



REPORT ON Workshop for Certifying "Master Trainers of Mphil/ PhD Supervisors Training"

August 19-30, 2024

Participants

Nominated Faculty Members holding PhD degrees **Organizers:**

Meritorious Prof. Dr. Muhammad Younus Rana, DLA.I, T.I Prof. Dr. Aneela Zameer Durrani

University of Veterinary and Animal Sciences, City Campus, Lahore

Supervisor Development

Master Trainer Programme at UVAS

Introduction

A baseline study was conducted to evaluate the current standing of Pakistan's Higher Education (HE) sector in terms of PhD supervision policies and practices. This study included a comprehensive review of previous capacity-building programs for doctoral supervision in Pakistan and an analysis of existing PhD policies, processes, and procedures compared to international best practices. Based on the findings, a training program was developed for 200 PhD supervisors in Pakistan, focusing on the best practices followed in the UK for PhD supervision. Of these, 140 trained supervisors were designated as master trainers who further cascaded the training to a broader audience of approved supervisors. Additionally, an advanced training program in the UK was offered to selected participants, focusing on running successful PhD programs in Pakistani Higher Education Institutions (HEIs). Participants for the UK program were selected through a competitive process to ensure the highest standards were met.

The following route of Supervisor training was followed.

Supervisor Development Programme (face to face, five days) Preparation for Master Trainer Programme (on-line) Master Trainer Programme (face to face, five days) Master Trainer approval (submit course work)

Managing the Master Trainers' Programme

- 1. Development of training and assessment on HEC and institutional rules and regulations for your institution
- 2. Draft implementation plan for supervisor development at your institution via Cross Institutional Groups (CIGs)
- 3. Co-creation of case scenarios the Pakistani context
- 4. Continue work with Reflection and Action Plan
- 5. Facilitation skills

The Points Focussed While Developing the Programme of Training

- 1. Reflection on Experience and poractice
- 2. Peer learning facilitated by experiences supervisors
- 3. Case Scenario promoting discussion and learning
- 4. Theories, Models and Tools for supervisors' were practiced

The content package for the Supervisor Development Programme comprises the following five modules:

- 1. Supervising Doctrates in Pakistan and your Institution
- 2. Roles, Responsibilities and Expectations
- 3. Building effective and trusting relationship
- 4. Keeping Research on Track and Monitoring Practices
- 5. Supporting Candidates' Writing and publication
- 6. Supporting Candidates' wellbeing, professional and career development

The following key ingriedients were focussed while developing the contents of the training

- 1. Slide Deck-Modification following intiial deliveryfor cohort 1-4 and Master Trainers
- 2. Readings- All are freely available online
- 3. Case Scenarios- Bank of case scenarios for the Master Trainers
- 4. Reflection and Action plan Tamplate
- 5. Feedback and Evaluation Examplers

Implementation Plan of Workshop at UVAS Lahore

The Master Trainers of the University of Veterinary and Animal Sciences (UVAS) Lahore, under the leadership of Prof. Dr. Aneela Zameer Durrani, organized a comprehensive supervisors' training program at UVAS Lahore. A total of 71 Master Trainers were trained across three batches. Batch-1 was held at the City Campus, Lahore, and Batch-2 at the Ravi Campus, Pattoki, both running from August 19 to 23, 2024. Batch-3 training took place from August 27 to 30, 2024. The workshop's Inaugural Ceremony was held on August 19, 2024, and the training continued over two weeks. The Concluding Ceremony for all batches was held on August 30, 2024.

