



TENURE REPORT

04.03.2021 TO 03.03.2025

PROF. DR. MUHAMMAD AFZAL

Founding Vice Chancellor
Baba Guru Nanak University Nankana Sahib

ABOUT

BABA GURU NANAK UNIVERSITY NANKANA SAHIB

Baba Guru Nanak University (BGNU) is a public sector university located in District Nankana Sahib, in the Punjab region of Pakistan. It plans to facilitate between 10,000 to 15,000 students from all over the world at the university. The foundation stone of the university was laid on October 28, 2019 ahead of 550th of Guru Nanak Gurburab by the Prime Minister of Pakistan. On July, 02, 2020 Government of Punjab has formally passed Baba Guru Nanak University Nankana Sahib Act 2020 (X of 2020).

The plan behind the establishment of this university to be modeled along the lines of world-renowned universities with focus on languages and Punjab Studies offering faculties in "Medicine", "Pharmacy", "Engineering", "Computer science", "Languages", "Music" and "Social sciences". The initial cost Rupees 6 billion has already been allocated in the budget for this project to be spent in three phases on construction of Baba Guru Nanak University Nankana Sahib. The development work of Phase-I has already been started by Communication and Works Department of Government of Punjab.



APPOINTMENT AND TENURE OF PROF. DR. MUHAMMAD AFZAL

Prof. Dr. Muhammad Afzal was appointed as the Founding Vice Chancellor of Baba Guru Nanak University (BGNU), Nankana Sahib, through notification issued by the Higher Education Department (HED), Government of Punjab, dated March 2, 2021. He formally assumed office as Vice Chancellor of BGNU on March 4, 2021, at a time when the university existed solely as a legislative entity, with no physical infrastructure, faculty, administrative staff, or academic programs in place.

As founding Vice Chancellor, Prof. Dr. Muhammad Afzal rapidly transformed a new institution into a functioning university. He prioritized core administration, merit-based faculty recruitment, academic policy development, and campus construction. His leadership established essential departments, ensured international standards, and created a robust governance framework for regulatory compliance. He also directed physical infrastructure development, launching multiple programs and laying the foundation for long-term growth.

His tenure, spanning from March 2021 to March 2025, has been characterized by strategic academic expansion, infrastructure development, and financial sustainability. He spearheaded significant advancements in faculty recruitment, research grant acquisition, academic program diversification, and student engagement, all while ensuring the university's governance aligned with international best practices. Prof. Dr. Afzal's leadership has been instrumental in shaping the university's trajectory as a leading institution of higher learning, fostering intellectual capital and research-driven innovation.



VISION AND MISSION OF BGNU UNDER THE LEADERSHIP OF PROF. DR. MUHAMMAD AFZAL

Transformative Vision



Under the leadership of Prof. Dr. Muhammad Afzal, Baba Guru Nanak University (BGNU) has been envisioned as a pioneering institution committed to academic excellence, research innovation, and community engagement. With a strong emphasis on collaborative research and global partnerships, BGNU aspires to establish itself as a hub of knowledge and intellectual discourse. His strategic vision focuses on fostering peace, inclusivity, and socio-economic development through quality education, interdisciplinary learning, and impactful research.

Mission for Institutional Growth



As the founding Vice Chancellor, Prof. Dr. Afzal has steered BGNU towards becoming a progressive, inclusive, and research-driven institution. Under his leadership, the university is committed to providing a world-class learning environment, equipped with state-of-the-art facilities and professional training for its faculty, staff, and students. His mission has been to nurture humanistic values, promote technological and scientific advancements, and develop leaders who can excel in the global academic and professional landscape.

A key pillar of his leadership is strengthening BGNU's academic and cultural identity by fostering linkages with international institutions, promoting interdisciplinary research, and preserving linguistic and cultural heritage—with a special focus on the Punjabi language, literature, and history. Through structured policies on critical thinking, innovation, and leadership development, he has ensured that students at BGNU receive a holistic education that prepares them for the challenges of the modern world.

Commitment to Excellence and Inclusivity



Under Prof. Dr. Muhammad Afzal's leadership, BGNU has established itself as an institution that upholds the highest standards of academic integrity, diversity, and inclusivity. He has promoted an environment where faculty and students from diverse backgrounds collaborate, exchange ideas, and contribute towards intellectual and social progress. Through institutional governance reforms, transparent administrative policies, and merit-based faculty promotions, Prof. Dr. Afzal has ensured that BGNU remains a dynamic and forward-thinking institution.

CONSTRUCTION OF BABA GURU NANAK UNIVERSITY CAMPUS UNDER SCHEME TITLED "BABA GURU NANAK UNIVERSITY NANKANA SAHIB (PHASE-I)" AT GS NO. 136 IN THE ADP 2023-24



Main Campus During Construction

Construction of Baba Guru Nanak University Campus: A Testament to Progress

Under the visionary leadership of Dr. Afzal, the establishment of Baba Guru Nanak University (BGNU) has marked a transformative milestone in the region's educational landscape. Tasked with constructing a state-of-the-art campus, his proactive engagement and strategic oversight have been pivotal in navigating the complexities of greenfield infrastructure development. The accelerated progression of Academic and Administration Blocks, evidenced by completed plastering, advanced brickworks, and meticulous installations, underscores his commitment to functionality and user-centric design. His astute management and decisive action have demonstrably streamlined construction workflows, mitigating common delays and ensuring rigorous adherence to project timelines and specifications.

Dr. Afzal's strategic direction has also yielded significant advancements in the university's foundational infrastructure, including drainage and road networks, showcasing his foresight in establishing robust campus connectivity. His leadership, characterized by a synthesis of architectural vision and administrative acumen, has been instrumental in transforming BGNU's infrastructural blueprint into tangible reality, laying a solid foundation for the university's future.

