

# Iffat Sabir Chaudhry

Ph.D., SHRM-SCP, CDEI, MBA, BSIT, HDSE

Permanent Address: Portland, Oregon, United States of America

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With over a decade of multidisciplinary experience spanning academia, research, and community engagement across several countries, I bring a distinctive blend of scholarly rigor, pedagogical innovation, and inclusive leadership aligned with the evolving priorities of responsible management education and human-centered artificial intelligence (AI) applications that enhance decision-making, productivity, and organizational sustainability.

I hold a Ph.D. in Management from the University of Hull, UK (AACSB and AMBA accredited), and I am currently pursuing an Ed.D. in Adult Learning and Higher Education at Oregon State University, USA. My professional certifications -including Senior Certified Professional (SCP) - Society of Human Resource Management, Certified Global Diversity, Equity, Inclusion HR Manager (CDEI™) - Chartered Institute of Professional Certifications, and Artificial Intelligence for HR - Future Workplace, reflect my commitment to bridging academic learning with industry practice and advancing leadership grounded in empathy, analytics, and innovation through the mindful use of AI technologies in people-centric contexts.

With over ten years of teaching experience in Organizational Behavior Management and Human Resource Management, I have consistently sought to inspire learners to connect management theory to practice. My teaching portfolio includes leadership and organizational behavior, diversity management, strategic HRM, and more with growing emphasis on AI-enabled decision-making and human-centred AI adoption in organizational settings. This commitment to student-centered teaching was recognized early in my career through the Best Teacher Award (Students' Choice) at Abasyn University (2012).

My research and academic leadership are anchored in sustainability and social responsibility, core to contemporary OB and HRM discourse. As Deputy Dean of the College of Business at Al Ain University (UAE) and former Acting Chair of Management at A'Sharqiyah University (Oman), I have led curriculum reforms embedding AI in HRM, Sustainability Development Goals (SDGs) across the business programs, and aligned BBA HRM curriculum with Society of Human Resource Management (SHRM). As a Certified Carbon Literate Educator (PRME & University of Nottingham), I incorporate sustainability-oriented thinking into both classroom teaching and college strategy. I also launched the Women Leadership Forum in our college, advancing inclusive leadership pipelines aligned with SDGs 5, 8, and 10. My community engagement initiatives at Al Ain University bagged me Dean's award for Community Engagement in 2021.

As a UN PRME signatory, I actively contribute to global responsible management education initiatives. My work and leadership journey have been featured by PRME, which published my professional story highlighting my contributions to sustainability education, youth engagement, and inclusive leadership ([Available here](#)). Additionally, my perspectives on leadership, equity, and purpose-driven careers were featured in an interview published by Authority Magazine ([Available here](#)). These platforms reflect my commitment to translating academic expertise into broader societal impact.

My scholarly contributions include Scopus, ABDC, ABS, and Web of Science indexed publications, edited books, and book chapters addressing leadership and organizational behaviour, responsible HRM, human-centered AI, and equity-based learning. I also maintain active collaborations between academia and practice, including consultancy projects recognized by the Oman Chamber of Commerce & Industry Award (2016). My academic philosophy centers on cultivating purpose-driven, emotionally intelligent, and analytically capable leaders of tomorrow.

*Iffat Sabir*

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## Profile Summary

Faculty member in Organizational Behavior and Human Resource Management with extensive experience in teaching, research, community engagement, and academic administration within higher education institutions; a passionate advocate for responsible, inclusive and equity-driven education.

## Qualification & Teaching Capacity

### Awards & Recognition

#### Featured Leadership Story

UN-PRME, 2025

#### Featured Interview

Auhtority Magazine, 2025

#### Expert, UAE R&D Ecosystem

UAE Research Map

#### Best Community Services Award

Al Ain University, 2021

#### Best Research Award (2<sup>nd</sup>)

Oman Chamber of Commerce & Industry Eco. Research Award-2016

#### Best Teacher Award

Abasyn University, 2012

### Courses Taught

Organization Theory & Behavior-DBA

Leadership & Teamwork-MBA

Talent Management-MBA

Managing Diversity-BBA

Strategic HRM-MBA

HR Planning & Staffing-BBA

Performance Management-BBA

Compensation Management -BBA

Human Resource Management-BBA

Organizational Behavior-BBA

Principles of Management-BBA

Strategic Management-MBA

Resources Management-BBA

Organization & Job Design-BBA

Organizational Communication-BBA

Business Communication-BBA

Entrepreneurship-BBA

### Education

#### 2024-2027 Ed.D. (Adult & Higher Education)

Oregon State University, United States

#### 2011-2014 PhD in Management (OB) [MOHESR Equivalized]

University of Hull, United Kingdom (AACSB & AMBA)

*Thesis title:* A Holistic Emotions Measurement Model:

Using the VSM to Diagnose Workforce Emotions

#### 2004-2006 Master of Business Administration - GPA 3.60/4

University of South Asia, Lahore, Pakistan

#### 1998-2002 BS in Information Systems - GPA 3.40/4

Preston University, Ajman, United Arab Emirates

#### 1998-2001 Higher Diploma (Software Engineering) - Distinction

Aptech Computer Education, Sharjah, United Arab Emirates

#### 1996-1998 Higher Secondary School Certificate - 3<sup>rd</sup> Position

Sharjah, UAE

### Professional Certifications

#### 2024 Carbon Literacy Certificate

UN-PRME, Nottingham Trent Uni & Swinburne

#### 2024 Certified Global Diversity, Equity, Inclusion HR Manager

Chartered Institute of Professional Certifications

#### 2021 Senior Certified Professional (SCP-SHRM)

Society for Human Resource Management

#### 2021 Using Artificial Intelligence for HR

Future Workplace

#### 2020 Learning to Teach Online Certificate

The University of New South Wales

#### 2020 e-Learning Ecologies

University of Illinois at Urbana-Champaign

## Work Experience

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### Academic Experience

**09/19** [Al Ain University, Abu Dhabi, United Arab Emirates](#) (MOHESR Equivalency Available)

**-To** Deputy Dean, College of Business (AACSB Accredited) - 09/23 - To Date

**Date** Associate Professor (HRM & Management), College of Business - 05/22 - To Date

Founder & Lead, Women Leadership Forum - 04/25 - To Date

Member - Strategic Planning Committee, Accreditation Committee (2020 - To Date)

Member - QA Committee for Academic Affairs (University) (2023 - To Date)

#### Past Positions

Program Director (BBA-HRM, Management, Marketing) - 01/23 - 08/23

Assistant Professor, College of Business - 09/19 - 04/22

Chair- Curriculum Committee (2021-2024) & Course File Committee (2019 - 2021)

#### Deputy Dean (2023-To Date)

Providing Leadership within the College & overseeing College Planning, Performance, & Quality Management in Teaching, Research, & Community Engagement, aligned with AACSB & CAA.

