



LUMS

A Not-for-Profit University

Dean of the School of Education Candidate Pack – November 2022



Lahore University of Management Sciences

Dean of the Syed Ahsan Ali & Syed Maratib Ali School of Education

Candidate Pack – November 2022

Executive Summary

LUMS, a not-for-profit organisation established in 1985, is a unique destination for lifelong learning. As a leading institution in research and teaching, it demonstrates a strong focus on inclusion and accessibility. Since its inception, LUMS has evolved into a comprehensive university with each of its five Schools setting high standards of excellence in teaching and learning.

As of fall 2022, LUMS has 5,513 students enrolled, and 16,977 alumni. With over 300 faculty members holding post doctorate degrees from leading global institutions like Stanford, MIT, Yale, Harvard, Oxford, Cambridge, and Imperial, LUMS is committed to strengthen the quality and impact of its discovery, integrative and applied research in the humanities and social sciences, management, science and engineering, law and education.

Launched as the fifth school at LUMS in January 2017, the Syed Ahsan Ali and Syed Maratib School of Education (SOE) operates at the crucial nexus of research, policy and practice to produce education leaders who can shape a reimagined and vibrant education reform agenda for Pakistan and make an impact on Pakistan's rapidly changing educational landscape. The School was conceived in response to explosive growth in the education sector of Pakistan and the accompanying rapidly expanding demand for educational services. Such super-normal growth, the largest of which is occurring within a 100 km radius of the city of Lahore, has led to a shortage of well-trained decision-makers and leaders in the sector, such as school principals, managers of school chains, policy analysts and implementers, and higher education administrators. This is a key friction within the Pakistan education ecosystem that is encumbering progress in improving the quality, scale, and sustainability of educational offerings.

Currently SOE is offering 3 minors including Education, Education with Policy and Governance and Education with Curriculum and Instruction. These interdisciplinary minors are intended for all undergraduate students at LUMS. The minors enable students to engage with a discourse on educational issues that intersect with social justice, learning and teaching, education policy and practice, education technology, politics and the economics of education, and critical debates in education.

The school provides solutions to professional educational educators in various stages of their careers. These are offered at the individual level through courses, trainings, workshops, and certifications, as well as at the organisational level through custom programmes. The school also works very closely with the LUMS Learning Institute, that has made its mark by providing innovative faculty development programs, expanding university-wide pedagogical partnerships, and encourages faculty to engage in the scholarship of teaching and learning.

LUMS is seeking to appoint a new Dean to steer the school towards a growth agenda aligned with an overarching School and University vision. The Dean will craft and advance a strategic direction for the school that continues to foster an environment of sustainable and impactful research for faculty retention and growth, motivate and engage staff, and inspire students through a rich educational experience. Candidates are expected to demonstrate a passion for education leadership, research, teaching, and learning evidenced through a record of academic leadership, research achievement, and the development and delivery of programmes.



Organisation

As Pakistan's leading research-intensive university, LUMS offers undergraduate, graduate, and doctoral programmes through its schools of Business, Humanities and Social Sciences, Science and Engineering, Law, and Education. Driven by the perspective of '*learning without borders*' LUMS vision integrates the work of disciplines, amplifies inter-disciplinary centres and bridges the gap between academia and various public and private sectors. Furthermore, by engaging faculty, students and relevant stakeholders, *learning without borders* is focussed on addressing society's grand challenges that include energy, water, entrepreneurship, gender and policy. In other words, LUMS is focused on putting learning first. The University's commitment to innovative teaching and learning explains why over 1,600 employers annually recruit 96% of LUMS graduates within six months.

Schools

LUMS offers over 45 degrees at the undergraduate, graduate, and doctoral levels through five schools, each of which is a leader in its own right:

Suleman Dawood School of Business (SDSB) is Pakistan's first business school to achieve accreditation by AACSB International. It offers a flagship MBA programme, an Executive MBA, and a range of MS programmes including Technology Management and Entrepreneurship, Business and Public Policy, Supply Chain and Retail Management, Financial Management, Accounting and Analytics and Healthcare Management and Innovation. It also offers a bachelor's programme with majors in Accounting and Finance, and Management Science, as well as a PhD in Management. The school also carries out rigorous management research and is known for the largest repository of indigenous cases in South Asia.

