

DFDI NEWSLETTER

DIRECTORATE OF FACULTY
DEVELOPMENT AND
INTERNATIONALIZATION



2025



Introduction

Directorate of Faculty Development & Internationalization (DFDI) at LCWU The DFDI serves as a central hub for various educational initiatives, including faculty capacity building, academic mobility, and exposure to international best practices in higher education, including latest pedagogies and techniques to the faculty and students.

Mission & Vision

Support LCWU Vision 2020 to emerge as an International level Entrepreneurial University by:

- Enhancing Innovation through pedagogical and organisational development, international knowledge transfer, support to research and development, and positive stakeholder engagement
- Developing Enterprise through professional, personal and behavioural skill development among the faculty and staff.
- Encouraging Social and Business Entrepreneurship by helping students and faculty apply skills to new ventures for community and organisational development.



**Prof. Dr. Uzma
Quraishi
Vice
Chancellor
LCWU**

The DFDI Team comprises following personnel:



**Prof. Dr. Zohra Nazir
Kayani
Director DFDI**



**Dr. Asifa Kamal
Head Research &
Development
(R&D)**



**Dr. Asma Shahid Kazi
Head Active Citizen
Programme (ACP)**



**Prof. Afifa
Khanam
Head Faculty
Development
Center (FDC)**



**Dr. Saima Farhan,
Head, Information
and Digital
Technology, IDT Hub**



**Dr. Nausheen Mazhar
Head International
Resource Center
(IRC)**

In 2025, these initiatives were undertaken to strengthen financial discipline, institutional capacity, and overall efficiency within the Directorate:

1. Settlement of Outstanding Financial Bills
2. Expenditure Rationalization
3. Financial Strengthening through TDR
4. Establishment of Information & Digital Technology Hub



“Lean Six Sigma White Belt Training” session on 9th April, 2025



On 9th April 2025, DFDI introduced a globally recognized certification through a “Lean Six Sigma White Belt Training” session conducted by Hafiz Muhammad Usman. With 17 participants, the session provided a beginner-level understanding of Six Sigma methodologies focusing on quality assurance, process improvement, and operational efficiency. Using real-world examples from education and administration, Mr. Usman engaged participants in identifying 'waste' in workflows and implementing practical solutions through the DMAIC (Define, Measure, Analyze, Improve, Control) framework.

“Management Training for Library Staff of LCWU,” conducted on 5th and 7th March

In March 2025, DFDI focused on internal institutional strengthening through a “Management Training for Library Staff of LCWU,” conducted on 5th and 7th March by Dr. Sania Awais, Chief Librarian at LCWU. This workshop catered specifically to 20 library professionals and addressed operational challenges in cataloguing, digital resource organization, and user-service improvement. The training promoted the use of open-access databases and introduced strategies to enhance digital literacy among support staff. Participants appreciated the opportunity to learn contemporary tools and standards in academic library management.



Three-day workshop on “Soft Skill Development,” conducted on 4th, 6th, and 7th February, 2025

In February 2025, DFDI organized a comprehensive three-day workshop on “Soft Skill Development,” conducted on 4th, 6th, and 7th February by Dr. Ghazala. With 50 attendees, this workshop focused on enhancing interpersonal competencies such as communication, teamwork, leadership, time management, and emotional intelligence—skills considered crucial for professional success in both academia and the corporate world. The sessions included role plays, situational tasks, personality tests, and confidence-building exercises. Feedback from participants revealed high satisfaction with the balance between theoretical content and practical application, making it one of the most well-rounded capacity-building initiatives by DFDI.

“Workshop on Media Laws, New Amendments & Social Media Regulations,” held on 11th February 2025



the “Workshop on Media Laws, New Amendments & Social Media Regulations,” held on 11th February 2025 and led by legal scholar Dr. Sikandar Ahmad Shah. Attended by 30 participants, including faculty and journalism students, this workshop delved into Pakistan's evolving media legislation, the impact of recent amendments, and the legal responsibilities of individuals and institutions using digital platforms. Dr. Shah analyzed significant legal cases and regulatory frameworks that govern both traditional and new media. The workshop sparked important discussions on freedom of expression, privacy rights, and online accountability.

