

TAP INTO THE CURRENT AT IBA

October 2017 - February 2018

Issue 24

IBA Institute of
Business Administration
Karachi
Leadership and Ideas for Tomorrow

Diversity at IBA

IBA CEIF
Centre for Excellence in Islamic Finance

CEJ IBA
Centre for Excellence in Journalism

IBA CEE
Center for Executive Education

IBA CICT
Center for Information &
Communication Technology
Institute of Business Administration

IBA CBER
Centre for Business and Economic Research
Institute of Business Administration

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AMAN FOUNDATION
AMAN-CED
AMAN CENTRE FOR ENTREPRENEURIAL DEVELOPMENT

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Message

Dr. Farrukh Iqbal

Dean & Director



Diversity and Education at IBA

This message focuses on the issue of diversity and its role in a university. To me, diversity in a university setting means at least two things, heterogeneity among the individuals brought together there and variety in the ideas to which these individuals are exposed. By individuals, I refer mainly to students but one could include faculty and staff as well. By ideas, I refer mainly to the content of the courses taught and issues discussed in classes and seminars.

I believe diversity is important for universities. It adds value to the knowledge, experience and skills of students. It promotes tolerance. It makes for better individuals and better citizens.

I believe this in part because of my own experience. During my undergraduate and postgraduate years, I studied at universities in the United States where I was exposed to a great diversity of students from different races and cultures and to an even greater diversity of thought. I believe this experience shaped my personality and views in many positive ways.

I also believe this because of the extensive research on the subject. This research finds that diversity on campus benefits individual students through strengthening interpersonal and cognitive skills. Some studies report gains in critical thinking among students who participate in racial and cultural awareness workshops in college. In general, students exposed to diverse colleagues and courses are more likely to experience a decline in ethnocentrism, an increase in intellectual engagement, and higher scores in measures of complex thinking. They also do somewhat better in terms of jobs/pay/careers after leaving college. The institutions where such individuals get employed benefit from greater cross-cultural competence as well as from less groupthink and more creativity and innovation.

We seek to promote diversity at the IBA in several ways. For example, for more than a decade now, we have actively sought students from a wide range of socioeconomic and regional backgrounds through our Talent Hunt Programs. We have supported this effort through expanding financial assistance programs. At present, around one-third of our full time student body (or roughly 957 students) gets financial assistance in the form of grants and on-campus jobs amounting to Rs. 272 million.

We have also increased the variety of courses that our students can take both by adding new departments (such as Social Sciences and Liberal Arts) and offering more elective courses. More than 400 different courses are offered at the Institute each semester. In addition, we encourage our students to go overseas for a semester and have signed up many partner universities for this purpose. In 2017/2018, seven graduate students and 11 undergraduate students participated in full semester exchange programs at universities in China, France, Turkey and USA. Our students also benefit by participating in international summer programs, competitions, internships, conferences, workshops and study tours.

Pakistan's future lies in becoming better integrated with global production chains and universal value systems. Promoting diversity in our universities is a promising way of aligning with the future.

Editor

Message

Message

Editorial Desk

Spring at IBA marks the beginning of a new semester and of new hopes amongst students. The Current strives to bring together events, activities and accomplishments at the IBA in a single vibrant publication to inculcate a sense of a community within the IBA family.

IBA has long maintained its reputation as a premier business school in Pakistan but it did not limit itself to imparting only business education. Over the past six-decades, it has evolved into a multi-department institution of higher education by offering academic disciplines such as Computer Sciences, Economics and Mathematics, Social Sciences and Liberal Arts, Accounting and Finance, Islamic Finance and Journalism. Furthermore, convocation 2017 set a new record with an astounding number of 892 graduates, who have joined the pool of hundreds of IBA alumni to prove their worth in a diverse job market.

Recently, a lecture on Pakistan's Foreign Policy was conducted at IBA by Pakistan's Foreign Secretary, Ms. Tehmina Janjua. Emphasizing on Pakistan's need to maintain good relations with USA, Russia and Iran. Ms. Janjua also expressed a desire for IBA to develop a working relation with the Ministry of Foreign Affairs – something that the IBA looks forward to as it will create career paths for its Social Sciences students.

As a step towards an all-inclusive institute, the IBA made a new addition to its facilities by inaugurating the Martin Dow clinic. The clinic is not just well equipped with physical health-care facilities but also employs on-campus psychologists, who are capable of dealing with mental health issues. The institute has also introduced a Harassment Committee for the safety of its employees and students, which is dedicated to conducting awareness sessions and is responsible for taking necessary actions regarding any incident of harassment reported by any member of the IBA.

The IBA has undoubtedly embraced diversity in terms of academic curriculum and successfully continues to facilitate the demands of its growing student body.

The Current acknowledges our associates from the HR, Administration, Procurement, QEC, IRC, NTHP Program, the Library, Student Center & Sports Facilities and all others for their continued support and provision of updated news from their respective departments. We are also thankful for the support and co-operation from IBA's Centers of Excellence: CEIF, CEE, CED, CDC, CEJ and CICT, for providing us with relevant details, which makes this issue very diverse and vibrant. We would also like to thank Al-Rashid Studios for the provision of images.

The Current seeks to engage, inspire and entertain a diverse readership – including faculty, staff, alumni and the IBA students. We look forward to another eventful quarter embellished with greater accomplishments and hope that you enjoy this fascinating glimpse of the life at IBA!

We are grateful to the Patron, Alumni & Placement Society, Mr. Jami Moiz, for extending his support in printing of latest issue of The Current.

Communications & Public Affairs



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Dear Current readers,

Greetings!

I joined IBA as the Head of Alumni Affairs, Job Placement, External relations and Resource Mobilization in September 2017. I am conscious that I have big shoes to fill by taking over the reins of the Communications department from Dr. Huma Baqai, as she did a remarkable job as Head of Communications IBA.

Keeping in mind the Dean Dr. Farrukh Iqbal's vision of diversity in mind, I have set my objectives along the same lines. It is commendable to see how far the IBA has come not just in imparting high quality education but also in forming numerous key international linkages with leading universities and business organizations.

Since joining, I have participated in various prominent events at the IBA such as the Alumni Reunion Dinner at the Aiwan-e-Sadr in Islamabad, the IBA Convocation 2017, the distinguished lecture series by the Foreign Secretary of Pakistan, Ms. Tehmina Janjua. We are reaching out to the world and especially to our alumni network.

I am humbled to be part of the IBA fraternity and I look forward to working with all the IBA faculty, staff, student body as well as our external stakeholders.

Looking forward to new beginnings.

Malahat Awan

Head of Alumni Affairs, Graduate Placement,
Communications and Resource Mobilisation

Distinguished Lecture on

‘Pakistan’s Foreign Policy Issues’

by the Foreign Secretary of Pakistan Ms. Tehmina Janjua



January 6, 2018: The IBA Karachi hosted a Distinguished Lecture on Pakistan’s Foreign Policy Issues, delivered by the Foreign Secretary of Pakistan, Ms. Tehmina Janjua at the JS Auditorium, IBA City Campus. The event was attended by foreign delegates, prominent personalities from the corporate world, the IBA graduates, faculty and students.

Dean & Director IBA, Dr. Farrukh Iqbal welcomed the audience and highlighted that the IBA is more than just a business school. For the past 20 years the IBA has a strong Computer Science department and recently the IBA has diversified through establishing departments of Social Sciences and Journalism.

Ms. Tehmina Janjua started her presentation by highlighting the objectives of the Pakistan’s Foreign Policy, which involves pursuing mutually beneficial relations with other countries, safeguarding national security and geo-strategic vital interests and strengthening Pakistan’s economic potential investment.

Ms. Janjua elaborated that Pakistan’s foreign policy objectives are achieved through regular monitoring of changing geopolitical environment and providing recommendations to leadership for necessary adjustments.

The Foreign Secretary mentioned that despite the recent hostile and antagonistic statements by the US leadership, Pakistan believes in engagement with United States. She asserted that Haqqani network is not working inside Pakistan. On the contrary, the enemies of Pakistan are gaining foothold in Afghanistan. Ms. Janjua said that Pakistan is ensuring

an honourable return of Afghan refugees and is working on their rehabilitation.

Ms. Janjua informed the audience that Pakistan is maintaining a flourishing relationship with Russia and needs to engage and build relationships with countries other than US. Pakistan’s focus lies in strengthening of exchanges with Iran in the field of trade, commerce and border management and maintaining our principle position for a comprehensive dialogue with India without any preconditions.

The Foreign Secretary expressed her desire to develop a working relationship of the IBA with Ministry of Foreign Affairs in four areas involving methodology of developing case studies, developing Result Based Management System for the Foreign Office, Innovation and Promoting Pakistan as a brand.

The presentation was followed by a Question and Answer session. A shield was presented as a note of thanks by the Dean & Director IBA, Dr. Farrukh Iqbal and Associate Dean, IBA, Dr. Huma Baqai.



NBEAC Organized 5th Deans and Directors

Annual Conference in Karachi

February 5 - 6, 2018: National Business Education Accreditation Council (NBEAC) of Pakistan – a national level accrediting authority – organized the 5th Deans and Directors Annual Conference on 5th & 6th February, 2018 at Pearl Continental Hotel, Karachi. Institute of Business Administration (IBA) was represented by its notable faculty and management members who added value to the event.

Governor Sindh, Mr. Muhammad Zubair, was the chief guest of the two-day conference while Chairman NBEAC, Dr. Hasan Sohaib Murad, chaired the conference. Designed to increase the effectiveness of business education in Pakistan, the conference brought together more than 100 deans and directors of national and international business schools to engage in strategic level discussions.

With an exhaustive list of eminent speakers addressing this year's theme of "Creating Impact with CPEC", the 5th Deans and Directors Annual Conference happened to be the most anticipated event in the educational arena. Notable speakers included Dr. Mukhtar Ahmed, Chairman Higher Education Commission (HEC), Dr. Farrukh Iqbal, Dean and Director IBA, Karachi, which was also one of the sponsoring institutions, and Dr. Ishrat Husain, Professor Emeritus, Chairman CEIF and former Dean IBA, Karachi.

The conference incorporated an international perspective by lining up some of the most diverse and distinguished international speakers such as Dr. Christophe Terrasse, Director Projects European Foundation for Management Development (EFMD), Stephen Sacca, CEO Global Business School Networks, USA, and Dr. Mary Sully de Luque, Director Academic at Thunderbird School of Arizona State University.

The conference aimed at actualizing its anticipated outcomes through showcasing well-structured plenary sessions, capacity development workshops and quality service seminars, culminating in the NBEAC 19th Council meeting.

One of the four panel discussions revolved around "Sustainable Business Schools in Challenging Times" and was moderated by Dr. Huma Baqai, Associate Dean of IBA. The panel consisted of renowned speakers such as Dr. Farrukh Iqbal, Dean and Director of IBA, Ms. Seema Mughal, Vice Chancellor of Greenwich University, and Dr. Nisar Ahmed Siddiqui, Vice Chancellor of Sukkur IBA. Also, Dr. Shahid Mir, Assistant Professor and Director QEC at IBA, conducted a workshop to address the topic of refining peer review skill.

With Call for Papers being a crucial segment of the conference program, the event served as a platform to present original scholarly papers relevant to the theme of the conference.



IBA Career Fair 2018

February 19, 2018: Staying true to its legacy of producing Pakistan's finest business graduates, the Institute of Business Administration (IBA), Karachi hosted its flagship recruitment event, the IBA Career Fair at the IBA Main Campus. The event was hosted by the IBA Alumni & Placement Society in collaboration with the IBA Career Development Centre and was presented by Martin Dow as the Title Sponsor, HBL as the Platinum Partner, Bogo as the Bronze Sponsor and Pepsi as Beverage Partners.

Representatives of various companies along with the IBA's senior management attended the event including Acting Dean, Dr. Sayeed Ghani, Associate Dean, Dr. Huma Baqai, Patron of Alumni and Placement Society, Mr. Jami Moiz and Head Alumni Affairs, External Relations and Resource Mobilization, Ms. Malahat Awan.

The event was the first paperless career fair of its kind. A state-of-the-art online portal was developed which enabled all the students and companies to interact through the digital medium for CV/Profile access and downloading capabilities.

Currently, over 4000 students are enrolled in various disciplines at the IBA, including the MBA, BBA, BS Social Sciences, BS Economics and Maths, BS Accounting and Finance, BS Computer Science, MS Computer Science, MS Economics, MS Mathematics, and PhD programs. The core strength of the IBA, having developed over 60 years of excellence, stems from over 13000 alumni who have graduated from the Institute to date.

Recognizing this opportunity, more than 80 leading national and multinational organizations set up stalls at the IBA Career Fair 2018, making it the largest career fair in the Institute's history. The event proved to be very fruitful for businesses in pursuit of young and energetic individuals who can catalyse their pace of growth and innovation, as they interacted closely with the IBA student body.

The IBA holds the distinct honor of having produced more CEOs and industry leaders than any other university in Pakistan, in both the private and public sectors. Some of the most notable names include H.E. Mr. Mamnoon Hussain, the President of the Islamic Republic of Pakistan, Mr. Shaukat Aziz, former Prime Minister of Pakistan, and H.E. Mr. Muhammad Zubair, Governor of Sindh.

The IBA Career Fair served as the perfect avenue for prospective employers to lookout for the most suitable individuals for their organizations and for students to be exposed to myriad of opportunities.



IBA in Collaboration with

Martin Dow Inaugurates Health Centre



January 16, 2018: The Institute of Business Administration (IBA), Karachi in collaboration with Martin Dow inaugurated a dedicated health facility at its Main Campus. The Health Centre has been set up to provide quality healthcare facilities for the IBA staff, students and faculty alike and will be operational six days a week.

Dean & Director IBA, Dr. Farrukh Iqbal welcomed the chief guest and audience and highlighted that the IBA is more than just a business school. For the past 20 years the IBA has a strong Computer Science department and recently the varsity has diversified to become a premier institution of higher education in many other disciplines as well.

Mr. A. Sattar Akhai, Group Chairman Martin Dow, graced the occasion as the chief guest and inaugurated the facility by unveiling the plaque followed by ribbon cutting and recitation of holy verses. The event was attended by prominent personalities from the corporate world, the IBA graduates, faculty and students.

Acknowledging the generous contribution of Rs. 30 million from Martin Dow in setting up the clinic, Dr. Iqbal said, 'The Health Centre is already making a difference to the care and comfort of staff and faculty'.

Mr. Sattar Akhai Group Chairman Martin Dow said: "I am honored to be opening this Health Centre for the members of the IBA family. I understand that the routine in educational institute can be rigorous and can easily take a toll on your health. Hence it will take care of first-aid, emergency and the counseling needs here at IBA."

Martin Dow, one of the largest locally owned pharmaceutical groups in Pakistan, has collaborated with Pakistan's top business school, the IBA, to provide quality healthcare facilities for its students, faculty and staff. The clinic will provide the students of IBA with high quality medical facilities at the campus, which will address the concern of medical needs during the rigorous academic schedules of the students throughout the study years.

