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🌐 LinkedIn: <https://www.linkedin.com/in/khwaja-naveed/>

Gender: Male Date of birth: 15/09/1985 Nationality: Pakistani

DEGREES

[2019 – 2023] **PhD (Management Sciences)**

Open University of the Netherlands

City: Heerlen | Country: Netherlands |

- Thesis: "Board gender diversity and sustainability performance of firms in the Chinese context: a national level, sub-national level, and industry level analysis".

[2018] **Master of Science in Business Administration**

Virtual University Pakistan

- Special Topic: "Impact Analysis of Parents' Teachers' Council on Organizational development of a School"

[2012] **Master Of Business Administration**

Virtual University Pakistan

- Thesis: "Effectiveness of Training System for a Technology Teacher; A Case of Swat".

[2007] **Bachelor of Science in Electrical Engineering**

University of Engineering and Technology, Peshawar

- Project: "Voice Encryption and Decryption using PIC Micro Controller".

OTHER EDUCATION AND EXPERTISE

[08/2022 – 12/2022] **Certificate in Critical Writing Skills (Maastricht University language center)**

[08/2022 – 10/2022] **The New Sustainability in Business (Aalto University)**

[02/2022 – 06/2022] **Qualitative Research Methods (University of Calgary, Canada)**

[03/2022 – 06/2022] **AI foundations for Business (IBM through Coursera)**

LANGUAGE SKILLS

Mother tongue(s): Pashto , Urdu

Other language(s):

English

LISTENING C2 READING C2 WRITING C2

SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1

Swedish

LISTENING A2 READING A2 WRITING A1

SPOKEN PRODUCTION A2 SPOKEN INTERACTION A1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

CURRENT EMPLOYMENT

[09/2024 – Current]

Postdoctoral Researcher - Stage 2 (Division of Informatics, University of Gothenburg)

- Research on digital governance, sustainability, environmental accounting and AI (Sustainability Analysis using computational tools, Human-in-the-loop AI for ESG governance).
- Member of BIOPATH (biodiversity disclosures) and Urban Twin Transition Center (scaling digital net-zero solutions with municipalities).
- Teaching and supervision in sustainability / digitalisation (e.g. Master's level courses, thesis supervision).

PREVIOUS WORK EXPERIENCE

Department of Accounting, College of Business & Economics, UAE University

City: Al-Ain | **Country:** United Arab Emirates

[29/08/2023 – 30/08/2024]

Postdoctoral Research fellow

- **Research Theme:**
 - Sustainability Accounting.
- **Roles:**
 - Projects on TCFD compliance, corporate water reporting and environmental performance.
 - Collaborations with international partners on institutionalization of digital tools in sustainability Accounting.
 - Collaborations on Project: Accounting in Billion Trees Afforestation Project.

Riphah International University

Country: Pakistan

[09/2021 – 08/2023]

Lecturer

- **Roles**
 - a. Taught Business & Management Courses
 - b. Campus Incharge: Career Counselling Office
 - c. Departmental Incharge: Industrial Liaison

TekNords Group of Colleges City: Mingora | **Country:** Pakistan

[06/2014 – 05/2018]

Director

- Portfolio Management of 5 Campuses.
- Human Resource Development of faculty.
- Curriculum Management

Swat Polytechnic Institute

[05/2008 – 04/2014]

Principal

1. Internal Management and Administration
2. Supervision of final grade projects and thesis.
3. Taught courses in Technology & Management

RESEARCH FUNDING

1) **2023-** Riphah Contestable Grant. Salim Khan & Khwaja Naveed. Humble Leadership and Knowledge Sharing in Hotel Industry (PKR: 105000)

2) **2024–2025:** Contributing researcher in several large-scale applications (Swedish Research Council, SSHRC, NSFC) and co-developer of proposals on human-in-the-loop AI for ESG and biodiversity greenwashing.

RESEARCH OUTPUT

Overview

I have developed a solid research profile, with 30 research-based publications over the past five years, including 25 peer-reviewed journal articles. I maintain an active pipeline of projects and manuscripts at various stages of review. In addition, I have published two book chapters, with a third accepted and forthcoming, and I have completed 17 verified peer reviews for reputable accounting and sustainability journals (Web of Science). My work has received 332 citations on Web of Science, with an h-index of 11.

Forthcoming

Naveed, K., Maria, L. (2025). Weaving digitalization into sustainability accounting: Exploring institutionalization and performance potential *AI and Digitalisation in Sustainability Accounting and Assurance*. Routledge Studies in Accounting Book Series.

Muhammad, D., Ahmed, I., **Naveed, K.**, & Bendeche, M. (2025). Explainable AI models for decoding emotional subtexts on social media. *Complexity*.