A Vision Realized: The Impact of Strategic Initiatives

Prof. Dr. Muhammad Afzal's tenure as the driving force behind the Baba Guru Nanak University (BGNU) campus construction has been nothing short of transformative. His strategic acumen and unwavering dedication have been the linchpin in navigating the intricate challenges of this ambitious project. With a visionary's foresight, he has meticulously overseen every facet of development, ensuring that physical progress aligns seamlessly with financial stewardship. His exceptional leadership has not only expedited the construction of Academic and Administration Blocks, but has also fostered a culture of efficiency and excellence among the project teams. The tangible advancements – from the completed plaster works and flooring to the intricate infrastructure development of drains and roads – stand as a testament to his proactive approach and his ability to translate architectural blueprints into concrete achievements. Dr. Afzal's hands-on involvement has been instrumental in maintaining project momentum, ensuring that BGNU's vision of a modern, state-of-the-art campus is rapidly becoming a reality.



Academic Block-I

Under Dr. Afzal's exemplary guidance, the BGNU campus is emerging as a beacon of educational innovation and progress. His ability to balance meticulous attention to detail with a comprehensive strategic vision has been pivotal in steering the project towards success. Beyond mere project management, Dr. Afzal has instilled a sense of purpose and commitment, transforming a construction site into a future hub of knowledge and intellectual growth. His transparent financial management, coupled with his unwavering focus on quality and timely execution, has set a new benchmark for infrastructure development in the region.



Academic Block-II

Dr. Afzal's leadership has not only ensured the project's physical advancement, but has also laid a robust foundation for BGNU to flourish as a leading institution, shaping the future of countless students and contributing significantly to the educational landscape of Nankana Sahib. His legacy is one of visionary leadership, transformative development, and an unwavering commitment to excellence.



The Remarkable Rise of Baba Guru Nanak University

The Higher Education Commission (HEC) has played a key role in the oversight and regulation of higher education in Pakistan. One of its core responsibilities is to ensure that universities maintain specific standards of quality and compliance. Under the visionary leadership of Prof. Dr. Muhammad Afzal, Vice Chancellor of Baba Guru Nanak University (BGNU), the university successfully obtained an NOC from HEC to announce admissions for the first time. This marked a significant milestone for any new university, as it demonstrated that the institution had met the rigorous criteria and standards set by HEC. This achievement was a result of the Vice Chancellor's dedication, strategic planning, and commitment to excellence in education, ensuring that BGNU could offer quality learning opportunities to students.

During his tenure, Prof. Dr. Muhammad Afzal spearheaded efforts to fulfill the HEC's stringent requirements, ensuring the establishment of adequate infrastructure, the recruitment of highly qualified faculty members, and the development of well-structured academic programs. His leadership emphasized not only academic excellence but also the importance of research, innovation, and the creation of an environment that fosters intellectual growth. Recognizing that a well-equipped university requires a robust administrative and financial system, Dr. Afzal implemented key policies to streamline institutional efficiency and ensure smooth operations. These efforts strengthened BGNU's foundation, making it a competitive and sustainable academic institution.

The HEC's decision to grant the NOC to Baba Guru Nanak University reflected the university's unwavering commitment under Prof. Dr. Muhammad Afzal's leadership to upholding high educational standards. His tireless dedication and strategic vision played a pivotal role in securing this approval, which not only validated the university's efforts but also enhanced its reputation as a credible and reliable institution of higher learning. With this recognition, BGNU is now better positioned to attract talented students and experienced faculty members who will further contribute to its growth and success. The ability to offer admissions and commence academic activities marks the beginning of an era of expansion, including the introduction of new academic programs, enhanced research opportunities, and strengthened student support services.

This NOC, granted by HEC, represents a crucial step in Prof. Dr. Muhammad Afzal's tenure, reflecting his leadership in transforming BGNU into a recognized institution of higher education. His efforts ensured that the university met the required academic and institutional standards, enabling it to play a vital role in shaping the future of higher education in Pakistan. Through his vision and commitment, the university is now set to provide students with quality education, opening doors to academic excellence and professional development. This achievement underscores his dedication to continuous improvement and guarantees that BGNU will continue striving for higher educational standards in the years to come.

MEETINGS OF STATUTORY BODIES

Institutional Advancements Under the Leadership of Prof. Dr. Muhammad Afzal

Under the leadership of Prof. Dr. Muhammad Afzal, Baba Guru Nanak University (BGNU) has made remarkable progress in institutional governance, financial planning, academic development, and faculty recruitment. Through a series of strategic meetings, significant decisions were made to strengthen the university's foundation, ensuring transparency, accountability, and academic excellence.

Meetings of Finance & Planning Committee

The Finance and Planning Committee held its 4th meeting on July 5, 2024, at the University of Education, Lahore, under the chairmanship of Prof. Dr. Muhammad Afzal. Key agenda items included approving salary increases for university employees in accordance with the Punjab Government's FY-2024-25 budget, ensuring fair compensation amid rising living costs. The committee also sanctioned the commencement of short courses, expanding academic offerings for professional skill development. Additionally, the BGNU Need-Based Scholarship Regulations were approved, providing financial assistance to deserving students from underprivileged backgrounds. These decisions collectively reinforced BGNU's commitment to both its employees and students, fostering a supportive and progressive educational environment.



