

## **Curriculum Vitae**

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## Dr. Fouzia Hadi Ali



### Summary

Fouzia is an associate professor at Hailey College of Commerce, University of the Punjab, Lahore, Pakistan. Previously, she has held various other leadership roles at PU. Currently, she is serving as the founding director Regional Integration Centre, University of the Punjab (PU). She has not only arranged various seminars and conferences but has also participated as a delegate in China and has presented her talks on the areas pertaining to CPEC and BRI in collaboration with the Embassy of the Peoples Republic of China in Pakistan. Recently, she has been invited as a distinguished speaker to participate in an international forum organized by the Chinese Academy of Social Sciences on the occasion of the 10<sup>th</sup> Anniversary of BRI held on 27<sup>th</sup> and 28<sup>th</sup> September 2023.

She was awarded two gold medals for securing the first position in her postgraduate program. She has published 16 research papers in refereed journals indexed in Web of Science and Scopus. A few of these research papers have also been ranked A by the Australian Business Dean's Council. Her publications are cited in a wide area of management discipline, including 134 citations (Scopus), with an h-index of 8. She has consistently received University research grants for the last three years. Fouzia possesses expertise in quantitative data analysis. She has been teaching Advanced Research Methodology and Quantitative Data Analysis to MPhil and PhD students for the last seven years. She has supervised 20 M.Phil. students and 3 PhD scholars. Fouzia undertakes quality research in areas that excite interest in sustainable development goals, particularly in corporate social responsibility and responsible innovation in lower-middle-income countries like Pakistan.

She is also passionate about exploring gender diversity and its role in managerial competence. She has experience as a project manager for the World Bank Project Study entitled "Pakistan Digital Jobs Platform and Voucher for Women's Employment Activity." Currently, she is the project manager for a joint research project between the London School of Economics (LSE) and the Massachusetts Institute of Technology (MIT) entitled "The career outcomes of university graduates in Pakistan."

### EDUCATION

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<b>Doctor of Philosophy (PhD),</b> Hailey College of Commerce, University of the Punjab, Lahore	<b>2012-15</b>
<b>M. Phil, Business Administration</b> Institute of Business Administration, University of the Punjab, Lahore	<b>2009-11</b>
<b>Master of Commerce, Accounting &amp; Finance (Gold Medalist)</b> Hailey College of Commerce, University of the Punjab, Lahore	<b>1998-2000</b>
<b>Bachelor of Commerce</b> Hailey College of Commerce, University of the Punjab, Lahore	<b>1995-97</b>

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## TEACHING EXPERIENCE

<i>Associate Professor – Hailey College of Commerce, University of the Punjab, Lahore</i>	<i>2022 to Date</i>
<i>Assistant Professor – Hailey College of Commerce, University of the Punjab, Lahore</i>	<i>2013 to 2022</i>
<i>Lecturer - Hailey College of Commerce, University of the Punjab Lahore</i>	<i>2002-2013</i>
<i>Lecturer - Garrison Post Graduate College for Women Lahore</i>	<i>2000-2002</i>

My teaching provides a multidisciplinary perspective to assess the theoretical, contextual, and methodological relevance of various aspects of business and management research topics. I adopt a case-based approach to guide research students on how conceptual models can be tested. I also guide by highlighting the importance of scientific rigour in assessing potential research areas in the field of management. I guide scholars by identifying the scientific approach to evaluate potential research topics through bibliometric analysis. Eventually, in the first semester, the PhD scholars are able to publish research papers and become knowledgeable as to which research areas require addition to the existing body of knowledge and identify the key authors, journals and sponsors in their area of interest. I also provide students the opportunity to work on data sets by learning the application of inferential statistics and drawing inferences out of the findings. For MPhil students, I rigorously adopt a holistic approach to identify potential research topics practically through a literature search and by presenting the relevant literature through literature maps. Besides, I also guide the students regarding the types of worldviews adopted by researchers and which worldview will be suitable for what type of study. Eventually, the students will be able to develop a comprehensive yet realistic research proposal. Besides this, she also guides the students with respect to APA 7<sup>th</sup> Manual while the students are developing their proposals. I am teaching the following subjects:

MODULE TAUGHT	PROGRAM
Quantitative Data Analysis	Ph.D.
Application of Inferential in Business	MPhil and M.Com
Advanced Research Methodology	MPhil and M.Com
Operations and Production Management	B.Com
Research Methods for Business	B.Com

## ADMINISTRATIVE EXPERIENCE AT THE UNIVERSITY OF THE PUNJAB

Along with being a full-time faculty member, I also served as a foundational director of the Regional Integration Center at the University of the Punjab. My strong follow-through, administrative, and time management capabilities have enabled me to provide the following consultancy services.

26-02-2017 till 26-02-2018	<b>Chairperson, University Club</b>	Responsible for running the financial and administrative affairs of the University Club. Budgeting, managing internal control and audit of books of accounts Successfully established collaborations with 20 international universities/institutions (fifteen with China and one each with Iran, Dubai, Gambia, Netherlands, Canada, and Turkey). Additionally, 28 MoUs have been signed with
29-05-2017 till 23-07-2018	<b>Director</b> (External Linkages)	