Providing first aid, emergency services and counselling sessions, the Health Centre became operational on August 18, 2017 and has served hundreds of incoming patients since then. Having more than 16 years of medical experience, Dr. Shakeel Rao of Rajput General Hospital, Karachi remains available at the clinic from 9am till 5pm from Monday to Friday.

The ceremony concluded with a memorabilia presentation to Mr. A. Sattar Akhai and a note of thanks by the Dean & Director IBA, Dr. Farrukh Iqbal.



IBA Organizes Awareness Session On

Sexual Harassment

For Faculty & Staff

January 15, 2018: The IBA HR and Communication departments came together to organize an awareness session on 'Sexual Harassment including Sexual Harassment in the Digital Space' at the Gani Tayub Auditorium, Main Campus. The session aimed to educate the IBA community on the pressing issue of sexual harassment in light of the 'Protection Against Harassment of Women at the Workplace Act 2010'.

The session was conducted by Ms. Lubna Jerar Naqvi, who is the recipient of India's First South Asia Laadli Media and Advertising Awards for Gender Sensitivity 2015-2016. As an advocate for women, she continues to spread the light of her wisdom through workshops on Sexual Harassment and Workplace Safety in different institutions. She has worked with the Provincial Ombudsman Sindh on the issue and served as a researcher for UNESCO-IFJ Gender Report 'Asia-Pacific media through a gender lens', from Pakistan 2014-2015. Currently, she works as the Head of Content for Social Media at Geo News.

Ms. Naqvi mentioned how our society fails to address the urgency of this alarming issue. Despite the zero harassment claims reported by the HRCP, we know that our nation suffers from this ailment. She questioned the silence and lack of any appropriate action by the society on this disturbing issue.

Section 2(h) of the Protection Against Harassment of Women at the Workplace Act 2010 defines 'Harassment' as any unwelcome sexual advance, request for sexual favours, other verbal or written communication, physical conduct of a sexual nature or sexually demeaning attitudes. It also renders any action or gesture as harassment that causes interference with work performance, creates an intimidating, hostile or offensive work environment, or attempts to punish the complainant for refusal to comply to such a request or is made a condition for employment.

The Act classifies sexual harassment in the workplace into three categories: abuse of authority, creating a hostile environment, and retaliation. It gives a blueprint of a system that must be implemented in all organizations to promote equal opportunity for men and women and enabling them to earn a livelihood without fear of discrimination as stipulated in the Constitution. It makes it obligatory for all organizations to have an internal Code of Conduct and a complaint and appeal mechanism. The Provincial Ombudsman website explains how people can contact them to file complaints to receive justice they deserve.

It is time that the society acknowledges the issue and works towards its resolution. The Government of Pakistan has taken the first step and IBA has followed by taking a Safe Workplace Initiative. The IBA is leaving no stone unturned in creating a safe working environment for its employees, which is free of harassment, abuse and intimidation with a view towards fulfilment of their right to work with dignity.



Awareness / Fire Safety & Emergency Response Training

at IBA Main Campus



February 1, 2018: The Administration Department of IBA conducted a Fire Safety Drill at IBA Main Campus. The purpose of such life-saving fire drills is to ensure that people have an informed emergency response in life-threatening situations. The drill focused on educating people about the following things: the sound of the fire alarm, how to extinguish fires, and lastly how to save the lives of others. In instances of fires, many lives have been lost due to unawareness. Not having the know-how, people jump out the windows or attempt escape through elevators that result in their deaths. In lieu of this and as part of the Emergency Response Efforts and the training needs at IBA, the need for regular fire drills has been recognized.

ERT Concepts of Rescue & Survival remain the top priority in ensuring a safe working environment. The basic aim is to train the participants to react quickly in resolving crises within minutes, prevent fire, and save others' lives. Building Managers are now well trained and one can communicate directly with them in case a fire is observed anywhere. IBA's doctor, Dr. Shakeel also participated in the exercise and the use of First Aid Box was carried out for demonstration.

We would like to pay our sincere thanks to the Can Med Group (Dr. Rubab, Ms. Maryam Shakeel HR Manager and Mr. Aun Muhammad Group Secretary) for sharing their valuable medical and first Aid experience and services on volunteer basis.

We hope that such trainings help create a safe working environment for all.

Press Briefing of IBA Convocation 2017

November 14, 2017: The Dean and Director IBA Karachi, Dr. Farrukh Iqbal addressed media personnel on the occasion of 'Curtain Raiser to the IBA Convocation 2017', at the IBA City Campus. Associate Deans Dr. Sayeed Ghani & Dr. Mohammad Nishat, Mr. Kamal Siddiqi Director CEJ, Dr. Zeenat Ismail Program Director NTHP, Ms. Malahat Awan Head Alumni Relations, Graduate Placement, Resource Mobilization & External Relations and Dr. Huma Baqai were also present.

Dr. Farrukh Iqbal said that the IBA believes in diversification and welcomes meritorious students from all socio-economic backgrounds. He noted that almost 800 students received financial assistance amounting to more than Rs. 231 million during the last academic year. He also noted that IBA has had a diversity program for more than ten years called the National Talent Hunt Program. This has provided rigorous training to approximately 1000 candidates from underprivileged areas of Pakistan to enable them to enroll in higher education institutions.

Dr. Farrukh Iqbal also highlighted the mandate and activities of the Aman Center for Entrepreneurial Development at IBA. This Center promotes entrepreneurship through training and incubation programs. These programs are aimed at underserved groups as well and are priced accordingly. One program, aimed at women entrepreneurs, won an international prize earlier this year. The Center also hosts around 50 incubatees on its premises and provides a conducive environment for turning ideas into business opportunities.

IBA launched a Centre for Excellence in Journalism three years ago. This Center offers in-service training to working journalists through workshops and seminars and hands-on training at state of the art facilities. About 700 journalists have benefited from the Center's training programs so far. The Center will start a Master's program in Journalism in 2018.

Director IBA observed that IBA continues to remain a fine business school. The flagship BBA and MBA programs of the Institute remain popular and graduates continue to do well in the job market. Annual surveys of graduates show that 70% get jobs within three months of graduating. They receive attractive salaries. This year's crop of MBA graduates has received salary offers averaging Rs. 82,000 per month.

Dr. Farrukh Iqbal expressed great optimism for the continued leading role of IBA in higher education in Pakistan. The program ended with an interactive Q&A session.



IBA Convocation 2017

December 2, 2017: 892 students were conferred degrees at the Convocation ceremony of the Institute of Business Administration, Karachi held at the Main Campus, University Enclave.

Dr. Atta-ur-Rahman, Former Federal Minister and Chairman HEC Pakistan was the Chief Guest at the occasion. Governor Sindh, Mr. Muhammad Zubair (Patron, IBA) and Dean and Director IBA Karachi, Dr. Farrukh Iqbal were also present.

Welcoming the esteemed guests which included the families of graduates and the IBA Faculty members, Dr. Farrukh Iqbal mentioned the broadening of the academic base at the IBA with three new disciplines namely Social Sciences and Liberal Arts, Accounting & Finance and Economics & Mathematics being introduced in the past five years.

Dr. Farrukh stated that the IBA's full-time faculty strength is 118, of which, 65 are PhDs. He noted that the IBA has shifted its focus towards research and last year 14 papers penned down by faculty members were published in internationally ranked journals compared to just 2, eight years back.

Dean IBA highlighted the diversity at IBA and pointed out that students were recruited from remote and marginalized areas of Pakistan through our Talent Hunt Program and provided free-of-cost education throughout 4 years. He elaborated that

over the years, thousands of professionals have benefited from short courses and diplomas through various IBA's Centres of Excellence.

Dr. Atta-ur-Rahman gave a presentation on 'Science & Innovation for Socio-Economic Development'. He explained that socio-economic development is no longer dependent on natural resources and the world economy is now driven by knowledge. He emphasized on the importance of quality higher education and appreciated IBA's role in imparting it in multiple disciplines of higher learning.

Governor Sindh, Mr. Muhammad Zubair (an IBA alumnus) congratulated the graduates and stated that as flag bearers of a golden legacy, it is anticipated from the fresh graduates of the IBA that they will not only become ambassadors for the institute but also excel in every sphere.

Dr. Atta-ur-Rahman, awarded medals, shields and certificates to the high achievers in various disciplines. This graduating batch also comprised the first cohort of the Social Sciences and Liberal Arts graduates. The breakup of the IBA graduates in various disciplines included 721 undergraduates, 170 graduates and a PhD.

The IBA also acknowledged its dedicated staff and faculty by awarding 'Faculty and Staff Performance Awards' to its star performers.



Dean & Director IBA Addresses

The Future Summit



October 24, 2017: The Dean and Director IBA, Dr. Farrukh Iqbal addressed the audience at 'The Future Summit' on the topic of 'Industry and Academia Linkages' where he highlighted the need for pedagogical tools to be tailored according to the Industry requirements to understand the new market dynamics and take the lead in business world.

The two-day conference held under theme of 'Leadership in The Digital Economy' focused on discussing challenges in today's digital era and ways to be successful in it. The program congregated various national and international corporate leaders and industry experts who had a dialogue on how to excel in this digital era.

Dean and Director IBA Dr. Farrukh Iqbal mentioned how IBA hires visiting faculty with a rich industry experience so the students can get insights about the real business world. However, the requirements set by Higher Education Commission warrants that the faculty members should hold a PhD degree. This hinders the harmony between industry and academia. According to Dr. Farrukh, the IBA plans to engage with HEC on this matter to reach to a positive conclusion.

Dr. Farrukh told the audience that recruitment/internship drives and career fairs allow the students to interact with companies' representatives and help them prepare for the professional world. He also stressed on the importance of consultancy firms like McKinsey in Pakistan that provides a greater degree of assistance to companies abroad but not here.

The dialogue on industry and academia linkages constituted the sixth session of the day moderated by CEO Jaffer Business Systems, Mr. Syed Veqar ul Islam. Managing Director Siemens Pakistan, Mr. Helmut Von Struve was the first speaker who highlighted the efforts of Siemens in encouraging innovation and creativity among students. He said that they have invested 600 million Euros in education and recently organised a science fair for Dawood Public students.

Chairman Kansai Paints, Mr. Agha Zafar Abbas addressed the audience by pointing out a fact that students in Pakistan have limited study options, financial limitations and difficulty in securing a stable job. He suggested that industry should play its role by keeping the students updated with the employment trends and opportunities through social media forums. Mr. Talib S. Karim, President Institute of Business Management also accentuated on appointing faculty according to the student needs.

Some eminent faculty members of IBA also participated in the Summit with keen interest.



PSO Grants Scholarships to the IBA Students

February 27, 2018: Pakistan State Oil Company Limited (PSO), the largest Oil Marketing Company of the country, and the Institute of Business Administration (IBA), a leading higher education institution of Pakistan, have signed a Memorandum of Understanding (MoU) to support higher education of students from disadvantaged background. PSO CSR Trust has announced a grant of Rs. 3.3 million for PSO Scholarships to at least 10 IBA students.

Mr. Shahzad Safdar, Trustee, PSO CSR Trust, and Ms. Malahat Awan, Head of Alumni Affairs-IBA, signed and exchanged the MoU documents. Mr. Yacoob Suttar, Chairman, PSO CSR Trust and other representatives from both sides also witnessed the ceremony held at the PSO House.

The PSO CSR Trust is working to bridge the social divide between the privileged and the underprivileged. PSO actively supports the cause of education at primary, secondary and higher levels. Its initiatives in education include supporting needy students through scholarships, providing financial assistance to construct new and rehabilitate old infrastructure of educational institutions and giving financial aid to run dormant educational institutes in underserved communities.

As a responsible corporate citizen, PSO also supports various causes in health and community development areas as part of its philanthropic initiatives to benefit deserving communities.

Mr. Yacoob Suttar, Chairman of the PSO CSR Trust, said:

“The basic aim of this grant to IBA is to develop quality human resource in the country and support youth at the same time in pursuing career oriented education for professional growth. Besides this, the initiative also aims to bring the industry and the academia more close”.

Ms. Malahat Awan, Head of Alumni Affairs, IBA, said:

“The IBA is grateful to PSO and PSO CSR Trust for their continued support in ensuring that deserving and meritorious students get a chance to study without any financial restraints. We also hope that this relationship between the two leading organizations will be fruitful and enduring for the students, society, and the economy of Pakistan.”

Over the past six decades, the IBA has evolved into a multi-department institution for higher education, while remaining a premier business school. During 2016-17, approximately 787 students at the IBA received financial assistance worth Rs. 231.5 million. All financial assistance is provided on a need basis.



Interview with

By: Malahat Awan

Mr. Mumtaz Hasan Khan

Chairman HASCOL



There are few people around us who make a difference in the society without wanting any applause or appreciation for it. Today we will introduce our readers to one such magnanimous personality.

Mr. Mumtaz Hasan Khan Chairman, Hascol Petroleum Limited has over 54 years of experience in the Oil Industry. He started his career at Burmah Shell Oil Storage and Distribution Company in 1963 and worked there till 1976. From 1976 to 1980 he served as the Managing Director in Pakistan Services Limited, which owns four Intercontinental Hotels here in Pakistan.

In 1980, he moved to London to start his own oil trading business and established Hascombe Limited, which started trading in Crude Oil and Petroleum Products. Hascombe bought crude and products from Middle Eastern sources and sold to major international trading companies like Shell and Elf. It was also, a major supplier of Petroleum products to Pakistan in the 1990's. Under Mr. Khan's leadership Hascol was granted an oil marketing license in 2005 by the Government of Pakistan, and now Hascol has established a retail network of over 450 Petrol pumps and CNG stations from Karachi to Peshawar, becoming the largest private sector oil marketing company in Pakistan.

Mr. Khan is also a Trustee of the Foundation of Museum of Modern Art (FOMMA) and is on the Board of Pakistan Refinery Limited (PRL). He wishes to set up an endowed chair in his sister's name at the IBA.

Q1. IBA is very grateful to you for allocating us your precious time for the interview. Let me start by asking what was the thought process behind your huge contributions to charity?

Allah has been very kind to me. I am a self-made man. I moved to London in 1980 and started an oil trading company there by the name of Hascombe Limited. I was there for 25 years, then I came back to Pakistan in 2005 and set up HASCOL in Pakistan. By the grace of Allah, the company has done extremely well and beyond my expectations. This performance has been made possible by the hard work of my colleagues.

At that juncture I sat down with my family and I spoke to them about my intent of giving something back to the society. I think the best way to give back to society is to invest in education and health. My family was very supportive of my cause and they gave me full confidence and support to go ahead with it. Over the last many years I have been contributing to many credible causes in Pakistan working in the field of education and health.

Our company has contributed Rs.100 million to the Aga Khan hospital's Cardiology Center, I contribute every year to LRBT and there is a clinic in a Katchi Abadi that I have established in my mother's name. I also make contributions to TCF Schools and have set up professional scholarships for a number of deserving students. These include students who get admission in NED and Dow. My aim is not only to contribute towards big causes but to small charities and hospitals as well. My vision is to set up a charitable foundation in the days to come, to which I will contribute more than 50 percent of my net worth.

