

Riphah e-magazine

November 2021



Leaders in Riphah

Suicide & Mental Healthcare Nexus:

A policy Dialogue

National Speech & Language Pathology Day

Live streaming from the High Mountains

Session to honor the memory of Muhammad Ali Sadpara

FMS-RSL, organized a talk on

"Morality, Consumerism & The End Times"

Riphah Peace Fort hosts

Pearls of Emaan Event

Performance Management System Target Setting

Performance Evaluation 2020-21
Compensation & Rewards

Webinar on

Forensic Medicolegal Examination

Organized by Forensic Medicine
Department - RIU

RSWD

Activities



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CELEBRATING
25
YEARS OF
EXCELLENCE

Leaders in Riphah



Brig (R) Dr Muhammad Farooq

HOD & Professor of Medicine
Islamic International Medical College

Brig (R) Muhammad Farooq, graduated from Khyber Medical College Peshawar in 1980. Joined Pakistan Armed Forces in 1981. He achieved an Armed Forces Certification course in medicine in 1984, since then worked as a medical specialist in various military hospitals and remained on deputation to Saudi Arabia from 1986-1990. He did FCPS in medicine in 1993 and served in various tertiary care hospitals as a consultant in medicine. He Retired as Brigadier in 2012, being awarded Sitar-e-Imtiaz Military.

Dr. Farooq Joined IIMC in Oct 2021 & became Professor and HOD medicine in 2015. Did MHPE in 2017 and currently doing the International Board of Lifestyle Medicine course.

Leaders in Riphah



Prof. Brig (R) Dr Tariq Butt SI(M)

Professor & Head of Department of Surgery
Islamic International Medical College

Professor Brig (Retd) Dr. Tariq Butt Sitara Imtiaz (M) is serving as Professor (Microbiology) & Head Department of Pathology, IIMC Rawalpindi. He did his MBBS in 1978 from DOW Medical College, Karachi and Later on completed his Dip Path, MCPS, M. Phil, and FCPS. He served in Pakistan Army for 30 years and also worked for Foundation University for 8 years as a Professor of Microbiology. Afterward, he joined IIMC in 2018. He has trained 16 FCPS in Microbiology and 8 MPhil Microbiology students and remained fully involved in the training students of Diploma in Pathology.

He owns more than 130 scientific articles which are published in various national and international medical journals. He is the author of 5 booklets and co-editor of a pathology technical book. He received the Research Productivity award by Pak Science & Tech Council in 2004 and Sitara Imtiaz (Military) in 2008.

Leaders in Riphah



Professor. Dr. Shazia Ali

Head of Physiology Department
Islamic International Medical College

Dr. Shazia Ali is serving as Professor and Head of Department (Physiology), IIMC Rawalpindi. She joined IIMC on 01-Nov-2006. Her credentials include Bachelor of Medicine and Bachelor of Surgery (MBBS) in 1996 from Rawalpindi Medical College, Master of Philosophy (M. Phil) in 2006 Quaid-e-Azam University, Islamabad, Doctor of Philosophy (Ph.D) in 2016 Quaid-e-Azam University, Islamabad, Post Graduate Diploma (PGD) in Professional Ethics in 2017 Riphah University, Islamabad, Certificate in Health Professions Education (CHPE) in 2018 Riphah University, Islamabad, Certificate in Medical teaching (CMT) in 2016 University of Health Sciences, Lahore, Certificate course in Synchronized lifestyle Modification Program (SLP) in 2021 Riphah University, Islamabad. She is an M. Phil Supervisor and has trained 17 M. Phil Physiology students during her course in Islamic International Medical College.

She was the founder of the Islamic International Student Social Welfare Association (IISWA) and Undergraduate research forum. She has 17 scientific articles published in various national and international Medical Journals are on her credit.

SUICIDE AND MENTAL HEALTHCARE NEXUS: A POLICY DIALOGUE

Many mental health experts consider that punishment for individuals committing unsuccessful suicide attempt is hindering in access to mental health care for those with mental illness. They advocate that people attempting suicide must be provided with treatment rather than punishment. However, contrary to it many Islamic scholars and legal experts in Pakistan believe that punishment on suicide is required to discourage such act in Pakistan, as it is considered as “Haram” in Islamic Shariah. In this regard, Riphah Institute of Public Policy, Riphah International University conducted a policy dialogue and gathered different stakeholders including mental health professionals, legal experts, and Islamic scholars to provide their expert opinions on this matter.

Dr Anis Ahmad (Vice Chancellor Riphah International University) chaired the policy dialogue and emphasized that while talking about the law we must consider the cultural context. He stated that anything either related to law or mental health have underlying philosophical positions that may vary however, we need to pick explanations which concurs with the ideology of Islamic Republic of Pakistan. He further stated that Islam a religion for whole humanity rather than Muslims only, therefore, it is based on the principles which are beneficial for the humankind living throughout the world.

Dr Rashid Aftab (Director Riphah), Dr. Fahad Khan, (United States of America) Dr. Iffat Rohail, (Professor of Psychology at Foundation University, Rawalpindi), Prof. Zainab Zadeh, (Professor of Psychology, Pakistan Institute of Living and

Learning), Dr. Col (Retd) Rasheed, (Assist Professor at SZABIST University), Prof Mushtaq Ahmed, (Scholar, Academician), Prof. Aziz ur Rehman, (Assist Professor of Shariah Law at International Islamic University), Mufti Abdul Karim Usman, (Islamic Scholar), Dr Musab Yousufi (Assistant Professor), Mr. Mujeeb Masud, (PhD scholar at University of York), Dr. Sabahat Haqqani, (Head of Department of Psychology, CUST, Islamabad), Dr. Maimoona Ismail, (Assistant Professor International Islamic University) and other scholars joined the discussion.

It was acknowledged by the participants that, this was the first initiative where people from different backgrounds were brought together to discuss on this issue. It is apparently clear that it seems to be a contested issue and requires a further consultation rather than a straightforward conclusion. Revisions in policies, laws and interventions in the modern era should not be prescriptive in nature rather they should be evolved through the process of consultation, inclusion, empirical evidence, and possible alternatives. We propose that rather than negating the section 325 PPC, we need to take this issue as a process encompassing wholistic understanding of the phenomenon, give leverage to inclusivity and rigorous scientific evaluation to reach consensus. For mental health professionals, it is a reasonable idea to narrate the problems (such as inaccessibility of treatment) in front of stakeholders and let stakeholders to come up with the solution rather than prescribing an amendment in law.