23-07-2018 till 25-01-2021	<b>Director</b> , (Alumni Association)	national universities/institutions in various disciplines. Established a separate centralized alumni office at the University level for 100 departments. Developed a digital registration system for alumni and maintained alumni data. Ensure the active participation of the alumni in the university's academic and extra-curricular activities.
25-01-2021 to Date	<b>Director</b> (Regional Integration Center)	Founding Director of an independent Centre established at the University of the Punjab. This centre aims to establish linkages with the vision to encourage internationalization within the University with a specific emphasis on arranging regular policy-oriented conferences, workshops, and joint research projects.
01-09-2021 till 01-09-2022	<b>Coordinator</b> (Training and Development & Quality Enhancement Cell)	Arranging executive training and workshops. Ensuring quality by conducting regular teacher evaluations and surveys. Also, complying to the statutory requirements for documents required to be submitted to the PU QEC as per requirements of the Higher Education Commission (HEC), Islamabad Responsible for the accreditation of the undergraduate and postgraduate degree programs as per the statutory requirements of the National Business Education Accreditation Council (NBEAC) established under the Higher Education Commission (HEC), Islamabad, Pakistan. Planning for the documentation requirements for international accreditation, such as AACSB and EQUIS.
01-09-2021 to date	<b>Coordinator</b> (Accreditation)	

## INDUSTRY LINKAGES, AND CONSULTANCY PROJECTS

<b>2023</b>	Project Coordinator with the London School of Economics (LSE) and the Massachusetts Institute of Technology (MIT) on a research project on "the career outcomes of university graduates in Pakistan."
<b>2022</b>	Project Coordinator, Contract with Rozee.pk/Naseeb Online Services (Rozee.pk) for a Collaboration on a World Bank Project, Study title "Pakistan Digital Jobs Platform and Voucher for Women's Employment Activity"
<b>Since 2022</b> <b>Since 2021</b>	Subject Expert for panel at the Punjab Public Service Commission Trainer and Mentor, at Women Incubation Centre, Punjab Small Industries Corporation, Punjab, Pakistan
<b>Since 2020</b>	Mentoring services on behalf of the National Business Education Accreditation Council for the accreditation of business schools.
<b>2019-2021</b>	Trainer, at Civil Services Academy, Lahore

## EXAMINER

1. Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Research Methods for Business
2. Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Operation and Production Management
3. Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Application of Inferential Statistics in Business
4. Paper Setter and Examiner for the subject of Project Management at Virtual University, Lahore.
5. Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Research Methods for Business.

## RESEARCH PROGRAM

I am leading an HEC-recognized journal as an editor: "Leadership and Organizational Behavior Journal". My research output contributes to the field of commerce and specifically adopts a multidisciplinary approach by quantitatively analyzing the extent to which organizations disclose information that pertains to corporate social responsibility (CSR). Specifically, drawing on the dynamic capabilities theories, my research focuses on issues relating to responsible innovation with a focus on small and medium enterprises in the context of lower-middle-income countries. My research also takes into account the Sustainable Development Goals 2030 and focuses on gender equality, occupational health and safety, water management practices etc., in lower-middle-income countries.

## BOOK PUBLICATION

1. Published a Chapter, *Unveiling the dynamics of the China-Pakistan Economic Corridor of a book, SWOT Analysis of China-Pakistan Economic Corridor (CPEC)*. Published in 2024 by China Study Center, University of Peshawar, Pakistan.

## RESEARCH PUBLICATION

- 1 Qamar, N. and **Ali, F.H.** Exploring the innovation potential of Pakistan's IT sector: A service-dominant logic perspective. *International Journal of Business Innovation and Research*. Vol. 1. (HEC Y Category)
- 2 Ghani, U., Qazi, A.A., and **Ali, F.H.** (2024), Trust and the Pakistani Sharing Economy: Factors Influencing Initial Trust Intentions. *International Review of Basic and Applied Sciences*, 12(3), 39-52. (HEC Y Category)
- 3 **Ali, F.H.**, Noreen, S., and Munir, S. (2024), Evaluating the credibility of CSR/sustainability reports: A novel sustainable corporate water disclosure framework for the manufacturing sector, *International Review of Basic and Applied Sciences*, 12(2), 31-48. (HEC Y Category)
- 4 Riaz, A. and **Ali, F.H.** (2024), Institutional pressure and responsible innovation: how big data analytics adoption drives manufacturing SMEs toward competitiveness, *Journal of Global Responsibility*, Online First. <https://doi.org/10.1108/JGR-10-2023-0160>. (IF: 3.1, Web of Science, and Scopus-indexed, HEC W Category)
- 5 Riaz, A. and **Ali, F.H.** (2024), Responsible innovation and sustainable competitive advantage: is big data the missing link?, *Business Process Management Journal*, 30(4), 1213-1235. <https://doi.org/10.1108/BPMJ-11-2022-0619> (IF: 4.3, Web of Science, and Scopus-indexed HEC W Category)

