DR. GULFAM NAWAZ

Lecturer in Special Education | Disability Policy & Quality of Life Researcher | Gold Medalist

House No. E-49, Gate No. 2, Shahtaj Colony, Walton Road, Lahore, Pakistan

Mobile: +92 300 4662094 | Office: +92 42 99262234

gulfam.nawaz@ue.edu.pk | drgulfamnawaz@gmail.com

ORCID | Google Scholar | ResearchGate

PROFESSIONAL PROFILE

Academic and special education professional with more than 15 years of experience in teaching, research, professional training, disability services, and academic administration, including over ten years in higher education. Specializes in Intellectual and Developmental Disabilities (IDD), Quality of Life (QOL), inclusive education, and disability rights. Doctoral research developed and psychometrically evaluated policy-review instruments examining the alignment of provincial legislation with QOL principles. Recipient of three gold medals in Special Education and selected through competitive FPSC/PPSC recruitment processes.

RESEARCH INTERESTS

- Intellectual and Developmental Disabilities (IDD)
- Disability Policy, Legislation, Rights, and Accessibility
- Quality of Life (QOL) of Individuals with Neurodevelopmental Disorders
- Inclusive Education, Universal Design for Learning, and Differentiated Instruction

ACADEMIC QUALIFICATIONS

Doctor of Philosophy (PhD) in Special Education **2023–2026**

University of Education, Lahore

- CGPA 4.00/4.00 (91.17%); first position in the doctoral cohort.
- Specialization: Disability Policy Evaluation and Quality of Life of Individuals with IDD.
- Dissertation: Evaluating Policy and Legislation regarding Quality of Life of Individuals with Intellectual and Developmental Disabilities.

Master of Philosophy (MPhil) in Special Education **2013–2015**

University of the Punjab, Lahore

- CGPA 3.34/4.00 (77%) | specialization in Developmental Disabilities.
- Thesis: Differences between Parental Perceived and Literature-Based Causes of Intellectual Disability.

Master of Arts (MA) in Special Education **2007–2009**

University of the Punjab, Lahore

- CGPA 3.82/4.00 (85.18%) | specialization in Intellectual Disability; ranked first in the graduating class.
- Thesis: Concept of Disability in Muslim, Sikh, and Hindu Religion.
- Awarded the Dr. Muhammad Arif Gold Medal, Sabiha Saleem Gold Medal, and University Gold Medal.

Bachelor of Arts (BA) **2005–2007**

University of the Punjab, Lahore

- Marks 508/800 (63.5%) | subjects: Islamic Studies, Punjabi, and Persian.

FSc (Pre-Engineering) **2003–2005**

Board of Intermediate and Secondary Education, Lahore

- Marks 711/1100 (64.64%) | subjects: Chemistry, Mathematics, and Physics.

Matriculation (Science) **2001–2003**

Board of Intermediate and Secondary Education, Gujranwala

- Marks 682/850 (80.23%) | subjects: Biology, Chemistry, Mathematics, and Physics.

SUPPLEMENTARY PROFESSIONAL QUALIFICATION

Bachelor of Laws (LLB) **2015–2018**

University of the Punjab, Lahore

- Marks 1058/2100 (50.38%) | interdisciplinary foundation in disability rights, legislation, administrative law, and public policy.

HONORS, AWARDS, AND DISTINCTIONS

- First position in the PhD cohort with CGPA 4.00/4.00, University of Education, Lahore (2026).
- Dr. Muhammad Arif Gold Medal, University of the Punjab (2011).
- Sabiha Saleem Gold Medal, University of the Punjab (2011).
- University Gold Medal, University of the Punjab (2011).
- Selected through the Punjab Public Service Commission against the single province-wide Lecturer post in the IDD/MCC field (2015).

ACADEMIC AND PROFESSIONAL EXPERIENCE

Lecturer in Special Education (BPS-18) **Mar 2019–Present**

Department of Special Education, Division of Education, University of Education, Lahore

- Teach undergraduate and graduate courses in special education, research methods, inclusive education, behaviour management, assessment, curriculum adaptation, and early childhood special education.
- Supervise undergraduate and graduate research, teaching practice, fieldwork, and internship experiences.
- Contribute to academic planning, institutional quality assurance, admissions, accessibility, student support, and university service.

Lecturer – IDD/MCC Field (BPS-17) **2015–2019**

Government In-Service Training College for Teachers of Disabled Children, Lahore

- Selected through PPSC against the single province-wide vacancy in the IDD/MCC field.
- Designed and delivered province-wide professional development for special education teachers, with cohorts of 23–62 participants.
- Developed training content on autism, developmental delays, adaptive behavior, vocational transition, learning disabilities, inclusive education, and institutional management.

