LIAQUAT UNIVERSITY
OF MEDICAL & HEALTH SCIENCES
JAMSHORO

OVERALL REPORT

ON SUSTAINABLE DEVELOPMENT GOAL NO.10

YEAR - 2023

Liaquat University of Medical and Health Sciences, Jamshoro

10.2.1 Number of students starting a degree
Total Number of students starting a degree is **3412** in the year 2023

10.2.2 Number of first-generation students starting a degree
The Total Number of first-generation students starting a degree is **6991** in the year 2023

10.2.3 Number of Students

The Total Number of Students is **15173** in the year 2023.

10.3.2 - Number of international Students from Developing Countries

The Total Number of international Students from Developing Countries is **156** in the year 2023.

10.4.2 - Number of students with disability

The Total Number of students with disability is **158** in the year 2023.

10.5.2 - Number of employees with disability

The Total Number of employees with disability is **26** in the year 2023.

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10.6.1 – University Admission Policy

Policy Statement:

Liaquat University of Medical & Health Sciences, Jamshoro is committed to a fair and merit-based admission process that ensures equal opportunity for all applicants. This policy aims to eliminate discrimination and actively support students from underrepresented backgrounds and those with disabilities.

Liaquat University of Medical & Health Sciences, Jamshoro primarily follow the admission policy and guideline laid down by the government/professional councils.

Purpose:

The purpose of this policy is to follow and foster the principles and procedures that are provided by the Government in Medical Universities admission process, ensuring it is fair, transparent, and inclusive of all students, regardless of their background or abilities.

Policy Details:

1. Merit-Based Admissions:

- Admissions decisions are based on the academic achievements, potential, and overall merits of each applicant.

- Consideration is given to standardized test scores, academic records, and other relevant criteria that are laid down by the Government.

- Admissions decisions are based on domicile of the applicant and according to available seat allocated district wise by the government.

2. Non-Discrimination:

- The university prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic.

- All applicants are evaluated equally, ensuring a fair and unbiased admission process.

- There is a provision of reserve seats for special applicants with disabilities for the admissions.

3. Support for Underrepresented Groups:

- Information about scholarships, financial aid, and support services is widely disseminated to ensure that all applicants are aware of the resources available to them.

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4. Accessibility and Accommodation:

- The university is committed to providing reasonable accommodations for applicants with disabilities throughout the admission process.

- This includes special arrangements for entry test for the admission.

6. Transparency and Accountability:

- The university ensures transparency in the admission process by providing clear information about admission criteria, procedures, and timelines.

- An appeals process is available for applicants who believe they have been unfairly evaluated, ensuring accountability and continuous improvement.

Implementation:

This policy is implemented by the Office of Admissions in collaboration with other relevant departments. It is reviewed annually to ensure alignment with the University's commitment to diversity, equity, and inclusion.

10.6.4 Policy for University Inclusivity and Accessibility

Policy Statement:

Liaquat University of Medical & Health Sciences Jamshoro is committed to fostering an inclusive environment where all students, faculty, and staff have equal access to participate in University activities. This commitment extends to individuals of all ethnicities, religions, disabilities, immigration statuses, and genders.

Purpose:

The purpose of this policy is to ensure that every member of our University community can engage fully in academic, extracurricular, and social activities without facing discrimination or barriers due to their personal backgrounds or characteristics.

Policy Details:

1. Equal Opportunity:

All activities, including but not limited to educational programs, events, and recreational opportunities, will be accessible to all individuals regardless of ethnicity, religion, disability, immigration status, or gender.

2. Reasonable Accommodations:

The university will provide reasonable accommodations to ensure that individuals with disabilities can participate fully in all activities. This includes but is not limited to, accessible facilities, assistive technologies, and alternative formats for materials.

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3. Non-Discrimination:

The university will not tolerate any form of discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender. Any reported incidents will be investigated promptly, and appropriate actions will be taken.

4. Awareness and Training:

The university will conduct regular training and awareness programs for students, faculty, and staff to promote understanding and respect for diversity. These programs will highlight the importance of inclusivity and the legal and ethical responsibilities of all members of the university community.

10.6.5 Policy for Harassment

Policy Statement:

Our university is committed to maintaining a safe and respectful environment for all students, faculty, and staff. Harassment of any kind, including but not limited to sexual harassment, bullying, and discrimination, is strictly prohibited and will not be tolerated.