Mushtaq Ahmad Gurmani School of Humanities and Social Sciences (MGSHSS) enjoys a strong reputation for academic excellence, with its liberal-arts programmes considered to be the strongest in Pakistan. The school focuses on an interdisciplinary approach, known to produce critical thinkers derive from its high quality education. The school offers 8 undergraduate majors and a Master's degree in Economics.

Syed Babar Ali School of Science and Engineering (SBASSE), launched in 2008, is the first to combine science and engineering under one roof in Pakistan, with a vision to carry out world-class research through cutting-edge offerings in multidisciplinary education. Modelled on some of the leading universities of the world, the school offers undergraduate, graduate and PhD programmes in the basic sciences and electrical engineering, computer science, chemical engineering, environmental engineering, as well as digital and embedded systems.

Shaikh Ahmad Hassan School of Law (SAHSOL) was the first in Pakistan to offer a 5-year joint BA-LL.B (Honours) programme. The degree allows students to spend the first two years towards fulfilling the essential academic prerequisites for a sound legal training as well as critical reasoning and communication skills. Over the next three years, the students undergo rigorous exposure to fundamental and specialised subjects in law, as well as exciting new interdisciplinary areas such as law and economics, regulation, and policymaking.

Syed Ahsan Ali and Syed Maratib Ali School of Education (SOE) is the fastest growing school that aims to produce leaders who wish to reform and raise the quality of learning across the education system in the country. Students benefit from a rigorous academic program and in-depth practical training through a practicum rooted in research policy and critical thinking. The school focuses on impacting educational leadership and providing high quality, sustainable teacher training.

Research Centres

LUMS has many centres and institutes with the following that are at the forefront of creating new scholarship and applied solutions for the grand challenges facing Pakistan and beyond. Some of these are listed below.

The LUMS Energy Institute has made recommendations in the power sector that has led the federal government to save more than \$1 billion per annum based on electricity market reforms, integrated system and energy planning, and grid load optimization. The Institute's policy on electric vehicles was adopted by the Federal Government of Pakistan to combat pollution. Several commercial companies through LUMS National Incubation Center are now scaling up e-rickshaws that use swappable batteries that save on charging time.

The LUMS Water and Informatics Centre has installed smart meters in northern Pakistan to measure snow melt-rate, rainfall, temperature, and the resulting water level to predict flash flooding. It has also developed smart devices that measure customised water metering. The Centre also has a dedicated team of bioengineers, computer scientists, hydrologists, and economists, who are cultivating wheat and rice without tilling. By using raised beds covered with biological waste as mulch, after two seasons, the team reduced input costs, eliminated pesticides and chemical fertilizers, and used only a third of the water used in conventional farming.

The LUMS Learning Institute provides innovative faculty development programs, expanding university-wide pedagogical partnerships, and encourages faculty to engage in the scholarship of teaching and learning. The Centre has been instrumental in developing LUMSx – the new digital platform for open courses, encouraging interinstitutional collaboration, and national and regional partnerships.

The National Incubation Centre Lahore has a focus on contributing to Pakistan's economic development by promoting innovation and entrepreneurship in high impact areas. It inspires and facilitates start-ups and accelerators in agriculture, education, environment, financial inclusion, healthcare, and applications utilising artificial intelligence and machine learning.

The Mahbub ul Haq Research Centre is a centre of excellence in social science research at LUMS. It supports interdisciplinary research, scholarship and teaching on issues of human development, social exclusion and inequality across South Asia.

The Saïda Waheed Gender Initiative was established in 2015. The Initiative leverages research, teaching, and praxis related to gender at LUMS. It promotes interdisciplinary research and resource development, and the advancement of pedagogy in the area of gender studies. Hosting events, it brings together scholars, students, practitioners and members of the broader community.

The Technology for People Initiative was established to explore and enhance sustainable, innovative, and low-cost technology. It aims to make government institutions in Pakistan as informed, inclusive, and responsive as possible to achieve good governance

Faculty

LUMS faculty are known for their global expertise across a variety of disciplines who are driven by a shared purpose to make a better world through scholarship, its dissemination to make a difference in society. Over 300 PhD holding faculty members are leaders in their respective fields, and work collaboratively with each other and students to develop innovative solutions to 21st century challenges.

