

Curriculum Vitae

Chaudhry Shoaib Akhtar *PhD*



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Citations: 2329
h-index: 6 (Web of Science); 9 (SCOPUS); 22 (Google Scholar)

Summary

I am an experienced educator and academic professional with more than 22 years of teaching, research and administration experience. My teaching philosophy revolves around instilling critical thinking and analytical skills in students through experiential learning that are required in the daily life to make them responsible citizen. Administratively, I have always tried to professionally develop my junior faculty and staff members through mentorship and training and providing them with an environment that is conducive to their learning, growth and development.

Teaching Experience

- **Professor, Department of Public Administration, Fatima Jinnah Women University (1st June, 2022 – 16th April 2026)**
Teaching courses at undergraduate (Entrepreneurship, Nonprofit Management, Research Methodology), graduate and post-graduate levels (Seminar in Leadership, Seminar in Contemporary Issues in Public Management, Philosophy of Management). Research supervision of undergraduate and graduate students.
- **Assistant Professor, Department of Business Administration & Public Administration, Fatima Jinnah Women University (20th September 2006 – 31st May 2022)**
Teaching: Skills for research, Research Methodology, Public Entrepreneurship, Entrepreneurship and Incubation, Introduction to Entrepreneurship, Principles of Management, Nonprofit Management, Strategic Management, Introduction to Public Policy, Consultancy Management, Introduction to Finance.
Research Supervision: Undergraduate and Graduate students.
- **Lecturer, Department of Public Administration, Fatima Jinnah Women University (7th September, 2004 – 19th September 2006)**
Teaching: Research Methodology, Principles of Management, Human Resource Management, Strategic Management, Introduction to Finance, International Business.
Research Supervision: Undergraduate

- **Visiting Faculty, SZABIST-Islamabad (July, 2016 – August, 2018)**
Teaching: Entrepreneurship and Family Business, Knowledge Management, International Human Resource Management, Strategic Management.
- **Visiting Faculty, Lahore Business School, University of Lahore, Lahore (September 2015 – June 2016).**
Teaching: Consultancy Management, Innovation & Entrepreneurship
- **Lecturer and Program Officer BBA, Army Public College of Management Sciences (APCOMS), Rawalpindi (January 2001 – August 2001)**
Administrative: Responsible for BBA program, BBA visiting faculty, class scheduling, discipline.
Teaching: Business Finance
- **Visiting Faculty, Department of Strategic Studies, Quaid-e-Azam University, Islamabad (2001-2003)**
Teaching: Economics of Defense

Administrative Experience

- **Dean, Faculty of Law, Commerce, Management and Administrative Sciences (FLCMAS), Fatima Jinnah Women University Rawalpindi (8th February, 2023 – 17th March 2024)**
Responsible for the academic and administrative matters of the faculty comprising of four departments: Law, Commerce, Business Administration, and Public Administration. Providing strategic vision to the faculty. Chairing the Faculty Board of Studies and Departmental Board of Studies for curriculum approvals.
- **Director, Office of Research, Innovation and Commercialization (ORIC), Fatima Jinnah Women University, Rawalpindi (1st February, 2018 – 24th Oct. 2023)**
Responsible for faculty research, capacity building of faculty, strategic planning of the departments, business plan competitions, mentoring incubate companies, entrepreneurial events, patents, IP disclosures, policy formulations for research and faculty motivations and involvement, Industry linkages.
- **Treasurer, Fatima Jinnah Women University Rawalpindi (Additional Charge - 1st March 2021- 30th May, 2021); Look after charge as Additional Treasurer (1st June, 2021 – 17th Feb. 2022).**
Responsible for budget and its implementation. Secretary of Finance and Planning Committee (FP&C) of the University. Day to day operations of the university as per budgetary provisions, reporting of financial statements to regulatory authorities, responsible for external audit of the university finances.
- **Incharge & Chairperson, Department of Public Administration, Fatima Jinnah Women University, Rawalpindi, Pakistan (1st July 2005 – 18th Aug. 2010 & May**

2017 – March, 2018; 24th June 2022 – 14th June, 2023 and 1st Sep. 2023 – 17th March 2024)

Responsibilities included looking after day to day affairs of the department; hiring of visiting faculty; preparing scheme of studies for both undergraduate, graduate and postgraduate courses; faculty training, faculty and student mentoring, coordination with other departments of the university, faculty and students.

