

Curriculum Vitae of Prof Dr. Nadeem Malik

**Full Professor, Ex Dean Faculty of Management and Information Sciences, and
Chairman Department of Commerce & Business,**

Faculty of Management Sciences

University of Balochistan Quetta

**PhD in Commerce with Specialization in Human Resource Management and
Development**

Director Research and Development

Education Advisor at Inspire International Company UAE

Internationally Certified Expert in Higher Education and Administration

Editor and Reviewer of ISI Impact Factor Journals Worldwide

Country Director International Business Research Academy France

Career Development Specialist

**Member of AEIC Annual Academic Committee China for promoting Research and
Academic program between Pakistan and China**

Corporate Consultant

Capacity Building Expert and Case Study Specialist

Member Asian Council of Research for promoting research in Asia

**HEC Registered Quality Assurance Consultant for PhD, MPhil and Institutional
Evaluation**

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MISSION

To serve humanity for peace and prosperity in the course of education and research

Career Objective

To be known as a guiding force, a successful and a motivational Leader

Profile Summary and Key Skills

Prof Dr Nadeem Malik, PhD in commerce with specialization in the field of Human Resource Management, leadership management and Strategic Management Currently serving as full Professor faculty of Management Business & Information Sciences, University of Balochistan Quetta for the last **twenty-nine years**. I have published 32 research articles internationally and I have been the editorial member of international journal of business management and reviewer of many international journals.

I strongly believe in students ‘constructing’ meaning for them through the information they receive, and holds that classroom activities should correspond closely to real-life situations. I learnt different ways to assess students and gained a deep appreciation of how reflective teaching practices can transform the experience of education in the classroom. I have coordinated part of a British Academy Research project aimed at women empowerment and participation in Pakistan.

I have achieved diverse experience of administration, research and teaching at University level. I have presented my work at international and regional conferences. Being member of world high ranked societies like Academy of Management, Society of Human Resource Management I am actively functioning different roles as editor, reviewer, session chair and doctoral examiner.

An energetic, self-motivated and hardworking individual with knowledge and experience in all aspects of HRM Able to use own initiative and work as part of a team. Proven leadership skills, including managing and motivating other staff to achieve organization objectives. An effective communicator at all levels. Good problem solving and analytical skills. Having comprehensive knowledge in strategic planning and reporting upon strategic as well as operational plans

Area of Expertise but not limited to:

A highly skilled professional with rich experience of planning, designing, supervising and implementing programs and projects in a variety of environments Strong knowledge in the field of Human Resource Management, Governance models, Education development, Curriculum design and development, Critical Thinking, Qualitative Research, Teacher Education, Academic Writing, Curriculum Development, Education Policy Analysis, Educational Leadership, Educational Psychology, Entrepreneurship development, Research

Methodology, Creative, results-oriented HR generalist, Strategy and Planning Training and Development, Research Methodology, Finance and Accounting, Survey Expert,

Academic Qualifications:

1. Completed **PhD Commerce, in OCT 2011** from University of Balochistan with specialization in Human Resource Management. My PhD Dissertation Topic was “Role of Human Resource Development in the Industrial Development of Pakistan, a Case Study of Pakistan Telecommunication Industry: Macro and Micro Perspective”.
2. Done Masters in Commerce from University of Balochistan Quetta in Dec 1992 with first division
3. Done Masters in Economics from University of Balochistan Quetta in August 1996
4. Done B.com from University of Balochistan Quetta with second division in 1989
5. Passed Law Graduation from University of Balochistan Quetta with second division in 1998
6. Intermediate from Federal College Quetta Cantt in 1987 with second division
7. Matriculation from Islamia High School Quetta in 1984 with first division