Training titled “5 Steps to Find Your First Job” was held on 23rd January 2025

training titled “5 Steps to Find Your First Job” was held on 23rd January 2025, led by Dr. Muhammad Babur. With a focused group of 50 participants, primarily graduating students, the session aimed to bridge the gap between academic learning and workplace readiness. Dr. Babur emphasized actionable steps for job searching, including how to build professional résumés, prepare for interviews, develop digital profiles on LinkedIn, and respond to job market trends. Participants were engaged in mock interview activities and peer-review of job applications, making the workshop both practical and impactful.



Seminar: Career Counselling & Scholarship Opportunities Worldwide, 20th January 2025

In January 2025, IRC (DFDI), LCWU, initiated the year’s professional development activities with a highly attended seminar titled “Career Counselling & Scholarship Opportunities Worldwide,” held on 20th January 2025. The session was conducted by Syed Abidi, the Regional Director of Teesside University (Pakistan & MENA), a renowned expert in international education and scholarship facilitation. With over 200 participants, the session focused on educating students and faculty members about the diverse international scholarship opportunities available across the globe. Mr. Abidi shared critical insights on preparing effective applications, writing compelling personal statements, and tailoring academic portfolios for competitive international programs. The seminar was interactive and enlightening, particularly for students planning to pursue higher education abroad, and it positioned LCWU’s IRC DFDI as a strong resource center for international mobility.

International Resource Center (IRC)

Seminar on: International Scholarship Opportunities for PHD Scholars 23rd April 2025



On 23rd April 2025, IRC, DFDI concluded the spring training series with a highly specialized session on “International Scholarship Opportunities for PhD Scholars.” Delivered by Dr. Hafsa Amat ur Rasool, the session engaged 35 postgraduate and doctoral participants, providing detailed information on international research opportunities such as the IRSIP (HEC), Commonwealth Split-Site PhDs, and Brain Gain Fellowships. Dr. Hafsa offered expert advice on writing grant proposals, choosing appropriate host institutions, and meeting eligibility requirements for competitive research scholarships abroad.



International Language Hub (ILH) and French Language Course Launch, 16 September 2025

On September 16, 2025, Prof. Dr. Zohra Kayani, Director DFDI, inaugurated the International Language Hub (ILH) under the International Resource Centre (IRC) at Lahore College for Women University (LCWU), reflecting Vice-Chancellor Prof. Dr. Uzma Quraishi's vision of internationalization and global engagement. The event recognized the efforts of Dr. Nausheen Mazhar, Head IRC; Dr. Sana Baig, Program Leader ILH; and Dr. Ayesha Iqbal, developer of the IRC interactive website. The launch also marked the commencement of the first French certificate course (DELF A1) and the unveiling of the IRC website connecting faculty and students to global academic opportunities.

Session on International Law Regarding India and Pakistan Conflict, 19th Sep, 2025



The IRC, DFDI organized a session on International Law Regarding India and Pakistan Conflict on September 19, 2025, at the Social Science Building. Prof. Dr. Zohra Nazir Kayani, Director DFDI, graced the event. Dr. Nausheen Mazhar, International Relations Resource Center (IRC) – DFDI, coordinated the event, Renowned speaker Dr. Shakil Ahmed Shah from LUMS was the resource person and, shared valuable insights on the role of international law in regional conflicts with the audience. Faculty and students actively participated and greatly benefited from the session.

International Seminar on “Intersections of Migration, Climate, and Gender: Pathways for Inclusive Futures” on November 11, 2025

The International Resource Center (IRC), Directorate of Faculty Development and Internationalization (DFDI), Lahore College for Women University (LCWU), organized an international seminar on “Intersections of Migration, Climate, and Gender: Pathways for Inclusive Futures” on November 11, 2025, at the Sirajuddin Committee Room, LCWU, in collaboration with the Department of Gender and Development Studies and the Geographical Society LCWU.