- 6 Abbas, Q. E., **Ali, F. H.**, Munir, S., & Arshad, Z. (2023). Hotspots and Trends of Environmental, Social and Governance (ESG) Research: A Bibliometric Analysis. *IRASD Journal of Economics*, 5(3), 678–689. (HEC Y Category)
- 7 Munir, S., & **Ali, F. H.**, Amra.S. (2023). Exploring Innovation Performance and Big Data Analytics Capabilities in the Context of Culture for Potential Advancements. *International Review of Management and Business Research*, 12(3), 61-76. (HEC Y Category)
- 8 Naqvi, A., Munir, S., & **Ali, F. H.** (2023). Towards a Greener Tomorrow: Investigating Future Directions of e-Waste Management through Bibliometric Analysis. *Journal of Development and Social Sciences*, 4(3), 904–913. (HEC Y Category)
- 9 Bashir, Z., **Ali, F. H.**, Munir, S. & Kausar Takreem. (2023). Navigating the New Frontier by Mapping the Intersection of Financial, Investment, and Robo Advice for Individual, Retail, and Household Investors: A Bibliometric Analysis. *Journal of Business and Management Research*, 2(2), 299–330. (HEC Y Category)
- 10 Saeed, S., Munir, D. S., & **Hadi, F.** (2023). A Bibliometric Mapping of Leaders' Emotional Intelligence: Trends and Insights in the field of Business, Management and Accounting. *Contemporary Issues in Social Sciences and Management Practices (CISSMP)*, 2(3), 42–58. (HEC Y Category)
- 11 Bangakh, S. **Ali, F. H.**, Munir, S, & Arshad, Z. (2023). Bridging Work and Life: A Bibliometric Perspective on Balance, Integration, Conflict, and Family. *Pakistan Journal of Humanities and Social Sciences*, 11(3), 2934–2944. (HEC Y Category)
- 12 Riaz, A. and **Ali, F. H.** (2023). What drives responsible innovation in polluting small and medium enterprises? an appraisal of the leather manufacturing sector, *Environmental Science and Pollution Research*, 30, 43536–43553 (**IF: 5.190; Web of Science and Scopus indexed, HEC W Category**).
- 13 Riaz, A., Santoro, G., Ashfaq, K. **Ali, F. H.**, and Rehman, U. R. (2023). Green Competitive Advantage and SMEs: Is Big Data the Missing Link?, *Journal of Competitiveness*, 15(1), pp.73-90, <https://doi.org/10.7441/joc.2023.01.05> (**IF: 3.649, Web of Science, and Scopus-indexed, HEC W Category**).
- 14 Riaz, A., **Ali, F.**, Ashfaq, K., Bhatti, A., and Rehman, S. U. (2023). Eco-innovation of food processing and manufacturing SMEs, *British Food Journal*, 125 (8), pp. 2988-3006. <https://doi.org/10.1108/BFJ-04-2022-0352>. (**IF: 3. 4, Web of Science, and Scopus-indexed, HEC W Category**).
- 15 Qamar, N. and **Ali, F. H.** (2023). The Nexus of Institutional Pillars and Service Innovation in Pakistan's ICT SME Sector: An Empirical SEM Analysis. *Academic Journal of Social Sciences*, 7(2), 126-149. (HEC Y Category)
- 16 Noreen, S. and **Ali, F. H.** (2023). Evaluating Corporate labor practices and decent work disclosure aligned with Global Reporting Initiative (GRI) G4 Standards, *Contemporary Issues in Social Sciences and Management*, 2(4), 30-43. (HEC Y Category)
- 17 **Ali, F. H.** and Munir, S. (2023). Examining bibliometric patterns of the Belt and Road Initiative in the context of Business and Economics: Highlighting Alignment with the Sustainable Development Goals, *Journal Pakistan-China Studies*, 4(1), 23-39. (HEC Y Category)
- 18 Farooq, S., Ahmad, A., Liaqat, F. and **Ali, F. H.** (2022). Understanding Relevance of Business Environment for Financial Performance: The Case of Asian Non-Banking Microfinance Institutions, *Vision*, 1-11 (**IF: 2.8, Web of Science and Scopus-indexed, HEC W Category**).
- 19 Ali, M. Islam, M. T., and **Ali, F. H.** (2021) Corporate Social Responsibility and Work Engagement: The Mediating Roles of Compassion and Psychological

- Ownership, *Asia-Pacific Social Science Review*, 21(3), 196-213. (**Scopus-indexed, HEC X Category**).
- 20 **Ali, F. H.**, Liaqat, F., Azhar, S. and Ali, M. (2021) Exploring the Quantity and Quality of Occupational Health and Safety Disclosure among Listed Manufacturing Companies: Evidence from Pakistan, a Lower-Middle Income Country. *Safety Science*, 143, Published Online. (**IF: 4.877, Web of Science, and Scopus-indexed, HEC W Category**).
  - 21 Liaqat, F., Mahmood, K. and **Ali, F. H.** (2021) Demographic and socio-economic differences in financial information literacy among university students. *Information Development*, 37(3), 376-388. (**IF: 2.049, Web of Science, and Scopus-indexed, HEC W Category**).
  - 22 **Ali, F. H.**, Barkaat, J. Ali, M. and Aamir, M. (2021). Pre-COVID Performance and Risk Assessment of Asset Management Companies: Evidence from an Emerging Market, *Lahore Journal of Business*, 9(2), 1-17. (HEC Y Category)
  - 23 Naseem, M., **Ali, F. H.**, and Saleem, M. (2021) The Impact of Online Convenience on Mobile Banking Adoption: The Sequential Mediation of Perceived Utilitarian Value and Perceived Hedonic Value. *Journal of Islamic Countries Society of Statistical Sciences*, 7(3), 335-354. (HEC Y Category)
  - 24 **Ali, F. H.**, Ali, M., Malik S. Z., Hamza, M. A. and Ali, H. F. (2020) Managers' Open Innovation and Business Performance in SMEs: A Moderated Mediation Model of Job Crafting and Gender. *Journal of Open Innovation, Technology, Markets and Complexity*, 6,89. (**Scopus-indexed**).
  - 25 Mehta, A. M., **Ali, F. H.**, Farooq, S. and Tariq, M. (2020) Dynamic managerial capabilities, competitive advantage and business performance: an integrative model, literature review and research propositions, *Academy of Strategic Management Journal*, 19(4). (**Scopus-indexed, HEC X Category**).
  - 26 **Ali, F. H.**, Mehta, A. M., Naqvi, F. N. and Maryam, S. Z. (2020) Predicting work performance: A paradigm shift from organization's empowerment to employee's autonomous strategy, *Academy of Strategic Management Journal*, 19(4), Published Online. (**Scopus-indexed**).
  - 27 **Ali, F. H.** and Mehta, A. M. (2020) Risk management amidst Covid-19 by Pakistani universities: A study of University of the Punjab. *Journal of Management Information and Decision Sciences*, 23(3), Published Online. (**Scopus-indexed, HEC Y category**).
  - 28 Maryam, S. Z., **Ali, F.**, Rizvi, M., and Farooq, S. (2020) Demonstrating the Motivational Scale for commitments toward teachers' turnover intentions using Self-Determination Theory: A case of Higher Education Institutions in Pakistan. *International Journal of Educational Management*. 35(2), 365-381. (**IF: 2.3, Web of Science and Scopus-indexed, HEC W Category**).
  - 29 Farooq, M., Ahmad, N. M., Mushtaq, A. Q., Ahmad, R., **Ali, F. H.** and Mujahid, A. B. (2020) Role of Women at Top Management in Public Sector Universities of Islamabad, Pakistan. *Journal of the Research Society of Pakistan*, 57(1), 181-194 (HEC X Category)
  - 30 Naz, A., Farooq, S., Lodhi, R. N., **Ali, F. H.** and Maryam, S. Z. (2020) Awareness, understanding and usage of Islamic banking products and services: A case of customers' satisfaction towards Islamic banking in Pakistan. *Islamic Banking and Finance Review*. 21(2), 273-286 (HEC Y Category)
  - 31 **Ali, F. H.**, Farooq, S. and Naqvi, F. N. (2020) Can cognitive crafting enhance business performance? the mediating role of employee ambidexterity in the context

