



- \* BUIITEMS Basketball Team Runners-up in Zonal Championship
- \* BUIITEMS Students Win First Position at IEEE Week, 2009
- \* German Ambassador Visits BUIITEMS



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## OUR VISION

To be among the leading universities of the world - accessible to all, imparting quality education and promoting cutting edge research.

## MISSION STATEMENT

At BUITEMS, we are committed to provide quality education with focus on research and to equip students with the art of living as productive members of society, contributing to the socio-economic uplift of Pakistan in general, and Balochistan in particular.

## OUR GOALS

1. To provide outstanding academic programs that further strengthen our performance, pre-eminence and efficiency.
2. To provide an excellent teaching and learning environment for students to reach a level that matches the best universities in the world.
3. To raise revenues from partnerships, research grants and technology transfer while strengthening our ability to more effectively invest and allocate resources for education.

## CORE VALUES

- Accountability:** We are committed stewards of the loyalty and goodwill of our alumni and friends of the human, fiscal and physical resources entrusted to us.
- Diversity:** We recognize that diversity leads to excellence, enhancing our teaching, scholarship and service as well as our ability to respect and interact with people.
- Integrity:** We practice honesty, truth and integrity in all that we do.
- Respect:** We treat each other with civility, dignity and respect.
- Social responsibility:** We contribute to the intellectual, cultural, spiritual and economic well-being of the society.

## Editorial

Public sector universities in Pakistan have the responsibility of generating the well - educated human capital to run the affairs of the nation. Such human capital is inevitable for the productivity increase and uplifting of services in various fields. The emphasis placed on higher education a few years back presented a ray of hope that, with preferential funding, public universities in Pakistan would move forward in revolutionizing the state of higher education in the country. It was optimistically expected that soon there would be economic modernization and social improvement in the wake of the uplift of the quality of education, particularly in science and technology. Unfortunately the trend could not be sustained and the public sector universities in Pakistan started feeling the crunch of inadequate funding on the part of the government. The newly established universities like BUIEMS were particularly hard-hit, because of their being in the stage of infancy. Such institutions, gasping for the financial oxygen vital for their sustenance, are prone to severe set back as compared to universities established since long.

Pakistan needs to move rapidly towards the state of self reliance, the key to getting out of the debilitating clamp of debt and state of dependency. Such salvation would only be possible if the country is provided with well-educated and capable human capital by the universities. A well-educated work force would be of tremendous value to a self reliant Pakistan which aspires to promote the sectors of economy dependent more on human skills than on capital equipment. Our youth are our strength and the grooming of our youth must go on even if we have to sacrifice the growth of some other sectors.

In spite of the financial crunch, BUIEMS is striving not only to maintain but also to improve the rate and quality of human resource generation, and looks forward to an increased financial backing form the government as well as from private philanthropic organizations and individuals.



*Students' delegation from BS Telecommunication Engineering*

## **Study Tour of BS Telecommunication Engineering**

*Reported by Khurram Javed*

The Department of Telecommunication Engineering Balochistan University of Information Technology, Engineering & Management Sciences (BUIITEMS) Quetta arranged a study tour to Lahore by the students of BS (Telecom Engineering) 7th from 29th December, 2008 to 6th January, 2009, in order to inculcate quality engineering knowledge in the students. The students had the opportunity of visiting different industrial companies and the tour provided them first hand information on their working and systems.

On December 31, the students visited PTCL Exchange at Kalma Chowk. Students were received by a team of Engineers at PTCL and were provided useful information concerning various switching modules, transit setup and NGN. The students also got the opportunity of observing the modules.

The next visit was to ZTE (Zhongxing Telecom Pakistan (Pvt.) Ltd) in Model Town on January 1, 2009. ZTE CORPORATION is China's largest and prestigious vendor organization and wireless solutions provider. Students were given information about emerging technologies; optical transport, switching and video conferencing and then they were shown around different labs of the organization.

On January 2nd, responding to an invitation from

SUPARCO (Space and Upper Atmospheric Research Commission), the group visited their offices on January 1, 2009. An informative session was held to acquaint the student with the current structure of organization, research tasks, future goals, demands and human resource development. The students availed the opportunity of having informal discussions with the executives and scientists of SUPARCO. Accompanied by a number of engineers at SUPARCO, the group visited various departmental sections and laboratories. The students were thrilled to witness the virtual prototype of Pak-Set, which is going to be launched in the year of 2011.

On January 3, the group had the privilege of visiting PTV centre, Lahore. PTV is a valuable source of technical expertise and knowledge for telecommunication engineers. This visit helped the students get know-how of broadcasting, intra broadcasting, inter broadcasting and world wide transmission.