#### Major Accomplishments

Institutional International Accreditation by The Quality Assurance Agency for Higher Education (QAA), UK - **Role:** *QA Committee for Academic Affairs Member*

AACSB Accreditation - **Role:** *Curriculum Committee Chair*

MBA Program Re-Accreditation from the CAA-UAE - **Role:** *Curriculum Committee Chair*

BBA Curriculum reform following green education principle- **Role:** *Deputy Dean*

[My Impact Story Featured Globally by UN-Principles of Responsible Mgmt Education](#) (PRME)

Aligned BBA-HRM Curriculum with Society of HRM - **Role:** *Program Director*

Launched Women Leadership Forum - **Role:** *Deputy Dean*

Signed MoUs with Jordanian-Emirati Women Business Council & Arab Int'l Women Forum

Signed MoUs with 05 Industry Partners - **Role:** *Deputy Dean*

Developed College News Letter - **Role:** *Deputy Dean*

Developed Prospectus & Women Leadership Forum Brochure- **Role:** *Deputy Dean*

College Strategic Plan 2021-2025 - **Role:** *Strategic Plan Committee Member*

Prepared E-Course Files Templates - **Role:** *Coursefile Committee Chair*

#### Experiential Learning & Community Engagement Initiatives taken in College

Initiated Bi-Annual Industry-Business Day (150+ Industry Representatives invited in 2 years)

Initiated Bi-Annual Student-Research Day (Symposium, Colloquium, Panel Disc., Seminars)

Initiated Bi-Annual Women Leadership Events (30+ Women Leaders/Entrepreneurs invited)

Added Field Visits as part of Experiential Learning (15+ Field Visits in 2 years)

Added Industry Experts Lectures as part of Learning (10+ Industry Leaders in 2 years)

Hosted 06 Exchange Students from IESEG School of Management, France (in 2 years)

#### Teaching Undergraduate (BBA) & Graduate (MBA & DBA) Courses

Teach Face-to-Face as well as Online (Real-time) Using MS Teams Platform (during COVID)

Prepare teaching resources, incl. Course Syllabus, Materials, Assessments, & Reports on AOL.

Prepare E-Course Files for Each Course Assigned.

#### Member, Strategic Plan Committee (2020-To Date)

Participate in development of long-term Strategic Plans for the College (2021-2025)

**Member, Quality Assurance Committee for Academic Affairs (University Level) & Academic Accreditation Committee (College Level) (2021-To Date)**

Monitoring University-level KPIs (MoHESR) of Assessment Quality Review (2.1), Student Satisfaction (2.6), Joint Industry Courses (3.3), & Industry Contributions (3.4).

Preparing Self-Evaluation Report for BBA & MBA for re-accreditation.

Presenting College in External Peer Review Committees (National-CAA & International-QAA).

**Chair, Curriculum Committee (2021-2024)**

Review the curricula to ensure alignment with the mission & standards (CAA & AACSB).

Recommend quality enhancements for improved faculty-student/student-student engagement.

Coordinate with stakeholders: Advisory Board, QA committee, alumni, faculty, and College leadership, to strengthen program outcomes.

**Student Advising**

Advise and mentor students on course registration each semester.

Provide support to advisees in addressing academic/non-academic issues.

11/14- [A'Sharqiyah University, Ibra, Sultanate of Oman](#)

08/17 **Assistant Professor & Chair (Acting) of the Management Department**

**College of Business Administration**

**Deputized as Acting Dean: July to Aug'16 & Apr to May'17**

**Taught Undergraduate Courses**

Developed and deployed teaching materials; moderated assessments for peers.

**Chair of Management Dept. (Acting) (2016-2017)**

Prepared program review & specification reports, study plans & course descriptors.

Ensured curriculum delivery and learning outcomes.

Reviewed scholarship applications.

Mentored new Management faculty.

Contributed to MBA program development and other tasks assigned by the Dean.

Led College research activities & authored compliance and strategic reports.

Principal Investigator in COBA-Chamber research project.

Coordinated Internship & Research Program (2014-2017).

**Contributed to Quality Assurance Dept.**

Evaluated curriculum, teaching methods, and materials per QA standards.

Supported KPI data collection.

Developed ADRI reports for OAAA accreditation.

Validated Foundation College program.

Actively engaged in QA activities and cross-college reviews.

**Student Advising & Counselling**

Advised and mentored students on course registration each semester.

Provided career guidance and supported advisees in addressing academic/non-academic issues.

**College Committees Membership**

Chair, College Research & Enterprise Committee

Member, University Academic Board

Member, College Academic Board, Student Affairs Committee, College Examination Committee

10/12- [Abasyn University Islamabad Campus, Pakistan](#)

10/14 **Assistant Professor / Head of Management Sciences Department**  
**Coordinator Islamabad Research Forum**

**Teaching Post-Graduate Masters Level Courses**

Preparing Study material, Case studies, Projects, Assignments, Exams, and Handbooks.

**Head, Management Sciences Dept.**

Managed departmental academic and administrative activities, including BBA/MBA program oversight, curriculum and study plan development, class scheduling, faculty hiring and course allocation, student registration, exam and result management.

Represented the campus at expos, seminars, and conferences.

**Coordinator, Islamabad Research Forum**

Managed the Islamabad Research Forum, organizing bi-monthly seminars, workshops, guest lectures, and the annual International Conference on Business & Technology.

**Leading Admission Campaign**

Led the university's biannual admission campaign across Federal and KPK regions.

Overseeing program brochures, prospectus, ads, social media/mobile marketing.

Staff target allocation and supervision.

Managing entrance tests through to offer letters.

**Editing Newsletter**

Compiled and edited the semi-annual newsletter 'Seek', highlighting the university's academic, research, and community engagement achievements.

**Community Engagement Services**

Organized Students Week (semi-annually) with indoor/outdoor competitions.

Led on-campus social cause events (e.g., donations, plantations).

Arranged industrial visits, guest lectures, study tours, and special events (e.g., Women's Day, Earth Day, Labour Day).

**College Committees Membership**

Member, Campus Management Committee

Member, University Disciplinary Committee

Member, Examination Committee

02/12- [IQRA University, Islamabad Campus](#)

09/12 **Assistant Professor - Management Sciences Dept.**

01/10- [Preston University Islamabad, Pakistan](#)

07/11 **Assistant Director External Affairs & Senior Lecturer in Bus. Dept.**

## **Industrial Experience**

06/05- **Bank of Punjab, Main Branch, Lahore, Pakistan**

12/06 **Officer Grade - II**

**Corporate Financing Dept.:**

Handling Small and medium enterprise financing requests, conducting organizational analysis, and reporting on risks involved.

### **General Banking:**

Six months of experience in the Foreign Exchange (Forex) Department, encompassing general banking procedures such as account opening, Cheque Clearance, demand drafts, and telegraphic transfers, as well as handling consumer financing inquiries.

**08/04 - ATN Modarba Pvt. Ltd, Islamabad, Pakistan**

**06/05 HR Generalist**

Conducting Staffing Need Analysis

Preparing Job Descriptions for Recruitment

Conducting Interviews and managing the selection process

Conducting Orientation of Employees.

## **External Research Supervisor / Examiner**

**2014-2017 Abasyn University, Islamabad Campus, Pakistan**

Supervising Research Thesis of MS Scholars

**2014-2016 SZABIST Islamabad Campus Pakistan**

Supervising Research Thesis of MS Scholars

## **Research & Enterprise**

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### **Journal Papers**

Khan, A., **Chaudhry, I.**, Iqbal., J., El Refae, G. (2026). Automation to Sustainability: A Systematic Review of Artificial Intelligence Applications in Human Resource Management. *Human Behavior and Emerging Technologies*, 2025, 7021656. <https://doi.org/10.1155/hbe2/7021656> [WoS Indexed]

Paquibut, R., Suleiman, N., **Chaudhry, I.**, Al Aamri, R., & Almaskari, A. (accepted). Political Behavior, Organizational Justice, Equity, and Motivation: Towards the Development of an Integrated Perspective. *Int. J. of Business Governance and Ethics*. [ABS Listed]

Zahoor, S., **Chaudhry, I.**, & Yang, S. (2025). Artificial Intelligence Application and High-Performance Work Systems in the Manufacturing Sector - A Moderated-Mediating Model. *Applied Artificial Intelligence*, 58(1), 1-28. <https://doi.org/10.1007/s10462-024-11013-9> [WoS Indexed].

