

CURRICULUM VITAE

Personal Information

Name : **ABU ELIAS SARKER**
Date of Birth : 12 December, 1961
Citizenship : Australian
Marital Status : Married
Current Mailing Address : Department of Management, College of
Business Administration, University of Sharjah,
PO Box 27272, Sharjah, United Arab
Emirates.
Email : elias@sharjah.ac.ae
Tel No : +971-6-5053550(W)
Fax No : +971-6-5050100

Academic Qualifications

- Ph.D. in Public Administration, University of Liverpool, UK, 1991.
- M.S.S. in Public Administration, First Class 2nd Position, University of Dhaka, Dhaka, Bangladesh, 1984.
- B.S.S. Honours in Public Administration, First Class 4th Position, University of Dhaka, Dhaka, Bangladesh, 1981.

Current Job

- **Associate Professor**, Department of Management. Associate Professor since September 2007.

Previous Employments

- **Assistant Professor**, Department of Management, Marketing & Public Administration, College of Business Administration, University of Sharjah, United Arab Emirates – August 2000 to August 2007.
- **Senior Lecturer**, Department of Management & Public Administration, the University of the South Pacific, Suva, Fiji – January 1998 – July 2000.
- **Associate Professor**, Department of Public Administration, University of Dhaka, Bangladesh - November, 1994 to November, 1995.
- **Assistant Professor**, Department of Public Administration, University of Dhaka, Dhaka, Bangladesh - November, 1991 to November, 1994.
- **Lecturer**, Department of Public Administration, University of Dhaka, Dhaka, Bangladesh - April, 1987 to November, 1991.

Distinctions/Awards

- First Class at Undergraduate and Postgraduate Programs.
- First-grade Postgraduate Scholarship, University of Dhaka, 1982-84.
- Commonwealth Scholarship Program for Ph.D. Research, 1987 - 1991.

Teaching/ Units/Subjects Taught

- Public Policy and Management
- Leading for Accountability
- Development Management
- International Public Sector Management
- International Business
- Organization Theory and Design
- Principles of Management
- Emirates Governance
- Human Resource Management
- Organization Behaviour
- Public Sector Reform (Corporatization and Privatization)
- Business and Government
- Public Sector Marketing
- Fundamentals of Innovations and Entrepreneurship

Master's Thesis Supervision/Co-supervision

- Effectiveness of English Language Training at Emirates Telecommunication Corporation “Etisalat”
- Customer-Facing Staff Integration in the Road Transport Authority, Dubai.
- An examination of Service Quality Dimensions on Customers' Satisfaction at the Sharjah Discovery Center.
- An Evaluation of Current Sharjah Energy Efficiency Policy
- Causes of Employees Turnover in the UAE Ministry of Education

Ph.D. Thesis Examiner

- Foreign Direct Investment in Libya, University of Central Queensland, Australia, 2014.
- Service Quality Dimensions and Visitors' Perceptions In Scientific & Non-Scientific Museums in the United Arab Emirates, Management and Science University, Malaysia, 2017.

Master's Thesis Examination

- TQM Readiness Assessment in the Public Sector in the UAE: The Case of the Federal Ministry of Environment & Water, The Ministry of Finance & Industry, and the Ministry of Public Works.
- Outsourcing Support Services at a Healthcare Organization: The Case of a Governmental Hospital
- Corporate Entrepreneurship in the Public Sector: A Case Study of RTA Dubai.

Curriculum Development

I have significantly contributed to the public administration program curricula. The curricula have been updated in line with the latest developments in the field. Particularly, the recent revamping of

the Public Sector Management program bears testimony to this fact. I also contributed to the MBA program (Healthcare Management).

Internationalization of Teaching

I have worked in three different universities in different parts of the world and gained substantial experience of cross-cultural application of learning materials. This has also helped me to appreciate the essence of multi-culturalism.

Students' Evaluation of Teaching

Students have always evaluated me consistently “very good.” In course evaluation reports, my evaluation remains above 4.0 on average.

Training on Teaching Methods

I have undergone training on team-based learning.

Training on Learning Outcome Assessment

As part of the University of Sharjah’s on-going efforts to improve learning environment, I was trained learning outcome assessment methodology.

