“Establishment of State-of-the-Art Educational Institutions with a Focus on Inculcating Islamic Ethical Values.”
VISION

- Excel in development of holistic value based educational research and training programs;
- Establish at national and international levels, state of the art educational, research, training institutions, in line with international best practices, with integration of universal Islamic values and Pakistan Ideology, in order to produce dynamic human beings;
- Develop and implement educational strategies, problem based academic programs, teaching material, reports, surveys and research material to enhance the quality of education and training in various disciplines in higher education;
- Play leadership role at national and international levels in systematic reforms (*islah*), transformation (*tazkiyah*), creation of tolerance and forbearance (*sabr, istiqamah*) and innovative solutions (*ijtihad*) for social change;
- Establish model institutions particularly in holistic healthcare, in order to improve quality of life of the needy in society.
Ripkah Values

- Al Akhirah
  (Akhirah Oriented Decisions)

- ITQAN
  (Pursuit of Excellence)

- MUSHAWARAH
  (Consultation & Harmony)

- IJTIMA'YAH
  (Team Work)

- RAHMAH
  (Compassion)

- MUHASABAH
  (Accountability)
ISLAMABAD CAMPUS

I-14 CAMPUS

AL-MIZAN CAMPUS
ISLAMABAD CAMPUSES

G-7 CAMPUS

ETB CAMPUS
RAIWAND CAMPUS
QUAID E AZAM INDUSTRIAL STATE CAMPUS
Malakand Campus
Establishment of Sahiwal and Gujranwala Campuses

- By the Grace of Almighty Allah (SWT), Riphah is proceeding ahead towards establishment of its sub campuses in Sahiwal and Gujranwala.

- Request for formal approval from the Board of Governors of Riphah for the establishment of Sahiwal and Gujranwala Campuses is on agenda of today’s meeting.
RAKCODS, UAE Campus
We are committed to make Riphah International University a centre of excellence for Quality Education in all Faculties through enabling environments adaptive academic mechanisms and competent faculty with emphasis on inculcation of Islamic Ethical Values and Continuous Improvements.
GOVERNANCE STRUCTURE

Patron/ President, Islamic Republic of Pakistan

Board of Governors (BoG)

Chancellor

Vice-Chancellor

Deputy Vice-Chancellors

Deans / Directors

Registrar
Full-time teaching staff is 910 (517 M & 393 F)

This figure includes 218 PhDs, 449 MS/M.Phil., 47 FCPS/MCPS, 196 Masters or equivalent

Visiting Teaching Staff engaged 199 (122 M & 77 F) comprising 44 PhDs, 123 MS/M.Phil., 32 Masters or equivalent

The strength of non-teaching staff is 1495, out of which 564 are Managerial Staff and 931 are Support Staff

Student Faculty Ratio = 20:1

The University is Strictly Observing the Students/Teacher Ratio as per Requirement of the Respective Regulatory Authority
The University has Eight (08) Faculties:

1. **Faculty of Health and Medical Sciences (FHMS):**
   - Islamic International Medical College (IIMC) (1996)
   - Islamic International Dental College (IIDC) (2001)
   - Riphah Institute of Healthcare Improvement and Safety, Islamabad (2017)
   - Riphah Institute of Lifestyle Medicine (RILSM) (2019)

2. **Faculty of Engineering and Applied Sciences (FEAS):**
   - Department of Basic Sciences (DBS) (1998), (Department of Mathematics & Statistics/Department of Physics)
   - Department of Bio-Medical Engineering (2009)
   - Riphah College of Science & Technology (RCST), Lahore (2012)
   - Riphah College of Engineering & Technology, Faisalabad (2014)
FACULTIES

3. **Faculty of Computing (FC):**
   - Riphah Institute of Informatics (RII), Islamabad (2000)
   - Riphah Institute of Systems Engineering (RISE), Islamabad (2012)

4. **Faculty of Pharmaceutical Sciences (FPS):**
   - Riphah Institute of Pharmaceutical Sciences (RIPS), Islamabad (2002); Lahore (2012)

5. **Faculty of Management Sciences (FMS):**
   - Riphah School of Leadership (RSL), Rawalpindi (2004)
   - Riphah Centre of Islamic Business (RCIB), Rawalpindi (2008)
   - Riphah School of Business Management (RSBM), Lahore (2015)