**Chaudhry, I.**, Khan, Al., ElRefae, G. (2025). Youth demographics and prosocial values shaping learning priorities: A path to equity-Oriented responsible education. *International Journal of Management Education*, 23 (3), 101230. <https://doi.org/10.1016/j.ijme.2025.101230> [ABDC listed]

Prasad, N., **Chaudhry, I.**, Pathak, R., Hinojosa, A., Kulkarni, S. & Husain, Z. (2025). The Impact of AMO-Enhancing High-Performance Work System Perceptions on Employee Turnover Intentions: A Mediation by Affective Commitment. *New Zealand Journal of Employment Relations*. <https://ojs.aut.ac.nz/nzjer/forthcoming/view/index> [ABDC listed]



- Farhan, W., **Chaudhry, I.**, Razmak, J., & El Refae, G. (2025). Exploring UAE's female leadership styles in the digital era: Motivators and barriers. *International Journal of Economics and Business Research*, 29(1), 1-27. <https://doi.org/10.1504/IJEER.2025.143491> [ABDC listed]
- Khan, A., Gigauri, I., Fayyaz, S., Birladeanu, G., **Chaudhry, I.** (2025). Leadership role in the sustainable future of the circular economy: Climate, economy, and environment interplay. *E & M Economics and Management*. <https://doi.org/10.15240/tul/001/2025-5-015> [WoS Indexed]
- Chaudhry, I.** & Espinosa, A. (2024). A Nexus of Affective Events Theory and Viable System Model to Comprehend Affective Work Environment Holistically - An Empirical Investigation. *Journal of Organizational Effectiveness: People and Performance*, 11(4), 1043-1065. <https://doi.org/10.1108/JOEPP-09-2023-0385> [ABDC listed]
- Prasad, N., Pathak, R., **Chaudhry, I.** (2024). Beyond the Counter: Unveiling the Nexus of Workplace Training, Employee Engagement, and Citizenship Behavior in Fijian Retail. *Int. J. of Environment, Workplace and Employment*, 8(1), 71-90. <https://doi.org/10.1504/IJEWE.2024.138122> [Scopus Indexed]
- Zheng, H., Ahmad, M., Khan, A., Hanif, N., **Chaudhry, I.** (2024). Tourist Revisit Intention: A focus on service quality, place attachment, and tourist intimacy. *Social Behavior & Personality: An International Journal*, 52(4), 1-11. <https://doi.org/10.2224/sbp.12943> [Scopus Indexed]
- Husain, Z., Dayan, B., & **Chaudhry, I. S.** (2024). Roles of Organizational Flexibility and Organizational Support on Service Innovation via Organizational Learning -A Moderated Mediation Model. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(3), 100367. <https://doi.org/10.1016/j.joitmc.2024.100367> [Scopus Indexed]
- Rasool, S., Shaikh, S., **Chaudhry, I.**, & Tunio, M. (2024). Controversial Disappearance and Unethical Business Practices: A Case of X-Mobile. *Nust Business Review*. <https://doi.org/10.37435/nbr.v6i1.72>
- Farhan, W., **Chaudhry, I.**, Razmak, J., & El Refae, G. (2023). Leaders Behavioral Approach in the Digital Era: Task vs. Relationship. *Journal of Organizational Effectiveness: People and Performance*, 11(1), 135-161. <https://doi.org/10.1108/JOEPP-06-2022-0145> [ABDC listed]
- Chaudhry, I.**, Paquibut, R., & Chabchoub, H. (2023). International Entrepreneurship Intention of Omani Youths: An Empirical Causal Approach. *Small Enterprise Research*, 30(3), 400-432. <https://doi.org/10.1080/13215906.2023.2255578> [ABDC listed]
- Chaudhry, I.**, Sarwary, S., El Rafae, G., & Chabchoub, H. (2023). Time to Revisit Existing Student's Performance Evaluation Approach in Higher Education Sector in a New Era of ChatGPT - A Case Study. *Cogent Education*, 10(1), 2210461. <https://doi.org/10.1080/2331186X.2023.2210461> [Scopus Indexed]
- Qi, R., Khan, A., Basheer, M., Hameed, W., **Chaudhry, I.** (2023). Handling the Mishandling: Resolving the Resource Curse Through Effective Utilization of Available Natural Resources and Claiming Sustainable Development. *Resources Policy*, 87, 104285. <https://doi.org/10.1016/j.resourpol.2023.104285> [ABDC listed]
- Paquibut, R., Legion, M., **Chaudhry, I.**, Islam, A., & Gernal, L. (2022). Development of Sustainable Plastics Waste Management Approach: A Framework based on the Analysis of People's Awareness, Knowledge, Attitude, Skills, and Action (AKASA). *International Journal of Environmental Science and Technology*, 20(9), 10217-10228. <https://link.springer.com/article/10.1007/s13762-022-04675-x> [Scopus Indexed]
- Chaudhry, I.** (2022). Viable System Model - A Tool for Managing Sustainable Development Holistically. *Management & Sustainability: An Arab Review*, 1(1), 50-65. <https://doi.org/10.1108/MSAR-01-2022-0008> [Scopus Indexed]

**Chaudhry, I.,** Paquibut, R., & Tunio, M. (2021). Do Workforce Diversity, Inclusion Practices, & Organizational Characteristics Contribute to Organizational Innovation? Evidence from the U.A.E. *Cogent Business & Management*, 8(1), 1947549. <https://doi.org/10.1080/23311975.2021.1947549> [Scopus Indexed]

**Chaudhry, I.,** Paquibut, R., Islam, A. & Chabchoub, H. (2021). Testing the Success of Real-time Online Delivery Channel Adopted by Higher Education Institutions in the United Arab Emirates during the Covid-19 Pandemic. *International Journal of Educational Technology in Higher Education*, 8(1), 48. <https://link.springer.com/article/10.1186/s41239-021-00283-w> [Scopus Indexed]

Tunio, M., **Chaudhry, I.,** Sheikh, S., Jariko, M., & Brahmi, M. (2021). Determinants of the Sustainable Entrepreneurial Engagement of Youth in Developing Country- An empirical evidence from Pakistan. *Sustainability*, 13(14), 7764. <https://doi.org/10.3390/su13147764> [Scopus Indexed]

Ali, L. & **Chaudhry, I.** (2018). Analysis of Seasonal Variation and Forecasting the Output of Beverage Industry: Evidence from Tramo Seats Version of Demetra+ Software Using Data from KPK. *International Journal of Manufacturing Technology and Management*, 32(2), 139-161. <https://doi.org/10.1504/IJMTM.2018.090063>. [Scopus Indexed]

**Chaudhry, I.,** Espinosa, A. & Vidgen, R. (2017). What Beer's Theory of Viability (VSM) can offer to the field of Workforce Emotions? *International Journal of Work Organisation and Emotion*, 8(3), 169-184. <https://doi.org/10.1504/IJWOE.2017.088211>. [ABDC listed]

**Chaudhry, I.,** Al Rashdi, Z., Al Mashrafi, R., & Al Rashdi, K. (2017). Need Analysis of Public Bus Service in North Sharqiyah Region of Oman. *World Review of Intermodal Transportation Research*, 6(3), 209-229. <https://doi.org/10.1504/WRITR.2017.086236>. [Scopus Indexed]

**Chaudhry, I.,** Al Amur, S. & Al Harthy, S., Sultan, N. (2017). Family-Based Enterprises in North-Sharqiyah Region of Oman: Opportunities and Challenges. *Middle East Journal of Management*, 4(3), 246-267. <https://doi.org/10.1504/MEJM.2017.086429>. [WoS Indexed]