Prof. Dr. Zohra Nazir Kayani, Director DFDI, graced the occasion as a nominee of the Vice Chancellor, Prof Dr Uzma Quraishi, to represent her as the Chief Guest . She appreciated the initiative for promoting interdisciplinary dialogue on migration, gender, and climate change. She also presented souvenirs to the honorable speakers in recognition of their contributions.



one-day international workshop titled “Field Research and Migration Studies in the Global South: Practical Tools, Experiences, and Applications”, on 17th November 2025



International Seminar Showcasing PERIDOT Phase IX Findings

IRC, DFDI, and the Geographical Society, organised an International Seminar titled “Hydro-Geomorphic Dynamics of Sediments in the Indus Basin: From Erosion to Reservoir Sustainability”. The event presented key research outcomes of the PERIDOT Phase IX mobility grant under the Franco-Pakistani Hubert Curien Partnership, led in Pakistan by Dr. Nausheen Mazhar (PI, LCWU) and in France by Dr. Paul Passy (PI, University of Paris).



International Resource Centre, DFDI, in collaboration with the Department of Gender and Development Studies and the Geographical Society LCWU, organized a one-day international workshop titled “Field Research and Migration Studies in the Global South: Practical Tools, Experiences, and Applications”, on 17th November 2025, in Students Service Centre, LCWU.

The workshop featured Dr. Zubaida Umar Baba, Diversity Support Worker at New Wortley Community Centre, Leeds, UK, and PhD in Migration Studies from the University of Leeds, as the Resource Person. Dr. Baba shared practical and theoretical insights on migration studies, emphasizing field-based research strategies, ethical considerations, displaced communities, and the intersection of gender and conflict-driven migration.

Two-Day Hands-on Workshop on Programming Applied to GIS and Remote Sensing

A Two-Day Hands-on Workshop on Programming Applied to GIS and Remote Sensing started today at Geography Department, LCWU.

The workshop organized by IRC, DFDI, and the Geographical Society in collaboration with Université Paris Cité, the workshop is being conducted by Dr. Paul Passy, a geospatial programming expert from Université Paris Cité.



French Cultural Day 12.12.2025

The International Language Hub (ILH), IRC, DFDI, LCWU, celebrated French Cultural Day on 12 December 2025 at G-35, Social Science Building. The event was graced by distinguished Chief Guests, including Prof. Dr. Zohra Nazir Kayani, Director DFDI; Dr. Paul Passy, Lecturer, University of Paris, France; and Ms. Mahrukh Qamar, Officer, Campus France Lahore.

The celebration featured a range of engaging activities, including a French Cultural Quiz, an Eiffel Tower Drawing Competition, and a lively role play presented by the first cohort of the DELF A1 Short Course, showcasing their learning and creativity.



French Language Course Concludes at LCWU



The French DELF A1 Short Course by ILH, IRC, DFDI concluded with a graceful Certificate Distribution Ceremony held on 12th December 2025 at the Syndicate Hall, LCWU. The event was graced by the Chief Guest, Vice-Chancellor LCWU, Professor Dr. Uzma Qureshi, who appreciated the initiative for strengthening international language competencies among students. She also commended the efforts of Dr. Sana Baig, Incharge ILH and Dr. Nausheen Mazhar, Head IRC, for the successful conduct of ILH's first short course. Dr Nausheen Mazhar and Dr Sana Baig thanked the Vice Chancellor for her unwavering support and playing a pivotal role in establishing the ILC and encourage to launch the french language course. Dr Nausheen Mazhar while acknowledging the support of the eadership in launching this important academic initiative thanked the Vice Chancellor.

Active Citizens Program (ACP)



Follow-up Session for Fall 2024 ACP Facilitators on 4th February 2025

A follow up session was organized by Dr. Moafia Nader for the review of the ACP projects conducted in the Fall 2024 semester and discussion of improvements for future implementation.