- of Small and Medium Enterprises, *International Journal of Management Research and Emerging Sciences*, 10(2), 85-95 (HEC Y Category)
- 32 **Ali, F. H.**, Qazi, A. A., Farooq and Gull, S. (2020) Examining the antecedents and consequence of smartphone loafing at workplace: testing a moderated sequential mediation model. *International Journal of Management Research and Emerging Sciences*, 10(1), 156-167. (HEC Y Category)
- 33 Farooq, S., Ramzan M. **Ali, F. H.**, and Rashid, H. A. (2020) Analyzing the Efficiency of Health Care in Pakistan: An Application of Data Envelopment Analysis to Rural Health Centers in Punjab, *Pakistan Vision*, 21(2), 273-286 (HEC Y Category)
- 34 Ali, M., **Ali, F. H.**, Raza, B., Ali, W. (2020) Assessing the Mediating Role of Work Engagement Between the Relationship of Corporate Social Responsibility with Job Satisfaction and Organizational Citizenship Behavior, *International Review of Management and Marketing*, 10(4), 1-10 (Scopus Indexed)
- 35 **Ali, F. H.** and Mehta, A. M. (2020) Is smartphone loafing energizing, creative, innovative and productive at the workplace? *Academy of Marketing Studies Journal*. 24(3) (Scopus Indexed)
- 36 **Ali, F. H.** and Qazi, A. A. (2019) Can Social Media Platforms Enable Co-Creation as a Tool in Political Marketing? The South Asian Context. *South Asian Studies*, 34(1), 81-102. (HEC Y Category)
- 37 Arshad, F. **Ali, F. H.**, and Muneer, S. (2019) The National Finance Commission Award and Centre Province Relationship: A Study of Pakistani Federal Structure, *Journal of Research Society of Pakistan*, 56(1), 227-236 (HEC Y Category)
- 38 **Ali, F. H.**, Naz, F. and Qazi, A. A. (2018) Assessing the Antecedents of Work Performance among Health Care Practitioners: Testing a Partial Least Squares Structural Equation Modeling Sequential Model, *Annals of King Edward Medical University*, 24(1), 54-60. (**Web of Science Indexed, HEC W Category**).
- 39 Ahmed, I., Rehman, W.U., **Ali, F.**, Ali, G., and Anwar, F. (2018) Predicting Employee Performance through Organizational Virtuousness- Mediation by affective Well-Being and Work Engagement. *Journal of Management Development*. 36(6), 493-502. (**Scopus-indexed**).
- 40 **Ali, F. H.** and Qazi, A. A. (2018) Exploring the Awareness of China Pakistan Economic Corridor: A Stakeholder's Perspective. *South Asian Studies*, 33(1), 97-116 (HEC X Category)
- 41 **Ali, F. H.** and Qazi, A. A. (2018) The Role of Creative Self-Efficacy and Intrinsic Motivation in Delighting Customers: The Mediating Role of Positive Psychological Capital. *Pakistan Journal of Commerce and Social Sciences*, 12(1), 78-93. (HEC Y Category)
- 42 **Ali, F. H.**, Naz, F. and Qazi, A. A. (2018) Assessing the Antecedents of Work Performance among Health Care Practitioners: Testing a Partial Least Squares Structural Equation Modeling Sequential Model, *Annals of KEMU*, 24 (1) (HEC Recognize Y Category; Listed in ISI master list)
- 43 **Ali, F. H.**, and Qazi, A. A. (2018) Are Social Networking Sites Suitable for Formal Learning among Business Research Students? A Mixed Method Experimental Approach. *Bulletin of Education and Research*, 40(1), 281-299, (HEC Y Category)
- 44 **Ali, F. H.**, Rizavi, S. S., Ahmed, I., and Rasheed, M. (2018) Effects of Perceived Organizational Support on Organizational Citizenship Behavior – Sequential Mediation By Well-Being and Work Engagement. *Journal of the Punjab University Historical Society*, 31(1), 61-69 (HEC Z Category)