Meetings of Academic Council

The Academic Council, which met for the first time on January 28, 2025, played a crucial role in defining BGNU's academic framework. It approved key regulatory documents, including the university's admission policy, semester regulations, and student conduct guidelines, ensuring a structured approach to academic governance. The council also adopted HEC's updated curriculum guidelines for undergraduate and graduate programs, aligning BGNU with national academic standards. Notably, the council approved new academic programs in Data Science, Climate Studies, and Economics, responding to market demands and societal needs. Additionally, an International Advisory Board was formed to enhance BGNU's global academic standing, while partnerships with organizations such as the Rekhi Foundation were formalized to promote student welfare and mental health initiatives.





Meetings of Board of Faculties

The Boards of Faculties held their inaugural meetings in 2024, covering five key academic divisions: Natural Sciences & Technology, Theology & Religion, Management Sciences, Social & Behavioral Sciences, and Languages & Liberal Arts. These meetings focused on curriculum development, expert consultations, and policy recommendations. Across faculties, special emphasis was placed on integrating Pakistan Studies and Seerat-un-Nabi courses, ensuring a holistic approach to education. In addition, the Faculty of Management Sciences and the Faculty of Social & Behavioral Sciences recommended the inclusion of Islamic finance and translation of the Holy Quran within their respective programs. These decisions reflect BGNU's dedication to cultural, ethical, and professional education.



Meetings of Selection Board

Faculty and staff recruitment remained a top priority, with the Selection Board holding four key meetings to evaluate candidates for academic and administrative positions. The 3rd meeting from September 4-6, 2023, at the University of Education, Lahore, focused on hiring Assistant Professors and Lecturers across disciplines such as Management Sciences, Punjabi, Fine Arts, and Physics. The 4th meeting from September 20-26, 2023, evaluated candidates for Mathematics, Botany, IT & Computer Science, Psychology, Islamic Studies, English, and Chemistry. The 5th meeting on April 6, 2024, appointed senior faculty members, including Professors and Associate Professors, reinforcing BGNU's academic strength. The 6th meeting on May 2, 2024, extended hiring to non-teaching staff, including Assistant Directors, Network Administrators, and Personal Secretaries, ensuring administrative efficiency.



Meetings of Selection Committee

In parallel, the Selection Committee convened four times to recruit essential university staff. The 3rd meeting from March 15-18, 2024, appointed Security Guards, Computer Lab Attendants, Computer Technicians, Store Keepers, and Junior Clerks, supporting campus security and operations. The 4th meeting on April 5, 2024, filled roles such as Electricians, Cooks, and Drivers, ensuring the university's infrastructure and transport services remained fully operational. The 5th meeting on May 24, 2024, recruited Sub Engineers (Civil and Electrical), a Deputy Estate Officer, and a Media Coordinator, reinforcing the university's technical and media outreach capabilities. The 6th meeting on August 29-30, 2024, focused on hiring support staff, including Naib Qasids, Mali, Bus Conductors, and Sweepers, contributing to the overall maintenance and smooth functioning of university operations. The 7th Selection Committee meeting, held on February 28, 2024, focused on recruitment of bus drivers.

Through these systematic advancements, BGNU has established itself as a progressive and well-managed institution, ensuring academic integrity, financial sustainability, and institutional excellence. The leadership of Prof. Dr. Muhammad Afzal has been instrumental in overseeing key policy decisions, faculty appointments, financial planning, and academic development, laying the groundwork for BGNU's long-term success as a premier higher education institution.



Following progress chart for all the committees provides a structured overview of key committees and their contributions to BGNU's development.

Committee Name	Key Achievements and Progress
Finance & Planning Committee	<ul style="list-style-type: none"> - Approved salary increases for staff in line with Punjab Government's FY-2024-25 budget. - Introduced Need-Based Scholarship Regulations to support financially disadvantaged students. - Approved short courses for professional development and skill enhancement.
Syndicate	<ul style="list-style-type: none"> - Approved BGNU's annual budget of Rs. 328.568 million, ensuring financial stability. f- Established policies for fee payments, refunds, and financial power regulations to enhance transparency. - Successfully completed faculty recruitment, appointing lecturers, professors, and administrative leaders. - Approved the Students' Code of Conduct and Discipline Rules for maintaining academic integrity. - Expanded academic programs, including the introduction of new teaching departments.
Academic Council	<ul style="list-style-type: none"> - Reviewed and approved admission policies, semester regulations, and student conduct guidelines. - Adopted HEC's updated curriculum guidelines and strengthened plagiarism policies. - Introduced new academic programs in Data Science, Climate Studies, and Economics. - Established an International Advisory Board to enhance BGNU's global academic standing.
Boards of Faculties	<ul style="list-style-type: none"> - Finalized curricula and schemes of study for multiple departments. - Integrated Pakistan Studies and Seerat-un-Nabi courses across academic programs. - Strengthened business, finance, and Islamic studies programs with updated content and faculty expertise.
Selection Board	<ul style="list-style-type: none"> - Successfully completed the faculty recruitment process, appointing professors, associate professors, assistant professors, and lecturers across disciplines. - Approved hiring for critical non-teaching positions, including academic and IT administration roles.
Selection Committee	<ul style="list-style-type: none"> - Appointed essential university staff including Security Personnel, Lab Attendants, Computer Operators, and Clerical Staff. - Recruited engineers, estate officers, and media coordinators for infrastructure management. - Ensured efficient hiring of support staff, including drivers, cleaners, and campus maintenance personnel.

CAMPUS-WIDE DIGITIZATION DRIVE

CAMPUS MANAGEMENT SYSTEM (CMS)

CMS is an integral part of the University's digitalization policy. It provides the facility to interact faculty with the students and vice versa. Management System is an ERP, implemented at BGNU within less than a year. The DIT team is providing support to all the departments of the University in terms of training and technical support. DIT is also planning on an urgent basis to develop its own Data Centre. CMS is having 2 templates. One for the faculty and the other one for the students.

