

(DFDI)
DIRECTORATE OF FACULTY DEVELOPMENT AND INTERNATIONALIZATION

Annual Report

September 2024 – September 2025

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. The DFDI Team comprises following personnel:



Prof. Dr. Uzma Quraishi
Former Director DFDI
August, 2023- 30th October, 2024



Prof. Dr. Zohra Nazir Kayani
Director DFDI
31st October, 2024- to date



Prof. Afifa Khanam
Head FDC



Dr. Asma Shahid Kazi
Head ACP



Dr. Asifa Kamal
Head R&D



Dr. Nausheen Mazhar
Head IRC

Report on Individual Achievements of DFDI Leadership

A summary of individual achievements of DFDI leadership during the reporting period September 2024 – September 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

DFDI Awareness Session: Introduction of different wings on 4th December, 2024

An awareness session was conducted to highlight DFDI's mandate, services, and future directions. The session provided an opportunity for faculty and staff to engage with DFDI's objectives, ongoing projects, and support mechanisms. Participants appreciated the clarity on institutional roles and expressed interest in further collaboration.



Lean Six Sigma white belt Training on 9th April 2025

A Lean Six Sigma White Belt Training was proposed and initiated in collaboration with ACE Acumen Consulting to enhance administrative and academic efficiency.



Awareness Session on International Law on 19th September, 2025

A dedicated session on International Law Regarding India and Pakistan Conflict was conducted on 19th September 2025 in collaboration with IRC, featuring legal experts and academic leadership.



International Resource Center (IRC) DFDI

Webinar: Commonwealth Doctoral Scholarships on 9th September 2024

The International Resource Centre (IRC) and DFDI organized a webinar on ***Commonwealth Doctoral Scholarships on 9th September 2024***. The session was conducted by Ms. Anum Fatima, Lecturer in the Department of Statistics, LCWU, and Doctoral Student at the University of Oxford. She shared her experience of applying for the prestigious scholarship and guided participants on eligibility criteria, application procedures, and tips for successful selection. Faculty and students actively participated in the interactive session and benefited from her practical insights. The webinar served as a valuable platform to inspire and prepare LCWU scholars for international academic opportunities.

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.



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.



Active Citizens Program (ACP)

ACP Faculty Bootcamp and Capacity Building on 7th to 11th October 2024

The Active Citizens Program (ACP) Bootcamp for Facilitators, organized by the British Council at Lahore College for Women University (LCWU) from October 7-11, 2024, empowered faculty with skills for youth-led community change. Led by ACP team, it focused on civic responsibility, intercultural dialogue, and SDGs. Resource persons included Dr. Moafia Nader (Me & Identity), Dr. Saira Taj (Identity and Culture), Dr. Shabana Manzoor and Dr. Rakshanda Qasim (Local and Global Communities), Dr. Bisma Ejaz (SAP Planning), and Dr. Moneeba Iftikhar (Documentary Making). Activities featured immersive modules with ice-breakers, team-building, identity reflection, community mapping, SMART objective setting, project drafting, video documentation, and facilitation strategies.

The workshop enhanced faculty understanding of ACP and SDGs; practical tools for SAP design/evaluation; fostered critical thinking and intercultural dialogue; integrated ACP into courses; built institutional commitment to civic engagement and sustainable development.



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.

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 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.



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.



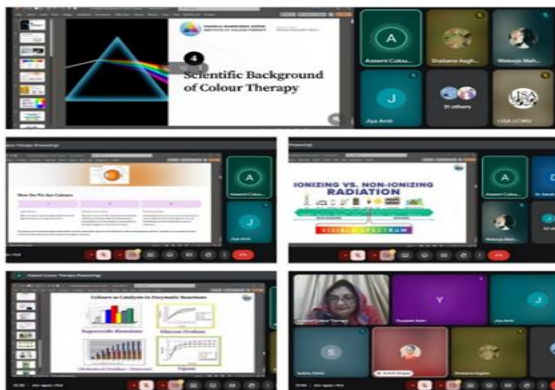
Miracle of Light and Color: Spiritual and Biological Treatment on April 16, 2025

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.



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. The participant demographic was predominantly female, with the inclusion of four males, reflecting a strong interest among women in the field of color therapy.



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.

Faculty Development Center (FDC)

Workshop on "Assessment & Evaluation: Developing Classroom Assessment" on November 15, 2024

A one-day workshop titled “Assessment & Evaluation: Developing Classroom Assessment” was held on November 15, 2024, with Dr. Muhammad Hashmi as the resource person. The session aimed to enhance educators’ skills in designing effective classroom assessment tools and strategies. Dr. Hashmi, an expert in education and assessment, emphasized the importance of validity, reliability, and practicality in the assessment process. The workshop highlighted the alignment of assessments with learning objectives and curricular standards, strategies for developing formative and summative assessments that promote critical thinking and engagement, and hands-on activities for designing rubrics and question papers. Participants gained practical knowledge and tools for creating high-quality assessments tailored to diverse classroom needs and expressed increased confidence in implementing innovative, student-centered evaluation methods.



December 2024: Comprehensive Capacity Building Series from December 2 to 13, 2024

The year began with an intensive two-week series of workshops held from December 2 to 13, 2024, marking a cornerstone of the year's professional development initiatives. The program featured two parallel tracks, one of which was a specialized series for the Faculty of Architecture. Conducted within the Department of Architecture, this series offered discipline-specific professional development opportunities designed to enhance faculty expertise.

Session 1: Enhancing Research Publications and Project Management on December 2, 2024

Session 2: Holistic Student Development: Counseling and Extracurricular Activities (December 3)

Session 3: Curriculum Development for the Modern Age (December 4)

Session 4: Departmental Leadership and Administration (December 5)

Session 5: Fostering a Positive Academic Culture through Book Reading (December 6)

Workshop on Inclusive Teaching: Preparing All Teachers to Teach All Students (December 9)

The workshop, conducted by Dr. Afaf Manzur for lecturers and assistant professors at LCWU, was based on UNESCO frameworks and focused on the principles and practices of inclusive education. It aimed to enhance teachers' commitment, knowledge, and practical skills for effectively managing diverse classrooms. The session also emphasized designing strength-based and personalized curricula and learning materials, alongside implementing pedagogical practices that ensure every student's needs are met. By promoting equity, belonging, and inclusivity, the workshop encouraged educators to create learning environments where all students can thrive.



Media Workshops Series (December 11-13)

A three-day training series by Mr. Usman Ahmed Bhatti, a renowned media expert, was held at the Department of Mass Communication for faculty and students from Mass Communication, Education, and Social Sciences. The first session on Media Ethics (Dec 11) emphasized responsible communication, accuracy, and credibility in digital media. The second session on Entrepreneurship in Media (Dec 12) focused on identifying opportunities and developing sustainable media projects through case studies. The final session on Crisis Management in Media (Dec 13) trained participants in handling communication during crises, ensuring transparency, and protecting institutional reputation.

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.

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.

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.