I was very close to my sister, Dr. Khurshid Hyder. She was not only my professor but also my mentor. She was a teacher at University of Karachi in the field of International Relations. Subsequently, she joined the Pakistan Foreign Service and served as Ambassador in Holland and Austria. That is why I want an endowed chair to be set up in her name at the IBA.

I am also giving a Gold Medal in the field of Economics, in the name of Aftab Ahmed Khan, who is my older brother.

Q2. What you are doing is commendable. How can we inculcate this generosity of giving back to the society in people?

I feel that people should realize that they only need a certain amount of money to lead a comfortable life - anything beyond that is greed. Two causes which are very close to my heart are education and health services. I feel that the government has been unable to provide education and health care services to every Pakistani, so hospitals like SIUT, SK and Indus are much needed. These organizations are run successfully, only through philanthropic contributions and donations. I was asked by a lot of the people that I should set up a hospital but I feel that there are a number of professionally well managed institutions that already exist like Shaukat Khanam, Tabbha Heart Center, SIUT, LRBT and Indus Hospital. So instead of establishing a new hospital, I would much rather contribute to the established ones.

Pakistan probably has the largest number of people, who give huge donations every year to credible causes - much more than anywhere else in the world. If they know that their money is being utilized properly, they do come forward and contribute generously.

Q3. What is your mantra for success?

I have succeeded because of professionalism and I have never compromised on my principles. I have never indulged in nepotism or the culture of sifarish, anywhere that I have worked. That has helped me to maintain a standard of excellence in whatever I do. In Hascol, I do not have any family members and the company is managed by dedicated professionals.

Q4. What advice will you give to the young readers of the Current, if they want to become a successful entrepreneur like yourself?

My advice to young entrepreneurs is:

1. Be willing to take risks and make a leap of faith. No matter what business you set up, manage it professionally.
2. One must learn how to delegate, you can't do everything yourself.
3. A successful entrepreneur always realizes that it is natural to make mistakes. If someone in your team makes a mistake and learns from it, then it is acceptable.
4. Anyone who wants to be a successful entrepreneur, must know how to plan, execute and to delegate work to juniors, empowering them to make decisions. You must not be rigid about always keeping the decision making power to yourself.
5. I have found that when you reward your team, they want to do more. I feel that a happy team is a team, which steps out of their comfort zone to work for you. So one should be generous in rewarding good performers.

It was an honor meeting a person with such noble intentions. The IBA wishes him all the best in his existing and future philanthropic endeavours and we hope that this candid interview of his encourages more people to think like him and inspires them to give back to the society.



Living Legend – 2018

Excellence Award in IT



March 14, 2018: The Ideal Excellence Awards in IT - 2018 were held at MovenPick Hotel Karachi. Every year, Ideal organizes events related Information and Technology with a goal to create strong linkages between Academia and Industry, increase awareness regarding modern technologies and recognize the Academicians who have contributed for the betterment of education.

Mr. Nisar Ahmed Khuhro Senior Minister for Education and Literacy Govt. of Sindh was the "Chief Guest" of the Event. He recognized and appreciated the efforts made and also presented the 2018 Living Legend Excellence Award in IT to Mr. Imran Batada, Director ICT & CICT – IBA Karachi for his valuable contribution in the field of IT.

With the support of Higher Education Commission of Pakistan, Speakers from the world leading IT solution providing companies, were invited in this Event and Excellencies were rewarded with "Ideal Excellence Award" and their Profile was decorated in Hall of fame.

Several Vice Chancellors, Senior Management, Deans and Directors participated from across the country. President ECO Science Foundation, Member Monitoring & Evaluation Higher Education Commission of Pakistan and other Government Officials also attended the Event.



AMAN CED Graduation Ceremony

October 7, 2017: IBA AMAN CED held the graduation ceremony of different programs of CED at the Gani & Tayub Auditorium, Main Campus, IBA Karachi. The ceremony was chaired by Dr. Farrukh Iqbal, Dean & Director IBA and the guests from the industry included Mr. Aftab Butt (CEO, KAPCO), Mr. Farhan Hanif (CEO, Crown Group of Companies), Dr. Rashida Rehmat (Jinnah Women University), Mr. Fayyaz Ur Rehman (VP Meezan Bank) and Mr. Ahmed Kazi (Manager HR, KAPCO).

The ceremony started with the recitation of the Holy Quran, followed by the national anthem. Ms. Soha Zulfiqar welcomed the guests & graduating students and highlighted the importance of entrepreneurship, particularly in a developing country like Pakistan.

Welcoming the guests, Dr. Shahid Qureshi, Program Director, IBA AMAN CED highlighted the different programs of AMAN CED that are promoting entrepreneurship at the IBA. Moreover, he said that the IBA was taking its weekend certificate program of entrepreneurship nationwide through its National Entrepreneurship Program (NEP). In the first phase, NEP will be launched in Hyderabad, Faisalabad, and Gujranwala.

Dr. Farrukh Iqbal awarded certificates to the students of Certificate in Entrepreneurship (CIE) program.

The details of the graduating students are as following:

I)	Certificate in Entrepreneurship (CIE)	114 students
II)	Entrepreneurship for Engineers (E4E)	108
III)	Women Tech Entrepreneurship Program (WTEP)	39
IV)	IBA Tech Ventures' Program (ITVP)	07

Total

268 students

Concluding the sessions, Dr. Farrukh Iqbal said that the IBA is renowned for producing good managers for corporate sectors but now we are trying to produce good entrepreneurs as well and hope that after 5-10 years, the IBA will also be known for producing good entrepreneurs. Dr. Farrukh also extended his good wishes to the students for their future endeavors.



Leadership and Effective Communication

October 23, 2017: The IBA Entrepreneurship Society organized a talk on “Leadership and Effective Communication” by Mr. Bob Ferguson at the Gani & Tayub Auditorium.

Mr. Bob Ferguson is an expert trainer and leadership mentor from Xecofy and is also one of the top 50 orators in English. While speaking on leadership, he made use of anecdotes from his own career to explain the three phases of effective leadership: setting clear goals, challenging teammates and acquiring instant feedback.

Mr. Bob told the students that a leader must have a clear idea of what he/she wants to achieve, and should help his/her team attain the same clarity. He shared his own example when as an aerospace engineer, he and his team achieved a task of 18 months in just 6 months at a Herculean pace. This was because his team was clear about the goal and its significance.

Next, Mr. Bob talked about how team productivity is maximized when a leader challenges his teammates. He explained through examples that when a leader gives tough deadlines to the team, the team members are spurred on to beat those deadlines. According to Mr. Bob this is the most important trait of a good leader.

Finally, he elaborated on why instant feedback is necessary to help the team improve or at least maintain its performance. He exemplified a number of incidents from his career to prove that small tokens of respect and appreciation keep the bar high and ensure best results.

While speaking on effective communication, he said that while smart phones have taken over the world, face-to-face interaction is still the deal-breaker. Mr. Bob stressed on the fact that good communication makes a good leader.

Towards the end, he also discussed various types of teammates and how a good leader must adapt, while dealing with each of them.

The event ended with a thank you note delivered by Dr. Shahid Qureshi and a presentation of a souvenir to Mr. Bob Ferguson in the presence of Mr. Azmat Yaseen, Manager IBA Entrepreneurship Society.



IBA National Entrepreneurship Program



After constructing a legacy of nurturing and fostering entrepreneurs for past many years, IBA AMAN-CED as part of its national development strategy plans to reach out to other parts of the country to promote an entrepreneurial mindset amongst the masses of Pakistan. IBA National Entrepreneurship Program (NEP) is the dissemination of the academic programs of IBA AMAN CED on a national level. In October 2017, under the leadership of Dr. Farrukh Iqbal (Dean & Director IBA), AMAN-CED in collaboration with Interloop Ltd. and partner universities commenced the Certificate In Entrepreneurship (CIE) under the initiative of NEP, in three different cities: Hyderabad (Mehran University), Faisalabad (National Textile University) and Gujranwala (GIFT University).

It was a unique program designed for people interested in launching new ventures, refining their existing business models or expanding their family businesses. The course was based on the award winning material and contents recognized by USASBE (United States Association of Small Business and Entrepreneurship, 2017). The 60 hours' extensive weekend certificate program aimed to enlighten the students with the entrepreneurial mindset, the Effectuation Theory of Entrepreneurship, the management of money and use of innovation in the creation and growth of environmentally, socially and ethically sensitive business models.

The 2 months course comprised of 8-10 sessions with classes on alternate weekends. The course commenced with the Effectuation Theory of Entrepreneurship by Dr. Shahid Qureshi in which he underlined the basic principles essential to start a venture with the least amount of resources. Moreover, he emphasized the scope of an entrepreneurial mindset which helps an individual in opportunity recognition and launching of small businesses. The introductory session was followed by a session on Business Modeling by Dr. Najam Anjum, Entrepreneurial Accounting by Mr. Asif Jaffer, Operations and Innovation Management by Dr. Kamran Mumtaz, and Business Model Canvas by Dr. Imran Khan. In the concluding sessions, Dr. Ashar Saleem taught entrepreneurial strategy, Mr. Yaseen Menai taught statistics for entrepreneurs and Mr. Rahat Aziz taught the legal and regulatory issues of a start-up.

The participants were a mix of PhD scholars, businessmen, students, housewives and professionals. It was a practical course in which the participants worked on a product or service idea from day one. The participants worked on their business model using the business model canvas and applied the various learnings of the course. Furthermore, the course was based on experiential learning using class room lectures, interactive sessions, exercises, case studies, real time business modeling assignments etc.

The first cycle of IBA NEP in Hyderabad, Faisalabad and Gujranwala was completed in Dec-17/Jan-18. After its successful completion, IBA AMAN CED intends to expand it further by launching a series of similar programs in future.

Spark-2017



November 24-25, 2017: The IBA Entrepreneurship Society (IBAES) organized SPARK '17 at the IBA Main Campus. The event was attended by 250 participants aged between 16 - 22 years. With SPARK, the IBAES not only awakened the entrepreneurial spirit in participants but also provided them with an up-to-date knowledge of product development, digital media marketing and elevator pitching.

After the recitation of the Holy Quran, the first day kicked off with an icebreaker session by Asma Mustafa from School of Leadership, in which she talked about the importance of believing in yourself even when you lack experience. Following this, a session on product development was conducted by Akash Shaikh and Sabika Abbas of The NEST I/O. Then, a market simulation exercise was conducted at the Alumni Student's Center, where participants bought raw materials and created their own products. A session on social media marketing was conducted by Sameer Khan (co-founder of Social Champ), in which he shared his success story along with methods to promote a product on social media. The last session by Mr. Nausherwan Akram, a C-level management consultant and trainer specializing in

strategic development was held with the aim to inculcate creative strategic thinking in participants.

Day 2 of SPARK '17 commenced with a motivational session by Shaneira Akram. She discussed the brain drain phenomenon and encouraged the audience to work in Pakistan. Saba Khalid, a women's rights journalist, then introduced the participants to the concept of social entrepreneurship.

The most awaited session of Day 2 was of Raza Matin from Google Pakistan. He shared tips for an effective elevator pitch to persuade investors and judges. The participants soon put these tips into practice by pitching the products they had created on Day 1 to the judges.

The event was a success and the IBAES through targeted mentoring and goal-oriented activities ensured that participants left SPARK '17 as reformed individuals. "Entrepreneurship is the key driver in growth of our economy and we should make Pakistan a hub of inspiring entrepreneurs", stated Mr. Azad Ahmed, Manager IBA AMAN CED.

Launching of CIE & STEP

IBA AMAN CED marked the beginning of its seventh batch of Certificate in Entrepreneurship (CIE) and fourth batch of Science and Technology Entrepreneurship Program (STEP) in November- December, 2017 respectively. Dr. Shahid Qureshi, Program Director, AMAN CED, IBA, formally introduced the programs, shared the experiences of previous batches of CIE & STEP and discussed the background of the initiation of these programs.

Certificate in Entrepreneurship (CIE): CIE is a four months weekend certificate program. The program exposes the students to business startups and management skills, in order to enable them to launch their own businesses. Modules taught include: Entrepreneurship, Finance, HR, Supply chain, IT and Agriculture. Students are mentored at all stages of the program by the IBA faculty and technical experts from the industry. This program also benefits the students by providing networking opportunities with business leaders and investors both nationally and internationally.

Science and Technology Entrepreneurship Program (STEP): STEP is an initiative aiming to promote entrepreneurial characteristics in Pakistan. The program is especially designed for students and experienced professionals with a background in Science, Technology and Engineering to create their own ventures by utilizing their technical skills. IBA STEP plays a significant role in promoting a culture of entrepreneurship on national level.

Different modules of entrepreneurship and management are taught by seasoned IBA faculty and the study is reinforced by industry guest speaker sessions, alumni success stories, ideas sharing and networking.



Orientation Ceremony:

First batch of the four-month weekend Diploma Programs

September 16, 2017: The Center for Executive Education (CEE), IBA warmly welcomed its freshmen through an orientation ceremony of newly launched Diploma Programs in the following domains:

1. Diploma in Accounting, Finance & Law
2. Diploma in Capital Markets (In collaboration with Institute of Financial Markets of Pakistan (IFMP))

The objective of launching these diploma programs is to develop highly skilled practitioners with an in-depth understanding of strategic, tactical and operational issues, and to familiarize the participants with the best practices in the industry (both local and international). These programs will cultivate visionary anticipation skills required for successful management and deliver study techniques that will help prepare participants for the International certificate examinations. The programs will also help participants acquire tools of leadership, problem-solving and decision making.

Mr. Haroon Askari, Managing Director at Pakistan Stock Exchange and Mr. Muhammad Ali Khan, Chief Executive Officer at the Institute of Financial Markets Pakistan were the chief guests in the ceremony. The faculty members teaching the diploma programs also attended the ceremony.

The orientation ceremony started with the recitation of the Holy Quran followed by a documentary on the IBA. Welcoming the students, General Manager-Administration, Wing Commander (Retd.) Aamer Shabbir briefed the new batch on the Code of Conduct, Academic Calendar, Attendance & Grading rules and Affiliations. Later on, Mr. Kamran Ahmed Bilgrami, Manager CEE-IBA delivered a comprehensive overview of the newly launched Diploma Programs as well as other CEE programs.

In his welcome address, Dr. Izhar Hussain, Director CEE, said that the IBA is now officially one of the country's leading institutes. He expressed his pleasure at the overwhelming response from the student body and appreciated the increased participation of females. Addressing the freshmen, he said, "We continue to update our program portfolio and design new programs based on inputs from the industry and academia, ensuring that each program is relevant and based on evidence-based management concepts. We have collaborated with academic institutes and professional bodies of high repute and our programs are designed for public and corporate sectors as well as for family businesses".

For further details on these diploma programs, visit <http://cee.iba.edu.pk>

Certificate Program on

GS1 Global Barcode Standard



At the start of October, lead trainer Mr. Terry Papadis, Manager (Education and training) GS1 Australia, visited the PGD-SCM program of CEE, IBA Karachi for 3-days.

The GS1 Academic Certification was an interactive workshop that provided insights into the best practices of supply chain management by the strategic application of GS1 standards. It was based on role-playing and simulation of typical business scenarios that require practical and realistic solutions. At the end of this course, participants also presented different cases which enhanced their cognitive levels and boosted their adaptability and business thinking.