*Bab-e-Azadi situated on the Wahga Border*

Different historical sites like Badshahi Mosque, Shahi Fort, Shahlimar Gardens along with Anarkali, Urdu Bazaar and other shopping malls of city, were visited on January 4.

On January 5, the group paid an unscheduled visit to NCA (National College of Arts) and Punjab University. The very same day, the group paid a quick visit to the museum and then headed to Wahga border to catch a glimpse of the excitement and thrill of the ceremony held there .

It was overall a highly educative tour and a novel experience for the students as it helped them grasp the new insight and explore the new dimensions in science and technology.

## Seminar on "Performance Appraisal"

Reported by Kiran Manzoor

A one day seminar on performance appraisal was organized by BS (BA) students on 17th January 2009 under the supervision of Ms. Tayyaba Akram, Course Instructor of Human Resource Management (HRM). The seminar was jointly sponsored by Bank Alfalah & the Faculty of Management Sciences. Dr. Maqsood Ahmed, Dean of faculty was the chief guest.

The guest speakers of the seminar were Mr. Anwar Dotani, Mr. Talha Yousaf & Mr. Mehboob Ul Haq. Mr. Anwar Dotani (Trainee Officer at CRS) made a presentation on "Performance Plan & Performance Management System". He said "Performance appraisal, also known

as employee appraisal, is a method by which the job performance of an employee is evaluated (generally in terms of quality, quantity, cost & time). Performance Appraisal is a part of career development". He also explained the aims & steps of performance appraisal which included; reflect vision, develop & consult.

Mr. Talha Yousaf, Zonal Coordinator, Bank Alfalah, explained performance appraisal regarding his organization. What methods & basis they use for performance appraisal of their employees. He said, Bank Alfalah had two main departments for evaluation of employee performance that are; Human Resource Department & Quality Assessment Department. He told that his organization had annual auditing system for appraisals of the employees.

Mr. Mehboob Ul Haq (HR & Finance Manager in Balochistan Education Foundation) explained performance planning in 5 Ws (Why, What, Who,



Workshop Participants



Speakers of the seminar

When & How). He commented on SMART (Specific, Measurable, Achievable, Realistic & Time bound) planning for performance appraisal. He also commented on performance measure & how to utilize resources more efficiently. He concluded with remarks on the standards of performance appraisal & 360 degree rating as a measure of performance appraisal.

After the speeches by the three guest speakers, there was a Question Answer session. At the end, Dean Faculty of Management Sciences, Dr. Maqsood Ahmed distributed shields to guest speakers & certificates among the participants.

## IEEE Week 2009

Reported by Engr. Muhammad Nadeem

National University of Computer & Emerging Sciences (NUCES FAST), Lahore arranged an IT event from 04th-07th of Feb, 2009. The students of Computer Engineering Department of BITEMS participated in the Quiz competition and won first position among nine teams from different universities of the country. Muhammad Irfan, Muhammad Asif, Muhammad Ali, Muhammad Ashraf, Sibghat Ullah, Muhammad Siddique, Adil Rabbani, and Abdul Qadeer participated on behalf of BITEMS.

**Newsletter extends them warm felicitations on this outstanding achievement.**

They also attended different informative sessions specially arranged for the participants.



Muhammad Irfan(Left) and Muhammad Asif(Right) receiving their shield

## One-day Seminar on "Compensation"

Reported by: Najeebullah Khan

Compensation is what employees receive in exchange for their services to an organization. It plays an important role in acquiring qualified personnel, retaining current employees, ensuring equity, and reward desired behavior. No one can deny that more refined the fuel of the organizational car is, the smoother and more comfortable will be its journey towards the

destination of the profit. No doubt, the profitable entities contribute to the economy of a country. The Balochistan University of Information Technology, Engineering and Management Sciences Quetta constantly endeavors to provide valuable vistas of information to her students by arranging seminars and workshops.

On 19th Jan 2009, BS(BA) student organized a one-day seminar in the city campus of BITEMS, on the topic of 'Compensation'. The seminar was held under the supervision of lecturer Management Sciences Ms. Tayyaba Akram, with the major focus on various concepts of compensation and factors affecting compensation. 23 students of the semester were divided into seven groups. The leaders of the presenting group were: Mr. Abdul Rauf, Mr. Owais Najeeb Iooni, Mr. Mushtaq Hussain, Mr. Najeebullah Khan, Mr. Faheem, Ms. Aneesa Batool, and Mr. Abid Hussain Khoso. The seminar started with the recitation of verses from Holy Qurran by Mr. Mushtaq Hussain.