Professional Experience

1. Currently working as **full Professor, Director of research and Development**, and University of Balochistan Quetta Pakistan with total length of experience of **twenty-nine years**.
2. Worked as **Dean Faculty of Management Business and Information Sciences** from Feb 2015 to Feb 2019. It includes academic and administrative responsibilities managed efficiently. I promoted academic leadership to the Faculty, promoted research and created an environment conducive to research activities in the Faculty
3. **2010 - 2012 Co-Investigator; Project:** Women’s Empowerment and Intimate Partner Violence; Academy for Educational Development (AED which later merged with FHI 360, Funded by NIH), Washington DC, USA.
4. **Consultant, Development Leadership Program**, University of Birmingham, Review evidence on collective action and social movement, specifically exploring women’s movement and movements by marginalized groups, and write a State of the Art paper for research and programming on collective leadership for policy reforms.
5. Worked with **HEC Public Expenditure Project funded by World Bank from Feb 2015 to Dec 2015, carried out by HEC and GT consulting jointly**. As active

member in this project, Public Expenditure Tracking Survey (PETS) has been undertaken in order to document the efficiency in the allocation and use of the funds received by HEIs with a special focus on funds channeled through HEC

6. **Coordinator for State Bank of Pakistan Financial Literacy Project**
7. Worked as **Director Finance at SBK Women University for Two years 11.02.2013 to 10.2 2015**. Over all managed and monitored the public financial matters of the SBK Women University. Arranging funds for the university and implementing the financial policies. Made Liaison with HEC Islamabad and government of Balochistan for funds management
8. Chairman Board of Faculty Management for Research and Development and Information Sciences University of Balochistan Quetta from **March 2016 to Feb 2020 for Academic matters**
9. Certification from **Overseas Training Program** in the Top ranked Australian and Thailand Public Sector Universities in August 2014
10. Quality Assurance Consultant for HEC and providing Services to HEC for Universities institutional performance evaluation
11. Attended Overseas Training Program in Australian and Thailand Public Sector Universities from August 2014
12. Teaching at the M.S. and PhD levels. Currently Supervising MS Scholar and PhD Scholars.
13. Appointed as Lecturer at University of Balochistan Quetta in March 1994
14. Head of Research Committee during 2016 to 2018 and taking PhD, MS, post graduate classes
15. Member Board of Advance Research, Academic Council, Finance and Planning Committee and Senate
16. Chief Editor Balochistan Journal of Management and Social Sciences University of Balochistan
17. Chairperson Promotion Committee for officers and lower grade employees for two years
18. Chaired different Sessions related to HRM and CPEC at different universities
19. Member National Business Education Accreditation Council, Higher Education Commission, H-8 Islamabad, Pakistan
20. Guest Speaker at National Institute of Management Quetta since July 2011

21. Prepared the Self-Assessment Report of Commerce department, also active member of departmental Quality assurance team
22. From 2012 till date PhD and MS External Examiner for public and private sector Universities
23. Taught as Visiting Faculty at Iqra University Quetta campus, SBK University

Supervision of thesis:

- Has supervised approx. 575 master dissertations
- Produced 05 PhD and 18 MPhil graduates
- Currently supervising 02 PhD and 07MPhil Scholars

Supervising Research Activities and Projects

- Manage and enhance the research activities of the university, develop research policies and priorities related to public finance and expenditure, and serve as an effective advocate for research with the university and to its broader community of stakeholders and supporters. Provide leadership for the work of faculty research leads and give appropriate feedback as part of their performance reviews
Engage effectively with other members of the University to develop the synergies between teaching and learning, research, business development and other activities
Ensure the University is kept abreast of national and international developments appropriate to the brief of the role
Develop an active research culture that fosters the highest achievements, encourages originality and innovation and enriches the student learning experience.
- Promote research links and engagement within the Faculty, across the University and with external organizations.
- Encourage academics to engage in multi-disciplinary research within the Faculty and, more broadly, across the University and externally with other organizations.

Member HEC Public Expenditure Project funded by World Bank from Feb 2015 to Dec 2015

In response to the efforts regarding implementation of Government' Higher Education Reforms program, as a part of the second Medium Term Development Framework for Higher education (2011-2015), Higher Education Commission and the World Bank jointly initiated

Tertiary Education Support Program (TESP). The purpose of the program was to enhance the capacity of Pakistani institution of higher learning to produce high quality graduates, support innovation and improve the overall governance and management of higher education sector.