Time	Session	Resource Persons
12:30 to 13:00 PST	Reception and Registration of	Personnel from Dean FVS
	Participants	
13:00 to 13:10 PST	Recitation of Few Verses of Holy	Qaari-e-Quran
	Quran	
13:10 to 13:20 PST	Recitation of Few Verses of Naat	Naat Khawan
	Sharif	
13:20 to 13:35 PST	Purpose of the Workshop for Training	Prof. Dr. Aneela Zameer
	PhD Supervisors and Importance of	Durrani, Dean FVS, UVAS,
	Designed Modules in	Lahore
	alignment with NAHE, HEC	
13:35 to 13:50 PST	Address by Worthy Vice Chancellor	Meritorious Prof. Dr.
	welcoming the Chief Guest as well as he	Muhammad Younus Rana
	Importance of Continuing Professional	(DAL.I, TI), Worthy Vice
	Development for	Chancellor, UVAS, Lahore
	University Faculty	
13:50 to 14:00 PST	Remarks by the Chief Guest	Mr. Ghafoor Ahmad
		Regional Centre, HEC,
		Lahore

Programme of Inagural ceremony



Resource Persons For all the three Batches of the Workshop

- 1. Prof. Dr. Aneela Zameer Durrani
- 2. Prof. Dr. Aftab Ahmad Anjum
- 3. Prof. Dr. Muhammad ijaz
- 4. Prof. Dr. Imram Rasheed
- 5. Prof. Dr. Wasim shahzad
- 6. Prof. Dr. Arshad Javid
- 7. Dr. Jibran Hussain

Batch-1

The Training of the first batch was organized at city campus of UVAS Lahore. The training Spanned one week from 19-23 august 2024.

Programme of Batch-1

Date & Time	Session	Resource Persons	
19 th August 2024			
19 th August 2024	Module-1*		
14:00 to 16:00 PST	Roles, Responsibilities and Expectations of	Prof. Dr. Aftab Ahmad Anjum	
	Supervising	Prof. Dr. Muhammad Ijaz	
20 th August 2024	Module -2*		
14:00 to 16:00 PST	Keeping Research on Track and	Prof. Dr. Arshad Javid	
	Monitoring Progress	Dr. Jibran Hussain	
21 st August 2024	Module -3*		
14:00 to 16:00 PST	Supporting Candidates Wellbeing,	Prof. Dr. Wasim Shehzad	
	Professional and Career Development	Prof. Dr. M. Imran Rashid	
22 nd August 2024	Module -4*		
14:00 to 16:00 PST	Building Effective and Trusting	Prof. Dr. Aneela Zameer Durrani	
	Relationship	Prof. Dr. Muhammad Ijaz	
23 rd August 2024	Module -5*		
14:00 to 16:00 PST	Supporting Candidates' Writing and	Dr. Jibran Hussain	
	Publication	Prof. Dr. Arshad Javid	
30 th August 2024	Closing Ceremony and Certificate	Worthy Vice Chancellor accompanied	
12:00PM to 13:00/	Distribution Synchronized at City Campus,	by Dean FVS and Chief Guest	
14:30 to 16:00 PST	Lahore with third batch of Master Trainers		
	on 30 th August 2024		

Participants of Batch-1

Total 21 Master Trainers were trained in the first Batch. The participants were mainly from faculty of Veterinary Science and faculty of Bioscience. All the participants of Batch-1 were from the city campus.

List of Participants:

Institute of Microbiology

- 1 Prof. Dr. Muhammad Nawaz
- 2 Prof. Dr. Muhammad Zubair Shabbir
- 3 Dr. Fareeha Akhtar
- 4 Dr. Muhammad Asad Ali
- 5 Dr. Noreen Sarwar
- 6 Dr. Muhammad Imran Najeeb

Department of Pathology

- 12 Prof. Dr. Muhammad Yasin Tipu
- 13 Prof. Dr. Muti ur Rehman Khan
- 14 Dr. Qamar un Nisa

Department of Parasitology

15 Prof. Dr. Haroon Akbar

16 Dr. Muhammad Oneeb

Department of Theriogenology

- 7 Prof. Dr. Amjad Riaz
- 8 Dr. Muhammad Irfan-ur-Rehman Khan

Department of Veterinary Medicine

- 9 Prof. Dr. Muhammad Avais
- 10 Dr. Jawaria Ali Khan

Department of Epidemiology and Public Health

- 11 Prof. Dr. Hassan Mushtaq
- 17 Dr. Shakera Sadiq

Department of Veterinary Surgery

- 18 Dr. Ayesha Safdar Ch.
- 19 Dr. Hamid Akbar
- 20 Dr. Naveed Husain

Faculty of Bio-Sciences

21 Dr. Sadia Nawaz



Batch-2

Batch-2 of the training was specifically organized for participants from Ravi Campus, Pattoki. The training spanned one week, from August 19 to 23, 2024.