- 45 **Ali, F.** and Muqadas, S. (2015) The Impact of Brand Equity on Brand Loyalty: The Mediating Role of Customer Satisfaction. *Pakistan Journal of Commerce and Social Sciences*, 9(3), 890-915 (HEC Y Category)
- 46 Islam, T., **Ali, F. H.**, Aamir, M., Khalifah, Z., Ahmad, R., and Ahmad, U. N. U. B.(2015). Employees' Perception of CSR and Organizational Citizenship Behavior. *Science International*, 27(3), 9417-9419 (HEC X Category)
- 47 Bhatti, G. A, Islam, T., Mirza, H. H., and **Ali, F. H.** (2015) The Relationships between LMX, Job Satisfaction and Turnover Intention. *Science International*, 27(2), 1523-1526 (HEC X Category)
- 48 **Ali, F.** (2015) The Effect of Job Characteristics on Managers' Intent to Leave the Organization: The Mediating Role of the Four Dimensions of Organizational Commitment, *International Journal of Business and Management*, 10(6), 239-250 (Ulrich Periodicals)
- 49 **Ali, F.**, Shafeeq, N. and Ali, M. (2012) Limited Stock Investments in Pakistan. *International Journal of Business and Management* 7(4), 133-144 (Ulrich Periodicals)
- 50 **Ali, F.**, et al. (2011) Attraction of Students Towards Beauty Products. *Australian Journal of Business and Management Research*. 1(3), 104-108 (Ulrich Periodicals, HEC Y Category)
- 51 **Ali, F.**, et al. (2011) The Effect of Job Stress and Job Performance on Employee's Commitment. *European Journal of Scientific Research*. 60(2), 285-294 (Impact Factor: 0.736 Ulrich Periodicals HEC Y Category).

#### **RESEARCH PUBLICATIONS UNDER REVIEW AND ONGOING PROJECTS**

1. Accepted with Minor Revision, "The missing links between leader's knowledge hiding behavior and project performance: A COR perspective. *Management Decision*. (**IF: 4.1, Web of Science and Scopus-indexed, HEC W Category**).
2. Research Article in Progress: **Examining Climate Disclosure Practices in Listed Manufacturing Firms: Insights from a Lower-Middle Income Country**
3. Research Article in Progress: **Unmasking Corporate Lies: Greenwashing and Its Effects on Investment Decisions**

#### **CONFERENCE PARTICIPATIONS AND PRESENTATIONS**

1. Invited as a Guest Speaker on one-day International Conference, "CPEC: Enhancing Community with a Shared Future for Mankind" held on 10<sup>th</sup> July, 2024 at Sarena Hotel, Islamabad. Organized by Ministry of Planning, Development, & Special Initiatives, Government of Pakistan, in collaboration with Pakistan Research Center for a Community with Shared Future (PRCCSF) and Embassy of the People's Republic of China to Pakistan.
2. Session Chair at the 3<sup>rd</sup> International Conference on Business Administration, Organized by Institute of Business Administration, University of the Punjab, held on April 25<sup>th</sup>-26<sup>th</sup>, 2024.
3. Participated at the 11<sup>th</sup> Deans & Directors Conference organized by National Business Education Accreditation Council, HEC, Islamabad. held on 12<sup>th</sup> & 13<sup>th</sup> February, 2024 at Pearl Continental Hotel, Karachi.
4. Session Chair at the 8<sup>th</sup> International Conference on Banking, Insurance, Business Management (CBIBM 2023). Organized by Hailey College of Banking and Finance, University of the Punjab, held on from 7<sup>th</sup> to 9<sup>th</sup> December, 2023.

5. Received Certificate of Contribution towards Sustainable Goals (UN) and Management (Leadership) Seminar held on 9<sup>th</sup>-13<sup>th</sup> October, 2023. Organized by Bahcesehir Cyprus University, Alaykoy Campus, Nicosia, TRNC.
6. Presented a Paper "A Bibliometric Analysis on Recent Trends in Studies on Regional Trade and Cooperation Under Belt and Road Initiative" at the International Conference on South & Central Asia Re-Connected, organized by, the Department of History and Konrad Adenauer Stiftung, held from 8<sup>th</sup> -10<sup>th</sup> May, 2023.
7. Moderated a Roundtable discussion on South-Asia Reconnected: Challenges and Opportunities, at the International Conference on South & Central Asia Re-Connected, organized by, the Department of History and Konrad Adenauer Stiftung, held from 8<sup>th</sup> -10<sup>th</sup> May, 2023.
8. Participated in One-Day Conference, Book Exhibition, and Poster Competition on, "Understanding China: Looking Beyond the Horizon", held on 20<sup>th</sup> March, 2023 at Islamabad. Jointly organized by Department of Political Sciences, University of the Punjab, Lahore, and Pakistan Research Center for a Community with Shared Future (PRCCSF) Islamabad, in collaboration with Embassy of People's Republic of China to Pakistan.
9. Session Chair at the 3<sup>rd</sup> International Conference on Management Sciences (ICMS 2023). Theme: Integrated Technology & Business Strategy for Sustainable Business Environment". Organized by Lahore Garrison University, held on 16<sup>th</sup> and 17<sup>th</sup> March, 2023.
10. Participated at the 10<sup>th</sup> Deans & Directors Conference organized by National Business Education Accreditation Council, HEC, Islamabad. held on 13<sup>th</sup> & 14<sup>th</sup> March, 2023 at Serena Hotel, Peshawar.
11. Session Chair at the 1<sup>st</sup> International Conference on Business, Technology & Social Sciences, organized by University of the Punjab, Gujranwala Campus. held on 7<sup>th</sup> & 8<sup>th</sup>, February, 2023.
12. Session Chair at the 7<sup>th</sup>, International Conference on Banking, Insurance & Business Management, Theme: Present Climate Challenges and Sustainable Business Practices" organized by Hailey College of Banking and Finance, University of the Punjab, Lahore. Held on 8<sup>th</sup> and 9<sup>th</sup> December, 2022.
13. Participated in the "Implementation of COSO Internal Framework" of Binof Private Limited from 25<sup>th</sup> July to 9<sup>th</sup> September, 2022 at Hailey College of Commerce, University of the Punjab
14. Participated, 9<sup>th</sup> Deans & Directors Conference "Increasing the Impact and Relevance of Business Schools in Pakistan" organized by NBEAC, Islamabad. Held on 15<sup>th</sup> March, 2022.
15. Moderated, International Scientific Conference on, "Great Commander, Thinker and Poet Zahir-ud-din Muhammad Babur: Symbol of Friendship of Uzbekistan and Pakistan" organized by Embassy of Uzbekistan at Pak-China Friendship Centre, Islamabad. Held on 1<sup>st</sup> March, 2022.
16. Session Chair, International Conference on Banking, Insurance and Business organized by, Hailey College of Banking and Finance, University of the Punjab, Lahore, held on 29<sup>th</sup> and 30<sup>th</sup> December, 2021.
17. Guest Speaker, One-Day University Workshop on " Non-Traditional Security Challenges" organized by the Centre for Global and Strategic Studies (CGSS) and Hanns Seidel Foundation, Pakistan held on 9<sup>th</sup> December, 2021. Session Topic: "Role of Pakistan's academic networks in emerging NTS threats: Constructive Engagement in Policy Orientation Process"

