

Ahlam Mohammed AlKhayyal

Curriculum Vitae

ACADEMIC PROFILE

I am Ahlam Mohammed AlKhayyal holds a **Doctor of Business Administration (DBA) in Accounting** from the University of Sharjah, having successfully passed my doctoral viva in Spring 2026. I am distinguished as the **first Emirati woman to graduate with a doctoral specialization in Accounting from the University of Sharjah**, a milestone that reflects not only my personal dedication and academic excellence, but also my commitment to advancing the role of Emirati women in higher education and the accounting profession.

My research sits at the intersection of **financial reporting quality, corporate governance, and sustainability**, with a particular focus on board gender diversity, earnings management, and ESG performance in emerging market contexts. My scholarly work has accumulated over **200 citations**, reflecting the broad impact and relevance of my contributions to the literature.

Complementing my academic research is a **distinguished professional career spanning over 15 years** in accounting and financial management across government, semi-government, and higher education institutions in the UAE. My hands-on experience encompasses financial reporting, internal controls, ERP systems, compliance, and risk management, competencies that directly enrich my capacity to deliver applied, rigorous, and industry-relevant instruction at both the undergraduate and graduate levels. My long-standing affiliation with the University of Sharjah's School of Business Administration has further deepened my understanding of academic environments, student development, and institutional excellence.

I believe I can bring to the classroom not only theoretical depth but also a practical perspective from a seasoned accounting professional, making me uniquely positioned to bridge the gap between academic knowledge and real-world financial practice.

EDUCATION

Doctor of Business Administration (DBA) in Accounting University of Sharjah, Sharjah, UAE, 2026

- **Research Focus:** Financial Reporting Quality, Board Gender Diversity, Earnings Management, ESG

Master of Business Administration (MBA) University of Modern Sciences, Dubai, UAE
2014

Postgraduate Diploma Edinburgh Business School, Heriot-Watt University, Dubai, UAE
2011

Bachelor of Science in Accounting University of Sharjah, Sharjah, UAE 2007

RESEARCH INTERESTS

- Financial Accounting
 - Financial Reporting Quality
 - Corporate Governance (Board Gender Diversity)
 - Earnings Management
 - Environmental, Social, and Governance (ESG) Performance
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PUBLICATIONS AND SCHOLARLY WORK

Google Scholar Metrics: Citations: 217 | h-index: 2 | i10-index: 2

Refereed Journal Articles

AlKhayyal, A., & Jaafar, A. (2026). Board gender diversity, ESG and earnings management: evidence from the Southeast Asian. *International Review of Management and Marketing*, 16(4), 472-483

AlKhayyal AM, Jaafar A (2026;), "Board gender diversity, ESG and earnings management: evidence from the Southeast Asian firms". *Asian Journal of Accounting Research*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/AJAR-10-2025-0476>

Al-Khayyal, A., Alshurideh, M., Al Kur Kurdi, B., & Aburayya, A. (2020). The impact of electronic service quality dimensions on customers' e-shopping and e-loyalty via the impact of e-satisfaction and e-trust: A qualitative approach. *International Journal of Innovation, Creativity and Change*, 14(9), 257-281.

Book Chapters

Al-Khayyal, A., Alshurideh, M., Kurdi, B. A., & Salloum, S. A. (2020). Factors influencing electronic service quality on electronic loyalty in online shopping context: Data analysis approach. In *Enabling AI Applications in Data Science* (pp. 367-378). Springer.

TEACHING INTERESTS

Prepared to teach at the undergraduate level in the following areas:

- Financial Accounting
 - Managerial Accounting
 - Financial Reporting Quality
 - Corporate Governance and Ethics
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PROFESSIONAL EXPERIENCE

University of Sharjah | Sharjah, UAE *Senior Internship Officer, Dean's Office* | Apr 2017 – Dec 2023

- Spearheaded transformative career guidance and counselling initiatives, equipping students with the skills and confidence to excel in dynamic and competitive markets.
- Cultivated robust, strategic partnerships with leading external organizations, dramatically expanding internship pipelines and professional development opportunities across the institution.
- Engineered and optimized core administrative frameworks within the Dean's Office, elevating operational excellence and delivering superior service support to students, faculty, and stakeholders.

Student Services Officer, Dean's Office | Apr 2014 – Apr 2017

- Delivered impactful results and led strategic initiatives as a service support leader.
- Provided advanced academic and administrative support, improving student experiences and standards.
- Developed inclusive orientation programs for new students.

Administrative Assistant, EMBA Program | Dec 2010 – Apr 2014

- Exhibited strategic leadership in transforming EMBA program operations, promoting continuous improvement to achieve strong outcomes and growth.

- Championed the EMBA Distinguished Guest Speaker Series, building key partnerships with alumni and industry leaders to boost the program's profile.
- Strengthened financial reporting and compliance, reinforcing internal controls and risk management.
- Led system migrations and financial reconciliations, ensuring accuracy and integration.

Directorate of Public Works | Sharjah, UAE *Accountant, Finance Department* | Sep 2008 – Dec 2010

- Improved efficiency and accuracy in accounts payable, auditing, purchasing, and inventory processes.
- Contributed to the enhancement of financial reporting and internal controls for compliance and risk management.

Ajman Ruler's Court | Ajman, UAE *Accountant, Finance Department* | Nov 2007 – Sep 2008

- Implemented comprehensive payroll and employee benefits management, ensuring precision and punctual execution.
- Played a pivotal role in the successful migration to Oracle ERP by meticulously preparing and reconciling financial data across accounts payable, receivable, suppliers, and banking institutions.
- Served as a key financial and relations officer at official exhibitions, elevating organizational visibility and strengthening stakeholder relationships.

TECHNICAL AND PROFESSIONAL SKILLS

- **Financial Oversight:** Budget management, accounts payable/receivable, payroll, auditing, and financial reconciliations.
- **Systems & Software:** Proficient in Oracle ERP, MIS platforms, and Microsoft Office Suite, SPSS, Refinitiv, and Stata.
- **Process Improvement:** Strategic problem-solving, internal controls, and risk management.
- **Languages:** Arabic (Native), English (Fluent - IELTS 6.5).

ACADEMIC REFERENCES

Professor Aziz Jaafar (Main Supervisor of my dissertation)

University of Sharjah

Email: ajaafar@sharjah.ac.ae

Phone: +97165053551

Dr. Walaa ElKelish (Chair Committee and Internal Examiner)

University of Sharjah

Email: welkelish@sharjah.ac.ae

Phone: +97165053505

Dr. Azaddin Khalifa (Advisor (DBA), Professor taught me in undergraduate and DBA course, and I worked under his supervision in EMBA program)

University of Sharjah

Email: azaddin@sharjah.ac.ae

Phone: +97165050544