Seminar on

GS1 Global Barcode with Global Head of GS1

September 13, 2017: IBA CEE hosted a short seminar at IBA City Campus with Ms. Ulrike Kreysa, Vice-President Healthcare, GS1 Global Office, Brussels. Ulrike Kreysa is responsible for the Healthcare sector at the GS1 Global Office in Brussels. She works with her local colleagues in 112 countries across the world to develop and implement GS1 standards in the healthcare industry. The development and implementation of healthcare standards are led by the industry experts who use them. The GS1 healthcare user groups are open to pharmaceutical and medical device manufacturers, wholesalers and distributors, group purchasing organizations, hospitals, pharmacies, logistics providers, governmental and regulatory bodies, and trade associations. GS1's mission is to increase patient safety, supply chain security and efficiency, traceability and accurate data synchronization in healthcare. Participants from leading pharmaceutical companies and hospitals attended this seminar.



Witness™

Software Simulation Workshop



September 7-10, 2017: A 4 day workshop was held for a hands-on familiarization with Witness Software. IBA hosted Dr. M. Latif from Manchester Metropolitan University, an expert on Supply Chain Simulations. By simulating internal and external supply chains, the PGD-SCM participants and MBA students visualized the complex relationships to identify improvement opportunities using Witness™ Software. At the end of the workshop, participants found themselves capable of modeling and simulating simple supply chains, and, critically analyzing already developed complex models.

The PGD program has given me the gateway to new opportunities and exposure that I was looking for. The program has converted my hopes into a firm belief, it is well designed for beginners as well as professionals to acquire immense knowledge and inimitable learning techniques and tools. I was also able to learn from other participants who brought diverse skill sets and backgrounds to the program.

Faizan Ahmed Siddiqui
Senior Cargo Assistant
Gerry's Dnata (Pvt) Ltd
Batch of 2018



Convocation 2017: PGD Programs

December 16, 2017: The Center of Executive Education (CEE), IBA, commemorated second annual convocation for its five batches of 2016 Post Graduate Diploma Programs in Supply Chain Management, Human Resource Management and Healthcare Management.

The audience for this ceremony included the PGD students, their families, faculty members, and other distinguished personalities including Dean IBA, Dr. Farrukh Iqbal, Director CEE, Dr. Izhar Hussain, esteemed Chief Guest, Founder and CEO Indus Hospital, Dr. Abdul Bari and the Guest of Honour, Territory Senior Partner and Chairman A.C. Ferguson, Syed Muhammad Shabbar Zaidi.

The event started with the recitation of the Holy Quran and the national anthem. Welcoming the esteemed guests, Dr. Farrukh expressed his gratitude to the guests, Dr. Abdul Bari and Mr. Syed Shabbar Zaidi. He then praised the efforts of the PGD graduates for spending weekends at the IBA despite their busy schedules as working professionals and thanked their families for supporting them during the course of their studies. The Dean congratulated the diploma holders and wished them luck in their future endeavors.

Later on, the Guest of Honor, Mr. Syed Muhammad Shabbar Zaidi appreciated the efforts of the IBA in his address, saying that he feels relieved that there are institutions such as the IBA, which are continuously striving to provide qualified personnel to the Industry. He further emphasized the importance of this diploma and congratulated IBA on a successful journey towards all three postgraduate diploma programs. Following his address, diplomas were conferred to students by the Dean, Dr. Farrukh Iqbal, the Academic Program Directors, Dr. Rameez Khalid and Ms. Nyla Ansari, and ex-Academic Director Dr. Minhaj Qidwai, for their respective programs. Following this, the honorable guests presented medals and shields to the high achievers as an appreciation for their outstanding performances.

The Valedictorian speech was given by the overall top position holder of PGD Programs, Ms. Iffat Swamir. She stated that, "I am proud and humbled to be in a company of so many talented and aspiring individuals. We must become tomorrow's positive image. Our actions must make a statement and send a clear message."

The Chief Guest Dr. Abdul Bari Khan, then addressed the audience, emphasizing the importance of honesty, faith and dedication, he also advised the new diploma holders to keep working hard in their respective fields.

The ceremony ended with the closing remarks and vote of thanks by the Director CEE Dr. Izhar Hussain, who said that, "We have tried to make this diploma as comprehensive as possible. It is now your duty to use the knowledge learned here in your practical field."

A total of 53 students were awarded Diplomas: 17 in PGD Human Resource Management, 20 in PGD Supply Chain Management and 16 in PGD Healthcare Management.

For further details on PGD programs, visit <http://cee.iba.edu.pk/>

News & Events - PGD-SCM

(Listed by ISM since 2016)



Technological Layer in Managing Supply Chain: This session was conducted on December 10 by Mr. M Rizwan Buttar, Chief Innovation Officer, Zauq Group.



Guest Speaker Session on Transportation in SCM: Another session was conducted on December 10, by Mr. Khurram H. Hidayatallah, General Manager APT Showfreight Pakistan (Pvt.) Ltd. In light of his experiences, he shared the knowledge required in Supply Chain Management to exploit the transportation resources at its uttermost consumption.



CEIF News



4 October, 2017: IBA CEIF conducted a Product Development and Shariah Compliant Forum on "Legal and Shariah Compliance Developments and Challenges in Islamic Finance" with Sheikh Bilal Khan, Founder and Co-Chairman Dome Advisory, London, UK.



16 – 17 October, 2017: IBA CEIF hosted the FAA team to conduct FAA Certification Program (FCP) for training of Assessors. The session was attended by Central bank, Institute of Bankers, Industry Players and Academicians.



21 October, 2017: Mr. Ahmed Ali Siddiqui, Director for the Centre for Excellence in Islamic Finance welcomed the third batch of "Advanced Certificate in AAOIFI Shariah Standards". The course was conducted in collaboration with the Dubai Islamic Bank Pakistan.



26 October, 2017: IBA CEIF successfully conducted a course on "Role of Policy Framework in the success of Islamic Finance Industry". The course was designed to give stakeholders an overview of IFIs in various jurisdictions and to draw comparisons in Policy frameworks.



8 November, 2017: IBA CEIF and KSBL conducted a course on Islamic Finance named Concepts and Practices for Khateeb-e-Masajid.



11 November, 2017: IBA CEIF signed an MoU with AAOIFI, Bahrain for promoting AAOIFI's "Certified Islamic Professional Accountant (CIPA)" qualifications.

CEIF News



13 November, 2017: Dr. Irum Saba, Assistant Professor IBA Karachi, conducted an awareness session on "Islamic Banking and Finance" at Bahria University on behalf of IBA CEIF.



14 November, 2017: PMEX conducted an awareness session at IBA CEIF to familiarize bankers with SBP's Commodity Murabaha transaction.



15 November, 2017: IBA CEIF collaborated with Ihsan Trust to conduct a course on "Disbursement, Collection and Investment of Zakah in NGOs".



23 November, 2017: IBA CEIF received an overwhelming response for the course "Art of Selling Islamic Financial Products" by Dr. Ziyaad Mahomed from INCEIF, The Global University of Islamic Finance.



24 November, 2017: IBA CEIF conducted Islamic Banking and Finance Awareness and Career Counselling session with Pak Qatar for IOBM students.



27 November, 2017: IBA CEIF collaborated with Pak Qatar to conduct a Product Development and Shariah Compliant Forum with Mufti Hassan Kaleem and Dr. Sheikh Suleiman Bin Mohammed Al Jewisser, Secretary Shariah Board, Al Rahji Takaful, KSA.

CEIF News



29 November, 2017: IBA CEIF entered into an agreement with INCEIF, Global University of Islamic Finance, for student exchange Program.



8 December, 2017: IBA CEIF initiated a course on "Strategy for IFIs Fintech Model". It was conducted by Mr. Ashar Nazim, a fintech expert and Managing Director of Finocracy.



7 December, 2017: IBA CEIF hosted a conversation on "Fintech and its implications for Islamic Finance Industry". Renowned speakers and panelists included Mr. Ashar Nazim, Mr. Inshan Kanji, Dr. Farrukh Habib, Mr. Atyab Tahir, Ms. Ayesha Ashraf Jangda, Mr. Hasan A Bilgrami, Mr. Nadeem Amjad, Dr. Muhammad Imran and Mr. Ahmed Ali Siddiqui.



23 December, 2017: IBA CEIF conducted a seminar on "Islamic Finance" at Bahauddin Zakariya University, Multan. Dr. Irum Saba enlightened the audience with the latest developments in the field of Islamic finance.



28 December, 2017: IBA CEIF conducted the course "Anti Money Laundering Concepts for Takaful & IFIs" by Mr. Saleem Wafai, Former Head of Compliance, Fraud/Risk & Internal Audit at Meezan Bank and Mr. Abdul Wahid, Director FMU.

CEJ and ICRC recognize journalists for

Excellence in Humanitarian Reporting

December 15, 2017: Journalists are first-responders when it comes to humanitarian crises in Pakistan yet their hard work often goes unappreciated. To acknowledge good journalism that is conducted in the field of humanitarian reporting, the Centre for Excellence in Journalism at the Institute of Business Administration (CEJ-IBA), Karachi and the International Committee of the Red Cross (ICRC) organized the Humanitarian Reporting Award 2017.

The awards were given in three categories for news stories published between November 1, 2016 to November 9, 2017. The winners and runners-up in the three categories are as follows:

Categories	Winner	Runner up
Mainstream Broadcast (Urdu)	Khawar Khan Geo News	Umar Farooq Voice of America Urdu
Mainstream Print & Online (Urdu)	Islam Gul Afridi Akhbar e Khyber	Fariha Fatima ARY News
Mainstream Print & Online (English)	Shazia Hassan Dawn Media Group	Ghulam Dastageer Herald Magazine

The ceremony kicked off with a welcome note by Director CEJ, Kamal Siddiqi, who shared some details of CEJ's collaboration with ICRC that began with Humanitarian Reporting Workshops and concluded with these awards. He admitted that more than 200 applications were received for a workshop of 20 journalists that demonstrated the overwhelming interest in the media for humanitarian reporting. Director CEJ also added that CEJ and ICRC decided to conduct two workshops and hold these awards to acknowledge good journalism in humanitarian work. Najum Abbasi, ICRC Pakistan's Communications Coordinator, said that ICRC recognizes the efforts of CEJ-IBA for its relenting efforts in making this initiative a success.

The Humanitarian Award 2017 received 185 submissions out of which the winners were shortlisted by a panel of distinguished journalists: Aamer Ahmed Khan, News Director Aaj Television; Munazza Siddiqui, Executive Producer at Geo News; and, Iftikhar Firdous, Bureau Head of The Express Tribune in Khyber Pakhtunkhwa and FATA.

The ceremony concluded with a speech by the chief guest, Shehzad Roy, who shared his experiences of working in humanitarian and disaster-hit areas. He appreciated that good journalism was being acknowledged but remarked that there is still a long way to go.



CEJ hosts ‘Lab Azad’

Excellence in Journalism Award 2017

December 20, 2017: Award for Excellence in Journalism “Lab Azad” was organized by the Centre for Excellence in Journalism at the Institute of Business Administration (CEJ-IBA), Karachi and Center for Communication Programs Pakistan (CCPP) in partnership with Palladium Pakistan. Twelve journalists received the awards in rights-based reporting for news stories published between July 1, 2016 and June 30, 2017 at a ceremony held at CEJ.

The winners in each of the four categories are as follows:

	Mainstream Broadcast (TV/Radio)	Mainstream Print/Online - English	Mainstream Print/Online - Urdu	District Correspondents
Health Rights with focus on access to services	Amina Shaheen Geo TV	Yousaf Ajab Baloch Balochistan Point	Muhammad Atif Sheikh Freelance	Nisar Ahmad Khan Dawn News
Population Growth and realization of Human Rights	Shayan Saleem Samaa TV	Bilal Karim Mughal & Saher Baloch Dawn.com	Syed Sajjad Kazmi Daily Dunya	Islam Gul Afridi Daily Akhbar e Khyber
Women Rights with focus on Reproductive Health and Family Planning	Shumaila Jaffery BBC	Atika Rehman, Fahad Naveed & Munnazzah Raza Dawn.com	Fariha Fatima ARY News	Amjad Ali Daily Islah



CEJ Director, Kamal Siddiqi, expressed his happiness over continuing partnership with CCPP and Palladium Pakistan as it helps recognize rights-based reporting. He added that the CEJ would start its Master’s of Science in Journalism program next year and the syllabus will incorporate rights-based reporting.

The panel of judges included Rahimullah Yusufzai, resident editor of The News Peshawar, Afiya Zia, scholar and contributor to Dawn, Farah Zia, editor of The News on Sunday and Hafiz Tariq Mehmood, director news at News One TV.

On awarding journalists for rights-based reporting, Rahimullah Yusufzai said these awards will encourage journalists to write on socio-economic issues that have a direct impact on the lives of people. Chief Guest, Javed Jabbar, commented on the importance of such initiatives and said that the CEJ-CCPP awards will help inspire journalists to new heights. He added that the CEJ maintains a commitment to qualitative human resource development in journalism.

CCPP director Atif Ikram said that through awards in the set categories, their aim was to promote and recognize beat reporting, especially on the so-called softer subjects in Pakistan. He remarked, “We want this award to be independent, impartial and owned by the journalist community at large.”

It is absolutely heartening to see that just in its second year, the award has added two additional categories for beat reporting. The award category of “Women rights with focus on reproductive health and family planning” was sponsored by Sukh Initiative.

Other dignitaries who were present on the occasion included Arshad Saeed Husain, CEO Aman Health Care Services, Dr. Fayaz Ahmed, Team leader EVA-BHN (Palladium Pakistan), Dr. Farrukh Iqbal, Dean and Director IBA, and Azhar Abbas, MD Geo News.

CEJ launches MSJ Program

January 2018: The CEJ is proud to launch its Master’s of Science in Journalism (MSJ) program.

The newly approved program allows students to immerse themselves in all forms of journalism—digital, audio and video—and gain practical experience in a newsroom where they can practise their reporting under the guidance of experienced instructors. This is an opportunity to learn modern skills to enable students to find employment in reporting and production across media platforms and learn about the intersection of technology and media and the impact it will have on Pakistan.

The mission of the MSJ program is to be the leading journalism program in Pakistan that is recognized for raising the quality of the media industry by producing fair and balanced reporters with world class professional skills, a deep understanding of national and international affairs, and the potential to become creative and innovative industry leaders of tomorrow.



This quarter was full of interesting and informative events organized by the External Linkages and International Resource Center, IBA. The details of the sessions are as following:

Distinguished Lecture by Dr. Carmelo Ferlito

January 17, 2018: The Institute of Business Administration organized a lecture with Dr. Carmelo Ferlito as a part of its Distinguished Lecture Series. He shared his views and engaged in a discussion about "Business Cycle: Expectations and Fallouts". Carmelo Ferlito is a Senior Fellow at the Institute for Democracy and Economic Affairs (IDEAS) in Kuala Lumpur and an Adjunct Faculty Member at INTI International College Subang in Subang Jaya.