Published

Naveed, K., Farooq, M.B., Zahir-Ul-Hassan, M.K. and Rauf, F. (2025), "AI adoption, ESG disclosure quality and sustainability committee heterogeneity: evidence from Chinese companies", *Meditari Accountancy Research*. <https://doi.org/10.1108/MEDAR-02-2024-2374> (ABDC: A | ABS: 1 | Scopus: Q1 | IF: 4.4 | WOS: SSCI)

Farooq, M. B., **Naveed, K.**, Khalid, F., Narayan, A. K., & Khudir, I. M. (2025). Examining the extent and quality of corporate water management disclosures in extremely high-water stress countries. *Sustainability Accounting, Management and Policy Journal*, 16(3), 705-735. <https://doi.org/10.1108/SAMPJ-01-2024-0054> (ABDC: B | ABS: 2 | Scopus: Q1 | IF: 7.2 | WOS: SSCI)

Rauf, F., Baolei, Q., Wanqiu, W., **Naveed, K.** (2025). Influence of government divestiture, secondary privatization, and regional development on corporate environmental performance in China. *Journal of Environmental Management*. <https://doi.org/10.1016/j.jenvman.2025.125745> (ABDC: A | ABS: 3 | Scopus: Q1 | IF: 8.4 | WOS SSCI)

Shehzad, M. U., Jianhua, Z., **Naveed, K.**, Zia, U., & Sherani, M. (2024). Sustainable transformation: An interaction of green entrepreneurship, green innovation, and green absorptive capacity to redefine green competitive advantage. *Business Strategy and the Environment*, 33(7), 7041-7059. <https://doi.org/10.1002/bse.3859> (ABDC: A | ABS: 3 | Scopus: Q1 | IF: 13.3 | WOS SSCI)

Naveed, K., Khalid, F., Voinea, C. L., Roijakkars, N., & Fratostiteanu, C. (2023). Board gender diversity and corporate environmental commitment: A subnational perspective. *Business Strategy and the Environment*, 1-21. <https://doi.org/10.1002/bse.3403> (ABDC: A | ABS: 3 | Scopus: Q1 | IF: 13.3 | WOS SSCI)

Khalid, F., **Naveed, K.***, Voinea, CL., Curseu, PL., Xinhui, S. (2023) Organizational stakeholders and environmental sustainability investment: does China's regional heterogeneity matter?. *Society and Business Review*. <https://doi.org/10.1108/SBR-03-2023-0085>

(ABDC: B | ABS: 2 | Scopus: Q1 | IF: 4.6 | WOS ESCI)

Naveed, K., Khalid, F., & Voinea, C. L. (2023). Board gender diversity and corporate green innovation: An industry-level institutional perspective. *Corporate Social Responsibility and Environmental Management*. <https://doi.org/10.1002/csr.2386> (ABDC: C | ABS: 1 | Scopus: Q1 | IF: 9.1 | WOS SSCI)

Khalid, F., **Naveed, K.**, He, X., & Ye, C. (2022). Impact of chief financial officer's experience on the assurance of corporate social responsibility reports in China. *Society and Business Review*. <https://doi.org/10.1108/SBR-10-2021-0190> (ABDC: B | ABS: 2 | Scopus: Q2 | IF: 1.58 | WOS ESCI)

Rauf, F., Voinea, C. L., Roijackers, N., **Naveed, K.**, Hashmi, H. B. A., & Rani, T. (2021). How executive turnover influences the quality of corporate social responsibility disclosure? Moderating role of political embeddedness: evidence from China. *Eurasian Business Review*, 1-25. <https://doi.org/10.1007/s40821-021-00187-9> (ABDC: C | ABS: 2 | Scopus: Q1 | IF: 3.574 | WOS SSCI)

Naveed, K., Voinea, C. L., & Roijackers, N. (2022). Board Gender Diversity, Corporate Social Responsibility Disclosure, and Firm's Green Innovation Performance: Evidence From China. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.892551> (WOS: SSCI | ABD 1 | Scopus: Q2 | IF: 4.232)

Under Review works

(1) **Khwaja Naveed**, MB Farooq, Fawad Rauf, Ibrahim Khudir, "Bridging the Gender Gap and Corporate Water Disclosures: Interplay of Sustainability Committee, Board Independence and Industry Culpability in US". **Submitted to Q1, ABS2, ABDC A Journal.**

2) **Khwaja Naveed**, MB Farooq, Murad Ali, "Accounting Approaches and Challenges in Large-Scale Afforestation Projects: Insights from the Billion Tree Afforestation Project KP Pakistan". **Submitted to Q1, ABS3, ABDC A Journal.**

Book Chapters

Naveed, K., & Saleem, M., (2022). Simultaneous Learning in Higher Educational institutes in the aftermath of COVID-19. Book chapter. *In Futurology in Education and Learning*, pp. 21-40. 2023

Naveed, K., Saleem, M., Muhammad, D., & Ulhaq, R. (2022). Business Ethics or Ethics in Business? Panacea in the Shrinking World. Book chapter. *In values and Ethics for the 21st Century.*

Supervision

- Supervised 6 Bachelor's theses at Riphah International University
- Co-supervisor of 1 Master's thesis at University of Gothenburg on biodiversity disclosure and TNFD-related earnings calls.
- Co-supervision of 2 PhD student at Open University of the Netherlands (topics: Institutional Evolution and Digital Pathways in Emerging Markets, Carbon Trading for Global Sustainability).

