

**Shahbaz Shabbir, Ph.D.**

2008 S Anderson St.  
Urbana IL. 61801, USA  
Cell: 2176931678  
[Shahbaz@illinois.edu](mailto:Shahbaz@illinois.edu)

**ACADEMIC EXPERIENCE**

***Department of Business Administration, University of Illinois at Urbana-Champaign***

*Senior Lecturer* *August-2012 to Present*  
*Adjunct Assistant Professor* *August-2012 to August-13*  
*Post- Doctoral* *2010-2012*

- Developed, designed and teaching Online Courses: Principles of Marketing, Principles of Retailing and Management & Organizational Behavior.
- Developed, designed and teaching blended Course: Principles of Marketing.
- Conducting research on terrorism and its impact on marketing and business environment.

***Vienna University of Economics and Business Vienna Austria***

*Visiting Assistant Professor* *Summer 2015*

- Developed, designed and taught Management and Leadership to graduate and undergraduate students.

***College of Engineering, University of Illinois at Urbana-Champaign***

*Senior Lecturer* *August-2014 to Present*

- Developed, designed and teaching ENG 466: High Tech Venture Marketing: This course attracts graduate (PhD and Masters) and undergraduate students who are interested in starting their own business in near future. This course provides a good mix of marketing, entrepreneurship and organizational behavior.

***University of Illinois China Executive Leadership Program***

*Senior Lecturer, 2014 - present.*

- Lectured Chinese executives from across China on strategic marketing analysis, high performance work systems and consumer behavior analysis.

***School of Labor and Employment Relations University of Illinois at Urbana-Champaign***

*Post-Doctoral* **2010**

- Conducted research under the supervision of Professor John Lawler on Future of High Performance Work Systems in South Asia.
- Partially taught a graduate course “International HRM” with Professor John Lawler.

***COMSATS University at Lahore, Pakistan***

***Assistant Professor and Head Centre for Research***

***July 2009- September 2010***

- Developed and taught MBA courses.
- Supervised MPhil dissertations.
- Established and headed the Center for Research by acquiring research grant from Higher Education Commission of Pakistan.
- Organized an international research conference.
- Served as editor of conference proceedings (*peer-reviewed*).

***Business Administration, International University Islamabad Pakistan***

***Assistant Professor***

***April 2008 to May 2009***

- Developed and taught MBA courses.
- Supervised MPhil dissertations.
- Organized an International research conference.
- Served as the editor for conference proceedings (*peer-reviewed*).

***University of Malaya Kuala-Lumpur Malaysia***

***PhD Candidate***

***2005 to 2008***

*Completed PhD degree in Management and Leadership.*

***Adjunct Faculty***

***2003 to 2007***

*I taught MBA classes at Quaid-i-Azam University, Fatimah Jinnah Women University and Allama Iqbal Open University as an adjunct faculty.*

***Business Administration, Foundation University Islamabad***

***Lecturer***

***September 2003 to May 2005***

- Taught MBA and BBA classes and worked as coordinator for PhD program.

**INDUSTRIAL EXPERIENCE**

**Exports Manager**

**2002 to 2005**

*Euro-Impex International, Pakistan*

- Coordinated and participated in promotional activities, trade shows, worked with developers, advertisers and production managers to market products.
- Sales Head for French and German markets.
- Managed sales and operations: negotiated contracts with foreign buyers to finalize terms and conditions of Letter of Credit, sale deeds and long term sales and supply agreements.

**Assistant Exports Manager**

**1999 to 2002**

*Euro-Impex International, Faisalabad Pakistan*

I was responsible for arranging shipping documents, such as customs declarations, packing, shipping bill, and routing of products. I also worked closely with purchase department for procurement of raw materials and supplies.

## EDUCATION

### **Blended Teaching Certificate (Hybrid and Online)**

*University of Central Florida, USA, 2012*

### **Post-Doctorate**

*College of Business University of Illinois at Urbana Champaign, USA, 2010*

### **Doctor of Philosophy (Business Administration)**

*University of Malaya KL Malaysia, 2008*

### **Masters in Business Administration (Marketing and Management)**

*Hamdard University Karachi, Pakistan, 2002*

### **Bachelor of Arts (Social Sciences)**

*University of the Punjab, Lahore, Pakistan, 1999*

## AWARDS AND GRANTS

- ERASMUS- European Union funding for graduate teaching and scholarly research
- List of Teachers Ranked as Excellent, University of Illinois at Urbana Champaign, 2013-2014
- Teacher ranking of “Outstanding” representing the top 5% of faculty on the campus 2014
- Awarded post doctoral scholarship by Higher Education Commission of Pakistan

