# CURRICULUM VITAE

**Nadeem Ahmed Sheikh, PhD**
**Professor of Finance**
**Institute of Management Sciences**
**Bahauddin Zakariya University, Multan (60800), Punjab, Pakistan.**
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## Work Experience

I have joined the Institute of Management Sciences (*formerly Department of Business Administration)* Bahauddin Zakariya University (BZU) Multan as Lecturer in Business Administration on 13th July 2000. Currently working as Professor of Finance. Since my joining in BZU I am actively involved in teaching, research and administrative assignments. Detail is provided in the following table.

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| **Administrative** | Director, BZU Sub Campus Lodhran<br>Chairman, Technical Steering Committee, Hockey Academy (an initiative of Prime Minister of Pakistan for youth)<br>Coordinator, MS (Business Administration) Program<br>Member of peer review team of NBEAC-HEC<br>Former Chairman, Purchase Committee BZU<br>Former Inspector, general items purchase for BZU.<br>Former Incharge Examinations at IMS. |
| **Teaching** | Actively engaged in lecturing to students enrolled in our undergraduate (BBA & BS) and postgraduate programs (MBA, EMBA, MS, PHD) offered in IMS. |
| **Research** | Supervising research thesis of scholars enrolled in MS and PhD programs.<br>Supervising Business Research Projects of students enrolled in MBA/EMBA programs since 2011.<br>Reviewing research papers for different International Journals as an anonymous reviewer.<br>HEC approved PhD supervisor |

**Academic Qualifications** **Year**

**PhD (Business Administration)** **2011**
School of Management **(管理學院)**
Huazhong University of Science and Technology,
(华中科技大学**)** Wuhan, (Hubei) P. R. China.
**Marks obtained:** 90.14%, 1st Division, Grade "A"
**Area of Specialization: Finance**
***School of Management has Triple Crown Accreditation in Business Education i.e. AACSB, EQUIS, AMBA (http://english.cm.hust.edu.cn)***

**Master of Business Administration (MBA)** **1999**
Department of Business Administration
Bahauddin Zakariya University, Multan

**Marks obtained:** CGPA 3.18/5.00, 68%, 1st Division, Grade "B"
**Distinction:** Secured 3rd Position
**Area of Specialization: Finance**
*MBA and BBA programs of IMS are accredited by the National Business Education Accreditation Council (NBEAC) – Higher Education Commission of Pakistan*

**Bachelor of Commerce (B.Com)** **1996**
Govt. College of Commerce, Multan
**Marks obtained:** 924/1300, 71.04%, 1st Division, Grade "A"
**Distinction:** Secured 1st position in Bahauddin Zakariya University Multan in B.Com examination and honored with **Gold Medal**.
**Area of specialization: Accounting**

**Diploma in Commerce (D.Com)/HSSC** **1993**
Govt. College of Commerce, Multan
**Marks obtained:** 558/750, 74.40%, 1st Division, Grade "A"
**Distinction:** Secured 2nd position in Govt. College of Commerce, Multan
**Areas of specialization: Accounting**

**Certificate in Commerce (C.Com)** **1992**
Govt. College of Commerce, Multan
**Marks obtained:** 497/650, 76.46%, 1st Division, Grade "A"
**Distinction:** Secured 2nd position in Govt. College of Commerce Multan
**Area of specialization: Accounting**

**Matriculation / SSC** **1991**
Govt. Pilot Secondary School, Multan
**Marks obtained:** 617/850, 72.58%, 1st Division, Grade "A"
**Major Subjects: Mathematics, Physics, Chemistry and Biology**

**Professional Qualification** **2002**
Completed Stage I of Banking Diploma Examination in 2002

**Distinctions**

- Secured **3rd position** in MBA (Finance)
- Secured **1st position** in B.Com examination and honored with **Gold Medal**.
- Secured **2nd position** in D.Com examination in Govt. College of Commerce Multan.
- Secured **2nd position** in C.Com examination in Govt. College of Commerce Multan.

**Honors and Research Awards**

- **Won Outstanding Paper Emerald Literati Award - 2018** on a research paper Sheikh, N. A., & Qureshi, M. A. (2017) Determinants of capital structure of Islamic and conventional commercial banks: Evidence from Pakistan, *International Journal of Islamic and Middle Eastern Finance and Management*, 10(1), 24-41.

