Abstract
This article highlights Balochistan University of Information Technology, Engineering and Management Sciences (BUITEMS), Pakistan efforts with coping the Pandemic Prevention on Campus. COVID-19 halted Global Social & Economic Order—challenging 21st Century lifestyle and work place practices and impacting the conventional institutional arrangements. BUITEMS working is affected likewise; however, with BUITEMS leadership vision and responsiveness to COVID-19; effective counter strategies and planning; and coordination with local, regional and national authorities—BUITEMS has mitigated the academic and psychological loss of students and employees in these difficult times. Additionally, smart strategies have helped BUITEMS continue with its academic and research activities.

BUITEMS COVID 19: POLICY STATEMENT
BUITEMS stands together with Global Community to fight Covid-19 and play its role in continuing the learning processes and research; support government with policy frameworks; encourage other educational institutions to continue online education and support them in the process; collaborate with national, regional and international educational institutions and support community to understand the Pandemic and preventive measures.

BUITEMS Initial Response
BUITEMS leadership accepted the COVID-19 Pandemic; understood the gravity of the situation and its consequences; stood with the Global Community to fight Covid-19 and play its role effectively—starting with closure of all its facilities for faculty, students and staff, however ensuring that the learning process and research activities continue; support government with policy frameworks; encourage other educational institutions to continue online education and support them in the process; collaborate with national, regional and international educational institutions and support community to understand the Pandemic and preventive measures.

BUITEMS Strategy: Protection—Closure of All Campuses
BUITEMS leadership realized the contagion sensitivity and the importance of social distancing; however, ensured that the closure of its facilities does not halt the learning process. Initially, to handle uncertainty and mitigate the psychological impact upon students and employees only two weeks closure was announced—during this time employees received pay cheques—giving them assurance that they need not to worry for their jobs. Meanwhile, BUITEMS underwent an agreement with Microsoft and issued accounts to all students and employees. Additionally, to protect its campuses and maintain its infrastructure and facilities—only essential staff were performing duties. Moreover, BUITEMS leadership sensitized and continuously updated the Deans, Directors and Department Chairs with all developments—advising them to reach out to all concerned and respond to their queries—ensuring that the message “that everything’s under control and no one need to panic and all issues/ individuals will be accommodated and compensated during this time of hardship,” was well spread and understood by the
BUITEMS family. The strategy worked effectively, and thereafter BUITEMS continues to announce two weeks closure of its campuses.

BUITEMS Strategy: Virtual Work Space—Collaborative Platform
With closure of its campuses, BUITEMS leadership decided to acquire a virtual work space—a collaborative platform that can assist with universities routine administrative procedures and continuation of learning process and research. Microsoft Office 365 (O365) accounts were acquired and training on the effective use of Microsoft Teams (MT) for online classes was imparted to all Deans and Department Chairs. The Department Chairs then extended the training to all their faculty members and students. Standard Operating Procedures (SOP) were developed on developing classes in Microsoft Teams, assigning course titles, course description, assignments, quizzes, exams and attendance. Simultaneously, Classes in Microsoft Teams were synchronized with the previously operational Campus Management System (CMS).

BUITEMS Strategy: Online Teaching
BUITEMS realized that internet connectivity, cost and adaptability to the new working environment will be a challenge and requires a resolve for successful conduct of online classes—especially when such arrangements were never practiced. Prior to announcing online classes BUITEMS convinced its undergraduate final year students to opt for online classes—as it will save them precious time. Simultaneously, a survey was conduct to identify student’s connectivity, cost, mental health and adaptability issues. Survey revealed that 25 percent students moved to far flung areas of the province and had limited internet connectivity (2G—which could not be used for online classes) and 20 percent students had marginalized background and could not afford the cost of internet for an extended period (BUITEMS realized the hardship of people in this difficult hour and did not ask students for Spring 2020 fee). BUITEMS cautiously started the online classes for its 8th semester students and after 10 working days conducted a feedback survey to improve and update the online teaching. Moreover, students were given ample time to adjust and adapt the new working environment. Thereafter, each week one more semester is added to the online classes. At present, 7th, 6th, 5th and 4th Semester classes are underway. In the week of June 1, BUITEMS expects online classes progression for all its undergraduate students.