**Chaudhry, I.,** Al-Harthy, A., Al-Shihimi, G., Al Saiti, K., Al Siyabi, M. (2017). Millennials Outlook towards Opportunities and Challenges in Fishing Industry of Muscat Governorate of Oman. *Middle East Journal of Management*, 4(1), 1-21. <https://doi.org/10.1504/MEJM.2017.083706>. [WoS Indexed]

**Chaudhry, I.,** & Sarwary, M. (2015). Role of Private and Social Self-Concept in Consumers Purchase Intentions- Pakistan vs. Oman. *Middle East Journal of Management*, 2(4), 312-322. <https://doi.org/10.1504/MEJM.2015.073572>. [WoS Indexed]

**Chaudhry, I.** & Paquibut, R. (2021). Women empowerment through micropreneurship in online businesses in the Sultanate of Oman. *Academy of Entrepreneurship Journal*, 27(1), 1-14. [Scopus Indexed]

Paquibut, R., Legion, M., Islam, A., & **Chaudhry, I.** (2021). Framework for Integrating CSR in the Supply Chain to Mitigate Climate Change. *Journal of Legal, Ethical and Regulatory Issues*, 24(1), 1-12. <https://heinonline.org/HOL/LandingPage?handle=hein.journals/jnlollet124&div=253&id=&page=> [Scopus Indexed]

**Chaudhry, I.,** Sarwary, S. & Maurice, G. (2016). One-Window Solution to Technical Skills Development of War-Struck Youth of Northern Region of Pakistan. *International Education and Research Journal*, 2(6), 108-110. <http://ierj.in/journal/index.php/ierj/article/view/344>.

## Under Review

**Chaudhry, I.,** Paquibut, R. (Under review). Risk vs. Benefits: Exploring Powerful Catalyst for AI Adoption by Workforce in digital-induced knowledge economy. *European Journal of Information Systems*.



**Chaudhry, I.,** Qureshi, S. (Under review). Building Safe Virtual Workspaces: The Influence of Transformational Leadership on Psychological Safety, R-Citizenship Behavior, and R-Job Satisfaction of Remote Workforce. *Journal of Management Development*.

**Chaudhry, I.,** Khan, A., & ElRefae, G. (Under review). Cognitive or Emotional Intelligence: Predictors of Leaders' Sustainable Behavior and Outcome Effectiveness. *Journal of Management*.

Almansoori, H. & **Chaudhry, I.** (Under review). Women Leading the Energy Future: Testing Empowerment Pathways and Psychological Drivers in the UAE Oil and Gas Sector. *Gender in Management: an International Journal*.

Zahoor, S., **Chaudhry, I.,** Yang, S. (Under review). Beyond Automation: How AI, Digital Literacy, and Empowerment Fuel High-Performance Work Systems. *Asia Pacific Journal of Management*.

Khan, A., **Chaudhry, I.,** Fayyaz, S., & Yar, S.. (Under review). Credibility, Emotions, and Sustainability Messages: Strategic Pathways to Sustainable Consumption Choices. *International Marketing Review*.

Khan, A., Hanif, N., **Chaudhry, I.,** Yar, S. (Under review). Connecting the Dots: Moving Towards Green HRM to Reach the Destination of Organizational Sustainability. *Journal of Chinese Human Resources Management*.**[WoS Indexed]**

Khan, A., Fayyaz, S., Nassani, A., & **Chaudhry, I.** (Under review) Towards Sustainable Consumption: Analyzing the factors contributing towards Green Purchase Attitude and Green Purchase Intention.

## Working Papers

Alnuaimi, F. & **Chaudhry, I.** (xxxx). Smart Policing in Practice: Barriers to Technology Adoption in Abu Dhabi Police. Working Paper

Alhmoudi, N. & **Chaudhry, I.** (xxxx). Psychological and Organizational Drivers of AI Adoption and Use in Public Sector Organizations. Working Paper

Aljnebi, A. & **Chaudhry, I.** (xxxx). Artificial Intelligence as an Engine of Smart City Efficiency: Evidence from a Sustainable Urban Ecosystem. Working Paper

Alneyadi, A. & **Chaudhry, I.** (xxxx). AI Capability Maturity as a Driver of Resilience and Efficiency in Complex Project Management. Working Paper

Alseiari, S. & **Chaudhry, I.** (xxxx). Building AI-Ready Public Workforces: The Effects of AI Training and Digital Transformation on Organizational Productivity

Alrowahi, F. & **Chaudhry, I.** (xxxx). When Trust Meets Transparency: Building Psychological Safety, Sustainable Relations, and Sustainable Employee Behavior. Working Paper

**Chaudhry, I.** (xxxx). From Pay to Purpose: Gen Z's Trade-Offs Between Compensation, Culture, and Work Design. Working Paper

**Chaudhry, I.** (xxxx). Work-from-Home Reimagined: Antecedents and Consequences of a New Job Design in the UAE Post-COVID. Working Paper.

**Chaudhry, I.** (xxxx). Gender-based differences in Youths Prosocial Mindsets, Hopes, Worries, and Willingness to Work towards Sustainability. Working Paper.

**Chaudhry, I.,** Al-Aghbari, B., Al-Sadi, H., Al-Shabibi, S. & Al-Maskari, S. (xxxx). Survey on Work-related Cultural Values in Omani Organizations. Working Paper.

## Book / Chapter / Conference Proceedings Publication

- 2027** Chaudhry, I. & ElRefae, G. (in progress). **Editing Book** titled '*Applied Intelligence: AI Global Innovation Strategies and Proven Insights from UAE Digital Leap*' | Springer Nature.
- 2026** Adel Khelifi, A., Ghazal, M., & Chaudhry, I., (in progress). **Editing Book** titled '*Towards Sustainable Futures with Artificial Intelligence and Data Innovation*' | Part of Springer's Sustainable Artificial Intelligence-Powered Applications (SAIPA) book series | Springer Nature.
- 2026** Providing **Editorial Support** in Festschrift Project '*100 Years of Stafford Beer: roots and co-evolution of his legacy*' co-edited by Angela Espinosa Salazar, Markus Schwaninger, Jose Perez-Rios | Part of 100 Years of Stafford Beer's Celebration by Metaphorum Group, United Kingdom.
- 2026** Chaudhry, I., Wissal, M., Mallat, N., Al Harbi, A., Alkaabi, G., Alblooshi, S., & Alyami, H. (under review). Reframing Ethics Education: A Sustainability Lens on Integrity Teaching in High Schools. Book Chapter published in '*Teaching Anti-Corruption-the Middle East and North Africa Region Perspective*' | Springer Nature, Singapore | ISBN. Pending [**Scopus Indexed**]
- 2025** Chaudhry, I. & Tunio, N. M. (2025). Creative Catalysts: How Omani Women Drive Micropreneurship in the Digital Sphere. **Book Chapter** published in '*Gender in Digital Entrepreneurship: Recent Issues in Emerging Countries*' | Springer Nature, Singapore | ISBN: 978-981-95-1148-8. <https://link.springer.com/book/10.1007/978-981-95-1148-8> [**Scopus Indexed**]
- 2025** Chaudhry, I. & Khan, J. (2025). Managing Workforce Emotions Using Systems Approach in Digital Workplace. **Book Chapter** published in '*Humanizing Digital Workplace: Creativity, Innovation, and Leadership in the Age of Technology*' | Springer Nature, USA | ISBN: 978-3031769023. <https://link.springer.com/book/9783031769016> [**Scopus Indexed**]
- 2024** Tunio, N. M., Chaudhry, S. I., Rashid, A. & Gilal, G. F. (2024). Factors Affecting CSR Practices in Entrepreneurship: Case of Female Entrepreneurs in Pakistan. **Book Chapter** published in '*Corporate Social Responsibility, Corporate Governance and Business Ethics in Tourism Management*' pp.37-47 | Emerald Publishing, UK | ISBN: 978-1836087045. <https://doi.org/10.1108/978-1-83608-704-520241003> [**Scopus Indexed**]
- 2022** Tunio, M., Chaudhry, I., Mughal, F., Shaikh, E. (2022). Marketing mode and survival of the entrepreneurial activities of nascent entrepreneurs. **Book Chapter** published in '*Big Data Analytics: Digital Marketing & Decision-Making*' | Roulledge Taylor & Francis, USA | ISBN: 978-1032310442. <https://doi.org/10.1201/9781003307761> [**Scopus Indexed**]
- 2023** **Chaudhry, I.**, Tunio, M., Paquibut, R., & Shwabkhe, A. (2023). Graduates' Perception of Corporate Social Responsibility: An Empirical Evidence from Higher Educational Institutions in Sultanate of Oman. In **Conference Proceedings** of Ahlia CBF International Conference on Business and Technology held on 23-24 March 2022, Bahrain. [https://doi.org/10.1007/978-3-031-08954-1\\_13](https://doi.org/10.1007/978-3-031-08954-1_13) [**Scopus Indexed**]
- 2023** **Chaudhry, I.**, Paquibut, R., & Chabchoub, H. (2023). Factors Influencing Employees Trust in AI and its Adoption at Work Evidence from United Arab Emirates. In **Conference Proceedings** of 23rd International Arab Conference on Information Technology (ACIT) held