This session provided a reflective space for faculty to share their experiences with implementing Social Action Projects (SAPs) in Fall 2024. It allowed for constructive feedback, identification of challenges, and collective brainstorming for enhancing future project planning and student mentorship.

Orientation for Spring 2025 ACP Facilitators on 11th February 2025

A meeting was held for briefing ACP facilitators teaching the Civic Sense and Community Engagement course in Spring 2025. Dr Moafia Nader & Dr Asma Shahid Kazi led the session.

New and returning facilitators were oriented on course expectations, ACP values, and updated resources to ensure consistency in delivering the "Civic Sense and Community Engagement" course, reinforcing ACP integration across departments.

ACP Training for Chairpersons on 26th August 2025

On August 26, 2025, over thirty Chairpersons from Lahore College for Women University (LCWU) participated in a transformative workshop, "Demonstrable Leadership for Active Citizenship Projects: Expanding Our Professional Boundaries & Influence," led by Dr. Muhammad Babur. The session aimed to strengthen departmental leadership for embedding the Active Citizens Programme (ACP) across disciplines. Dr. Babur introduced his 3x3x3 framework—mindset, skillset, toolset; personal, professional, societal roles; and reflective strategies using images, stories, and metaphors. He emphasized Appreciative Inquiry, shifting from deficit-based to strength-based leadership, and explored the "luck factor" to foster resilience and opportunity-making. Activities included reflective exercises, metaphor creation, and discussions on leadership and ACP integration. The Chairpersons gained a strategic understanding of ACP, embraced strength-based leadership, used metaphors for clarity and creativity, and reframed ACP as a tool for resilience and institutional sustainability, empowering them to lead vibrant ACP ecosystems at LCWU.



Follow-up Session for Spring 2025 ACP Facilitators on 17 March 2025

An evaluation and feedback session regarding Spring semester ACP activities. Faculty shared ongoing experiences from the Spring semester, discussed emerging needs, and exchanged best practices for managing student-led Social Action Projects, leading to collaborative refinement of facilitation techniques.

Improving My Luck Factor as an ACP Facilitator on 21st May 2025

A session for facilitators was arranged on the 8th of May with Dr. Muhammad Babur on transformative leadership. However due to political circumstances, the session had to be postponed. In lieu of that an online session was arranged on Zoom, on 21st May on the theme “Improving My Luck Factor as an ACP Facilitator. The ACP facilitators Different Ways of Identifying Opportunities and related it to the social action projects they could undertake with their students

ACP Faculty Facilitators’ Workshop on 27th August 2025

On August 27, 2025, sixty-six (ACP) facilitators from Lahore College for Women University (LCWU) attended a dynamic training led by Dr. Muhammad Babur. The workshop inspired faculty to view ACP as a creative opportunity to mentor students in Social Action Projects (SAPs) aligned with Sustainable Development Goals (SDGs). Dr. Babur employed Appreciative Inquiry and strength-based leadership through interactive discussions, reflective storytelling, and metaphor-based activities, fostering resilience and resourcefulness in mentoring. Activities included collaborative discussions, storytelling, and crafting metaphors to reframe ACP as a growth-oriented, impactful initiative. Facilitators gained renewed purpose in guiding SAPs, acquired practical tools for facilitation and documentation, and embraced ACP as enriching.