6. **Faculty of Social Sciences and Humanities (FSSH):**
   - Department of Social Sciences (DSS), Islamabad (1996); Faisalabad (2013)
Riphah Institute of Media Sciences (RIMS), Rawalpindi (2006)
Riphah Institute of Public Policy (RIPP), Islamabad (2011)
Department of Islamic and Pakistan Studies, Islamabad (2003)
Department of Psychology, Islamabad (2016)
Riphah Institute of Language and Literature (RILL), Lahore (2012)
Riphah Institute of Clinical & Professional Psychology (RICPP), Lahore (2012)

7. **Faculty of Veterinary Sciences (FVS):**
   - Riphah College of Veterinary Sciences (RCVetS), Lahore (2012)

8. **Faculty of Rehabilitation & Allied Health Sciences (FR&AHS):**
   - Riphah College of Rehabilitation & Allied Health Sciences (RCR&AHS),
     Islamabad (2007); Lahore (2012); Faisalabad (2014)
▪ Riphah has 31 Constituent Institutes / Schools/ Colleges/ Centres

▪ The University offers 131 Academic Programs including 58 Undergraduate, 58 Graduate and 15 Doctoral Level Programs, and 12

▪ University also offers 12 Associate Degree Programs (ADP) in line with HEC’s Policy and Guidelines

▪ Riphah is also NCUK’s 1st and only HEC Approved Delivery Partner in Pakistan since 2010

▪ Undergraduate Programs in Electrical Engineering (UK), Computing (UK) & Business Studies (UK) are being offered
Male = 10984, Female = 11206
Multiple Merit/Talent and Need Based Scholarships

- Rupees **96.087 Million** has been disbursed among **3824 students** as Scholarship & Assistance ship during the **July 2020 to December 2020**.
TEACHING HOSPITALS

- IIMCT Pakistan Railways Hospital, Rawalpindi (Administered Since 1998) (350 Beds)
- Riphah International Hospital, Sihala, Zone-V, Islamabad (2015-16) (160 Beds)
- Islamic International Dental Hospital, Islamabad (2001) (115 Dental Units)
- Hearts International (Affiliated) (100 Beds)
PROGRAM ACCREDITATION

- Higher Education Commission (HEC) of Pakistan
- Pakistan Medical and Dental Council (PM&DC)
- Pakistan Engineering Council (PEC)
- Pharmacy Council of Pakistan (PCP)
- Pakistan Veterinary Medical Council (PVMC)
- National Computing Education Accreditation Council (NCEAC)
- National Business Education Accreditation Council (NBEAC)
- World Confederation of Physical Therapy (WCPT)
RECOGNITION & MEMBERSHIPS

- World Health Organization (WHO)
- International Medical Education Directory (IMED), USA
- International Institute of Medical Education (IIME), USA
- Asia Pacific Quality Network (APQN), USA
- Association of Commonwealth Universities (ACU)
- Foundation for Advancement of International Medical Education and Research (FAIMER)
- Associate Member of International Association of Medical Regulatory Authorities (IAMRA), USA
- Royal College of Physicians and Surgeons (RCPS), United Kingdom
RECOGNITION & MEMBERSHIPS

- Vice-Chancellors' Committee of Pakistan (VCCP)
- College of Physicians and Surgeons of Pakistan (CPSP)
- Pakistan Electronic Media Regulatory Authority (PEMRA)
- Educational Broadcaster Forum, Pakistan
- International Network of Quality Assurance Agencies in Higher Education (INQAAHE)
- Association of Quality Assurance Agencies of the Islamic World (AQAAIW)
- Washington Accord
- World Confederation for Physical Therapy, USA (For Islamabad Campus)
The University actively pursue collaborations with reputed national as well international academic and research institutions.

- Till date, it has signed more than **157 MoUs/Agreements**

- It has **67 MoUs with the foreign institutes** in the U.S.A., U.K., Germany, China, Saudi Arabia, Yemen, Malaysia, Turkey, Jordan, Kuwait, Qatar, UAE, Bosnia and Herzegovina, Sudan, South Africa, Kyrgyzstan, Azerbaijan and Mauritius.

- It has also entered into **90 MoUs/Agreements at National Level**
Our faculty members published 326 research papers during the last six months in national and international journals of repute which also include **246 Impact Factor Publications**.

- They also presented research papers in **06** conferences which include **04 International** and **02 National Level**
- Cumulative Impact Factor **560.7**
Riphah’s faculty has won 02 NRPU (HEC) Projects of Rs. 15.5 million and 01 Oracle Cloud Infrastructure Research Project of Rs. 0.14 million.

