

## **HESSA | HIGHER EDUCATION SYSTEM STRENGTHENING ACTIVITY**

The United States Government, through the United States Agency for International Development (USAID), is partnering with the Pakistani government to launch a \$19 million, five-year program to improve Pakistan's higher education system and increase the employability of university graduates. This is another example of the breadth of cooperation between the United States and Pakistan as we celebrate 75 years of diplomatic relations.

The program will integrate the best practices in teaching, research, governance, and sustainability to benefit 15 public Pakistani universities across the country, including five women's universities. Through this program, universities will provide students with research opportunities, soft-skills training, and support services such as career counseling. Through collaboration with industry, the program will help align academic preparation with workforce needs.

Women University Swabi, was one of them that was selected among the 15 Universities of the KP, as one of the Participant of HESSA/USAID project in collaboration with the University of UTAH-USA. The University of Utah (UU), has recently been awarded a grant by the (USAID) to implement the "Higher Education System Strengthening Activity" (hereinafter referred as HESSA) Project in Pakistan. The HESSA Project is providing technical assistance to several Pakistani universities (also referred as HESSA partner universities) in delivering high-quality market-driven education and research. The Women University Swabi has been selected as one of the HESSA partner universities. To facilitate project implementation, the UU has established a Project Management Unit (hereinafter referred as PMU/UU) in Islamabad. The Women University Swabi is participating in and support the HESSA project implementation by nominating faculty and staff for different training workshops, exchanges, study tours etc. different training sessions were held, and going to be held in future. That is included as given below.

## 1. Training program was Department Chair Training

### STRENGTHENING SKILLS IN SUCCESSFUL DEPARTMENT CHAIRS



The Component A of training comprised of **Capacity building workshops on Strengthening Skills for becoming successful Department Heads** in which the key points □ Strategic planning □ Organizational development □ Institutional governance □ Faculty management and mentoring □ Women leadership □ Conflict resolution □ Fund raising □ Managing pressures □ Nurturing partnerships □ Young leadership were discussed. The training of Department Chairs had been continued for three days in Marriot Hotel, Islamabad (10th May-12th May, 2022)

The Goals of Department Chairs' Workshop Discussions based on initiating transformational department change, developing mission and vision statements, conducting self-assessments, defining external stakeholders roles, creating a campus resource for chairs and establishing a forum for dialog between Pakistan's HEIs

The three day session of trainings were conducted by HESSA team Dr. Michael Barber (University of Utah), Dr. Delores Robinson (University of Alabama) and Dr. Sajjad Ahmad, (University of Nevada – Las Vegas). Women University Swabi was selected by HESSA/USAID Project out of fifteen HEIs from Pakistan. For training 1 of Department Chairs, Dr. Ambreen

Ayub (HOD Physics), Dr. Mehreen Riaz (HOD Zoology), Dr. Amtul Sami (HOD Microbiology and Molecular Biotechnology).

Worthy Vice Chancellor of Women University Swabi shared her views that these type of trainings are extremely valuable to understand the strategic planning in order to manage departmental issues, students outcomes and faculty evaluation. By implementing these strategic planning, it will be helpful for continuous improvement of department and offcourse HEI.



### Training # 3. **WOMEN LEADERSHIP IN HIGHER EDUCATION IN ISLAMABAD/ US**



The Component of training comprised of **Women Leadership training** in which the key points

- \*Introduction to the Women Leadership Training Program.
- \* The Mentorship Approach
- \* Debrief
- \* Leadership Styles for Women: How to Project Confidence and Professionalism in One's Career,
- \* Panel Discussion with Senior Women Leaders in Pakistani Higher Education \*
- Identifying Personal Leadership Styles
- \* Presentation of Project Ideas (Dr. Karri Holley),
- \* Co-Creation Workshop for UA Tour.

