DR. MUHAMMAD NADEEM IQBAL

Assistant Professor (Special Education)

Professional Profile

University academic and special education professional with a PhD in Special Education and a career spanning school education, teacher development, university teaching, research supervision and academic administration. My work focuses on inclusive education, disability-related educational needs, assistive technology, educational assessment and the thoughtful integration of digital tools and artificial intelligence in special education. I enjoy supporting students and early-career researchers to develop sound research questions, make informed methodological choices and communicate their findings clearly. My experience includes teaching, postgraduate supervision, curriculum and programme development, academic committee work, and research across special and general education.

Areas of Expertise

- Inclusive and special education; education of learners with disabilities
- Assistive technology and technology-supported teaching and assessment
- Artificial intelligence integration in special education and inclusive learning
- Research methodology, academic writing and scholarly publication
- Qualitative and quantitative educational research
- Research instrument development, validation and reliability analysis
- Teacher education, professional development and educational leadership
- Postgraduate research supervision and academic programme coordination

Academic and Professional Appointments

- **Assistant Professor (Special Education), Department of Education, Bahauddin Zakariya University, Multan** — Current appointment.
- **Assistant Professor (Special Education), Department of Special Education, University of Okara** — 2022–2024
- **Assistant Professor (Special Education), Institute of Social Sciences, Bahauddin Zakariya University, Multan** — 2014–2018
- **Senior Headmaster, School Education Department, Government of Punjab, Pakistan** — 14 October 2010–30 October 2014
- **Secondary School Teacher (Science), Government Higher Secondary School, Renala Khurd, Okara** — 2009–2010
- **Elementary Teacher, Government High School, Ajit Sar, Okara** — From 1997
- **Teacher Educator, District Training and Support Centre, Okara** — 2007–2008

Academic Leadership and Service

- In-charge, Centre for Persons with Disabilities, University of Okara (2021).
- Coordinator, MPhil (Special Education and Education) programmes, Institute of Social Sciences, Bahauddin Zakariya University (2014–2018).
- Member, Higher Education Commission (HEC) National Curriculum Review Committee for Special Education (2015).

- Board of Studies member: Institute of Social Sciences, Bahauddin Zakariya University; Institute of Special Education, University of the Punjab; Department of Education, The Women University Multan; Department of Education, University of Education, Lahore; and Institute of Southern Punjab, Multan.
- Sub-editor, Journal of the Institute of Social Sciences, Bahauddin Zakariya University.
- External examiner/evaluator of a PhD thesis, Department of Education, Khwaja Fareed University of Engineering and Information Technology, Rahim Yar Khan.

Postgraduate Research Supervision

The supervision of more than 100 MPhil theses in Special Education and Education, and involvement with five PhD scholars (three at the University of Okara and two as co-supervisor at Bahauddin Zakariya University).

PhD scholars and research topics listed in the supplied CV:

- Dr. Muhammad Shokat Zaman (2020–2024), "University Students' Resilience to Aggressive Behaviour: Moderating Role of Teachers' Professionalism" — **Qualified**.
- Dr. Noor Akbar Shahzad (2020–2024), "Relationship between Teachers' Instructional Efficacy and Students' Academic Performance: Mediatory Role of Information and Communication Technology" — **Qualified**.
- Shaukat Ali (2020–2024), "Quality of Instruction and Students' Academic Achievement under Large Scale Assessment and School Based Assessment" — (**In process**).
- Sadia Ali (2020–2024), "Effect of Teachers' Teaching Styles in Relationship between Students' Critical Thinking and Problem-Solving Skills" — (**In process**).

Education

- PhD, Special Education, University of the Punjab, Lahore, Pakistan (2013).
- M.A., Islamic Studies, Islamia University Bahawalpur, Pakistan (2007).
- M.Ed., Science Education, Islamia University Bahawalpur, Pakistan (2000).
- B.Ed., Science Education, Government College of Education, Lahore, Pakistan (1996).
- B.Sc. (Pre-Medical), University of the Punjab, Lahore, Pakistan (1993).
- F.Sc. (Pre-Medical), Government Degree College, Okara, Pakistan (1990).
- Matriculation (Science), Government High School, Ajit Sar, Okara, Pakistan (1988).