Research Publications

Academic Journal Articles:

1. Tipu, S., & Sarker, A.E. (2019). Developing an Integrative Dynamic Framework of Indigenous Entrepreneurship: The Case of United Arab Emirates. *International Journal of Public Administration*, DOI: [10.1080/01900692.2019.1672184](https://doi.org/10.1080/01900692.2019.1672184)
2. Sarker, A. E., & Zafarullah, H. M. (2019). Political Settlements and Bureaucratic Reforms: An Exploratory Analysis Focusing on Bangladesh. *Journal of Asian and African Studies*, <https://doi.org/10.1177%2F0021909619871584>
3. Sarker, A.E. & Nawaz, F. (2021). Adverse political incentives and obstinate behavioural norms: A study of social safety nets (SSNs) in Bangladesh. *International Review of Administrative Sciences* 87 (1) (Forthcoming in print). Published online: <https://doi.org/10.1177%2F0020852319829206>
4. Sarker, A.E. & Nawaz, F. (2019). Clientelism, Partyarchy and Democratic Backsliding: A Case Study of Local Government Elections in Bangladesh. *South Asian Survey* 26(1),70-91.
5. Khalid, S. & Sarker, A.E. (2019). Public Management Innovations in the United Arab Emirates: Rationales, Trends and Outcomes. *Asian Education and Development Studies* 8(4).
6. Sarker, A.E. & Al Athmay, A. (2019). Public Sector Reforms in the United Arab Emirates: Antecedents and Outcomes. *Public Administration Quarterly* 43(3), 45-87.
7. Sarker, A.E. & Khalid, S. (2018). An Exploratory Analysis of Governance Dynamics, Institutional Reforms and Economic Growth: A Comparative study

between India and Bangladesh. *Asian Journal of Political Science* 26 (1), 121-140.

8. Sarker, A.E. & Al-Athmay, A.A. (2018). Changing Facets of Public Administration in the United Arab Emirates. *International Journal of Public Administration* 40 (10), 432-444.
9. Sarker, A.E. & Rahman, M.H. (2015). Role of Social Accountability in Poverty Alleviation Programs in Developing Countries: An Analysis with Reference to Bangladesh. *Public Organization Review*, 15 (2), 317-333.
10. Hassan, M. & Sarker, A.E. (2012). Managerial Innovations in the Egyptian Public Health Sector: An Empirical Investigation. *International Journal of Public Administration*, 35 (11), 760-771
11. Sarker, A.E. (2011a). The Political Economy of Privatization: The Case of Bangladesh. *International Journal of Management*, 28 (4), 595- 611, 2011.
12. Sarker, A.E. (2011b). Public Accountability in Quandary: The Case of Bangladesh. *Asian Profile*, 39 (3), 205-218.
13. Sarker, A.E. & Hassan, M. (2010). Civic Engagement and Public Accountability: An Analysis with Particular Reference to Developing Countries. *Public Administration and Management*, 15 (2), 381 – 415.
14. Sarker, A.E. (2009). The New Mode of Governance and Public Accountability in Developing Countries: An Analysis with particular Reference to Bangladesh. *International Journal of Public Administration*, 32 (13), 1101-1123.
15. Sarker, A.E. (2008). Patron-client Politics and Its Implications for Good Governance in Bangladesh. *International Journal of Public Administration*, 31 (12): 2008, 1416 – 1440. B (ADBC)
16. Sarker, A.E. (2007). Perceptions of Public Officials Toward New Public Management Reform in the United Arab Emirates. *Asian Profile*, 35 (6).
17. Sarker, A.E. & Rahman, M.H. (2007). The Emerging Perspective of Governance and Poverty Alleviation: A Case of Bangladesh. *Public Organization Review: A Global Journal*, 7 (2), 93-112.
18. Sarker, A.E. (2006a). The Political Economy of Decentralized Governance: An Assessment of Rural Local Government Reforms in Bangladesh. *International Journal of Public Administration*, 29 (13), 1285-1309.
19. Sarker, A.E. (2006b). New Public Management in Developing Countries: An Analysis of Success and Failure with particular Reference to Singapore and Bangladesh. *International Journal of Public Sector Management*, 19 (2).