Dr. Maqsood, Dean Faculty Management Sciences, BITEMS, was the Chief Guest of this one-day seminar while the honorable guest speakers were Mr. Masud Bin Ayub (Human Resource Manager, HBL Regional Headquarter, Quetta.) and Mr. Babur Khan Durrani (Business Center Manager, Warid Telecom, Quetta).

Mr. Masud Bin Ayub in his speech defined compensation and elucidated upon the complex topics like Objectives

of Compensation, Forms of Compensation, Criteria of Compensation, and Performance Rating Scale according to the practical approach of today's banking sector. Mr. Babur Khan Durrani enlightened the audience on different organizational, national and international economic factors affecting



Mr. Babur Khan Durrani



Mr. Masud Bin Ayub



Participants of the Seminar

to present his views on the topic. It was a rewarding experience to see him on the rostrum stressing upon the importance of the teacher being the students "role model" and how the students always have a vital role to play in the development and practice of proper conduct in BUIITEMS.

The seminar was inaugurated with the recitation from the Holy Quran by Sohail Majeed BS(BA). To set the stage a series of faculty and student interviews were shown to see what work ethics mean to them, and how it is practiced in BUIITEMS. The Seminar was handed over to the guest speakers Mr. Masud Bin Ayub

compensation with the help of distinctive examples. They shared their experiences regarding pay structures and pay level of banking and telecom sectors specially those of their own companies.

Vice President and Regional Head of Human Resources, Habib Bank Ltd , Quetta and Mr. Wasiullah Gandapur, Zonal Director and Director Enforcement Pakistan Telecommunication Authority Quetta. Both delivered detailed and inspiring lectures on the importance and development of a code of ethics in their respective organizations. The audience responded with an exciting and lively question and answer session.

A Question and Answer session was held after the speech. After Question and Answer session. Shields were presented to Mr. Masud Bin Ayub, Mr. Babur Khan Durrani and Ms. Tayyaba Akram by Mr. Dara Shikoh Deputy Director, QE&A. He also distributed certificates among the participants.

Mr. Muhammad Shah Khan, Lecturer, Department of Management Sciences and Coordinator from the Directorate Training and Development, delivered his

## One day Seminar on "Business Work Ethics"

Reported by Ms. Khalida Durrani

BUIITEMS is leading the way by encouraging her students to bridge the gap between "bookish" knowledge with real life application. BUIITEMS held a one day Seminar on "Business Work Ethics" the first of its kind in Balochistan, organized by the students of BS(BA) on the 11th February 2009.

How we define right from wrong in the work place is such a relevant and debated issue that Honorable Vice Chancellor Engr. Ahmed Farooq Bazai spared his time from his commitments to be the Chief Guest and to be one of the resource persons



Speakers of the Workshop

presentation regarding the code of conduct. He discussed the action plan for the development and implementation of the BUIITEMS Code of Conduct.

The seminar concluded with shields distribution among the resource persons, Dean Management Sciences Dr. Maqsood Ahmed, Ms. Khalida Durrani Lecturer DMS and the students organizing team. Special appreciation was given to the inspiring and entertaining skills of comperes Muhammad Ashhad Khan and Jasmia Sana.



Training Workshop in progress

## **One day Training Workshop on “Entrepreneurship - Understanding the Process”**

*Reported by Ms. Khalida Durrani*

BUIITEMS has always taken a leading role in providing quality education that meets the requirements of today's multi task world. One such way is to provide the link between industry and BUIITEMS. On the 20th January 2008 in the Auditorium City Campus the Career Planning and Counseling Unit, BUIITEMS with

the collaboration of the Small and Medium Enterprises Development Authority (SMEDA) held a one day training workshop for the senior students of MBA.

Mr. Ali Khan opened the workshop with a brief introduction of his organization. Mr. Muhammed Bilal Khan, an MBA graduate in Finance and in Marketing. with an 8 year experience as a training consultant offering his services to various organizations and universities, as well as operating his own business. He took command of the stage and captured the

audience with his wit and charm and in minutes organized them into groups and conducted various activities that were designed to bring the entrepreneur out of all the participants. The students responded in their participation and the workshop ended with laughter as a group of volunteers acted a short play about a shopkeeper and a customer.

The Honorable Vice Chancellor Engr. Ahmed Farooq Bazai along with the Pro Vice Chancellor Prof. M.A.K. Malghani shared their precious thoughts regarding the workshop. The Honorable Vice Chancellor especially eulogized the efforts made by BUIITEMS and SMEDA and

hoped that this link would be further strengthened by such future events.

