

House no: 8, Karim
Colony, Muslim
Town, Rawalpindi,
Pakistan.
Phone no:
0092-323-5013401
0092-334-5502223

Dr. Ghazala Shaheen

Career Objective:

Seeking a career with an esteemed organization, a position that allows growth and remuneration based on resourcefulness and a desire for further growth and professional development and where my professional experience and knowledge can be exploited to the maximum extent.

Personal

Father's Name	Zardad Khan
Date of Birth	January 29 th , 1969
Nationality	Pakistani
Religion	Islam
N.I.C No:	37405-0570264-8
Marital Status	Married
Email Address	ghazala.shaheen@fuuast.edu.pk

Academic Qualification:

- **Ph.D (Education)**

2008, Arid Agriculture University, Rawalpindi, Pakistan
Thesis Title: A study on the impact of Science Education Project in the promotion of science education in Pakistan.
Evaluation: Foreign Experts

- (1) Dr. Piyush Sawami (USA)
- (2) Dr. Leonra Cohen (USA)

- **MS (Management Sciences)**

2015, Specialization in Management

- **Master of Business Administration**

2005, Preston University, Pakistan

- **Master of Computer Science**

2000, Al-Khair University, Azad Jammu & Kashmir.

- **Masters of Business Administration**
1994, Maastricht School of Management, Netherlands.
- **Bachelor of Computer Science**
1992, The International University – College of Cyprus, Cyprus.
- **Bachelor of Science**
1989, Punjab University, Lahore, Pakistan.
- **Higher Secondary School Certificate**
1986, PAF Intermediate College, Rawalpindi, Pakistan.
- **Secondary School Certificate**
1984, Ideal Cambridge School, Rawalpindi, Pakistan.

Academic Qualification in Law

- **LLM**
2022, University of Lahore, Lahore, Pakistan
- **LLB**
2019, University of Punjab, Lahore, Pakistan

Professional Experience as Regular Faculty

Assistant Professor in Business Administration (Sept, 2005 to Date)

Federal Urdu University of Arts, Science & Technology, Islamabad.

- Member **Academic Council**, Federal Urdu University.
- Worked as **Head of Department, Commerce**, since **Dec 09, 2020 to July, 24**.
- Worked as the member of the **Management Committee** of the Business Administration Department, running all the activities of the department, from **May, 2017 to 1st January, 2018**.
- Worked as **Incharge Student Affairs (2013-2014)**
- Worked as the **Head of Department** from **June, 2013 to May, 2016**.
- Teaching Courses to **Masters Program Students**.

- Worked as the member of the **Vigilance Committee** of the Business Administration Department.
- Worked as the member of the **Management Committee** of the Business Administration Department, running all the activities of the department, from **1st Dec, 2010 to May, 2013**.
- Remained member of **Convocation Committee**, from **2009 to 2011**.
- Worked as the **Research Project Coordinator** for two years.(2006-2008)
- Conducted two **Faculty Development Programs** of **NAHE, HEC**. (2006-2007)

Lecturer (1999 – 2002)

Fatima Jinnah Women University, Rawalpindi.

- Teaching Courses to Masters Program Students.
- Worked as the member of the Discipline Committee and the Convocation Committee.

Lecturer (1995 – 1999)

Sir Syed Science College, Rawalpindi

- Teaching Courses at B.Sc Level Students.

Professional Experience as Visiting Faculty

Assistant Professor (2001 – 2010)

Allama Iqbal Open University, Islamabad.

- Taught courses at MBA level and conducted workshops of research work of MBA students.

Assistant Professor (2005 – 2008)

Allama Iqbal Open University, Islamabad.

- Taught courses at (Commonwealth MBA) COL-MBA level.

Assistant Professor (2002 – 2004)

Moi-ud-din University, AJK (Rawalpindi Campus).

Lecturer (1997 – 2000)

Preston University, Rawalpindi.