- **Placement Coordinator, Fatima Jinnah Women University, Rawalpindi, Pakistan (7th Sep. 2004 – 10th Sep. 2010)**
Responsible for placement of students in industry for internship and jobs; conducting and organizing seminars for students; arranging job fairs in the university; liaison with the industry for seeking job opportunities for the university graduates; hiring of contractual university staff and visiting faculty.
- **Deputy Treasurer, Fatima Jinnah Women University, Rawalpindi, Pakistan (1st March 2007 – 5th Oct. 2009)**
Responsible for maintenance of development and investment related funding and budget; University budget preparation; making sure codal formalities are adhered to for audit purposes; day to day operations of the treasury under the supervision of Treasurer.
- **Program Officer - National Commission for Human Development, Islamabad, Pakistan**
Program Officer Monitoring & Evaluation August 2003 to Jan 2004
Responsible for evaluating various programs of the commission especially short-term campaigns.
Program Officer, Capacity Building Feb 2004 - June 2004
Responsible for arranging and delivering various training sessions of district officers related to budget, capacity building
- **Managing Director, Apex Human Resource Solutions (Pvt.) Ltd. (2004-05)**
Private limited registered with Securities Exchange Commission of Pakistan.
Involved in providing human resource consultancies to organizations, developing HR policies especially Training & Development, Pay structure and registering new and startup companies with Securities and Exchange Commission of Pakistan.
- **Chief Technical Advisor, Cognoscente Consultants (Pvt) Ltd. Islamabad (October 2022 – todate).**
Responsible for providing advice to the Board of Directors on projects.

Courses Developed

Undergraduate

- Nonprofit Management
- Entrepreneurship
- Social Innovation & Public Entrepreneurship
- Organizational Development & Change

Graduate & Post Graduate

- Consultancy Management
- Contemporary Issues in Public Management
- Philosophical Foundations of Public Policy and Management
- Philosophy of Management
- Innovation & Strategy
- Entrepreneurial Cognition and Decision Making
- Entrepreneurship and Family Business

General Courses (undergraduate)

- World Political Scenario
- Political Parties and Pressure Groups
- Government & Politics
- Citizenship & Civic Responsibility

Graduate Supervision (in last 5 years)

- *Effect of organizational stress and burnout on readiness for change: Evidence from Higher Educational Institutions of Pakistan*
- *Children with disabilities in Pakistan: A review of policies and practices.*
- *Effect of systems thinking on individual effectiveness with moderating role of relational pluralism.*
- *Impact of corporate social responsibility on consumer brand relationship: contribution of moral emotions and attitudes as mediating factors.*
- *Effect of domestic violence on psychological well-being of victims: analysis of government policies and practices.*
- *Islamic Work Ethics and Organizational Citizenship Behavior: Moderating Role of Leadership.*
- *The Moderating Role of Emotional Intelligence between Workplace Bullying and Employees' Wellbeing.*

Consultant/Advisor

- **Chief Technical Advisor** (August 2022 to date) Cognoscente Consultants (Pvt) Ltd., Rawalpindi Pakistan
- **Technical Advisor and Academic Consultant** (June 2024-May 2025) Cognoz Tecvoc Institute of Sciences, Rawalpindi Pakistan.
- **Academic Consultant** (Oct 2024 – to date) Alfateh College & Allied Sciences, Chak Shahzad, Islamabad, Pakistan
- **Academic Consultant**, Breaking Barriers through Diversity and Inclusivity. International conference organized by NRSP, USAID and APWUC from 26th – 29th February, 2024 at Marriot Islamabad, Pakistan.