The session sparked motivation, resilience, and community spirit, with diverse reflections highlighting creativity and intercultural dialogue. Faculty left energized, ready to nurture students’ active citizenship, reinforcing LCWU’s commitment to sustainable, opportunity-driven community change

Research and Development (R&D) Cell

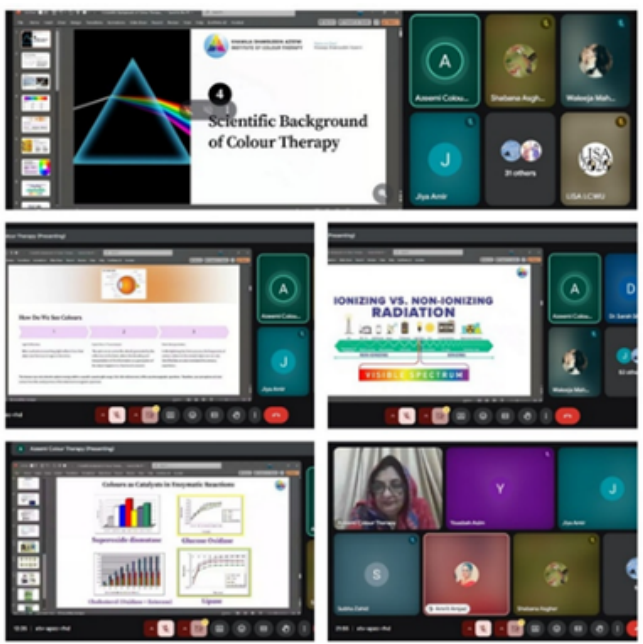
Training titled "Unlocking Data Insights with Python: From Basic to Analytics" from March 10 to March 13, 2025

The training titled "Unlocking Data Insights with Python: From Basic to Analytics" was conducted from March 10 to March 13, 2025. A total of 49 participants attended the program, including one male faculty member and two external faculty members from Government College, Samanabad. The sessions were led by resource persons Dr. Sehar Saleem and Ms. Noor Shahid from the Department of Statistics at LCWU. The training successfully attracted LCWU faculty and students, along with an external participant, demonstrating strong outreach and a growing interest in data science among diverse audiences.



Short Course on Color Therapy from July 19 to August 3, 2025

The Short Course on Color Therapy was conducted online from July 19 to August 3, 2025, attracting a total of 147 registered participants. This included 89 LCWU students, 12 LCWU faculty members, and 46 external participants, among whom four were males. The course was led by resource person Prof. Dr. Samina Tazayyen Yousuf Azeemi, whose expertise enriched the learning experience. The high number of external participants highlighted the course's significant outreach and wide impact beyond LCWU, reaching both national and international audiences through the online format.



Miracle of Light and Color: Spiritual and Biological Treatment on April 16, 2025

On April 16, 2025, a one-day workshop was held with the objective of guiding participants to discover the path to well-being through light and color therapy, emphasizing both spiritual and biological perspectives. The event was attended by 35 participants, all female, including two external participants, which underscored the expanding interest beyond LCWU. The workshop was led by resource person Prof. Dr. Samina Tazayyen Yousuf Azeemi, whose expertise contributed significantly to the session. The complete gender representation of the participants highlighted a 100% female participation, reflecting strong engagement and interest among women in holistic approaches to health and well-being.



SPSS Hands-On: Data Analysis for Research and Publication from August 25 to 29, 2025

From August 25 to 29, 2025, a workshop was conducted with a total of 65 registered participants, including 53 from LCWU (students, faculty, and alumni), four external participants from institutions such as Kinnaird College, Superior College, the University of Gujrat, and Shaikh Zaid Medical Complex, among others. The event also featured two male participants, with the remaining 55 being female, highlighting a strong female majority and active male inclusion. Led by resource person Dr. Asifa Kamal, the workshop demonstrated substantial outreach through participation from multiple universities and professional institutes, reflecting robust networking and external collaboration. The diverse participation underscored the event's success in fostering interdisciplinary engagement and expanding professional connections.

Workshop on Advance Data Analysis and Graphing Skills for Scientific Research using GraphPad PRISM from 23rd - 25th September 2025.

The Directorate of Faculty Development and Internationalisation (R&D), in collaboration with LISA-LCWU, successfully organised a three-day on Advance Data Analysis and Graphing Skills for Scientific Research using GraphPad PRISM from 23rd - 25th September 2025.