Date & Time	Session	Resource Persons
19 th August 2024		
09:00AM to 09:30AM	Reception and Registration of	
PST	Participants	
09:30AM to 10:00AM	Opening Ceremony	Recitation of Few Verses from
PST		Holy Quran
		Welcome Address by Worthy Vice
		Chancellor
		accompanied by Dean FVS and
		the Chief Guest
19 th August 2024	Module-1*	
10:00AM to 12:00PM	Keeping Research on Track and	Prof. Dr. Arshad Javid
PST	Monitoring Progress	Dr. Jibran Hussain
20 th August 2024	Module -2*	
10:00AM to 12:00PM	Roles, Responsibilities and	Prof. Dr. Aftab Ahmad Anjum
PST	Expectations of Supervising	Prof. Dr. Muhammad Ijaz
21 st August 2024	Module -3*	
10:00AM to 12:00PM	Building Effective and Trusting	Prof. Dr. Aneela Zameer Durrani
PST	Relationship	Prof. Dr. Muhammad Ijaz
22 nd August 2024	Module -4*	
10:00AM to 12:00PM	Supporting Candidates' Writing and	Dr. Jibran Hussain
PST	Publication	Prof. Dr. Arshad Javid
23 rd August 2024	Module -5*	
10:00AM to 12:00PM	Supporting Candidates Wellbeing,	Prof. Dr. Wasim Shehzad
PST	Professional and Career	Prof. Dr. M. Imran Rashid
	Development	
30 th August 2024	Closing Ceremony and Certificate	Worthy Vice Chancellor
12:00PM to 13:00/	Distribution Synchronized at City	accompanied by Dean FVS and
14:30 to 16:00 PST	Campus, Lahore with third batch of	Chief Guest
	Master Trainers on 30 th August 2024	

Programme of Batch-2

Participants of Batch-2

The total 22 Master trainers were trained in Batch-2. The Participants were from Faculty of Veterinary science, faculty of Animal Production and Faculty of Fishries and wildlife.

List of Participants

Faculty of Fisheries and Wildlife

- 1. Dr. Muhammad Hafeez-ur-Rehman
- 2. Prof. Dr. Hamda Azmat
- 3. Dr. Mahroze Fatima
- 4. Prof. Dr. Khalid Mahmood Anjum
- 5. Dr, Shahzad Ali
- 6. Dr. Sidra Safdar
- 7. Dr. Mubashrah Munir

Faculty of Animal Production and

Technology

- 8. Dr. Saima Inayat
- 9. Dr. Muhammad Nadeem
- 10. Dr. Shahid Mehmood

- 11. Dr. Shabbir Shaheen
- 12. Dr.M. Naveed Ul Haque
- 13. Dr. Saeed Ahmed
- 14. Dr. Atia Bashir
- 15. Dr. Haiba Kaul
- 16. Dr. Muhammad Qamer Shahid
- 17. Dr. Nisar Ahmad
- 18. Dr. Sher Ali

Faculty of Veterinary Science

- 19. Prof. Dr. Hassan Saleem
- 20. Prof. Dr. Ali Ahmad Sheikh
- 21. Dr. Zahid Iqbal
- 22. Dr. Kashif Maan



Batch-3

The Batch-3 was organized at City Campus for the faculty members of City campus(Faculty of Biosciences), Jhang Campus and Narowal campus from 27-30 August 2024.