Riphah through ORIC awarded 4.7 Million Publication Honorarium to Riphah Faculty.
## Allocation of Budget by HEC for Travel Grant and Event Organization

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Budget Head</th>
<th>Amount (Million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Travel Grant</td>
<td>1.503</td>
</tr>
<tr>
<td>2</td>
<td>Grant to Organize Seminar /Conference/Symposium or Training Workshop.</td>
<td>0.752</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>2.255</strong></td>
</tr>
</tbody>
</table>
During COVID19 period, RARE organized **03 International Online Symposium** on the following topics:

- Digital Transformation in Higher Education
- Digital Leadership
- Digital Teaching and Assessment

For Riphah faculty RARE organized **02 webinars** by international facilitators on “**Online Student Assessment and Blended Learning**”.

RARE organized **02 Faculty Orientation Sessions** for newly inducted faculty.

A Certificate Course in **Outcome Based Education** has been initiated by RARE for Riphah Faculty.

**More than 2457** faculty members participated in **09** different trainings / workshops / activities organized by the RARE under “**National Capacity Building in Education and Research Program**”
Riphah Produces 3 Research Journals:

- The Journal of Islamic International Medical College (JIIMC), 2004- Y Category
- The Journal of Islamic Business and Management (JIBM), 2014- Y Category
- The Journal of Riphah College of Rehabilitation Sciences (JRCRS), 2013
The Information Services Department (ISD) serves as the Center of Information for Riphah community.

Ten (10) libraries and two (02) resource centers are engaged in serving the Riphah community under this department.

During the period from July 2020 to December 2020, ISD added 3336 new books in library collection, raising the total number of books to 60,774 plus.

Recorded 25,193 visits of students and faculty among all libraries of the university.
The department provided 4647 research papers/articles and eBooks to the researchers.

Responded to 6888 different queries raised by the library users and conducted 67 Information Literacy Sessions which were attended by 1749 students and faculty members.

786 courses were integrated with learning resources in which 400 course guides have been updated by our Information advisors as per academic course outlines. Added and updated 18853 online accessible journals in the iportal. [iportal.riphah.edu.pk](http://iportal.riphah.edu.pk) online hits were 18,058,959 with unique visitors 248,780.
ISD Role During Covid-19

During the period of Covid-19, ISD continued its academic activities to facilitate the library users in this period thirty (30) online lectures including trainings for staff were conducted.

Webinar Attended

Six International webinars were attended by information professionals during Covid-19 i.e.

➢ IEEE, Ebsco Host, Emerald and International Conference on Emerging Issues on Information Landscape (ICEIL-2020)

Resources Added

A wide range of free information resources were added during Covid-19 which includes Research journals, Articles, eBooks, Dissertations, Theis and online courses provided by Jstor, EBSCO, ProQuest, Springer, ASTM and IEEE

➢ eBooks 2,31,000
Riphah Social Welfare Department (RSWD) was established in 2015 (earlier we had a Disaster Management Cell Since 2005)

- RSWD conducted following social welfare activities.
- 4 Free Medical Camps.
- 1352 Patients Treated.
- Construction of 4 wells and 2 hand pumps in Thar villages for drinking.
- Provided rescue 1122 trainings on Basic Life Support and Fire Safety for Riphah staff.
- Provided free treatment to chronic diseases patients like Hepatitis, cancer, dialysis and other ailments for non-affording patients.
- Participated for CORONA pandemics in Riphah health facilities.
- Provided wheelchairs to handicapped persons.
- Qurbani event; Distribution of meat among deserving community of Riphah and Tharparkar
- Collected donations for deserving community.
- Support in education of poor and deserving students of Tharparkar.
SOCIAL WELFARE ACTIVITIES
SOCIAL WELFARE ACTIVITIES
QUALITY ENHANCEMENT CELL (QEC)

Jul 2020 to Dec 2020

- 2021 QS World University Ranking Asia - Riphah ranked amongst top 500 universities of Asia.

- QEC Riphah earned HEC rating score of 97.4% during 2020. Remains most highly rated QEC in the country.

