



Dr. Shaker Bani Melhem

Biographical Details:

Shaker Bani Melhem is an **Associate Professor** in Management and HRM and **Chair of the Management Department** in the College of Business Administration at the University of Sharjah, United Arab Emirates. **He also serves as an Associate Editor for Business Ethics, the Environment and Responsibility, a highly regarded Journal in the field.** His research interests include Organizational Behavior, Human Resource Management, and Tourism and Hospitality Management. **He has published in numerous prestigious academic journals (Ranked "Q1" in the Scopus and "A*" and "A" in the ABDC),** such as the Journal of Sustainable Tourism, The Service Industries Journal, Total Quality Management & Business Excellence, Journal of Service Theory and Practice, Journal of Business and Psychology, Leadership and Organizational Studies Journal, International Journal of Contemporary Hospitality Management, Journal of Hospitality and Tourism Management, Journal of Hospitality Marketing and Management, and Tourism Management Perspectives, among others.

Google Scholar:

<https://scholar.google.com/citations?user=tZGaN98AAAAJ&hl=en&oi=ao>

PERSONAL DETAILS

The University of Sharjah, Department of Management, College of Business Administration, Sharjah, United Arab Emirates (UAE).

The University of Sharjah is ranked the best university among all UAE universities and ranked among the top 300 universities in the world in the Higher Education University Ranking 2023.



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Administrative Appointments

September 2021- Present

Head of Management Department, College of Business Administration (AACSB Accredited), University of Sharjah, UAE (www.sharjah.ac.ae).

As Department Chair, I received an exceptional performance evaluation from the department's faculty members, with the performance evaluation report available upon request. Sample comments showcasing my performance as Chair include:

What are the strengths of this department chair as an administrator?

Comments
Dr. Shaker is an excellent leader . He manages the biggest department in the college smoothly and professionally. He contributed to the department development significantly in all academic aspects
Wish him all the best
He really cares about everyone in the community, students, faculty, and administrators. He is fully committed to his work.
Dr Shaker has been very supportive of everyone in the department – students, faculty, and professional staff members. He is also keen to learn how to continuously improve the standing of the department, reflected in his management style that supports a learning culture and environment in areas of teaching, research, and service. Given his management talent and skills and his commitment to change and improvement, he will be able to develop the department toward the accomplishment of the college's mission and vision.
<ul style="list-style-type: none">– Excellent communication skills– Quick and accurate follow-up on all important tasks.– Always available and accessible and carefully manages all responsibilities– Not just allocating tasks, personal involvement in completion of tasks.– Fairness in allocation of tasks and duties– Best characteristic is not supporting the status-quo, always willing to improve, and innovate.
<ul style="list-style-type: none">– Open to communication– Supportive
Dr. Shaker is very kind and always ready to listen to faculty members' ideas and concerns. Dr. Shaker always tries to solve problems; he provides detailed instructions for any task. I am fully satisfied with Dr. Shaker's administration.
Dr. Shaker is very supportive. Always available to help, advise, and provide the needed information as well as feedback. Very respectful and collaborative
Comments
Dr. Shaker is an excellent and outstanding leader . Since he became HoD he worked continuously for the department and faculty members development. He attends all students and faculty members requests and tasks regularly and in no time. He leads with passion and vision . Dr. Shaker involved in curriculum development to make sure that all courses are updated and reflects all required market skills. He worked on the CAA and AACSB accreditation file in a very professional and successful manner. We are so lucky to have him as a leader

June 2014-June 2015

Dean of student affairs, Al-Madinah International University (Mediu), Malaysia (www.mediu.edu.my).

May 2014- April 2015

Acting dean of Quality & University Development, Al-Madinah International University (Mediu), Malaysia (www.mediu.edu.my).

Jan 2011-2013

Head of student services department, Al-Madinah International University (Mediu), Malaysia (www.mediu.edu.my)

Teaching Experience

❖ January 2021- Present

Associate Professor, Department of Management, College of Business Administration, University of Sharjah, United Arab Emirates. (www.sharjah.ac.ae).

❖ September 2015- January 2021

Assistant Professor, Department of Management, College of Business Administration, University of Sharjah, United Arab Emirates. (www.sharjah.ac.ae).

Courses taught:

- **Postgraduate (DBA):** Doctoral Management Seminar in OB/HRM I
 - **Postgraduate (MBA):** Leadership and Organizational Behavior and Managing people in the organization.
 - **Postgraduate (Executive MBA):** Human Resource Management.
 - **Undergraduate:** Human Resource Management, Organizational Behavior, Leadership and Management, Operation & Supply Chain Management, Total Quality Management, Quantitative Business Analysis, legal for Business Environment, Business and Government, Principle of Management, and Fundamentals of Innovation and Entrepreneurship.
- ❖ **Innovation in Teaching:**
- Hybrid teaching; Critique on published papers; Real-world case studies; Practical exercises; In-class discussions; Critical thinking questions; linking the projects with competitions events; Flipped classroom method, Problem-based learning; Guests speaker; Practical final project; Videos.

Sample of my students' feedback/comments:

- DBA students' comments/feedback:

(Shaker Melhem) What did you like best in this course?

