

Rukhsana Zia (PhD)

Email: ziarukhsana1@hotmail.com

Cell: 0321 8439352

Rukhsana Zia has extensive experience of teaching at undergraduate and post-graduate levels in Pakistan. She started her career in 1975 as a government college teacher. Mid-career doctoral degree from UK in 1994 expanded her vision and scope of higher education and motivated her to research on various social issues of Pakistan (gender, education and development, and values in education). She has over 20 publications, largely international, and has delivered research papers at numerous international conferences.

In 2001, she was selected to represent Pakistan at UNESCO (Paris) for 3 years. Among others, it expanded her understanding of the global policy issues associated with Education, Sciences, Social Sciences, Culture, and, Communication & Information.

From 2004 to 2008 she was posted to Punjab, as head of the Directorate of Staff Development, an organization responsible for professional development of some 300,000 public school teachers. Her portfolio also included 33 Colleges of Education spread all over the province. DSD played a pivotal role in Punjab Education Sector Reform Program at the time. She is proud of the integrated teacher professional development policy that she formulated and implemented_ with quality assurance structures, implementation processes and sustainable strategies to actualize policy objectives – a first time ever in Punjab.

She has represented Pakistan at many international policy making forums, i.e. UN Commission on Status of Women; UN Meeting on Status of Child; International Task force on EFA and as Coordinator for E-9 Countries at UNESCO. Here in Pakistan she was member of: National Commission on Status of Women; National Plan of Action; and many provincial committees and boards.

After her retirement from government service in 2012, she is presently serving as Head of Center of Learning and Teaching at a private university of Lahore.

EDUCATIONAL BACKGROUND

University College Swansea, UK. Ph.D. Education. (1994)

University of Karachi, Pakistan. MSc. Home Economics. (First Class First) (1972)

University of Karachi, Pakistan. B.Sc. Home Economics. (First Class First). (1970)

PROFESSIONAL BACKGROUND

Head, Center of Learning and Teaching, FC College University Lahore (Jan. 2009 to date as *Prof of Education*). Major tasks are to: contribute to the university's visioning and strategy development at the policy level; 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 in their PD, and, to offer support to other higher education institutions to develop their faculty. She is also managing international exchange programs/activities that relate to in-service professional development of faculty.

Director, Directorate of Staff Development (DSD), Punjab (July 2004 – Aug. 2008)

As Director Teacher Training under the Punjab Education Sector Reform Programme (PESRP) initiative, she was entrusted with the task of upgrading the quality of in-service education and training of ~300,000 public school teachers of Punjab. Provincial Institute of Teacher Education (PITE) and another 33 Government Colleges of Elementary Education (offering B. Ed and M.Ed.) were placed under DSD umbrella in 2006 thus adding pre-service teacher education to the mandate. This brought approximately 949 graded officers (1533 support staff) working in these organizations under her direct supervision.

Another 4580 educators/ trainers spread in the field were also on DSD payroll. 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, the accomplishments have been monumental. The budget grew from **\$1.6 million in 2004 to \$30 million** approximately for the year ending June 2008. Some of the major program accomplishments are stated below:

- **Provided leadership for public policy** for teacher development in specific, 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 institution** (DSD) and capacity development accordingly
- Developed and consolidated **decentralized governance**
- **Mobilization (\$ 20 million per year) and efficient use of massive resources** both public and donor /funder (**WB, ADB, CIDA, UNICEF, UNESCO, GTZ**)
- Extensive **collaboration with stakeholders, specifically international organizations and local NGOs** through Series of Consultative Dialogues
- Developed, pilot-tested and implemented **'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*
- **Researches** initiated at for public policy formulation and informed decision making

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

Worked in the Pakistan's 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. Selected on merit from 4 short listed applicants, other 3 were DMG officers. Key achievements include:

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

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

Postgraduate teaching on 'Methods of Research for Social Sciences' and Educational Administration'. Researched and published regularly. As a senior staff took leadership role in various academic and managerial/ administrative positions. Took initiative and leadership role in developing the institution's capacity for improved learning of the students and to upgrade 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 **course on 'Women and the Work Place'** for post graduate students with **GTZ and British Council**
- Mobilized multilateral resources and **developed DFID Higher Education Link with University of Cardiff, Wales** for a period of 6 years
- Developed guidelines and **established a mandatory Internship Programme** for postgraduate students
- Streamlined **Research Proposal Evaluation** and Thesis Writing for post graduate 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 professional development** of academic faculty
- Established a Department of Development Education for links with communities

Assistant Professor, Government of Punjab (1988 – 1995)

Taught graduate and post-graduate students in various government colleges all over the country. Participated in various committees at the college level to support the administration. Prepared and checked university examination papers. Counseled students.

- Officer Special Duty attached with Directorate of Public Instructions, Punjab 1994-1995
- Ph.D. scholar at UK: from 1990-1994.
- Foundation Management Course: at the College of Swansea, UK.
- Basic Computer Course: at the College of Swansea, UK.
- Taught at Under Graduate level: Government Degree Colleges of Rawalpindi (Punjab) and Nowshera (North West Frontier Province) 1988-1990.

Lecturer, Government of Punjab (1975 – 1988)

Taught undergraduate classes at various colleges of Multan, Sahiwal, Sialkot (Punjab), and Quetta (Baluchistan).

National Volunteer (1974 – 1975)

Taught FA and BA students at Government College for Women, Multan, under the National Volunteer Development Programme.

KEY COMMITTEE MEMBERSHIPS (2000 ONWARDS)

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| • Member Academic Council, NUR university, Lahore | 2017 to date |
| • Member Board of Governors, Punjab Text Book Board, Lahore | 2017 to date |
| • Member Board of advisors, Quarterly Centre for Public Policy, FCC, Lahore | 2008 to date |
| • Member Academic Council, Lahore College Women University | 2009 to 2016 |
| • Member Academic Council, University of Education, Lahore | 2010 to 2011 |
| • 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 and Women Development, Punjab | 2000 - 2002 |
| • Member Committee for the Assessment of Autonomous Institutions of Punjab | 2000 |
| • Co-opted member of the Government College, Lahore Selection Committee for Lecturers as an Education Specialist | 2000 |

PUBLICATIONS: INTERNATIONAL

Book:

- **2006c:** *Globalization, Modernization and Education in Muslim Nations*, (Edited by me) New York: Nova Science Publishers. . (Following chapters in the book are also written by me).
 - _ *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 Under Graduate 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 Policy-Making 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.

Selected RESEARCH PAPERS and CONFERENCE SUBMISSIONS

- **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 head teachers in the 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 the 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 of 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.