Purpose:

The purpose of this policy is to outline the university's stance on harassment, provide definitions and examples of prohibited conduct, and establish procedures for reporting and addressing harassment. University Specially focus on the guidelines for Sexual Harassment Provided by Higher Education Commission of Pakistan for Universities.

(https://www.hec.gov.pk/english/policies/Pages/SEXUALHARASSMENT-POLICY.aspx)

Policy Details:

1. Definition of Harassment:

- Harassment is any unwelcome conduct based on race, color, religion, sex, national origin, age, disability, or any other protected characteristic that creates a hostile, intimidating, or offensive environment.

2. Examples of Prohibited Conduct:

- Verbal harassment, such as derogatory comments, slurs, or jokes.

- Physical harassment, such as unwanted touching or physical intimidation.

- Visual harassment, such as displaying offensive images or gestures.

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- Cyber harassment, including sending threatening or offensive messages via email, social media, or other digital platforms.

3. Reporting Procedures:

- Individuals who believe they have been subjected to harassment are encouraged to report the incident to the Office of Human Resources or the Office of Student Affairs

- All reports will be treated confidentially to the extent possible and will be investigated promptly and thoroughly.

4. Investigation and Resolution:

- The university will conduct a fair and impartial investigation of all harassment reports.

- Both the complainant and the respondent will have the opportunity to present evidence and witnesses.

- The university will take appropriate corrective action based on the findings of the investigation, which may include disciplinary measures up to and including termination or expulsion.

5. Retaliation Prohibited:

- Retaliation against individuals who report harassment or participate in an investigation is strictly prohibited.

- Any acts of retaliation will be subject to disciplinary action.

Implementation:

This policy will be implemented by the Office of Human Resources in collaboration with the Office of Student Affairs and other relevant departments. Annual reviews will ensure the policy remains effective and responsive to the needs of the University community.

10.6.6 Wellbeing Centre Report

The Centre for Psycho-Social & Academic Wellbeing, is a novel, and first of its kind, initiative to cater to the ever increasing need of the students regarding Psychological Help, Career Counselling, Mentoring & Overall Wellbeing.
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The Centre for Psycho-Social & Academic Wellbeing - LUMHS was inaugurated by the Worthy Vice Chancellor - LUMHS; Prof. Dr. Ikram Din Ujjan & the Founding Director; Prof. Dr. Moin Ahmed Ansari on March 28th, 2022
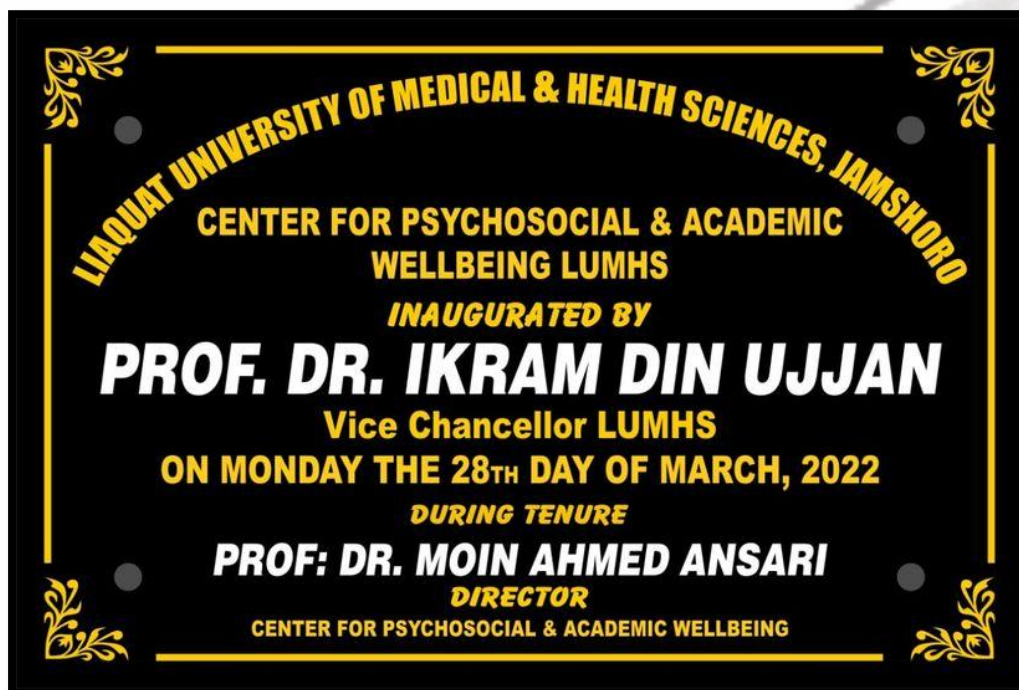