## ICES TEACHING EVALUATIONS

<b>Institute</b>	<b>Semester</b>	<b>Course</b>	<b>Evaluation</b>
U of Illinois	Fall 2014	ENG 466 High Tech Venture Marketing	4.7 out of 5.00
U of Illinois	Fall 2014	BADM320 Blended	4.6 out of 5.00

		Principles of Marketing	
U of Illinois	Spring, 2014	BADM320 Blended Principles of Marketing	4.89 out of 5.00
U of Illinois	Fall, 2013	BADM 320 Blended Principles of Marketing	4.8 out of 5.00
U of Illinois	Fall, 2012	BADM 320 Principles of Marketing (Online)	4.1 out of 5.00
U of Illinois	Summer, 2012	BADM 320 Principles of Marketing (Blended)	4.0 out of 5.00
U of Illinois	Fall, 2011	BADM 310 Management & Organizational Behavior (Online)	4.4 out of 5.00

## TEACHING INTERESTS

- Principles of Marketing
- Marketing Management
- Consumer Behavior
- Services Marketing
- Human Recourse Management
- Introduction to Management
- Organizational Behavior
- Leadership
- High Tech venture Marketing
- Entrepreneurship
- Strategic Management

## SUMMER APPOINTMENTS

2015	Vienna University of Business and Economics	Austria
2012	University of Communication	China

2008	PCTE Management Sciences,	India
2005	QAU Islamabad,	Pakistan

## **CONFERENCE CHAIR**

- Conference chair for the bi-annual International Research Conference. I managed its academic as well as administrative operations.
- First conference was attended by 700 participants from 13 different countries and included 142 paper presentations.
- 2nd International Conference was attended by 650 participants from 11 different countries and included 110 paper presentations.

## **SERVICE ACTIVITIES**

- Planed and executed a study abroad tour to Peru with a group of 14 University of Illinois students in March 2016.
- Planed and executed a study abroad tour to Tanzania with a group of 15 University of Illinois students in November 2015.
- Planed and executed a study abroad tour to Spain and France with a group of 17 University of Illinois students in January 2016.
- Planed and executed a study abroad tour to Turkey and Greece with a group of 20 University of Illinois students in January 2015.
- Ad Hoc Reviewer for Social Responsibility Journal, Int. Journal of Economics & Business, Int. Journal of Management India and Asia Pacific Business Review.

## **PROFESSIONAL AFFILIATIONS**

- Member Association for Psychological Science
- Member Academy of Management
- Member Midwest Academy of Management

## **RESEARCH IN PROGRESS**

- Denise Lyod and Shahbaz Shabbir “Social Category Diversity Promotes Pre-meeting Elaboration: Role of Social Status and Decision Making “

- Rasul, I., Wei W., and Shahbaz, S, “Trust as a Mediator for the Effect of Organizational Justice: What do the Multifoci and Cultural Approaches Tell Us?”
- Shahbaz, S., and Lawler, J., “Future of High Performance Work Systems in South Asia”
- Shahbaz, S., and Lawler, J, “Religiosity, Perception of Organizational Justice and Organizational Citizenship Behavior”
- Shahbaz, M., Nasir Malik and Shabbir, S, “Does Economic Growth Cause Terrorism in Pakistan”

## JOURNAL PUBLICATIONS

- Shabbir, M.S., Shahbaz, M., and Zeshan, M. 2014. Renewable and Nonrenewable Energy Consumption, Real GDP and CO2 Emissions Nexus: A Structural VAR Approach in Pakistan. [\*Bulletin of Energy Economics\*](#), 2(3), 91-105.
- Shahbaz, M., Shahbaz, S., Malik, M., and Wolters, M. 2013. An Analysis of a Causal Relationship between Economic Growth and Terrorism in Pakistan. [\*Economic Modeling\*](#), 6: 21-29
- Shahbaz, M., Afza, T. and Shahbaz, S. 2013. Does Defence Spending Impede Economic Growth? Cointegration and Causality Analysis for Pakistan. [\*Defence and Peace Economics\*](#), (24)- 2: 105- 120
- Shahbaz, M., Shahbaz, S., and Butt, M. 2013. Does Military Spending Explode External Debt In Pakistan? [\*Defense and Peace Economics\*](#), 2-24
- Shahbaz, M., Shahbaz, S., and Butt, M. (2013) "Effect of financial development on agricultural growth in Pakistan: New extensions from bounds test to level relationships and Granger causality tests", [\*International Journal of Social Economics\*](#), Vol. 40 Iss: 8, 707 - 728
- Shahbaz, M., Islam. F., and Shahbaz S., M. 2012. Phillips Curve in a Small Open Economy: A Time Series Exploration of North Cyprus. [\*Bangladesh Development Studies\*](#) Vol. XXXV, No. 4
- Shahbaz, M., Shahbaz, S. 2012. Military Spending and Economic Growth in Pakistan: New Evidence from Rolling Window Approach. [\*Economic Research\*](#). pp: 144-159, Vol: 25