## **Workshop on “Effective Use of HEC Digital Library”**

*Reported by Engr. Muhammad Nadeem*

A one day workshop on the effective use of HEC Digital Library was jointly organized by the Higher Education Commission Pakistan and Balochistan



Training workshop in Progress





Mr. Hassan Zaidi, conducting the workshop "Effective use of HEC Digital Library"

University of Information Technology, Engineering & Management Sciences, Quetta, on March 18, 2009. Mr. Hassan Zaidi, Coordinator Digital Library Project of the HEC was the resource person while Mr. Mohammad Nadeem provided him auxiliary assistance.

The main focus of the workshop was on ensuring effective use of about 50 thousand books on various subjects and research journals related to diversified fields. Thirty eight faculty and staff members attended the highly informative program of the workshop.

## Industrial Tour of BS (Electronic Engineering)

Reported by: Safia Manzoor

Balochistan University of Information Technology, Engineering & Management Sciences (BUIITEMS) arranged an Industrial Tour for the students of Electronic Engineering seventh semester to Lahore from Feb 14, 2009 to Feb 24, 2009. The trip provided students practical knowledge and experience.

The group of 84 students was headed by Engr. Wajahat Maqbool (Chairman Department of Electronic Engineering), Engr. Taimoor and Engr. Hamid Kareem .

The first visit by the group was to "Dawood Hercules" a fertilizer industrial structure in Pakistan. Engineers of DH showed and guided the students about different sensors and DCS system being used there. The students visited different parts of the industry; The question & answer session was productive and cognizant. The delegation was impressed to learn about establishment of schools, blood donation camps, relief works, environment conservation

campaigns, and earthquake rehabilitation efforts etc, undertaken by Dawood Hercules.

Feb 17, 2009 a visit was paid to "Albario Engineering (Pvt) Ltd (AEPL) the construction contractor of 225 MW Balloki Power Project. The Habibullah coastal power plant situated near Baleli is also maintained and run by Albario Engineering Pvt. Ltd. Students were very excited about the PLC and control system used in this power plant. Engineers from Czech Republic (who are vendor of Albario) showed the delegation the difference of normal and combined cycle system.

Feb 18, 2009 was reserved for a visit to NORTHERN POWER GENERATION COMPANY LIMITED which proved to be a fascinating visit. Interesting presentation by their staff and lively discussion. This power station is situated at shahdara on right bank of Ravi Lahore. Power Station comprises 03 x 14.75 MW Gas Turbines of Fiat Italy with capacity of 44 MW.

The next day visit was to "Packages Limited" which is a joint venture of Ali group of Pakistan & Akerund & Rausing group of Sweden. The Group's principal



Students visiting Power Generation Unit

activities are to manufacture and market paper, paperboard, packaging material and tissue products. The Group also manufactures and markets finished and semi finished inks. Visit to the University of Punjab was made the next day. Although it was a quick visit but it provided extensive and useful knowledge. .

The tour ended with a marvelous trip to Murree. The students visited New Murree which is about 15km away from main Murree hills. A chair lift and cable car system takes you from New Murree to Patriata.

### **Series of Islamic Lectures by Dr. Atta-ur-Rehman**

*Reported by Hyder Iqbal*

Life of Hazrat Muhammad (PBUH) has been the epitome of inspiration and guidance for the Muslim Ummah. It is an ineffable epoch of time which has guided not only Muslims but also non muslims in all walks of life. The need of the time is to propagate true message of Islam, which stresses upon the virtues of peace and tolerance as explained by our great Prophet Muhammad (PBUH). Keeping this sentiment in view, the Directorate of Student Affairs, BUIITEMS organized a lecture series delivered by the erudite scholar Dr. Atta-ur-Rehman, on February 2-3, 2009 at the auditorium of the City Campus . The program was coordinated by Mr. Ahmad Shah Durrani, Director Student Affairs. He introduced Dr. Atta-ur-Reham to the audience and highlightned the significance of Islamic lectures and their impact on daily life. These lectures were also telecast by Pakistan Television Quetta center. In his lectures, Dr. Rehman mainly emphasized

- \* the relation of Prophethood with Freedom,

- \* the relation of Prophethood with Education,
- \* the relation of Prophethood with Orphans,
- \* the relation of Prophethood with the Impoverished,
- \* the relation of Prophethood with Health and Cleanliness,
- \* the relation of Prophethood with Eradication of Slavery,
- \* the relation of Prophethood with Poverty and hunger,
- \* the relation of Prophethood with Sanctity of Human Life,
- \* the relation of Prophethood with Human Wealth,
- \* the relation of Prophethood with Self Esteem,
- \* the relation of Prophethood with Women Rights,
- \* the relation of Prophethood with Leadership