External Evaluator/Reviewer

- Riphah International Islamic University – 17 MS Theses and 1 Ph.D. Thesis evaluated as external examiner
- SZABIST-Islamabad – MS Research- evaluated 14 independent studies

- External reviewer for PhD Thesis, Abdul Wali Khan University, Mardan, KPK.
- Reviewer of Faculty Dossiers (Associate/Professor)– Abdul Wali Khan University, Mardan KPK; Abasyn University Peshawar, KPK

Projects

- Alternate education delivery platforms in hard to reach areas of Balochistan Pakistan (October – December 2022). Funded by International Rescue Committee (IRC) through MAQAS Enterprises. **Consultant Researcher**
- Gender Safety & Self Defense Techniques (July-August 2022) project funded by Accountability Lab and Asia Foundation – **Advisor/consultant**
- Domestic Violence in Dhoke Hassu, Rawalpindi during Covid-19 (June 2021-June 2022) – **Co-Investigator**.
- Psycho-social wellbeing of families during COVID-19 in Islamabad (June 2020-April 2021). Team member in collaboration with Center for Global Public Health Pakistan.
- Exploring the dimensions of domestic violence in the context of COVID-19 in Kuri area of Islamabad Capital Territory (August 2020 – February 2021). **Principal Investigator** in collaboration with Rozan.
- Situational Analysis of Out of School Children in Islamabad Capital territory. Ministry of Human Rights, Islamabad Pakistan (June-December, 2017). **Consultant Researcher**
- Technical Analysis of Sports Facilities in Punjab under PPP Mode: Operation and Maintenance of Sports Facilities. A project of Punjab Sports Board (December 2015 – June 2016). **Project Team Leader** for Technical Analysis from ABS-CBI (Pvt) Ltd.
- Study on Human Development Requirements in East Economic Corridor Development (ECER), Malaysia (June 2014-March 2015). Project team member responsible for field survey, data analysis and component write up.

Research Publications

1. Zafar, A., Noor, S., Akhtar, C.S., Qureshi, B., & Isa, FM (2025). An ethnographic enquiry and lived experiences of disabled children's facilitators, parents, teachers and health-care practitioners: insight from Pakistan. *Advances in mental health and intellectual disabilities*, DOI 10.1108/AMHID-08-2024-0025
2. Habib, N., Naveed, S. & Akhtar, S. (2024). Can't fight with my fate: Reasons explaining violence-accepting behavior of women in Pakistan. *Sage Open*, 14(3), <https://doi.org/10.1177/21582440241268358>
3. Habib, N., Naveed, S., Akhtar, S. & Yousaf, M. (2024). Evaluating the perceived effectiveness of online learning tools for English language in Hard-to-Reach Areas. *Migration Letters*, 21(7), 125-138.
4. Habib, N., Naveed, S., Mumtaz, M., Sultana, R., & Akhtar, S. (2023). What type of leadership is more effective for managing change during force majeure? Achieving organizational effectiveness during the pandemic. *RAUSP Management Journal*, 58(4), 318-340.
5. Hamid, S., Naveed, S., Ayub, H., & Akhtar, S. (2023). Academic leadership during the time of crisis: Success story of implementation success from traditional to online mode of education in a low-resource context. *Cogent Social Sciences*, 9(1), 2197302.

