے اخراجات کا 50% آئی
بی اے برداشت کرے گا اور بقیہ 50% ملازمین کی تنخواہوں سے ماہانہ بنیاد پر کاٹا جائے گا۔
جبکہ گریڈ 16 اور اس سے اوپر کے مساوی ملازمین اپنا مکمل سالانہ پرمیئم اپنی ماہانہ تنخواہ سے
قسطوں میں ادا کریں گے۔ اس سہولت کا اطلاق یکم اکتوبر 2010 سے ہو چکا ہے۔



آئی بی اے اس وقت تبدیلی کے عمل سے گزر رہا ہے، جس کا بنیادی مقصد اس عظیم ادارے کو
جدید دور کے تقاضوں کے مطابق ڈھالنا، نئی تکنیک کو اپنانا اور اسے نئی سہولتوں سے آراستہ کرنا
ہے۔ آئی بی اے کو دنیا کے سوبہترین اداروں میں شامل کروانے میں ادارے کے ملازمین کا
کردار سب سے اہم ہے، اور اسی مقصد کے تحت آئی بی اے کے بورڈ آف گورنرز نے
ملازمین کے لئے نئی سہولیات و مراعات کی منظوری دی ہے۔ ان سہولیات کی فراہمی کا
مقصد ادارے کے ملازمین کو بہتر سہولیات فراہم کرنے کے ساتھ ساتھ نئے اور با صلاحیت
تدریسی اور غیر تدریسی عملے کو ادارے میں ملازمت کے طرف راغب کرنا ہے۔ منظور شدہ
سہولیات درج ذیل ہیں:

1۔ کم تنخواہ پانے والے کنٹریکٹ ملازمین کی تنخواہوں میں خصوصی اضافہ:

ملک میں بڑھتی ہوئی مہنگائی کے پیش نظر آئی بی اے کے کنٹریکٹ ملازمین جن کی ماہانہ
تنخواہ دس ہزار روپے سے کم تھی انہیں تنخواہوں میں خصوصی اضافہ دیا گیا، جس کے نتیجے
میں ادارے کے ملازمین کی کم از کم ماہانہ تنخواہ آٹھ ہزار روپے ہو گئی ہے۔ تنخواہوں میں
اضافے کا اطلاق یکم اکتوبر، 2010 سے کر دیا گیا ہے۔ اس سے قبل ادارے کے آپشن
اے ملازمین کو سرکاری اعلان کے مطابق تنخواہوں میں 50% اضافے کے ساتھ
ادارے کی طرف سے خصوصی ویڈیو انٹرنل انکریمنٹ بھی دیئے گئے تھے۔

2۔ آپشن اے ملازمین کی سالانہ چھٹیوں میں اضافہ:

ہمارے آپشن اے کے ملازمین کی سالانہ چھٹیاں تیس دن سے بڑھا کر اڑتالیس (48) دن
کر دی گئی ہیں، جن میں سے تیس (30) دن کی چھٹیاں ملازمین سالانہ بنیادوں پر نقد میں
تبدیل کروا سکیں گے۔ اس منظوری کا اطلاق بھی یکم اکتوبر، 2010 سے کر دیا گیا ہے۔

3۔ پینشن میں میڈیکل الاؤنس کی شمولیت:

گورنمنٹ آف سندھ کے نوٹیفیکیشن کے مطابق آئی بی اے کے ریٹائرڈ شدہ آپشن اے
ملازمین کی پینشن میں 25%-20% اضافہ کر دیا گیا ہے، جس کا اطلاق یکم جولائی،
2010 سے کر دیا گیا تھا۔

4۔ اسٹاف ویلفیئر فنڈ کا قیام:

اس فنڈ کا قیام آئی بی اے اور دلچسپی رکھنے والے اہل ملازمین کے مشترکہ مالی تعاون سے
کیا جائے گا، اور اس کے تحت فنڈ کی رکنیت رکھنے والے ملازمین کو علاج معالجے، تعلیمی
اخراجات، قدرتی آفات، شادی بیاہ وغیرہ کی تقریبات اور گھر کی مرمت اور دیگر انتہائی
ہنگامی صورت حال میں مالی معاونت اور قرضے کی سہولت فراہم کی جائے گی۔ اور سب
سے بڑھ کر، اس فنڈ کے تحت گریڈ 5-1 یا ان کے مساوی کنٹریکٹ ملازمین کے وہ بچے جو
خالصاً میرٹ کی بنیاد پر پاکستان کے بہترین تعلیمی اداروں (جیسے آئی بی اے، آغا خان
یونیورسٹی، لاہور یونیورسٹی آف مینجمنٹ سائنسز، غلام اسحاق خان انسٹیٹیوٹ آف ٹیکنالوجی
وغیرہ) میں داخلہ حاصل کریں گے، انہیں اعلیٰ تعلیم کے لئے ادارے کی طرف سے تعلیمی
اخراجات کے لئے اسکا رشیپ فراہم کی جائے گی اس فنڈ کی رکنیت کے فارم جنوری
2011 سے جاری کر دیئے جائیں گے۔

دی کرنٹ

آئی بی اے کمیونٹی کا اپنا جریدہ

آئی بی اے

شمارہ ۱-جنوری ۲۰۱۱

اپنی موج آپ پیدا کیجیے

جیسا کہ ایک گیت کے بول ہیں ”پانی میں پھینکا جانے والا ایک کنکر سمندر کو حرکت میں لاسکتا ہے.....“، غالباً مشکل سے ہاتھ آنے والے اس کنکر کی تلاش ہمیشہ چلیج رہی ہے۔ آئی بی اے خوش قسمت ہے کہ اس نے یہ کردکھایا ہے اور تبدیلی کی موجیں واضح طور پر اپنی موجودگی کا احساس دلارہی ہیں۔

