

Saba Khurshid
Educational and Clinical Psychologist
Researcher

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<https://scholar.google.com/citations?hl=en&user=LvPTrQIAAAAJ>

Professional Profile

With a distinguished background as a seasoned Research Officer, Psychology lecturer, and practicing Educational and Clinical Psychologist, I offer a dynamic blend of academic insight, practical expertise, and pedagogical proficiency. My experience as a Psychology lecturer, combined with my dual qualifications, reflects my ability to deliver engaging, research-driven instruction while cultivating inclusive and supportive learning environments. Since 2021, I have excelled in my role as a Research Officer, demonstrating strong capabilities in conducting comprehensive research and performing advanced data analysis. Grounded in both qualitative and quantitative methodologies, I am well-equipped to lead innovative projects and contribute significantly to scientific progress. My forward-thinking approach to emerging trends and commitment to leveraging cutting-edge technologies further reinforce my readiness to drive impactful research initiatives within your organization.

Core Skills

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|--|-----------------------------------|
| ▪ Subject Matter Expert in Psychology | ▪ Project Management |
| ▪ Curriculum Design & Lesson Planning | ▪ Research & Publication |
| ▪ Lecturing & Lesson Planning | ▪ Qualitative Data Analysis |
| ▪ Teamwork & Collaboration | ▪ Quantitative Analysis & SPSS |
| ▪ Effective Communication & Presentation | ▪ Data Collection & Survey Design |
| ▪ Focus Group Discussion | ▪ Mixed Method Design |
| ▪ Educational Psychology | ▪ Thematic Analysis |
| | ▪ NVIVO |

Career Summary

March 2023 - Present

Research Officer, National University of Medical Sciences (NUMS)

Key Responsibilities

- Preparing and delivering engaging lectures for both undergraduate and postgraduate programs, ensuring comprehensive coverage of relevant topics and fostering student understanding
- Internal and External Examiner for Medical Statistics and Research Methodology and supervision to undergraduate and postgraduate students on their research projects
- Conducting research methodology training workshops, including instruction on data analysis software, plagiarism detection, and referencing tools, enhancing research capabilities institution-wide
- Member of the Ethical Review Committee/Institutional Review Board, Scrutiny Committee of the Certificate Section and Quality Enhancement Cells
- Successfully managed project timelines and deliverables for complex studies, achieving an impressive 95% on-time completion rate, ensuring smooth progress and timely delivery of key milestones

- Supervised and mentored interneers, significantly enhancing team productivity and elevating the quality of research output through targeted guidance and support

Key Achievements

- Trained over 200 students in Research Methodology, data analysis, and data entry techniques, equipping them with essential skills for academic and professional success
- Implemented Research Facilitation Services, leading to a substantial increase in institutional publication records, with a notable uptick in research output and dissemination
- Designed Capstone Project Guidelines for Undergraduate Students
- Developed and implemented the "Timeline for submission of thesis- MSc (Healthcare Adm) ser-41", streamlining the thesis submission process and ensuring timely completion for graduate students
- Designed the Postgraduate Research Supervision-Tracking Record, enhancing the efficiency and effectiveness of student supervision processes, resulting in improved progress tracking and support
- Successfully supervised and guided MS Nursing students through their thesis projects, fostering academic excellence and contributing to the advancement of knowledge in Allied Health Sciences at AFPGMI

Nov 2021 – March 2023

**Research Officer, Armed Forces Postgraduate Medical Institute
(A constitute Institute of National University of Medical Sciences)**