Visit of Dr. Bordilovska Olena from Kyiv National Taras Shevchenko University

November 8, 2017: Associate Professor Dr. Bordilovska Olena from Kyiv National Taras Shevchenko University in Ukraine visited the IBA to discuss perspective collaboration between the two institutions. We look forward to developing a mutually beneficial collaboration between the two institutions.

Information Session on Chevening Scholarship Program

October 26, 2017: IBA students were invited to an information session on Chevening Scholarships by the British High Commission. Ms. Elin Burns, British High Commissioner, presented and explained the overall application process, deadlines, personal statements and profiles of Chevening alumni.

Session on Entrepreneurship Curriculum Development and MBA Exchange Program

October 5, 2017: A workshop on entrepreneurship curriculum development was organized at IBA Main Campus. The workshop was conducted by US speaker Sydney Gray. Ms. Gray explained the concept of entrepreneurship and the phases in which it has evolved to date. Subsequently, a session on MBA exchange programs was also conducted by the IBA-IRC representatives. The opportunities of international exposure for master students were discussed and related queries were addressed.

Information Session on ERASMUS and Joint Master Degree Program

September 21, 25, 2017: Two sessions were held on the ERASMUS Program and Scholarships. In the first session, key details about the scholarship, its structure and the awarding institution were discussed with the attendees. In the second session, Mr. Shabbir highlighted the most important elements of the ERASMUS application and gave insights that significantly contribute to a successful ERASMUS application.

Information Session on US Universities by USEFP

September 14, 2017: Several representatives from US Universities visited IBA Main Campus. The information session revolved around introducing the US universities to the students through presentations. The representatives included Tyson Manering (Director of International Recruitment and Operations Manager, Murray State University), Mary Parsons (Associate Director- International Students Affairs Office, University of Missouri-Kansas City), Susantha Herath (Faculty in Information Systems Department, St. Cloud State University) and Syed Faraz Hussain (Representative, USEFP Pakistan).

Information Session on Lancaster and Warwick University

September 12, 2017: An information session was held by STEPS COO, Mr. Zeeshan Riaz. Mr. Riaz is the official representative of Warwick University, Lancaster University and University of Nottingham in Pakistan. He elaborated on the relevant programs, the admissions process, financial aid, etc. offered by these universities.



Achievements

Conference of Parties in My City Islamabad 2017

October 14-15, 2017: The IBA nominated four students for Conference of Parties in My City Islamabad 2017. IBA students – namely Heba Essa, Abdullah Quresh Abdullah and Ali Shambeel Jafri, managed to secure the first, second and fourth positions at the conference. The first two position holders have been awarded a fully-funded trip to the UN’s annual climate change conference COP 23 in Bonn, Germany and will be participating as part of the Pakistan’s delegation.



Testimonials

Kiran Muhammad Idris National University of Singapore (NUS)

This two-week summer enterprise program has given me an unparalleled exposure to one of the most diverse and successful nations of the world. It was a life changing experience as it gave me a chance to interact with people from 17 different countries. Everyday started with a new buzz to learn something from my peers in “breakfast circles”, as we cherished the stories and insights shared in those 30 minutes of our vibrant mornings.

I was particularly enthralled by how Singapore has managed to efficiently use its scarce resources like water and land to gain optimality and to improve not only the standard of living but also to strengthen its position as an economic hub. Despite of its small capacity, Singapore successfully competes with larger economies of the world that gave me a clear message that limitations cannot become an impediment if the road map to the destination is precisely defined.



Sohail Wahid Bux University of Malaya

It was an absolute pleasure to represent my country, my institution and my culture in a foreign land. I don’t think I will ever forget this experience because not only did I meet people from different cultures and different backgrounds but also got a chance to make friends from all over the world. This journey was only four and a half months long but it felt like a decade.



Karan Kumar Global UGRAD Spring 2017

Looking back at my time as an exchange student at Delta State University, I couldn’t be more grateful for this unique opportunity to learn and grow in such a multicultural and stimulating environment. These four months made me learn a great deal and brought a significant change in me. I had an incredible amount of learning – both inside and outside the classroom – and met wonderful people. United States has given me a lot of memories in just four months and that is why it will always hold a special place in my heart. All in all, my exchange was an experience I will treasure forever.

Talent Hunt Program Updates

The IBA Karachi team conducted various information and career counseling sessions across Pakistan, with the aim to encourage talented & deserving students of HSSC Level-I and Level-II to pursue higher education. The sessions also briefed them about the scholarship opportunities provided by IHSAN TRUST and IBA Karachi in the form of IBA-IT National Talent Hunt Program - Batch 2018.

The main objective of the outreach activities is to create awareness about the opportunity available to the talented and deserving students of Matric, HSSC Level-I and HSSC Level-II, who are facing financial constraints. The IBA team representative, Syed Rizwan Ali Bukhari (Assistant Manager, Talent Hunt Programs) conducted information sessions in colleges and gave them a brief introduction about the IBA Karachi and IBA-IT National Talent Hunt Program. For the students applying through the IBA-IT National Talent Hunt Program, details regarding the following procedures were laid down:

- Application Process
- Selection Process
- Facilities available
- Career growth & Opportunities

Success stories of our students, who are currently enrolled in different programs at the IBA Karachi were also shared in order to motivate the participants.

Outreach Activities – Gilgit Baltistan

October 14 -22, 2017: The IBA Karachi organized outreach activities in Gilgit Baltistan, Skardu, and Ghanche (Khaplu) districts with the help of OGDCL Pakistan, which were attended by around 1500 students. Dr. Khalid Ashraf, Deputy Director Colleges - Baltistan Region, Mr. Manzoor Karim, Director Colleges, and Mr. Syed Mazahir Hussain, Nomination Department supported and facilitated the IBA team in making this possible.



Outreach Activities – Azad Jammu and Kashmir

October 30 – November 08, 2017: The IBA Karachi organized outreach activities with the help of Education secretariat & Director Colleges in different districts of Azad Jammu and Kashmir. Information and awareness sessions were organized in the districts of Muzaffarabad, Neelum, Bagh, Poonch, Kotli, Mirpur and Bhimber and were attended by 1600 students. Secretary Education, Mr. Shahid Mohiuddin, Additional Secretary Education, Ms. Farzana Rasool and Director Colleges (Muzaffarabad & Mirpur Region), Mr. Qazi M. Ibrahim and Mr. Tahir Farooq, demonstrated exemplary co-operation with the IBA team to conduct these sessions.



Outreach Activities – Punjab

November 20 – 30, 2017: The IBA Karachi organized outreach activities in different districts of Punjab with the help of Punjab Educational Endowment Fund (PEEF). Thirty two information sessions were organized in 16 tehsils of 8 districts, which were attended by 6874 students. Dr. Kamran Shams, Chief Executive Officer PEEF, and Ms. Huma Usman, Monitoring department team lead, helped and supported the IBA team in organizing the various sessions.



Activities – South Waziristan

December 11 – 14, 2017: IBA-IT NTHP Team visited South Waziristan to carry out its outreach activities. The team comprised of Mr. Aamer Shabbir, GM IBA Administration, Mr. Zahoor, Executive THP, and Mr. Umesh Kumar, Executive THP. The visit was well planned and executed with the overwhelming support of Pak Army. Col Waseem. Three Cadet Colleges were visited namely Cadet College Wana, Cadet College Spinkai and Garrison Cadet College Kohat.

The IBA believes in providing equal opportunities and nurturing talent irrespective of their educational, socio-economic and ethnic backgrounds. We hope that these institutes will take the initiative and become a part of the community outreach program launched by IHSAN TRUST in collaboration with the IBA, to revolutionize education and champion it for all, without any form of discrimination.



A 3-Day Capacity Building Workshop

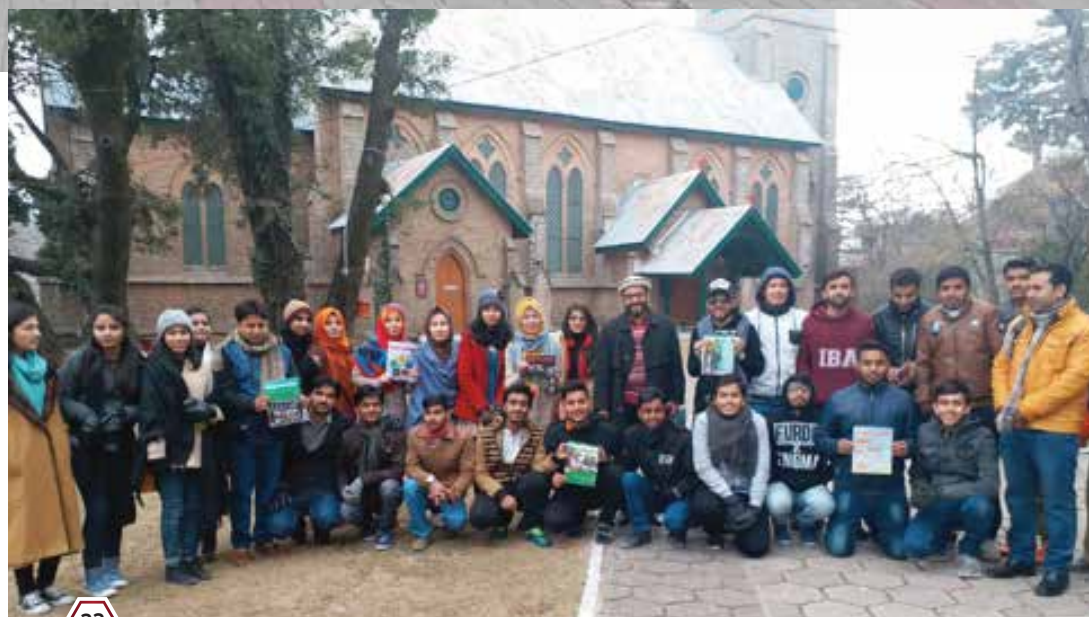
Arranged For IBA Talent Hunt Program Students



January 13 - 19, 2018: A tour of the Youth Development Center was conducted by the IBA in collaboration with Youth Development Centre (YDC), The Punjab Educational Endowment Fund (PEEF), Ihsan trust and OGDCL Pakistan, for THP students Batch of 2017. The IBA Karachi has always catered to the needs of Talent Hunt Program (THP) students in the past years and will continue to do so.

The students departed on January 13 from Karachi and reached Rawalpindi the next day. They were then escorted by the staff of YDC to Murree, where they were welcomed by an official resident of the CM Punjab House. The students were cordially greeted by the Vice Administrator YDC, Mr. Saad Qudoos.

The first session was delivered by Ms. Sadaf Munir, who talked about leadership skills and what was required to become a leader. Later, another session was carried out which discussed the reasons of the failure management. More informative sessions followed the next day including a lecture by Dr. Amir Jaffri and Dr. Izhar-ul-haq, the founding trustee of Akhuwat Foundation. The trip also involved activities that incorporated experiential learning.



ICICT – 2017



December 30 - 31, 2017: The 7th International Conference on Information and Communications Technologies (ICICT), was held successfully by the Institute of Business Administration (IBA) at its City Campus. The event was attended by over 300 participants, including delegates from around the world, policy makers, faculty members, researchers, industry leaders, and students. HEC and IEEE were the key partners for this conference.

Dr. Farrukh Iqbal, Dean and Director IBA, welcomed the audience and highlighted the long-standing nature of the conference, which was initiated in 2005 and is held once every two years. Enunciating the merits of the conference, Dr. Farrukh Iqbal said, "The papers for this conference came from five different continents, which shows the recognition of this conference at an international level." He also emphasized that only one third of the papers were accepted after a thorough review process conducted by the technical committee, comprising of senior researchers from across Pakistan and around the world.

Next, the Chief Guest Dr. Arshad Ali, Executive Director HEC, addressed the audience about the importance of ICT in everyday life, which was the theme of this year's conference. Dr. Arshad stated that, "As a nation, we need to develop indigenous technologies, solutions and devices to solve the local problems. And the young talent and innovators that are designing new technological solutions should be recognized and rewarded on forums like this conference to encourage and motivate further advancement in technology". Furthermore, he mentioned that the role of a teacher has shifted from leader to facilitator in an ICT based education system and that besides education, many other fields have also advanced using ICT.

The first keynote was a discussion on the power of analytical culture by Dr. Zubair Anwar, Head of Analytics, Consumer Support Google, USA.

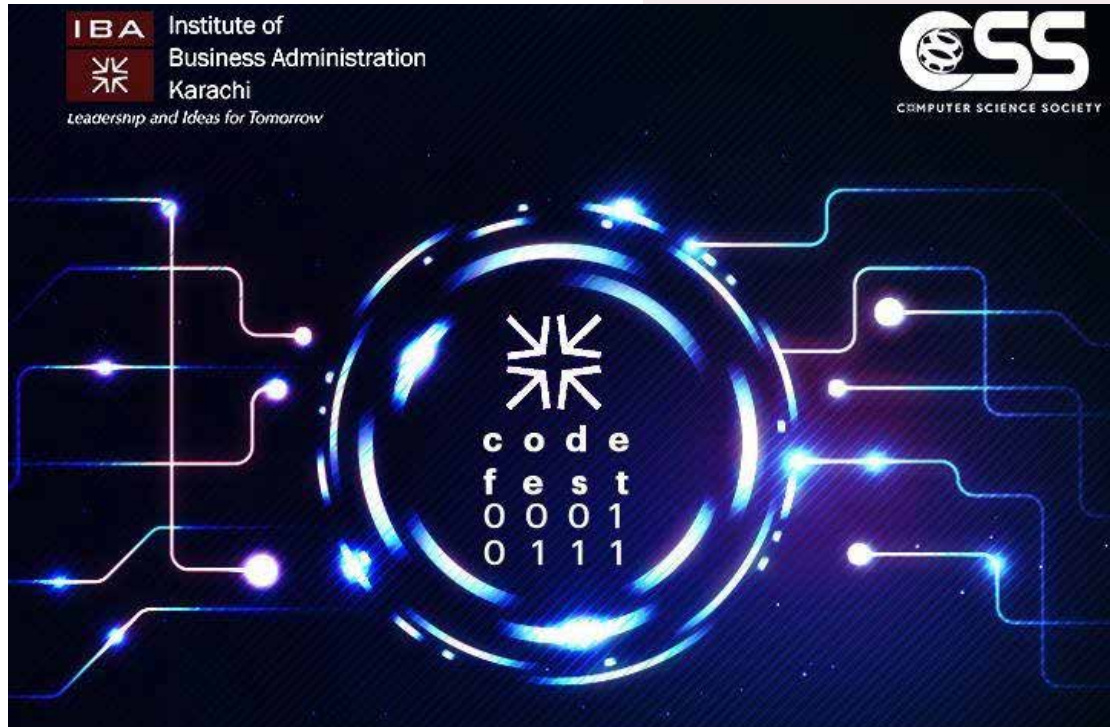
Dr. Zubair explained how breeding a culture of analytical activities in an organization should be an integral part of an analytical/big data initiative. Dr. Zubair also highlighted the 3 main principles that make Google an outstanding organization: 'Focus on the user experience', 'Freedom to challenge each other's ideas openly and 'To be resourceful'. He also conducted an engaging workshop to demonstrate some critical examples of this culture-breeding activity in Google. The conference hosted a workshop on identity federation, focusing on using digital identity and storage mechanism in an efficient manner.