Date & Time	Session	Resource Persons
27 th August 2024		
09:00AM to 09:30AM	Reception and Registration of Participants	
PST		
09:30AM to 10:00AM	Opening Ceremony	Recitation from Holy Quran
PST		Welcome Addresses by Dean FVS
		and the Worthy VC
27 th August 2024	Module-1*	
10:00AM to 12:00PM	Roles, Responsibilities and Expectations	Prof. Dr. Aftab Ahmad Anjum
PST	of Supervising	Prof. Dr. Muhammad Ijaz
27 th August 2024	Module -2*	
12:00AM to 2:00PM	Keeping Research on Track and	Prof. Dr. Arshad Javid
PST	Monitoring Progress	Dr. Jibran Hussain
28 th August 2024	Module -3*	
10:00AM to 12:00PM	Supporting Candidates Wellbeing,	Prof. Dr. Wasim Shehzad
PST	Professional and Career Development	Prof. Dr. M. Imran Rashid
29 th August 2024	Module -4*	
10:00AM to 12:00PM	Building Effective and Trusting	Prof. Dr. Aneela Zameer Durrani
PST	Relationship	Prof. Dr. Muhammad Ijaz
30 th August 2024	Module -5*	
10:00AM to 12:00PM	Supporting Candidates' Writing and	Dr. Jibran Hussain
PST	Publication	Prof. Dr. Arshad Javid
12:00PM to 13:00/	Closing Ceremony and Certificate	Worthy Vice Chancellor
14:30 to 16:00 PST	Distribution Synchronized at City Campus,	accompanied by Dean FVS and Chief
	Lahore for all three batches	Guest

Programme of Batch-3

Participants of Batch-3

The total 28 Master trainers were trained in Batch-3

List of Participants

Participa	ants from City Campus	6.	Dr. Muhammad Azmat Khan
1.	Dr. Tahir Mehmood Khan	7.	Dr. Qaisar Raza
2.	Dr. Saima Ashraf	8.	Dr. Syed Qasim Raza
3.	Dr Shaista Qamar	9.	Dr. M Adil Rashid
4.	Dr. Sajid Khan Tahir	10.	Dr. M. Adeel Sattar
5.	Dr. Khalid Abdulk Majeed	11.	Dr. Saif ur Rehman

12.	Dr. Sadia Nawaz	20. Dr. Aman	Ullah Khan	
13.	Dr. Saher Ijaz	Department o	f Parasitology	
14.	Dr. Shahan Azeem	21. Dr. Muhan	nmad Arfan Zaman	
Participants	from CVAS Jhang	Section of Phy	siology and Biochemistry	
Department of Veterinary Medicine		22. Dr. Muhammad Arshad		
15.Dr. Farhan Ahmad Atif		23. Dr. Mazhar Abbas		
16. Dr. Amar Nasir		Participants from CVAS Narowal		
Department of Pathology		24.	Prof. Dr. Aman Ullah	
17. Dr. Muham	nmad Sajid	25.	Dr. Ali Ahmad Malik	
18. Dr. Ishtiaq		26.	Dr. Qaiser Akram	
Department of Microbiology		27.	Dr. Beenish Zahid	
19. Prof. Dr. Syed Ehtisham-ul-Haque		28.	Dr. Muhammad Asif Idrees	



Concluding Ceremony

The Concluding Ceremony took place on August 30, 2024, at the City Campus of the University of Veterinary and Animal Sciences, Lahore. The event was honored by the presence of Mr. Ghulam Nabi from the Regional Centre of HEC Lahore, and Mr. Sulaiman Ahmad, Director of the National Academy of Higher Education (NAHE), HEC, who served as the distinguished chief guests.