Need-Blind Admission Policy

LUMS is committed to enabling learners from across Pakistan and beyond to gain access to a world-class education. Significant financial support is given to one-third of the students at the University, by offering 20 -140% tuition waivers.

The LUMS National Outreach Programme (NOP), founded in 2001, is also a part of the University's need-blind admission policy. The Programme was initiated to give deserving students access to life-changing tertiary education. Completely merit-based, admissions do not factor in the ability to pay. Through the NOP, outreach and awareness sessions are conducted throughout the year, and potential applicants are given additional coaching and financial support to appear for the standardised testing required for admissions. To date, 1,384 students have been enrolled in this programme, and impact studies have shown that the household income of NOP scholars increases significantly after graduation, improving their socio-economic conditions. The NOP is completely donor funded, supported by hundreds of corporates, alumni, and philanthropists.

Alumni

LUMS has a strong global network of 16,977 alumni, with 19 international alumni chapters and 7 local chapters. Graduates have gone on to pursue further studies in top institutions including Cambridge, Harvard, Oxford, Stanford, Yale and Columbia, and to work at top fortune 500 companies such as Shell, McKinsey & Company, Bain & Company, PepsiCo, Coca-Cola, Google and Facebook.

Life at LUMS

An extraordinary experience awaits all those who join LUMS; this sets it apart from all other local institutions. With 55 student clubs and societies, and the opportunity to undertake leadership positions in academic and disciplinary offices, the University offers a wide range of co-curricular activities. The unique student experience at LUMS is supported by an elected Student Council. Furthermore, the Pedagogical Partnership Programme offered at LUMS, the first of its kind in South Asia, provides students with opportunities for active collaboration with faculty and staff to design courses, offer feedback on teaching, engage in research and work directly with service units on campus.

Rankings

As a leading research-intensive and teaching university in Pakistan, LUMS has consistently been ranked among top universities, both regionally and internationally and has received acclaim for its programmes by independent, external ranking bodies.

The University has moved up 50 places to 201-250 place as announced in the Times Higher Education (THE) Asia University Rankings 2022. It has improved its position in the coveted QS World University Rankings 2023 and is among the 601-650 top institutions of the world from 651-700 last year.

In 2021, the University was ranked 50th 'World's Best Small University' by THE with the added distinction of being the only institution in Pakistan to be on the list. Also, at the THE Awards Asia 2022, LUMS won in the Excellence and Innovation in the Arts category for its project, *Sikhhvira Pakistan*. This category recognises 'the pioneering work that is taking place in universities to promote the arts'.

Furthermore, the Suleman Dawood School of Business (SDSB) at LUMS is Pakistan's first business school to achieve accreditation by AACSB International - The Association to Advance Collegiate Schools of Business (AACSB).

These rankings are a testament to the University's global reputation and research output



Syed Ahsan Ali & Syed Maratib Ali School of Education

Launched as the fifth school at LUMS in January 2017, the Syed Ahsan Ali & Syed Maratib School of Education operates at the crucial nexus of research, policy, and practice to produce education leaders who can shape a reimagined and vibrant education reform agenda for Pakistan and make an impact on Pakistan's rapidly changing educational landscape. The school was conceived in response to explosive growth in the education sector of the Pakistan economy and the accompanying rapidly expanding demand for educational services. Such super-normal growth, the largest of which is occurring within a 100 km radius of the city of Lahore, has led to a shortage of well-trained decision makers and leaders in the sector, such as school principals, managers of school chains, policy analysts and implementers, and higher education administrators. This is a key friction within the Pakistan education ecosystem that is encumbering progress in improving both quality, scale, and sustainability of educational offerings.

In the Fall of 2018, the School of Education launched its flagship MPhil degree, Education Leadership and Management (ELM), a two-year interdisciplinary degree programme of both taught and field-based coursework. At the undergraduate level, the school has been collaboratively offering courses with other schools and departments at LUMS since Fall 2017, contributing to the launch of a minor in education in Fall 2019. Through its innovative and locally relevant curriculum, the school is setting new standards for education instruction in the Pakistani context with far-reaching policy, management, and research implications across the wider region.