Junior Special Education Teacher – IDD/MCC Field (BPS-16) **Jul–Aug 2015**

Government Special Education Centre for MCC, Gujranwala

- Provided classroom instruction and individualized educational support to learners with intellectual and developmental disabilities.

Vice Principal **2014–2015**

LABARD Vocational Training Center, Tajbagh Campus, Lahore

- Supported institutional administration and vocational training programs strengthening employment skills and independent living for persons with disabilities.

UNIVERSITY LEADERSHIP AND ADMINISTRATIVE SERVICE

Incharge, Student Affairs, Division of Education **May 2026–Present**

- Lead student affairs coordination, student-centered initiatives, and divisional co-curricular and extracurricular activities.

Coordinator (Special Education), Internship Office **May 2026–Present**

- Coordinate institutional placements, external linkages, supervisor allocation, internship documentation, evaluation instruments, and student feedback.

Disability Coordinator & Member, University Accessibility Committee **Dec 2021–Present**

- Coordinate accessibility support and contribute to physical, digital, and academic inclusion measures for students with disabilities.

Coordinator, Financial Aid Office, Division of Education **May 2025–May 2026**

- Managed financial-aid coordination and supported scholarship access for students with financial need.

Coordinator (Male), Student Counseling Center **Aug 2021–May 2025**

- Coordinated student guidance, orientation, counseling referrals, and awareness activities.

Member, Timetable Committee, Division of Education **Oct 2020–Dec 2024**

- Supported division-wide scheduling, workload coordination, room allocation, and timetable implementation.

Coordinator, Quality Enhancement Cell **Apr 2021–Sep 2022**

- Coordinated course evaluations, quality-assurance documentation, and Self-Assessment Report processes.

Incharge, Timetable, Department of Special Education **Feb 2020–Sep 2022**

- Prepared departmental timetables and coordinated teaching assignments and instructional resources.

Incharge, IT Office, Division of Education **Aug 2019–Sep 2021**

- Coordinated routine IT services and technology-enabled academic and administrative support.

Other Services

- Secretary/Member, Admission Committee, across multiple cycles (Fall 2019–Spring 2025); external assessment team member for the Self-Assessment Report of the Government Training College for Teachers of the Blind, Lahore (2019–2020); responsible for financial management and organization of workshops on sign language, Braille proficiency, and IDD, and for International Day of Persons with Disabilities activities (2019–Present).

SELECTED TEACHING PORTFOLIO

- **Special Education & IDD:** Introduction to IDD/MCC; Educating Learners with IDD; Behaviour Management; Assessment Practices for IDD; Teaching English and Mathematics to Learners with IDD; Physical Education for Special Needs.
- **Research & Assessment:** Research in Special Education; Research Instrument Development and Analysis; Assessment and Evaluation in Special Education; Differentiated Practices in Assessment.
- **Inclusive Pedagogy:** Inclusive Education; Curriculum Adaptation for Special Needs; Early Childhood Special Education; Teaching Reading and Writing; Language and Communication Skills; School–Community Collaboration.
- **Education & Leadership:** Foundations of Education; Educational Psychology; Guidance and Counseling; Human Resource Management; Organizational Behaviour in Education; School Management; Comparative Education; Education, Globalization and Change; Education in Pakistan.
- **Programs taught:** B.Ed. (Hons) Special Education; B.Ed. Secondary; B.Ed. (Hons); MA Special Education; MA Education; MA Education (Leadership & Management).

PEER-REVIEWED RESEARCH PUBLICATIONS

1. Dr. Gulfam Nawaz, Dr. Muhammad Javed Aftab, Aasma Zaheer, & Faisal Amjad. (2026). Prevalence of Students with Difficulties in Applying Mathematical Concepts, Understanding Word Problems, Using Logical Reasoning, and Interpreting Mathematical Language at the Elementary Level. *Journal of Global Social Transformation*, *2*(8), 122-135. https://doi.org/10.71317/jgst.2.8.2026.345
2. Nawaz, G., Aftab, M. J., Zaheer, A., & Amjad, F. (2026). Prevalence of Students with Difficulties in Motor Coordination, Handwriting, Balance, Movement Planning, and Fine Motor Skills at the Elementary Level. *Kashmir Journal of Academic Research and Development*, *2*(8), 123-140. https://doi.org/10.71317/kjard.2.8.2026.348
3. Ali, H. H., Aftab, M. J., Alahmari, A. A., Nawaz, G., Hassan, A., & Zaheer, A. (2026). MATERNAL MALNUTRITION AND MOLECULAR MECHANISMS UNDERLYING ADVERSE NEONATAL OUTCOMES: A SYSTEMATIC REVIEW OF GENETIC, EPIGENETIC AND PLACENTAL BIOMARKERS. *Genetics and Molecular Research*.
4. Khalil, A., **Nawaz, G.**, & Zaheer, A. (2026). School-based factors affecting activities of daily living (ADLs) in students with intellectual and developmental disabilities. *Journal of Social Sciences Research & Policy, 4*(1), 695–707.
5. **Nawaz, G.**, & Aftab, M. J. (2025). Validation of Checklist for Reviewing Policies on Quality of Life (CRPQOL) of individuals with intellectual and developmental disabilities in Punjab, Pakistan. *Journal of Social Sciences Research & Policy, 3*(4), 533–546. https://doi.org/10.71327/jssrp.34.533.546
6. Aftab, M. J., & **Nawaz, G.** (2025). Causes of learning difficulties in the subject of mathematics at secondary level: Educators' perspectives. *Journal of Educational Dynamics, 2*(2), 49–67. https://doi.org/10.58932/MULI0025
7. Aasma, **Nawaz, G.**, & Jaleel, F. (2022). A comparative study on communication skills of out-of-school and school-going children with intellectual and developmental disabilities. *Journal of*