This training was held in Marriot Hotel, Islamabad, dated 13th June, 2022

The Goals of Leadership training Workshop Discussions based on leadership training, portfolio, confidence development, developing mission and vision statements, conducting self-assessments, identifying and socializing women leaders, Initiating campus base project. etc

The three day session of trainings were conducted by HESSA team Dr. Susan Carvalho (University of Utah), Dr. Delores Robinson (University of Alabama) and Ms. Cheri Daily, (University of Utah). Women University Swabi was selected by HESSA/USAID Project out of fifteen HEIs from Pakistan. For training 3 of the Senior most Women Faculty for leadership training, Dr. Gulnaz Parveen (Associate Professor, Botany/Director FAD), Dr. NainTarra Bukhari (HOD Microbiology/Coordinator).



Fifteen days training of leadership were held at University of Alabama US.

Training # 4.

## **Strengthening Teaching and Learning of Soft Skills in Higher Education**

### **“College and University Teaching Bootcamp”**

This Bootcamp consists of the three-parts training program on “**Strengthening Teaching and Learning of Soft Skills in Higher Education**” that consists of:

- (1) On-line Teaching Bootcamp (30 May to 18 July 2022)
- (2) In-person workshop in Islamabad on High Impact Practices and Collaborative Learning (16-17 June 2022); and
- (3) Exchange visit to the University of Alabama ( 26 Feb-06 March 2023).

#### **PART 1**

**HIGHER EDUCATION SYSTEM STRENGTHENING ACTIVITY  
(HESSA) WORKSHOP**

Workshop Title:	High Impact Practices and Collaborative Learning
Dates:	16th-17th June 2022
Training Venue	Marriot Hotel, Islamabad
No. of Participants	30 (From 15 Universities of Pakistan)
Name of the participants from Women University Swabi	Dr Surrya Khanam (Assistant Professor, Department of Zoology) Dr Fouzia Atlas (Assistant Professor, Department of Management Sciences)
Keynote Speakers	Dr. Aslam Chaudhry Dr. Lisa Pawloski Dr. Saima Hamid Dr. Kerri Holley K. Patricia

**Workshop Summary**

This workshop was focused on High Impact Practices (HIPs) and collaborative learning. HIPs serve as important tool to improve collaborative learning, student engagement and retention. These practices will enhance learning of soft skills among students. The workshop enlightened participants on become an effective teacher, understanding students' needs, course designing, assessment techniques, teaching to motivate and engage students in learning.

**Details of main sessions and activities during workshop**

Day 1, 16th June 2022, Thursday
Session 1: Opening Session
Recitation from the Holy Quran
Completing Pre-Training assessment form
Dr. Aslam Chaudhry: Presented welcome remarks to the participants and share details of HESSA project.
Dr. Lisa Pawloski: Gave a brief overview of the workshop
Dr. Saima Hamid: shared how FJWU has adopted certain practices to improve student learning
Session 2: Presentations and Group Activity on HIPs
Dr. Lisa Pawloski: Presented overview of high impact practices, background of HIPs, and gave

examples of HIPs programming practiced in their university.
Group Activity: A group activity was performed in which we were asked to address a set of questions: What types of experiential learning techniques and high impact practices have you used or tried in the classroom? What have been successful or unsuccessful? Why or why not?
Session 3: External Panel Discussion on “Sharing of Experiences and Lessons Learned in Implementing HIPs and CL”
This session was moderated by Dr. Ayesha Razzaque. During this session, several speakers from different fields shared their experiences and lessons learned from implementing HIPs and collaborative learning in their respective institutes.
Session 4: Presentations and Group Activity on HIPs and CL
Dr. Lisa Pawloski: Presented about how to Find and Cultivate HIPs/EL partners and resources
Dr. Kerri Holley: Introduce collaborative leaning
K. Patricia: Presented Ideas for High Impact Practices in the classroom and connection to CL. Activity on Mentimeter was performed.
Day 2, 17th June 2022, Friday
Session 5: Presentations and Group Activity on CL
Dr. Lisa Pawloski and Dr. Kerri Holley: Presented on Collaborative Learning, introduced three step interview techniques Activity: Participants were asked to express their views what they would like to do during their visit to the University of Alabama/
Session 6: Co-creation Workshop for UA Trip
Dr. Lisa Pawloski: Gave to The University of Alabama and Study Tour which was followed by group discussion and Q/As
Session 7: Summing up
Dr. Lisa Pawloski and Dr. Karri Holley summarized the Effective learning and collaborative learning techniques, discussed about the ongoing boot camp
Completing post-training assessment forms
Presentation of certificates
Group photo