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Short Course on Mentoring Skills

In order to achieve the desired objectives and to develop mentoring skills among mentors, the Centre for Psycho-Social & Academic Wellbeing, has organized a Short Course on Mentoring Skills from March 28th to April 1st, 2023. Prof. Dr. Moin Ansari (Director – Centre for Psycho-Social & Academic Wellbeing) was Course Director and Dr. Aatir H. Rajput (Deputy Director – Centre for Psycho-Social & Academic Wellbeing), served as Course Coordinator.

Via this short course, initial training of mentors was done by a number of experts. The 5-day carefully crafted Short Course on Mentorship Skills, focused on a number of skills trainings via various instructional strategies and mentoring demonstrations along with reading materials, exercises and tools to train health professionals equipped with essential mentoring skills.

The course was successfully completed by 19 participants.

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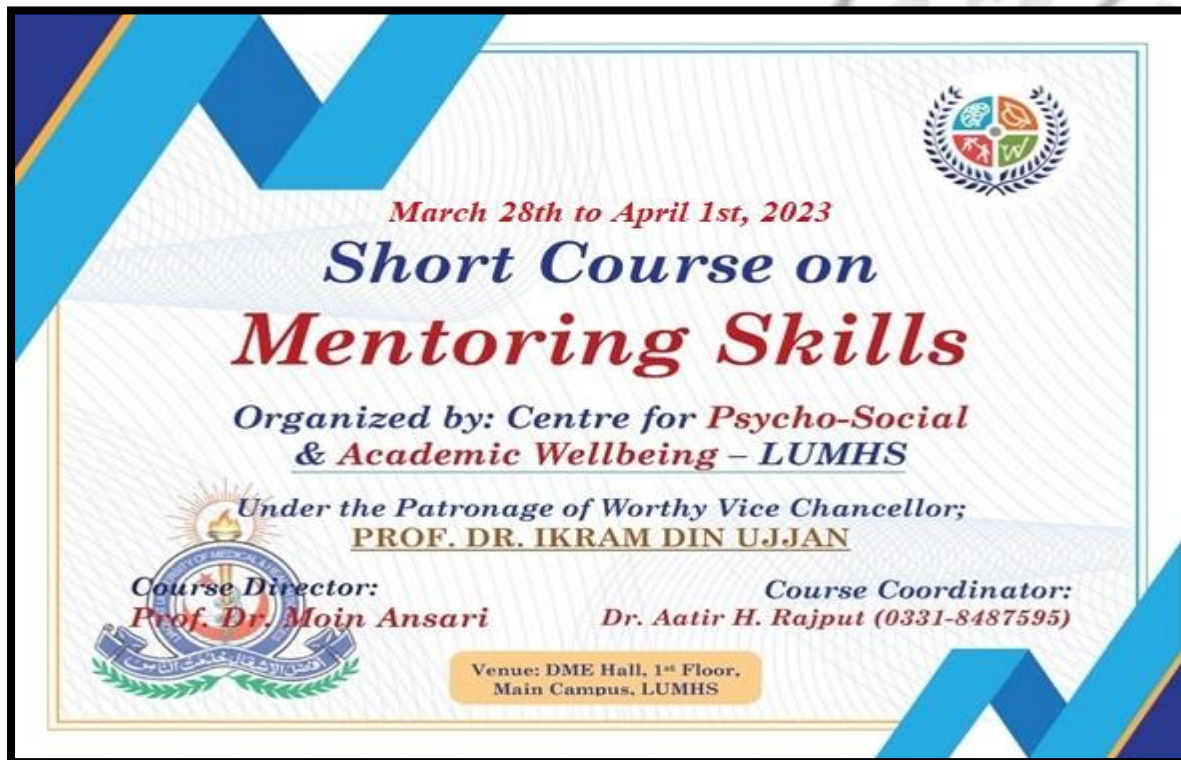
LUMHS Student Mentorship program

In the light of ever increasing academic and psychosocial stress among the medical students, specifically in first year (fresher) students (who found themselves unable to deal with the academic needs and stress and become lost in the midway) and to deal with the psychosocial dynamics of current era, the Liaquat University of Medical & Health Sciences is determined to guide, facilitate and help their students via establishing Student Mentorship Program.