The conference included several more keynote sessions and sessions from invited speakers. These sessions covered a variety of topics including digital intelligence, wireless sensor networks, machine learning in medicine and connected vehicle technology. The talks were conducted by academics from renowned universities in and outside Pakistan.

The paper presentations included viable work done in the fields of Speech, Image and Vision Systems, Networks and Computer Security, Software and Information Systems, Artificial Intelligence, Information Retrieval, ICT and Society. This year, other than presentation tracks, there was a Doctoral Consortium session in which students enrolled in PhD programs presented their ideas and work and received feedback from mentors in relevant areas from different universities. ICICT 2017 remained a successful platform to encourage research and collaborative efforts between the academia and industry.



IBA-CodeFest'17



November 27, 2017: IBA CodeFest'17 was organized by the Computer Science Society and was the first intra-IBA competition for the year 2017-18. CodeFest'17 covered a dynamic array of components of the IT world.

IBA CodeFest is an event incorporating the areas of Computer science, Programming and Gaming with a creative spin to help develop students' skill set and to give them a taste of competition. The event aimed to enhance and commit to the development of IT education not only at IBA but all over Pakistan. It served as a platform for young talent to test and challenge their own capabilities, and take away experiences that will help them excel in future career endeavors.

Providing participants with a chance to prove and polish their skills, CodeFest'17 engaged students in intriguing activities like Speed Programming and Database designing. Even though many teams stood, only a few successfully qualified for the second-round. Cash prizes were rewarded to the winning and the runner-up teams.

The participants of the competition gave an overwhelmingly positive response to the event. CodeFest'17 remained a successful platform to encourage coding techniques and collaborative efforts between the academia and industry.



CDC Updates



Conversation with the Dean

The Dean and Director, Dr. Farrukh Iqbal has initiated regular conversations with the graduating batch. The objective is to talk about professional values, ethics and best practices in a casual setting. Each session is 45 minutes long, followed by question/answers session, where students are given an opportunity to provide valuable feedback on their respective programs, and to talk about various academic and non-academic issues. So far, three sessions have been effectually carried out with students of the BBA, BSEM, BSAF and MBA programs.



Corporate Connect Series

CDC has initiated a forum titled “Corporate Connect”. It is a series of sessions on important career related themes with the aim to connect the students – specifically the graduating class – with the corporate sector. The identified themes are based on the feedback which CDC received from its student body.

Many industry veterans have contributed their valuable time and shared their knowledge and expertise in the forum. These include Ms. Faiza Savul, Talent Acquisition Manager at ICI Pakistan, Mr. Yasir Shirazi, Founder of SocialCXN and Parhlo, Mr. Muneer, Managing Director at Mondelez, and Mr. Zeeshan Khan, Trainer and Human Resource Consultant. The domain of the lectures ranged from communication and resume writing skills, to entrepreneurship and personal grooming and networking skills. For a comprehensive list of guests and their respective lectures, visit: http://cdc.iba.edu.pk/news_events.php



Both students and the speakers had an amazing learning intercourse. Mr. Sahib Karim, Founder/Trainer & OD Consultant at TPE Consultants said, “This initiative by the IBA must be commended, for it’s not only strengthening the students-corporate linkages, but also equipping students with practical tools and insights they need to prosper in the corporate sector”. Commenting on the remarkable amount of interest shown by the students, Mr. Saadi Rauf, Marketing Manager at National Foods said, “The level of engagement and excitement during the session was an evidence of the readiness of students for the upcoming professional challenges.”

Experiential Learning Projects (ELP)

The Experiential Learning Projects (ELP) is a mandatory four-month program that requires the final semester/year undergraduate students to work in groups and conduct primary and field research, analyze the issue that warrants investigation and propose effective solutions for partner organizations. ELP aims not only to encourage acquisition of industry knowledge but to introduce our students to prospective organizations. Currently, over 200 students are involved in ELP with more than 30 companies.

	2017	2016	2015	Total
Total Number of Students Participated in ELP	275	300	294	869
Total Number of Projects Undertaken	52	65	64	181
Total Number of Partnering Companies/NGOs	39	52	46	137

Online Recruitment Calendar

CDC has been engaged with its corporate partners for the placement of IBA graduates and has been facilitating them to conduct on-campus recruitment activities for many years. The corporate services are exclusively for partnered-employers only, to conduct informatory sessions, interviews, and tests/assessments.

In order to cater our partners efficiently and to make the process smooth, we have introduced an Online Recruitment Calendar on the IBA's website: <http://cdc.iba.edu.pk/events.php>

Now, companies can reserve their bookings online and will be responded in a more effective manner.

Companies that visited IBA for Recruitment Drives (October – December 2017):

- McKinsey's & Co Young Leadership Program
- Hilal Foods MT Program 2017
- Management Trainee – OUP
- Unilever Talent Hunt Program (UTHP) 2017-2018
- Reckitt Benckiser

Career Counselling Clinics/Mentoring Sessions

Career Counseling Clinics are one-to-one discussion forums with industry experts and career gurus to facilitate students in their career exploration and development. These personalized sessions help students to discuss current situation and career/life goals with an experienced professional mentor; receive guidance through the process of exploring various careers by

doing web searches and homework assignments outside of sessions; and help explore job-hunting strategies as well as learn interview techniques and development of a resume and cover letter.

Students attending the session expressed how it was very helpful. After the counseling session at Maersk, Muhammad Zohair Nasir who is enrolled in the BSAF program said, "Mr. Hamza delivered a very honest feedback from our short interview, followed by some instructions on how to mitigate those factors that can result in failure in an interview and how to use your strengths to persuade the interviewer". Current BSAF student, Elishba Imtiaz, said, "Along with emphasizing on the significance of CFA - "Chartered Financial Analyst", for the students of BS Accounting and Finance, Mr. Owais laid out the entire structure of the bank and explained which positions are best suited for IBA graduates."



Identification and Prioritization of Critical Issues and Challenges in Promoting the True Quality Culture in Higher Education Institutions



The Quality Enhancement Cell organized a seminar on the “Identification and Prioritization of Critical Issues and Challenges in Promoting the True Quality Culture in Higher Education Institutions”. The seminar was attended by QECs, faculty members and management personnel from different leading universities of Karachi, Nawabshah, Sindh and Balochistan.

Renowned speakers and experts from academia were invited to share their expertise. Some of the panel members were Engr. Javed Ali Memon, Director HEC, Regional Centre, Karachi, Dr. Faryal Salman, Associate Professor & HoD, Management Sciences & Humanities, DHA, Suffa University, Dr. Asif Shaikh, Director QEC, NED University, Dr. Kamran Mumtaz, Head of Management Sciences Dept. IBA, Dr. Ashar Saleem, Assistant Prof. Management Dept. IBA and Dr. Shahid Mir, Director, QEC IBA (Moderator).

Prof. Dr. Mustaghis-ur-Rahman, Head of Management Sciences Department, Bahria University discussed different Responsive, Reactive, Regenerative and Reproductive quality cultures. He pointed that organizations must strive to achieve Regenerative quality culture as quality is a strategic, rather than management, issue. Aristotle defined quality as “It is not an action but a habit”. It was advised that organizations must internalize this definition to achieve institute-wide excellence.

Dr. Zaki Rashdi, Director Quality, Learning & Innovation Associate Dean (Accreditation) Iqra University, highlighted the relative nature of the concept of Quality. He asserted that Quality culture is not tangible; it is something which can only be learned through exposure. He established a link between quality, teaching and learning. Our educational system fails to promote critical thinking and hence, we need to promote open systems where all stakeholders can voice their opinions on quality.

To conclude, Dr. Nishat, Associate Dean, Faculty of Business Administration, IBA & Vice Chairman Accreditation Council, recommended the use of Graduate Employability Index as a criterion for HEC rankings. The session ended with Dr. Nishat distributing souvenirs to the speakers, panelists and participants.



IBA Alumni Activities

IBA Alumni Get together in Qatar

October 20, 2017: The IBA Alumni came together as a group and held an informal meet up at a famous eatery 41 WS Grill in Doha, Qatar. The gathering comprised of alumni and their family members, who enjoyed a wonderful evening together.

The mini reunion brought forth good old memories and candid picture-taking. One of the active members, Ahmed Mustafa, Class of 2010, wishes to formulate a Chapter in Qatar and bring the fraternity closer in a distant land.



IBA Alumni Get Together in Chicago, USA

October 21, 2017: On a fine evening in Chicago, the members of the IBA US Chapter in the West got together with faculty members from the IBA. They were treated to a sumptuous dinner at Shahi Nihari.

The protagonist of the evening was Mr. Ali Abbas Zaidi, Alumnus of BBA 2010, who invited the alumni to meet up with current faculty members: Mr. Jami Moiz and Ms. Nida Aslam Khan of the Marketing Department and Ms. Sana Tauseef of the Finance Department.

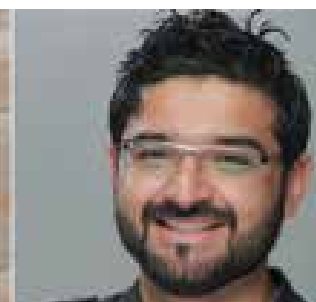


IBA Alumni Chapter UAE Elects New Office Bearers

November, 2017: IBA Alumni Chapter in UAE elected its President and Vice President for the next 2 years. The nominations were expected to be filed till November 7, 2017.

However, since no other candidate filed nomination papers, Danish Kazi, MBA Alumnus 2002 and Waleed Hassan, MBA Alumnus 1998, were elected unopposed as President and Vice President of the Alumni Chapter, UAE.

Fahad Ali, Alumnus of MBA 2003, has taken up the role of General Secretary while Ahmer Noor, Alumnus of MBA 2001, has been handed the portfolio of Treasurer.



Picture (left to right): Danish Kazi, Waleed Hassan, Fahad Ali and Ahmer Noor

IBA Alumni Graduation Dinner 2017

November 30, 2017: Two days before they donned their caps and gowns for the Convocation, the elegantly dressed ladies and gentlemen of the graduating class of 2017 were seen lighting up the evening at the IBA Boys Hostel – the venue of the Graduation Dinner; hosted in their honor by the IBA Alumni and Placement Society.

With the event themed “Lights Will Guide You Home”, the venue was adorned accordingly with bottle lamps, fairy lights and bright LEDs – featuring tribute walls and photo booths as the graduates caught up with memories of years past and their shared excitement for the future.

The dinner opened with a eulogy to Hiba Rehman, one of the brightest members of the graduating class, who recently lost her battle with cancer, leaving her friends with heartfelt memories and sorrow.

Mr. Safee ul Haque, Manager Alumni and Placement Society welcomed the graduates, followed by an eloquent welcome address by Mr. Shahid Shafiq, the Alumni Representative on the IBA Board of Governors.



IACC - Newly elected Board with a A Promising New Future

December 09 - 11, 2017: The IBA Alumni Chapter in Canada conducted the first ever online election for Board of Directors. 254 registered members exercised their voting rights in choosing the new Board of Directors. The BoD then in itself selected their President, Secretary and Treasurer.

The newly elected Board comprises of the following members:

1. Naheed Hassan - President (Alumnus 1994)
2. Agha Faraz Ali - Secretary (Alumnus 1994)
3. Huma Hydari - Treasurer (Alumnus 1986)
4. Uzma Turan (Alumnus 1997)
5. Uzma Jaffrani (Alumnus 1998)
6. Junaid Zuberi (Alumnus 1994)
7. Nadeem Anwer (Alumnus 1990)



Naheed Hassan
President



Agha Faraz Ali
Secretary



Huma Hydari
Treasurer

Alumni Reunion of Class of 1997

December 24, 2017: The IBA Class of 1997 celebrated its 20-year reunion with its Alma Mater. The reunion welcomed the alumni along with their families. Some of the alumni had flown in especially for this reunion from Canada, UK and GCC. Those who could not attend the reunion in person did so via live Facebook feed.

The event comprised of hilarious monologue, a satirical ghazal, video messages, hostel life flashbacks and live music.

The highlight of the event, was the establishment of a Scholarship Fund in the memory of a deceased batch mate. The Alumni pledged to fund the education expense of at least one IBA student starting 2018.

The Dean and Director, Dr. Farrukh Iqbal addressed the audience and said that he appreciated the establishment of the scholarship fund. One of the teachers of this batch, Mr. Mirza Sardar, also addressed the alumni with his own memories as this was the first class he taught in IBA.

The evening ended with dinner and a tour of the IBA campus. The Alumni were in awe of the recent developments and shared many stories of their time spent in IBA. It was heartening to see that almost all the alumni were at top management positions in many multinational organizations with multiple CEOs as well as 2 PhDs amongst the group.



IBA Student Wins the 'Young Digital Entrepreneur' Award



October 7, 2017: Mr. Hamza Rauf Essa, an IBA student, wins the 'Young Digital Entrepreneur Award' at Pakistan's first digital awards i.e. Pakistan Digi Awards 2017, which took place in Karachi.

Mr. Essa is the Co-founder & Director of Telemart, an e-commerce/retail brand, which he launched during his sophomore year of BBA at the IBA. Telemart has grown immensely over the course of three and a half years and is now considered amongst the top e-commerce players in the country. The 24 year old entrepreneur is currently pursuing his MBA from IBA.

The IBA takes immense pride in acknowledging the efforts and achievements of its students and alumni and wishes them great success in the future.

Movie Screenings

As part of alumni engagement activity, two block buster movies "Verna" and "Padmavat" were screened exclusively for the IBA alumni, students and faculty at Nueplex Cinema, Karachi on November 18, 2017 and January 26, 2018 respectively at subsidized rates. These movies and other events are promoted and encouraged to give the alumni, faculty and students an opportunity to reconnect and spend quality time with their families.

Faculty Updates

Faculty Evaluation Demystified

1. Introduction

The Institute of Business Administration, Karachi (IBA) requires students to submit faculty evaluations towards the end of each academic term. The evaluation is not only supposed to give candid feedback to the concerned faculty but, starting from 2009, has also been used as one of the performance appraisal metrics. There are, however, concerns among some faculty members that teachers are becoming lenient in grading to get better evaluation score. This study attempts to find any strong statistical evidence regarding this perception by analyzing thousands of faculty evaluations submitted by students over the past many years. Specifically, it aims to examine the claim that “teachers who give easy marks get better evaluations than those who are strict in marking”. It also investigates the impact of class size, department and course level on faculty evaluation.

Disclaimer

The data set did not contain course number, course title or teacher’s name. These attributes (columns) were removed by the ICT MIS department before giving the dataset to the author.

2. Data Understanding

The raw data set consisted of faculty evaluations from 5549 courses offered between Spring 2011 and Fall 2016. PGD, language and project courses were removed from further analysis as they are distinct from regular courses in one way or another. In addition, courses having less than ten students were also removed. The final dataset, thus, consisted of 4047 courses.

3. Exploratory Data Analysis

Figure 1 plots the average faculty evaluation and average marks by year. The graphs clearly show that both the evaluation and average marks have remained pretty much constant during the six years considered in this study.