## **Capacity Building & Knowledge-Sharing Summit**

In this Connection three days in person workshop of HESSA Project Component C on “Student Support Services Annual Capacity Building & Knowledge-Sharing Summit” was held on 26-28 July 2022 at PC Bhurban. The following attended the summit on the focal Areas of Financial Aid, Students Leadership, Entrepreneurship, Alumni, Career Development and Mental health:

1. **Dr.SaminaWaleed, Incharge Entrepreneurship, Women University Swabi**
2. **Mr.Jazib Shamin, Icharge Student Support Service, Women University Swabi**
3. **Ms.Amina, Incharge Career Counseling, Women University Swabi**
4. **Ms.Iqra Imtiaz, Deputy Director FAD, Women University Swabi**
5. **Ms. Firdous Ayub, Alumini Engagement, Women University Swabi**
6. **Ms.Humaira, MentalHealth, Women University Swabi**

**Summit**

## **Student Financial Aid Office**

A Financial Aid Office is the office that is responsible for preparing and communicating information on financial aid. This

office helps students apply for and receive student loans, grants, scholarships, and other types of financial aid.

## Goals

1. Establish essential manual and automated processes to support awarding financial aid in a timely manner.
2. Award financial assistance to qualified students, according to institutional and Govt requirements and with a focus on individual student needs.
3. Establish regular communication flow between the SFAO and the students/parents.
4. Increase number of students by giving them Financial Aid
5. Promote Professional development

Objective	Target (August 2022 to July 2023)	Key Responsibility	Support
Financial Aid Policy	<ul style="list-style-type: none"> <li>• Automation</li> <li>• Paper less</li> <li>• Review policies</li> </ul>	SFAO	Institutional Support  Technical support  Financial Support
Develop Financial Aid Calendar	<ul style="list-style-type: none"> <li>• Number of Donor must be increased</li> <li>• Industrial Partnership</li> </ul>	SFAO	Human Resource  Dedicated Staff
Endowment Policy	<ul style="list-style-type: none"> <li>• Endowment Account</li> <li>• Fund Raising events</li> <li>• Alumni Engagement</li> </ul>	SFAO	Institutional Support  Human Resource

<b>Student outreach Program and Talent Hunt</b>	<ul style="list-style-type: none"> <li>• Student Outreach program policy</li> <li>• Select need students on grass root level</li> </ul>	SFAO	Institutional Support  Human Resource  Financial Support
<b>Training</b> <ul style="list-style-type: none"> <li>• National</li> <li>• International</li> </ul>	<ul style="list-style-type: none"> <li>• To the modern practices</li> <li>• adopt best model</li> <li>• To visit developed SFAO and implement the same at University of Peshawar</li> </ul>	SFAO	Institutional Support  Financial Support



**Report on HESSA (Mental health) (women University Swabi)**

**By: Ms. Humaira Ali (Lecturer / Professional Clinical Psychologist, Department of Psychology)**

### **The first meeting was held on 1st July 2022**

Higher education system strengthening activity (HESSA) improves students' development skills., to improve pathways to connect graduates with market-led, demand-driven jobs. The HESSA meeting was held at Women University Swabi on 1<sup>st</sup> July 2022. It was scheduled for the discussion with the head of respective thematic areas on students affairs programs. There was a total of six thematic intervention areas of component C included.

### **Mental health and Psychosocial support**

Students' mental health and Psychosocial support were one of the 6 departments under the student affairs program. Focuses on students' mental health and other psychosocial issues The discussion of this part started with the question of what has the department of Psychology done for students' mental health and other psychosocial issues. Discussion of this part started with the below points

- Without mental health, Health is incomplete, and its one of the important Component
- To create awareness in students regarding the importance of mental health
- To talk about personal and academic challenges and developing strategies for students' betterment and welling needs

### **Why talk about Mental health and Psychosocial support**

- As discussed above without mental health, Health is incomplete, and in Universe where human being exists challenges comes and can solve through the right guidance, and a Professional Psychologist can do this guidance.
- Nowadays almost everyone and specially students facing academic challenges and have personal issues which they are trying to hide and due to this facing, a lot of mental health problem
- We believe that psychosocial support is one of the best healers of Peace full life so let's talk about mental health and support everyone.