18. Session Chair, 2<sup>nd</sup> International Conference on Business and Commerce — striving for a Better Normal organized by Hailey College of Commerce, University of the Punjab, Lahore, held on 26<sup>th</sup> and 27<sup>th</sup> November, 2021.
19. Guest Speaker at International Conference on Pak-Sino Partnership, Prospects and Challenges in Higher Education Collaboration organized by Bahria University, Islamabad. Topic " Commercialization of Applied Research through BICs/STPs of the Partner Universities" held on 9<sup>th</sup> September, 2021.
20. Guest Speaker at the Two-Day Online International Conference "Progressive Role of Women in the Changing Socio-Economic and Political Dynamics of the World" held on 9<sup>th</sup> and 10<sup>th</sup> August, 2021, organized by Centre for Global & Strategic Studies (CGSS), Islamabad.
21. Best Paper Award at the "1<sup>st</sup> International Conference on Business Administration" held on 11<sup>th</sup> and 12<sup>th</sup> June, 2021 organized by Institute of Business Administration, University of the Punjab, Lahore.
22. Session Chair at "International Conference and Graduate Colloquium" held on 4<sup>th</sup> and 5<sup>th</sup> April, 2021 organized by Hailey College of Commerce, University of the Punjab, Lahore.
23. Organized a Conference on "Legacy of Zaheer-ud-Din Muhammad Babur and its Relevance in Contemporary Relations between Pakistan and Uzbekistan" held on February 11<sup>th</sup>, 2021.
24. Two Papers Presented and Received Best Paper Award in a Two-Day International Conference, ICBC, "Creating Opportunities from Uncertainties" held on 24-25<sup>th</sup> November, 2020 organized by Hailey College of Commerce, University of the Punjab, Lahore.
25. Presented Paper in a Two-Day International Conference "Global Conference on Business Management and Social Sciences" held on 8-9<sup>th</sup> August 2020 organized by, Academy of Business Management.
26. Presented Paper in a Two-Day International Conference on "Gender, Work and Society" held on 27-28<sup>th</sup> April, 2019 organized by Lahore University of Management Sciences.
27. Presented Paper in a Two-Day International Conference on "Contemporary Issues in Management & Administrative Sciences" held on 26-28<sup>th</sup> March 2019 organized by Lahore College for Women University, Lahore.
28. Participated in a Two-Day Conference on "China Pakistan Economic Corridor: Managing the Change", held on 17- 18 January, 2019 organized by Lahore University of Management Sciences.
29. Guest Speaker on a One-Day Seminar on "China Pakistan Economic Corridor" held on 5<sup>th</sup> April 2018 organized by Punjab University, Gujranwala Campus.
30. Presented Paper at the 7<sup>th</sup> Asian Management Research & Case Conference, 2018, held on 23-24 July, 2018, organized by Lahore University of Management Sciences.
31. Participated in the International Conference on Business Education: Creating Impact with CPEC held on 5-6 February 2018.
32. Best Paper Award at International Conference on Banking, Insurance & Business Management, held on 14-15 December 2017.  
Presented paper titled "Usage of Social Networking Sites (SNS) for Punjab University MPhil- Level Business Research Students" at the 4<sup>th</sup> International Conference on Education (ICORE) held on 23<sup>rd</sup>-25<sup>th</sup> November 2016.
34. Presented paper titled, "Assessing knowledge base and Trends regarding Corporate Social Responsibility among Companies," at The International Academy of Business

- and Public Administration Disciplines, held at Orlando, Florida from 2<sup>nd</sup> -5<sup>th</sup> January 2014.
35. Presented paper titled, "The Impact of E-Banking on the Overall Performance of the Banks," at Eurasia Business and Economic Society, held from 11<sup>th</sup> to 13<sup>th</sup> January 2013, in Rome, Italy.
  36. Presented paper titled, "Impact of Working Capital Management on Profitability of Textile sector of Pakistan," at the 4<sup>th</sup> International Conference of the South Asian Chapter of AGBA SAICON-2012, December 2012.
  37. Presented paper titled, "Harassment At Work Place On Women In Pakistan: An Exploratory Study," Paper presented in Eurasia Business and Economic Society, Istanbul, Turkey, May 2012.