Training in CMS is an ongoing process, any department that wants the training for its new staff can send their staff to IT Centre Lab. for CMS training on any working day. CMS Helpline is an online portal for end users to log their queries regarding any issue they face while using CMS.

- 450+ Queries Resolved
- Provide training to new employees.
- Maintain System Regularly

WEB DEVELOPMENT

Directorate of IT is fulfilling its responsibility by updating the content of the Baba Guru Nanak University website, (www.bgnu.edu.pk) and designing & developing the new portals/ websites for its departments. The Directorate has been involved in all stages of the development of websites - right from planning, design, quality control, and launching to online promotion and monitoring. Moreover, the Directorate has entertained hundreds of queries received from all the Academic and Administrative departments of the university. This includes updating Departments, Faculty Members, Academic Programs, Seminars, Merit lists, Conference information from academic departments and job notices, Job results, date sheets, Results, Tender Notices, Schedules, and many more.

Module	Description
Purchasing of Domain	<ul style="list-style-type: none">• A new website domain has been purchased
Online Payments	<ul style="list-style-type: none">• It has made it possible for applicants and students to pay their fees online with the collaboration of Payzen.
PITB Hosting	<ul style="list-style-type: none">• PITB hosting was acquired as per government demand.
Online Admissions	<ul style="list-style-type: none">• Applicants can apply now online to get admission into the university.
Tenders	<ul style="list-style-type: none">• Tender Notices are visible online.
QEC	<ul style="list-style-type: none">• QEC Policy and guidelines are also shared on the website to maintain reliability, authenticity, and plagiarism
Job Portal	<ul style="list-style-type: none">• A job portal has been designed.
Online Admissions	<ul style="list-style-type: none">• Applicants can apply now online to get admission into the university.

DATABASE MANAGEMENT SYSTEM

The database is very crucial for the University record maintenance. It helps to maintain the credibility of data and track the changes in the record if any. The records of admissions applicants and BGNU students are also saved in the database. Key features of the database are as follows:

a. Database Designing

Database designing involves creating a detailed data model that defines the structure of a database, including tables, relationships, constraints, and indexes. It ensures data integrity and supports efficient queries. A well-designed database optimizes storage, minimizes redundancy, and allows for scalability as data grows.

b. Database Security

Database security focuses on protecting the database from unauthorized access, breaches, and attacks. It involves implementing encryption, access controls, user authentication, and auditing mechanisms. Ensuring secure data storage, transmission, and regular backups are critical aspects to prevent data loss or manipulation.

c. Database Accessibility

Database accessibility ensures that authorized users can access data in a timely and efficient manner. This includes designing systems that are compatible with various platforms, allowing seamless access for users, and ensuring high availability through redundancy and fail over solutions to minimize downtime.

d. Database Monitoring

Database monitoring involves continuously tracking database performance, health, and usage metrics. It helps identify potential issues such as slow queries, resource bottlenecks, or security vulnerabilities. Monitoring tools can provide alerts and reports, enabling proactive maintenance and troubleshooting.

e. Capacity Planning

Capacity planning involves estimating future database resource needs, such as storage, processing power, and memory, to handle the expected growth in data volume and user demand. It ensures that the database infrastructure scales appropriately and avoids performance degradation or outages as demand increases.

EXAMINATION SYSTEM

From 3rd semester for session, fall of 2022-2026, the Directorate of IT has implemented the CMS software for the students and faculty of the university. The software Engineer and his team worked with the exam department to develop the system as per the requirements. The exam portal has the following list of features:

RESULT MANAGEMENT SYSTEM

The result management system helps the exam department to cross-validate the marks of the students, submitted by the faculty member. This creates a check before the result is displayed. It also helped the exam department to make their examination record accurate and reliable. Students can view their results in their CMS portal. A grade book category is added to their portals. Examinations' attendance sheets are printed with students' details automatically from the database.

COURSES MANAGEMENT & ENROLLMENT

Course management and enrollment systems are also handed over to the exam department. It facilitates them to enroll in new courses, and add & drop students in them.

IMPLEMENTATION OF BIOMETRIC ATTENDANCE

In a significant step towards enhancing efficiency and accountability, BGNU successfully implemented a biometric attendance system for all staff and faculty members. This modern technology, which utilizes face recognition, ensures accurate and timely tracking of attendance records. By eliminating the potential for manual errors and providing real-time data, the biometric system has streamlined administrative processes, improved attendance compliance, and fostered a more transparent and accountable work environment.



THE CENTRAL LIBRARY



Transforming the Central Library: A Vision for Academic Excellence

Under the visionary leadership of Prof. Dr. Muhammad Afzal, the Central Library at Baba Guru Nanak University (BGNU) has experienced unprecedented growth, modernization, and digital transformation. Recognizing the vital role of a well-equipped library in fostering research and academic excellence, Prof. Dr. Afzal initiated a comprehensive strategy to expand, upgrade, and integrate cutting-edge resources within the university's knowledge hub.

His commitment to enhancing research and learning facilities has led to a substantial increase in both physical and digital collections, providing faculty, researchers, and students with unparalleled access to academic materials. These efforts align with BGNU's broader mission of becoming a center of knowledge, intellectual inquiry, and scholarly innovation.

Expansion of Library Holdings: A Remarkable Growth Trajectory

Under Prof. Dr. Afzal's leadership, the library has grown significantly in both its physical and digital collections. Through strategic acquisitions, institutional collaborations, and generous contributions from various sources, the library has expanded its holdings to cater to the diverse academic needs of students and faculty members.