- During the Covid-19 QEC Riphah amicably supported online teaching by taking students’ feedback regarding:
  - Internet Connectivity
  - Teaching quality

- Acted as a bridge between HEC and the university.
Central Desk

- New Students Participation in Online Orientation Session **2000** Students (Fall 2020/ Spring 2021)
- **3** Professional Training of Team *Microsoft Excel 365* and Negotiation Skills and Conflict Management.
- Proctorial Board: **2** Proctors Meetings/Dress Code Display at each campus
- Issuance of Certificates to **1072** students on participation in seminars/project/social works etc.
- Facilitation Portal resolved **1393** queries out of **1397**
STUDENTS SERVICES DEPARTMENT

Event and Societies Desk: Students Participation =2000+

Societies/Clubs
- 2 Riphah Society for Excellence for Boys and Girls,
- 15 Different Societies working at Faculty/Department level

General Mega Activities
- Teaching Campaign at 30 different schools
- Global Hand Washing Day activities at 30 different Schools
- رحمة الا العالمين competitions
- Anti-Corruption Seminar
- Clean & Green Pakistan Campaign
- Online Quiz on Fall of Dhaka
- Online Quran Quiz Competition
- Int’l Summit on Ideology & Competitions
- Seerat Lecture
- All Pakistan Online Competitions of Naat/Qirat/National Song/Speech
- All Pakistan Online Essay writing Competition
- Online Quran Class

Social Work Drives
- Clean Hike
- Donation Drive
- Garbage Collection Activity
- Online Educational Project
- Mall of Humanity
- Anti Drug Awareness walk
- COVID-19 Awareness
Career Placement & Alumni Desk: Students Participation =800+

Career and Placement

- General Trainings (Continued) 100+ students from final year Participated
- HR Trainings 250+ students from final year Participated
- Professional Trainings 350+ students from final year Participated
- Entrepreneurship Training (Kamyab Jawan Startup Pakistan) 384 Students Registered
- 14 Digital Recruitment Drives 71 Alumni/Students shortlisted
- CV Submitted to Companies on Demand 200+ CVs
- Jobs/Internship updates on Web Portal 50+
- Resume Collection of Passed out graduates 250

Alumni

- Alumni Employers Data QS Ranking 400 Employers
- Alumni Directory 10,000+ alumni
- Alumni Survey 10th To 15th Convocation Graduates
Trails/Competitions

- Finals of Inter faculty and Closing ceremony.
- 400 Players Participated in Sports Trails and Training Sessions.
- Participated in HEC Intervarsity Cricket (Phase 1), Football (Semi Final), Badminton (Quarter Final), Table Tennis (Semi Final) Tournaments.
- Riphah stood 3rd in “SADPARA Hiking Competition” held at trail 5 Islamabad.
Updates
By Dr. Sohaib Zafar Malik (Head RLT)

TIMELINE

**Mentors Notified for the Program July**

**Two Days Training of the mentors (Aug)**

**Steering Committee Notified and First Steering Committee Meeting (Sept)**

**Resource development on longitudinal Theme on Islamic Leadership (Oct)**

**Selection Test Compiled (Dec)**
Riphah’s Leaders of Tomorrow (RLT)  
2 Days Training Workshop

How RLT is connected with Riphah’s mission?  
Prof. Dr. Anis Ahmad

Islamic Leadership  
Prof. Dr. Rafiq Issa Beekun

RLT - Vision Sharing  
Dr. Sohaib Zafar

Designing & Running a campaign in Riphah’s Environment  
Mr. Zubair Safdar

Tomorrow’s Leadership  
Mr. Asad Ullah Khan
Riphah’s Leaders of Tomorrow (RLT)

Steering Committee Approvals

Partners and Students Selection Criteria

- Preliminary Test
- Academic achievements, Extra circular activities, general knowledge base, Personality assessment

- Highest Achievers in initial test will have an Interview
- Fifty finalists will be selected in the top list

Orientation Session to the program
# Riphah Mentoring

## Executive Summary

<table>
<thead>
<tr>
<th>Campuses having Riphah Mentoring [till date]</th>
<th>ISB/ RWP, Lahore, Faisalabad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus added in Mentoring Programme [till date]</td>
<td>Malakand Campus</td>
</tr>
<tr>
<td>Faculties in ISL/ RWP Campuses</td>
<td>08</td>
</tr>
</tbody>
</table>

1. Faculty of Health & Medical Sciences
2. Faculty of Pharmaceutical Sciences
3. Faculty of Rehabilitation & Allied Health Sciences
4. Faculty of Engineering & Applied Sciences
5. Faculty of Social Sciences & Humanities
6. Faculty of Computing
7. Faculty of Management Sciences
8. Faculty of Veterinary Sciences
I- Islamabad & Rawalpindi Campuses