As active member in this project, Public Expenditure Tracking Survey (PETS) has been undertaken in order to document the efficiency in the allocation and use of the funds received by HEIs with a special focus on funds channeled through HEC. Overall objective of this exercise was to identify sources of inefficiencies, and bottlenecks in the flow of funds and provide recommendation on measures to maximize the value of HEIs' outcomes.

Overseas Training Program in Australian and Thailand Public Sector Universities from August 2014

Under the project support of HEC and Tertiary Education Support Program (TESP), Training cum Advance Management Visit Program of Thailand and Australian public sector universities was conducted from 4th to 16th August, 2014. The main theme of the program was “Organizational Financial Planning and Challenges of Revenue Diversification”. This training was for capacity building and improvement in the higher educational institutes (HEIs).

The purpose of the visit program was to prepare Pakistan’s University Officials, policy makers, treasurers and top management from HEC to administer the university managerial issues and diversified institutional funds through exposure to best practices in fiduciary oversight and resource management at reputable international universities. The training program coordinated by Asian Institute of Technology, (AIT) Thailand. The major objective was for sharing knowledge and best practices in universities financial management and fund diversification with the Pakistan delegation.

International Top Universities Visited

1. Chulalongkorn top University in Thailand
2. University of Queensland (UQ),
3. Griffith, Bond University
4. New South Wales (UNSW),
5. Macquarie University
6. University of Technology Sydney (UTS)
7. Office of the Higher Education Commission (OHEC), Thailand

8. Department of Education and Communities (DEC) Australia.

All universities were well prepared for the occasion and the Deputy Vice Presidents and the Heads of their Finance Departments received the delegations and gave presentations. The delegation was given a guided tour of vast campuses of the universities they visited. At many universities a tea gathering was arranged by a number of Pakistani professionals and students. The occasions served as a platform for dialogue and socialization.

My Job Duties during as Chairman and Dean Faculty of Management, Business and Information Sciences were:

The Faculty of Department of five departments includes Commerce, Institute of Management Sciences, Department of Economics, Department of Computer Science, Department of Library and Information Technology. The total numbers of students are 2,325 and about 100 faculty members. The Faculty has 27 PhD faculty member qualified from foreign and local universities.

I am responsible for ensuring the alignment of the vision and mission of the Faculty with that of the University, in the context of the broader process of the transformation of the institution and the strategic and academic plans.

I promoted academic leadership to the Faculty, promote research and create an environment conducive to research activities in the Faculty. As a Dean I am also involving to undertake and to promote regional, national as well as international liaison with other academic institutions, research organizations, financial, commercial and business enterprises, government and the community.

Managing the faculty academic and daily administrative issues related to the faculty, preparing academic plans for post graduate programs, conducting international research for publication and guiding student research at MS and PhD levels directing academic programs, policy making, rules framing and consulting with industry Progress report making and communicating to the all stake holders, overall planning, development, renewal and changing of academic programs to ensure meaningful academic outcomes, quality, effectiveness and financial viability, and obtaining the necessary approval of the Board of faculty, the Academic Planning Committee and Senate

1. Supervises and monitor the semester proceedings in the faculty including deciding and making offerings of the curricula in the light of the roadmap approved by the HEC and assigning suitable faculty.
2. Teaching at the M.S. and PhD levels. Currently supervising 08 MS Scholar and one PhD Scholar
3. Approves add/drop of the subjects and assigning Independent Studies (IS) and thesis supervisors to the MS and PhD students.
4. Supervises and monitor the class management process throughout the Faculty of Management Sciences and takes corrective measures where needed.
5. Supervises and monitor and newly adopted semester system in University of Balochistan.
6. Gets the course reports prepared and conducts faculty peer review at the end of each semester.
7. Strengthen the Faculty's interdisciplinary links across the University by liaising, on behalf of the Faculty, with other Deans, where appropriate, and Professional Service Heads to initiate and develop taught programs, research programs and develop international, national and regional links which span other Institutions and/or Services
8. Represented the faculty and participate in the visits of international delegates from France, US, China and European Union during 2016 & 2017
9. Member Senate University of Balochistan Quetta Since March 2016
10. Member Internal Promotion Committee University of Balochistan Quetta Since April 2016
11. Suggest on the appointment of Heads of Department and ensure the effective induction of Heads of Department.
12. Identify staffing needs in the Faculty and ensure that resources are realigned to meet the needs of Faculty Plans prior to seeking approval to fill posts.
13. Member Finance and Planning Committee UOB Quetta since March 2016