- The library's purchased collection has expanded from 309 titles to 606 titles, with 1,158 copies of these books available. Additionally, through active engagement with donors and academic institutions, the total number of books—including those obtained through donations and gifts—has reached nearly 2,500 volumes across multiple disciplines.
- Recognizing the need for a modernized approach to research and knowledge acquisition, Prof. Dr. Afzal spearheaded the addition of over 50,000 digital resources. This extensive e-library has enabled students and faculty to access scholarly materials beyond the limitations of physical books, ensuring a seamless research experience.

Infrastructure Development and Technological Integration

In line with global trends in academic resource management, the modernization of library infrastructure was a key priority under Prof. Dr. Afzal's leadership. Several initiatives were undertaken to enhance research capabilities, digital access, and overall functionality, including:

- To provide students and faculty with seamless access to digital resources, the library has been equipped with four new high-performance computers with internet access. This upgrade enables real-time access to research databases, academic journals, and online learning platforms.
- Recognizing the need for a dedicated study and research environment, a specialized faculty workspace has been established within the library. This area is designed to support faculty members in their research endeavors, fostering academic collaboration and scholarly productivity.
- The integration of a modernized library management system has been a game-changer in ensuring efficient cataloging, tracking, and accessibility of books. With over 2,000+ new book entries, the system now reflects emerging academic trends and enhances ease of access for students and faculty.

Enhancing the Reading Culture and Research Engagement

Prof. Dr. Afzal has played an instrumental role in promoting a culture of reading, research, and intellectual discourse at BGNU. His efforts have made the library a vibrant center of learning, offering resources and services tailored to meet the needs of an evolving academic community.

- A wide range of daily newspapers (Dawn, Khabrain, and Nawa-e-Waqt), magazines, and academic journals in both English and Urdu are now available in the library. This expansion allows students and researchers to stay updated with current affairs, academic developments, and subject-specific advancements.
- To facilitate greater engagement with library resources, the book loan policy has been improved, allowing faculty and students to borrow books for up to 15 days. Over 200 books have been issued and returned under this new streamlined system, reflecting increased usage and accessibility.

Strategic Future Plans for Library Development

Looking ahead, Prof. Dr. Afzal's vision for the Central Library continues to emphasize technological advancement, research facilitation, and academic excellence. His forward-thinking initiatives include:

- Expansion of e-books, research databases, and digitized archives to ensure wider access to information.
- Strengthening partnerships with global academic institutions to gain access to international research journals and scholarly databases.
- Introduction of automated self-checkout systems, AI-based book recommendations, and RFID tracking for enhanced efficiency in library operations.
- Establishment of workshops, training programs, and research assistance services to support faculty and students in their academic pursuits.

A Lasting Legacy of Academic Excellence

PROF. DR. MUHAMMAD AFZAL

Prof. Dr. Muhammad Afzal's transformative leadership has set a new benchmark for academic libraries in Pakistan. By expanding the library's physical and digital collections, upgrading infrastructure, enhancing accessibility, and fostering a reading culture, he has ensured that the BGNU Central Library stands as a beacon of knowledge and research excellence.

His strategic approach has not only strengthened the academic foundation of the university but has also positioned BGNU as a leading institution for higher learning, research, and intellectual engagement. Under his guidance, the library will continue to evolve, adapt, and inspire future generations of scholars, researchers, and students.

STRATEGIC LEADERSHIP & INSTITUTIONAL DEVELOPMENT AT BGNU

Strategic Leadership in Assembling BGNU's Administrative Core

Under the visionary leadership of Prof. Dr. Muhammad Afzal, Baba Guru Nanak University (BGNU) has been meticulously built on the principle that its success hinges on the caliber of its people. Recognizing the critical importance of effective governance, transparency, and student welfare, Dr. Afzal embarked on the task of assembling a team of highly competent professionals to lead the university's central affairs. His approach was defined by a commitment to meritocracy, integrity, and a deep understanding of the unique challenges and opportunities facing a nascent institution. Dr. Afzal's leadership philosophy emphasized the strategic selection of individuals who not only possessed the necessary expertise but also demonstrated a genuine dedication to BGNU's mission. He understood that the right people in the right roles were essential for establishing a strong foundation for academic excellence, financial sustainability, and institutional accountability. Therefore, he personally oversaw the selection process for key committees, ensuring that each appointment reflected the university's core values and strategic objectives.

Committees Focused on Student Welfare and Safety

- Anti-Harassment Committee
- Anti-Drug and Smoking Committee
- Accessibility Committee for Disabled Students

Dr. Afzal prioritized the formation of committees that would ensure a safe, inclusive, and supportive environment for all students. He sought individuals with a strong sense of justice, empathy, and a proven track record of upholding ethical standards. His selections were guided by the need to create a culture of respect and inclusivity, where every student could thrive.



Building Institutional Strength and Academic Excellence

Committees Focused on Institutional Governance and Administration

- Financial Assistance Committee (FAC)
- Institutional Quality Circle (IQC)
- Admission Committee
- Discipline Committee

Understanding the importance of robust governance and efficient administration, Dr. Afzal focused on selecting professionals with expertise in finance, quality assurance, admissions, and disciplinary matters. He sought individuals who could uphold transparency, ensure accountability, and implement policies that would enhance the university's operational effectiveness. His selections were guided by the need to establish a strong administrative framework that would support BGNU's long-term growth and stability.

Committee Focused on Research & Academic Advancement

Office of Research, Innovation & Commercialization (ORIC) Steering Committee

Recognizing the pivotal role of research in advancing BGNU's academic standing, Dr. Afzal personally led the formation of the ORIC Steering Committee. He handpicked industry leaders, external research experts, and senior academicians, ensuring a diverse and highly qualified team. His strategic selection was driven by the goal of fostering a vibrant research culture and bridging the gap between academia and industry.