6. Ahmed, S., Mendez, R.Y., Naveed, S., Akhtar, S. et al. (2023). Assessment of hepatitis-related knowledge, attitudes, and practices on quality of life with the moderating role of internalized stigma among hepatitis B-positive patients in Pakistan. *Health Psychology and Behavioral Medicine*, 11(1), 2192782. <https://doi.org/10.1080/21642850.2023.2192782>
7. Tabassum, S., Zaman, S., Waheed, I. & Akhtar, S. (2023). Girls' education in Balochistan: Role of public awareness campaign. *Journal of Positive School Psychology*, 7(4), 1392-1406.
8. Naveed, S., Habib, N., & Akhtar, S. (2022). 'I am not safe at my home' Causes and effects of intimate partner violence during COVID-19. *Webology*, 19(3), 1-34.
9. Rehman, A., Khalid, A., Akhtar, S., Naveed, S., Emmanuel, F., Reza, T., & Hamid, S. (2022). Experiences Of Covid-19 And Its Impact On Psychosocial Well-Being Of Families: A Cross-Sectional Study. *Webology*, 19(3), 514-528.
10. Rashid, S., Shahab, H., Zahur, H. & Akhtar, C.S. (2021). The Power of "We": Effects of Team Member Exchange on Team Commitment in Higher Educational Institutes of Pakistan. *International Journal of Management*, 12(6), 279-288.
11. Awan, S.H., Habib, N. Akhtar, C.S., & Naveed, S. (2021). How organizations can use high-performance work practices to augment employees' performance oriented behaviors?. *Sukkur IBA Journal of Management and Business*, 8(2), 55-75.
12. Minhas, M., Khalid, A., & Akhtar, C.S. (2021). Parents' and teachers' role in stopping street harassment: an exploration through social cognitive theory in Rawalpindi city (Pakistan). *International Review of Social Sciences*, 9(1), 400-410.
13. Hassan, S.W., Gul, S., Akhtar, C.S., & Naveed, S. (2020). Impact of service quality on customer satisfaction in the airline industry: Comparative analysis of PIA, Oman Air and Air Arabia. *Elementary Education Online*, 19(3), 3562-3573.
14. Khalid, A., Akhtar, C.S., Naveed, S. & Mukarram, S. (2020). A novel experience of online education in public sector universities: challenges and lessons learnt from Pakistan. *Elementary Education Online*, 19(3), 3521-3532.
15. Javaid, R., Khalid, A. & Akhtar, S. (2020). Suicidal ideation and self-harm in transgender youth: role of social exclusion. *Rehman Journal of Health Sciences*, 2(2), 56-63.
16. Naveed, A.R., Akhtar, C.S., Naveed, S. & Khalid, A. (2020). Effect of relational compensation on employee retention: case of hotel industry of Pakistan. *Elementary Education Online*, 19(4), 5332-5340.
17. Awan, S.H., Habib, N., Akhtar, C.S. & Naveed, S. (2020). Effectiveness of performance management system for employee performance through engagement. *Sage Open*, 10(4), <https://doi.org/10.1177/2158244020969383>.
18. Habib, N., Awan, S.H., Naveed, S. & Akhtar, C.S. (2020). Effectiveness of interpersonal leadership for engagement and task performance of nurses. *Sage Open*, 10(2), <https://doi.org/10.1177/2158244020924429>.
19. Khalid, A., Bibi, B. & Akhtar, C.S. (2020). Role of leaders in the development and maintenance of organisational culture through artefacts. *Middle East Journal of Management*, 7(2), 132-149.
20. Nasir, M., Iqbal, R. & Akhtar, C. S. (2019). Factors affecting growth of women entrepreneurs in Pakistan. *Pakistan Administrative Review*, 3(1), 35-50.