20. Sarker, A.E. (2005). New Public Management, Service Provisions and Non-Governmental Organizations: Evidence from Bangladesh. *Public Organization Review: A Global Journal*, 5 (3): 249-272.
21. Sarker, A.E. (2004). Administrative Reform in Bangladesh: Three Decades of Failure. *International Public Management Journal*, 7 (3), 365-384.
22. Sarker, A.E. (2003). Public Sector Reform in the Developing World, Trends Issues and Challenges. *Review of Business Research*, 1 (1), 1-13.
23. Sarker, A.E. (2003). The Illusion of Decentralization: Evidence from Bangladesh. *International Journal of Public Sector Management*, 17 (7),: 523-548.
24. Sarker, A.E. & Pathak, R.D. (2003). Public Enterprise Reform in Fiji Islands. *Public Organization Review: A Global Journal*, 3 (1), 55-75.
25. Sarker, A.E. (2001). New Public Management in Bangladesh: Chasing a Mirage? *Indian Journal of Public Administration*, XLVII (2), 153-169.
26. Sarker, A.E. (2001). The secrets of success: The Grameen Bank experience in Bangladesh. *Labour and Management in Development Journal*, 2 (1), 1-17, 2001.
27. Sarker, A.E. & Pathak, R.D. (2000). New Public Management: An Analytical Review. *Productivity*, 41 (1), 56-65.
28. Sarker, A.E. & Rahman, M.H. (1999). Agrarian Structure and the State in Bangladesh. *Social Science Review*, 16 (2), 1-18.
29. Sarker, A.E. (1997). Clientelism and Local Government in Bangladesh: A Study in Relations. *Asian Profile* 25 (2): 151-164.
30. Sarker, A.E. (1995). State, Classes and Rural Development: Exploring Some Issues. *Social Action* 45, (4): 457-467.
31. Hussein, A. & Sarker, A.E. (1994). Approaches for Rural Development: Past and Present. *Journal of Local Government* 23, (1): 29-64.
32. Sarker, A.E., Hussein, A. & Rahman, M.H. (1994). Governance in Bangladesh: An Analytical Review. *Theoretical Perspectives*, 1 (1), 165-179.
33. As-Saber, S., Sarker, A.E. & Hussein, A. (1994). Clientelism and Rural Development: A Review. *Journal of Administration and Diplomacy*, 2 (1), 72-79.
34. Sarker, A.E. & Hussein, A. (1994). Bureaucratic Unrealism in Rural Development in Bangladesh? *Asian Affairs* 16 (3): 46-71.
35. Sarker, A.E. (1992). Who Benefits? An Empirical Investigation of Upazila Decentralisation in Bangladesh. *The Journal of Social Studies* 55: 1-19.

36. Sarker, A.E. (1992). Political Economy of Decentralisation in Developing Countries. *Politics, Administration and Change* 18: 74-86.
37. Sarker, A.E. (1992). Corruption, Clientelism and Rural Development: A Debate. *Social Development Review*, 8 (2): 7-16.
38. Sarker, A.E. (1991). State Intervention, Access and Rural Development: Some Observations. *Social Science Review*, 8 (1 and 2): 121-134

Book Chapters

1. Alaa Al Athmay & Sarker, A.E. (2018). Public Administration in the United Arab Emirates: Continuity and Changes. In Farazmand, A. (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Basel: Springer.
2. Rahman, M.H. Ahmed, S. & Sarker, A.E. (2016). From eGovernment to Smart Government: Policy Lessons for the UAE. In Ali, F. (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Basel: Springer.
3. Zafarullah, H. & Sarker, A.E. (2016). Public Management Reforms in Developing Countries: Towards a New Synthesis. In N. Ahmed (ed.), *Public Policy and Governance in Bangladesh: Forty Years of Experience*. New York: Routledge.
4. Sarker, A.E. (2014). The Political Context of Decentralization: Reflections on South Asia. In Conteh, C. and Huque, A.S. (eds.), *Public Sector Reforms in Developing Countries: Paradoxes and Practices*. New York: Routledge.
5. Sarker, A.E. (2002). Rural Development beyond the State? Grameen Bank in Bangladesh. In Vashum, R. and Louis, P. (eds.), *State, Development and Identity in South Asia: A Search for Alternative Paradigms*. New Delhi: Indian Social Institute.