- Shahbaz, S., Ahmad, K., Lawler, J. 2011. Effect of Working Environment on Job Satisfaction in Pakistan. [\*World Review of Entrepreneurship, Management and Sust. Development\*](#), 7: 52 to 61
- Shahbaz, S., Rehman ud Din, M. 2010. Societal Marketing an Investment or Donation. [\*Asia Pacific Business Review\*](#), 6: 37-46
- Shahbaz, S., Ahmad, K., Lawler, J. 2011. Entrepreneur pro-activeness and customer value: the moderating role of innovation and market orientation. [\*World Review of Entrepreneurship, Management and Sust. Development\*](#). Vol.6, No.3, pp.189 – 205
- Rehman, A., Shahbaz, S. 2010. The relationship between religiosity and new product adoption. [\*Journal of Islamic Marketing\*](#), 1: 63-69
- Shahbaz, S., Shamim, A., Shahbaz, M. 2011. Creativity: a driving force behind yield management. [\*International Journal of Economics & Business\*](#), 3: 459-467
- Shahbaz, M., Tang, C., Shahbaz, S. 2011. Electricity consumption and economic growth nexus in Portugal using cointegration and causality approaches. [\*Energy Policy\*](#), 29: 3529-3536
- Shahbaz, M., Lean, H., Shahbaz, S. 2012. Environmental Kuznets Curve hypothesis in Pakistan: Cointegration and Granger causality. [\*Renewable and Sustainable Energy Reviews\*](#), 16: 2947–2953
- Shahbaz, S., Kaleem, A., Qureshi, I. 2011. Customers' perceptions towards adoption of e-banking in Pakistan. [\*International Journal of Economics & Business\*](#), 3: 1-14
- Shahbaz, S., and Israr, A. 2010. Cause Related Marketing campaigns and Consumer Purchase Intentions: The mediating role of Brand Awareness and Corporate Image. [\*African. Journal of Business Management\*](#).
- Shahbaz, S., and Mudassar, S., 2010. Service Quality, Word of Mouth and Trust: Drivers to Achieve Patient Satisfaction, African, [\*Journal of Business Management\*](#).
- Shahbaz, M., Amir, N., Shahbaz, S. 2011. Financial Development, Openness Relation and the Role of Financial Institutions: A Case of Pakistan. [\*Asia Pacific Business Review\*](#), vii: 31-47
- Shahbaz, M., Shahbaz, S., Butt, M. 2010. Exports and Imports Nexus: Econometric Evidence for Pakistan. [\*The IUP Journal of Applied Economics\*](#), ix: 34-45
- Shahbaz, M., and Shahbaz, S.2010. Urbanization and Poverty Reduction: A Case Study of Pakistan. [\*ICFAI Journal of Infrastructure\*](#). VIII, No. 4, pp. 23-37.

- Shahbaz, S., Kashif, R., and Nasir, A. 2006. Assessing the Impact of Tobacco Advertisement on Male Teenagers in Islamabad. [\*PCTE International Journal of Management\*](#), 01. Vol. 3.
- Nasir, A., Shahbaz, S., and Kashif, R. 2005. Effect of Packaging color on Consumer's Behavior. [\*PCTE International Journal of Management\*](#), 02 Vol. 1.

## **BOOK CHAPTERS**

- Shahbaz, S., and Kashif, R. "Existence and Perceptions held about Gender Discrimination against women in the Work place" A Chapter in a book Dynamic Management in Global Economy, published by New Century 2006, XXI, 458p New Delhi.
- Shahbaz, S., and Kashif, R., "Front line and middle managers style of handling interpersonal conflicts with superior at work place" A Chapter in a book Human and Social Development, published by University Utara Malaysia. Paper presented in 1ST East Asian International Conference on Human and Social Development (Eaic-Hsd 2005) University Utara Malaysia.

## **REFEREED CONFERENCE PUBLICATIONS**

- Izza Rasul, Wei Wang and Shahabz Shabbir "Trust as a Mediator for the Effect of Organizational Justice: What do the Multifoci and Cultural Approaches Tell Us?" Presented at 2012 Annual Meeting of Midwest Academy of Management. Chicago, USA.
- Muhammad Shahbaz Shabbir, and Fauzia Sayyed "OCB and Brand Equity" paper presented at 17<sup>th</sup> South Dakota Business Conference from 01 to 03 October, 2010, Rapid City, SD. USA
- Muhammad Shahbaz Shabbir and Muhammad Tahir Mahnood "The Effects of Educational of Level of the Consumers on Rating the Features of Mobile Phone Handset for its Purchase" ASIA PACIFIC MARKETING CONFERENCE: University Malaysia Sarawak, Kuching, Malaysia, 22 - 23 November 2005.
- Muhammad Shahbaz Shabbir and Amjad Ali "The Impact of Public Versus Private Consumption on Variety Seeking Behavior in Male and Female Students" ASIA PACIFIC MARKETING CONFERENCE: University Malaysia Sarawak, Kuching, Malaysia, 22 - 23 November 2005.