Prof. Dr. Afzal's leadership in selecting the best people for key roles at BGNU has been instrumental in shaping the university's trajectory. His commitment to merit, integrity, and student welfare has laid a solid foundation for BGNU to emerge as a leading institution of higher learning. His legacy is one of visionary leadership and a profound understanding of the importance of human capital in building a successful university.



ESTABLISHMENT OF QEC

Under the visionary leadership of Prof. Dr. Muhammad Afzal, Baba Guru Nanak University (BGNU) prioritized the establishment of a robust Quality Enhancement Cell (QEC). Recognizing the pivotal role of quality assurance in fostering academic excellence, Dr. Afzal envisioned the QEC as a cornerstone for institutional development. His strategic foresight aimed to create a culture of continuous improvement, ensuring that BGNU's academic and administrative practices adhered to the highest standards.

Dr. Afzal's vision for the QEC encompassed a comprehensive framework for quality assurance, including self-assessment, teacher and course evaluation, accreditation, equivalent programs review, and institutional performance evaluation. He emphasized the importance of data-driven decision-making and the use of feedback mechanisms to enhance the overall quality of education and research at BGNU. The establishment of the QEC reflected his commitment to transparency, accountability, and the pursuit of excellence.

The QEC, under Dr. Afzal's guidance, was tasked with promoting a culture of quality consciousness across all levels of the university. This involved developing and implementing quality assurance policies, conducting regular assessments, and providing training and support to faculty and staff. Dr. Afzal's leadership ensured that the QEC was well-equipped to drive institutional improvement and contribute to BGNU's mission of becoming a leading center of higher education.



ACHIEVEMENTS OF QEC

Since its inception, the QEC at BGNU has made significant strides in enhancing the quality of education and research. Under Dr. Afzal's leadership, the QEC successfully implemented a comprehensive self-assessment program, enabling departments and faculties to identify areas for improvement and develop action plans. This initiative fostered a culture of self-reflection and continuous improvement across the university.

The QEC also established a robust teacher and course evaluation system, providing valuable feedback to faculty members and contributing to the enhancement of teaching effectiveness. This system ensured that student feedback was systematically collected and used to improve the quality of instruction and curriculum delivery. Furthermore, the QEC played a crucial role in preparing BGNU for accreditation by national and international bodies.

This involved conducting gap analyses, developing quality enhancement plans, and ensuring that the university met the necessary standards for accreditation.

In addition to these achievements, the QEC under Dr. Afzal's leadership initiated a review of equivalent programs to ensure that BGNU's academic offerings were aligned with national and international benchmarks. The QEC also conducted institutional performance evaluations, providing valuable insights into the university's strengths and areas for improvement. These evaluations helped BGNU to identify strategic priorities and allocate resources effectively.

UI GREEN METRIC RANKING

Baba Guru Nanak University (BGNU) in Nankana Sahib has achieved a remarkable milestone in environmental sustainability by securing an impressive 57th position among Pakistani universities in the esteemed UI GreenMetric World University Ranking. This accomplishment is particularly notable, given that BGNU has reached this level of recognition within just two years of its establishment. The UI GreenMetric ranking evaluates universities worldwide based on a comprehensive set of environmental criteria, including energy efficiency, waste management, transportation policies, water conservation, and green campus initiatives. BGNU's success in this competitive global ranking reflects its unwavering commitment to environmental stewardship and its vision of fostering an eco-friendly campus. By prioritizing sustainable practices in both academic and operational domains, the university has set an inspiring example for other institutions in Pakistan and beyond.

This achievement underscores BGNU's proactive approach to integrating sustainability into its core values and institutional framework. The university has implemented various initiatives to reduce its environmental footprint, such as promoting renewable energy sources, enhancing green spaces, and encouraging sustainable modes of transportation. Furthermore, BGNU emphasizes the importance of environmental awareness among its students and faculty, incorporating sustainability principles into its academic programs and extracurricular activities. By championing these efforts, BGNU not only addresses pressing global challenges like climate change and resource depletion but also cultivates a sense of responsibility among future generations. Its rapid rise in the UI Green Metric ranking is a testament to the university's dedication to creating a greener, more sustainable future, solidifying its position as a trailblazer in environmental sustainability within the higher education sector.



ESTABLISHMENT OF FACULTIES & TEACHING DEPARTMENTS

A Visionary Architect of Baba Guru Nanak University

Prof. Dr. Muhammad Afzal's appointment as the founding Vice Chancellor of Baba Guru Nanak University (BGNU) in March 2021 was not merely an administrative assignment; it was a mandate to create an institution from absolute nothingness. The university existed solely as a legislative concept, devoid of physical infrastructure, human resources, and academic programs. This unprecedented challenge demanded a leader of exceptional vision, strategic acumen, and unwavering determination. Prof. Dr. Afzal rose to the occasion, transforming a nascent idea into a thriving center of higher learning.

Building the Foundation: Governance and Human Capital

The initial phase of Prof. Dr. Afzal's tenure was characterized by the Herculean task of establishing the fundamental pillars of a university. Critically, he recognized that a strong governance structure was paramount. Therefore, he meticulously constituted statutory bodies such as the Boards of Faculties and the Boards of Studies of each department. This involved a relentless pursuit of relevant expertise, ensuring that these boards comprised individuals with a deep understanding of academic standards and the specific needs of a nascent institution.

Furthermore, Prof. Dr. Afzal recognized the pivotal role of the Academic Council in shaping the university's academic trajectory. He carefully selected individuals who possessed not only academic prowess but also a keen understanding of the regional and national educational landscape. This diligent approach ensured that the Academic Council would provide invaluable guidance in developing and implementing the university's academic programs.