**Mentor-Mentee Sessions**
- No. of Batches: 141
- Mentor-Mentee Sessions: 628
- % of students involved in Mentoring: 82.2%

**Mentor Development**
- No. of Mentors: 243
- Workshops/Training Sessions: 54
- Study Circles: 40

**Student Development**
- Lectures: 19

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Mentoring Activities</th>
<th>Planned</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mentors’ Development</td>
<td>84</td>
<td>94</td>
</tr>
<tr>
<td>2.</td>
<td>Students’ Development Lectures</td>
<td>30</td>
<td>19</td>
</tr>
<tr>
<td>3.</td>
<td>Mentor-Mentee Sessions</td>
<td>1442</td>
<td>628 (Exam prep, Connectivity issues)</td>
</tr>
</tbody>
</table>
II- Lahore Campus

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total No. of Mentors</td>
<td>52</td>
</tr>
<tr>
<td>No. of Students involved in Mentoring</td>
<td>320</td>
</tr>
<tr>
<td>No. of Mentor-Mentee Sessions</td>
<td>34</td>
</tr>
<tr>
<td>Mentors Development: Quran Classes for Mentors</td>
<td>30</td>
</tr>
<tr>
<td>Mentors Development: Training Workshops</td>
<td>9</td>
</tr>
<tr>
<td>Students Development: Lectures</td>
<td>3</td>
</tr>
<tr>
<td>Students Development: Shows on Contemporary Issues</td>
<td>30</td>
</tr>
<tr>
<td>Students Development: Quran Class</td>
<td>30</td>
</tr>
<tr>
<td>Students Development: Pot Cast</td>
<td>30</td>
</tr>
</tbody>
</table>
III- Faisalabad Campus

MENTOR-MENTEE SESSIONS
- No. Of Batches: 90
- No. of Mentors: 90
- Mentor-Mentee Sessions: 60
- % of Students involved in Mentoring: 100%

MENTOR DEVELOPMENT
- Workshops/Trainings: 4
- Quran Circle: 2
- Total: 6

STUDENT DEVELOPMENT
- Life Skill Sessions: 53
- Activities: 19
- Total: 70
TARBIYAH DEPARTMENT
HIGHLIGHTS OF FEW TRAINING SESSIONS

Swat & Malakand Campus

ORIENTATION SESSION OF TARBIYAH DEPARTMENT

- Introductory session on Mentoring at Riphah
- Journey and Historical Background of Mentoring Program
- Mentoring Manual Workshop

Other Activities

Lahore Campus

- Successful Completion of Family Studies Course (1 Cr. Hr.)
- Social Media Write ups & Messages
- Recordings of Life & Living Courses
- Teaching Manual for ADP Program for Riphah Colleges

Other Activities

Faisalabad Campus

- Launching of Tazkiyah Mobile Application
- Formation of Tarbiyah Library
- Formation of Tarbiyah Working Council
- Book Distribution
- Formation of Counselling cell
Management & Administration

Welcome and Orientation Sessions

Virtual International Conference

Mentor-Parent Club

Family in 21st Century
1. Post Graduate Mentoring:

❖ Meeting of Team members with Director Tarbiyah
  ▪ Briefing of Action Plan (PGM)
  ▪ Riphah Leadership Plan: Discussed in Detail

❖ Meeting with Committee Members
  ▪ Case studies/Ethical scenarios for discussion in classrooms related to the different fields (presented by all committee members)

2. University Coordination Committee Meeting

❖ Campus wise meetings arranged on Quarterly basis

❖ No. of Meetings: 6

❖ Faculty and Campus wise Tarbiyah Report was presented by Tarbiyah Managers of respective faculties and campuses.

❖ Report of Tarbiyah Development Activities presented by Tarbiyah Department.
MISSION COMPLIANCE COUNCIL (MCC)

ESTABLISHMENT OF MISSION COMPLIANCE COUNCIL (MCC)

- Mission Compliance Council was established on July 17, 2017
- Scope of the Mission Compliance Council
  - Coordinate and synergize activities and plans of different related sections of the University involved in character building, vision crystallization, development of holistic personality and loyalty to Pakistan Ideology
  - Coordinate activities of Tarbiyah Department, Student Services, Life and Living and Postgraduate Diploma.
MCC developed the framework of Riphah Aspired Students (RAS).

Activities of Tarbiyah, SSD and Life & Living have also been coordinated keeping in view RAS framework.