ہر حلقے میں اتنی سرگرمی ہے، کہ ساتھ دینا مشکل نظر آتا ہے۔ فیکلٹی ڈیپارٹمنٹ سے فزیکل انفراسٹرکچر تک، آئی بی اے اپ گریڈیشن سے لے کر کمیونٹی outreach اور انٹرنیشنل linkages تک، ٹیم ممبران کی گورننس اور کمپلائنس میں شرکت اور اخراج، تدریسی تنظیم (نو) سے ادارہ جاتی ڈھانچے کی تشکیل ٹونک، ہر طرف ان گنت تبدیلیاں رونما ہوتی نظر آتی ہیں۔ **The Current** کی اشاعت کا بنیادی مقصد آئی بی اے کے ملازمین کو آئندہ اور حالیہ اصلاحات، واقعات اور پیش رفت سے مطلع رکھنا ہے۔ اس بنیادی مقصد میں تعمیر و ترقی کا عنصر پوشیدہ ہے جو ہر سہ ماہی شمارے کا لازمی حصہ ہوگا۔

لفظ ”**Current**“ خود اپنے اندر کئی مخفی معنوں کا حامل ہے، جن کا اس جریدے پر اطلاق ہوتا ہے۔ ان میں ایک معنی ”بہاؤ“ کے ہیں یعنی آئی بی اے کے اندر ہونے والی تبدیلی، نشیب و فراز کا پوری دیانت داری کے ساتھ احاطہ کیا جاسکے۔ اس کا تعلق ادارے کے رواں دواں ہونے سے بھی ہے۔ لفظ ”**Current**“ اس سمت کی بھی نشان دہی کرتا ہے جس کا انتخاب آئی بی اے کو آگے بڑھنے کے لیے کرنا ہے۔ آخر میں، جیسا کہ پہلے ذکر کیا گیا ہے **The Current** آئی بی اے سے متعلق تمام تر معاملات کے بارے میں آپ کو تازہ ترین معلومات سے باخبر رکھنے کی ایک جتو ہے۔

ایک ابلاغی اور ترقیاتی ذریعہ کی حیثیت سے یہ جریدہ آپ کا اپنا ہے لہذا آئی بی اے کمیونٹی کے ایک رکن کی حیثیت سے اس سے بھرپور استفادہ کریں، اس کے ذریعے اپنی آواز قارئین تک پہنچائیں اور لطف اٹھائیں۔

ڈین اور ڈائریکٹر کا پیغام

مجھے یہ جان کر بے حد خوشی ہوئی کہ ہم آئی بی اے کے وابستگان کی سہولت اور فائدے کے لیے پہلا ادارہ جاتی جریدہ نکال رہے ہیں۔ آج کے اس تیز رفتار دور میں دو طرفہ، بروقت اور موثر ابلاغی نظام اداروں میں استحکام اور ہم آہنگی قائم کرنے کا اہم ذریعہ ہے۔ ایک قاصد سے لے کر ڈین تک آئی بی اے سے وابستہ ہر فرد کو مصدقہ اور قابل اعتبار معلومات تک یکساں رسائی حاصل ہونا چاہیے۔ جہاں انتظامیہ کی خواہش ہوگی کہ آئی بی اے کے کنبے کے تمام ارکان کو اس جریدے کے ذریعے مختلف نئی سرگرمیوں سے باخبر رکھا جائے، ہر رکن اس جریدے سے اظہار رائے، تبصروں، تجاویز، استفسار اور وضاحت طلبی کے پلیٹ فارم کے طور پر استفادہ کر سکتا ہے۔

انواہیں اور غلط اطلاعات کسی بھی ادارے کے لیے مضر صحت ہو کرتی ہیں اور انہیں اسی صورت میں مسدود یا محدود کیا جاسکتا ہے جب ایک ایسا کھلا، دو طرفہ ابلاغی ذریعہ موجود ہو جس کے ذریعے بلا خوف اور بے لاگ انداز میں اظہار رائے کیا جاسکتا ہو۔

ایک قاصد سے لے کر ڈین تک آئی بی اے سے وابستہ ہر فرد کو مصدقہ اور قابل اعتبار معلومات تک یکساں رسائی حاصل ہونا چاہیے۔

میں کھلے دروازے کی پالیسی پر یقین رکھتا ہوں۔ یعنی ایسا انتظام جس میں کوئی بھی طالب علم، تدریسی رکن یا دفتری عملے کا رکن، عہدے یا مرتبے کی تفریق سے قطع نظر، کسی بھی پیشگی اجازت کے بغیر میرے کمرے میں آکر ذاتی یا پیشہ ورانہ نوعیت کے کسی بھی مسئلے پر مجھ سے تبادلہ خیال کر سکے۔ اس کنبے کے سربراہ کی حیثیت سے مجھے متعدد کردار نبھانے پڑتے ہیں۔ ایک اتالیق، رہبر، ناصح، مشیر، پیشہ ورانہ زندگی کے معاملات میں رہنما اور معالج۔ تاہم میں ادارہ جاتی سطح پر صاف گوئی اور کشادہ دلی کی روایت کو مستحکم بنانے کی دلی خواہش رکھتا ہوں۔

میں آئی بی اے کے کنبے کے تمام ارکان سے درخواست کرتا ہوں کہ اس جریدے کو آئی بی اے میں رونما ہونے والی تازہ ترین سرگرمیوں سے باخبر رہنے کے لیے استعمال کریں۔ اس سے عمومی دل چسپی کے موضوعات پر خیالات و نظریات کے تبادلے کے لیے ایک ذریعے کے طور پر بھی استفادہ کیا جاسکتا ہے۔

عشرت حسین