The workshop was held by resource person, Ms. Afza Rasul, Lecturer in Department of Statistics, LCWU who provided participants with hands-on training in key areas of data analysis, one-way & two-way Anova, presentation of graphs, t-tests, and regression analysis



One-day training on AI tools in Research on 10th October 2025



The Directorate of Faculty Development and Internationalisation (R&D), in collaboration with LISA-LCWU, successfully organised a one-day training on AI tools in Research on 10th October 2025.

The workshop was held by resource person, Dr. Rabia Javed, Lecturer in Department of Computer Sciences, LCWU who provided participants with hands-on training in AI tools for data collection and data analysis in research..

2 Day Workshop on Qualitative Data Analysis in Research from 13th November-14th November 2025

The Directorate of Faculty Development and Internationalisation (R&D), in collaboration with LISA-LCWU, successfully organised a two-day workshop on Qualitative Data Analysis in Research from 13th November-14th November 2025.

The workshop was held by resource person, Dr. Amina Khawaja, Associate Professor in Department of Psychology, LCWU who provided participants with insights on qualitative data analysis, Phenomenological research and philosophical foundations of qualitative research.

A total of 30 participants took part in the workshop, including faculty and PhD scholars from Arts and Social Sciences. Participants from Government College University, and Gulberg College also participated in the workshop.

The program aimed to strengthen research capacity by equipping faculty and students in research



Professionalism, Collegiality, and Emotional Intelligence for Educators (April 23, 2025)

The workshop, conducted by Professor Dr. Ayaz Muhammad Khan, focused on developing soft skills essential for creating a harmonious and productive academic environment. It provided participants with strategies to foster professional ethics, enhance collegiality, and build emotional intelligence for improved interpersonal relationships. The session also emphasized effective stress management techniques to promote overall well-being and workplace productivity.

Student Development Training Workshop (September 15, 2025)

The session, conducted by Dr. Afifa Khanam for faculty and undergraduate and postgraduate students, focused on developing essential 21st-century skills—Collaboration, Critical Thinking, and Communication (the 3 Cs). It equipped participants with effective teamwork and conflict-resolution techniques, frameworks for analytical problem-solving and logical decision-making, and practical methods to strengthen both verbal and written communication skills.

Faculty Development Center (FDC)

Embracing the Future - Workshop on AI in Academia (Online: July 2025)

A three-day workshop conducted by Mr. Usman Ahmed Bhatti at the Department of Mass Communication brought together faculty and students from Mass Communication, Education, and Social Sciences. The sessions focused on media ethics, entrepreneurship, and crisis management, emphasizing responsible communication, innovative media practices, and effective strategies for maintaining transparency and credibility during challenging situations.

August-September 2025: Flagship Mandatory Four-Week Intensive Summer Training Program

The apex of the FDC's year was the design and execution of a comprehensive, mandatory training program for all teaching and non-teaching staff. This initiative reflected a strategic commitment to professional development and organizational excellence.

A. Training for Teaching Staff:

This six-session series was designed to equip faculty with advanced, 21st-century skills essential for pedagogical leadership and innovation.

Session 1: Character Modeling (August 20)

Session 2: Gamified Pedagogies (August 22)

Session 3: Authentic Assessment (August 26)

Session 4: AI in Education (August 29)

Session 5: Leadership Re-conceptualized (September 1)

Session 6: Academic Professionalism (September 3)





B. Parallel Training for Non-Teaching Staff:

In a groundbreaking move, the FDC delivered a tailored four-session program specifically designed for non-teaching staff, acknowledging their critical role in the university's smooth functioning.

Session 1: Professional Communication (August 21)
Session 2: (August 25)
Session 3: (August 27)
Session 4: (August 28)

A Free Hepatitis Screening Test by A One Lab Conducted by FDC on 6th October



A free camp for Hepatitis screening of LCWU faculty, Staff and students was arranged by FDC for their wellbeing. Mr. Azmat Javed (CEO Grand Group and Mian Muhammad Waqqas CEO, A One Lab sponsored this screening process.



Vision

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