Research leadership / coordination

- Lead the empirical components (text mining and disclosure analysis) in parts of BIOPATH.
- Led the Billion Tree Afforestation Project study.
- Coordinate the Environmental Accounting of Digital Technologies study.
- Coordinated the TCFD compliance analysis study.

TEACHING MERITS

Pedagogical training

- Diploma in Higher Education Teaching & Learning, University of Gothenburg. (Feb 2025- till date)
- Postgraduate Diploma in Professional Ethics and Teaching Methodology, Riphah International University. (Sep 2022- Aug 2023)
- Certificate in Outcomes-Based Education, Riphah International University (Feb 2023-Sep 2023)

Pedagogical Publication

Naveed, K., & Saleem, M., (2022). Simultaneous Learning in Higher Educational institutes in the aftermath of COVID-19. Book chapter. *In Futurology in Education and Learning*, pp. 21-40. 2023

Teaching Experience

University of Gothenburg

- Master's level courses in sustainability / digitalisation / research methods within Division of informatics and related programmes.
- Responsible teacher for 2 out of 3 modules in Human Centered AI course, within Human Computer Interaction program.

Riphah International University

- Courses: Business Ethics & Corporate Social Responsibility, Business Policy & Strategy, Business Statistics, ICT for Business, Corporate Law, Total Quality Management.
- Undergraduate and postgraduate levels; lecture design, workshops, assessment and supervision.

AWARDS

Gold Medal Award

Honored with the Government of Pakistan Gold medal award, as stood 1st among more than 40000 candidates in post-secondary examination

Fellowship award for BS by National Engineering & Scientific Commission, Pakistan

It was the sponsorship I received for the four years of my BS (honors)

Organizer

- British Accounting and Finance Association Conference (BAFA), Dubai UAE, 2023.
- Business Ideas Competition, Riphah International University, 2022.
- Literary Week Exhibitions, Riphah International University, 2021.

Session Chair

- British Accounting and Finance Association Conference (BAFA), Dubai UAE, 2023.

Invited international lectures

- Faculty of Management, Open University of the Netherlands (Feb, 2026).

SCIENTIFIC & SOCIAL IMPACT

Impact

- Engagement with Project Management Unit of 10 Billion Tree Afforestation Project (Pakistan) to discuss accounting and governance findings.
- Regular participation in BIOPATH and Urban Twin Transition Center stakeholder meetings with municipalities, firms and standards bodies.
- Interaction with Swedish standards organisations on biodiversity standards and nature-related reporting.

Presentations

- MB Farooq, **Khwaja Naveed**, Mitali Panchal, Kashif Nadeem, "The Dark Side of Digitalisation: An Evaluation of the Environmental Disclosure of Meta". APIRA & AARN Joint Conference, Adelaide South Australia, 2025.
- Kristian Norling, **Khwaja Naveed**, Fredrik Svahn, "Strategic Fragmentation: The Integration Challenges of Digital and Sustainability". 29th IRSPM: Civic engagement and social capital in contemporary public administration: facing the challenges of social equity and environmental sustainability, Bologna Italy 2025
- **Khwaja Naveed**, MB Farooq, "Navigating the Gender Gap and Corporate Water Disclosures: Impact of heterogeneity of Sustainability Committee". 9th ICIBM: Managing Resources and Knowledge in the Digitalized & Sustainable Business Ecosystems, Lahore Pakistan 2024.
- **Khwaja Naveed**, Muhammad Bilal Farooq "Multi-level Analysis of Water Accounting in Water Stress Countries", British Accounting and Finance Association Conference, Dubai UAE, 2023.
- **Khwaja Naveed**, Muhammad Bilal Farooq "Environmental Flip Side of Digital Technologies: An Accounting Perspective", British Accounting and Finance Association Conference, Dubai UAE, 2023.
- **Khwaja Naveed**, Salim Khan, Riaz Ulhaq & Dost Muhammad " Business Ethics or Ethics in Business? Panacea in the shrinking world", International conference on Understanding Values and Ethics in the shrinking world, Central University of Rajasthan, India, 2022.