21. Riaz, H., **Akhtar, C. S.**, Aslam, R. (2018). Total rewards and employee performance: Investigating the mediating role of employee motivation in telecom sector. *Pakistan Administrative Review*, 2(3), 342-356.
22. **Akhtar, C. S.**, Awan, S.H., Naveed, S. & Ismail, K. (2018). A comparative study of the application of systems thinking in achieving organizational effectiveness in Malaysian and Pakistani banks. *International Business Review*, 27(4), 767-776.
23. Anwar, K., Haider, M., Kiran, J., Hanan, F., & **Akhtar, C. S.** (2017). Economic growth & China-Pakistan Economic Corridor nexus through entrepreneurship: A hybrid perspective. *Journal of Quality and Technology Management*, 14(2), 284-295.
24. **Akhtar, S.**, Awan, S.H., Ismail, K. & Naveed, S. (2017). Social capital and learning organization: is it worth to engage in networking? *International Journal of Learning and Change*, 9(3), 208-227.
25. Abbasi, S., Kamran, S. & **Akhtar, Ch. S.** (2017). Factors affecting customer adoption of internet banking in Pakistan. *Pakistan Administrative Review*, 1(2), 115-129.
26. Aamir, A., Hamid, A.B.A., Haider, M. & **Akhtar, C.S.** (2016). Work-life Balance, Job Satisfaction and Nurses Retention: Moderating Role of Work Volition. *International Journal of Business Excellence*, 10(4), 488-501.
27. Hussain, J., Shah, F.A. & **Akhtar, Ch. S.** (2016). Market orientation and Organizational Performance in Small and Medium Sized Enterprises: A Conceptual Approach. *City University Research Journal*, 6(1), 166-180.
28. **Akhtar, Ch. S.**, Ismail, K., Hussain, J. & Umair-ur-Rehman, M. (2015). Investigating the moderating effect of family on the relationship between entrepreneurial orientation and success of enterprise: case of Pakistani manufacturing SMEs. *International Journal of Entrepreneurship and Small Business*, 26(2), 233-247.
29. Hussain, J., Ismail, K. & **Akhtar, Ch. S.** (2015). Linking Entrepreneurial Orientation with Organizational performance of Small and Medium Sized Enterprises: A Conceptual Approach. *Asian Social Science*, 11 (7), 1-10. doi:10.5539/ass.v11n7p1
30. Rashid, W.N., Ismail, K. & **Akhtar, Ch. S.** (2015). Investigating the Moderating Role of Technology Transfer Office on Academic's Entrepreneurial Orientation and Research Commercialisation Relationship. *Global Journal of Business and Social Science Review*, 1(2), 549-559.
31. Hussain, J., Ismail, K. & **Akhtar, Ch. S.** (2015). Market Orientation and Organizational Performance: A Case of Pakistani SMEs. *Social and Basic Sciences Research Review*, 3(2), 125-136.
32. **Akhtar, Ch. S.**, Ismail, K., Ndaliman, M.A., Hussain, J. & Haider, M. (2015). Can Intellectual Capital of SMEs Help in Their Sustainability Efforts? *Journal of Management Research*, 7(2), 82-97.
33. **Akhtar, Ch. S.**, Zainab, N., Maqsood, H., & Sana, R (2013). Impact of Organizational Culture on Organizational Commitment: A Comparative Study of Public and Private Organizations. *Research Journal of Recent Sciences*, 2(5), 15-20.
34. **Akhtar, S.** Kashif, A., Arif, A., & Khan, M. A. (2012). Impact of Long Working Hours on Family Wellbeing of Corporate Family. *World Applied Sciences Journal*, 16(9), 1302-1307.
35. Arif, A., Rizvi, S.M.H., Abbas, Q., **Akhtar, S.** & Imran, M. (2011). Impact of Impression Management on Performance Rating. *Interdisciplinary Journal of Contemporary Research in Business*, 3(2), 711-729

36. **Akhtar, S.** Arif, A., Rubi, E. & Naveed, S. (2011). Impact of Organizational Learning on Organizational Performance: Study of Higher Education Institutes. *International Journal of Academic Research*, 3(5), 327-331
37. Arif, A., **Akhtar, S.**, Waheed, N. & Bashir, Sadaf (2011). Privatization and Performance of Banking System in Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, 3(4), 265-270
38. Khalid, A, Rana, Z., & **Akhtar, S.** (2010). Gender Differences in Ability to Balance Work and Family among Public Sector School Teachers. *Pakistan Journal of Social Issues*, 2, 63-73.
39. Neelum Noureen, **Shoaib Akhtar** and Shaheryar Naveed (2010). *Skill Based Management Paradigm*. Saarbrücken, Germany: Lambert

Book Chapters

- Noor, S., Akhtar, C. S., Naveed, S., & Isa, F. M. (2022). Women Artisans Facing Obstacles. In *Artisan and Handicraft Entrepreneurs* (pp. 259-285). Springer.