SOE is committed to empowering students to become leaders of education reform. The Executive MPhil Education Leadership and Management (Executive MPhil ELM) Programme launched in 2021 enables students to explore issues in education and learning faced by educators and discover sustainable solutions. The Programme equips individuals with the knowledge, theoretical acumen and leadership skills needed to address the challenges of Pakistan's complex education system. The weekend Programme is designed for working professionals who wish to continue their education without requiring a career break. The degree prepares students to create transformative learning at every level — from teachers, policymakers, entrepreneurs, learning designers, to non-profit leaders. It offers exceptional academic preparation, personal and professional development, and opportunities for real-world engagement—all within a manageable two-year weekend-based Programme. The Executive MPhil ELM programme is for anyone who believes in sustainable education reform and wishes to help others achieve their learning goals.

Cutting-edge curriculum is designed and led by world-class faculty trained at top universities globally such as Columbia, Penn State, Ohio State, Korea Development Institute, Cambridge, LSE, Harvard, Oxford, and MIT. A group of distinguished international faculty was constituted as the SOE Advisory Board, who played an active strategic role to support the school in establishing research and teaching partnerships with leading schools in the United States and United Kingdom. The student body features diversity across experience, region, gender, age, socio-economic background, ideology, and interests. SOE has become an intellectually vibrant institution where students and faculty collaborate in leading and conceptualizing educational change.

Under the office for partnerships, the school has seeded 42 partnerships with a diverse group of local schools and educational organizations in both the public and private sectors. As part of the field engagement component, MPhil students are placed in partner organizations to tackle “real world” educational challenges through practical application of theoretical knowledge. Given its ethos and existing efforts, the school serves as an anchor to the LUMS Learning Institute providing leadership in faculty development, research in teaching, pedagogical partnerships and technology integration. It also offers faculty support to associated international faculty experts for collaborative program development.

In addition, the Professional Education & Policy Engagements (PEPE) office was set up in December 2021, specifically catering to educators across Pakistan. The Office offers training programs, certificate courses, workshops, and bespoke capacity building programs to schools, teachers, school leaders, and others. Some of the offerings of the PEPE include the Certificate in School Leadership and Management, pedagogy-related workshops, summer programs for teachers, and more.

SOE Faculty

Name	Designation	Education
Dr. Faisal Bari	Dean, Associate Professor	PhD in Economics, McGill University
Dr. Tayyaba Tamim	Director Academic Programs, Associate Professor	PhD in Education, University of Cambridge
Dr. Razia Iram Sadik	Associate Professor	Ed. D in College Teaching in Art Education, Columbia University
Dr. Mariam Haider	Professor of Practice	PhD in Applied Child/School Psychology, McGill University
Dr. Jamal Haider	Associate Professor of Practice	Ed. D in Leadership and Strategy, University of St. Thomas
Dr. Gulab Khan	Assistant Professor	PhD in Education Theory and Policy, Pennsylvania State University
Dr. Yasira Waqar	Assistant Professor	Ed. D in Instructional Technology, Columbia University
Dr. Mariam Chughtai	Assistant Professor	Ed. D in Education Policy Leadership and Instructional Practice, Harvard University.
Dr. Soufia Siddiqi	Assistant Professor	PhD in Education, University of Oxford
Dr. Qaisar Khan	Assistant Professor	PhD in Development Policy, Korea Development Institute
Dr. Shazia Awan	Assistant Professor	PhD in Education, University of Exeter, UK
Dr. Jessica Albrent	Assistant Professor	PhD in Education, Johns Hopkins University
Ahmad Ayub	Teaching Fellow	MA in Economics for Development, University of Oxford
Daniyal Yousaf	Teaching Fellow	MA in Sociology, Columbia University
Hasham Nasir	Teaching Fellow	MA in Gender, Media and Culture, London School of Economics and Political Sciences
Jasir Shahbaz	Teaching Fellow	MA Public Policy, Central European University
Dr. Launa Gauthier	Adjunct Faculty	PhD in Curriculum Studies, Queens University
Dr. Irfan Muzaffar	Adjunct Faculty	PhD in Curriculum Instruction & Ed Policy, Michigan State University
Sannia Hussain	Adjunct Faculty	MA Applied Linguistics, University of Readings
Joham Aziz	Adjunct Faculty	MA in Impact Evaluation for International Development, University of East Anglia
Syed Sikandar Gilani	Adjunct Faculty	PhD Candidate in Education (Curriculum, Pedagogy and Assessment), UCL
Mehreen Noon	Adjunct Faculty	MEd Learning & Teaching, Harvard University
Ghazi Taimoor	Adjunct Faculty	MEd Education Policy, Harvard University