Chairman Board of Faculty for Research and Development

As a Chairman of the Faculty Board Conduct meetings and Curriculum Review Committee meetings twice a year with the objective to discuss and approve the syllabuses forwarded by the departmental Board of studies meeting. Monitoring follow-up through Faculty meetings and creating liaison between the academic board and faculty.

Achievements during Deanship from 2016-18:

1. Adopted and implemented successfully the semester system in three departments which were running on annual system since long. All these three departments started Master two years' program and BS four years' program. Provided training to the faculty members and administrative staff on the semester system requirements and imparted skills for managing the issues of this system.
2. Successful launched the New Research Journal at faculty of Management Sciences
Name of the **Journal Balochistan Journal of Management and Social Sciences (BJMSS)**
3. The total strength of the students in the faculty has increased from 1652 to 2354
4. Won Microsoft Imagine Cup award 2017 won by Azam jan s/o Abdul Samad, Farooq s/o Abbas, Aurangzaib s/o Muneer Ahmad at National level by the Computer Science Department from Balochistan
5. Managed the Crisis of Institute of Management Sciences for MBA 3.5 year's program because the students were struggling for their examination and degrees since long. As a Dean I have defined a mechanism for the conduct of research paper through Board of Advance research and studies.
6. Successfully held Innovation Summit 2017 and 2016 which highlight the importance of local technologies for knowledge economy of Pakistan and provides an opportunity for linkages between academia, industry and government. My faculty played pioneered role in the completion of the summit. More specifically the summit provided platform for networking of innovators, scientists, students, and industrial executives.
7. Two Business plans were awarded to UOB during summit 2017
8. Two Days Workshop on Semester System from 19th-20th October 2016, Organized Jointly by Faculty of Management Sciences and FTDC.
9. Organized Book Day Celebrations and one-day Conference on Nation Building & Future Entrepreneurs, Pre Budget Seminar 2017

Financial Skills:

- Worked as **Treasurer at SBK Women University Quetta for Two Years** from March 2013 to Jan 2015,

- As Head of Finance Department of SBK Women University Quetta ensure the availability of the funds and monitored the payment of developmental projects of university
- Over all managing and monitoring the public financial matters of the university. Arranging funds for the university and implementing the financial policies. Made Liaison with HEC Islamabad for funds management and member finance committee at SBK and HEC
- Transferred the main account of the university from Mezan Bank to National Bank of Pakistan on the advice of the Higher Education Commission received. It was a big challenge and implemented with all hardships.
- Managed the assets, liabilities, receipts, expenditures, grants, funds and investment of the university including opening, maintaining and closing of bank accounts for various purposes,
- Prepared the annual and revised budget estimates of the University and present them to the Finance and Planning Committee and the Syndicate
- Involved in the fund raising activities by building close liaison with Higher Education Commission and provincial government.
- Member Purchase Committee at SBK University

Achievements as Treasurer

- Newly Introduced and adopted Pension plan scheme for university employees. Previously the SBK University was running on Contributory pension fund basis.
- Implemented the new financial rules of SBK carrying 15 sections in consultation with federal and provincial rules.

Books Publication:

One Basic Book of “Principles of Auditing” for commerce graduate students published by Nasir Baqir Printers (Emporium) Lahore, Dated Aug 2008. The objective of the book is to equip the learner with basic knowledge and understanding

of the procedures involved in planning and execution of an audit. This Book is adopted by the government colleges in the Quetta city. The book contains basic features about government audit standards. Contains basic concepts of audit and its application in real life situations. It covers prescribed syllabus of BBA, B.Com, M.Com, MBA & ICMA.