KASHMIR CULTURE & IDENTITY THE REFLECTION OF PEACE & FREEDOM



The identity and culture of Kashmir is deeply rooted in its socio-cultural, economic and political aspirations of the people. With varying imposed policies of Indian government, economic sanctions, legal hurdles, identity aspirations, claims and counter-claims identity politics has sharpened during the last two decades. In its present phase concept of identity and culture is more complex.

By keeping in view, the current and contemporary situation in the valley, we organized an event at Pakistan Institute of Parliamentary Services, F5/1, Islamabad leading to some policy measures at society level. The basic objective of the event was to plead the cause of Kashmir at academia and assist

the government of Pakistan, Kashmir committee in policy and legislative initiatives.

Dr Anis Ahmad (Honorable VC Riphah International University), Syed Fakhar Imam (Minister for food, science and research), Ms Naureen Farooq Ibrahim (Convener Sub Committee on Kashmir for Culture), Shehreyar Afridi (Chairman Kashmir Committee), Dr Saif ur Rehman Malik (Institute of Strategic Studies Islamabad), Altaf Hussain Wani (Chairman Kashmir International Relations Institute), Mr Abdul Hameed Lone (Resistance Leader), addressed the session. It was advised by the worthy speakers that; it is significant to take in consideration the Organization of Islamic Countries (OIC) in case of Kashmir.



SCARFS DISTRIBUTION CEREMONY – MALAKAND CAMPUS

Riphah International University Malakand campus held Scarfs distribution ceremony in Conference room. All the female students were gifted with a gift pack having Scarf, time table and a book Way to Quran written by Khurram Murad. At the end respected Director of the campus Prof Dr Asghar Khan address the students and added that Riphah International University always take practical steps to inculcate Islamic ethical values in their students and today's ceremony is also one of them.



SEMINAR ON “EMOTIONAL INTELLIGENCE & SOFT SKILLS” ORGANIZED BY RIPS

RIPS Social and cultural Society conducted a Seminar on October 28, 2021. The topic of seminar was “Emotional Intelligence and Soft Skills, the speaker, Mr. Nauman Arshad (PMP), is a skilled trainer in Project Management since 2013, he has conducted over 1500 hours of training sessions. The seminar covered a wide range of subtopics including holistic

human development comprising of personality, technical skills, and social skills along with measuring emotional and intelligence quotient. Mr. Nauman heavily emphasized that emotional intelligence is an emerging skill, and all professionals should be embraced it. He also explained its importance, as well as the emergence of artificial intelligence.



4th UNDERGRADUATE RESEARCH GALA

the student council of Undergraduate Research Forum (URF) organized the 4th Undergraduate Research Gala at AL Mizan IIMCT. This forum provides the students with platform to bring forth their research projects and enhance their skills by learning from the experience of fellow undergrad researchers from different institutes of medical and allied medical sciences in twin cities.

The event comprised of two segments, Research Poster Competition and Verbal Research Presentation. The event started off by 10:00 am with the recitation of Holy Quran. The chief guest for the event was Lt. Gen. (R) Dr. Azhar Rashid. Posters from both medical and allied medical sciences were welcomed. There were total of 43 posters. We had participation from Rawalpindi Medical University, Foundation University Medical College, Army Medical College, Islamic International Medical College, DPT department of Riphah, Pharm D department of Riphah, Psychology department of Riphah and Biomedical Engineering department of Riphah. Two students were allowed with each research due to COVID SOPs. Posters were displayed and respective students stood by their poster to present to judges. The judges for poster competition were Dr Raheela Yasmeen (Dean RARE, Dentist, Medical educationist), Dr. Rehan Ahmed khan (Prof of surgery and renowned medical educationist), Dr. Nadeem Akbar (Head of histopathology department). Verbal presentations

were conducted in Al Razi hall. The students had 6-8 minutes to present their research. There were total of 5 researches. This segment was judged by Lt. Col. Kulsoom Farhat (associate prof pharmacology Army Medical College), Col. Fawad Mashadi (associate Prof Community Medicine AMC), Dr. Komal Zulfiqar (prof of Community Medicine at Al Nafees Medical College).

The winners were awarded with cash prizes and shield while all the participants were given certificate of participation. Lunch was served at 12:30 pm. The event came to an end with group photos of winners, respectable judges, chief guests, student council and in charge teachers of undergraduate research forum (URF).



CAMPAIGNS & ACTIVITIES MARKETING & ADMISSION DEPARTMENT **OPEN HOUSES** ISLAMABAD, LAHORE & MALAKAND OCT-NOV 2021

The Marketing & Admissions department has successfully conducted the Open House on Sunday 3 Oct 2021. By the grace of Allah as a result of strong follow-ups, 92 prospects appeared. The students were greeted and taken to the faculty members for discussion on the relevant programs' scope. As a result, the admissions department confirmed 16 admissions on the spot. The Marketing & Admissions team is extremely thankful to the departments for their participation in the program. The Marketing & Admission team at Malakand campus successfully organized Open House on Saturday 23 Oct 2021.

More than 40 potential candidates visited the Malakand campus and were briefed regarding offered programs and their respective scope. 5 admissions were confirmed on the spot. The Marketing & Admissions department successfully conducted the Open House on Saturday 13 Nov 2021 in Lahore. 62 prospects appeared. The students were greeted and taken to the faculty members for discussion on the relevant programs' scope. Resultantly, the admissions department confirmed 10 admissions on the spot.



DIGITAL PR CAMPAIGNS

As a result of PR effort by Marketing Department, Islamic International Medical College-IIMC was featured in Startup Pakistan on 30th Oct 2021. Startup Pakistan has an overall reach of 530k people and is widely acclaimed digital platform.

Another successful PR feature was published about Islamic International Medical College – IIMC in Hello Magazine Pakistan. Hello is also a high traffic digital forum with a reach of 2.1 million in Pakistan.



LIVE STREAMING FROM THE HIGH MOUNTAINS – SESSION TO HONOR THE MEMORY OF MUHAMMAD ALI SADPARA



Islamabad (Special Representative) Pakistan's future depends on the mountains. We will remember the lamp lit by Muhammad Ali Sadpara for the rest of our lives and will keep the name of Pakistan lit in the world with determination and courage. This was stated by Sajid Ali Sadpara, son of Pakistan's national hero Muhammad Ali Sadpara and a well-known mountaineer of the country, while addressing a joint seminar of Riphah International University and SCOM. Sajid Sadpara said in the historic Al-Razi Auditorium of Riphah Institute of Media Sciences that the purpose of our life is to make Pakistan famous in mountaineering and to

send a message to the nation that even the most difficult adventure is accomplished with courage and fortitude.

