

Rukhsana Zia (Ph.D.)

Email: ziarukhsana1@gmail.com

Cell: 0321 8439352

*Inducted into government service in 1975, I have extensive experience teaching at undergraduate and postgraduate levels in Pakistan. My mid-career **doctoral degree in 'continuing professional development of higher education academic staff'** from a UK university spurred my professionalism. I diversified my work at the postgraduate level to include collaborations with international agencies (UNICEF, DFID, GTZ, CIDA, WB, etc, and local non-governmental organizations); established a department of Development Education (with a focus on sustainable Development); expanded my vision and scope of the higher education institution, and intensified research on various social issues (gender, education and development, and values in education) in the context of Pakistan. I have to my credit national and international publications (19 articles plus edited a book). I have been invited to various international conferences to deliver research papers. A brief of my significant appointments within and outside the ambit of my postings is given below:*

- *In 2000, I was selected as a member of the **National Commission on the Status of Women** a founding member of the commission. Also worked in the 3-member core committee to develop the policies and procedures for the NCSW.*
- *In 2001, I was selected to represent **Pakistan at UNESCO (Paris)** for 3 years. Apart from acquiring skills in communication, and negotiation in a diverse multicultural, multilateral setting, this provided me with significant experience to understand the global policy issues associated with Education, Sciences, Social Sciences, Culture, and Communication & Information from a holistic international perspective. I represented Pakistan at all meetings and conventions and worked to develop a wide range of policies and processes across all 4 areas of UNESCO's competence. I was a
_ **Coordinator for E-9 countries** where I negotiated a consensus on various concerns of the 9 countries for a stronger position at the international forum
_ **Member 'International Task Force on EFA'** in my personal capacity*
- *In my position (2004 to 2008), as head of a provincial organization (now known as QAED) I was responsible for the professional development of public school teachers of Punjab (i.e. pre-service education with 33 colleges of education, 600 faculty, 4500 students, and, in-service training of approx. 300,000 public school teachers), I developed and formalized a **policy for an integrated vision of teacher professional development** (both pre-service and in-service), established **quality assurance structures and processes** with sustainable strategies to actualize policy objectives – a first time in Punjab. It was a key component for improving the quality of the **Punjab Education Sector Reforms** at the time*
- *In my present job at FCCU as **Head Center of Learning and Teaching**, I support faculty for teaching excellence to ensure student success. I develop plans for faculty professional development and oversee their execution, in keeping with the strategic vision of the institution and international best practices. For a portfolio of my recent work on support for online teaching, pl see [Resources for Remote and In-person Teaching](#) developed/organized by me*

At present, I serve on the following National and Provincial committees/ boards

- a. I head the **Curriculum Review Committee at the Punjab Textbook Board**. Here I oversee the internal and external review processes for the translation of curricular objectives into learning materials and textbooks for schools in Punjab*
- b. '**HEC Quality Reviewer for the Quality Assurance of Higher Education Institutions**' whereby universities are reviewed to commit to standards of high quality*
- c. Member of the '**Policy Review Board**' to oversee the quality of **Medical Teaching Institutions in Punjab***
- d. Member **Education committee of National Commission on Status of Women***

E. Member Board of Advanced Studies & Research of Kinnaird College for Women

I bring a unique mix of academic scholarship, research, and teaching with experience in policy formulation at all levels of governance-international, national, and provincial- and quality assurance processes for institutional development. I have practical experience in leadership and management of an educational institution in a developing country, as well as, international policy-making exposure as Pakistan's representative to UNESCO, Paris.