Simultaneously, Prof. Dr. Afzal understood that a university is only as strong as its faculty. He spearheaded a comprehensive, merit-based recruitment drive, attracting the best human resources available. This involved not only identifying talented teachers but also researchers with a proven track record of innovation. He recognized the specific needs of each newly created department, and aggressively sought out subject matter experts to lead those departments. His commitment to attracting high caliber professors and researchers was absolutely vital to bring the planned academic departments to life. This commitment allowed the university to quickly acquire highly needed human capital, to begin running both administrative functions and teaching functions.

Strategic Academic Expansion

Prof. Dr. Afzal's vision extended beyond the immediate challenges of establishing the university. He recognized the importance of aligning BGNU's academic offerings with the regional market landscape and the broader needs of society. This strategic approach led to the establishment of five distinct faculties, each comprising departments designed to address specific areas of knowledge and skill development.



Faculty of Natural Science & Technology

This faculty, encompassing departments such as Zoology, Physics, Information Technology, and Climate & Sustainability Studies, reflects the growing demand for expertise in STEM fields. By including emerging fields like Data Sciences & Analytics and Climate & Sustainability Studies, Prof. Dr. Afzal ensured that BGNU would be at the forefront of scientific and technological innovation.

Faculty of Social and Behavioral Sciences

Recognizing the importance of understanding human behavior and societal dynamics, this faculty houses departments like Psychology, Economics, and Educational Innovation & Technologies. These departments address critical issues related to mental health, economic development, and the integration of technology in education.



Faculty of Language & Liberal Arts

This faculty, featuring departments focused on Punjabi Language & Literature, Fine Arts, and English Language & Literature, underscores the importance of preserving cultural heritage and fostering creativity. The inclusion of Oriental Languages further enhances BGNU's commitment to linguistic diversity.



Faculty of Theology and Religion

The establishment of the Department of Islamic Studies acknowledges the cultural and religious context of the region, promoting interfaith dialogue and understanding.



Faculty of Management Sciences

With departments dedicated to Business Administration and Commerce & Entrepreneurship, this faculty aims to equip students with the skills and knowledge necessary to succeed in the dynamic world of business. This focus on entrepreneurship aligns with the regional emphasis on economic development.

Innovation and Sustainability

Prof. Dr. Afzal's leadership has been characterized by a commitment to innovation and sustainability. He has always promoted a culture of research and inquiry, encouraging faculty members to pursue cutting-edge research projects. He has also emphasized the importance of financial sustainability, implementing sound financial management practices to ensure the university's long-term viability.

His tenure has been marked by significant achievements in faculty recruitment, research grant acquisition, and student engagement. He has successfully attracted talented faculty members from across the country and abroad, enhancing the university's academic reputation. He has also secured substantial research grants, enabling faculty members to conduct ground-breaking research. His leadership has been instrumental in transforming Baba Guru Nanak University from a legislative concept into a thriving institution of higher learning. His strategic approach, unwavering determination, and commitment to excellence, including his vital work constituting all of the necessary governing bodies and hiring of the best possible staff, have laid a solid foundation for the university's future growth and success. His legacy will be remembered as the individual who built a university from nothing.



MEMORANDA OF UNDERSTANDING

1

MEMORANDUM OF UNDERSTANDING (MOU) WITH LANZHOU UNIVERSITY, CHINA

BGNU has signed an MOU with Lanzhou University, China, to collaborate on academic and research initiatives. The MOU focuses on establishing joint laboratories and research centers in priority fields such as dryland agriculture, ecosystem management, and climate change. It also aims to foster research collaboration between faculty members, leading to joint publications and grants. Additionally, the MOU seeks to enhance academic collaboration through the exchange of best practices in teaching, administration, and campus management.

2

MEMORANDUM OF UNDERSTANDING (MOU) WITH THE NATIONAL SKILLS UNIVERSITY, ISLAMABAD

BGNU has signed an MOU with the National Skills University, Islamabad, to promote quality research and education. The MOU focuses on the exchange of expertise, sharing of laboratories, and organizing joint seminars and conferences. It also aims to facilitate student internships and develop a culture of research and innovation.

3

MEMORANDUM OF UNDERSTANDING (MOU) WITH TIANSHUI NORMAL UNIVERSITY, CHINA

BGNU has signed an MOU with Tianshui Normal University, China, to promote international exchange and cooperation. The MOU focuses on the exchange of students and faculty members, conducting joint research projects, and organizing academic and cultural exchange activities. It also aims to exchange academic materials and publications.

4

MEMORANDUM OF UNDERSTANDING (MOU) WITH INSTITUTE OF PUNJABI CULTURAL STUDIES

BGNU has solidified its commitment to promoting Punjabi culture and heritage through a Memorandum of Understanding (MoU) with The Institute of Punjabi Cultural Studies (IPCS) at Punjab University. This collaboration aims to foster a deeper appreciation for Punjabi language, literature, and traditions. By working together, BGNU and IPCS can organize joint cultural events, research projects, and academic exchanges, enriching the intellectual and cultural life of the university community and the wider public.

MEMORANDUM OF UNDERSTANDING (MOU) WITH PUNJAB EMERGENCY SERVICES (1122)

BGNU has partnered with Rescue 1122 to equip its students, staff, and faculty with vital life-saving skills. Through a Memorandum of Understanding (MoU), the university aims to provide comprehensive training in basic first aid, CPR, and emergency response procedures. This collaboration will empower individuals to handle medical emergencies effectively, potentially saving lives and promoting a culture of safety and preparedness within the BGNU community.



MEMORANDUM OF UNDERSTANDING (MOU) WITH SOUTH ASIAN CONSERVATION AGRICULTURE NETWORK (SACAN)

BGNU has partnered with the South Asian Conservation Agriculture Network (SACAN) to advance sustainable agricultural practices. This Memorandum of Understanding (MOU) will foster collaboration in research and education related to conservation agriculture. The partnership will facilitate knowledge sharing, joint projects, and the appointment of an unpaid adjunct faculty member to enhance academic and practical expertise in this vital field.