### **CONFERENCES ORGANIZED**

1. Organized & Moderated a One-day Workshop on "Understanding China's Governance System & Development Model" in collaboration with the Embassy of the Republic of China to Pakistan, Islamabad. Held on 2<sup>nd</sup> February, 2023.
2. Organized/Conference Secretary, International Conference on "Significance of the Belt and Road Initiative in Regional Connectivity" organized at the Regional Integration Centre, University of the Punjab, Lahore. Held on 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> July, 2022.
3. Co-organized, 2<sup>nd</sup> International Conference & Graduate Colloquium and 3 Minute Thesis Competition, organized at Hailey College of Commerce, University of the Punjab, Lahore. Held on 14<sup>th</sup> & 15<sup>th</sup> March, 2022.
4. Co-organizer and Moderator, International Conference on "Pakistan-Eurasian Heartland Connectivity: Towards Socio-Economic, Academic and Legal Cooperation" jointly organized by Area Study Centre, Peshawar University, Peshawar and Regional Integration Centre, University of the Punjab, Lahore, held on 21<sup>st</sup> and 22<sup>nd</sup> September, 2021.
5. Moderated, International Scientific Conference on, "Great Commander, Thinker and Poet Zahir-ud-din Muhammad Babur: Symbol of Friendship of Uzbekistan and Pakistan" organized by Embassy of Uzbekistan at Pak-China Friendship Centre, Islamabad. Held on 1<sup>st</sup> March, 2022.
6. Organized a Conference on "Legacy of Zaheer-ud-Din Muhammad Babur and its Relevance in Contemporary Relations between Pakistan and Uzbekistan" held on February 11<sup>th</sup>, 2021.

### **WORKSHOPS CONDUCTED**

1. Conducted a Two-Day Workshop on "Empowering Teachers and Researchers: AI solutions from Classroom to Cutting Edge" on 15<sup>th</sup> & 16<sup>th</sup> May 2024 at the Regional Integration Centre, University of Punjab, Lahore.
2. Conducted 8-Week Hands on Workshop on "Bibliometric Analysis Using VOS viewer", 19<sup>th</sup> January – 05<sup>th</sup> April, 2023 at Hailey College of Commerce, University of the Punjab, Lahore.
3. Conducted One-Day Workshop on "Innovation and Creativity in Products/Services. Product Characteristics and Features. Women Incubation Centre, Punjab Small Industries Corporation, Lahore on 19<sup>th</sup> Jan. 2022.
4. Conducted One-Day Workshop on "The Role of Securities and Exchange Commission of Pakistan in Achieving the Global Agenda 2030", Securities and Exchange Commission of Pakistan, Islamabad on 10<sup>th</sup> November, 2021.

5. Conducted One-Day Online Workshop on "Designing a Business Plan for Long Term Success", organized by the Embassy of Uzbekistan to Pakistan, Islamabad on 16<sup>th</sup> November, 2021.
6. Conducted a One-Day Workshop on "Innovation and Creativity in Products/Services. Product Characteristics and Features. Women Incubation Centre, Punjab Small Industries Corporation, Lahore on 14<sup>th</sup> Sep., 2021.
7. Conducted One-Day Workshop on "Complex Model Testing through Smart PLS SEM" jointly organized by ORIC and Hailey College of Commerce, Lahore on 1<sup>st</sup> March, 2021.
8. Conducted One-Day Online Workshop on "NBEAC Quality Standards 1 to 9" in collaboration with National Business Education Accreditation Council, HEC, Islamabad on 10<sup>th</sup> November, 2020.
9. Conducted One-Day Workshop on "Biostatistics" held at Ameer Ud Din Medical College, General Hospital, Lahore on 19<sup>th</sup> April 2018.
10. Conducted One-Day Workshop on "Biostatistics" held at Ameer Ud Din Medical College, General Hospital, Lahore on 19<sup>th</sup> April 2017.
11. Conducted One-Day Workshop on "Statistics Made Easy" held at Pakistan Institute of Fashion Design on 24<sup>th</sup> December 2016.
12. Conducted One-Day Workshop on "Statistical Analysis Using SPSS" held at Lahore General Hospital on 23<sup>rd</sup> December 2016.
13. Conducted a Two-Day Multidisciplinary International Workshop through Webinar on "Model Building Techniques, Factor Analysis and SEM using SPSS & AMOS" held on 13<sup>th</sup> & 14<sup>th</sup> May 2015.
14. Conducted a Two-Day Multidisciplinary International Workshop through Webinar on "SPSS Essentials Statistical Analysis Made Easy" held on 16<sup>th</sup>-17<sup>th</sup> June 2015.
15. Conducted One-Day Workshop on "Structural Equation Modeling" held at Virtual University of Pakistan on 29<sup>th</sup>, October 2015.

## **WORKSHOP PARTICIPATION**

1. Attended One-Day Workshop on "Systematic Literature Review", held on 19<sup>th</sup> August 2024, organized by Riphah International University, Lahore.
2. Certification Course on "Microsoft Power BI Bootcamp", held on 4<sup>th</sup> and 12<sup>th</sup> May 2024, organized by Center for Continuing Education Studies, Lahore University of Management Science.
3. I attended A five-day training course on "Policy Research Methodologies" from 15<sup>th</sup> to 19<sup>th</sup> April 2024, held at the Establishment Division of the AHK National Center for Rural Development (AHKNCRD), Islamabad.
4. Participated in an Awareness Session on "Islamic Banking and Finance" organized by Hailey College of Commerce, University of the Punjab, held on 3<sup>rd</sup> October, 2023.
5. Attended a workshop on "Developing Policies for a Business School" at SZABIST, Islamabad, held from 15<sup>th</sup> to 16<sup>th</sup> June, 2023, organized by National Business Education Accreditation Council (NBEAC), HEC, Islamabad.
6. Certification Course on "Islamic Finance" organized by Centre of Excellence in Islamic Finance (CEIF), Institute of Business Administration (IBA), Karachi. Held from 11<sup>th</sup> February, 2023 to date.
7. The 4-week workshop on "Internal Control Through Simulation" was conducted by *Evolve Learning Hub*. Held from 27<sup>th</sup> July to 19<sup>th</sup> August, 2022
8. Incubation Management Training, organized by Ideagist, held on 25<sup>th</sup> and 26<sup>th</sup> July, 2022 Case Teaching Workshop, organized by *Evolve Learning Hub*. Held on 20<sup>th</sup> July, 2022
9. Directors Training Program, organized by IBA, Karachi. Held from 14<sup>th</sup> to 18<sup>th</sup> December, 2020