In response to the questions of the students, Sajid Darpara said that from K2 base camp to Point Four, there are signals from the SCOM service of the Special Communication Organization from where I have also streamed live video which is an extraordinary achievement. Director Reims Syed Rehan Hassan, Zafar Mehmood Sheikh, Dr. Raja Kashif Janjua and Director Marketing of SCOM Anas Masood also addressed the session.



NATIONAL SPEECH & LANGUAGE PATHOLOGY DAY

National speech and language pathology day is a national awareness day that has been officially observed since 9th October 2019. The aim of this day is to spread awareness regarding speech and language pathology problems among the community. In context of that declaration observed on 9th October 2019, Speech and language pathology department,

Speech and Language Pathology Department Riphah international university organized an event at RIU Potohar Campus on 27th October 2021. To appreciate the excellent work by the participants, certificates was distributed among all. In the end, certificates were distributed by the chief guest Dr. Asghar Khan.



CLINICAL MOU REPORT (SLP DEPARTMENT)

Faculty of Rehabilitation & Allied Health sciences department of Riphah International University, Islamabad is providing the best services both in academics and clinics. Speech and Language pathology department has recently initiated liaison with the centers and hospitals which are providing quality rehabilitation services, in the best interest of BS /MS SLP students to complete their clinical hours. In this regard MOU signing event was held between Young Children Development Center and Well Being Center under the supervision of Dr Arshad Nawaz Malik Principal FR&AHS, Dr Humaira Shamim Kiyani HOD SLP. Ms Asifa and Ms Naila Rizwan were invited and the MOU was signed in the presence of Dr Obaid Baig and Dr Waqar Ahmed Khan.

WBC is providing expert rehabilitation services in Rawalpindi/Islamabad. WBC was found by Naila Rizwan (Senior Speech Pathologist), a lady always influenced by social workers and had the ambition to work for the people who are either physical, hearing, visual or intellectually delayed. WBC's mission is to nurture all children with special needs in safe, inclusive and supportive environment through early intervention, special education, therapeutic intervention and community acceptance. People, especially children with any disability face difficulties to survive in normal mainstreaming. The basic purpose of WBC is to make these people be able to not only survive but take part in contributing the society in a positive way.

Young children development Centre is a rehabilitation Centre which aims at enhancing the speech ability of children who suffer from speech disorders such as dyslexia, dyspraxia, auditory processing disorders etc. The organization is headed under the leadership of Ms. Asifa Saleem who is active Chief Executive Officer of organization. The responsibility of YCDC team is to equip the children who lack in social communication skills and moving them towards mainstream through rehabilitation programs.



INTERACTIVE SESSION ON “AN OVERVIEW OF ISLAMIC BANKING AND SUKUK STRUCTURE IN PAKISTAN”

Riphah Centre of Islamic Business (RCIB) and FMS-RSL organized an Interactive session on Islamic Banking and SUKUK structure in Pakistan.

The purpose of the session was to create awareness and to provide the students the opportunity to learn the practical aspects of the Islamic Banking Industry. The guest speaker of the session was Mr. Zulqarnain Haider who is serving as Vice President in Product Development & Shari'ah Compliance, Meezan Bank Ltd. The session was moderated by Mr. Ikram Ullah, Senior Lecturer & Editorial Assistant of Journal of Islamic Business and Management (JIBM). The Guest Speaker from the industry, provided a vigorous opportunity for discussion between practitioner and students of Islamic banking and finance.



ACCA-UK ACCREDITATION OF RSL - BS ACCOUNTING & FINANCE PROGRAM

ACCA-UK, one of the leading international accounting bodies has accredited our BS Accounting & Finance Program. Based on this accreditation, our BS graduates will be given exemption of 07 papers out of 13 in this international qualification. We expect to get 02 more exemption in next 6-12 months

In-Sha-Allah which is the maximum level of exemptions. We will also be able to use their logo in our admission and marketing campaign for this program. Riphah Alhamdulillah is one of the few universities whose students will be having this exemption accreditation.

PREPARATORY COURSE FOR FCPS-II MCPS, IMM OBSTETRICS & GYNECOLOGY DEPARTMENT-IIMC

The Department of GYN/OBS, Islamic International Medical College organized an intensive clinical course for FCPS & MCPS trainees of GYN/OBS from 4th to 6th Oct 2021, under supervision of Professor Fareesa Waqar, Head of Department, OBS/GYN and Professor Saadia Sultana. CPSP trainees of FCPS &

MCPS from almost all well-renowned hospitals of Islamabad, Rawalpindi and nearby cities including Wah Medical College, KPK, Multan, PIMS Islamabad, Fauji Foundation Hospital, MH, CMH, Holy Family, BBH and DHQ Hospital attended the said training.



MOU BETWEEN FEAS & DICE ANALYTICS

An MoU is signed between the Faculty of Engineering and Applied Sciences (FEAS), Riphah International University Islamabad, and DICE Analytics (DA), Islamabad, on 08 November 2021.

The two institutes will collaborate in developing joint research proposals and data sharing, organization of conferences, seminars, and workshops, providing mentorship and learning opportunities to the students and young professionals and their

involvement through internships and research thesis in the fields of Data Science & Machine learning, Deep learning/ Artificial Intelligence, Business Intelligence, Big data, Internet of Things, Cloud Technologies, Data warehouse, BlockChain, and related technologies.

Prof. Dr. Jameel Ahmed, Director/ DEAN (FEAS), and Dr. Ali Raza Anjum, CO-Founder & Lead Analyst, signed the MoU in the presence of respected HODs.



INTERNATIONAL CONFERENCE ON ECOLINGUISTICS & ECOLOGICAL NARRATIVES (CELEN'22)

The Department of GYN/OBS, Islamic International Medical College organized an intensive clinical course for FCPS & MCPS trainees of GYN/OBS from 4th to 6th Oct 2021, under supervision of Professor Fareesa Waqar, Head of Department, OBS/GYN and Professor Saadia Sultana. CPSP trainees of FCPS & MCPS from almost all well-renowned hospitals of Islamabad, Rawalpindi and nearby cities including Wah Medical College, KPK, Multan, PIMS Islamabad, Fauji Foundation Hospital, MH, CMH, Holy Family, BBH and DHQ Hospital attended the said training.