Conference Papers and Proceedings

1. Sarker, A.E. (2019). Political Will as an Enabler of Public Management Reform: Evidence from the United Arab Emirates. Paper presented at the Annual American Society for Public Administration Conference, Washington D.C., March 08-12.
2. Tipu, S. & Sarker, A.E. (2019). Innovation Policy in United Arab Emirates(UAE): Challenges for Emiratization and Opportunities for Indigenous Entrepreneurship. Paper presented at the International Workshop on Society and Public Policy in Mena Region, the American University in Cairo, Egypt, May 2, 2019.
3. Sarker, A.E. & Alaa-Aldin Alathmay (2018). Public Sector Reforms in the United Arab Emirates: Antecedents, Directions and Challenges. Paper presented at the 22nd International Research Society for Public Management Conference organized by the International Research Society for Public Management & Edinburgh Business School, April 11-13.
4. Sarker, A.E. & Razzaque, F. (2017). Social Accountability in Developing Countries: In Search of a Framework. Paper presented (by co-author) at the International Conference on

Governance and Development: Asian Perspective organized by the Department of Public Administration, University of Rajshahi, Bangladesh, 28-29 January.

5. Sarker, A.E. & Al-Ali, Amal I. (2017). Innovations in Public Management: Evidence from the United Arab Emirates. Paper presented at the 21st International Research Society for Public Management Conference organized by the International Research Society for Public Management & Corvinus University of Budapest, April 19-21.
6. Sarker, A.E. & Zafarullah, H. (2016). Political Settlement and the Reform of Public Bureaucracy: An Exploratory Analysis with Particular Reference to the Developing World. Paper presented at the 20th International Research Society for Public Management Conference held at Hong Kong, 13-15 April.
7. Rahman, M.H., Ahmed, S. & Sarker, A.E. (2015). The UAE Model of Smart Government: An Exploratory Analysis. Paper presented (by the co-author) at the International Conference on Public Service Innovation and the Delivery of Effective Public Services, The National University of Public Service, Budapest, Hungary, 15-16 October.
8. Sarker, A.E. & Khalid, S. (2015). An Exploratory Analysis of Regulatory Implications of Governance and State Dynamics: Reflections on Developing Countries. Paper presented at the 19th International Research Society for Public Management Conference held at Birmingham University, Birmingham, UK, 30 March 1 April.
9. Khalid, S., Tipu, S. & Sarker, A.E. (2015). Impact of international strategic alliance capabilities and strategic entrepreneurship on the relationship between public goals and value creation: some reflections on the UAE”, paper presented at the 18th McGill International Entrepreneurship Conference, UAE University, 19 March.
10. Sarker, A.E. (2014). The Trends and Challenges of Public Management Reforms in Developing Countries. Paper presented at the 18th International Research Society for Public Management Conference held at Carleton University, Ottawa, Canada, 9-11 April.
11. Sarker, A.E. (2013). Theory and Practice of Social Accountability: Reflections on South Asia. Paper presented at the 17th International Research Society for Public Management Conference held at Prague, Czech Republic, 10-12 April.
12. Sarker, A.E. (2012). The Political Context of Decentralization: Reflections on South Asia. Paper presented at the 16th International Research Society for Public Management Conference held at University of Rome, Tor Vergata, Rome, Italy, 11-13 April.
13. Sarker, A.E. & Hassan, M. (2011). New Public Management and Public Accountability in Egypt: An Empirical Investigation. Paper presented at the 15th International Research Society for Public Management Conference held at Trinity College, Dublin, Ireland, 11-13 April.
14. Sarker, A.E. (2010). Social Accountability and Poverty Alleviation Programs: An Analysis with Reference to Bangladesh.” In Zhu Xiao-ning (ed.), *Proceedings of 2010 International Conference on Public Administration (6rd)*, Vol. II. Chengdu, China: UESTC Press, 2010, pp. 4673-682.