Programme

Time	Session	Resource Persons
11:00 to 11:05 PST	Recitation of Few Verses of Holy Quran	Qaari-e-Quran
11:05 to 11:15 PST	Recitation of Few Verses of Naat Sharif	Naat Khawan
		Prof. Dr. Aneela Zameer Durrani,
11:15 to 11:25 PST	Concluding Remarks	Dean FVS, UVAS,
		Lahore
11:25 to 11:35 PST	Vote of Thanks	Worthy Vice Chancellor,
11.25 10 11.55 FS1	Vote of Thanks	UVAS, Lahore
11:35 to 11:50 PST	Remarks by Deans	Deans of UVAS, Lahore
11:50 to 12:00 PST	Remarks by the Chief Guest	Mr. Ghulam Nabi,
		Regional Centre, HEC, Lahore
12:00 to 12:20 PST	Certificate Distribution Ceremony	Mr. Sulaiman Ahmad,
		Director, NAHE, HEC
12:20 to 12:30 PST	Group Photo	

The esteemed Vice Chancellor, Meritorious Prof. Dr. Muhammad Younus Rana, along with Prof. Dr. Aneela Zameer Durrani, Dean of the Faculty of Veterinary Science; Prof. Dr. Habib-ur-Rehman, Dean of the Faculty of Biosciences; Prof. Dr. Saima, Dean of the Faculty of Animal Production and Technology; and Prof. Dr. Muhammad Azam, Dean of the Faculty of Life Sciences and Business Management, graced the ceremony with their insightful remarks. Participants from all three batches attended the concluding ceremony and received their certificates from the Honourable Chief Guests and the Worthy Vice Chancellor



Recommendations and Remarks by Master Trainers

- 1. In the preview of the workshop, 'Researcher Development Needs Analysis Questionnaire' which is globally adopted across universities, with notable implementation at Coventry University. We are keen to introduce and apply this form within our own institution to align with best practices for PhD supervision."
- 2. The faculty members trained through this workshop will be equipped to meet the standards outlined in the Eligibility Assessment Checklist for Approved Supervisors, which requires certification or training under the auspices of NAHE or HEI.
- 3. The training session was highly effective and well-organized, with facilitators demonstrating considerable effort. The module provided valuable insights into organizing and managing supervision and postgraduate research (PGR). The interactive nature of the session ensured that each participant was fully engaged in the activities, contributing to its overall success.
 - 4. While the session was both informative and engaging, it would benefit from improved time management by the resource person. Additionally, incorporating more scenario-based activities could enhance the learning experience. Extending the time allocation for the module would also be advantageous.
 - 5. Furthermore, there is a need for additional training for faculty members on the efficient use of AI tools. Overall, the session significantly improved my strategy for supervising students and enhanced my skills as a PhD supervisor.
 - 6. We aim to expand this workshop by having master trainers from the University of Veterinary and Animal Sciences (UVAS) provide training to M.Phil and PhD supervisors in other institutions. To achieve this, we seek the support and

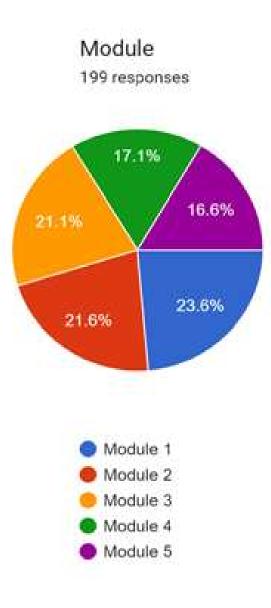
collaboration of the National Academy of Higher Education (NAHE) to facilitate this initiative and ensure its successful implementation.

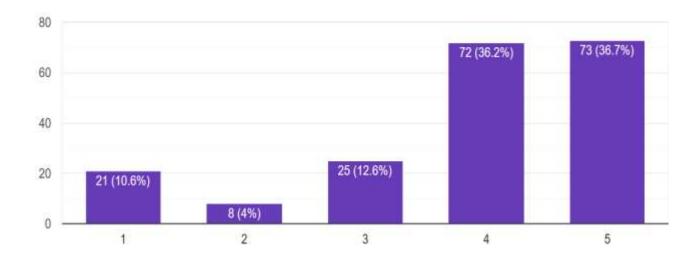
Upcoming Initiatives of the Workshop

The Master Trainers from this workshop will further extend the training to over 100 faculty members within and beyond the institution throughout 2024. To sustain this ongoing process of capacity building, the Supervisor Development Programme will focus on the following key modules in 2025:

- 1. Identification of challenges in the recruitment and selection of PhD candidates in your institution and in the cross institutional groups.
- 2. Supporting candidates' personal, professional, and career development, building on the session 'Building Trust and the Role of the Supervisor.'
- 3. Assisting candidates in disseminating their research, enhancing skills introduced in the session on supporting students' writing.