This mentorship program is offered by the Centre for Psycho-Social & Academic Wellbeing and is aimed to accelerate the personal, professional and psychosocial development of mentees (students) via providing mentees with guidance, advice and feedback from mentors with more experience than themselves.

OBJECTIVES:

        Objectives of mentorship program are:
- To train the mentors to deal with issues of students
- To promote the positive mental health among students
- To drive out the maximum potential of students
- To aid in development of conducive educational environment for students.

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Vision Based Leadership

A One-Day Workshop on Vision Based Leadership organized by the Centre for Psycho-Social & Academic Wellbeing – LUMHS. The workshop was conducted at the Department of Medical Education Hall of Liaquat University of Medical & Health Sciences, Jamshoro on May 12th, 2023, which lasted 4 hours (from 10:30 AM to 2:30 PM) and was attended by 20 participants.

The objectives of the workshop were:

- Discuss the Concept of Academic Leadership in Healthcare Education
- Distinguish between the Management & Leadership
- Enlist Different Leadership Styles
- Discuss the Concept of Vision Based Leadership
- Enlist the Characteristics of an Effective Leader
- Devise the Strategic Plan for an Effective Leadership
- Discuss the concepts of Team-Based Leadership

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The workshop was facilitated by:

1. Meritorious Prof. Dr. Iqbal Afridi (Dean Faculty of Psychiatry, CPSP)
2. Prof. Dr. Moin Ahmed Ansari (Dean - Faculty of Medicine & Allied Sciences, & Director – Centre for Psycho-Social & Academic Wellbeing, LUMHS)
3. Dr. Aatir H. Rajput (Senior Registrar –Psychiatry & Deputy Director – Centre for Psycho-Social & Academic Wellbeing, LUMHS)
4. Dr. Muhammad Muneeb (Assistant Professor, Department of Medical Education & Program Director – Masters in Health Profession Education)

The specially crafted workshop on Vision-Based Leadership focused on the importance of transformational leadership along with other leadership styles, traits, skills, and competencies of effective leaders along with the concept of social accountability and pluralism and leadership and ethics. Various instructional strategies along with reading materials, self-assessment questionnaires, and role plays were used to train senior faculty members and executives in Strategic Framework Development for Change Management and Vision-Based Leadership in order to enable them with essential leadership skills.
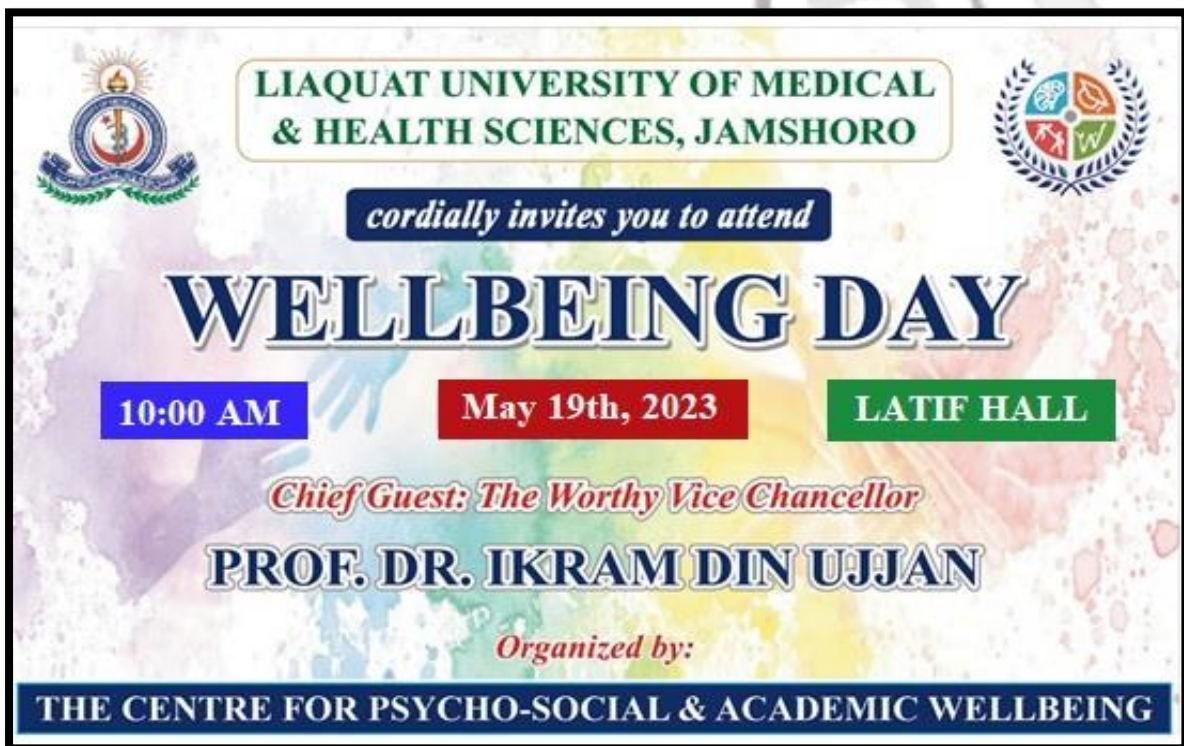