### **What have we done during COVID 19**



**The second meeting was Held in PC Bhurban (from 26<sup>th</sup> July to 28<sup>th</sup> July 2022)**

The second meeting was a physical meeting in PC Bhurban our team arrived on 25<sup>th</sup> July 2022 and from the next day we meet the HESSA team and 15 different university thematic members I was the representative of women University Swabi for mental health support where I met with 15 different universities members of Pakistan and we share our experiences and practices held in our organization. the beauty of the three days session was amazing, exercise drive not only gave us a platform to get empowered but to see the like-minded people to interact in the future to contribute to developing a qualitative society.

- ✓ They give us a platform to link with other universities now we are connected with them
- ✓ The trainer Daniel Inouye discussed the system in US universities regarding mental health services for students



### **The third meeting Held online 28<sup>th</sup> of August 2022**

The third meeting was held online on August 28, 2022, with Daniel and other HEI members who were mental health representatives, and everyone some up progress in their institute. Progress reports of women university Mental health support are following.

I approach Fatima Jinnah women's University Assistant Professor Dr. Sajida for consultancy regarding a survey on the importance of mental health and what is the status of students and how they think about it. A survey sample paper was shared with me and now we have a link with Fatima Jinnah Women University Swabi and the same question we applied to students.

### **Fourth meeting online on 3<sup>rd</sup> October 2022**

In the fourth meeting, I discuss the survey report which is given below.

This survey was done in August 2022 by using a questionnaire as an instrument or assessment tool and took whole students of WUS as a population, Roundabout 300 students of different departments Like Management Sciences, Physics, Psychology, Chemistry, English, Diagnostic Medical Sonography, Mathematics, and Zoology were taken as a sample by using convenience method of sampling. We collect data or information through the Internet by using Google Forms. This survey was comprised of three main sections, first one is asking about the demographic information of participants the other two are about 12 basics question regarding counseling and mental health center.

Item	Responses (Yes/No)	Students Category Undergraduate	Grand Total Percentage %
Counseling is only for crazy people	Yes	200/250	80 %
	No	50/250	20 %
Going to a counselor is a sign of weakness	Yes	200 /250	80 %
	No	50/ 250	20 %
If you know a counselor, counseling will not be helpful	Yes	60/ 250	24%
	No	190/250	76%
It will be shameful	Yes	195 / 250	78%
	No	55/250	22%
It is unaffordable	Yes	210/ 250	84%
	No	40/250	16%
Others need counseling	Yes	45/ 250	18%
	No	205/ 250	82%
Talk to a friend instead	Yes	210 / 250	84%
	No	40/250	16%
Not much time for counseling	Yes	220/250	88%
	No	30/250	12%
The circumstances are not bad enough	Yes	180/250	72%
	No	70/250	28%
I can handle my problems myself	Yes	100 / 250	40 %
	No	150 / 250	60%
The private story may get revealed	Yes	220 / 250	88%
	No	30 / 250	12%
There is a stigma attached to counseling	Yes	200 / 250	80%
	No	50 / 250	20%

This survey report showed that up to 85% on average our students didn't know about counseling, they don't know about how mental health will help them to cope with their daily problems and their mental health struggles, Even they didn't have any idea to whom they consult when facing such issues, they deal it like attention seeking or possession by Jinn, their attitude and Perception toward counseling and mental health were very odd, because of cultural Stigma or tabo and these kinds of attitude and perception in this stage becomes very dangerous and vulnerable in later life. There was a little bit of awareness regarding counseling and mental health among the students of WUS.

- ✓ They decided on some tasks per year that should implement

## **Per year plan**

- Number of experts and supporting staff hours of work in mental health per year
- Number of students and hours in life skill per year
- Number of awareness students and messages per year
- Number of students seen per year