FACULTY DEVELOPMENT WEBINAR SERIES

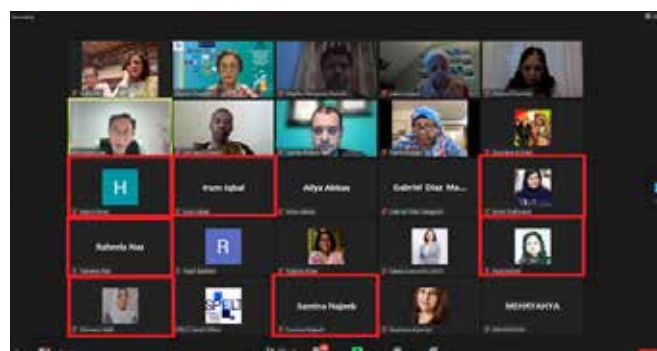
Ms. Kiran Rukhsana, under the supervision of Dr. Muhammad Shaban, successfully arranged the first webinar of the Faculty Development Webinar Series (FDWS). FDWS is an initiative of the Department of English Linguistics and Literature, which is aimed at the professional development of the faculty members.

Dr. Rebecca Kanak Fox shared her insights on the topic, 'Teaching and Learning in Post-COVID Classes: Strategies for learner's Engagement' with the faculty members. In the interactive session, Dr. Fox and all the faculty members discussed different strategies that they can implement for engaging their students during online class sessions. The faculty members found the webinar very effective.



BROADENING THE KNOWLEDGE HORIZON

The faculty members at DELL attended the 37th SPELT International Conference 2021. The conference was held from 6th to 7th November 2021. The conference invited discussions on 'Teaching English Effectively: Innovations in Policy, Practice, and Research'. The faculty members were fortunate to learn from experienced and qualified scholars in the field of English Language Teaching.



IEEE DAY 2021

IEEE Student Branch Riphah University, celebrated IEEE Day 2021 on November 8, 2021 at I-14 Campus. The theme for this event was "Leveraging Technology for Better Tomorrow"



DEPARTMENT OF PHYSICAL THERAPY ACTIVITIES

ORIENTATION FALL 2021

Orientation of batch DPT fall 2021 was held on 1st November 2021 at QIE campus. Director FRAHS Prof. Dr. Syed Shakil ur Rehman addressed to students about Riphah and its ideology and welcomed all new students. Prof. Dr. Muhammad Salman Bashir Principal head of department physical therapy welcomed new students at QIE Campus. Dr. Hashim gave physical orientation of class rooms, labs and clinic to new students.

A student of DPT (Girls) "Hadees Ubadiullah" 4 semester got 3rd position in "All Pakistan Speech Competition on Seerat Nabi (SAWW)" Event took place at Iwan-e-Iqbal, Lahore on 3rd of November 2021.

WORLD MEDICAL PHYSICS DAY

Every year on 7th November world medical physics day celebrated all around the world. This year students of DPT both sides boys and girls participated in quiz and presentations about medical physics and its implementation on rehabilitation and diagnosis. Dr. Sara Abro and Dr. Sidra Faisal did this job excellently.

WORLD DIABETES DAY

Activity 1: One of our talented student from DPT Girls (semester 8) Marwa Mumtaz did a fabulous job on 14th November. She did social welfare and community reach program about awareness about exercises for diabetes patient.

Activity 2: In charge DPT BOYS DR. KHURRAM SARFRAZ visited Manawan hospital (Indus hospital administration) as guest speaker on 15th November 2021.

SPORTS GALA 2021 RIPHAH

Few glimpse of activities of DPT girls and faculty on sports week. Students of DPT participated in cricket, futsal, badminton and many other games. Riphah always promotes healthy extra curriculum activities.



COMMUNITY SERVICES LECTURE

Community awareness session by Riphah Rehab House officers at 1122 main head Quarter. The session was highly acknowledged by the 1122.



RIPHAH PEACE FORT HOSTS PEARLS OF EMAAN EVENT AT AL- MIZAN CAMPUS

The Riphah Peace Fort of Islamic International Medical College, a constituent of Riphah International

University held its first event (post COVID) on Thursday 28th October, 2021.



TECHNICAL WRITING WORKSHOP AT FEAS

The CPD committee at FEAS Riphah is regularly arranging workshop for the professional development of engineers. Likewise, on 27th Oct, 2021 one Day successful CPD workshop on Technical Writing was conducted at I-14 Campus. Dr. Hammad Omer (PhD, MS, MCS, PGD (IT) B.Eng.) had conducted this workshop via live webinar. He is heading the Medical Image Processing Research Group at Department of Electrical & Computer Engineering, COMSATS University Islamabad. Around 100 participants from across the country had attended this workshop and appreciated the Riphah for arranging CPD workshop for the registered engineers of Pakistan.



FACULTY OF COMPUTING SEMINAR ON FREELANCING SKILLS

Faculty of Computing has organized a seminar (Skill & Future of Freelancing) on Wednesday, November 10, 2021, at Jinnah Hall (I-14 Campus) from 11:00 AM to 01:00 PM. The speaker of the seminar was Mr. Hisham Sawar who is a renowned name in the freelancing industry of Pakistan. Approximately 350 students attended the seminar.

Dean Faculty of Computing Dr. Muhammad Zubair and HOD (Computer Science & Software Engineering) Dr. Musharraf Ahmed has also graced the event. with their presence.



FMS-RSL, ORGANIZED A TALK ON “MORALITY, CONSUMERISM AND THE END TIMES”

One of the challenges of the modern age and the approaching end times is an extreme focus on materialism leading to finding peace and happiness in consumerism. Hence, to enlighten the students under the guidance of Islamic principles on how to stand firm while facing such challenges and keep their spirituality and morality intact in both personal and business lives, FMS- Riphah School of leadership (RSL), Al-Mizan Campus organized a talk entitled “Morality, Consumerism and The End Times”, on November 2nd, 2021 with renowned scholar and corporate professional



Shaykh Mufti Tauqeer. The guest speaker is a visiting scholar from Dubai, holding Masters in Electrical Engineering from USA, having 20+ years MNCs experience from around the globe, and co-founder of international organisation-Nurulilm Academy (AUS/UK/UAE).