15. Sarker, A.E. & Hassan, M. (2010). Civic Engagement and Public Accountability in Developing Countries: An Analysis. Paper presented at the 14th International Research Society for Public Management Conference held at University of Bern, Switzerland, 7-9 April.
16. Sarker, A.E. (2009). The New Mode of Governance and Public Accountability in Developing Countries: An Analysis with particular Reference to Bangladesh. Paper presented at the 13th Annual conference of IRSPM held at Copenhagen, Denmark, April.
17. Sarker, A.E. (2008). Public Accountability in Bangladesh: Problems and Prospects. Paper prepared for 2008 International Conference on Public Administration (4th) held in Minnesota, USA. 24 – 26 September, 2008. In Zhu Xiao-ning (ed.), *Proceedings of 2007 International Conference on Public Administration (4rd)*, Vol. I. Chengdu, China: UESTC Press, 2008, pp. 433 - 446.
18. Sarker, A.E. (2007). Privatization in Bangladesh. Paper presented at the 2007 International Conference on Public Administration (3rd) held at Chengdu, P.R. China. 21-22 October, 2007. In Zhu Xiao-ning (ed.), *Proceedings of 2007 International Conference on Public Administration (3rd)*, Vol. III. Chengdu, China: UESTC Press, 2007, pp. 313-326.
19. Sarker, A.E. (2007). Clientelist Politics and Its Implications for Good Governance Initiatives in Bangladesh. Paper presented at the 11th International Research Society for Public Management Conference held at Potsdam University, Germany, 2-4 April.
20. Sarker, A.E. (2006). Emerging Paradigm of Governance and Poverty Alleviation”, paper presented at the 10th International Winelands Conference on Public Management and Development: Illusion, Delusion, and Illumination? Stellenbosch, South Africa, 5-7 April.
21. Sarker, A.E. (2004). Administrative Reform: Service Delivery and Non-Governmental Organizations. Paper presented at the 10th Anniversary CAPAM Conference, Singapore, 25 -27 October.
22. Sarker, A.E. (2003). Public Sector Reform in the Developing World : Trends Issues and Challenges. Paper presented at the International Academy of Business and Economics Conference, 18 – 22 October 2003 held in Las Vegas, USA.
23. Sarker, A.E. (2002). New Public Management and Its Relevance to Developing Countries. Paper presented at the Annual International Association of Schools and Institutes of Administration (IASIA) Conference, 17 – 20 June, Istanbul, Turkey.

Working Paper:

1. Sarker, A.E. (2015). Public Management in Developing Countries: Trends in Contemporary Reforms and Their Implications’, The College of Business Administration Working Paper Series No. 1, Spring, Sharjah, College of Business Administration, University of Sharjah, 2015.

2. Sarker, A.E. (1996). The Role of Non-government Organizations in Rural Development: The Bangladesh Case', Centre of South Asian Studies Working Paper Series No. 1, Clayton, Melbourne: Monash Asia Institute, Monash University, Australia, 1996.

Papers under Review

1. Sarker, A.E. & Tipu, S. (2019). Enactment of Antecedents of Managerial Reforms for Achieving Ethical Standards in an Emerging Economy: The Case of the United Arab Emirates.
2. Sarker, A.E. & Tipu, S. (2019). Developing an Integrative Dynamic Framework of Indigenous Entrepreneurship: The Case of United Arab Emirates.
3. Sarker, A.E. (2019). Exploring the Relationships between Political Will and the Outcomes of Public Management Reforms: The Case of the United Arab Emirates.

Work in Progress (Academic Journal Articles)

1. Sarker, A.E. (2019). Managing for Results in Civil Service? The Case of Performance Management in Developing Countries.

Research Monographs:

1. Rural Realities, Local Government and Participatory Development in Bangladesh: Some Preliminary Observations', a Report of the Collaborative Research between LOS, University of Bergen, Norway and Department of Public Administration, University of Dhaka (with others), Dhaka: Department of Public Administration, University of Dhaka, January, 1995. 93 pages.
2. Participatory Development and Urban Local Government in Bangladesh: Some Preliminary Observations', a Report of the Collaborative Research between LOS, University of Bergen, Norway and Department of Public Administration, University of Dhaka (with others), Dhaka: Department of Public Administration, University of Dhaka, January, 1995. 20 pages
3. Participation and Development: An Examination of the Role of Project Implementation Committee', a Report of the Collaborative Research between LOS, University of Bergen, Norway and Department of Public Administration, University of Dhaka (with others), Dhaka: Department of Public Administration, University of Dhaka, October, 1995. 15 pages.