Selected Research and Academic Projects

- Research Associate, national "Survey of Facilities and Services for Persons with Disabilities," Ministry of Social Welfare and Special Education, Government of Pakistan (2005; reference letter no. F.1-1/2002-PD (W), dated 31 May 2005).
- Research interests and ongoing scholarly work include inclusive education, assistive technology, educational assessment, disability studies, teacher capacity building and AI-supported special education.

Research Publications

Special Education and Disability Studies

1. Ali, S., Iqbal, M. N., & Farooqi, M. T. K. (2026). Impact of teaching styles on critical thinking skills of students: Evidence from higher secondary schools Punjab, Pakistan. Social Sciences Spectrum, 5(3), 107–117. https://doi.org/10.71085/sss.05.03.568
2. Technological integration in assessment practices for inclusive education in primary schools. (2025). Journal of Inclusive Education, 9(1), 191–216. https://ojs.aiou.edu.pk/index.php/jie/article/view/3035
3. Developing a conducive learning environment for children with intellectual and developmental disabilities: A responsibility of special education teachers. (2025). International Journal of Multicultural Education, 27(3). https://www.ijmejournal.org/ijme/index.php/ijme/article/view/v27-3-5.html
4. Role of special education institutes in the rehabilitation of students with hearing impairment as perceived by teachers and parents. (2024). Contemporary Journal of Social Science Review, 2(4).
5. Teacher's opinion about capacity building in modification and adaptation of English for hearing-impaired students at secondary level. (2024). Journal of Applied Linguistics and TESOL, 7(4).
6. Role of special education teacher training in usage of technology with professional excellence: Stakeholders' perspectives. (2024). Journal of Applied Linguistics and TESOL, 7(3). https://jalt.com.pk/index.php/jalt/article/view/144
7. Effectiveness of classroom management strategies in reducing students' disruptive behavior at secondary level: Gender and school location. (2024). Jahan-e-Tahqeeq, 7(2). https://jahan-e-tahqeeq.com/index.php/jahan-e-tahqeeq/article/view/1569
8. Analysis of students' attitude towards mathematics and their learning difficulties at elementary level. (2024). Jahan-e-Tahqeeq, 7(2).
9. Role of assistive technology in academic development of students with hearing impairments. (2024). International Journal of Contemporary Issues in Social Sciences, 3(1). https://ijciss.org/index.php/ijciss/article/view/294
10. Development and implementation of vocational awareness program for parents of children with special needs. (2023). Global Educational Studies Review, 8(2), 614–630. https://doi.org/10.31703/gesr.2023(VIII-II).55
11. Role of assistive technology in academic development of students with hearing impairments. (2024). Harf-e-Sukhan, 8(1).
12. Examining the role of teachers' professionalism in mitigating aggressive behavior among university-level resilient students. (2024). Global Social Sciences Review, 9(4).
13. Elevating the resilience of postgraduate students through teachers' professionalism: A cross-sectional study of public sector universities of Punjab, Pakistan. (2024). Qlantic Journal of Social Sciences, 5(4), 291–301. https://doi.org/10.55737/qjss.v-iv.24271
14. Teachers' facilitation in utilization of assistive technology in promoting learning of students with visual impairment at postgraduate level. (2023). Jahan-e-Tahqeeq, 6(4).
15. Effectiveness of assistive technology in teaching mathematics to students with hearing impairment at primary level. (2022). VFAST Transactions on Education and Social Sciences, 10(3), 93–99.
16. Effect of deafness on cognitive learning: Comparative analysis of the opinion of secondary school teachers in Southern Punjab. (2021). Journal of Inclusive Education, 5(1), 39–56.

17. Effects of cyberbullying on the mental health of students with disabilities in Punjab. (2023). Journal of Positive School Psychology, 7(6), 809–823.
18. Gaps between general and special education policies and their implications regarding inclusive education in Pakistan: A qualitative study. (2023). Al-Qantara, 9(1).