on 22-24 November, 2022, United Arab Emirates.  
<https://doi.org/10.1109/ACIT57182.2022.9994226> [Scopus Indexed].

## Research Projects / Thesis

- 2016** MS Thesis | Titled ‘Role of Private and Social Self-Concept in Consumers Purchase Intentions - Pakistan vs. Oman’ | SZABIST Islamabad | Aug ’14 - ’16.
- 2015** Independent Study: PhD | Titled ‘Analysis of Seasonal Variation and Forecasting the Output of Beverage Industry: Evidence from Tramo Seats Version of Demetra+ Software - KPK’ | Hamdard University Islamabad | Dec ’14 - Apr ’15.
- 2013** Independent Study: MS | Titled ‘Perception of Users about Converged Services (Combined IT, Telecom & Multi-Media Services) & Factors Affecting its Adoption-Case Study of Pakistani Market’ | Abasyn University Islamabad | Mar’12 - Apr ’13.

## Conference Activities

### Conferences Organized/Managed

- 2026** Thematic Lead / Track Chair - Women’s Leadership & Sustainability | International Conference on ‘Smart Management, Green Technologies, & Entrepreneurial Ecosystems’ | Organized by Al Ain University, United Arab Emirates | April 21-23 (upcoming).
- 2026** Steering Committee Member - Metaphorum Conference 2026 titled ‘A 100 Years of Stafford Beer: Celebrating his Legacy and Future Developments’ | Held by Metaphorum Group in Alliance Manchester Business School, United Kingdom | 17-19 Sep (upcoming).
- 2025** Organized Doctoral Colloquium 2025 in the College of Business | 22 research studies were presented by DBA scholars and 08 research studies by MBA students | Held in Al Ain University, Abu Dhabi, UAE | 18 Nov.
- 2021** Chaired Session - Track I on Day 1 | International Conference on ‘COVID-19 and its impact on the Business World’ | Held in Karachi, Pakistan | Aug 2-3.
- 2021** Session Discussant - Management II on Day 2 | 36th Eurasia Business & Economics Society Conference | Held in Istanbul, Turkey | July 1-3.
- 2021** Chaired Session - Management I on Day 2 | 35th EBES Conference organized with Sapienza University of Rome | Held in Rome, Italy | April 7-9.
- 2014** Conference Organizing Committee Member - International Conference on ‘Technology and Business Management-2’ | Int’l Conference on Technology & Business Management- March Organized by Abasyn University | Held in Peshawar, Pakistan | March 26-27.
- 2013** Conference Organizing Committee Member - International Conference on ‘Technology and Business Management-1’ | AiCTBM - April Organized by Islamia College Peshawar & Abasyn University | Held in Peshawar, Pakistan | April 3-4.
- 2012** Stage Secretary - ‘National Research Symposium on Business & Technology’ | Organized by Abasyn University | Held in Islamabad, Pakistan | Nov 15.

## Papers Presented

- 2025** Invited as Panelist in Session on ‘From Class to Market: Bridging Innovation and Industry Through Technology and Education’ | The International Conference on Business & Technology (ICBT’ Cairo, 2025) | Organized by Onsi Sawiris School of Business, The American University in Cairo, Egypt | Sep 29 - Oct 1 (upcoming).
- 2025** Presented ‘Designing a Self-Managing Enterprise - Redefining Organizational Management with AI and VSM’ | 69<sup>th</sup> Annual Meeting of the International Society for the Systems Sciences-ISSS: Advancing Together: An Invitation for Systemic Collaboration | The University of Birmingham Leadership Institute, United Kingdom | 11-15 July.
- 2025** Presented ‘The Viable System Model as a Framework for National Sustainability: Insights from the UAE’s Governance Structure’ | Metaphorum 2025 Annual Conference on Collective intelligence, agency and resilience | Alliance Manchester Business School, Manchester, United Kingdom | 3-5 July.
- 2025** Presented ‘The Future Works Differently: Exploring Gen-Z’s Compensation Priorities in the UAE’ | 12th International Conference on Social Network Analysis, Management and Security (SNAMS 2025) | Vienna, Austria | 25 - 28 November.
- 2024** Presented ‘Influence of Youth’s Demographic Diversity & Sustainability Mindset on their Learning Priorities’ | In Official Side Event of UN Summit of the Future, titled ‘Elevating Youth Voices: Shaping Responsible Leadership for a Sustainable Future’ Organized by UN-Principles for Responsible Management Education (PRME), along with Youth Talks and the Higher Education for Good Foundation (HE4G): 20 Sep, 2024 | Held in New York, United States of America.
- 2022** Presented ‘Factors Influencing Employees Trust in AI and its Adoption at Work Evidence from United Arab Emirates.’ | 23rd International Arab Conference on Information Technology (ACIT) organized by Al Ain University Abu Dhabi in collaboration with IEEE, Association of Arab Universities & IEEE Society: 22-24 November, 2022 | Held in United Arab Emirates.
- 2022** Presented ‘Graduates’ Perception of Corporate Social Responsibility: An Empirical Evidence from Higher Educational Institutions in Sultanate of Oman.’ | Ahlia CBF International Conference on Business and Technology organized Ahlia University Bahrain: 23-24 March, 2022 | Held in Bahrain.
- 2021** Presented ‘A Nexus of Viability Theory & Affective Events Theory for Understanding Affective Work Environment Holistically’ | 35th EBES Conference organized with Sapienza University of Rome: 7-9 April, 2021 | Held in Rome, Italy.
- 2016** Presented ‘Family-Based Enterprises in North-Sharqiyah Region of Oman: Opportunities and Challenges’ | 7th International Conference on Economics, Finance and Management Outlooks: 15-16, October 2016 | Held in Dubai, United Arab Emirates. **Won Best Paper Award**
- 2015** Presented ‘Perceived Effects of Workforce Emotions on Organizational Viability in the Corporate Sector in Pakistan’ | Managing Complexity with the Viable Systems Model Conference - 11-14 Nov, 2015 | Held at Centre for Systems Studies, Hull University Business School, United Kingdom.