- **Certificate of Appreciation** awarded by the Office of Research, Innovation and Commercialization (ORIC) Bahauddin Zakariya University Multan on account of winning **Outstanding Paper Emerald Literati Award - 2018**
- **Won Highly Commended Emerald Literati Award - 2014** on a research paper Sheikh, N. A., & Wang, Z. (2013), The impact of capital structure on performance: An empirical study of non-financial listed firms in Pakistan, *International Journal of Commerce and Management*, 23(4), 354-368.
- **China Scholarship Council (CSC) awarded scholarship in 2008** to purse PhD studies at the School of Management, Huazhong University of Science and Technology, Wuhan, (Hubei), P. R. China.
- **Certificate of Excellence [XVIII STAR AWARD 2007]** awarded in 2007 by the South Asia Publications (SAP) in the field of Accounting. Furthermore, SAP has included personal profile in a book title "**Galaxies of who is who in Pakistan 2007: Leaders of the New Millennium?**"
- **Star Laureate Award** [XVI-STAR AWARD] awarded by the South Asia Publications (SAP) on the recommendations of the then Vice-Chancellor BZU as one of the best teachers of Institute of Management Sciences in the area of Accounting & Finance. Moreover, SAP has included personal profile in a book title **"*125 Distinguished Men & Women: Leaders of the New Millennium***.

**Teaching Domain**

Engaged in teaching to students enrolled in our BBA, BS, MBA, EMBA, MS and PhD programs. My teaching domain includes the following courses:

- Financial Accounting
- Managerial Accounting
- Principles of Auditing
- Financial Management
- Analysis of Financial Statements
- Investment & Portfolio Management
- Corporate Finance
- International Finance
- Theory of Finance

**Research Publications**

**List of Research Papers/Book Chapter Published in Refereed International Journals/Books**

[1] Naz, A., Sheikh, N. A., Khatib, S. F., Al Amosh, H., & Ananzeh, H. (2024). Illuminating the shadows: a systematic review of earnings management practices in family-owned enterprises and future research directions. *Journal of Business and Socio-economic Development*, Vol. 4 No. 4, pp. 340-358 (Scopus Index) DOI 10.1108/JBSED-07-2023-0051

[2] Naz, A., & Sheikh, N. A. (2023). Capital structure and earnings management: evidence from Pakistan. *International Journal of Accounting & Information Management*, 31(1), 128-147. (Scopus Index) DOI 10.1108/IJAIM-08-2022-0163

[3] Khursheed, A., & Sheikh, N. A. (2022). Determinants of CEO compensation: evidence from Pakistan. *Corporate Governance: The International Journal of Business in Society*, 22(6), 1222-1242. (Scopus Index) DOI 10.1108/CG-06-2020-0218

[4] Sheikh, N. A (2019) **|Chapter 27|** Corporate Governance and Capital Structure: Evidence from Pakistan" Research in Corporate and Shari'ah Governance in the Muslim World: Theory and Practice. pp. 341–353 Copyright © 2019 by Emerald Publishing Limited doi:10.1108/978-1-78973-007-420191035, ISBN:978-1-78973-008-1 eISBN 978-1-78973-007-4

[5] Sheikh, N. A., & Qureshi, M. A. (2017). Determinants of capital structure of Islamic and conventional commercial banks: Evidence from Pakistan. *International Journal of Islamic and Middle Eastern Finance and Management*, 10(1), 24-41. (SSCI Index, Scopus Index), **[Won Outstanding Paper Emerald Literati Award – 2018]** DOI 10.1108/IMEFM-10-2015-0119

[6] Sheikh, N. A., & Khan, M. I. (2016). Effects of excess cash, board attributes and insider ownership on firm value: evidence from Pakistan. *Australasian Accounting, Business and Finance Journal*, 10(1), 29-39. (Scopus Index, Q2), http://ro.uow.edu.au/aabfj/vol10/iss1/4

[7] Sheikh, N. A., & Qureshi, M. A. (2014). Crowding-out or shying-away: impact of corporate income tax on capital structure choice of firms in Pakistan. *Applied financial economics,* 24(19), 1249-1260. (Scopus Index) Applied Financial Economics merged into Applied Economics (SSCI Index) DOI: 10.1080/09603107.2014.925053

[8] Sheikh, N. A, & Wang, Z. (2013), "The Impact of Capital Structure on Performance: An Empirical Study of Non-Financial Firms Listed in Pakistan", *International Journal of Commerce and Management*, Vol.23 No.4, pp.354-368 (Scopus Index, Emerging Sources Citation Index)**. [Won Highly Commended Emerald Literati Award – 2014]**. The Journal renamed as Review of International Business and Strategy. DOI 10.1108/IJCoMA-11-2011-0034

[9] Sheikh, N. A, Wang, Z. & Khan, S. (2013), "The Impact of Internal Attributes of Corporate Governance on Firm Performance: Evidence from Pakistan. *International Journal of Commerce and Management*, Vol.23 No.1, pp.38-55. (Scopus Index, Emerging Sources Citation Index). The Journal renamed as Review of International Business and Strategy DOI 10.1108/10569211311301420