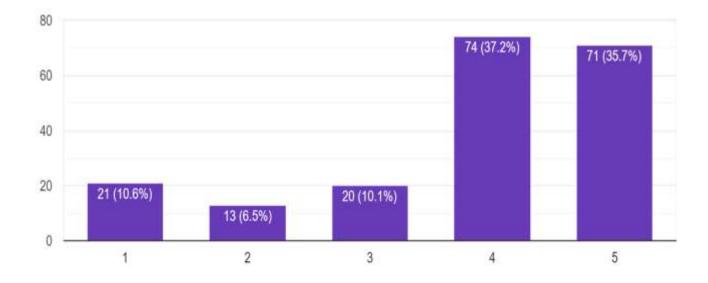
OF MASTER TRAINERS OF PHD SUPERVISORS' TRAINING



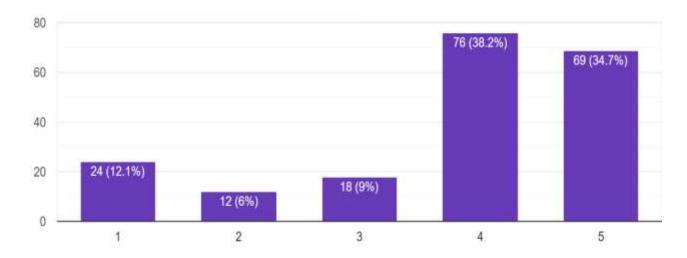


Supplementary material for the training was adequate and specialized.

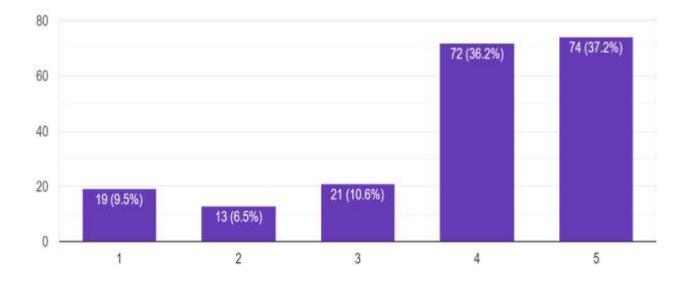
The contents were relevant to your specific needs and updated. 199 responses

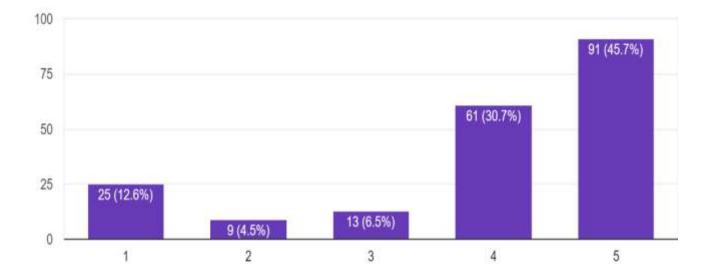


The participants' curiosity and interest were maintained during training. 199 responses