SOE Partners

42+ Partnerships with Schools, Government Departments and Agencies

33 Practicum Organizations

			
			
			

Living in Lahore

Lahore is Pakistan's cultural and commercial hub with a rich history that is reflected in its architecture and many historical sites. Standing tall in one corner of the city are the grand Lahore Fort, the magnificent Badshahi Mosque and the Sheesh Mahal, a UNESCO recognised world heritage site. The Minar-e-Pakistan (Pakistan Day Memorial) is another historical landmark built to commemorate the day when the Pakistan Resolution was passed on March 23, 1940.

Lahore is the place to be if you wish to experience a bustling metropolis at its best; malls with brands from across the world, a convenient metro bus system right in the middle of the city and international food franchises. Lahore is also a centre of higher education in the country. It has some of the oldest educational institutions and LUMS has quickly positioned itself as top of its class.

Diverse shopping areas, parks and botanical gardens and ongoing cultural activities that include arts and crafts exhibitions, film and literature festivals and concerts, make Lahore one of the most vibrant cities of the country.



Role Description

The new Dean will lead the School by strengthening its growth agenda aligned with the University's vision of *learning without borders*. The Dean advances strategic directions for the school that continues to foster an environment of sustainable and impactful research for faculty retention and growth, motivate and engage staff, and inspire students through a rich educational experience. Candidates are expected to demonstrate a passion for educational leadership, research, as well as learning and teaching evidenced through a record of academic leadership, research achievement, and the development and delivery of programmes.

The Dean has the opportunity to have a major impact on higher education research and practice in Pakistan and beyond. The Dean's role encompasses both the administrative and academic leadership qualities and serves as a mentor and role model to faculty, staff, and students. The role focuses on the following responsibilities:

- expansion of current academic programs and development of new degree and executive programmes;
- facilitating professional development opportunities to existing faculty and mentoring them to produce internationally competitive research that can be published in high quality outlets;
- fostering an environment of sustainable, impactful, cross-disciplinary and collaborative research to maintain a high international standing of the school and the university;
- leading the preparation of successful major research funding grant applications to national and international granting bodies in accordance with the school's financial sustainability model and the University's vision;
- setting a strategic direction for staff to ensure individual professional growth and operational effectiveness at the organizational level;
- devising an effective admissions strategy to ensure the induction of a diverse, motivated and aspirational student body who have the potential to become education leaders;
- creating institutional linkages to place the school's graduates in intellectually stimulating and analytically invigorating jobs;
- seeding linkages in the local and international education community and engaging in policy partnerships with the federal and provincial governments;
- designing and leading teacher training certification, facilitator training programs and credentialing these for wider adoption to have a national and continental impact to achieve quality, scale and sustainability of such programs.



Candidate Profile

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities, and experience:

- PhD in Education and/or disciplines related to education;
- a passion for research and education management evidenced through a track record in academic leadership, research activity, and the development and delivery of programmes;
- a track record of strong and successful leadership that unites and inspires faculty and creates a culture of high performance;
- demonstrated ability to develop faculty;
- participate in strategic planning, translating and implementing plans into appropriate operational plans for the school's core areas of teaching, research and community outreach;
- demonstrated skills in decision-making, quality management, change management, financial management, and staff management;
- strong communication skills and the ability to engage with existing and potential stakeholders, both local and international, to achieve objectives.



Appointment Details and How to Apply

LUMS is being assisted in this appointment process by the executive search firm Society.

Applications should consist of a full academic CV accompanied by a brief covering letter (2 to 4 pages) addressing the criteria in the Candidate Profile. To upload these documents via Society's website, click [here](#).

The deadline for receipt of applications is midday (GMT) on Friday, January 6 2023.

Shortlisted candidates will be invited to interview in mid to late January.

LUMS is an equal employment opportunity employer. An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