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Wellbeing day

The Centre for Psycho-Social & Academic Wellbeing celebrated, **WELLBEING DAY,** on May 19th, 2023 at Latif Hall, Liaquat University of Medical & Health Sciences, Jamshoro. Students, staff, faculty members and delegates over the provinces joined hands to celebrate the importance of Wellbeing in Today's World. The Worthy Vice Chancellor - LUMHS; Prof. Dr. Ikram Din Ujjan was the Chief Guest of the occasion.

Prof. Dr. Moin Ahmed Ansari, Dean Medicine & Allied Sciences & Director for Centre for Psycho-Social & Academic Wellbeing introduced about the concept behind the establishment of Wellbeing Centre. Prof. Dr. Unaiza Niaz, a legend in Psychiatry delivered keynote speech on Mentoring in Medical Schools while thematic lecture titled, Being Well in Today's World was delivered by Prof. Dr. Raza ur Rehman, a renowned psychiatrist. Dr. Aatir H. Rajput presented the working model of LUMHS Student Mentorship Program, which was the vision of the Worthy Vice Chancellor. Prof. Dr. Ikram Din Ujjan decorated guest speakers with traditional ajrak and topi. He also awarded certificates to the mentors who successfully completed Short Course on Mentoring Skills.

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Session on The Role of Leadership in Our Career

An Interactive Session titled "The Role of Leadership in Our Career", was organized by the Centre for Psycho-Social & Academic Wellbeing on the directives of Worthy Vice Chancellor, today on Aug 2nd, 2023 at Academic Council Hall, Liaquat University of Medical & Health Sciences, Jamshoro.

The session was conducted by Mr. Atiq Raj; International Life Skills Trainer and Chairman Pakistan Youth Council & International Kashmir Case Committee. It was attended by 20 participants from Faculty of Basic Sciences and also by Prof. Dr. Ashok Kumar Narsani; Dean, Faculty of Surgery & Allied Sciences and Prof. Dr. Moin Ahmed Ansari; Dean, Faculty of Medicine & Allied Sciences. The participants actively participated by taking Part in Discussions, Activities & Questioning.

Prof. Dr. Moin Ansari presented the certificate to Mr. Atiq Raja and the Worthy Vice Chancellor; Prof. Dr. Ikram Din Ujjan decorated the facilitator with traditional souvenirs of Sindhi Topi & Ajrak.

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10.6.7 Report LUMHS Support for Disabled Persons

Introduction

Liaquat University of Medical and Health Sciences (LUMHS) is committed to fostering an inclusive and supportive educational environment for all students, including those with disabilities. Recognizing the unique challenges faced by individuals with disabilities, LUMHS has implemented a range of support services aimed at ensuring equal access to education and campus facilities. This report outlines the specific measures taken by LUMHS to support students with disabilities, including reserved seats for admissions and priority allocation in hostels.

Support Services for Students with Disabilities

1. Reserved Seats for Admissions

LUMHS understands the importance of providing equal opportunities for all students, regardless of their physical or mental abilities. To this end, the university has established a policy of reserving seats for students with disabilities in its various academic programs. This initiative ensures that deserving candidates with disabilities have the opportunity to pursue their education and achieve their academic goals at LUMHS. (Ref. LUMHS Prospectus 2023-24 Page No)

Admission Process:

- Students with disabilities can apply for admission through the standard application process, indicating their need for accommodation.
- Reserved seats are allocated based on the applicant's academic qualifications and the severity of their disability.
- The admissions office provides additional support to applicants with disabilities, ensuring that they have access to all necessary information and resources during the application process.