- 2011** Presented ‘Role of Emotions in Management Effectiveness & its Effect on Performance’ | Business & Social Science Research Conference - 3rd & 4th Jan | Organized by World Business Institute, Australia | Held in Dubai, United Arab Emirates.
- 2010** Presented ‘Empirical Study of Analyzing Organizational Justice and its Effect on employee Performance’ | Int’l Conference on Advanced Business Research - Nov 29th to Dec 2nd | Organized by Mendel University, Czech Republic | Held in Ras-Al-Khaimah, United Arab Emirates.
- 2010** Presented ‘A Framework for Balancing Risk & Performance in Banking Industry of Pakistan’ | 2nd Int’l Conference on Business & Technology - 23rd & 24th Jan | Organized by Emerald & IQRA University | Held in Islamabad, Pakistan
- Attended**
- 2026** Elevate Middle East & North Africa Conference | by AACSB, United Arab Emirates | 20-21 January 2026.
- 2025** AACSB Middle East & North Africa Conference | by AACSB, United Arab Emirates | 15-16 January 2025.
- 2024** PRME Global Forum on ‘Accelerating our Common Agenda’ | by Principles of Responsible Management Education-United Nations, 18-19 June 2024 | Part of Responsible Management Education Week 17-21 June.
- 2024** Global Conference Session on ‘The Role of Tolerance and Coexistence in Sustaining Economic Growth and Encouraging Investment’ | by Ministry of Tolerance and Coexistence, United Arab Emirates | 9<sup>th</sup> May 2024.
- 2023** United Nations Climate Change Conference (COP 28) - Blue Zone | by University Climate Network, United Arab Emirates | 5<sup>th</sup> Dec 2023.
- 2020** Chamber Talk on ‘Education as an enabler of economic activity in the context of COVID-19’ | by Abu Dhabi Chamber, United Arab Emirates | 23<sup>rd</sup> June.
- 2016** ‘7th International Conference on Economics, Finance and Management Outlooks’ | Held in Dubai, United Arab Emirates | Chaired the Session of Management, Economics & Innovation | Oct.15 & 16.
- 2014** ‘Conference for Business Schools’ Deans & Directors’ | National Business Education Accreditation Council - HEC Organized by Higher Education Commission, Pakistan | Jan 27 & 28.
- 2011** ‘All Together now: Working Across Disciplines’ | 55th Annual Conference ISSS - July 17 to 22 | Organized by International Society of Systems Sciences | UK
- 2010** ‘Assessing Quality in Higher Education’ | Int’l Conference on Quality in Higher Education- ICAQHE, Dec 6th to 8th | Organized by Higher Education Commission & Punjab University | Held in Lahore, Pakistan.

## Industrial Consultancy Services

- 2024** ‘Youth Talks’ Research Project by Higher Education 4 Good Foundation, partnering United Nations-Principles of Responsible Management Education (UN-PRME) | Researcher | April-Sep 2024. [My Impact Story Featured by UN-Principles of Responsible Mgmt Education.](#)

- 2015** Ministry of Commerce & Industry Project to Identify the Problems Faced by Family Entrepreneurial Business in North Sharqiyah Region, Oman, in Collaboration with Ibra College & A'Sharqiyah University | Project Leader | July 2015. **Won 2<sup>nd</sup> Best Project Award in the Chamber of Commerce & Industry Economic Research & Studies Award 2016.**
- 2014** Islamabad Traffic Police Project for the Analysis of the Stakeholders Perception regarding Police Station Culture, i.e. Officers, Criminals, Witnesses, Accusers, Strategic Partners and Complainants - In Collaboration with Gallop International | Project Leader | Jan 2014.
- 2010** Grant Proposal for Technical Vocational Education in Pakistan to Conduct Research on Vocational Training Needs of Internally Displaced Citizens & Afghan Refugees in Kohat, Pakistan | Project Leader | Feb - Apr. Conducted.
- 2009** Trade Development Authority, Pakistan Project to Conduct Feasibility Study for Establishing Leather Technology Institute in Lahore | Senior Research Associate, Uni. of Veterinary & Animal Sciences, Lahore | Oct - Dec.

### Professional Trainings / Seminars Delivered

- 2024** Delivered Webinar on Influence of Youth's Demographic Diversity & Sustainability Mindset on their Learning Priorities to **Faculty Members of College of Business**, Al Ain University, U.A.E. | Nov 8.
- 2023** Delivered Webinar on Entrepreneurship: From Opportunities to Sustainability to **Graduate Students** of Binawan University, Jakarta, Indonesia | May 9.
- 2021** Delivered Webinar on Managing Workforce Emotions: Comprehending Affective Antecedents at Workplace to **Faculty Members of College of Business**, Al Ain University, U.A.E. | Mar 25.
- 2020** Delivered Training on Learning from Previous Mistakes - Do's & Don'ts of Course File Development to **Faculty Members of College of Business**, Al Ain University, U.A.E. | Oct 8.
- 2016** Delivered Training Workshop on Effective Communication Skills to **HR Professionals of Ibra** Arranged by A'Sharqiyah University, Oman | June 15.
- 2014** Delivered Training on Institutional Management to the **Principals of Technical Vocational Training Institutions** in South Punjab | Organized by National Rural Support Program, European Union & Plan Pakistan | Aug 30.
- 2014** Delivered Personality Development Workshop to **Airmen in Pakistan Air Force in Pakistan Air force Base**, Kohat | May 2: 300 Present & 1000 Viewing Audience.
- 2014** Delivered 3-Days Team Work Training Workshop to **Pakistan Air Force Trainers of Lieutenant to Brigadier General Cadres** | Arranged by Air University, Islamabad Campus | Feb 19-21.
- 2014** Delivered 3-Days Training Workshop on Communication Skills to **Flight Lieutenants from Pakistan Air Force Base, Masroor** - the largest Fighter Squadron Base of Pakistan | Arranged by Air University, Islamabad Campus | Jan 22-25.



## Professional Trainings / Workshops / Seminars Attended

- 2025** Attended Workshops on Launch of the National Practical Training Platform delivered by Ministry of Higher Education & Scientific Research (MoHESR) | 8<sup>th</sup>, 15<sup>th</sup> Dec 2025.
- 2025** Attended Workshop on Empowering Institutional Effectiveness and Academic Quality through Outcome-Based Framework delivered by Commission of Academic Accreditation (CAA) - MoHESR | 13-14 Oct 2025.
- 2025** Attended Virtual Induction Workshop Thematic Review on Graduate Employability conducted by Abu Dhabi Department of Education & Knowledge (ADEK) | Nominated as a focal point by University for the ADEK strategic initiative on authorization of existing programs through *Thematic Reviews of Higher Education Programs in Abu Dhabi* to enhance programs' relevance and graduate employability | 22 Sep 2025.
- 2025** Strategic Dialogue on Higher Education & Research Priorities in the UAE | Organized by the Ministry of Higher Education and Scientific Research in collaboration with Times Higher Education | 22 May 2025.
- 2025** Workshop 'Introducing HEIs to the core pillars of the newly developed *Outcomes-Based Evaluation Framework (QEF)* | Organized by Ministry of Higher Education & Scientific Research and Commission of Academic Accreditation | Hosted by Al Ain University | 18<sup>th</sup> Feb 2025.
- 2025** Webinar on 'Sustainability skills set - every job is a sustainable business role' by Sarah Webster, Sustainability Director at Britvic PLC, United Kingdom | Organized by Principles of Responsible Management Education-PRME - UKI Chapter | 16 May 2025.
- 2024** GreenEd in Higher Education Workshop | Organized by the Ministry of Higher Education & Scientific Research and the University of Sharjah | 21 Nov 2024.
- 2024** HE Forum 2024: Data-Driven Governance, Industry Engagement and Financial Sustainability | Organized by Department of Education & Knowledge-ADEK | 21-22 Oct 2024.
- 2024** Webinar on 'CopyLeaks is AI-based plagiarism and AI content detection' | by Chris, Khalifa University | Organized by Al Ain University | 27<sup>th</sup> Sep 2024.
- 2024** Webinar on 'Sustainable HR: A New Era in HR Delivery' | by Tom Raftery, Human Capital Consultant, Dubai | Organized by Informa Connect Academy | 14th Aug 2024.
- 2024** Webinar on 'Ethics' | Organized by IMA Abu Dhabi Chapter | 20 Nov.
- 2023** Webinar on 'How to Publish in High-Impact Factor Journals?' | by Anthony Di Benedetto, Professor, Temple University, USA | Organized by Al Ain University, UAE | 10th Nov.
- 2023** Webinar on 'ChatGPT for Educators - 12 Ways to Use ChatGPT for Teaching' | by Wendy Tietz, Professor, Kent University, USA & Rachel Gambol, Professor, University of Tampa | Organized by AICPA & CIMA | 17th Aug.
- 2023** Webinar on 'Building a boundary-less team: Supporting work from anywhere!' | by SHRM MENA & Atlas | 30th May.