Business and Social Review in Emerging Economies, 8(2), 597–604. https://doi.org/10.26710/jbsee.v8i2.2466

8. Manzoor, A., **Nawaz, G.**, & Munir, H. (2022). Use of differentiated instructions for the inclusion of all learners: Insights from prospective teachers in Pakistan. *Global Educational Studies Review, 7*(1), 280–290. https://doi.org/10.31703/gesr.2022(VII-I).28
9. Anwar, A., Nadeem, N., **Nawaz, G.**, & Siddique, A. (2021). Socio-economic crisis of mothers of special children during COVID-19: A reflective study. *Bulletin of Business and Economics, 10*(4), 22–27.
10. Noor, Q., Arif, M. I., Basit, A., Ali, A., & **Nawaz, G.** (2021). Attitudes of prospective teachers toward the teaching profession in public universities. *Turkish Online Journal of Qualitative Inquiry, 12*(7), 14297–14307.
11. Azeem, A., Tariq, S., Jafri, S. Z., Faiz, Z., & **Nawaz, G.** (2021). Pakistani electronic media and its contribution in engendering social exclusion for persons with disabilities. *Multicultural Education, 7*(11), 391. https://doi.org/10.5281/zenodo.5719741

DOCTORAL RESEARCH CONTRIBUTIONS

- Developed and psychometrically evaluated four instruments for reviewing disability policy and legislation through a Quality of Life framework: CRPQOL, CRLQOL, QOLPLESIP, and QOLPLEQ.
- Integrated disability studies, QOL theory, policy analysis, and legal perspectives to assess the alignment of provincial legislation with disability-rights and inclusive-development principles.
- Published validation research on the Checklist for Reviewing Policies on Quality of Life (CRPQOL).

Note: Manuscripts reporting validation of CRLQOL, QOLPLESIP, and QOLPLEQ are in preparation.

RESEARCH SUPERVISION AND EXAMINATION

Program	Completed	Session/Year
B.Ed. (Hons) Special Education	6	Fall 2024
B.Ed. (Hons) Special Education	8	Fall 2023
B.Ed. (Hons) Special Education	6	Fall 2022
MA Special Education	8	Spring 2022
B.Ed. (Hons) Special Education	8	Fall 2021
B.Ed. (Hons) Special Education	8	Spring 2021
B.Ed. Secondary (1.5 Years)	5	Fall 2020
B.Ed. (Hons)	3	Fall 2020
B.Ed. Secondary (1.5 Years)	8	Fall 2019
B.Ed. (Hons)	6	Spring 2019

Total completed theses supervised: 66. Thesis viva voce examinations: 25 undergraduate theses (10 in 2022 and 15 in 2021).

RESOURCE PERSON / INVITED ENGAGEMENTS

- Guidance and Counseling of Parents and Caregivers of Children with Disabilities – Promotion-Linked Training for BS-17 Officers | 22 Jul 2026

- Job Hunting Skills | 27 Feb 2025
- Guidance and Counseling of Parents and Caregivers of Children with Disabilities – Promotion-Linked Training for BS-17 Officers | 19 Dec 2024
- Strategies to Crack the PPSC Test for Punjab Special Education Department Jobs | 23 Nov 2023
- Strategies to Prepare for HAT/GAT Tests | 2 Nov 2023
- Orientation for First-Semester Students on the Student Counseling Center | 31 Aug 2023
- Challenges and Issues Faced by Special Education Teachers – Promotion-Linked Training for JSETs | 17 Aug 2023
- Management of Children with Autism Spectrum Disorder – 6-Week Short Course | 15 Jun–30 Jul 2023
- Preparing for PPSC Exams: Tips and Techniques | 19 Apr 2023
- Goal Setting and Planning to Achieve Your Goals | 22 Dec 2022
- Orientation to Competitive Examinations (CSS/PMS) | 8 Dec 2022
- Orientation to One-Paper MCQ General Knowledge Examinations | 24 Nov 2022
- Tips for Interview Preparation for Lecturer (Education) | 29 Sep 2022
- Advanced Strategies for Dealing with Children with Intellectual Disabilities | 15–27 Aug 2022