Conferences

1. Mukhtar, I, Naveed, S., & **Akhtar, Ch. Shoaib** (2019). Impact of Ethical Leadership on Employee Creativity: The Role of Creative Self-Efficacy. Paper presented at *1st FAST Business Research Conference*, 14th November, 2019, FAST School of Management, FAST-NUCES Lahore.
2. Noor, S., **Akhtar, Ch. Shoaib**, Ismail, K. & Anwar, S. (2016). Perceptions of Vice Chancellors about Academic Research Commercialization in Pakistan. Paper Presented at *1st National Conference on Public Administration and Management*, 26-27 October, 2016, Fatima Jinnah Women University, Rawalpindi, Pakistan.
3. **Akhtar, Ch. Shoaib**, Awan, Sajid H., Naveed, S. & Ismail, K. (2016). Social Capital and Learning Organization: Case of Higher Education Institutions in Pakistan. Paper Presented at *1st National Conference on Public Administration and Management*, 26-27 October, 2016, Fatima Jinnah Women University, Rawalpindi, Pakistan.
4. **Akhtar, Ch. Shoaib**, Awan, Sajid, H., Naveed, S. & Anwar, S. (2015). Organizational learning and Effectiveness: Case of Public Sector Higher Education Institutions. Paper presented at *1st International Multi-disciplinary Conference (IMDC'2015)*, 23-24 November University of Lahore (Gujrat Campus), Gujrat, Pakistan.
5. **Akhtar, Ch. Shoaib**, Ismail, K. & Hussain, J. (2014). Social Capital and Organizational Sustainability: Case of Malaysian SMEs. *2nd International Conference on Business Administration, Marketing and Economics (BAME 2014)*. November 28-30, Athens, Greece.
6. **Akhtar, Ch. Shoaib**, Aamir, A., Abro, M.M.Q., Hussain, J. & Khurshid, M.A. (2014). Total rewards and Retention: Case Study of Higher Education Institutions in Pakistan. *4th International Conference on Leadership, Technology, Innovation and Business Management (ICLTIM'14)*, November 20-22, Istanbul, Turkey.
7. Ismail, K., **Akhtar, Ch. S.**, Haider, M. & Umair-ur-Rehman, M. (2014). The Role of Entrepreneurial Orientation in the Success of an Enterprise. *3rd International Conference on Economics and Social Sciences (ICESS-2014)*, 21-22 June, Durban, South Africa.

8. Ismail, K., Wan Omar, W.Z., Seohod, K., Senin, A.A. & **Akhtar, Ch. S.** (2014). Role of Innovation in SMEs Performance: A Case of Malaysian SMEs. *Proceedings of the 2014 International Conference on Economic and Business Administration (EBA'14)*, 3-4 April, Prague, Czech Republic.
9. Ismail, K., Wan Omar, W.Z., **Akhtar, Ch. S.** & Shahverdi, S. (2014). Does Ethnicity Matter in Entrepreneurial Intention of Faculty towards Commercialization of Academic Research?. *2nd International Conference on Entrepreneurship: Emphasizing Improvement of Business Environment ICE 2014*, 22-23 February, Tehran, Iran.
10. Ismail, K., Anuar, M., Wan Omar, W.Z., Aziz, A.A., Seohod, K., & **Akhtar, Ch. S.** (2013). Does Entrepreneurial Intention and Entrepreneurial orientation Matter towards Academic Commercialization. *2nd International Conference on Rural Development and Entrepreneurship ICORE 2013*, 2-4 November, Jogjakarta, Indonesia.
11. Ismail, K., Anuar, M.A., Wan Omar, W.Z., Aziz, A.A., Seohod, K. & **Akhtar, Ch.S.** (2013). Entrepreneurial Intention, Entrepreneurial Orientation of Faculty and Students towards Commercialization. *3rd International Conference on Leadership, Technology and Innovation Management (ICLTIM)*, 14-16 November, Istanbul, Turkey.
12. Hammad, M, Sajid H. Awan, **C. S. Akhtar** & M. Imdadadullah (2012). Investigating Stress and Employee Performance in Traffic Police. *International Proceedings of Economics Development and Research*, vol. 55, 28, pp. 141-144
13. **Akhtar, S.**, Quaiser, A. & Awan, S.H. (2011). *Impact of Systems Thinking on Organizational Effectiveness*. 12th National Research Conference held on 19-20th January, 2011 at Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology, Islamabad.
14. **Akhtar, S.** & Awan, S.H. (2010). *Impact of Organizational Learning on Organizational Effectiveness*. 11th National Research Conference held on 29-30th June, 2010 at Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology, Islamabad.
15. Neelum Noureen, Shehryar Naveed and **Shoaib Akhtar** (2008). *Skill Based Management Paradigm: Comparative Study of Askari Commercial Bank and Bank Alfalah Ltd.* 4th International Conference on Statistical Sciences, held on May 9-11 at University of Gujrat, Pakistan organized by University of Gujrat and Islamic Countries Society of Statistical Sciences.
16. Nida Rehman, Shehryar Naveed and **Shoaib Akhtar** (2008). *Entrepreneurial Achievements and Higher Education (A Survey of Small Business Establishments in Rawalpindi/Islamabad)*. 4th International Conference on Statistical Sciences, held on May 9-11 at University of Gujrat, Pakistan organized by University of Gujrat and Islamic Countries Society of Statistical Sciences.