Key Responsibilities

- Prepared and delivered engaging lectures for both undergraduate and postgraduate programs, ensuring clarity and depth of understanding in subjects
- Internal and External Examiner for Medical Statistics and Research Methodology and supervision to undergraduate and postgraduate students on their research projects
- Provided guidance and supervision to undergraduate and postgraduate students on their research projects, fostering their academic and professional development
- Conducting research methodology training workshops, including instruction on data analysis software, plagiarism detection, and referencing tools, enhancing research capabilities institution-wide
- Played a key role as a member of the Ethical Review Committee/Institutional Review Board, ensuring the ethical integrity of research articles, study projects, synopses, and theses
- Contributed as a member of the Scrutiny Committee of the Certificate Section, ensuring accuracy and compliance in institutional documentation processes
- Demonstrated proficiency in research-relevant software such as SPSS, NVivo, OpenEpi, Turnitin, EndNote, Zotero, and Mendeley, facilitating efficient data analysis and manuscript preparation
- Conducted workshops on research methodology, software for data analysis, plagiarism detection, and referencing, disseminating knowledge and enhancing research capabilities institution-wide
- Supervised and mentored interneers, significantly enhancing team productivity and elevating the quality of research output through targeted guidance and support

Key Achievements

- Implemented and conducted a successful Research Training Workshop Series, training over 500 students and trainees on Research Methodology, Mixed Method Research Design, SPSS, and Data Entry, enhancing their research capabilities and contributing to a more skilled workforce

- Organized the inaugural Annual Research Meet-up on 16th and 17th November 2022, providing a platform for undergraduate students to explore new horizons of learning and gain insights into modern practices across multidisciplinary fields, fostering academic growth and collaboration
- Introduced research-based guidelines for the institute, aimed at improving research standards and promoting ethical conduct, resulting in heightened research quality and integrity institution-wide.
- Collaborated with interdisciplinary teams to support the publication of institutional researches, resulting in the dissemination of valuable findings and contributing to advancements in medical knowledge and practice
- Successfully supervised and guided MS Nursing students through their thesis projects, fostering academic excellence and contributing to the advancement of knowledge in Allied Health Sciences at AFPGMI

Aug 2016 – Nov 2021

**Psychology Lecturer & Student Counselor
Roots High School and College, Pakistan**

Key Responsibilities

- Prepared and delivered engaging lectures, employing innovative teaching methods to maximize student understanding and participation
- Contributed to curriculum development, assessment processes, and professional practice in both traditional and online learning environments
- Provided mentorship and guidance to students undertaking research projects, ensuring their successful completion
- Fostered partnerships with external organizations and industry professionals to facilitate internships, guest lectures, and research collaborations
- Assessed and evaluated student learning outcomes, adhering to established performance criteria and external examination standards
- Created a positive and fun classroom environment which encourages learning and student interaction
- Monitored student progress against targets and implementing recovery plans for those who need them
- Attended parents' evenings and discussing student progress and feedback with parents
- Supported pupils with mental health issues, managing the issue directly wherever possible and escalating to the Head Teacher if needed

Key Achievements

- Delivered workshops and seminars for Parents on Parenting in 21st Century
- Increased the number of students achieving exam by 90 % during employment period
- Rolled out new teaching and assessment framework across Psychology department which improved exam results by 90%
- Designed and implemented a new mental health program which reduced the number of reported instances by 100%
- Introduced new teaching strategies into the classroom, increasing overall student engagement by 100%

Sep 2020 – Dec 2021

Visiting Faculty (Psychology)
Foundation University Rawalpindi Campus

- Psychology Lecturer as Visiting Faculty in Psychology Department for BS and MS Program
- Psychology Lecturer as Visiting Faculty in English Department for BS Program

Education

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|---|--------------|---------------------------------|
| ▪ Ph.D Psychology | 2022-Present | Foundation University Islamabad |
| ▪ MS Clinical Psychology | 2019 | Foundation University Islamabad |
| <i>Thesis Title: The Moderating Role of Family Demographics on Relationship Between Psychological Adjustment And Academic Success Among Adolescents</i> | | |
| ▪ Postgraduate Diploma in Clinical Psychology | 2016 | Foundation University Islamabad |
| ▪ M.Sc Applied Psychology (Silver Medal) | 2015 | Foundation University Islamabad |
| ▪ Bachelor of Art (BA) | 2013 | University of the Punjab |

Awards

- Silver Medal in M.sc Applied Psychology
- Distinction Certificate in M.sc Applied Psychology
- Merit Certificate in M.sc Applied Psychology
- Merit Scholarship throughout all semester in M.sc Applied Psychology at Foundation University Campus New Lalazar Rawalpindi
- Award of Merit Scholarship SSC for the Year 2009, FBISE
- Award of Merit Scholarship HSSC for the Year 2011, FBISE
- Merit Certificate for getting 71% in Punjab University Exams (2011-2013) at F.G Post Graduate
- College For Women, Kashmir Road, Rawalpindi Cantt.