10. Advanced Structural Equation Modeling, organized by *Pak Institute of Statistical Training and Research, Lahore*. Held on 14<sup>th</sup> and 15<sup>th</sup> December, 2019.
11. Reinventing Finance for a Digital World, organized by CIMA, Pakistan. Held on 18<sup>th</sup> April, 2019
12. Training Needs Assessment Workshop Organized by Civil Services Academy, Walton Campus Lahore. Held on 25<sup>th</sup> July, 2019.
13. Two-Day Workshop on Python for Data Science, organized by Kinnaird College for Women, Lahore. Held on 31<sup>st</sup> August and 1<sup>st</sup> September, 2019.
14. Two-Day Workshop on "Strategic Planning of a Business School" organized by National Business Education Accreditation Council, Higher Education Commission (HEC), Islamabad. Held on 1<sup>st</sup> and 2<sup>nd</sup> August, 2018.
15. Reaccreditation–A continual improvement and Way forward organized by National Business Education Accreditation Council, Higher Education Commission (HEC), Islamabad. Held on 5<sup>th</sup> & 6<sup>th</sup> February, 2018.
16. Governance, Management, and HR: Strategic Directions, organized by Institute of Administrative Sciences, University of the Punjab, Lahore. Held on 20<sup>th</sup> and 21<sup>st</sup> March, 2018
17. Humanity, Altruism & Citizenship in Pakistan, organized by Ministry of Human Rights, Government of Pakistan. Held from 23<sup>rd</sup> to 25<sup>th</sup> August, 2017
18. International Workshop on Research Proposal Writing and Fund Winning Strategies, organized by Research Center for Training & Development (IRP). Held on 7<sup>th</sup> and 8<sup>th</sup> September, 2015
19. Model Building Technique and Structure Equation Modeling (Advanced Variance Based Predictive Analysis), organized by Research Center for Training & Development (IRP). Held on 11<sup>th</sup> and 12<sup>th</sup> August, 2016.
20. Research & Inferential Statistics, organized by Research Center for Training & Development (RCTD). Held on 3<sup>rd</sup> and 4<sup>th</sup> June, 2016.
21. How to Combine Multiple Research Methods-Practical Triangulation, organized by Research Center for Training & Development (IRP). Held on 29<sup>th</sup> and 30<sup>th</sup> January, 2016.
22. IBM SPSS Statistics Level 1 Preparatory Course, organized by Research Center for Training & Development (IRP). Held on 19<sup>th</sup> and 20<sup>th</sup> September, 2014.
23. Mastering Applied Regression and ANOVA Analysis The 9-Cases of Regression and 8-Cases of ANOVA, organized by Research Center for Training & Development (IRP). Held on 24<sup>th</sup> October, 2012.
24. Reliability and Validity in Research, Institute of Research Promotion and University of Management and Technology. Held on 10<sup>th</sup> December, 2011
25. Publishing Your Research, organized by COMSATS, Lahore & Institute of Research and Promotion, Held on 29<sup>th</sup> January, 2010.
26. Developing Literature Review, COMSATS, Lahore & Institute of Research and Promotion, Held on 1<sup>st</sup> January 2010.
27. Optimizing Use of Online Resources & Using Endnote ® Software citing and Referencing organized by Textile Productivity Center (UMT) & Institute of Research and Promotion, Held on 31<sup>st</sup> May 2008.
28. Case Study Method – Teach & Write organized by Center for Management Excellence in Research, University of Central Punjab. Held from 12<sup>th</sup> to 19<sup>th</sup> April, 2008.
29. Quantitative Technique Analysis, organized by Textile Productivity Center (UMT), Aftab Associates & Institute of Research and Promotion. Held from 7<sup>th</sup> March to 26<sup>th</sup> April, 2008.

30. Planning and Budgeting Skills for Educational institutions organized by Akida Management Consultants & Hailey College of Commerce, University of the Punjab, Lahore. Held on 14<sup>th</sup> and 25<sup>th</sup> March, 2008.
31. Workshop on Recent Developments in Survey Sampling, organized by Center for Advanced Studies in Mathematics (LUMS). Held on 26<sup>th</sup> and 27<sup>th</sup> August, 2008.

### **Research Supervision**

I am an HEC HEC-approved supervisor, and I have supervised around 100 MS and MPhil research theses. I have also supervised 3 PhD dissertations, and 2 are under process.

### **Skills and Interests**

**Analytical techniques:** Content analysis, thematic analysis, Bibliometric and Co-citation analysis, Structural equation modeling, Big data handling, Simple, logistic, multinomial, ordinal, moderated, mediated, mediated moderation, and moderated mediation regression, Scale development

### **Computing Skills:**

Analysis of Moment Structures (AMOS)

Partial Least Squares (PLS SEM)

VOS viewer

STATA

MS Visio (Process Flow Chart)

Microsoft Word, Excel, PowerPoint and Google Excel Sheet Management Endnote (Referencing)

Microsoft Power BI

Covidence

**Other:** Research projects --- operations management, multi-tasking, problem-solving

**Interests:** Physical Fitness Exercises including Aerobics and Yoga, cooking

### **Community Engagement**

Frequent involvement in blood camps organized at the University. Collected donations for flood displaced victims in 2022.

### **References**

Dr. Ahmad Usman Shahid

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