This seminar stood part of the RSL initiative to provide platform for its students to get practical exposure and interaction with various corporate and knowledgeable individuals from national and international organizations and to inculcate the true Islamic ethical values in them.

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FMS-RSL VISIT TO PAKISTAN STOCK EXCHANGE

The FMS-RSL students and faculty visited Pakistan Stock Exchange (PSX). This visit and the session organized by PSX enlightened students about stock markets and financial literacy. The session started at 11:30 AM with brief introduction of Pakistan Stock Exchange and how to invest in PSX with small amount. Then, the CEO of ‘Spinzer Equities’ briefed students about how to invest and earn money from stock market.

The students learned the procedure to open the investors account directly with Central Depository Company (CDC) account in PSX. In the end many students opened their CDC account using student package.



PERFORMANCE MANAGEMENT SYSTEM

Target Setting | Performance Evaluation 2020-21 | Compensation & Rewards

Annual Performance Appraisals of HDS

By the grace of Almighty Allah, HDS successfully concluded the Annual Performance Appraisals for the year 2020-21. The extensive activity started from the Target-Setting till the Salary-Alignment and the Rewards, as a result of effective Performance Evaluation of our result-oriented employees.

Admittedly, let us acknowledge here, that without the kindness as well as the extreme support of the Chancellor, Executive Director, Vice-Chancellor, Deputy Vice-Chancellor, Deans, Directors, Supervisors in addition to Our Employees, all this success could not become possible. Also, it is a matter of appreciation, that so far, we have received a very positive response from our devoted employees, and it will be sustained, persistently, In-shaa-Allah.

Introducing the Balanced Scorecard

Introducing as a pilot project, the Balanced Scorecard has been implemented, this year, at Senior Faculty Positions as well as Management. The intervention of this Balanced Scorecard will align our Five-Year Strategic Plan, using the individual goal-setting in addition to the Performance Evaluation. We look forward to more objectives-setting.

In order to gauge the individual as well as the unit performances, our visionary Vice-Chancellor Office reviewed the Academic Performance, carefully with due diligence whereas our Executive Director Office appraised the performance of RHS exhaustively. Similarly, our Managing Trustee/Chancellor has won the hearts, by generously approving all the 161 Promotions, 444 Salary-Adjustments, and 399 Cash-Awards for our employees.

Category	Promotions	Salary Adjustment	Cash Award
Faculty	46	161	95
Staff	27	57	150
Academic Management	46	61	71
Healthcare Management	7	75	6
General Management	35	90	77
	161	444	399

All this activity has been conducted with due transparency, full spirit, and zeal for ensuring the acknowledgment of the high performance of our employees and awarding them with the Cash Awards, Salary Adjustments, and the rightful Promotions, they deserve.

At this juncture, our Junior Staff employees have not been ignored and they, also, have been, especially looked after with the adjustment as per the minimum-wage rate, consistent with the Government Policies in addition to a 10% increment, in line with the traditional values of Riphah. Correspondingly, for a rectified result, the employees who have shown a performance, below the satisfactory level have been advised, positively, with a Performance Improvement Plan, over and done with a 3-month structured process. Likewise, HDS has handled all the Appeals through a well-thought-out mechanism up to the satisfaction of the concerned.

In moving forward, our HDS Department is coming together on the new technologies and modernization for enterprising our departmental functioning, in a result-driven manner, effectively. In this manner, we wish all proponents as well as supporters of our noticeable successes moving forward, in keeping with a motto:

“With positively thinking, together we are building our future!”

WEEKLONG ACTIVITIES ORGANIZED BY FMS IN RIPHAH SCHOOL OF LEADERSHIP (RSL) WEEK



The Riphah School of Leadership (RSL) Week, organized by its student society 'The Manager's Club', commenced with the opening ceremony on Monday, 1st November 2021. The ceremony was graced by the presence of Dean of Management Sciences, Dr. Khurram Shahzad, Head of Dept. Dr. M. Sarmad, in-charge student services, in-charge industrial liaison and faculty members from FMS. The ceremony began with the name of Allah, followed by the unveiling of trophies for events scheduled

in the RSL week. The society's presidents, Mr Rao Arsam and Ms Khadija Malik presented traditional shawls to the faculty. Dr. Khurram Shahzad and Dr. Sarmad appreciated the efforts of TMC for taking this initiative and encouraged all the students of FMS to participate in the event by stressing the importance of participating and managing such events in the personality development of students. They also wished good luck to the participants and organizers.



ACTIVITIES

The RSL week included following activities for the students to keep them physically and mentally active.

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|----------------|------------------|------------|-----------------|
| • Ludo | • Spoon Race | • Skipping | • Plank |
| • Table Tennis | • Dodge-the-Ball | • Foosball | • Arm Wrestling |
| • Badminton | • Squash | • Futsal | • Cricket |
| • Tug-of-War | • E-gaming | • Kabaddi | • Volleyball |



FMS-RSL organized following panel discussions in RSL Week.

1. Entrepreneurship in the Age of Technological Disruptions and Crisis.

The chief guest of the session, Mr. Ch. Nadeem A. Rauf, President of Rawalpindi Chamber of Commerce and Industry addressed the audience with great fervor, encouraging the students to be inquisitive, active and ready to tap into their potential for the betterment of themselves, their country, and the globe.

2. Panel Discussion: Role of Youth in Nation Building.

The guest speakers included: Ms. Sanam Sunny, a Clinical Psychologist and Director of Rehabilitation Center at Sunny Trust. Mr. Hanan Ali Abbasi, President and Founder of National Youth Assembly, a young Writer, Commentator, Parliamentarian and Journalist. Mr. Waqas Ahmed Ranjha, Assistant Director of Anti-Narcotics Force for Govt of Pakistan, former Assistant Superintendent of Jail at Punjab, and former Lecturer in Political Science at FGEI, Ministry of Defense. Along with Mr. Wasiq Qayyum Abbasi, Pakistani Politician, Businessman, Member of Specialized Healthcare and Medical Education, and who has been a Member of the Provincial Assembly of the Punjab since August 2018. The discourse focused on encouraging the youth to determine their goals and work tirelessly to achieve them.