The module met your expectations 199 responses

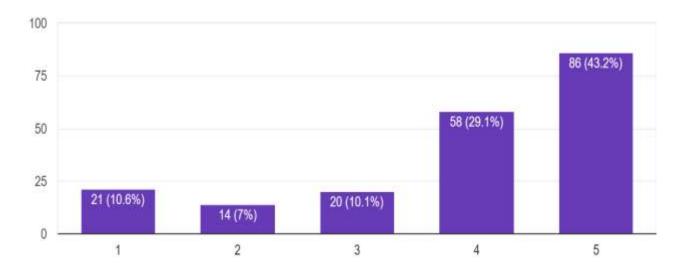




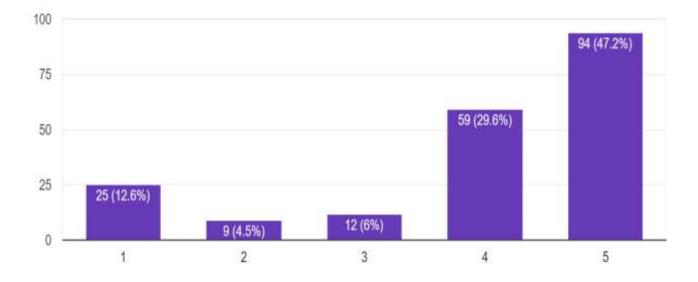
The overall environment in the class was conducive to Learning 199 responses

Presentation style was convincing.

199 responses

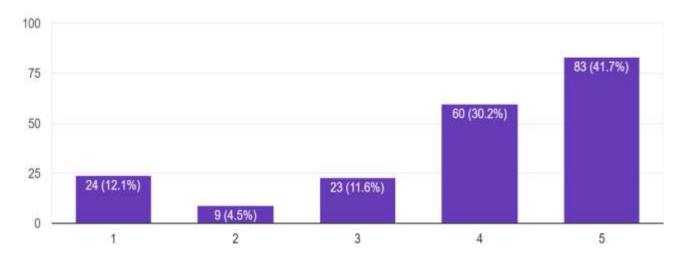


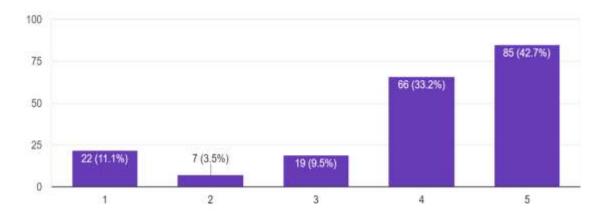
Positive interaction among resource persons and participants 199 responses



Interesting and relevant activities were conducted to promote participants' interest and involvement.







The resource material – hand outs were relevant and beneficial 199 responses

Remarks of faculty

- Such traning must be conducted time to time
- The module was well organised and facilitators put real effort.
- Lot of learning to organize and manage supervision and PGR.
- The session was interactive. Each participant was fully engaged in performing activities. Very well organised.
- The session was informative and interactive however it would be great if time management should be done in a more effective manner by the resource person.
- It was a wonderful session. I have learnt different ways and there is improvement in my strategy to supervise the students.
- The session improved overall skills of a PhD supervisor .
- More Scenario based activities should be included.
- Time allocation for module should be increased.
- There is a need of training of faculty members about efficient use of AI tools.

Dr. ---(PhD Supervisor): Eligibility Assessment Checklist

Department of _____

Univesity of Veterinary and Animal Sciences, Lahore

Contacts of the Focal Person (Chairman/Director): -----@uvas.edu.pk; Landline: +92-42-99211449

Ext. -----

Guidelines:

a. Eligibility of a PhD supervisor should be determined based on the nature of the institution, availability of teaching and research facilities, and the academic standing of a faculty member.

b. The GEP-2023 provides broader guidelines and minimum standards. The HEIs are expected to set their standards above the minimum criteria provided by HEC.

c. The sample checklist may be used by HEIs to evaluate eligibility and authorize PhD supervision that need not be shared with HEC unless requested.