Research Grants

1. **Team Member, Research Project on Exploring the Impact of Strategic Alliance Capabilities (ISAC) on Service Quality in the United Arab Emirates: Mediating Effects of Innovativeness, Risk Taking and Pro-activeness.** October, 2017 -

2. **Principal Researcher**, Research Project on the **Appropriateness of the New Public Management for the United Arab Emirates**. This project was funded by the University of Sharjah. The project focused on the attitudes of public sector managers of the United Arab Emirates about different aspects of the New Public Management model. An empirical investigation was conducted. September 2001 – August 2003.
3. **Team Member, Institution Building at the Local Level Project, a collaborative research program between University of Bergen, Norway and Department of Public Administration, University of Dhaka, Bangladesh**. The project was funded by the Norwegian Program for Development, Research and Higher Education (NUFU). The project focussed on the role of local government in participatory development in Bangladesh. 1993-1995.
4. Commonwealth Scholarship Program for Ph.D. Research, 1987 - 1991.

Membership of Professional Association

- International Public Management Network (IPMN), USA

University and Community Service

University Service

- Coordinator, Bachelor of Business Administration program, Khorfakkan campus, September 2018 –
- Chairman, Department of Management, Marketing & Public Administration, October, 2010 – August, 2012
- Tasks included the following:
 - Responsible for ensuring that teaching, research and academic activities are carried out professionally.
 - Preparing a statement of the needs of the department for onward submission to the Dean for budgetary purposes
 - Supervising the selection of textbooks and references.
 - Proposing the distribution of courses to be taught among staff members
 - Encouraging academic research and assisting staff in conducting research
 - Distributing students among academic advisors and following up the progress of their study plans
 - Preparing comprehensive report at the end of the year on teaching,
 - research, publication, university and community services rendered by academic staff.
 - leading the committee of academic recruitment.
 - Supervising assessment activities for accreditation purposes.

Committee Membership

- Member, University Research Board- 2007-08
- Member, University Grievance Committee
- College Study Plans and Curriculum Committee 2014 -----
- College Promotion Committee, 2008 -----2013 on different occasions
- College Recruitment and Contract Renewal Committee, 2009-10

- College Council, 2007 – 2008
- College Social Committee, 2014
- College Research Committee, 2007-2008, 2013--14
- College Strategic Planning Committee, 2008
- Department Curriculum Review and Accreditation Committee, 2000 -
- Departmental Recruitment Committee, 2007 - 2012

Community Service

- March 2018 –
Regional Editor, Asian Journal of Political Science, Taylor & Frances, New York
- August – November 1999:
Training Facilitator
Facilitator of training workshop on institutional capacity building and public policy planning and management organised for senior executives of Fiji public service, August 13-14, 1999, 20-21 November, 1999 respectively.
- December 1993 to October 1995:
Retainer Consultant, Development Planners and Consultants
I was engaged in conducting of research and preparing research reports.
I contributed to the preparation of Bangladesh's Country Paper on Women in Development: Equality, Development and Peace presented in the Fourth World Conference on Women held in Beijing, September, 1995.
- I worked for the Institutional Aspects of Flood Action Plan: Environment, Resettlement and People's Participation.
- I worked for the Study of Organization and Management of River Research Institute, Bangladesh.
- I prepared report on Organization and Management of Non Formal Primary Education Programs.
- I prepared a report for Japan International Cooperation Agency (JICA) for its possible involvement in NGO activities.

Reviewer of Articles for International Journals

- Administration and Society
- Public Administration Review
- Local Government Studies
- Public Administration and Development
- International Journal of Public Sector Management
- International Journal of Public Administration
- International Review of Administrative Sciences
- International Journal of Social Economics
- Journal of Administration and Governance

- International Public Management Review

Write-up in Newspapers and Magazines

Has published a number of articles in regional newspapers and University magazine.