The discussion also highlighted the dangers of drug use and how to evade risky situations. While answering the moderator's and audience's questions, Ms. Suman Sunny spoke of supporting peers and encouraging them to seek help, if need be, Mr. Hannan Ali Abbasi serenaded the audience with his poetry about the ills of addiction and how to overcome them, Mr. Waqas Ahmed Ranjha provided a realist and legal angle on the topic, while Mr. Wasiq Qayyum Abbasi encouraged the youth to be proactive, seek avenues, and perform their duty for the reformation of the nation.

3- Road Safety Day with DIG Ops NHMP

On 4th Nov, the Road Safety Day was organized by FMS-RSL in RSL week, where representatives of National Highways & Motorway Police, SPOs Ms. Nabila Yaseen, Mr. Yasir Mehmood, and Mr. Ziauddin delivered presentations on the risks, effects, and the solutions associated with road safety. Later, a Q&A session was arranged with honorable DIG Operations of National Highways and Motorway Police (NHMP) Dr. Mazar-ul-Haq Kakakhel, Sitara-e-Shuja'at (2019), who gladly answered a plethora of questions that the student body had prepared for him. The seminar was also attended by Deputy Vice Chancellor of RIU, Dr. Saad Zafar, along with HOD Management Sciences, Dr. M. Sarfraz, who briefly shared few words with the audience. The session was sponsored by Nestle. It was also broadcasted live on FM Radio 102.2



TWO-DAY WORKSHOP ON “FAMILY IN THE 21ST CENTURY”

Women Well-being (WWB), Riphah International University, Islamabad organized two-day workshop under the theme “Family in the 21st Century” on 23rd – 24th October 2021, from 11:00 am to 05:00 pm on Zoom. The event was attended by 20 families, 50 personals from higher management.

The main purpose of the event was to emphasize the importance of family relations, concerns in relationship, address the family issues, and ways to deal with family matters effectively. After recitation of the Holy Quran, Dr. Kouser Firdaus briefly explained the objectives of the workshop. Worthy Chancellor Mr. Hassan Muhammad Khan said in a welcome note that how weak family structure affects society. He emphasized on research to find challenges faced by the family in the 21st century to formulate policies.

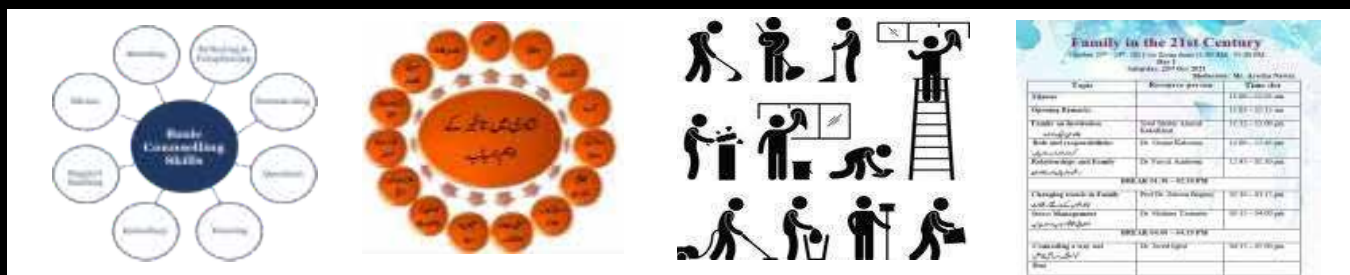
Syed Shabir Ahmad KakaKhail, active speaker for Tarbiyah talked about “Family an Institution”. He explained the ideology, importance and norms of the family. Later, Dr. Umme Kalsoom, Ex Assistant Director Tarbiyah, Lahore campus delivered a lecture on “Role and responsibilities”. She highlighted the roles & responsibilities of husband and wife, siblings and children assigned by Allah.

Afterward, Dr. Faryal Ambreen, Asst Prof, Dawah Center for Women, IIUI spoke about the “Relationships and Family”. She told about the types of relationships, importance of the joint family system, and kindness in the light of the Quran and Hadith. Prof Dr. Zatoon Begum, Ex Dean Faculty of Arabic, Director Women campus, IIUI

delivered a lecture on “Changing trends in Family”. She told reasons for delaying marriage in our society and ways to overcome the conflicts between families.

Dr. Samara Andalib, Physiotherapist told some exercises for relaxing muscles while attending online sessions. Dr. Shahina Yasmeen, Prof Hematology, Pathology Department gave a lecture on “Stress Management”. She informed about different types of stress and ways to handle stress level. Dr. Javed Iqbal, Associate Professor, HOD Psychology, Malakand Campus delivered talk on “Counseling a way out”. He told about different models related to counseling and types of counseling therapy in detail. Dr. Kanwal Qaiser, Director, Humara Bacha at Al Huda International Welfare Foundation delivered a talk on “Parenting: A blessing that comes along with challenges” on 2nd day of the workshop. Later, Dr. Kouser Firdous, Advisor to VC for WWB project shed light on “Family institutions in 21st century, National and International challenges & way forward”.

Dr. Mumtaz Fatima, Clinical psychotherapist briefed about the “Methods of Counseling”. She talked about the basic techniques used for counseling. Afterward, Ms. Shagufta Umar In-charge, Dawah Center for Women, IIUI talked about “Home Management”. She explained the main steps of managing a home. Dr. Amtul Raffi, Asst. Prof, IIUI delivered a lecture on “Decision Making”. She talked about stages of making a good decision and highlighted problems that occur while taking decisions. Dr. Shumaila Waseem, Associate Prof, Gynae and Obs, Pakistan Railway hospital took an awareness session on breast cancer for female participants.



4TH ORIENTATION PROGRAM BY RARE

Riphah Academy of Research and Education (RARE) organized online 4th faculty Orientation Program for newly inducted faculty members from October 20 to 22, 2020 through MS Team. The program was to help new joiners to understand IIMCT, Riphah brand, its Vision & Mission and Riphah Values, to provide complete overview to the newly inducted faculty members about the organizational culture to get them integrated with new environment and familiarize newcomers with organizations history, current undertakings, and future plans. Total 110 faculty members from different faculties & campuses attended and completed the training. Whereas 58 faculty members filled the post training feedback form.