2. Priority Allocation in Hostels

LUMHS is dedicated to creating a living environment that supports the needs of students with disabilities. One of the key measures in this regard is the priority allocation of hostel accommodations for these students. By providing accessible and comfortable living spaces, the university aims to enhance the overall well-being and academic success of students with disabilities.

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Hostel Accommodation:

- Priority allocation is given to students with disabilities, ensuring they have access to suitable rooms and facilities.
- Hostels are equipped with necessary modifications, such as ramps, handrails, and accessible bathrooms, to accommodate students with mobility impairments.
- The university offers additional support services, including transportation assistance and emergency response systems, to ensure the safety and comfort of students with disabilities.

Dedicated Rest Room

Special Auto Doors

Dedicated Ramp for Wheelchairs

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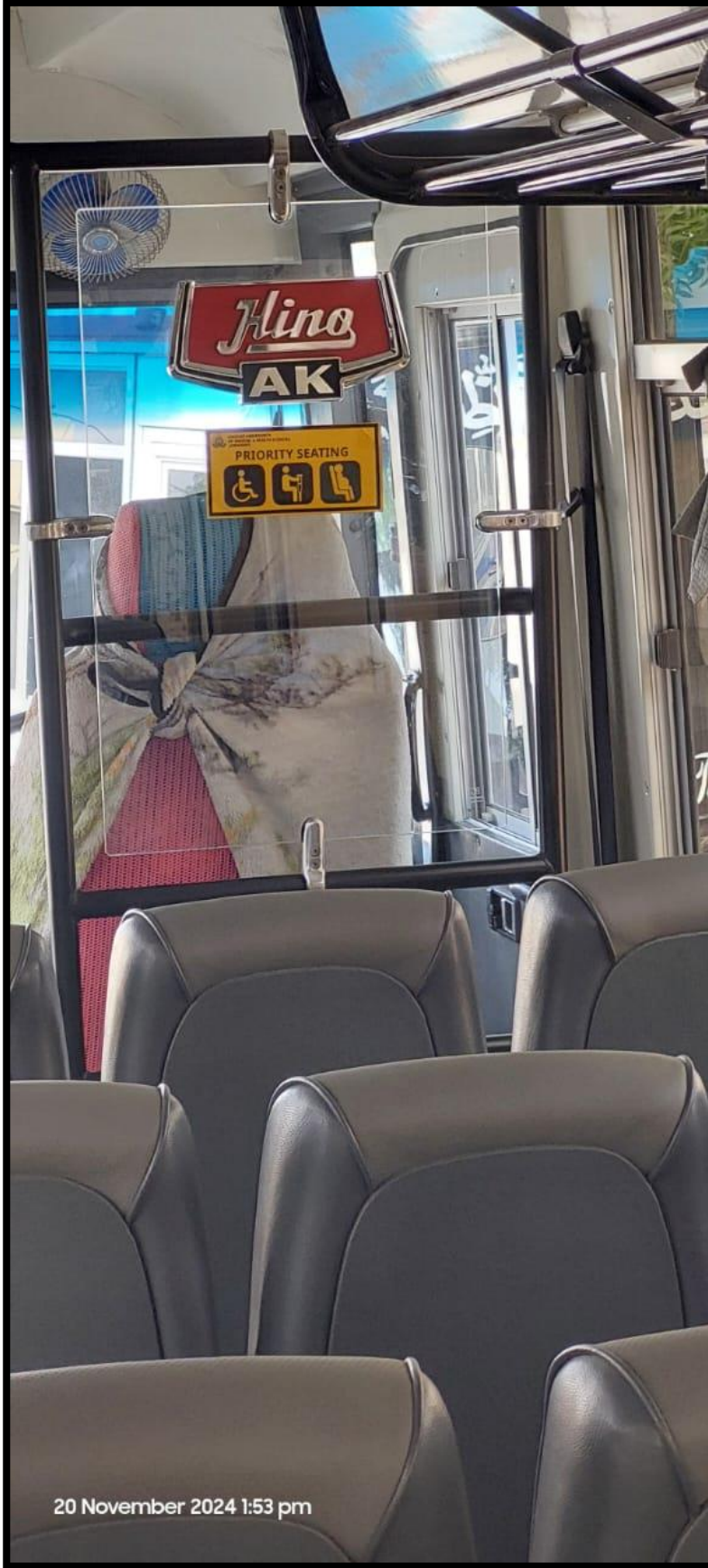JAMSHORO