International and national Paper Presentation

1. Chaired a Session on Social Entrepreneurship hosted by SMEDA, UNDP and University of Balochistan held in national innovation summit UOB Quetta April 2017
2. Oral presentation on Empirical Study of Relationship between Job Satisfaction and Job Stress in Select Organizations HRM & Pd Conference Secretariat Global Science & Technology Forum (GSTF) Singapore Dec 2016
3. HRM Motivation, and Knowledge Creation: A Multilevel Model (with Zhao, J. & Liao, H.). Online presented to the National Academy of Management Conference, Chicago, IL, and September, 2015
4. Research paper was presented on “Impact of Telecom Revolution upon the economy and society” In the 8th National conference held on Jan 2015 at ZABIST Islamabad.
5. Issues of Labor and Union in managing conflicts a work Paper to the National University Singapore, Dec 2014
6. The influence of firm characteristics, industry environment, firm strategy, and top management hrn philosophy on innovativeness and firm performance (with Selearjan, T.T., Ramamoorthy, N., Flood, P., MacCurtain, S. & Liu, W.). Presented to the HRM Network Conference, AIT Institute Thailand November, 2013.
7. Keynote address at the Meeting of the Industrial/Organizational Psychology and Organizational Behavior Conference March 2013 at University of Central Punjab. Topic: Set of Lessons on How to be a good SHRM manager

National and International Collaboration Collaborations:

As a Representative from UOB a Memorandum of Understanding was signed with Institute of Developmental Studies (IDSP) Pakistan, Planning Commission of Pakistan, Nigerian International University of Management, and University of Balochistan. UOB-IDSP believes that promising, young minds are critical to bringing creative solutions and new energy to the complex challenges that face our world. These efforts achieve a significant multiplier effect

to promote wide-scale economic development and citizen participation in countries where it is most needed.

Member of Editorial Board/ Reviewer of Journals

1. Reviewer for “The journal of Diversity in Higher Education published by Ohio State University” USA
2. Editorial Board member for the Journal of Business Management and Economics published by E3 journals.
3. Reviewer for “World Applied Sciences Journal”. An ISI abstracted Journal
4. Reviewer, Asia Pacific Journal of Research in Business Management, ISSN (online): 2229-4104, <http://www.skirec.com/index.html>
5. Reviewer, Eurasian Journal of Business and Economics (EJBE), published by International Ataturk Alatoo University, Bishkek, Kyrgyzstan
6. Reviewer, Journal of Business and Economics (JBE), AIR University, Pakistan. ISSN: 2075-6909, <http://www.au.edu.pk/jbe/>
7. Reviewer for Asian Journal of Business Management, MAXWELL Scientific organization
8. Reviewer, International Journal of Banking, Accounting and Finance Published by Inderscience Publishers Ltd. www.inderscience.com

Trainings Delivered

- 1) Seven days training conducted for the Government Officers at National Institute for Public Administration related to Research Methodology and Human Resource Management.
- 2) Two days’ workshop conducted for Non-Government Organizations related to Team Building and communications skills.
- 3) Registered individual consultant for SMEDA Pakistan.
- 4) Training given to the new faculty members at university of Balochistan
- 5) Guest Speaker at NIM Quetta, State Bank of Pakistan Quetta for delivering lecture on different HR issues
- 6) Advisor for capacity building activities and countries’ teams preparation, Trust in Government project of The British Council, (September - December 2007)

Training/Short Course attended

- 1) Attended seven days training on poverty reduction strategies in Pakistan conducted by World Bank with Pakistan institute of development economics.
- 2) Attended two days' short course on techniques of writing research proposal conducted by Higher Education Commission at Balochistan University of information technology.
- 3) Completed Master Trainer Certificate from University of Balochistan Quetta, June-Aug 2007.
- 4) Certificate in Staff Development Course held By Higher Education Commission July 2006.
- 5) Certificate in Research Methodology held by HEC Nov 5-10 2007

Invited Keynote Talks Topics and Seminars

- Do we need Education experts? Components of a new model
- Delivering excellent HR beyond your organization: what really makes the difference for partnership success?
- Strategic talent management today and tomorrow

PERSONAL INFORMATION

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Three Referees

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