TWO DAYS TRAINING / WORKSHOP ON “IMPROVING SKILLS OF ISD PROFESSIONALS TO PROVIDE QUALITY LIBRARY SERVICE TO THE RIPHAH COMMUNITY”

A training workshop on Improving Skills of ISD Professionals was organized by Information Services Department on November 4-5, 2021 at I-14 Campus, Islamabad. The Core objective of this workshop was to create understanding about the policies and procedures of the department to enhance its role towards the mission of the university. Dr. Muhammad Haroon Usmani, chief librarian, University of the Punjab graced this occasion as guest speaker. He shared his views about resources and services at PU library. He also gave a virtual tour of Punjab university library resources and services. Dr. Muhammad Haroon Usmani spoke on Model of Institutional Capacity Building regarding collection development, physical infrastructure as well as human resource development. In this workshop Director Information services Mr. Muhammad Farooq

discussed the importance of professional behavior at workplace. Dy Director Mr. Khurram Shehzad gave a presentation about Reporting Modules. Sr. Manager Mian Muhammad Ramzan deliver a lecture on “How to prepare and deliver Dars-e-Quran?” Mr. Jahangir shared his practical experience about development of effective subject guides. A special segment was also arranged about issues and challenges faced by department at different locations. All campus heads highlighted the status of their assigned projects and the way forward to meet the timeline of the strategic targets of the department.

Workshop was concluded by Director Information services with the hope that after this workshop the quality of work will be improved. At the end, certificates were distributed among the participants.



SYMPOSIUM ON “INTELLECTUAL PROPERTY RIGHTS”

Office of Research Innovation and Commercialization (ORIC) of Riphah International University in collaboration with Intellectual Property Organization, Pakistan (IPO) organized an online Symposium on “Intellectual Property Rights” on October 06, 2021 (1100-1300 hrs).

The aim was to enhance the knowledge and skills of faculty members, students and ORIC personnel about IP Rights and its application process.

Prof. Dr. Saad Naeem Zafar, Deputy Vice Chancellor, Riphah International University welcomed the facilitators and participants while Mr. Meesaq Arif Executive Director Technology Innovation Support Center (TISC); Intellectual Property Organization (IPO) highlighted the aim and objectives of the symposium.

Prof. Dr. Rahila Yasmeen, Director ORIC given the vote of thanks whereas Mr. Sady Ahmad Wattoo, Manager Intellectual Property & TISC focal Person of Riphah International University moderated the session. Resource persons from (IPO), Pakistan delivered the interactive lectures on importance of IP rights, drafting and filing Patents application LEAD by Q & A session. Ms. Saima Kanwal, Deputy Director IPO and Mr. Ghulam Mujtaba, Assist Controller Patents were the facilitators of the symposium.

The participants belong to various disciplines including researchers, faculty members and students from Riphah International University and its sub campuses attended the session. Total 71 participants attended the symposium.



Celebrations of IQBAL DAY

9 Nov 2021 at RIU Campuses

Student Services Department organized and celebrated Iqbal Day on 9 November as a tribute to Dr. Allama Muhammad Iqbal, the "Poet of the East". Iqbal was born on 9 November 1877 in Sialkot and he died on 21 April 1938 in Lahore, Punjab.

The day was celebrated in all campuses of Riphah International University under the umbrella of Riphah Society of Excellence. The day is well regarded, for its association with the true legend who has envisioned the ideology of Pakistan.

Students prepared the poster, sketch, and calligraphy on Allama Iqbal and displayed it on Iqbal Wall. The respected dean and HODs talk to students and convey the message of Iqbal by recalling the history and refresh the essence of literature, highlights the efforts of Muslim Heroes.



WEBINAR ON FORENSIC MEDICOLEGAL EXAMINATION

Organized by Forensic Medicine Department - RIU

The Forensic Medicine Department at Riphah University, under the leadership of Professor Dr Sundus Ambreen, HOD Forensic Medicine Islamic International Medical College, organized a webinar for undergraduate students (third and fourth year MBBS). The webinar was held on 4th September 2021. The aim of the webinar was to highlight the importance of Forensic Medicolegal examination and to familiarize the attendees with various aspects of medicolegal examination especially pertaining to injuries and sexual assault cases. It was attended by students and faculty members from various colleges across the country.

Dr. Noor, Demonstrator Forensic Medicine hosted the webinar. The opening speech was given by the Principal Islamic International Medical College Lt Gen Azhar Rasheed who welcomed the guest speakers Professor Dr S. M. Nizamani, Faculty Forensic Medicine from University Teknologi MARA, Malaysia and Professor Dr. Nasreen Ehsan, HOD Forensic Medicine and VP from SKZMDC, Lahore. He also highlighted the importance of Forensic Medicine in "finding the truth to help the victim" therefore it is of great importance for undergraduate medical students to learn about the medico-legal examinations that they may need to undertake in their future careers. The first presentation "Examination of Injured and Nature of Injury" was given by Professor Dr S.M. Nizamani.

He summarized the steps involved in examination of injury, and stressed the importance of consent for any medico-legal case. He concluded the presentation by giving a sample medico-legal report that provided the attendees with a practical representation of what they might encounter and need to fill while working as Medical Officers.

Professor Dr Nasreen Ehsan gave an excellent presentation "Examination of Victim of Sexual Assault" which highlighted the importance of a Medical Examiner in providing support and justice to rape victims. Sexual assault is a sensitive issue and can be emotionally distressing for the victim. She highlighted the role of women medical officers in providing medical and emotional support to rape victims. At the end of her presentation, she recommended that police and judiciary needs to be sensitized to provide justice to rape victims as hiring more experts alone would not help the sexual abuse survivors if they do not get justice. A question and answer session was held at the end of the webinar. The webinar was an excellent learning experience for undergraduate medical students and they benefited from the expert perspectives offered by seasoned Forensic Medical Specialists. At the end, the guest speakers thanked Professor Dr Sundus Ambreen for organizing the webinar and expressed hopes of having a similar educational event in the future.

STUDENT DAYS



The Student Services Department organized Students' Days at G-7, Al-Mizan, I-14 and Westridge campus on 03rd and 4th -Nov-2021. Purpose of the events was to welcome new students and to promote extracurricular activities.

Students from all discipline participated in the event, the students from semester 1 to semester 4 were welcome by the senior

students. The event was catered with food stalls, displaying art galleries, students' handmade paintings, calligraphy and sports competitions.

Vice Chancellor, Riphah International University, Prof. Dr. Anis Ahmad and Deans of the respective campuses inaugurated the Student Day event and visited the students' stalls.