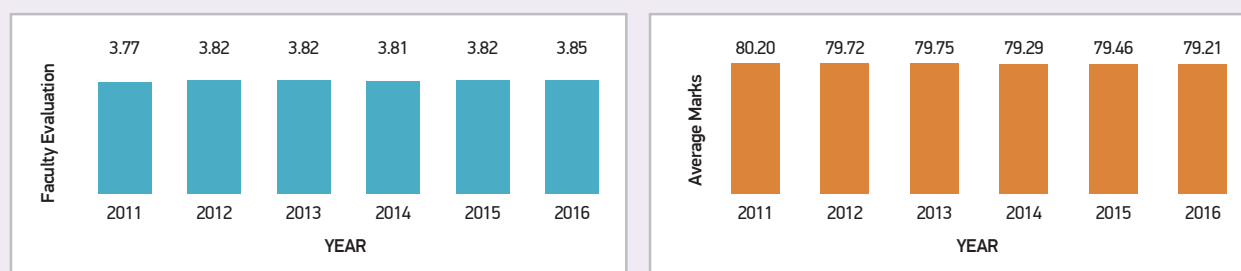


Figure 1: Average Faculty Evaluation and Average Marks between 2011 and 2016

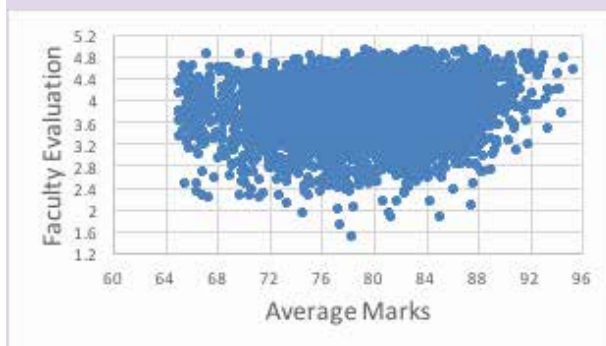


Figure 2: Scatter Plot of Average Marks and Faculty Evaluation

A scatter plot of average final marks and faculty evaluation score is presented in Figure 2. It does not show any obvious pattern between the two variables. The correlation coefficient (r) is also insignificant ($r = 0.13$).

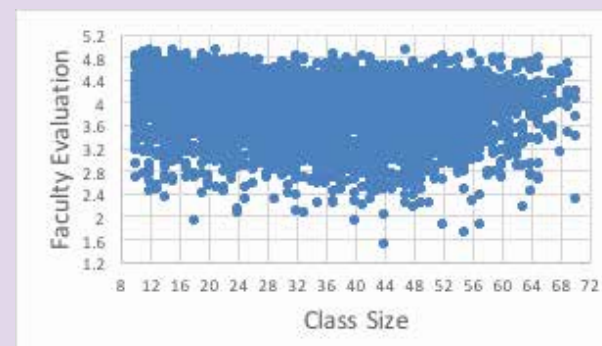


Figure 3: Scatter Plot of Class Size and Faculty Evaluation

A scatter plot of class size and faculty evaluation score is presented in Figure 3. As is the case in Figure 2, it also does not show any obvious pattern between class size and faculty evaluation. The correlation coefficient is also insignificant ($r = -0.10$).

4. Regression Modeling

In the final stage of this analysis, the faculty evaluation is regressed against average marks, class size, course subject and class level. Consistent with the correlations and scatter graphs shown earlier, the regression model is also unable to explain the variability using the available predictors. The (adjusted) R^2 value is 0.08 while the regression coefficient for average marks, class size and class level are 0.015, 0.006 and -0.002, respectively. The near zero coefficients clearly suggest that there is no effect of average marks, class size and class level on the evaluation a faculty member received.

5. Conclusion

The purpose of this study was to investigate any statistical evidence that connects faculty evaluation with average marks, class size, class level or course subject. The analysis found no conclusive evidence that could link faculty evaluation with any of the stated variables. All of the correlation coefficients, R^2 value and regression coefficients were found to be near zero and thus suggested no effect on faculty evaluation.

Key Numbers

4047 is the size of data set

0.13 is the correlation coefficient between average marks and faculty evaluation

-0.10 is the correlation coefficient between class size and faculty evaluation

0.08 is the (adjusted) R^2 value of the multiple regression model that regresses faculty evaluation against average marks, class size, department and class level.

An Educational Trip to Pakistan Security Printing Corporation (PSPC)

December 8, 2017: The students of the Regulations and Financial Markets course, taught by Dr. Irum Saba visited the Pakistan Security Printing Corporation as an educational trip. The trip was planned to give the students of finance a hands-on experience on the making of the valuable asset of the country, 'The Pakistani Rupee'.

PSPC is the only National Organization in Pakistan producing strategically important security paper products for the nation. It manufactures banknote papers, prize bonds, non-judicial stamp papers, share certificates and watermarked certificates/ degree papers for various educational institutions of Pakistan.

For the very first time, students of a university had been allowed to enter the highly restricted and guarded factory of PSPC.

The students were given a presentation by a PSPC official who explained all the procedures in relation to currency production. It was a moment of pride to know that the Pakistani Rupee has the most complex design with 27 built-in security features compared to any other currency in the world.

The students also toured the printing factory, where the actual printing of the currency was taking place under the supervision of the rangers. The factory is a built-in facility where all the processes, from the printing, numbering and cutting to packing in secured boxes, takes place in the factory.

The trip concluded with a short meeting with the MD, PSPC, Mr. Haroon Rashid, who welcomed the students and shared his well-wishes for their future.



IBA Faculty Participates in Global Participation Finance Summit (GPAS) Istanbul



November 16, 2017: Dr. Irum Saba, Assistant Professor (Department of Economics and Finance) and Program Director (MS Islamic Banking & Finance), participated in the Global Participation Finance Summit (GPAS). It was organized under the auspice of the Presidency of the Republic of Turkey by MUSIAD – an association for businessmen present at 181 locations across 68 countries. The two-day event was held in Istanbul from November 16 to November 17, 2017.

The summit was inaugurated by Deputy Prime Minister of Turkey, His Excellency Mr. Mehmet Şimşek, and was attended by over 3000 participants. GPAS included Participation Banks Association of Turkey in collaboration with the Prime Ministry Under Secretariat of Treasury, Central Bank of the Republic of Turkey, Banking Regulation and Supervision Agency, the Republic of Turkey Capital Markets Board, Directorate of Religious Affairs and Higher Education Institution at Haliç Congress Center.

Dr. Irum delivered a presentation on the merits of 'Humanist Finance and Wealth Fund Management'. She defined humanist finance as 'finance for everyone in compliance with Shariah'. Although Wealth Fund Management is equally important for everyone, there is a misconception that it is only for the rich. The basic essence of humanist finance is to help every segment of the society without discrimination.

Wealth Fund Management, in case of humanist finance, should provide end to end solutions by using different products and services for wealth creation, wealth enhancement, wealth protection and wealth distribution, that are in line with Maqasid al Shariah. While the number of HNI is increasing in the world, poverty is also increasing at the same time. The total global wealth has increased by 6.4% in the past 12 months. It is projected that the Muslim population will be 26.4% by 2030.

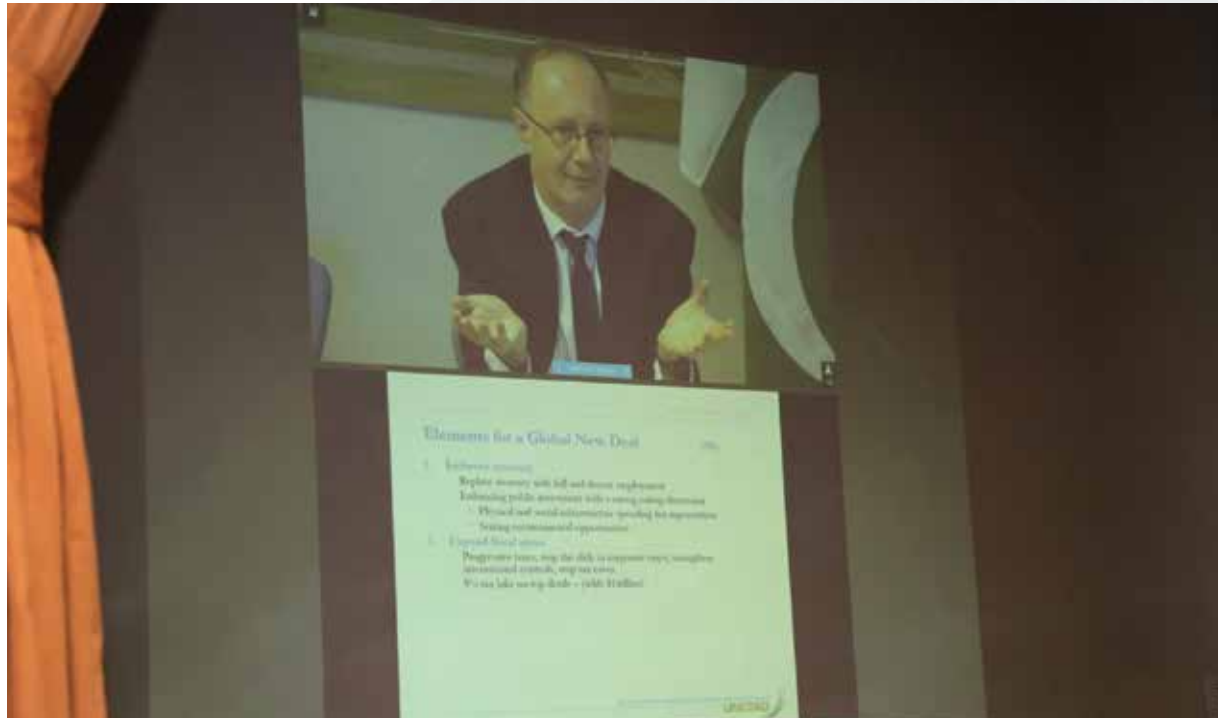
Wealth Fund Management is a niche market. Currently, Saudi Arabia (38%) and Malaysia (29%) are leading the Islamic fund asset industry. Turkey can also become the hub of humanist finance and Wealth Fund Management. However, to make it possible, the government and regulators should provide an enabling environment and networking with other markers; along with adoption of new business models, talent development and creating awareness.



A presentation on the

Trade and Development Report 2017:

Beyond Austerity – Towards a Global New Deal



December 8, 2017: A presentation on the Trade and Development Report 2017 was given through a video conference by Dr. Ricardo Gottschalk, an Economic Affairs Officer at UNCTAD, Geneva. The session was organized by Dr. Aadil Nakhoda for his International Trade students.

Dr. Ricardo Gottschalk was previously a Research Fellow at the Institute of Development Studies at the University of Sussex, UK where he was also Director of the MPhil in Development Studies (2001-2004). He has published widely in the fields of international finance, development and macroeconomics, including the edited books such as, "Achieving Financial Stability and Growth in Africa" (2016) and "The Basel Capital Accords in Developing Countries: Challenges for Development Finance" (2010).

Commencing his presentation with an overview of the report, Dr. Ricardo talked about the global crisis of the past ten years. He spoke of the need for balancing the global economy to make it more sustainable and inclusive along with addressing the displacement of jobs.

The first part of the report focused on the sluggish rate of trade, specifically during 2008 and 2012, which eventually led to the need for creation of austerity policies, to address the global dilemma. Dr. Ricardo illustrated that capital flows to developing countries were still negative despite the measures taken for crisis recovery from 2016.

Themes of employment were the major focus in the second part of the report. He discussed how the advent of industrial robots led to job displacement and wage erosion in the manufacturing sector. Through automation and robots, countries with large manufacturing sectors are concentrated in well-paying activities.

Addressing the issue of gender disparity in workforce, he admitted that in the past 15 to 20 years, women's employment rate has gone up. However, despite this increase, women are excluded from quality jobs in the manufacturing sector.

Regarding the trend of financialization, Dr. Ricardo presented 91 cases of crisis leading to rising inequality. Charting the trend of inequality, he demonstrated how it lead to less consumption, which triggered the creation of austerity policies. On the issue of corporate power, he spoke of rentier capitalism to explain why profits and assets are concentrated in the hands of large corporations.

Dr. Ricardo concluded his talk by proposing ways of addressing the issue of global inequality, such as through greater representation in the international community. Responding to the concern regarding unemployment which came about due to the introduction of robots, Ricardo said that robots must be looked at as a technological revolution which in turn must lead to proverbial policies and creation of jobs in other sectors. This, he remarked, would lead to a fostering of creativity and would hence be beneficial to the job market.



One-Day Awareness Training on

Service Management System ISO/IEC 20000-1:2011

Our full-time faculty member Engr. Dr. Syed Irfan Nabi, Academic Director PGD- Project Management, who also heads Technical Committee 3 (ICT), Pakistan Standards & Quality Control Authority (PSQCA), Government of Pakistan, conducted a one day training on Service Management System (SMS) ISO/IEC 20000-1:2011 on Thursday, 15 th March 2018 at PITS, PSQCA Head Office Saddar. It was jointly conducted by him along with Dr. M. Shahab Siddique, Dean, Jinnah University for Women, Karachi.

ISO/IEC 20000-1:2011 is a service management system (SMS) standard. It specifies service provider requirements to plan, establish, implement, operate, monitor, review, maintain and improve a SMS to fulfill agreed service requirements. It is applicable to all kinds of service providers.



IBA Faculty Receives

Best University Teacher Award

by HEC



Creating waves in the academic arena, Dr. Junaid Alam Khan, Chairperson, Department of Mathematical Sciences, IBA received the 'HEC Best University Teacher Award' in Islamabad on February 21, 2018.

Due to his outstanding performance and dedication to teaching, Dr. Junaid also earned the 'Best Teacher Award' and 'Best Researcher Award' at the IBA Convocation 2017.

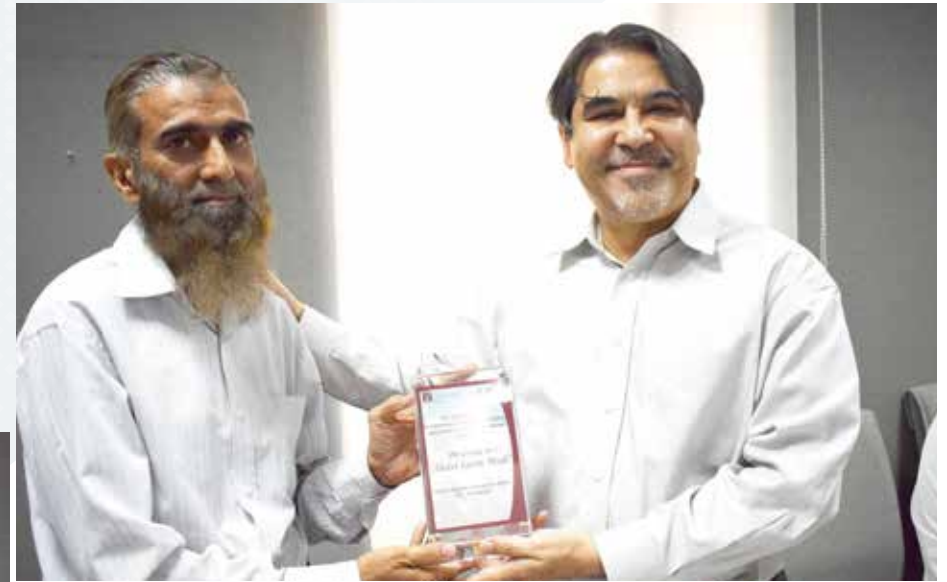


Farewells

The IBA bids farewell to three of its dedicated employees: Ms. Sadiqa Parveen, Mr. Abdul Karim Modi and Ms. Soha Zulfiqar.