Deans and HODs are incorporating RAS in their annual targets.

To facilitate Mission Compliance existing departments of Islamic and Pakistan Studies are recommended to be upgraded to a degree awarding, Riphah Institute of Islamic Thought, Civilization and Innovative (IJTIHADI) Studies.
MISSION COMPLIANCE COUNCIL (MCC) MEMBERS

- TARBIYAH
- LIFE & LIVING
- UBM
- SSD
- T&D-RTC
- PROCTORIOL BOARD
A number of initiatives taken in alignment with the mission of Riphah. Several mission-related interventions are being carried out to achieve the noble cause.

- Tarbiyah & Student Services Department have designed their annual plan in view of RAS framework.

- Life & Living course has been revised in view of the holistic task of students’ development.

- Post Graduate Diploma and study circles are instituted for capacity building of the teaching faculty.

- RAS and RTC provide a defined path for realization of the Founder’s Vision.

- UBM has contributed a lot in making the entire policies in the light of Shariah.

- Proctorial Board monitors and implements code of ethics with the cooperation of faculty members on all Campuses of the university.
RIPHAH ASPIRED STUDENT (RAS)

Student Outcomes

HOLISTIC PERSONALITY

- Active Learner
- Active Contributor
- Responsible Citizen
- Confident Person
- Servitude
- Core Values
- Social Ethical Role & Responsibilities
- Role in global community
- Personal, social-emotional grooming

Belief System

Outward Actions

- عبادات: شهاده، نماز، زکوة، روزہ، حج

- اخلاقیات: صدق، علم، عدل، امانہ، ایفا، عبہ، حیا، صبر، واستقامت، شکر، عجز

- معاملات و معاملات: حقوق و فرائض، گهر، خاندان، معاشرہ، ملک، عالمی انسانیت

- ایمانیات: توحید، رسالت، آخرت، کتب، ملانک، تقدير
The Mission Compliance Council developed and designed two new concepts, RTC & RLT

- Riphah Teaching Competencies (RTC) guides in Teachers Training and Capacity building.
- Design and course outline is completed.
- Course development and execution is in progress.
- RTC planned to execute a 4-day course on Campus but in current situation of COVID-19, it will launch online course.

Teaching at Riphah means creation and transferring of beneficial knowledge to the students in such a manner that they become willing learners.

- The core of teaching-learning programs is to build holistic personality of teachers as role model.
The wisdom (*hikmah*) behind RTC is to encourage:

- critical thinking (*tafakkur*);
- in-depth understanding (*tafaqquh*);
- contemplative thinking (*tadabbur*) among teachers and students.

01
Align teaching standards at Riphah with national expectations and the founder’s vision.

02
Clarify expectations Riphah has from its teaching faculty.

03
Develop faculty in line with the standards and expectations set out in this document.
RTC Focuses on:

- Core Competence
- Professional Competence
- Behavioural Competence
RTC Contribution towards RAS Framework
Introduction

- ‘Ubudiyyah, servitude, is the essence of ‘Ibadah, which could be defined as, “The obedience of Allah, motivated by His love and reverence”.

- The “‘Ubudiyyah Behavioural Model” seeks to facilitate conducting all human transactions and interactions in accordance with Shari’ah and Akhlaq, by providing guideline and roadmap in a user-friendly format.
• Riphah started the formal implementation of UBM from 2015 by;

1. Conducting the Gap Analysis of selected departments.
2. Implementation follow up process (including Meetings, Surveillance Audit, Compliance internal Audit & assessment and external audits)
3. Culture development Activities.
Objectives

To bring Ubudiyah into the organization thereby achieving:
- Correct intent of ‘Work’.
- Shariah compliance of Policies & Procedures
- Implementation with true spirit
- A level of excellence both from Islamic and professional perspectives

Project Scope
- To implement UBM at Riphah International University
- Initially support departments & RIH were in the scope, but eventually the whole organization (Faculties & Hospitals) has to be compliant.
Domains

- Compliance & Audits
- Orientation & Trainings
- Culture Development
- Islamic Hospital Model Implementation
Achievements

1. Gap Analysis and respective Reports
2. Audits and respective Reports
3. **Trainings**-
   i. Riphah Values,
   ii. Department-specific Guidelines,
   iii. Orientation,
   iv. Medical Ethics,
   v. Work Ethics,
   vi. Basic Deeni Courses etc.
4. **Culture development initiatives**-
   i. Quran Classes,
   ii. Riphah Values developing,
   iii. Riphah Values workshops for all levels
   iv. Monthly Tazkeer series lectures,
   v. Standees & Frames etc.
Gap Analysis & Audits