Research Papers

- **“Perception of students about Quality teaching for the subject of Biology at Secondary School Level”** (Vol.3 No.1 (2025): Dialogue Social Science Review (DSSR) (January, 2025)
- **“Apprehension of Teachers and Mothers about Aggressive behavior of Secondary School Students in the Absence and Presence of Father.”** (Vol 7 No.2 (2024): International Journal of Social Science Archives (IJSSA) (April – June, 2024)
- **“The Effect of Using Computer Based Tutorials (CBT) on the Academic Achievements of Male Students at Elementary Level in the Subject of Pakistan Studies”** (Vol.3 No. 2 (2022): International Research journal of Education and Innovation (April to June 2022), Pakistan.
- **“Effect of Fine Motor Skill activities on Handwriting of Low Achiever Students and High Achiever Students at Elementary Level in Khyber Pakhtunkhwa, Pakistan”** (Vol.No.2 (2022): International Research journal of Education and Innovation (April to June 2022), Pakistan.
- **“Effect of Guided Reading Strategies on the Motivation of the Students to Increase Reading Skill of Elementary Level Students in the Subject of English”**(Vol.3 No.1 (2022): International Research journal of Management of Social Sciences (January to March 2022), Pakistan.
- **“Perception of Teachers and Mothers about Impact of Father Absence and Presence on the Truancy Behavior of Secondary School Students”**(Vol.3 No.2 (2022): International Research journal of Management of Social Sciences (April to June 2022), Pakistan.
- **“A Comparative Study to Find Effectiveness of Teaching Biology Through Low-Cost material as Teaching Aid and Traditional Method of Teaching at Secondary Level”** (Vol.3 No.1 (2022): International Research journal of Management of Social Sciences (January to March 2022), Pakistan
- **“Impact of Knowledge Leadership on Performance; Moderating Role of Customer Knowledge Management”** (Vol.18 (2015) Journal of Marketing and Consumer Research.
- **Factors Affecting Entrepreneurial Approach: Does Religion Matter?** (Vol. II Issue I, (2014) SCHOLARS WORLD-IRMJCR, India.

- **“Women Empowerment and Microfinance, A case study of Pakistan.”** (Volume 6:6th June, 2012), AFRICAN JOURNAL OF BUSINESS MANAGEMENT, Africa.
- **“Evaluation of Present Practices of Lesson Planning in Public Sector Secondary Schools of Punjab (Pakistan).”** (Volume 11: 10 October, 2011), LANGUAGE IN INDIA, Strength for Today and Bright Hope for Tomorrow, ISSN 1930-2940, India.
- **“A Historical Review on the Development of Art and Female Education During the Muslims Regimes in India”.** (Volume 02: 06 September, 2011), International Journal of Business and Social Science, USA.
- **“Perception of Teachers about the Use of Herbert Model of Lesson Planning in Public Sector Secondary Schools in District Attock (Pakistan).”** (Volume 11: 8 August, 2011), LANGUAGE IN INDIA, Strength for Today and Bright Hope for Tomorrow, ISSN 1930-2940, India.
- **“A Comparative Study of Students’ Learning Achievement in General Science, Physics, Chemistry & Biology”** (Volume 2. No. 12. July, 2011), International Journal of Business and Social Science, USA.
- **“A Comparative Study of the Study Habits of the Students from Formal and Non-Formal Systems of Education in Pakistan”** (Vol 2. No. 14. (Special Issue) July, 2011), International Journal of Business and Social Science, USA.
- **“A Comparative Study on the Availability of Physical Facilities in Public and Private Sector Schools of Islamabad.”** (Volume 11: 5 May, 2011), LANGUAGE IN INDIA, Strength for Today and Bright Hope for Tomorrow, ISSN 1930-2940, India.
- **“Comparative Study of Teacher Training Institutions for Secondary School Teachers in the Province of Sindh (Pakistan)”** (Vol 3. No. 2. March, 2011, Part I), International Journal of Academic Research, Baku, Azerbaijan.
- **“Comparison of students learning achievements in Mathematics over period of three years”** (Volume. 03; No. 1, January, 2011), International Journal of academic Research, Baku, Azerbaijan.
- **“Importance of Practicum in Teacher Training Programme – A Need of the Hour”** (Volume 11: 1 January, 2011), LANGUAGE IN INDIA, Strength for Today and Bright Hope for Tomorrow, ISSN 1930-2940, India.