Ms. Sadiqa Parveen, Deputy Librarian Collection Services, was associated with the IBA library in different capacities since 1980 and served the institute for almost 38 years. While, Mr. Modi served IBA for 25 years and has looked after state-of-the-art AMAN CED building since 2012. Ms. Soha looked after various women entrepreneurship programs since 2014, including those funded by World Bank and USAID, which trained more than 400 women in entrepreneurship.

The IBA values their dedication and commitment, while acknowledging their contributions to the institution and wishes them best of luck in their future endeavors.



Newly Inducted Faculty and Non-Faculty Members



Haris Tohid Siddiqui

Senior Manager

Alumni Affairs, Graduate Placement,
External Relations and Resource Mobilization

Date of Joining: October 16, 2017



Umrah Rehan

Senior Executive Finance

Professional Development Centers (PDCs)

Date of Joining: November 27, 2017



Furqan Ahmed

Senior Executive

Finance

Date of Joining: December 20, 2017



Sheeraz Hussain

Senior Executive

Finance

Date of Joining: December 20, 2017



Dr. Jibran Rashid

Assistant Professor

Date of Joining: January 8, 2018



Amna Faraz

Executive

Alumni Affairs and Resource Mobilization

Date of Joining: February 7, 2018



Ebbad Qureshi

Executive

Career Development Centre

Date of Joining: February 14, 2018



Haris Nehal Siddiqui

Senior Executive

Administration

Date of Joining: February 19, 2018



Ahsan Ansari

Executive Graphic Designer

Communications & Public Affairs

Date of Joining: March 12, 2018

ڈاکٹر فرخ اقبال کا پیغام

اس پیغام کا مقصد نسلی و ثقافتی تنوع اور کسی یونیورسٹی میں اس کے کردار کی اہمیت کو اجاگر کرنا ہے۔ میرے خیال میں کسی جامعہ میں تنوع سے مراد کم از کم دو چیزیں ہیں؛ پہلا یونیورسٹی میں آنے والے افراد کا نسلی و ثقافتی تنوع اور دوسرا ان تصورات اور خیالات کا تنوع جن سے ان افراد کا واسطہ پڑتا ہے۔ افراد سے میری مراد بنیادی طور پر تو طلبہ ہیں تاہم ان میں اساتذہ اور عملے کو بھی شامل کیا جاسکتا ہے۔ تصورات سے میرا مطلب وہاں پڑھائے جانے والے نصاب کا مواد اور وہ معاملات ہیں جو کسی کلاس، سیمینارز، ورکشاپ وغیرہ میں زیر بحث لائے جاتے ہیں۔ میں سمجھتا ہوں کہ نسلی و ثقافتی اور فکری تنوع جامعات کے لیے بہت اہم ہے۔ ان سے طلبہ کی معلومات، تجربے اور مہارتوں میں اضافہ ہوتا ہے۔ ان میں برداشت و رواداری کا جذبہ پروان چڑھتا ہے اور یہ انہیں معاشرے کے بہتر افراد اور بہتر شہری بننے میں مدد دیتا ہے۔ تنوع کی اہمیت پر یقین رکھنے کی ایک وجہ میرا ذاتی تجربہ بھی ہے۔ امریکی یونیورسٹیوں سے گریجویٹیشن اور پوسٹ گریجویٹیشن کے تعلیمی عرصے میں مجھے دنیا بھر سے آنے والے مختلف رنگ و نسل کے طلبہ سے متعارف ہونے کا موقع ملا اور ان کے رنگارنگ خیالات اور افکار سے آگاہی ہوئی۔ میں سمجھتا ہوں کہ اس تجربے نے میری شخصیت اور نظریات پر نہایت مثبت اثرات مرتب کیے۔

تنوع کی اہمیت پر یقین کی دوسری وجہ اس موضوع پر عرق ریزی سے کی گئی تحقیق ہے۔ اس تحقیق سے ثابت ہوا ہے کہ یونیورسٹی کیمپس میں نسلی و ثقافتی اور فکری تنوع سے طلبہ کو انفرادی طور پر بھی فائدہ پہنچتا ہے کیونکہ اس سے ان میں باہمی گفت و شنید اور افہام و تفہیم کی صلاحیتوں میں اضافہ ہوتا ہے۔ تحقیقات سے یہ بھی ثابت ہوا ہے کہ نسلی و ثقافتی آگاہی کے مذاکروں میں حصہ لینے سے طلبہ کی مختلف مسائل پر تنقیدی و معروضی انداز میں سوچنے کی صلاحیتوں کو فروغ ملتا ہے۔ مجموعی طور پر کہا جاسکتا ہے کہ یونیورسٹیوں میں ثقافتی رنگارنگی اور مختلف النوع نصاب سے طلبہ میں نسل پرستی کے جذبے میں کمی، دانشورانہ مشاغل میں مصروفیات اور ان کے افکار و خیالات میں وسعت و گہرائی آنے کے امکانات بڑھ جاتے ہیں۔ ایسے طلبہ کو ملازمت دینے والے اداروں کو بھی ان کی بین الثقافتی قابلیت، غیر متعصبانہ رویے اور بہتر تخلیقی و اختراعی صلاحیتوں سے فائدہ پہنچتا ہے۔

ہم آئی بی اے میں نسلی و فکری تنوع کو مختلف طریقوں سے فروغ دے رہے ہیں۔ مثال کے طور پر دس سال سے زائد عرصے سے ہم نے اپنے ٹیلنٹ ہنٹ پروگرام کے ذریعے مختلف سماجی و علاقائی پس منظر رکھنے والے طلبہ کو اسکالرشپ کے ذریعے یونیورسٹی میں حصول تعلیم کا موقع فراہم کیا ہے۔ اس مقصد کے لیے ہم نے اپنے مالی مدد کے پروگرام کو وسعت دی ہے۔ فی الحال ہمارے کل وقتی طلبہ میں سے ایک تہائی (تقریباً 957) طلبہ اسکالرشپ یا کیمپس میں ملازمت کی صورت میں مالی معاونت حاصل کر رہے ہیں جس کی مالیت تقریباً 27 کروڑ 20 لاکھ روپے بنتی ہے۔

ہم نے یونیورسٹی میں سوشل سائنسز اور لبرل آرٹس وغیرہ جیسے نئے شعبے قائم کر کے اور مختلف شعبہ جات میں پڑھائے جانے والے اختیاری مضامین (کورس) کی تعداد بڑھا کر بھی طلبہ کے لیے نصاب میں تنوع پیدا کیا ہے۔ ہر سمسٹر میں مجموعی طور پر 400 سے زائد کورس پیش کیے جاتے ہیں۔ اس کے علاوہ ہم طلبہ کی حوصلہ افزائی کرتے ہیں کہ وہ تعلیمی بتادلے کے پروگرام کے تحت ایک سمسٹر کے لیے بیرون ملک جائیں اور اس سلسلے میں ہم نے مختلف غیر ملکی یونیورسٹیوں سے پارٹنرشپ کر رکھی ہے۔ سال 2017-18 میں 7 گریجویٹ اور 11 انڈر گریجویٹ طلبہ ’فل سمسٹر ایکسچینج پروگرام‘ کے تحت امریکا، فرانس، چین اور ترکی کی یونیورسٹیوں میں گئے۔ ہمارے طلبہ بین الاقوامی تعلیمی اداروں کے سمر پروگرام، مقابلوں، انٹرن شپ، کانفرنسوں اور مطالعاتی دوروں وغیرہ میں بھی شرکت کرتے ہیں۔

پاکستان کا مستقبل آفاقی اقدار کے نظام اور عالمی پیداواری سلسلے کا حصہ بننے سے وابستہ ہے اسی لیے یونیورسٹیوں میں تنوع کو فروغ دینا روشن مستقبل کی جانب سفر کو نتیجہ خیز بنا سکتا ہے۔



فرخ اقبال

ڈین وڈائریکٹر، آئی بی اے، کراچی



Abrar Mir holds the coveted position of Chief Innovation & Financial Inclusion Officer at HBL. Abrar and his team are the driving force behind digitizing HBL, the largest bank in Pakistan.

Before joining HBL, Abrar spent fifteen years working for the banking industry. He started his professional life with ICI, then moved into the field of Private Equity before entering the banking industry.

Abrar's experience with both the banking industry and technology gives him the ability to not just implement digital change at HBL, but also drive the financial inclusion agenda of the bank. As Chief Innovation Officer, Abrar's goal is to take HBL significantly ahead of the rest of the industry, in the next two to three years. He wants the bank to be recognized as more of a digital entity than the traditional, conventional bank that it is looked at as today.

Interview

Interviewer: What made you join the banking industry?

Abrar Mir: Well, I started off with my career in the Chemical Industry where I looked after Treasury and Chemical Sales. This was followed by a move to the private equity area, until I finally met someone who inspired me to join the banking industry. It's been 17 years since then, and today when I look back, I see nothing short of a journey filled with interesting and exciting opportunities provided to me at each step. At present, the industry keeps getting even more exciting as banking is undergoing a massive transition and revolution in terms of its business model.

Interviewer: Since you mentioned that the business model is changing, how in your opinion is HBL incorporating digitization and innovation in banking?

Abrar Mir: First and foremost, I would like to mention that we are fortunate enough to have Board of Directors who are of the vision of having a technology based business model. With that kind of support and commitment at the higher level, we have managed to pull off some incredible projects. We are now investing in data strategy, and we are working aggressively towards process digitization which will lead to smoother customer experiences. On the customer front end, our biggest pride is our Mobile App that we have put together with some amazing user-friendly features. We have sponsored some major start-up-based conferences, we also ran our Innovation Challenge last year, and our upcoming setup will be for the National Incubation Center, to be held at NED University, Karachi. Overall, the years 2018 and 2019 will make things look very different for the bank.

Interviewer: What is the hiring trend in the banking sector right now? How is it impacting fresh graduates?

Abrar Mir: Banking sector in general, has a lot of opportunities for fresh graduates, which are spread across various disciplines. However, I feel that the industry is not the topmost priority of students, which is a matter of concern. Graduates have an understanding which is only limited to the areas of Corporate or Investment Banking and they do not consider the fact that these are very small and specialized fields in comparison to the prospects that the sector as a whole offers. So, this is a huge gap that needs to be fixed.

Interviewer: When you interview a candidate, what are the top three qualities that you look for?

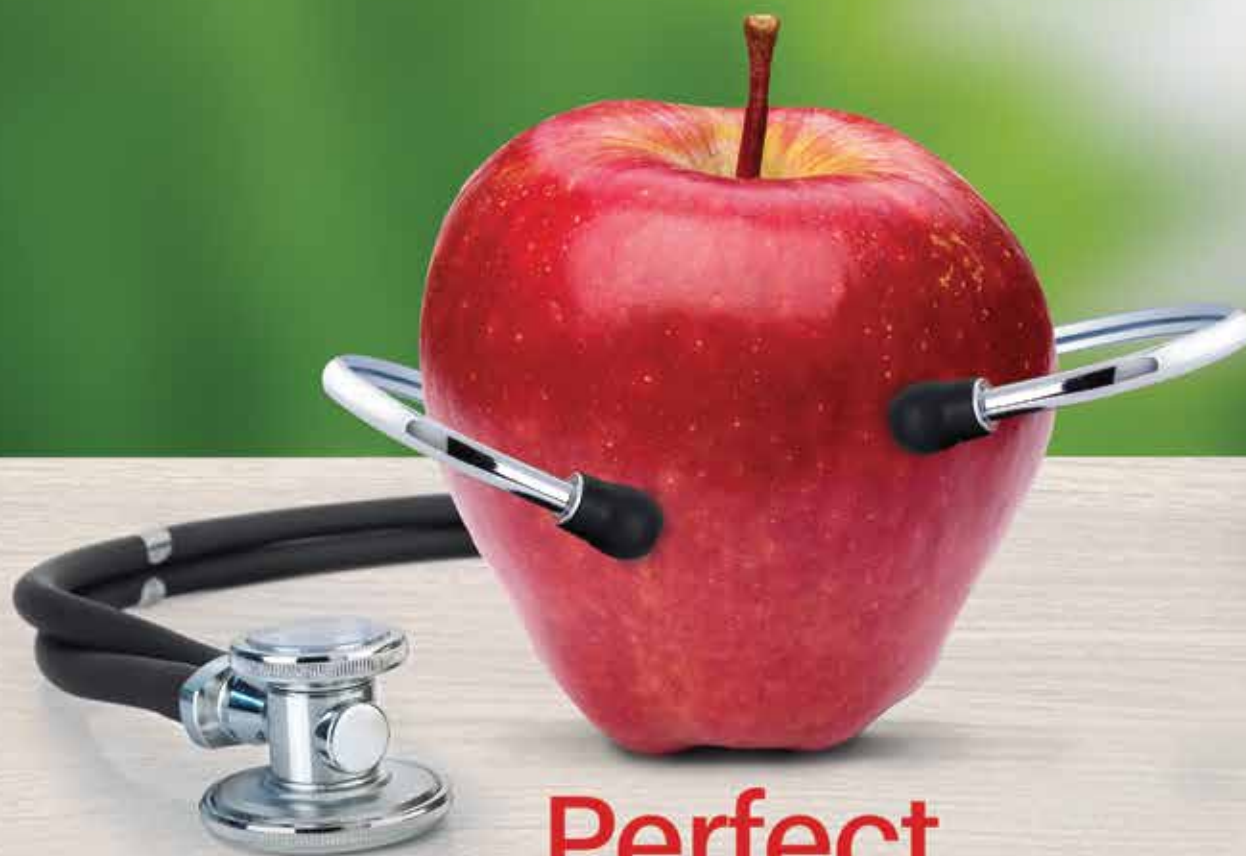
Abrar Mir: I mainly look at the candidate's confidence level, their demeanor, and their ability to interact with people. Their energy is the key driver for me, because I firmly believe that skills can be taught to someone with a certain degree and GPA, but personality traits come from within. To me those are the skills that are very hard to teach and they play a huge part in evaluating a young graduate.

Interviewer: How are millennials who are now entering the workforce bringing about a cultural change in organizations, especially in the banking industry?

Abrar Mir : I believe millennials have the power to challenge the processes and the status quo and to bring a fresher perspective to the table, provided they are given that kind of space. To become change agents, it requires them to stand up, raise their voices and question the way things are done because generally, there are vested interests in the traditional way of doing things. While the transition at present is slow, it can certainly be achieved through a joint responsibility taken by the organization and the individuals.

Partnership for life

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