### **Participation in Linux Administration Training Course organized by PSEB**

*Reported by Prof. Dr. A. H. S. Bukhari*

Pakistan Software Export Board organized a training course on Linux Administration in Quetta. The course started in the mid of March 2009 and will continue for about two months. Twenty (20) nominees were selected from different public sector organizations from all over Balochistan. The following faculty and technical staff members of BUIITEMS were selected for the specialized training:

1. **Engr. Shah Marjan**  
Department of Computer Engineering
2. **Engr. Shanila Azhar**  
Department of Computer Engineering
3. **Engr. Wajiha Iftikhar**



Dr. Atta-ur-Rehman delivering his lecture

4. Department of Computer Engineering  
**Engr. Waheeda Jabbar**
5. Department of Computer Engineering  
**Mr. Mukhtar Hussain**
6. Directorate of Information Technology  
**Mr. Qazi Arif**
7. Directorate of Information Technology  
**Syed Sajjad Hussain Abidi**
8. Directorate of Information Technology  
**Mr. Atiq ur Rehman**
9. Directorate of Information Technology  
**Ms. Attiya Shoaib**
10. Department of Computer Science  
**Ms. Sadaf Riaz**
11. Department of Computer Science  
**Mr. Muhammad Hussain**
- Department of Biotechnology

Linux administration is one of the mandatory skills for computer scientists and Engineers today. The training will help the participants enhance their skills and apply the skills to their job environments, besides imparting important knowledge to the students.

## **German Ambassador Visits BUIITEMS**

*Reported by Ms. Zaibunisa Garshin*

Balochistan University of Information Technology, Engineering and Management Sciences has the distinction of being visited by eminent foreign diplomats and scholars. Ambassadors, cultural and education attaches and consulars have previously honoured us with their visits and all of them expressed appreciation at the academic atmosphere of this university. The latest such visit by a diplomat was by Dr. Michael Coch, the German Ambassador to Pakistan on March 13, 2009. His visit to the university was of special significance, as besides being a diplomat he is renowned to be a distinguished scholar of International Law.



Vice Chancellor BUIITEMS and Dr. Michael Koch

On this visit, Dr. Michael Koch was accompanied by



Briefing to the Ambassador in Progress

German Consul General, Karachi Dr. Christian Brecht and Honorary Consul General, Quetta Brig (R) Abdul Razzaque Baloch. The delegation was accorded a warm welcome on their arrival at the City Campus. After formal introduction with the senior faculty, the delegation was given a briefing by the Hon. Vice Chancellor, Engr. Ahmed Farooq Bazai. Mr. Ahmed Shah Durrani, Director Students Affairs, presented the address of welcome, while Mrs. Batool Ishaq described the various component units and faculties to them. This briefing was held in the university auditorium where the Deans of Faculties, Department Chairmen, Directors, members of the administrative staff and students were present.

The Honorable Vice Chancellor emphasized the rapid rise of the six year old university into a reputed national institution which has established linkages with prominent universities of the world. This premier institution has the services of 55 foreign qualified scholars and doctors. The modern and well-equipped laboratories of the university are unique in the province and the students and staff of the university are engaged in the task of extending the boundaries of knowledge through their intellectual and industrious research. Engr. Ahmed Farooq Bazai expressed the desire of strengthening the ties of staff and students exchange with the German Universities. Some of our students are already registered with German Universities for higher studies Collaboration in research activities can further build up our relations.

His Excellency the Ambassador was optimistic that students and staff exchange program would open fresh vistas of learning and research for scholars from both the countries and this would give a boost to the promotion of knowledge and mutual understanding. Education serves to provide guidance in all spheres of life and we can progress more through intellectual development of the people than through material resource build up. He showed his willingness to collaborate in the educational and research ventures undertaken by the students and staff of the university. He acknowledged that BUIITEMS was doing remarkably well in meeting the challenges of the modern age through the provision of education in modern technology. At the end of the visit, university shields were presented to the delegates by the Honorable Vice Chancellor.

## **Inter-University Drama Festival**

*Reported by Naveed Ahmed*

At the beginning of the 21st century, many colleges and universities adopted broad educational mission:

to develop the "whole student." On University campuses, involvement in extra curricular activities is a key tool in personal development of students as it plays an integral role in their collegiate experience. Students participating in such activities gain and improve skills, self confidence in addition to entertainment.