- 2021 Webinar on ‘How to publish in High Impact Journals: An Editor Perspective’ | by Prof. Peter Stokes, De Montfort University, United Kingdom & Editor-in-Chief of the International Journal of Organizational Analysis | 25th Feb.
- 2021 Workshop on ‘Multilevel/Hierarchical Models with applications to panel/longitudinal data’ | by Prof. Kilani Ghoudi, United Arab Emirates University, U.A.E. | 4th Feb.
- 2020 Webinar on ‘A Model to integrate Data Analytics into the Accounting Curriculum’ | by Dr Amer Qasim, Vice President Al Ain University, U.A.E. | 24th Sep.
- 2017 Workshop on ‘Teaching Excellence in ASU’ | by Dr. Sam Fenwick, Director, Centre of Language and Foundation Studies, A’Sharqiyah University, Oman.
- 2017 Seminar on ‘Innovation and Disruptive Innovation’ | by Prof. Nabil Sultan, Dean, College of Business Administration, A’Sharqiyah University, Oman.
- 2017 Seminar on ‘Developing Risk Management & Innovation in Universities’ | by Dr. Salim AlHarthi, co-director of Academic Innovation Assistance Program, Sultan Qaboos University, Oman.
- 2016 Seminar on ‘Promulgating Competition Protection & Monopoly Prevention Law’ | by Chamber of Commerce & Industry in Ibra, Oman.
- 2016 Workshop on ‘Mapping LOs to Teaching and Assessment Strategies’ | By Dr. Prof. Fouad Chedid, Deputy Vice Chancellor, A’Sharqiyah University | 19 Nov.
- 2016 Seminar on ‘Entrepreneurial Motivation: A Case Study from Africa’ | by Dr. Emiel Eijdenberg, Vrije University, Amsterdam, Holland | 10 Feb.
- 2016 Guest Lecture on ‘Writing Learning Outcomes for the Course Descriptors’ | by Dr. Hamza Edrees, Professor, Sohar University, Oman | 14<sup>th</sup> Jan.
- 2016 Guest Lecture on ‘Types of Assessments’ | by Dr. Hamza Edrees, Professor, Sohar University, Oman | 15<sup>th</sup> Jan.
- 2014 5 Days Training Workshop on ‘Training on Peace, Advocacy & Social Entrepreneurship’ | Organized by Pakistan Youth Challenge Advocated-PYCA & hosted by Abasyn University | Mar 12-16.
- 2013 2 Days Training on ‘Entrepreneurship Skills for Women’ organized by Pakistan-U.S. Alumni Network Islamabad Chapter and U.S. Embassy | hosted by Abasyn University, Islamabad Campus | March 6-7.
- 2013 Talk on ‘Entrepreneurship’ by Yasir Ahmed from NUST | Hosted by Abasyn University, Islamabad Campus | April, 29.
- 2012 ‘Global Entrepreneurship Week (GEW)’ | Islamabad Chamber of Commerce & Industry (ICCI) in collaboration with Center for International Private Enterprise (CIPE) and Kauffman Foundation | 10th-15th Nov.
- 2011 Workshop on ‘Women in Leadership & Management in Higher Education’ | Organized by Association of Common Wealth Universities | 23-30 Jan.
- 2011 Workshop on ‘SPSS’ | Nov | Organized by Business School, University of Hull, United Kingdom.

**2010** Workshop on ‘Research Data Analysis by using SPSS’ | Aug 6th & 7th | Organized By Management Sciences Department, Preston University, Islamabad, Pakistan.

## Community Engagement: Seminars, Workshops, & Events

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### Organized:

- 2025** Hosted Women Entrepreneurs from Society & Signed Women Leadership Forum’s Partnership MoUs with Jordanian Emirati Women Business Council and Arab International Women Forum | Al Ain University, Abu Dhabi, UAE | Oct 28. <Related to SDGs-5,10,17>
- 2025** Launched Women Leadership Forum and Organized Women Leaders Panel Discussion Including Executive Director-Statistics Centre-AD, Medical Director-Fakeeh Health Group-AD, Leads-BnP Paribas Bank and Etimad Holdings | 4<sup>th</sup> Industry-Business Day | Al Ain University, Abu Dhabi, UAE | April 16. <Related to SDGs-5,10,17>
- 2025** Served as a Mentor in PRME Mentorship Program | Organized by Principles of Responsible Management Education Global Students (PGS) program | Mentees: Jiyue Qian (Shanghai, China) & Destiny Her (California, USA) | May to July. <Related to SDG-17>
- 2025** Led HRM Students’ Groups for Oral Presentations | International Students Research Confluence | Organized by Manipal Academy of Higher Education, Dubai | 13<sup>th</sup> May.
- 2023** Organized Industry-Academia Collaboration Event including Seminars from C-Suite Officers from Paribas Bank, Equity Firm, and Ministry of Human Resource & Emiratization | Signed MOUs with Equity Firm and Emirates Driving Company | Al Ain University, Abu Dhabi, UAE | Nov 16. <Related to SDG-9>
- 2022** Organized Guest Lecture on ‘HR Information Systems & Employees Learning and Development’ | Mr. Kim Kiyingi, Cluster Director of Learning & Development, Park Rotana & Park Arjaan, Abu Dhabi, UAE | Nov 23. <Related to SDG-4>
- 2022** Organized Guest Lecture on ‘Using HR Metrics for Effective Talent Management’ | Guest Lecturer: Mr. Zahid Mubarak, SHRM-SCP, SPHRi, GPHR, CEO HR Metrics, President SHRM Forum Pakistan, Member HR Standards Technical Committee ISO Geneva, Member of the Board, The Centre for Global Inclusion USA | Feb 27. <Related to SDG-4>
- 2021** Organized Guest Lecture on ‘Role Model of a Successful Women Leader’ | Guest Lecturer: Dr. Riham Shaban, Program Director, Internal Medicine Residency, University of Massachusetts Medical School - Baystate Medical Center, United States | Nov 21.
- 2021** Organized Guest Lecture ‘Being Agile in Strategy Execution’ | Guest Lecturer: Dr. Firdaus Basbeth, Director of Quality Assurance and Head of MBA Program IPMI International Business School - Jakarta Indonesia | Nov 15.
- 2014 & 2013** Lead ‘Tree Plantation Drive’ | Organized by Capital Development Authority, Government of Pakistan | Participated by Abasyn University Students & Faculty | March.
- 2014** Organized ‘1st Convocation’ of Abasyn University | Chief Guest: Mr. Muhammad Baligh Ur Rehman, State Minister for Education, Trainings and Standards in Higher Education | May 29.