EDUCATIONAL BACKGROUND

1. Harvard Kennedy School, Boston,	USA	Course on Governance	2005
2. University College Swansea, Wales,	UK.	Ph.D. Education	1994
3. University of Karachi, Pakistan.		MSc. Home Economics.	1972
4. University of Karachi, Pakistan.		B.Sc. Home Economics	1970

PROFESSIONAL BACKGROUND

- **Head, Center of Learning and Teaching & Prof, of education, FC College University Lahore** (Jan. 2009 to date). Major tasks are to contribute to the university's visioning and strategy development at the policy level basically to support excellence in learning and teaching (i.e. establish a comprehensive system to motivate faculty towards their professional development (PD); develop and conduct programs/ activities that support the faculty, staff and students in their professional growth.
- **Director, Directorate of Staff Development (DSD), Punjab (July 2004 – Aug. 2008)** As Director of Teacher Training under the Punjab Education Sector Reform Programme (PESRP) initiative, I upgraded the quality of in-service education and training of ~300,000 public school teachers of Punjab. Provincial Institute of Teacher Education (PITE) and of another 33 Government Colleges of Elementary Education (offering B. Ed and M.Ed.) were placed under the DSD umbrella in 2006 thus adding pre-service teacher education to our mandate. This brought approximately 949 graded officers (1533 support staff) working in these organizations under my direct supervision. Another 4580 trainers spread in the field were also on our payroll. **All teacher development activities in the public sector in Punjab were my area of responsibility.** Starting with extremely low financial and personnel resources and despite the massive challenge of developing a paradigmatic/ systemic shift from past practices in teacher development, our accomplishments have been monumental. Our budget grew from **\$1.6 million in 2004 to \$30 million** approximately for the year ending June 2008. Some of my major program accomplishments are stated below:
 - **Provided leadership for public policy** for teacher development and education quality in general. Developed a policy vision that was approved by the government of Punjab
 - Extensive **rationalization and capacity building** of established structures, mechanisms, and expertise across all tiers and all levels of the teacher education institution of Punjab
 - **Massive restructuring of the institution** (DSD) and capacity development accordingly
 - Promoted and consolidated **decentralized governance**
 - **Mobilization (\$ 20 million per year) and efficient use of massive resources** both public and donor(**WB, ADB, CIDA, UNICEF, UNESCO, GTZ**)
 - Extensive **collaboration with stakeholders, specifically international organizations and local NGOs through a Series of Consultative Dialogues**
 - Developed, pilot-tested, and implemented a **'Support Network' for primary school teachers** across Punjab
 - **Innovative delivery** mechanisms for professional development activities initiated
 - Developed and established **Teacher Development Management Information Systems**
 - Developed and established dynamic **quality assurance structures and procedures**
 - Completed end of the 3-year **Third-Party Validation by the World Bank**
 - **Research** initiated for public policy formulation and informed decision making

- **Deputy Permanent Delegate to UNESCO, Paris (2001 – 2004)**

Worked in the diplomatic corps as an Education Counselor (the only education posting at an international level). Tasks included representing Pakistan at UNESCO in all its five areas of competence i.e. Education; Science and Technology; Social Sciences; Communication and Information; Culture. Key achievements include:

- Provided **leadership for E-9 Countries** for joint strategies for the Executive Board meetings
- Strategized and won Pakistan's seat on UNESCO's Executive Board
- Played an **active role in meetings**, formulation, and development of various conventions /policies
- Member, **International Task Force for EFA, UNESCO**
- Member, ASPAC Forum
- Member Commonwealth Countries Forum

- **Professor of Education, Govt College of Home Economics, (2008-2012)**

- **Associate Professor, Government College of Home Economics, Lahore (1995 – 2001)**

Taught 'Methods of Research for Social Sciences and Educational Administration' to postgraduate classes. Researched and published regularly. As a senior staff member took a leadership role in various academic and managerial/ administrative positions. Took the initiative and leadership role in developing the institution's capacity for improved learning of the students and upgraded teaching skills of staff. Initiated innovative processes for college curricular and co-curricular areas. Key achievements, among others, include:

- Established a 'Child Care Resource Centre (CCRC) for Punjab' with UNICEF support
- Developed and coordinated a course on 'Women and the Workplace' for postgraduate students with GTZ and British Council
- Mobilized multilateral resources and developed DFID Higher Education Link with University of Cardiff, Wales
- Developed guidelines and established a mandatory Internship Programme for postgraduate students
- Streamlined Research Proposal Evaluation and Thesis Writing for postgraduate students
- Initiated developed protocols and organized annual parent-teacher meetings
- Initiated weekly talks by eminent practitioners in various areas of expertise for postgraduate students
- Conceived developed and organized short courses for the professional development of academic faculty
- Established a Department of Development Education for links with communities
- Assistant Professor, Government of Punjab (1988 – 1995)
- Officer Special Duty attached with Directorate of Public Instructions 1994-1995
- Ph.D. scholar at UK: 1990-1994.
- Foundation Management Course: at the College of Swansea, UK.
- Basic Computer Course: at the College of Swansea, UK.
- Taught at Undergraduate level: Government Degree Colleges of Rawalpindi (Punjab)
- and Nowshera (Northwest Frontier Province) 1988-1990.
- Lecturer, Govt of Punjab 1975- **1988**

KEY COMMITTEE MEMBERSHIPS (2000 ONWARDS)

- Member Academic Council, Lahore College Women's University 2009-2013
- Member Academic Council, University of Education, Lahore 2010- 2011
- Member Board of advisors, Quarterly Centre for Public Policy, FCC, Lahore 2008-date
- Member Syndicate, University of Education 2007- 2009
- Member Board of Governors, Punjab Examination Commission 2006-2008

- Member Board of Studies for Gender Studies, Punjab University, Lahore 2005 - 2007
- Member, International Task Force for EFA, UNESCO Paris 2001- 2003
- Member National Commission on the Status of Women, Pakistan 2000-2001
- Member Task Force National Plan of Action, Islamabad 2000- 2001
- Member Board of Governors, Quaid-e-Azam Library, Lahore 2000 - 2001
- Member Punjab Commission for Literacy and Education for All 1999 -2001
- Director BUNYAD Literacy Community Council 1995 - 2001
- Member Task Force on Education, Ministry of Social Welfare, Punjab 2000 - 2002
- Member Committee for the Assessment of Autonomous Institutions of Punjab 2000
- Co-opted member of the Government College, Lahore Selection Committee 2000
- Co-opted member Board of Studies for Home Economics, University of Punjab
- Resource person Punjab Textbook Board 1998 -2000

PUBLICATIONS: INTERNATIONAL

Book:

- **2006c:** *Globalization, Modernization, and Education in Muslim Nations*, (Edited by me) New York: Nova Science Publishers. (I also wrote the following chapters in the book).
 - _Introduction, pp 1-13
 - _Introducing the Muslim Nations, pp 17-29
 - _Islamic Education: From Ancient to Modern Times, pp 31-46

Chapters in books/ journals:

- **2013:** Zia, R. *Aid in Education: A Perspective from Pakistan*. In S. Majhanovich & M.A. Geo-JaJa (Eds.) *Economics, Aid, and Education: Implications for Development*. Rotterdam: Sense Publishers.
- **2010:** *Social Justice and Access to Education: A Case Study of Pakistan*, in Stephen M. Lyon and Iain R. Edgar (Eds.) *Shaping a nation: An Examination of Education in Pakistan*. New York: Oxford University Press.
- **2009b:** *Nationalism, Islamic Political Activism, and Religious Education in the Arab Region*, in Andre E. Mazawi and Ronald G. Sultana (Eds.) *World Yearbook of Education 2010: Education and the Arab World: Political Projects, Struggles, and Geometries of Power*. London: Routledge. (Book).
- **2009a:** *Support Network for Primary School Teachers in Punjab: Challenges of Policy and Practice* in Malcolm Field and James Fegan (Eds.) *Education across Borders: Politics, Policy, and Legislative Action*. Springer Publications. (Book)
- **2007:** *Values, Ethics, and Teacher Education: A Perspective from Pakistan*, in *Higher Education Management and Policy: Journal of the Programme on Institutional Management in Higher Education*, OECD, 19, 3, 103-125. (Journal)
- **2006c:** *Problem Lies with Students or Faculty*, in *The Weakest Link: A Report on Undergraduate Education in Pakistan*. New York: Promotion of Education in Pakistan Foundation, Inc.
 - **2006b:** *Transmission of Values in Muslim Countries: Spiritual and Moral Development in School Curricula*, in Aaron Benavot and Cecilia Braslavsky (Eds.) *School Knowledge in Comparative and Historical Perspective: Changing Curricula in Primary and Secondary Education*. Hong Kong: Comparative Education Research Centre (CERC), University of Hong Kong. (Book)
 - **2006a:** *Social Justice and Access to Education: A Case Study of Pakistan*, in Akpovire Oduran and Harbans Bhola (Eds.) *Widening Access and Education as Social Responsibility*. Geneva: IBE Publications. (Book)
- **2005:** *Modernisation and Globalisation: Impact on Education in Muslim Nations*, in James Fegan (Ed.) *Education across Borders: Philosophy, Policy, and Pedagogy - New paradigms and Challenges*. Geneva: Kluwer Publishers. (Book)
- **2003b:** *Education and Citizenship in Pakistan: An Overview*, in Michael Williams and Humphrys (Eds.) *Citizenship Education and Lifelong Learning: Power and Place*. New York: Nova Science Publications. (Book)
- **2003a:** *Religion and Education in Pakistan: An Overview*, in *Prospects* (published by International Bureau of Education, Geneva), XXXIII, 2, 165-178, 2003. (Journal)

PUBLICATIONS: NATIONAL

In journals:

- **1999b:** *Equal Opportunity and the Education System in Pakistan*, in the Lahore Journal of Economics, 4, 2, 1999.
- **1999a:** *Link between Higher Education and the Community - A Model*, in the Lahore Journal of Economics, 4, 1, 1999.
- **1998c:** *Appraisal of Higher Education Academic Staff*, in the Lahore Journal of Economics, 3, 2, 1998.
- **1998b:** *Profile of the Rural Woman of Pakistan* in the Lahore Journal of Economics, Lahore School of Economics 3, 1, 1998.
- **1998a:** *Continuing Professional Development of Lecturers in the Degree Colleges of Punjab, Pakistan* in the Journal of Educational Research, Islamia University Bahawalpur, 6, 1, 104-122, (co-authored by M. Williams, Professor, Department of Education, University College of Swansea, UK).
- **1997b:** *Trends in Policymaking for the In-Service Education of Lecturers in Pakistan 1972-1993* in Journal of Educational Research, Islamia University Bahawalpur, 5, 2, 124-137, (co-authored by M. Williams, Professor, Department of Education, University College of Swansea, UK).
- **1997a:** *Continuing Professional Development Needs of the Academic Staff of College of Home Economics Lahore*, in Journal of Elementary Education, Institute of Education and Research, University of Punjab, 1, 7, 61-67.
- **1995:** *Trends in Higher Education* in Explorations Government College, Lahore, 15, 2, 1995.
- **1994b:** *Dilemma of Higher Education in Pakistan* in the Bulletin of Education and Research, Institute of Education and Research, University of Punjab, Lahore, XVI, 1-2, 16-23, 1994.
- **1994a:** *Continuing Professional Development and the Profession of Teaching* in the Journal of English Language Teaching and Studies, University of Punjab, 1, 2, 1-8, 1994.