Editorship

- Guest Editor, *Merits* special issue, Power, People and Performance: Rethinking Organizational Leadership and Management. Published by MDPI (forth coming 2026)

- Associate Editor, *Frontiers in Sociology: Gender, Sex and Sexuality* (2024-)
- Senior Editor, *Pakistan Administrative Review*, publication of Department of Public Administration, Fatima Jinnah Women University, Rawalpindi Pakistan (2017-2020).
- Guest Editor, *Middle East Journal of Management* Special Issue on Leadership and Management: Challenges and Issues facing Organizations in Developing Countries (2018)
- Editorial Board Member, *Academy of Strategic Management Journal*, published by Allied Business Academies, UK. (2019-21)
- Article Editor, *Sage Open*, Multidisciplinary journal published by Sage.

Reviewer of International Journals

- Journal of Nursing Management (Impact Factor 2.243)
- Sage Open (Impact Factor 2.03)
- World Journal of Entrepreneurship, Management and Sustainable Development
- The International Journal of Human Resource Management (Impact Factor 3.04)
- Academy of Management Annual Conference series
- Psychology Research and Behavior Management (Impact Factor 2.030)
- Cogent Business and Management (Impact Factor 3.0)
- Frontiers in Education (Impact Factor 1.9)
- International Journal of Productivity and Performance Management (Impact Factor 3.5)

Conference Coordinator, Session Chair, Moderator and Panelist

- Organizer and Moderator session ‘Opportunities in Higher Education’, APWUC and British Council Conference 10th March, 2023 Marriot Islamabad.
- Session Chair (Entrepreneurship) in 1st International Conference (Online) on Issues in Management and Social Sciences held August 22-23, 2020, Peshawar Pakistan.
- Moderator of Session ‘Entrepreneurial Business Survival during COVID-19: Challenges and Way Forward’ in 23rd Sustainable Development Conference organized by SDPI and FJWU on 14-17 December, 2020 in Islamabad Pakistan.
- Panelist at “Exploring dimensions of domestic violence in the context of COVID-19” organized by ROZAN in Islamabad on 24th December, 2020.
- Conference Coordinator, 2nd International Conference on Governance and Public Policy, organized by Department of Public Administration, Fatima Jinnah Women University, Rawalpindi Pakistan from 16th – 18th February, 2018.
- Conference Coordinator, 1st International Conference on Governance and Public Policy, organized by Department of Public Administration, Fatima Jinnah Women University, Rawalpindi Pakistan from 16th – 18th July, 2009.

Professional and International Bodies membership and Committees

- Member HEC – National Committee on Review of Curriculum (NCRC) for Public Administration and Governance and Public Policy
- Member and Director Networking (voluntary) Global Implementation Society-Pakistan Chapter

Expert Panelist (Selection Boards)

- Expert for Assistant Director Career Counselling, Government College Women University Sialkot (2022).
- Subject Expert Management Sciences, Abdul Wali Khan University Mardan (2022)
- Evaluator for Professorship applications, University of Malakand, KPK