GC University Lahore Dramatic Club hosted the 3rd Inter-Varsity Drama Festival from March 8 to 14 at the Bokhari Auditorium. The BUIITEMS Dramatic Society team, along with the Dramatic Societies from 12 other renowned universities, participated in the week long festival. The BUIITEMS Dramatic Society team of 12 students, led by Mrs. Ayesha Manzoor, & Mr. Zeeshan Khalid, reached Lahore on 11th March, 2009 with the zeal of performing a comedy stage play, **AISA BHI HOTA HAE....** -

The organizers had made impeccable arrangements to the maximum comfort of all the participating teams. Our performance was set to be staged in the evening of 13th March. All the team members utilized the time to its best, in rehearsals of Play, in the lobby of hotel, on the stage and even in the rooms. On 13th of March, our team's performance was the 2nd of the evening, after the well reputed team of NCA. Our Play started and it just took two minutes and the hall was rising with the thunders of laughter & showering accolades. Through out our presence on the stage, the smiles didn't leave the faces of viewer. The performance went smoothly. The appreciation received from the audience and from the participants of other teams, was way beyond expectations. Chief Guest, Mr. Intizar Hussain and Vice Chancellor GCU, Prof. Dr. Khalid Aftab, distributed the shields among all the participant teams. We managed taking out time to visit the symbolic places of Lahore, including, Shahi Kila, Badshahi Masjid, Tomb of Allama Iqbal, the famous markets of Anarkali & Liberty.

## **Provincial Workshop on Human Rights**

*Reported by Sameen Khan*

Article 1 of the United Nations Universal Declaration of Human Rights states, "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood." In this context, a Provincial Workshop was organized on March 18, 2009 by (WESS) Quetta. A number of participants belonging to various spheres of life participated in the workshop. There were the representatives of minorities of Balochistan besides other stake holders



Provincial Workshop on Human Rights

in the workshop. Mr. Ahmad Shah Durrani, Chairperson Department of Social Sciences, BITEMS participated as guest speaker and mediator of the workshop. He gave a detailed presentation on the "Human Rights: History, Evolution and Current Challenges". He said that Human rights refer to the "basic rights and freedoms to which all humans are entitled". The earliest glimpse of human rights is found on the Cyrus Cylinder written during the reign of King Cyrus of Persia/Iran in 600 BC. Edicts of Ashoka issued by Ashoka the Great of India between 272-231 BC are also notable documents on human rights. Another important document of human rights is the Meesaq-e- Medina of 622 AD, by Prophet Muhammad (PBUH) to mark a formal agreement between all of the significant tribes and

families of Yathrib (later known as Medina), including Muslims, Jews and Pagans.

The most important document of human rights is the Last Address of Prophet Muhammad (PBUH) in 632 AD which covers all aspects of human rights. He added that English Magna Carta of 1215 is particularly significant in the history of English law. He further said that United States Declaration of Independence (1776), French Declaration of the Rights of Man and of the Citizen (1789), The Geneva Conventions (1864-1949) are also significant documents of human rights. He explained that the final document of human rights is the "Universal Declaration of Human Rights" which is a non-binding declaration adopted & proclaimed by the United Nations General Assembly on December 10, 1948. There are 30 articles in the Universal Declaration, bifurcated into two distinct and different covenants; a Covenant on Civil and Political Rights and a Covenant on Economic, Social and Cultural Rights. He further said that Human Trafficking, Child Labour & Child Prostitution, Violence against Women, Rights of Minorities, Poverty, Illiteracy and Health Problems are some of the current challenges in the present era. Prior to him, Mr. Pervez Iqbal, Executive Director WESS presented welcome address and explained the workshop objectives. Mr. Barkat Shah Kakar, Lecturer University of Balochistan gave a presentation on "From emancipation to discontent: the Political Dimension of Human Rights' Enterprise". Mrs. Roshan Khurshid Barocha, Ex-Minister, Senator



Mr. Ahmad Shah Durrani speaking at the workshop

& Social Worker talked on the "Human Rights and Human Diversity". Ms. Raheela Hameed Durrani, Provincial Minister for Prosecution, who was also chief guest of the workshop, presented her opinion as a politician and part of the legislative machinery. The house was then open for the question answer session. A number of issues were discussed from various points of views. The session proceeded in a lively atmosphere and various opinions were shared and questions were asked from the guest speakers. Finally Mrs. Sajida Qureshi, an educationist and WESS Board Member presented action points and recommendations in the light of the workshop discussion.