Some RESEARCH PAPERS and CONFERENCE SUBMISSIONS

- **2022b.** *Nurturing Sustainable Communities in Pakistan: Role of Higher Education* [[PowerPoint presentation](#)]. Sustainable Communities Conference, Albion College, Michigan, United States. June 6 - 8.
- **2022a.** *COVID Creativity: Maximizing the Minimal* [[PowerPoint presentation](#)]. 47th Annual POD Network Conference: #POD22 Re: Imagine, Re: Connect, and Re: Start. Online event Nov 17
- **2021d.** Pupova, A., Jarkas, N. and Zia, R. *Institutional Collaborations Between Librarians, Faculty Developers, IT staff, and Disciplinary Faculty on Finding Effective Ways to Enhance Student Engagement in Hybrid/Online Learning During Times of Crises*. Online Presentation at Tenth International Conference on Effective Teaching & Learning in Higher Education, April 9, 2021
- **2021c.** *Faculty Support in an Online World: Challenges and Opportunities*. [Presented](#) online at the Digital Humanities Summer Institute, Canada. May 2021
- **2021b.** *Self-Directed Professional Growth During the Pandemic: Case of a Pakistani Campus*. Paper Presented at the 1st National Webinar on Acceleration and Equity in Education hosted by [Konrad-Adenauer-Stiftung](#) in partnership with Forman Christian College University. June 2021
- **2021a.** *Was the CLT 2020 Programming Effective?* Presented to AMICAL 2021 Online Conference. June 21, 2021
- **2010b:** *Pakistan: The Child and the Socio-Political Context*. Paper for Sesame Street Pakistan, A US-funded project.
- **2010a:** *Aid in Education: A Perspective from Pakistan*. Paper presented at the XIV Congress of WCCES, Istanbul, Turkey.
- **2008b:** *A portrayal of the design and implementation of a training of trainers' course for primary headteachers in Punjab. An illumination of a broader picture?* Paper presented with Rob McBride, at the BAICE conference, University of Glasgow, UK.
- **2008a:** *Education Policy Formation and the Global Grip: A Case Study from Punjab*. Paper presented with Rob McBride, at the BAICE conference, University of Glasgow, UK.
- **2006b:** *Continuing Professional Development for Primary School Teachers of Punjab*. Paper presented at The Asia Regional Seminar on the Status of Teachers: Attracting, Developing and

Retaining Effective Teachers, UNESCO, Bangkok, Thailand.

- **2006a:** *Governance and Gender in Pakistan: The Way Forward*. Paper presented at the International Conference on, "The other Self: Conflict, Confusion or Compromise". Organized by National Commission on Status of Women, Lahore, Pakistan.
- **2001:** *Community Profile and Detailed Family Survey of two Selected Communities for Possible ECCD Interventions*. Child Care Resource Centre, (UNICEF sponsored) Lahore.
- **2000a:** *Violence against Women in Pakistan: An Overview*, paper presented at an 'International Conference on Violence against Women' at the Innocenti Centre Florence.
- **1999c:** *Situation of the Child of Punjab: A Survey of ECCD Approaches*. Report submitted to UNICEF Lahore.
- **1999b:** *Assessment of the Reporting System by the Mid-Level Personnel of BUNYAD Literacy Community Council*. Research conducted and report written to recommend improvements in the reporting system of Level B personnel of the Literacy Programme organized by BUNYAD Literacy Community Council (an NGO).
- **1999a:** *Assessment of Learning at Primary Grades-Class 1 to 5*. Research conducted and report written to suggest improvements in the test booklets devised by BUNYAD Literacy Community Council (an NGO) to assess the learning of their students of Primary Classes.
- **1998:** As a member of a group researched to prepare a *Critique of the Draft National Education Policy 1998-2010* and prepared an Alternate National Education Policy, Lahore.
- **1994b:** Developed, conducted, and reported on the findings of a *Need-assessment Survey of the Teachers of Various Schools in Lahore*. Based on the result of the survey planned a workshop to provide training to the serving school teachers, Ali Institute of Education, 1994.
- **1994a:** *Feasibility Report for the Establishment of an Education Academy, Punjab* Researched by literature review and interviewed related personnel to assist colleges department Punjab in the preparation of the report to cater to the professional development needs of education personnel of the province.