[10] Sheikh, N. A. & Wang, Z. (2012), "Effects of Corporate Governance on Capital Structure: Empirical Evidence from Pakistan", *Corporate Governance: The International Journal of Business in Society,* Vol.12

No.5, pp.629-641. (Scopus Index, Emerging Sources Citation Index) DOI 10.1108/14720701211275569

[11] Sheikh, N. A. & Wang, Z (2011), "Determinants of Capital Structure: An Empirical Study of Firms in Manufacturing Industry of Pakistan", *Managerial Finance,* Vol. 37 No.2, pp.117-133. (Scopus Index, Web of Science Emerging Sources Citation Index). DOI 10.1108/03074351111103668

[12] Sheikh, N. A & Wang, Z. (2010), "Financing Behavior of Textile Firms in Pakistan", *International Journal of Innovation, Management and Technology,* Vol.1 No.2, pp.130-135. (Ulrich Index) DOI: 10.7763/IJIMT.2010.V1.24

**List of Research Papers Published in HEC Recognized National Journals**

[13] Naz, A., Sheikh, N. A. & Iqbal, N. (2022). Nexus between ownership structure and earnings management: Evidence from Pakistan. City University Research Journal, 12(3),487-497 (HEC-Y Category)

[14] Maqbool, A., & Sheikh, N. A. (2022). Impact of financial decisions on firm performance: path analysis approach. South Asian Journal of Management Sciences, 16(1), 116-125 (HEC-Y Category)

[15] Farooq, M. A., & Sheikh, N. A. (2021). Impact of operating cash flow on financial decisions: evidence from Non-Financial firms listed on PSX. Journal of Business & Economics, 13(2), 66-86 (HEC-Y Category)

[16] Khursheed, A., & Sheikh, N. A. (2020). Impact of CEOs attributes on remuneration: evidence from Pakistan. Pakistan Journal of Social Sciences, 40(4), 1505-1515 (HEC-Y Category).

[17] Mehmood, K. K., Sheikh, N. A., & Batool, F. (2020). Enhancing organizational performance through social media use and knowledge management. IBT Journal of Business Studies (JBS), 16(1), 193-210 (HEC-Y Category)

[18] Sheikh, N. A., Mehmood, K. K., & Rasool, M. S. (2019). Impact of Value Added Intellectual Coefficient on Bank Performance: Evidence from Conventional and Islamic Banks in Pakistan. NUML International Journal of Business & Management, 14(1), 1-15 (HEC-Y Category)

[19] Sheikh, N. A., & Rafique, A. (2018). Effects of Firm Specific Measures and Board Attributes on Working Capital: Evidence from Textile Industry of Pakistan. Pakistan Business Review, 20(3), 535-546. (HEC-X Category)

[20] Sheikh, N. A., Mehmood, K. K., & Kamal, M. (2018). Determinants of corporate cash holdings: Evidence from MNCs in Pakistan. Review of Economics and Development Studies, 4(1), 71-78.

[21] Sheikh, N. A., Mehmood, K. K., & Kamal, M. (2018). Determinants of corporate cash holdings: Evidence from MNCs in Pakistan. Review of Economics and Development Studies, 4(1), 71-78 (HEC-Y Category)

[22] Sheikh, N. A., Ahmad, Z., & Mehmood, K. K. (2017). Determinants of Profitability of Mudārbahs in Pakistan (A Shariah-compliant Mode of Banking & Finance). Pakistan Journal of Islamic Research, 18(1). pp.63-71 (HEC-Y Category)
[23] Sheikh, N. A., & Khursheed, A. (2016). Impact of CEO and executive compensation on performance of takaful: Evidence from Pakistan. Pakistan Journal of Islamic Research Vol, 17(2) pp.103-109 (HEC-Y Category)
[24] Sheikh, N. A., Rafique, A., & Abbasi, M. N. (2016). Impact of working capital on performance of textile firms listed on PSX. Pakistan Journal of Social Sciences, 36(1), 409-419. (HEC-Y Category)
[25] Sheikh, N. A., Naz, S., & Abbasi, M. N. (2016). Communal determinants of dividend policy and capital structure: evidence from Pakistan. Pakistan Journal of Social Sciences, 36(2), 771-780. (HEC-Y Category)
[26] Sheikh, N. A., & Karim, S. (2016). Determinants of profitability of Islamic commercial banks: evidence from Pakistan. Pakistan Journal of Islamic Research, 17(1), 71-78. (HEC-Y Category)
[27] Sheikh, N. A. (2015). Capital structure determinants of non-financial listed firms in service sector: Evidence from Pakistan. Pakistan Journal of Social Sciences, 35(2), 1051-1059. (HEC-Y Category
[28] Sheikh, N. A., & Khan, M. I. (2015). The impact of board attributes and insider ownership on corporate cash holdings: Evidence from Pakistan. Pakistan Journal of Commerce and Social Sciences (PJCSS), 9(1), 52-68. (Scopus index, HEC-X Category)
[29] Sheikh, N. A., & Karim, S. (2015). Effects of internal governance indicators on performance of commercial banks in Pakistan. Pakistan Journal of Social Sciences, 35(1), 77-90.
[30] Sheikh, N. A., & Kareem, S. (2015). The impact of board structure, ownership concentration, and CEO remuneration on performance of Islamic commercial banks in Pakistan. Pakistan Journal of Islamic Research, 15(1), 49-59. (HEC-Y Category)
[31] Qureshi, M. A., Sheikh, N. A., & Khan, A. A. (2015). A revisit of pecking order theory versus trade-off theory: Evidence from Pakistan. Pakistan Journal of Commerce and Social Sciences (PJCSS), 9(2), 344-356. (Scopus index, HEC-X Category)