### **Presentation on “Teacher Evaluation”**

*Report by Syed Dara Shikoh Amir*

The Directorate of Quality Enhancement & Accreditation (QE&A) of Balochistan University of Information Technology, Engineering and Management Sciences (BUIEMS) organized a presentation on 20th March, 2009 in the syndicate room of City Campus. The Honorable Vice Chancellor, Deans of all the faculties, Directors and chairpersons of all the departments attended the presentation. The Directorate of Quality Enhancement and Accreditation (QE&A) conducted the Teacher Evaluation Survey in 2008 to review the quality standards and quality of teaching and learning in each subject area. The summarized results of the report were prepared on the basis of the feedback from students in respect of all concerned teachers, subject wise & section wise. 15,000 survey forms were distributed among the students. This was great help to the teachers to identify their strong and weak teaching areas and work accordingly to further polish their adopted methodologies. Teacher Evaluation Report was distributed among Deans to discuss the performance of faculty members in their faculties and recommend trainings, if required. In the end the participants discussed the issues regarding the process of Teacher Evaluation. It was decided that in future, the Directorate of Quality Enhancement & Accreditation would conduct such survey online.

### **A 3-Day Workshop on “Research Methodology”**

*Reported by Mrs. Batool Ishaque*

Research plays a pivotal role in the development of educational institutions and holds a stable place in

higher educational institutions. Keeping in view the significance of research, Department of International Relations, University of Balochistan arranged a three-day workshop dated 28th, 29th and 30th March, 2009 on research methodologies. The workshop was conducted by Prof. Dr. Naheed Zia Khan, Dean Faculties of Law, Commerce, Management & Administration Sciences, Science and Technology, Fatima Jinnah Women University Rawalpindi. It was attended by participants from different universities of Balochistan including the lecturers of Faculty of Arts and Basic Sciences, BUIEMS i.e. Mr. Ahmad Shah, Mr. Tariq Mehmood, Mrs. Ayesha Manzoor, Ms. Anila Zafar and Mrs. Batool Ishaq. Plagiarism is parasitic in its very nature and it mars the whole spirit of research. The resource person Prof. Dr. Naheed Zia Khan commenced the workshop with a presentation on plagiarism. She covered the different aspects of plagiarism covering its causes, kinds, its socio-economic and intellectual repercussions.

The second day of the workshop was peculiar because the resource-person shared with participants the methodology of writing research papers, their format, pre-requisites, allied instruments and various tools of data collections. She made it more practical by sharing her personal experiences with regard to writing research papers. On the last day, the resource person resorted back to her major subject i.e. Economics. The focal point of her presentation was that since the dawn of creation, the social and political activities have been revolving around Economics from individual to group and from group to cities, countries, regional blocks and from regional blocks to the new world order and uni-polar world, everything is directly or indirectly influenced



Workshop

by Economics. The Vice Chancellor of University of Balochistan Dr. Masoom Yasin Zai attended the last day of Workshop, shared his views and distributed certificates among the participants.

## International Women Day

Reported by Ms. Bakht Bibi



A seminar on women's day and Advocacy Exhibition was held on March 7th 2009 at Quetta Serena Hotel by the Balochistan Gender Network (BGN) and Aik Hunar Aik Nagar (AHAN) Ms. Rahila Durrani, Minister Provincial Government and

Special Advisor to Chief Minister was the Chief Guest on the occasion. The topic of the seminar was "Women and Men united to end violence against women and girls". 16 organizations attended the activity and prominent personalities like Mrs. Roshan Khurshid Barocha, Professor Sajida Qureshi (focal person BGN), Mr. Mohammad Tahir Malik (Regional Chief AHAN), Dr. Shahida Jaffary (Ex. VC Women University) and Mr. Yusuf Jomezai (CONCERN worldwide) shared their views on the need of educating women, providing of secure environment to women. Ms. Zaib-un-Nisa Gharshin, Public Relations Officer, BUIITEMS presented a paper on "Rising Violence Against Women in the culture of Balochistan. After the memento distribution the Chief Guest inaugurated the exhibition of different products made by women artisans. Electronic and print media gave exclusive coverage to the seminar.