- Muhammad Shahbaz Shabbir and Kashif-ur-Rehman, “Factors effecting children education in rural areas” paper presented in 1ST EAST ASIAN INTERNATIONAL CONFERENCE ON HUMAN AND SOCIAL DEVELOPMENT (EAIC-HSD 2005) University Utara Malaysia.
- Muhammad Shahbaz Shabbir and Syed Asad Hussain “Factors Responsible for Perceived Risks in the Purchase of Low Ticket Consumer Products Categories-The Grocery Basket” ASIA PACIFIC MARKETING CONFERENCE: University Malaysia Sarawak, Kuching, Malaysia, 22 - 23 November 2005.
- Muhammad Shahbaz Shabbir, Nasir Ahmad, & Syed Mubarak Abbas Shah “Success Factors of Small Enterprises” the Business & Economics Society International Conference held from July 15-19, 2006 in Florence Italy.
- Muhammad Shahbaz Shabbir, Nasir Ahmad & Nausheen Ali “Gender Implications on a Pakistani Consumers Impulse Buying Decisions” the Business & Economics Society International Conference held from July 15-19, 2006 in Florence Italy
- Muhammad Shahbaz Shabbir, Kashif-ur-Rehman and Nadeem Safwan “An Empirical study on Consumer Preferences for local and Foreign products” (Paper presented at International Conference 2007 Organized by PCTE Campus, Ludhiana India, on March, 2007).
- Muhammad Shahbaz Shabbir and Kashif-ur-Rehman, “A study on user’s view point of mobile utilization”.(Paper presented at International Conference 2007 Organized by PCTE Campus, Ludhiana India, on March,2007).
- Muhammad Shahbaz Shabbir and Nasir Mahmood “Analysis of Noise Traders: A Case study of Karachi Stock Exchange 1999 to 2004” paper presented in the Business & Economics Society International Conference held from July 15-19, 2007 in Antibes, France.
- Muhammad Shahbaz Shabbir and Nasir Mahmood “Efficient Market Hypothesis and Concentration of Investment Karachi Stock Exchange 1999-2004” paper presented in the Business & Economics Society International Conference held from July 15-19, 2007 in Antibes, France
- Muhammad Shahbaz Shabbir, “Decision Styles of Pakistani Managers in Telecommunication Sector” Paper presented at a conference organized by Maastricht School of Management on 06 July, 2007.
- Muhammad Shahbaz Shabbir and Shoaib Akhtar “Effects Of Cross Training And Multitasking On Job Satisfaction Of Employees: A Case Study Of Fatima Jinnah Women University” paper presented in The Business & Economics Society

International (B&ESI) Conference that held in Lugano, Switzerland, July 16 to 19, 2008.

- Muhammad Shahbaz Shabbir, “Consumer Behavior and Purchase Intention with Reference to Brand Name and their Country of Origin in Pakistan” paper presented in The 2008 International Conference on e-Learning, e-Business, Enterprise Information Systems, e-Government, & Outsourcing (EEE'08) held in Las Vegas, Nevada, USA (July 14-17, 2008).
- Muhammad Shahbaz Shabbir and Nisar Ahmad “Socialization Agents and Adolescents Skepticism towards Personal Care and Food Products Advertising: The Mediating Effect of Marketplace Knowledge”, paper presented at 2<sup>nd</sup> COMSATS International Business Research Conference `4<sup>th</sup> November 2009, Lahore Pakistan,.
- Muhammad Shahbaz Shabbir and Khursheed Ahmed “Effect of Working Condition, Pay-Benefits, and Relationship with Coworkers of Pakistani University Teachers”, paper presented at 2<sup>nd</sup> COMSATS International Business Research Conference `4<sup>th</sup> November 2009, Lahore Pakistan,.
- Muhammad Shahbaz Shabbir and Israr Ahmed “Cause related Marketing” Paper presented at Clute Institute’s International conference in Orlando, Florida USA 4<sup>th</sup> January 2010.
- Muhammad Shahbaz Shabbir, and Amjad Shamim “Creativity and Yield Management” paper presented at Asia Pacific Tourism conference 08 to 12 August 2010, Pukhat Thailand.