➢ Central Departments:
   1) Finance, 
   2) HR, 
   3) Procurement, 
   4) Operations, 
   5) IT, 
   6) Mktg, 
   7) Exam, 
   8) Registrar Office, 
   9) SSD, 
  10) RIH Sihala 
  11) RIMS

➢ Lahore Campus:
   1) Finance, 
   2) HR, 
   3) Procurement, 
   4) Operations, 
   5) IT, 
   6) Mktg 
   7) Admissions 
   8) Exam, 
   9) SSD, 
  10) ISD 
  11) Tarbiyah
Culture Development Plan

- Core Values development process
- Integration of Values in Performance Management System
- Customized Trainings
- Daily Tarjuma-e-Quran Classes
- Medical Ethics in Islam (Physio dpt. PRH)
- Basic Deeni Courses ETB & RIH Sihlala
- Other activities:
  - Monthly Tazkeer Series lectures by prominent Scholars
  - Tajweed course
  - Ayat & Ahadith frames in PRH & RIH
<table>
<thead>
<tr>
<th>Training title</th>
<th>No. of sessions</th>
<th>Total attendees</th>
<th>Trainer</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UBM Concept Orientation Workshops</strong></td>
<td>New employees’ orientation</td>
<td>185 from Level 1, 2 &amp; 3</td>
<td>Mr. Muhammad Faisal (8) Muhammad Aftab (New employees’ orientation)</td>
</tr>
<tr>
<td><strong>UBM HDS Guidelines Workshop</strong></td>
<td>2</td>
<td>All HR employees</td>
<td>Muhammad Faisal, central Muhammad Aftab, Lhr</td>
</tr>
<tr>
<td><strong>UBM Finance Guidelines in the light of Islamic Finance &amp; Law of Contract</strong></td>
<td>3</td>
<td>Finance &amp; Procurement staff of Central &amp; Lhr.</td>
<td>Mufti Muhammad Najeeb Khan, Mr. Muhammad Ayub Mufti Muhammad Aftab</td>
</tr>
<tr>
<td><strong>UBM Marketing Guidelines Workshop</strong></td>
<td>3</td>
<td>Marketing Team of central and Lahore approx. 15 – 18</td>
<td>Mr. Sohail Nadeem Mr. Muhammad Faisal Mufti Muhammad Aftab, (Lahore Team)</td>
</tr>
<tr>
<td><strong>Quran &amp; Namaz Session</strong></td>
<td>3</td>
<td>35</td>
<td>Mr. Hafiz Muhammad Atif -1 Mufti Muhammad Aftab - 2</td>
</tr>
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</table>
## Workshops and sessions