To be filled by the Departmental Head/Chair/Dean:

Sr.	GEP's Clause	Minium Criteria to a PhD Supervisor:	Evidence Required to Validate	Yes / No
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The evaluator must ensure that the faculty member, under consideration to be a PhD supervisor:

1	4.2.1.i	holds Ph.D. or equivalent terminal degree	PCD Number/Attested copy of PhD degree
2	4.2.1.ii	is relevant to the student's PhD research field	As determined by following principle and procedure given at clause 7.1.2 of GEP-2023
3	4.2.1.iii	does not have CONFLICT OF INTEREST with student in personal, financial, or professional	Undertaking from the faculty member and judgement of the evaluator
4	4.2.1.iv	have the time and availability to supervise PhD dissertation and give clear and constructive feedback.	Students' Feedback Survey and supervisory and teaching workload of undergrad & graduate level
5	4.2.1.v	is capable of conducting themselves in a professional and respectful manner throughout the supervision process.	Professional judegement of the evaluator supported by Students' Feedback Survey
6	4.2.1.vi	is capable of maintaining confidentiality and protecting the intellectual property of the dissertation.	Professional judegement of the evaluator supported by Students' Feedback Survey
7	4.2.1.vii	is a regular/adjunct faculty member of the supervisee's University/HEI/DAI	Notification from the Registrar/HR

			Department	
8	4.2.1.ix OR	does not have more than 1 PhD student in 3rd year from obtaining PhD degree.	To be calculated from the date of PhD notificaiton	
9	4.2.1.ix OR	does not have more than 1 PhD student in 4th year from obtaining PhD degree.	To be calculated from the date of PhD notificaiton	
10	4.2.1.ix	does not have more than 1 PhD student in 5th year from obtaining PhD degree.	To be calculated from the date of PhD notificaiton	
11	4.2.2.i-a	holds a PhD degree from a recognized national/international university/degree awarding institute (DAI)	Copy of PhD degree attested by HEC	

Sr.	GEP's Clause	Minium Criteria to a PhD Supervisor:	Evidence Required to Validate	Yes / No
12	4.2.2.i-b	has qualified courses containing content on research ethics, publications, patents, etc.	Certificate by the HEI/NAHE or recognized MOOCs	
13	4.2.2.i-b.i	has qualified basic level courses to to supervise students of MS/MPhil/equivalent degrees	Certificate by the HEI/NAHE or recognized MOOCs	
14	4.2.2.i-b.ii	has qualified advanced level courses to to supervise students of MS/MPhil/equivalent degrees	Certificate by the HEI/NAHE or recognized MOOCs	
15	4.2.2.ii	is an active researcher.	Publishing in reputed journal and participating conferences/research events regularly.	
16	4.2.2.ii-A	fulfills the specific publication requirements for Science and Technology:	Check and verify research publications	
17	4.2.2.ii-A.i	has published at least one research publications in W category journal within 3 years after PhD. OR	Check and verify research publications	
18	4.2.2.ii-A.ii	has published at least five research publications in X category journal within last 5 years after PhD	Check and verify research publications	
19	4.2.2.ii-B OR	fulfills the specific publication requirements for Social Science, Arts and Humanities and Business	Check and verify research publications	
20	4.2.2.ii-B.i OR	has published at least one research publications in W category journal within 3 years after PhD. OR	Check and verify research publications	
21	4.2.2.ii-B.ii	has published at least five research publications in X and Y category journal within last 5 years after PhD	Check and verify research publications	
22	4.2.2.ii-C OR	fulfills the specific publication requirements for Regional and National Languages i.e.,	Check and verify research publications	
23	4.2.2.ii-C.i OR	has published at least one research publications in X category journal within 3 years after PhD. OR	Check and verify research publications	
24	4.2.2.ii-C.ii	has published at least five research publications in X or Y category journal within last 5 years after PhD	Check and verify research publications	

Media Coverege

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https://www.facebook.com/share/p/NR4U7TtQqJW5xGwh/?mibexti d=xfxF2i

https://www.facebook.com/share/p/oPScqkYSAjREMzyF/?mibextid=x fxF2i

Drive Link For Video Documentary and Pictures

https://drive.google.com/drive/folders/1u--DLdaa9vZkavJGoc3S-6VABm tO2ui?usp=sharing