REPORT FOLLOW UP SESSION “DRESS CODE, A SYMBOL OF IDENTITY”

Women well-being project organized an event for the female faculty and staff of the organization under the theme of Dress Code, A symbol of identity in collaboration with the Human Development Services (HDS) of Riphah International University on 16th Nov 2021 between 11:00 am to 01:00 pm on MS Teams.

The main purpose of the event was to emphasize the importance of modest clothing and consider it as a symbol of Islamic identity and understanding of dress codes as guided by Quran and Sunnah. The session was attended by female faculty and staff members from different departments of Riphah International University.

The event started with the recitation of the Holy Quran. Worthy Vice Chancellor, Prof Dr Anis Ahmad brief the participants with the significance and implementation of the mission statement of the university. Mufti Muhammad Aftab Deputy Manager UBM and Shariah Adviser delivered a talk on the “Riphah International University desired

culture”. He explained the ideology, norms and values of the institution to be observed by the employees. He informed about the steps taken by the University related to Riphah’s Vision and Mission to inculcate Islamic Ethical Values in its academic programs.

Afterwards, Dr. Kouser Firdous, Advisor to VC for women well-being (WWB) project talked about the “Code of Life & Dress code of a Muslimah”. She explained the code of life prescribed by Islam and explained the importance of the dress code for females.

Dr. Sadia Ejaz, Deputy Manager Tarbiyah Department delivered a talk on the “Conviction about modest clothing” in an interactive session. She explained the participants that modest clothing is not a barrier in professional life. At the end, Ms. Ayesha Nawaz, Asst. Director WWB briefed the audience about the results of the filled Questionnaire.



HUMAN DEVELOPMENT SERVICES TALENT ACQUISITION ACTIVITY FALL-21 ISLAMABAD | CHAKDARA | LAHORE

HDS is pleased to share that we have successfully concluded the Talent Acquisition activity for Islamabad, Chakdara, and Lahore. In total, 4,185 CVs were received, 2,526 were long listed, 1,472 were shortlisted, 406 have been shortlisted for initial demos/interviews, 283 candidates were called for the final interviews, and 150 are selected for the final offer through Selection Board and Committee (Including Promotions). After the finalization of the Internal Appointment criteria, all candidates for promotions appeared on the selection board.

Out of 150 selected candidates, 28 are foreign qualified. Also, during this period, the Appointment/Promotion Criteria of Faculty is implemented for the first time across the Board successfully.

Excellent support by Talent Acquisition team/ University Site Team.

The talent acquisition activity included comprehensive Workload Analysis of Faculty(s), rationalization of budgetary positions, the status of Hiring (Replacement/Promotion/New) & Visiting Faculty Rationalization.

We remain grateful to all Academic Deans/ Directors for the great support, especially led by the Vice-Chancellor, Executive Director, and Regional Director Lahore and Chakdara. Excellent support by Talent Acquisition team/University Site Team. This is great teamwork in line with Riphah’s values and we remain available for any additional support desired.

RIPHAH SOCIAL WELFARE DEPARTMENT (RSWD) ACTIVITIES

RSWD emphasize the importance of basic human rights like health, education and capacity building, in this regards the department hold Free Medical Camps, training session, Seminars & walks on different quarters for creating awareness in community.

Free Medical camp at Fala e Umat trust, Gujar Khan

Riphah Social Welfare Department organized (RSWD) a free medical camp in collaboration of RIH at Fala e Umat trust, Gujar Khan on 06th October 2021. A total of 309 patients were benefited through the camp. Free Medicines were provided by RSWD.

Free medical camp at Khubaib Foundation, Haripur

A free medical camp was organized by Riphah Social Welfare Department in collaboration with Pakistan Railway Hospital at Khubaib school and college Haripur on 9/10/2021. More than 187 students were benefited through the camp. Medicines for the needy patients provided by RSWD were distributed at the camp.

Traffic rules awareness session at PRH

Riphah Social Welfare department in collaboration with City Traffic Police Rawalpindi organized a session regarding Traffic Rules Awareness on 21th October 2019 at PRH.

Free eye camp at RIU Campus

Riphah Social welfare Department (RSWD) organized a free Eye OPD at Riphah International University on 27 October, 2021 in collaboration with Al Shifa Trust Eye Hospital. Al-Shifa Eye Trust team examined 108 students and staff were examined, some patients were referred to Al- Shifa Hospital for further treatment.

Fire safety training at RIU

Riphah social welfare department in collaboration with Rescue 1122 conducted a training on fire safety at RIU on 29th October 2021, Mock safety drills and safety procedures to be adopted were explained to staff. 21 members actively participated in training and demonstration.

Awareness session regarding health issues at GDC Dhok Hasu

RSWD organized an Awareness Session on Healthy life style, seasonal allergy, and prevention from social evil and diseases at Government Degree College for women Dhok Hasu in surroundings of PRH on 29th October, 2021. 96 students attended the session. Students and staff of college appreciated efforts of RSWD and emphasized to hold such activity on monthly basis. Clean drinking water project: On regular basis, one water sources being arrange at Tharparkar. In this regard, a hand pump was constructed in the area of Dhonj, Islamkot, Tharparkar.



ISLAMABAD / RAWALPINDI

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Al-Mizan IIMCT Complex,
274-Peshawar Road, Rawalpindi.
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I-14 Campus:

Sector I-14, Haji Camp, Islamabad.
Phone: +92 (51) 844 6000-7
UAN: +92 (51) -111-747-424

G-7 Campus:

RIU, 7th Avenue, G-7/4, Islamabad.
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Fax: +92 (51) 289 0690

ETB Campus:

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Sector F-5/1, Islamabad.
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Westridge Campus:

Potohar Plaza, main Peshawar Road,
Rawalpindi.
Phone: +92 (51) 5166 813-4, 5166 917-8

IIMCT Pakistan Railway Hospital:

Westridge, Rawalpindi.
Phone: +92 (51) 425 9795-8
Fax: +92 (51) 425 9793

Riphah International Hospital:

Main Expressway opposite DHA II,
Sihala, Islamabad.
Phone: +92 (51) 448 6064

Islamic International Dental Hospital:

IIDH, 7th Avenue, G-7/4, Islamabad.
Phone: +92 (51) 289 1835-8
Fax: +92 (51) 289 0690

MaxHealth Hospital:

2-K Markaz Road, G-8 Markaz,
Islamabad
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LAHORE

Raiwind Campus:

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Quaid-e-Azam Campus

28-M, Quaid-e-Azam, Industrial
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FAISALABAD

Faisalabad Campus:

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