<table>
<thead>
<tr>
<th>Workshop Title</th>
<th>Duration</th>
<th>Details</th>
<th>Instructor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Training Course and UBM Orientation session for Khateebs of Almizan and PRH Masajid</td>
<td>2</td>
<td>3 * 2times</td>
<td>Muhammad Aftab Sultan Qamar</td>
</tr>
<tr>
<td>Medical Ethics in Islam, in Hospitals</td>
<td>3</td>
<td>30+ at Physio Therapy PRH</td>
<td>Mufti Muhammad Aftab</td>
</tr>
<tr>
<td>Patient counselling</td>
<td>2 (PRH &amp; RIH)</td>
<td>50+</td>
<td>Muhammad Aftab</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>95+ approx. (working remotely we can't say exactly)</strong></td>
<td><strong>1350+ approx.</strong></td>
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</tr>
<tr>
<td>Title</td>
<td>Speaker</td>
<td>Number</td>
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<tr>
<td>------------------</td>
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<tr>
<td>Mein aur Mera Tazoor Aur Ata Tare</td>
<td>Professor Dr. Habeel Rehman Asseem</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Islamiyat aur Leadership</td>
<td>Sheikh Hasham Ahmed</td>
<td>2</td>
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<tr>
<td>Pakeeza Islamiyat: Tazoor, Aamirat aur Aayr</td>
<td>Miftahuddin Kaakheel</td>
<td>3</td>
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<tr>
<td>Towel aur Piesh, Waran, Zadgi. Ramazan aur Bmary Umari Zadgi</td>
<td>Professor Dr. Anis Ahmed</td>
<td>4</td>
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<tr>
<td>Amr al-Muroof w Nabi UN al-Manther</td>
<td>Dr. Mohammad Kasif Sheikh</td>
<td>5</td>
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<tr>
<td>Qiam al-Salat</td>
<td>Miftahuddin Naeem Khan</td>
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</tr>
<tr>
<td>№</td>
<td>Topic</td>
<td>Lecturer</td>
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<td>3</td>
<td>سیرت النبی ﷺ</td>
<td>مفتی سفیر احمد ثاقب</td>
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<tr>
<td>3</td>
<td>تعارفِ قرآن بزبانِ قرآن</td>
<td>ارشد احمد بیگ</td>
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<tr>
<td>3</td>
<td>الصلاوة عماد الدين</td>
<td>محمد آفتاب</td>
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<tr>
<td>1</td>
<td>هل جزاء الاحسان الا الاحسان</td>
<td>اسداللہ خان، ایگریکتو داؤدیکتر</td>
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<tr>
<td>5</td>
<td>استقبال رمضان</td>
<td>شیخ شبیر احمد کاکا خیل</td>
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<td>3</td>
<td>اصلاح نفس</td>
<td>پروفیسر داکتر انس احمد</td>
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<td>1</td>
<td>روزہ اصلاح نفس اور معاشرتی زندگی</td>
<td>مفتی محمد زابد</td>
<td></td>
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<tr>
<td>1</td>
<td>تقوی وکلیبت</td>
<td>مفتی محمد زابد</td>
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</tr>
<tr>
<td>Title</td>
<td>Name</td>
<td>Lecture</td>
<td>Number</td>
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<tr>
<td>---------------</td>
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<td>--------</td>
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<tr>
<td>Islamic Talks</td>
<td>Muhammad Faisal</td>
<td>1</td>
<td>13</td>
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<tr>
<td></td>
<td>Miftah Ahmad Afub</td>
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<td>14</td>
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<td>Molana Khashif Rashid</td>
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<tr>
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<td>Molana Sultan Qamar</td>
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<tr>
<td>Title</td>
<td>Speaker</td>
<td>Number</td>
<td></td>
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<td></td>
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<tr>
<td>Peace of Character</td>
<td>Arshad Ahmad Begg</td>
<td>8</td>
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<tr>
<td>Charity, Importance and Issues</td>
<td>Miftah Muhammad Aftab</td>
<td>9</td>
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<tr>
<td>Intent and Purity</td>
<td>Muhammad Omar Farooq, Computer Engineer Lahore</td>
<td>10</td>
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<tr>
<td>Repentance and Supplication</td>
<td>Dr. Mohsin Kausar Sheikh</td>
<td>11</td>
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</tr>
<tr>
<td>Fitr Donation, Importance and Issues</td>
<td>Miftah Muhammad Aftab</td>
<td>12</td>
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</tr>
</tbody>
</table>
Way forward

- Development of;
  - UBM-Riphah framework
  - Audit Program (AP) Document
- UBM internal audits & follow up in central and Lahore – continuous process
- UBM implementation in new campuses
- Islamic Hospitals Model Plan implementation
- Improvement in performance appraisals weightage system wrt Riphah Values
- Riphah Values sessions in affiliates/ constituents institutions
- Frequent reviews of all Depts’ Policies in coordination with GARC & HDS
- PPT on Mission Document developed by respected VC
- Upgraded Riphah Values Frames
- HDS & Operations audit to be conducted jointly with GARC
• Riphah is the only university in Pakistan which has established a Dental College in UAE with a custom-built hospital and most modern teaching facilities.

• The college has become one of the most popular dental institutions in the UAE.

• This program is fully accredited by the Ministry of Education, Government of UAE.

• Established in 2007, RAKCods has presently 13 full time PhD faculty.
• It has 313 Students from 30 nationalities in the campus
• The faculty at RAKCods encourages students to conduct research -
  i. 50 projects have been published by students in different journals.
  ii. Faculty members have got 18 research papers published in professional journals in this academic year.
15\textsuperscript{TH} Convocation of Riphah could not be conducted as per approved schedule in December 2020 due to Pandemic Covid-19.

It has now been planned in December this year.
Riphah International University plans to build a 600-bed hospital and a new state-of-the-art campus at Gulberg Green, Islamabad. Construction will Insha’Allah start in December this year.
جزاك الله خيرًا
وكل عام وودة
وشكرًا