7

LETTER OF INTENT (LOI) WITH REKHI FOUNDATION FOR HAPPINESS

BGNU has established a Letter of Intent (LOI) with the Rekhi Foundation for Happiness, an international organization dedicated to promoting well-being. This collaboration aims to enhance the happiness and mental health of students through joint initiatives and programs. The LOI includes the appointment of an unpaid adjunct faculty member, reflecting a commitment to integrating happiness and well-being into the university's academic and cultural environment.



8

LETTER OF INTENT (LOI) WITH PUNJABI WAIRAH OF ORLANDO, USA THROUGH THE PROMOTION OF EDUCATION IN PAKISTAN (PEP) FOUNDATION, USA

BGNU has entered into a Letter of Intent (LOI) with Punjabi Wairah of Orlando, USA, facilitated by the Promotion of Education in Pakistan (PEP) Foundation, USA. This partnership aims to promote educational opportunities and support for BGNU. The LOI includes a commitment from Punjabi Wairah to contribute USD 2000 to the university, underscoring their dedication to fostering educational development and collaboration.

OUTREACH PROGRAM OF BABA GURU NANAK UNIVERSITY

Baba Guru Nanak University (BGNU) has actively engaged with the surrounding educational institutions and community in Nankana Sahib to share its vision and foster collaboration. Faculty interactive sessions, led by Prof. Dr. Kafeel Ahmad, Prof. Dr. Azhar Rasool, Dr. Shahid Mubeen, and other Chairpersons, were conducted at Government Graduate College for Boys, Superior College, Shiblee College, and Punjab College of Jaranwala.

These sessions focused on showcasing the university's academic programs, infrastructure, fees, amenities, and research facilities. Discussions also centered on opportunities for collaboration, particularly regarding the colleges' upcoming science expo and conference, highlighting BGNU's commitment to regional academic development.

Furthering its community outreach, BGNU continued its interactive sessions, visiting Government Associate College for Boys & Women, Superior College, and Punjab College of Sharaq Pur Sharif. Additionally, delegations from various university departments visited Government Associate College for Boys & Women, Superior College, and Punjab College of Shahkot.

These outreach initiatives have been instrumental in building strong relationships with local colleges and the wider community in Nankana Sahib. By sharing its vision and fostering collaboration, BGNU is ensuring that its growth and development benefit not only its students and faculty but also the region as a whole. These interactions have served to demystify the university's offerings, clarify its mission, and establish BGNU as a valuable partner in the educational landscape of Nankana Sahib.



ICAST-2024: A MILESTONE OF ACHIEVEMENT UNDER THE LEADERSHIP OF PROF. DR. MUHAMMAD AFZAL

Strategic Vision for BGNU Behind the ICAST-2024

Under the strategic and visionary leadership of Prof. Dr. Muhammad Afzal, Baba Guru Nanak University (BGNU) marked a significant milestone by hosting the 1st International Conference on Applied Sciences & Technology (ICAST-2024). This international conference, held at a nascent university, underscored Prof. Dr. Afzal's unwavering commitment to positioning BGNU as a hub of academic prowess, innovative research, and international collaboration. His vision for BGNU transcended the conventional paradigms of academic development, aspiring to cultivate the university as a pioneering institution that champions interdisciplinary research and forges robust industry partnerships.

Global Academic and Research Synergy

ICAST-2024 successfully convened a diverse group of esteemed researchers, academics, and industry experts from around the globe, providing a fertile ground for exchanging ideas on the latest advancements in science and technology. Under the guidance of Prof. Dr. Afzal, the conference delivered a rich program featuring keynote speeches by leading authorities, interactive panel discussions on pressing global issues, and hands-on skill-building workshops. These initiatives were strategically designed to equip faculty and students with state-of-the-art knowledge and research methodologies. His proactive leadership ensured that BGNU played a central role in advancing global scientific discourse.

Despite its relatively short history, BGNU, under the astute leadership of Prof. Dr. Afzal, effectively utilized ICAST-2024 to broaden its international network, establish impactful research collaborations, and bridge the divide between academic theory and industry application. The conference was instrumental in fostering international partnerships, thereby reinforcing BGNU's reputation as an institution dedicated to pushing the boundaries of scientific knowledge and addressing critical real-world challenges.

A Testament to Innovation and Institutional Advancement

The resounding success of ICAST-2024 is a clear reflection of Prof. Dr. Afzal's dedication to fostering innovation and driving institutional progress. His visionary approach was pivotal in transforming an ambitious concept into a highly influential event, thereby cementing BGNU's status as a forward-thinking player in the international academic arena. Through this landmark initiative, he not only established a new benchmark for research engagement at BGNU but also paved the way for the university's continued evolution as a nucleus for scientific and technological innovation.



TRANSPORT FACILITY

Under the visionary leadership of Vice-Chancellor Prof. Dr. Muhamm Afzal, BGNU has taken a significant step towards enhancing student welfare and accessibility by initiating a dedicated transport service for students from adjoining rural areas. Recognizing the challenges faced by students, particularly female students, in commuting to the university, Prof. Afzal spearheaded the procurement of two state-of-the-art buses to establish the university's fleet. This initiative not only ensures safe and reliable transportation but also promotes inclusivity and equal access to education. The transport service has been widely appreciated and is expected to greatly benefit the student community, reflecting Prof. Afzal's commitment to fostering a supportive and progressive academic environment. This achievement stands as a testament to his dedication to student-centric development during his tenure.





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