Reviewer for National & International Journals

- Psychological Reports: SAGE Journals
- Higher Education Research & Development
- International Journal of Sociology and Social Policy
- Pakistan Armed Forces Medical Journal

Master Thesis Supervision

- Association Between Emotional Intelligence and Academic Success Among Undergraduate Nursing Students Enrolled in Nursing Institutes in Pakistan: A Cross-Sectional Study Master of Science Nursing (Completed)
- Nurses Perspective Towards Family Involvement in Patient Care in The Cardiac Unit: An Exploratory Study Design Master of Science Nursing (Completed)

- Role of Structural Empowerment On Workplace Burnout Among Nurses In Rawalpindi Healthcare Settings Master of Science Nursing (Current)
- Effect of a School-Based Health Education Program on Awareness of Hepatitis B and C Among Higher Secondary Students in Lodhran City, Southern Punjab, Pakistan (Current)

Pilot Research Project

- Mid-Career Course Batch 52 – 6 Research Pilot Study Project Completed
- Mid-Career Course Batch 53 – 4 Research Pilot Study Project Completed
- Mid-Career Course Batch 54 – 4 Research Pilot Study Project Completed
- Mid-Career Course Batch 55– 5 Research Pilot Study Project Completed

Publications

- Khurshid, S., Khurshid, S. and Toor, H.K. (2025). Burnout as a Mental Health Challenge Among Medical Students in Pakistan: A Qualitative Study of Its Predictors, Impacts, and Support Needs, BMC Medical Education (Under Peer Review)
- Bibi, S., Khurshid, S., Azeem, Z., Parveen, S., Dildar, U., & Parveen, Z. (2025). Perception of Conducive Learning Environment among Students in Nursing Colleges, Islamabad: Conducive Learning Environment among Students. NURSEARCHER (Journal of Nursing & Midwifery Sciences), 5(1), 34–38. <https://doi.org/10.54393/nrs.v5i1.140>
- Khurshid, S., Khurshid, S. and Toor, H.K. (2024), "Learning for an uncertain future: artificial intelligence a challenge for Pakistani education system in the era of digital transformation", Qualitative Research Journal, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/QRJ-02-2024-0045>
- Mumtaz, S., Toor, H. K., Khurshid, S., & Pervaiz, F. (2024). Exploration of Young Adult's Perception of Skin Colour and Mental Health Deterioration: A Qualitative Study. Pakistan Armed Forces Medical Journal, 74(1), 80-84.
- Khurshid, S., Toor, H. K., & Pervaiz, . (2023). Violence behind the Closed Door: Depression, Suicidal Ideation and Future Concerns among its Spectators. Pakistan Armed Forces Medical Journal, 73(6), 1683–1686.
- Khurshid, S., & Khurshid, S. (2022). Impact of Depression, Aggression, and Self-Esteem on Students' Scholarly Execution. Foundation University Journal of Psychology, 6(2).
- Khurshid, S., Parveen, Q., & Khurshid, S. (2021). Influence of Internalized and Externalized Aggression on Students' Academic Success. European Online Journal of Natural and Social Sciences, 10(2), pp-217.
- Khurshid, S., Mumtaz, S., Toor, H. K., & Hanif, R. . . (2020). COVID-19: Emergence of Mental Health Upheaval and Transition in Human Future Perspectives: A Qualitative Study. Journal of Humanities and Social Sciences Studies, 2(6), 94-100. <https://doi.org/10.32996/jhsss.2020.2.6.11>
- Khurshid, S., Parveen, Q., Khurshid, S., & Toor, H. (2020). Emotional Distress and Anger Control Problem among Divorced and Married Women and Their Young Children Journal of the social sciences, 48(3), 2851-2858. ISSN 0253-1097