- **“Role of Science Education Projects for the Qualitative Improvement of Science Teachers at the Secondary Level in Pakistan”** (Volume 10: 12 December, 2010), LANGUAGE IN INDIA, Strength for Today and Bright Hope for Tomorrow, ISSN 1930-2940, India.
- **“A Comparative Study of Pakistani Expert’s Perception about the Examination System of GCE (A Level) and F.Sc in Chemistry”** (Vol 2. No. 6. November, 2010, Part II), International Journal of Academic Research, Baku, Azerbaijan.
- **“Causes of Social Acceptance of “O” and “A” Level Education System in Pakistan”** (Volume 10: 10 October, 2010), LANGUAGE IN INDIA, Strength for Today and Bright Hope for Tomorrow, ISSN 1930-2940, India.
- **“You can’t make omelette without breaking eggs”** (Volume. 4, No. 5 October-November, 2008), International Review of Business Research Papers, Australia.

Conferences

- Presented the paper **“Impact of Quaid’s thoughts on Pakistan’s Education System”** in the 3-Day National Conference on **“Quaid-e-Azam Muhammad Ali Jinnah: His Life and Ideals.”** in Karachi, from 18-20 May, 2010 organized by Sindh Madrassatul Islam, Karachi.
- Presented the paper **“You can’t make omelette without breaking eggs”** in the **“Eighth International Business Research Conference”** in Dubai, 27-28 March, 2008.
- Participated in the National conference on **“Professional Development of teachers in higher education in Pakistan”** in January, 16-18, 2007, organized by NAHE, Higher Education Commission, Islamabad.

Seminars/Workshops

- Participated in workshop on **“Outcome Based Education”**, May 16, 2018, organized by **Dept of Electrical Engineering, Federal Urdu University, Islamabad.**
- Participated in Faculty Development Program on **“Landscape of Financial Services Sector of Pakistan, Outlook and Challenges”**, June 06, 2016, organized by **SECP and HEC, Islamabad.**

- Participated in a workshop " **Research Methodology**", October 07-09, 2011 organized by **Higher Education Commission (HEC)** and **Learning Innovation Division, Islamabad**
- Participated in a workshop to" **Understanding the Adult Learning**", July 08-09, 2011 organized by **Higher Education Commission (HEC)** and **Learning Innovation Division, Islamabad.**
- Participated in a workshop to"1st **TOT Workshop on Test Item Construction Techniques**", June 14-17, 2011 organized by **Higher Education Commission (HEC)** and **National Testing Service Pakistan (NTS), Islamabad.**
- Participated in the Syllabus Writing Workshop for "**Associate Degree in Education/Bachelor of Education Hons.(Elementary)**", Holiday INN Lahore, April 5-10, 2010, organized by **Pre-STEP, USAID** in collaboration with **HEC.**
- Participated in a workshop to develop the Scheme of Studies for the **Associate Degree in Education** and the revised **B.Ed. (Hons)**, Best Western Islamabad, March 17-20, 2010 organized by **Pre-STEP, USAID** in collaboration with **HEC.**
- Participated in the "**Staff Development Course**" (Nov 27 – Dec 20, 2006) held at Federal Urdu University of Arts, Science & Technology, Islamabad Organised by **NAHE, Higher Education Commission, Islamabad.**
- Participated in the Workshop on "**Developing Research Skills: Qualitative Paradigm**" (Nov 17 – Nov 30, 2005) organized by Learning Innovation, **Higher Education Commission, Islamabad.**
- Participated in the workshop on "**Counseling and Gender-Orientation**" (August 18 – 20, 2000) at Khanaspur, Ayubia organized by **Fatima Jinnah Women University, Rawalpindi.**

Member Selection Board, University of AJK, Muzaffarabad.

- **87th Meeting of the Selection Board**, held from 26-29 March, 2019, for Management Sciences Research Associates/Junior Lecturer (BPS-17).
- **78th Meeting of the Selection Board**, held on 15-19th March, 2016, for the Lecturer Business Administration (BPS-18).