Distribution of Free Wheel Chairs

Priority Seating Special Persons

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20 November 2024 1:53 pm

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Additional Support Services

In addition to reserved seats for admissions and priority hostel allocation, LUMHS offers a comprehensive range of support services to assist students with disabilities in their academic and personal lives:

1. Academic Support:

- The university provides specialized tutoring and mentoring programs tailored to the needs of students with disabilities.
- Assistive technologies, such as screen readers, voice recognition software, and adaptive learning tools, are made available to enhance the learning experience.
- Faculty members receive training on inclusive teaching practices and are encouraged to adopt flexible instructional methods to accommodate diverse learning needs.

2. Counseling and Psychological Services:

The Centre for Psycho-Social & Academic Wellbeing, is a novel, and first of its kind, initiative to cater to the ever increasing need of the students regarding Psychological Help, Career Counselling, Mentoring & Overall Wellbeing.

The Centre for Psycho-Social & Academic Wellbeing - LUMHS was inaugurated by the Worthy Vice Chancellor - LUMHS; Prof. Dr. Ikram Din Ujjan & the Founding Director; Prof. Dr. Moin Ahmed Ansari on March 28th, 2022

- LUMHS offers counseling and psychological support services to help students with disabilities manage stress, anxiety, and other mental health concerns.
- The university employs qualified counselors who specialize in working with individuals with disabilities, providing personalized support and guidance.

3. Career Services:

- The university's career services department assists students with disabilities in finding suitable employment opportunities and internships.
- Workshops and seminars are organized to help students develop job-search skills, prepare for interviews, and build professional networks.

4. Student Organizations and Advocacy:

LUMHS encourages the formation of student organizations and advocacy groups focused on disability rights and inclusion. These organizations provide a platform for students with disabilities to voice their concerns, share experiences, and advocate for positive changes within the university community.

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10.6.8 University Accessibility Policy for Special Persons

Policy Statement:

Our University is dedicated to ensuring that all facilities are accessible and inclusive for special individuals with disabilities, enabling full participation in all academic, extracurricular, and social activities.

Purpose:

The purpose of this policy is to provide guidelines for the creation and maintenance of accessible facilities that accommodate the needs of special individuals with disabilities, ensuring an equitable and inclusive environment for all members of our University community.

Policy Details:

1. **Accessible Buildings and Classrooms:**

   - Ensure all buildings, including classrooms, labs, and libraries, are wheelchair accessible.

   - Provide elevators, ramps, and automatic doors in all multi-story buildings.

   - Ensure that accessible restrooms are available in all facilities.

   - Provide designated seating areas in class room with easy access and for clear vision.

2. **Assistive Technologies:**

   - Provide assistive technologies such as screen readers, speech-to-text software, and hearing aids in classrooms and libraries.

   - Maintain an inventory of assistive devices that can be loaned to students and staff as needed.

3. **Housing:**

   - Ensure priority for housing facility to special individuals with disabilities.

   - Discounted fee charged for housing to special individuals with disabilities.

4. **Accessible Transportation:**

   - Ensure that campus transportation services are accessible to individuals with mobility impairments.

   - Provide shuttle services equipped with designated seating areas.

5. **Signage and Wayfinding:**

   - Implement clear and accessible signage throughout the campus, including tactile and braille signs.

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- Ensure that campus maps and wayfinding tools are accessible to individuals with visual impairments.

6. Emergency Procedures:

- Develop and regularly update emergency evacuation plans that include provisions for individuals with disabilities.

- Train staff and emergency personnel on assisting individuals with disabilities during emergencies.

7. Training and Awareness:

- Conduct regular training sessions for staff and faculty on disability awareness and inclusion.

- Promote awareness campaigns to educate the university community about accessibility and the importance of inclusive practices.

8. Feedback and Continuous Improvement:

- Establish a system for individuals to report accessibility issues and provide feedback on facilities and services.

- Regularly review and update accessibility policies and practices based on feedback and emerging best practices.

Implementation:

This policy will be implemented by the Office of Hostel Provost, Student Affair Office in collaboration with other relevant departments. Annual reviews will ensure the policy remains effective and responsive to the needs of the university community.

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