- 2014** Organized ‘Graffiti Painting Event’ | Sponsored by Warid Telecom Company & hosted by Abasyn University | Feb 24.
- 2014** Organized Seminar on ‘Technological Awareness | Organized by Corvit & hosted by Abasyn University | Feb 04.
- 2013** Organized Seminar on ‘Road Safety Awareness for Bike Riders’ by Mr. Azmat ullah Junejo, Senior Superintendent of Police Islamabad Traffic Police | Hosted by Abasyn University | Dec 20.
- 2013** Organized Seminar on ‘Contribution of Technical Education in Society Development | By Professor Baleegh-ur-Rehman, Federal Minister for Technical Education, Govt. of Pakistan | Hosted by Abasyn University, Islamabad Campus | Dec 12.
- 2013** Organized Seminar on ‘Use of Digital Resources of E-Library USA by Muhammad Umer Farooq, Information, Research and Communication (IRC), Embassy of the United States of America | Hosted by Abasyn University, Islamabad Campus | Feb 28.
- 2013** Organized Seminar on ‘Education for Youth’ by Madam Fauzia Kasuri, Adviser to Chairman, PTI Imran Khan on Overseas Pakistanis and Gender Empowerment | Hosted by Abasyn University, Islamabad Campus | Oct 10.
- 2013** Organized Seminar on ‘EU Accession and its Implications for Sovereignty’ By Dr. Bakre Najmuddin, Islamic International University | Hosted by Abasyn University, Islamabad Campus | Feb 25.
- 2013** Organized One day ‘Drupal Camp’ by Drupak on Web development | Hosted by Abasyn University, Islamabad Campus | Dec 1.
- 2013** Organized Seminar on ‘Social Corporate Responsibility’ | By KORT: Hope for Orphans | Hosted by Abasyn University, Islamabad Campus | Nov 6.
- 2013** Lead ‘Women’s Day Celebration Event’ | Organized by Abasyn University | Mar 8.
- 2012 & 2013** Organized Twice ‘Blood Donation Campaigns’ in Abasyn University | For Thelesemia Patients.
- 2010** Organized Seminar on ‘Role of Entrepreneurship in Emerging Economy of Pakistan’(PIE’10) | Preston University, Islamabad, Pakistan.

## Professional Memberships

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### Member Editorial Review Board

**Journal of Systems Thinking (JoST) ISSN 2767-3847**

University of Hull, United Kingdom

### Professional Memberships

2025 Member, Sustainability Academic Network (Global)

<https://susanhub.com/feeds>

2025 Member, Responsible Research in Business and Management Network

<https://www.rrbm.network/>

2023 Advocate of Principles of Responsible Management Education (PRME) at Al Ain University  
<http://www.unprme.org/>

2021 Senior Certified Professional, Society for Human Resource Management (USA)  
<http://www.shrm.org/>

2015 Steering Member, Metaphorum Group (UK)  
<https://metaphorum.org/>

2017 Member, Consortium for Research on Emotional Intelligence in Organizations  
<http://www.eiconsortium.org/members/chaudhry.html>

## Honors and Awards

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### Major Accomplishments



Dean's Award - Community Engagement 2020-2021 by Al Ain University, United Arab Emirates



Best Faculty Award 2012-2013 by Abasyn University Islamabad, Pakistan



2nd Best Project Award 2016 by Oman Chamber of Commerce & Industry Economic Research

- 2025**      [Featured Leadership Story, United Nations Principles for Responsible Management Education \(PRME\)](#) | Published personal leadership and sustainability journey highlighting contributions to responsible management education, youth engagement, and inclusive leadership. ([Link](#))
- 2025**      [Featured Expert Interview, Authority Magazine](#) | Invited interview recognizing thought leadership in leadership development, equity, and purpose-driven careers. ([Link](#))
- 2025**      Won the Oregon Graduate Scholarship (2025-2026) on a meritorious record of accomplishment by the College of Education, Oregon State University, USA.
- 2024**      Won the University Laurels Block Scholarship (2024-2025) by the College of Education, Oregon State University, USA.
- 2024**      Invited to Join as an Expert - R&D Ecosystem by UAE Research Map
- 2021**      Dean's Award for Impactful Community Service by Al Ain University
- 2012**      Best Faculty of the Year 2012-2013 Award by Abasyn University
- 2016**      2<sup>nd</sup> Best Project Award in Chamber of Commerce & Industry Economic Research & Studies Award 2016 | Remained 2<sup>nd</sup> Out of 40 Projects received from all over country | Project titled 'Opportunities & Challenges faced by the Family-based Entrepreneurial firms in North-Sharqiyah Region'

<b>2016</b>	Best Paper Award in Session 3 of 7th International Conference on Economics, Finance and Management Outlooks, 15-16, October 2016, Dubai, United Arab Emirates   Paper titled 'Family-Based Enterprises in North-Sharqiyah Region of Oman: Opportunities and Challenges'.
<b>2011</b>	Higher Education Commission Pakistan: Scholarship under IRSIP for doing Ph.D. research in University of Hull, United Kingdom
<b>2011</b>	Higher Education Commission Pakistan: Travel Grant for Paper Presentation in Dubai, U.A.E.   Jan 3rd & 4th.
<b>2016</b>	A'Sharqiyah University Oman: Travel Grant for Paper Presentation in International Conference, Dubai, U.A.E   Nov.
<b>2015</b>	A'Sharqiyah University Oman: Travel Grant for Paper Presentation in University of Hull, United Kingdom   Nov.
<b>2010</b>	Preston University Islamabad: Travel Grant for Paper Presentation in Ras-Al-Khaimah, U.A.E.   Nov 29th - Dec 2nd.
<b>2010 &amp; 2011</b>	Teachers Punctuality Award   Winter & Spring Quarters   MBA Evening School, Preston University Islamabad
<b>2010 &amp; 2011</b>	Teachers Efficiency Award   Winter & Spring Quarters   MBA Evening School, Preston University Islamabad
<b>2016</b>	Certificate of Appreciation   Team Leader of Pakistan Cultural Display Program   3 <sup>rd</sup> International Cultural Event 13-15 March   Organized by A'Sharqiyah University Oman.
<b>2010</b>	Certificate of Appreciation   Team Leader of Business Plan Competition   PIE'10 - Dec 10th & 11th   Organized by Preston University Islamabad
<b>2010</b>	Certificate of Appreciation   Team Leader of Painting & Sketching Competition   Fall Fest - Nov 29th - Dec 5th   Organized by Preston University Islamabad
<b>2011</b>	Certificate of Appreciation   Organizing Member of Painting & Sketching Competition   Spring Splash April 12th-18th   Organized by Preston University Islamabad
<b>1996 &amp; 1998</b>	Secured 3rd Position in College in both Higher & Secondary School Examination   Federal Board, Islamabad   Sharjah, UAE

## Employability Skills

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### Languages

Fluent in English and Urdu/Hindi |

IELTS (General) - Overall Band: **7.5** | Listening **7.0** | Reading **8.0** | Writing **7.0** | Speaking **7.5**

### Skills

Strong leader and collaborative team-builder

Analytical with a research-driven and evidence-based mindset

Open to change, lifelong learning, and new experiences



Inclusive and adaptable in multicultural and interdisciplinary environments  
Effective communicator and active listener  
Empathetic and emotionally intelligent  
Resilient, positive, honest, trustworthy, mature, and reliable  
Socially responsible and ethically grounded  
Advocate of equity, diversity, and inclusive education  
System thinker with global awareness and local engagement