

Summer Travel Grant Research Proposal - American Institute for Pakistan Studies  
**Pathways of Pakistani Faculty: Faculty Employment, Development, & Resilience**  
**Dr. Shabana Mir, American Islamic College, Chicago**

**Brief Statement of Research Intent:** I propose to study resilience, and employment and development pathways among Pakistani faculty in Lahore, between June 15 and July 15, 2016.

**Rationale:** For some decades now, Pakistani authorities have been working to address the problems of faculty shortage and poor quality through reforms, structural change, and new employment and development pathways for faculty. It is crucial to examine the experiences and trajectories of Pakistani faculty in terms of how employment is obtained, how professional development is sought, and what factors contribute to faculty resilience and professional growth. For this research study, I propose a combination of observations and interviews.

**The Researcher:** I am Assistant Professor of Anthropology at American Islamic College in Chicago and a U.S. citizen. In 2014, I published *Muslim American Women on Campus: Undergraduate Social Life and Identity* (Outstanding Book Award, National Association for Ethnic Studies; Critics' Choice Award, American Educational Studies Association). I have lived much of my life in Pakistan, I visit Pakistan regularly, and I have family in various cities there. I am fully bilingual in English and Urdu, as well as fluent in Punjabi. In 2012 and 2013, I conducted pilot research for a paper on Pakistani Women Academics (presented at the Comparative and International Education Society, 2014). During those visits, I led faculty development courses at Lahore College for Women University.

#### **Research Questions**

What significant trends can we identify in Pakistani faculty employment structures and pathways? How do the new pathways compare to the old employment trajectories?

What opportunities and challenges exist vis-à-vis faculty development, higher education, scholarship, research funding, publishing, and training?

What are some factors that contribute to positive faculty experiences, resiliency, retention, and professional growth?

#### **Interview Questions**

Tell me about how you were hired at X University.

Tell me about the role of professional development in your work life.

What opportunities are there for faculty to seek professional development, promotion, and further training?

Tell me about a memorable experience at work that reflects how you feel about work.

How does work relate to your personal and family lives?

What would you like to see happen in higher education? Your university?

What are the main problems Pakistani faculty face?

**Sampling Procedures:** I am acquainted with faculty and staff at various universities in Lahore (Punjab University, Lahore University of Management Sciences, National College of Arts, Government College, F.C. College, Lahore College for Women University, Kinnaird College for Women, Fatima Memorial Medical College, Institute of Leadership & Management, National University of Science and Technology, International Islamic University, and Beaconhouse National University). I will use snowball sampling, drawing upon introductions to youth by family members, friends, acquaintances, as well as Pakistani university employees with whom I have established contact in the past few years.

#### **Proposed Budget:**

Travel, Airfare, transportation:	\$2500
Living expenses:	\$500
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	\$3000