Resource Person

- Resource Person in **“Faculty Development Program”** in **January, 2010, April, 2010 and June, 2010**, organized by National Institute of Science and Technical Education, Ministry of Education, Govt. of Pakistan.
- Resource person in **“Technical Teachers Training Programme 2005-2006”** organized by National Institute of Science and Technical Education, Ministry of Education, Govt. of Pakistan.

External Examiner for M.Phil Thesis

- M.Phil Education thesis titled, **“A study on the Organizational Commitment of Secondary School Teachers and their Class Performance”** of Mr. Muddasir Hayat, 2025, Northern University, Nowshera.
- M.Phil Education thesis titled, **“To investigate elements of Teaching that improve the Quality of Teaching and Enhance Students Learning Outcome in the subject of Biology at Secondary Level in Pakistan.”** of Ms. Sumayyah Sajid, 2024, Northern University, Nowshera.
- M.Phil Education thesis titled, **“Division of Continuing Education, Home Economics, and Women Development”** of Saadia Khan, 2013, Pir Mehr Ali Shah Arid Agriculture University, Rawalpindi.
- M.Phil Teacher Education thesis titled **“Lexical Approach versus Meta Cognitive Approach in teaching English at Secondary Level”** of Ms. Farzana Sardar, 2008, Allama Iqbal Open University, Islamabad.
- M. Phil Teacher Education thesis titled **“A Comparative Study of Motivational Techniques uses by Rural and Urban Elementary School Teachers of Vehari District”** of Mr. Zafar Masood, completed under the guidance of Dr. Muhammad Akram Malik.
- M. Phil Teacher Education thesis titled **“An Evaluation of Social Studies Textbook used at Elementary Level in English Medium Schools”** of Ms. Nighat Hanif, completed under the guidance of Dr. Qudsia Riffat.
- M. Phil EPM thesis titled **“Factors Affecting Girls Enrollment at Primary Level in Chakwal District and Developing Strategies to Achieve 100 Percent Girls Enrollment at Primary Level by the Year-2015”** of Ms. Azra Anbar completed under the guidance of Dr. Hamid Khan Niazi.

- M. Phil EPM thesis titled “**A comparative study of the public and private schools in promoting secondary education in Rawalpindi District**” of Ms. Salma Saeed completed under the guidance of Dr. Maqsooda Hussain.
- M. Phil Education thesis titled “**Contribution of Community Participation Project (CPP) towards Promotion of Education in the Punjab**” of Mr. Nasir Mehmood Kiyani completed under the guidance of Dr. Hamid Khan Niazi.
- M. Phil Teacher Education thesis titled “**A comparative study of the effectiveness of Vygotsky’s concept of Zone of proximal development (ZPD) and traditional method for teaching Mathematics at elementary level**” of Mr. Aftab Khan completed under the guidance of Lt. Col® Dr. Manzoor Hussain Arif.
- M. Phil Education thesis titled “**Developing a Model for Marking and Monitoring of Student Assignments in Distance Education**” of Mr. Noor Muhammad Attique.

Training Programs:

- Organized the “**Faculty Development Program – 2006**” at Federal Urdu University of Arts, science & Technology, Islamabad of NAHE, Higher Education Commission, Islamabad.
- Organized the “**Faculty Development Program – 2007**” at Federal Urdu University of Arts, science & Technology, Islamabad of NAHE, Higher Education Commission, Islamabad

Awards/Appreciation Certificate

- A **shield** awarded by NAHE, **Higher Education Commission, Islamabad** on organizing the ***Faculty Development Course – 2006*** at Federal Urdu university of Arts, Science & Technology, Islamabad.
- A **shield** awarded by NAHE, **Higher Education Commission, Islamabad** on organizing the ***Faculty Development Course – 2007*** at Federal Urdu university of Arts, Science & Technology, Islamabad.

Visits Abroad

England, Dubai, Netherlands, France, America,
Cyprus, Turkey, Saudi Arabia, Kuwait.