BUITEMS Strategy: Online Classes
BUITEMS decided to adopt a hybrid system—with synchronous and asynchronous modes—of online classes. Keeping in view electricity load shedding and other issues that students might face instructors are advised to coordinate class timings with students (for which WhatsApp groups are formed for each batch/class) and follow the synchronous mode where majority of students attend the online/video lecture. Simultaneously, the online lectures are recorded so that students who were absent for any reason can watch the recorded video—posted on dedicated channels through Microsoft Stream—following the asynchronous mode of attending the online classes. Additionally, chat in O365 and WhatsApp are used as additional platforms for addressing student general and course related queries, along with general communication. The hybrid system is working effectively and students feedback reflects that the learning process is efficient, however students inform that they have to work harder for online classes when compared to the conventional education system.

Additionally, SOPs for lecture delivery includes that instructors/faculty is required to make pre-class arrangement and add channel for each lecture in Microsoft Teams course page and title them Lecture No. 1 (2,3,4….and so on). A welcome note is delivered and relevant reading material, resource and web
links are uploaded in the specific channel. During the online class it is ensured that all students get an opportunity to participate, however instructor leads the discussion. PowerPoints, PDF, Word and Excel files are shared for better understanding of the topic. Moreover, when required white board is also shared for making graphs and discussing equations spontaneously. After the class, instructors are required to edit the video for streaming and share the link with students. Moreover, teachers are advised to share their experience of online classes for improving the SOPs.

BUITEMS Strategy: Covid-19 Research
BUITEMS promoted its employees to contribute their two cents to the pandemic research. Currently, nine different teams of researchers are collaborating with local, regional, national and international researches in areas of biotechnology, microbiology, Information technology, electronic engineering, economics and sociology. BUITEMS researcher are working on contact tracer app and indigenous ventilator—which is in its testing phase. Moreover, testing kits are developed and Screening and Simulation of Highly Specific Antiviral Agents in Natural Plants Existing in the Northern Ecosystem Balochistan is conducted. Furthermore, market prices on medical equipment and drugs required for Covid-19 prevention and treatment are monitored and studied—a study on the topic is already accepted for publication by Pakistan Development Review. BUITEMS has also submitted 4 research projects to higher education and other donor agencies for funding.

BUITEMS Strategy: Community Engagement
BUITEMS is working with local authorities/ Government of Balochistan on the establishment of COVID-19 Diagnostic Lab in Quetta. Moreover, BUITEMS experts sit on the Balochistan Command & Operation Center (BCOC) Forecasting Unit for Covid-19—engaged with projections of Covid-19. BUITEMS continues to assist the education department with the establishment of online classes and advise policy makers on effective use of technology for continuation of teaching learning.

BUITEMS Strategy: Way Forward
BUITEMS plans to continue online teaching/ learning and improve its existing online work practices with continuous feedback from all stakeholders. Some of the issues BUITEMS wants to resolve but have limited resources includes: Connectivity Issue as 25 percent students belong to far flung areas of the province, with limited to no internet connectivity; 20 Percent students who have internet connectivity cannot afford internet expense due to marginalized financial background; approximately 40 percent students do not own a personal computer—BUITEMS is looking for donors/ partners who can support BUITEMS students in this hour of difficulty.

Conclusion
BUITEMS remains prepared to fight the COVID-19 Pandemic and work with other institutions at all levels to effectively work on strategies that will mitigate the Personal and Economic loss from Covid-19. BUITEMS realizes that Covid-19 will disappear, however online teaching will not—the pandemic has changed the way student study and the way teachers teach. Therefore, BUITEMS focus is on the adaptability of the new best working practices with emphases on creating online classes such that accommodate for learners’ sufferings, stress, traumas, culture and ethnicity—thus improving the working experience for its employees and learning experience for its students.