Training Workshops

Attended

- Professional Development Course on **Strategic planning for Research, Innovation, Entrepreneurship & Quality Enhancement**, organized by Fatima Jinnah Women University from September 3-6, 2023, at Baragali, Abbottabad, Pakistan
- 1 day training on **‘Intellectual Property and Patent Filing’** organized by Punjab Higher Education Commission at Lahore on February 22, 2023, Lahore Pakistan.
- Director Student Affairs **Study Tour Program**, organized by USAID’s Higher Education System Strengthening Activity (HESSA) from May 8-13 2023, University of Utah, Salt Lake City, USA.
- HEC Business Incubation Centers Training Program **‘Startup Handholding and Incubation Support’** from October 24-28, 2022 Islamabad.
- Workshop on **Entrepreneurship Curriculum Development** (October 3, 2017) at National Incubation Centre, Islamabad by visiting American expert Sydney Gray.
- Two days training workshop on **‘Virtual Incubators’** by Shaoor Foundation (Women-Can-Do II) and USAID at National Incubation Center, Islamabad (25-26 October, 2017)
- 1 day training workshop on ‘Higher Education Quality Management’ organized by Fatima Jinnah Women University and Higher Education Commission, Islamabad Pakistan on January 24, 2008, at Rawalpindi, Pakistan.
- Five day Regional Training Workshop on **‘Participatory Techniques for Planning and Management of Rural Development Projects’** organized by Government of Pakistan, CIRDAP (Bangladesh) and Commonwealth from 10th -14th June 2008 in AHK-NCRD & MA, Islamabad.
- 3 day workshop on **WTO, Trade and Human Development**, organized by The Ministry of Commerce and UNDP from 24th – 26th January, 2007 at Islamabad, Pakistan.
- **SAARC Human Resource Development Center, Islamabad**
International workshop on “Poverty Alleviation through Human Resource Development” from 16th September – 29th September 2003. Presented paper on Human Development in Pakistan.
- Training workshop on **“Doha Round Negotiations and its Impact on Tariff & Trade for Industrial Sector in Pakistan.”** Organized by National Productivity Organization, Ministry of Industries, Production & Special Initiatives, Government of Pakistan. (November 8, 2006)
- **Regional Center for Strategic Studies (RCSS), Colombo Sri Lanka**
Attended international workshop on “Defense Technology and Cooperation in South Asia” from 2nd January – 14th January 2002. Presented paper on military CBMs between Pakistan and India.

Delivered/Organized

- 02 Days **Faculty Development Program**, University of Rawalpindi, Rawalpindi from 25th – 26th September, 2025.
- 02 Days **Teachers Training** at Al-Fateh College and Allied Sciences, Chatta Bakhtawar, Islamabad by Cognoscente Consultants Pvt Ltd from 31st July – 1st August 2025.
- 02 Days **Training of Trainers on Agri-Entrepreneurship** of NGOs working in Balochistan under GRASP Project of SMEDA-ITC funded by European Union delivered through Institute of Resource Management from 25th-26th January, 2025.
- 05 Days Training of Farmers and SMEs on **Agri-Entrepreneurship and Business Skills** under GRASP Project of SMEDA-ITC funded by European Union delivered through Institute of Resource Management from 27th – 31st January 2025.
- **Network Security**, Training Workshop in collaboration with Riphah International University, Islamabad from September 28th – October 2nd 2020 at FJWU, Rawalpindi
- **National Competition of Pakistan Young Physicist Tournament (PYPT)** at FJWU in 2019 from February 16th - 17th.
- **Developing linkages and networking**. Staff of **Fatima Jinnah Women University**, Rawalpindi, Murree Resource Center, Murree (2017).
- **Creativity and Innovation**. Management Trainees of **Bank Alfalah**, Karachi (2016).
- **Monitoring and Evaluation**. **Executive District Officers** and Local Councilors, KPK. Abbottabad (2004).
- Regional Workshops for Executive District Officers on “**Planning & Budgeting**” Organized and coordinated 5 days regional workshops in Karachi (29th May – 2nd June 04) for Sindh Executive District Officers and Islamabad (7th – 11th June 04) for NWFP Executive District Officers on new budget rules.

Educational Qualifications

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