CAPACITY BUILDING & FIELD TRAININGS CONDUCTED

Training Title	Participants	Dates
Techniques and Strategies for Educational Management of MCC in Larger Classrooms	23	17–21 Dec 2018
Development of a Vocational Training Model for MCC (Transition & Independent Living)	25	24–28 Sep 2018
Punjab District Education Authorities: Delegation of Financial Powers Rules, 2017	36	14 May 2018
Punjab District Education Authorities: Conduct of Business Rules, 2017	36	26 Apr 2018
Management of Children with Developmental Delays and Associated Disorders	27	9–13 Apr 2018
Adaptive Skill Areas of MCC in Special Education Institutions	23	9–14 Oct 2017
Administrative and Financial Management for Clerical Staff	29	9–13 Jan 2017
Orientation of PEF School Owners/Heads on Inclusive Education (Voucher Scheme)	62	5 Dec 2016
Advanced Management of Children with Intellectual Disabilities	25	15–19 Aug 2016
Management of Children with Learning Disabilities	26	7–11 Dec 2015

CONTINUING PROFESSIONAL DEVELOPMENT

- **Research methods & analysis:** Thematic Analysis Using Advanced Quirkos, UMT (2021); Forman Christian College research intensive covering quantitative research, statistical methods, SPSS, grant and proposal writing, research ethics, citation management, and academic publishing (2019).

- **Teaching & student support:** Capacity-building training for Student Counseling Coordinators, University of Education (2023 and 2025); PHEC Faculty Capacity Building Program (2020); Classroom 6C Model training by Arcada UAS, Finland, and University of Education (2019).

RESEARCH INITIATIVES AND CERTIFICATIONS

- **Research publishing & peer review:** Elsevier author workshop on scientific publishing and publication ethics (2024); Taylor & Francis Reviewer Training Network – Excellence in Peer Review (2024); 29 Elsevier Researcher Academy modules in funding, journal selection, technical writing, book writing, manuscript preparation, writing skills, and data management (2022).
- **Digital research infrastructure:** IEEE/HEC training in research management, publishing, IEEE Xplore, and the IEEE publication process (2022); ProQuest/HEC training in dissertations and theses, RefWorks, and academic integrity (2022).
- **Autism & behavior support:** International workshop on Screening and Diagnosis of Autism, 2nd ICRSE (2024); TEACCH theory and hands-on autism training, OASIS School (2016); behavior modification for cerebral palsy, autism, and ADHD (2016); Young Athletes Leaders Training Workshop (2017).

COMPETITIVE EXAMINATIONS AND MERIT-BASED SELECTIONS

- Lecturer, IDD/MCC Field (BPS-17), Punjab Special Education Department: selected through PPSC against the single province-wide post (2015).
- Inspector, Airports Security Force (BPS-16): qualified the FPSC written examination and interview and secured final selection (2015).
- Educator (Slow Learners) (BPS-16), Punjab Special Education Department: qualified the PPSC written examination; did not attend the interview after joining the Lecturer position (2015).
- Central Superior Services (CSS-2011): cleared written examination and viva voce (Federal Civil Service competitive examination).
- Provincial Management Service (PMS-2020): qualified the written examination (Provincial Civil Service competitive examination).

RESEARCH METHODS AND TECHNICAL PROFICIENCIES

- **Research methods:** Policy and legislative analysis; instrument development; content validation; psychometric evaluation; quantitative survey research; descriptive and inferential statistics; qualitative and thematic analysis.
- **Software:** SPSS, Quirkos, Microsoft Word, Excel, and PowerPoint; RefWorks, EndNote, and Mendeley.
- **Digital competence:** Online teaching and learning tools, academic databases, digital research platforms, educational software, and technology-enabled student support.
- **Languages:** Punjabi (native); Urdu (bilingual); English (professional working proficiency).

PROFESSIONAL REFEREES

Dr. Hina Fazil

Associate Professor, Institute of Special Education, University of the Punjab, Lahore, Pakistan

- **Email:** hinafazil.dse@pu.edu.pk | hinafazil@hotmail.com
- **Mobile:** +92 335 1421367

Dr. Muhammad Javed Aftab

Assistant Professor, Department of Special Education, University of Education, Lahore, Pakistan

- **Email:** drmjavedaftab@ue.edu.pk | drmjavedaftab@gmail.com
- **Mobile:** +92 333 4286641