Education and General Educational Studies

19. Women leadership in college: Strategies for an inclusive and equitable future. (2025). Qlantic Journal of Social Sciences, 6(1), 504–512. https://doi.org/10.55737/qjss.vi-i.25454
20. Relationship between instructional quality and large-scale assessment: A correlational study of Grade 4 students in Punjab, Pakistan. (2025). Qlantic Journal of Social Sciences, 6(4), 82–88. https://doi.org/10.55737/qjss.vi-iv.25430
21. Effectiveness of information and communication technology in facilitating instructional excellence: A cross-sectional study of colleges in Punjab, Pakistan. (2025). Qlantic Journal of Social Sciences, 6(4), 132–139. https://doi.org/10.55737/qjssh.vi-iv.25428
22. Analysis of students' perceived English test anxiety at secondary level. (2024). Contemporary Journal of Social Science Review, 2(4).
23. Role of self-assessment in professional development of teachers in science subjects at secondary level: Gender and school location. (2024). Harf-e-Sukhan, 8(2).
24. Students' perspectives on digital curriculum of science at the secondary level: Gender and school location. (2024). Jahan-e-Tahqeeq, 7(1).
25. Role of assessment in curriculum practice and enhancement of students' learning at secondary level: Gender and school location. (2024). Harf-e-Sukhan, 8(1).
26. Attitude of university teachers and students towards identification of factors affecting the quality of education in rural areas' elementary schools. (2024). Contemporary Journal of Social Science Review, 2(4).
27. Attitude of university teachers and students towards peace education and its effect on peer relationship. (2024). International Journal of Contemporary Issues in Social Sciences, 3(1).
28. Analysis of students' perceived science test anxiety at elementary level. (2024). Jahan-e-Tahqeeq, 7(2).
29. The role of technology in shaping university students' attention, academic success, and motivation. (2024). Jahan-e-Tahqeeq, 7(2).
30. Relationship between self-esteem and level of vocabulary of students in English at elementary level. (2023). Voyage Journal of Educational Studies, 3(2).
31. Effectiveness of female heads' leadership styles in school improvement at secondary level. (2022). VFAST Transactions on Education and Social Sciences, 10(1), 71–84.
32. Single National Curriculum: Capacity building of teachers at primary level. (2023). Pakistan Journal of Society, Education and Language, 9(2).
33. Role of curriculum in developing democratic attitude among students at elementary level: Teachers' perceptions. (2022). Pakistan Journal of Educational Research, 5(4).
34. Social intelligence and students' academic performance at postgraduate level. (2023). Journal of Policy Research, 9(2), 390–404. https://doi.org/10.5281/zenodo.8251025
35. Assessing quality of English teachers at secondary level in Punjab, Pakistan. Journal of Elementary Education, 25(1), 75–90.

36. Source trait of adolescents' personality as predictor of their academic achievement: A cross-sectional study. Bulletin of Education and Research, 40(1), 19–37.
37. Factor of organizational climate affecting the teacher's professional competencies in public sector secondary schools in Punjab. Hamdard Islamicus, 43(1), 854–868.
38. The interplay of motivation and anxiety in learning English as a foreign language. Al-Qalam, June 2018, 115–126.
39. Usefulness of promotion link trainings on development of skills and concepts imparted among head teachers at secondary level in Punjab, Pakistan. Al-Qalam, 22(2), 2017, 1–7.
40. Effects of social intelligence on the academic achievement of students at university level. (2023). Jahan-e-Tahqeeq, 6(3).
41. Assessment of English as a second language material with communicative language teaching principles at primary level in Punjab. (2023). Harf-o-Sukhan, 7(3).
42. Effectiveness of cognitive conflict strategy for lateral science thinking ability at elementary level. (2023). Bulletin of Business and Economics, 12(3), 66–73. https://doi.org/10.5281/zenodo.8336746