- Khurshid, S., Toor, H., & Akhtar, T. (2020). Exploration of Parents Apprehensions about Emotional and Social Development of Their Children in ever Changing Digital World. *Il Ponte*, 76, 231. Doi: 10.21506/J.Ponte.2020.4.18
- Khurshid, S., Khurshid, S., Brand Influence on Consumers' Behavior towards Purchasing Mobile Phone. *Sci. Int.(Lahore)*,30(3),345-350,2018. ISSN 1013-5316
- Khurshid, S., Parveen, Q., Khurshid, S., & Parvaiz, K, R. (2017). Effects of Low, Mild and High Level of Aggression on Students' Academic Performance. *Sci. Int. (Lahore)*,29(2),345-350,2017. ISSN 1013-5316.
- Khurshid, S., & Khurshid, S. (2018). Emotional Stability among College Youth with Reference to Gender. *Sci. Int. (Lahore)*,30(4),615-618,2018ISSN 1013-5316
- Shabbir, N, Mubeen, S., Nowsher, A., Khan, B., Mehmood, R., Khurshid, S, Ashfaq, F., Raja, S., Nisar, F., Wasif, S., Peer Influence on Smoking: A Review Article *Academic Research International* Vol. 6(5) September 2015, ISSN: 2223 - 9944, e ISSN: 2223-9553
- Khurshid, S., & Khurshid, S. (2018). Effects Of Mental Health Issues on Scholastic Accomplishment Of Adolescent. *Sci. Int. (Lahore)*,30(4),625-628 ,2018 ISSN 1013-5316

National & International Conferences

- Khurshid, S., The Moderating Role of Family Demographics On the Relationship Between Psychological Adjustment and Academic Success Among Adolescents , 17th International Conference on Child and Adolescent , Psychopathology (ICCAP2025) at Whitelands College, University of Roehampton, London from 8th September 2025 – 10th September 2025. (Accepted for Oral Presentation)
- Khurshid, S., Khurshid, S., Toor, K. H. (2024). Burnout As Global Pandemic Among Medical Students: A Qualitative Study to Explore Its Determinants and Implications in Pakistan at the 3rd International Conference of Social Sciences on “Contemporary World: Challenges and Transformations, 2024” (13th November 2024) Organized by Rawalpindi Women University.
- Khurshid, S., (2024): Teachers' Perspectives on School Students' Mental Health and the Role of School-Based Counselling Facilities at Emerging Scientist, Season III. 16-17 February 2024 at the Asian Digital Library, Faisalabad, Pakistan. (Accepted for Oral Presentation)
- Khurshid, S., Khurshid, S., Toor, K. H. (2023). Learning for an Uncertain Future: Artificial Intelligence: A Challenge for Pakistani Education System in The Era of Digital Transformation. AERA Conference, November 26-30, 2023.
- Khurshid, S., Toor, K. H (2019). International Conference on ECD at AIOU 25th September-26th September,2019, Exploration of Parents Apprehensions about Children Development in ever changing Digital World
- Khurshid, S (2017). The Effects of Mental Health Issues on Scholastic Accomplishments of Adolescents. 39th International School Psychology Association Conference 19th -22th July, 2017. Manchester Metropolitan University, United Kingdom

- Khurshid, S., &Khurshid, S. (2017). Emotional Stability among College Youth with Reference to Gender. 1st International Multidisciplinary Graduate Conference, 4th to 6th May, 2017. Fatima Jinnah Women University, Rawalpindi.
- 1st International Conference on Emerging Trends in Psychology: Preparing for 21st Century December 18-19, 2017, Foundation University Islamabad Participated as a Facilitator.
- Khurshid, S., Toor, K. H (2018). 2nd AIOU National Graduate Conference August 28th-29th ,2018, Effectiveness of Using Psychology-based Community Services for the Children Suffering with Cancer and for their parents, Allama Iqbal Open University, Islamabad