**List of Research Papers presented and published in (National and International) Conference Proceedings**

[1] Naz, A. & Sheikh, N. A. (2023), "Do payout policy derives earnings management: Evidence from Pakistan" published in the proceedings of 4th International Conference on Business and Management hosted by Lahore Business School, the University of Lahore on 18-19 March 2023
[2] Raza, S. A. & Sheikh, N. A. (2023), "Determinants of profit margin: Evidence from conventional and Islamic commercial banks in Pakistan" published in the proceedings of 4th International Conference

on Business and Management hosted by Lahore Business School, the University of Lahore on 18-19 March 2023

[3] Hanif, N., Sheikh, N. A, & Akhtar, M. H. (2019) "Do CAMEL indictors contribute towards efficiency and profitability of Islamic Banks?" published in the proceedings of conference on Global Forum on Islamic Finance hosted by COMSATS University Islamabad (CUI), in Lahore on March 13-14, 2019

[4] Maqbool, A. & Sheikh N. A. (2019) "Interdependencies among the trilogy of Corporate Finance: A Review and Research agenda" published in proceedings of National Conference on Business Research (DMS-NCBR 2019) hosted by the Department of Management Sciences, The Islamia University of Bahawalpur on March 27-28, 2019

[5] Sheikh, N. A. & Wang, Z. (2010), "Determinants of Capital Structure of Textile Firms in Pakistan". Published in *the proceedings of 2010 International Conference on Humanities, Historical, and Social Sciences (CHHSS-2010)*, pp.149-155 (ISSHP Indexed)

**Research Profile**

- Total citations (as per Google scholar) 2658
- h-index (Google scholar) 17
- i-10 index (Google scholar) 20

https://scholar.google.com.pk/citations?user=adXlnEkAAAAJ&hl=en
https://www.webofscience.com/wos/author/record/HDN-5309-2022
https://orcid.org/0000-0002-5565-3485
https://www.researchgate.net/profile/Dr_Nadeem_Sheikh/contributions

**Research Supervision Output**

- 05 PhD scholars have successfully completed and defended their dissertations under my supervision.
- 02 PhD scholars are currently working under my supervision
- 50 MS/MPhil scholars have completed and defended their research theses under my supervision.
- 05 MS/MPhil/MBA students currently working on their research theses

**Higher Education Commission's (HEC) Approved PhD Supervisor**

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| Appointed as HEC Approved PhD Supervisor for a period of 3 years in 2012 |
| Reappointed as HEC Approved PhD Supervisor for a period of 3 years in 2020 |
| Reappointed as HEC Approved PhD Supervisor for a period of 3 years in 2023 |

**Worked for following International Journals as an anonymous reviewer**

- International Journal of Emerging Markets (Emerald - UK, Social Science Citation Index)
  - South Asian Journal of Business Studies (Emerald – UK)
  - International Journal of Islamic and Middle Eastern Finance and Management (SSCI Indexed) (Emerald – UK)

- Journal of Applied Accounting Research (Emerald - UK) (Scopus Index)
- Business Strategy and the Environment (Wiley)
- Corporate Governance: The International Journal of Business in Society (Emerald – UK) (Scopus Index)
- Managerial Finance (Emerald – UK) (Scopus Index)
- Turkish Journal of Islamic Economics

**Personal Information**


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| Date of Birth | 18th August 1975 |
| Father's Name | Nazeer Ahmed Sheikh |
| e-mail | shnadeem@bzu.edu.pk (Official)<br>shnadeem@hotmail.com (Personal) |
| Postal Address | Institute of Management Sciences, Bahauddin Zakariya University, Multan (Punjab) Pakistan, Postcode: 60800 |
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