Additional Publications and Scholarly Contributions

- Diagnosis and educational programming for students with learning difficulties in mathematics. Journal of the Institute of Social Sciences, 3(3), 54.
- Relationship of anxiety and motivation in learning English by secondary school students in developing countries. Journal of the Institute of Social Sciences, 3(3), 28.
- Socio-religious response towards inclusive education. Journal of the Institute of Social Sciences, 1(1), 18.
- Information communication technology in secondary/higher secondary schools in Pakistan: Application and practices. Journal of the Institute of Social Sciences, 2(2), 60.
- Book (Urdu): Educational Administration and Supervision. Mian Book Depot, Bahawalpur (2005).
- Urdu newspaper article: "Problems of school-going children: Let's help them as a friend." Daily Nawa-i-Waqt, 19 January 2010.

Professional Development and Training

- Start Writing Prompts like a Pro, online course authorized by Google and offered through Coursera (21 October 2026).
- Prepping for Progress 2025: Building a Successful System to Promote Progress for Students with Disabilities, The PROGRESS Center, U.S. Department of Education-funded centre (12–13 August 2025).
- Level-1 Training Program, Professional Development Centre, ORIC, Bahauddin Zakariya University (5–8 May 2025).
- Capacity Building Programs for PhD Supervisors, Professional Development Centre, ORIC, Bahauddin Zakariya University (27 January 2025).
- Academic Research, Writing and Publication, Institute of Social Sciences, Bahauddin Zakariya University (14–15 May 2015).
- Training of Lead Teacher Educators, Directorate of Staff Development, Lahore (2012).

- Training of Head Teachers, Government College of Elementary Teachers, Kot Lakhpat, Lahore (2012).
- English for Teaching and Teaching for English (ETTE), Government Higher Secondary School, Renala Khurd, Okara (2011).
- Induction Level Training of Educational Managers, Directorate of Staff Development (2010).
- Training of Teacher Educators, Directorate of Staff Development, Lahore (2007).
- Using Style Manual in Research Report, Department of Special Education, University of the Punjab (2004).

Conferences, Seminars and Academic Presentations

- Participant/organizer, 2nd International Conference on Social Sciences: Emerging Trends in Research, Institute of Southern Punjab, Multan (2 November 2024).
- Paper presenter, 1st International Women Conference: Breaking Barriers, Building Bridges, Shaheed Benazir Bhutto Women University, Peshawar (4–5 December 2023).
- Presenter, 3rd National Postgraduate Research Conference on Education, University of Management and Technology, Lahore (15 June 2022).
- Presenter, 2nd International Conference on Research in Special Education, Islamia University Bahawalpur (17–18 November 2022).
- Participant, International Conference on Smart Learning, The Women University Multan (5–7 October 2021).
- Presenter, 1st International Conference on Research in Special Education, Islamia University Bahawalpur (22–23 November 2021).
- Participant, International Conference, University of Management and Technology, Lahore (2013).
- Participant, National Conference on Special Education, University of the Punjab, Lahore (2007).
- Participant, International Seminar, University of Peshawar (2008).
- Participant, Regional Seminar on Inclusive Education: Improving Schools for Social Inclusion, University of the Punjab (2005).
- Participant, round-table discussion on inclusive education and pre-service teacher training in Pakistan, with Prof. Mel Ainscow and Mr. Terji Watterdal, University of the Punjab (2005).
- Participant, Hazard Management, Preparedness, Vulnerabilities and Mitigations in Punjab, Pakistan, Bahauddin Zakariya University (9–11 June 2015).

Teaching and Teacher Development

- Experience includes school-level science teaching, teacher education and university teaching in Special Education and Education. Teacher training through the District Training and Support Centre, Okara, and teaching/administrative service within the Punjab School Education Department.

Digital and Research Skills

- Microsoft Office and Windows-based applications
- SPSS and educational data handling
- Internet-based academic research and information retrieval

- Artificial intelligence tools and prompt writing for educational and research applications

Languages

- English: Fluent in reading, writing, listening and speaking.
- Arabic: Able to comprehend