participants

## All Pakistan Basketball Championship 2009

Reported by Ulusyar Tareen

Besides offering every opportunity and facility to nourish the students zeal for achieving academic excellence, the university offers them ample opportunities of developing their physical qualities., side by side with the physical improvement. Sports also inculcate the desirable virtues of team effort, tolerance, discipline and acceptance of rules and regulations. BUIITEMS encourages her students to participate in all contests and in the same regard BUIITEMS Basketball registered for participation in Inter-University Zonal and National Basketball Championship from April 2 to April 11, 2009. BUIITEMS got a walkover in its first zonal match. In its second match, BUIITEMS defeated IBA with 12 points. In the final, BUIITEMS faced University of Sindh, Jamshoro. University of Sindh won that match with 10 points. Thus BUIITEMS got 2nd position in the Zone G and qualified for All Pakistan Basketball Championship finals on 8th April 2009 held at NED University Karachi. BUIITEMS Basketball squad included Masood Kasi (Manager), Engr. Shah Marjan (Coach), Hamid Haleem Khattak (Captain), Ulusyar Tareen (Vice Captain), Shahid Iqbal, Tariq, Nouman Saleem, Syed Ashraf Ali, Ibrar Khan, Manzoor, Haider, Sohaib, Nangiyalay Khan and Tanveer.

## International Conference on Managing Creativity and Innovation 2009

Reported by Zahid Majeed and Sajida Reza

A paper titled "Managing Innovation in the UK and Pakistan Banking Sectors - Analysis of Flexibility and Employee Empowerment" was accepted for the International Conference held at the Institute of Management Technology Ghaziabad, India on January 9-10, 2009. The paper was published in the conference proceedings.



Ms. Sajida Reza



Mr. Zahid Majeed

**ABSTRACT:**

*Innovation in process, structure, strategy and human assets is a continuous driver for retaining switching customers, developing human intellect, and ultimately obtaining sustained competitive advantage. Misinterpretation and the default implementation of flexibility as employer strategy may lead the organization away from its goals, if the front-line employees are reluctant to participate in decision making. Through a comparative analysis of banking innovations in Pakistan and the UK, the paper explores the potential value of employee empowerment for implementing flexibility as an effective employer strategy. With the help of an analytical model, the piecemeal theories of the "antecedents" of empowered behavior during financial service delivery are incorporated into one conceptual agenda.*

**4th World Conference on 21st Century Mathematics, 2009**

*Reported by Prof. S.M. Niazi*

A wide range conference in Mathematical sciences was organized from March 4-8, 2009 at GCU, Lahore in collaboration with the International Mathematical Union (IMU) the European Mathematical Society (EMS), Abdul Salam International centre for theoretical Physics (ICTP) and National Center for Mathematics (NCM), Government College University, Lahore, under the sponsorship of HEC. The conference aimed at providing a platform for academic interaction of national mathematicians / scientists to open new horizons in areas of concrete and useful research.

Forth eminent class mathematicians / scientists from world-renowned foreign universities participated in the conference. Mathematicians from Pakistani Universities their research with the world mathematicians community. Papers written by Dr. Muhammad Nawaz and by Dr. Ansaruddin Syed, eminent mathematicians for BUITEMS were accepted from presentation at the conference. It is a matter of honor for Balochistan University of Information Technology, Engineering and Management Sciences that Dr. Mohammad Nawaz, Dean Faculty of Arts and Basic Sciences was a member of the National Organizing Committee for the conference.

Abstracts of the Papers accepted for presentation at the conference are:

**HEYTING ALGEBRA AND ITS DUAL**

Muhammad Nawaz  
Balochistan University of Information Technology, Engineering and Management Sciences, Quetta-Pakistan.



*We define a Heyting algebra as a lattice A equipped with a binary operation h defined as  $c \leq h(a, b)$  iff  $\inf(c, a) \leq b$  and its dual as a lattice A equipped with a binary operation g defined as  $g(a, b) \leq c$  iff  $b \leq \sup(a, c)$ . We prove that A equipped with binary operations g and h is a Boolean algebra if and only if any one of following equivalent conditions is satisfied*  
 i.  $\sup(a, h(a, 0)) = 1$  ii.  $\inf(a, g(a, 1)) = 0$   
 iii.  $g(a, 1) = h(a, 0)$

**UIR MATRIX ELEMENTS OF FINITE ROTATIONS OF SO (2; 1) DECOMPOSED ACCORDING TO THE SUBGROUP T1**

Ansaruddin Syed  
Balochistan University of Information Technology, Engineering and Management Sciences, Quetta-Pakistan.



*Using a technique of Kalnins, UIR of principle series of SO(2; 1), decomposed according to the subgroup T1, are realized on the space of homogeneous functions on the cone  $0 \leq x^2 + y^2 - z^2 = 0$  as the carrier space. It is then shown that the matrix elements of an arbitrary finite rotation of SO(2; 1) are determined by those of two specific type of rotations, each depending on a single parameter; matrix elements of these two specific types of finite rotations are then explicitly computed.*