Professional Development

- 3 Day Workshop on Evidence Based Healthcare Practice/Cochrane Systematic Review/Guideline Development by Grade Pro (25-27 Jan, 2024)
- Panelist at 3rd Strategic Advisory Group Meeting for Children with Learning Difficulties hosted by the Implementation Support Unit, Directorate of Elementary & Secondary Education, Government of Khyber Pakhtunkhwa, in collaboration with UNICEF (31 Aug, 2023)
- Certificate of Psychological First Aid (PFA), The National Child Traumatic Stress Network
- Certificate of of Psychological First Aid (PFA), Johns Hopkins University
- Certificate of Supporting Adolescents Learners: Social & Emotional Wellbeing Griffith University
- Member of Australian & New Zealand Mental Health Association (ANZMH)
- Member of American Psychological Association

Workshops & Seminar

Research Related Trainings

- One-Day Workshop on Research Proposal Writing for MS Nursing (Session 2025)
- 2-Day Workshop on Foundation of Qualitative Research & Data Analysis for MS Nursing – Feb 2025
- Conducted a session on Research Methodology for MCC, AFNS (Session 2024) – January 2024.
- Delivered a session on Research Methodology for Post RN BSN (Session 2023) – February 2024.
- Facilitated a session on Data Analysis & Literature Review for Post RN BSN (Session 2024) – March 2024.
- Served as a Resource Person for the "Research to Publication" 2-day training workshops (Series I–VI) for Gr Batch 2023 and MCC-53 – May to September 2024.
- Delivered a session on Research Culture in Clinical Nursing for SAMC, CoN (Session 2024) – October 2024.
- Conducted a One-Day Research Methodology Workshop at the College of Nursing, AFGMI – June 2022.
- Facilitated a Reference & Citation Workshop at AFGMI – January 2023.
- Conducted a 3-Day Research Training Workshop, “From Research to Publication,” – July 2023.
- Conducted a One-Day Qualitative Data Analysis Workshop at AFGMI.

- Organized a Workshop on SPSS & Data Entry for Allied Health Sciences Students.
- Delivered a Literature Writing Workshop for Young Researchers.

Mental Health-Related Trainings

- Conducted a One-Day Psychological First Aid (PFA) Workshop at Foundation University School of Science & Technology.
- Conducted an Online Psychological First Aid Training Session with Frontline Workers.
- Conducted a One-Day Workshop on Stress Management at Roots Garden School for A-Level Students.
- Facilitated a One-Week Workshop on Psychological Testing & Assessment at Zohra Institute of Health Sciences for Psychology Students.
- Conducted a One-Day Interactive Session on Stress Management at Zohra Institute of Health Sciences.
- Delivered a One-Day Seminar at Roots Girls College on "Parenting in the 21st Century" for Parents and Teachers.
- Conducted a Seminar at Roots Ivy on "Raising a Resilient Child in the 21st Century" for Parents.
- Organized an Interactive Session on "Key to Success" at Capital Education System School.
- 1st Annual Research Meet Up 2022
- Organized 1st Annual Research Meet Up (16th and 17th Nov, 2022) for undergraduate students at Armed Forces Postgraduate Medical Institute Rawalpindi

Hobbies & Interest

- Photography
- Public speaking
- Cooking
- Community Work

Community Work

- Children with Cancer in Family Wing at Combined Military Hospital (CMH) Rawalpindi.
- "Counseling and Mental Health Camp "at Capital Education System School
- Free Mental Health Services at Roots Garden School

Software

- Microsoft office
- Excel & Power Points
- Google Sheets
- Microsoft Teams
- SPSS
- Nvivo

Language

- Urdu
- English
- Punjabi
- PTE Language Test: 75 overall (Listening 74, Speaking 90, Reading 71, writing 74)

References

1. Mr Muhammad Waqas Ashraf
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2. Dr Hafsa Khalil Toor
 Honorary Research Fellow
 University of Leicester, Uk
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