Comments
I like the way how Dr Shaker engaged us and encouraged us to take an extra step ahead to be able to analyze and read academic articles in 3 min , the method he uses to motivate and assist us are great and effective
Prof. Shaker is top tier. He is one of the best and he makes the class very enjoyable alongside it being beneficial. I'm very grateful for him and his methods and wonderful personality.
The topics discussed are very diverse.
we read at least 3 articles every week. it was too much for me to handle at the beginning. however, by time a got to learn how to scan the articles in 10 min. moreover, i have learned a lot form dr. shaker , every class he will share some of his personal experience, he will share an interesting topic to read and consider the the final paper.
the way he explains the course

- **MBA and Undergraduate students comments/feedback:**

“

- Dr. Shaker made the class very interactive. He brought us real-life stories and examples and made sure that these won't ever leave our minds ever. He also encouraged us to work outside our comfort zone cause the best things are found outside our comfort zones. This class was truly memorable, and I wish more doctors could be like dr shaker.
- The way the Dr. motivates you. He treats you like his friend. He always listens to students' opinions. He's one of the greatest Drs. I've ever had.
- I truly enjoyed our class discussions and felt like I've learned a lot from our professor.
- Even though it's online but the interaction between me and the dr and my classmates is really good. The course is interesting.
- A lot is based on logic and supports different ideas. The class is fun and felt like therapy sessions sometimes.
- I like the subject because the dr makes it so an easy and flexible course for me, a great dr and helpful
- Thank you, Dr, for taking good care of us and for giving us good examples of why HRM is an important subject
- The course was very educational and a pleasant experience to enroll in. I would strongly recommend that students should choose to enroll in classes taught by Dr. Shaker as he is very approachable and professional regarding his work and his field. The classes were very interactive and fun to participate in, as Dr. Shaker would engage, the students in frequent class exercises that would contribute to our better understanding of the course, which has improved my progress in the course.
- Dr. Shaker is very supportive, helpful, and understanding. One of the best doctors at UOS
- I work in a bank and I have a team to work under me, and Doctor Shaker really showed me the way of how to deal and treat them, how to understand them, and how to make my Branch a better environment.
- Best Doctor ever! In all areas, he is the best in teaching skills and communication skills.”

The students' evaluations for all taught courses are excellent (Average 4.5/5). The students' evaluation/feedback reports are available upon request.

❖ **February 2013 –June 2015**

Lecturer (Full Time), Faculty of finance and business administration, Al-Madinah International University (Mediu) at Malaysia (www.mediu.edu.my).

▪ **Courses taught:**

Human Resource Management, Organizational Behavior, Strategic Human Resource Management, strategic management, Total Quality Management, Operational Management, Quantitative analysis, Principle of Management, Business Communication, and Computer information system (MIS).

FORMAL EDUCATION

- **Ph.D. 2015 University Utara Malaysia (UUM)**, Malaysia, Human Resource Management (HRM).
The UUM was ranked among the top 500 universities worldwide (QS ranking).
- **M. A. 2010 University Utara Malaysia (UUM)**, Malaysia, Human Resource Management.
- **B. A. 2007, Al-Albays University**, Jordan, Computer Information System (CIS).
(HRM).

Honors and Awards:

- ❖ **December 2020:** Awarded the “*Annual incentives Awards*” for Distinguished Faculty Members in teaching, research outcomes, and community service, 2020 (University of Sharjah).
- ❖ **December -2011:**

Awarded as the best staff in the Al-Madinah International University (Mediu) in Malaysia.
- ❖ **June- 2012:**

Awarded as the best staff in the Al-Madinah International University (Mediu) in Malaysia.

Publications – Peer-Reviewed Journal Articles

	<u>Publications Details:</u>	<u>Publisher</u>	<u>ABDC</u>	<u>SJR</u>	<u>IF</u>
1.	Shaker Bani-Melhem et al. (2023). Competitive psychological climate as a double-edged sword: A moderated mediation model of organization-based self-esteem, jealousy, and organizational citizenship behaviors. Journal of Hospitality and Tourism Management	Elsevier	A	Q1	7.629
2.	Bani-Melhem et al. (2023). This doesn't make sense! Do illegitimate tasks affect innovative behavior? The Service Industries Journal	Taylor & Francis	A	<u>Q1</u>	6.539
3.	S Almazrouei, S Bani-Melhem , F Mohd Shamsudin (2023). How having job impact leads to employee innovative behavior: a moderated mediation model of servant leadership and work meaningfulness. International Journal of Public Sector Management	Emerald		<u>Q1</u>	
4	AboelImaged, S Bani-Melhem et al (2023). Product innovation research over the past 60 years: a bibliometric analysis of intellectual structure and emergent trends (2023). M	Emerald		<u>Q1</u>	
5.	Shaker Bani-Melhem et al. (2022). Green innovation performance: a multi-level analysis in the hotel sector. Journal of Sustainable Tourism,	Taylor & Francis	A*	<u>Q1</u>	7.968

6.	Shaker Bani-Melhem et al. (2022). Customer incivility and customer problem-solving behavior in frontline employees: testing a moderated mediation model. <i>Total Quality Management & Business Excellence</i>	Taylor & Francis	A	Q1	3.7
7.	Shaker Bani-Melhem et al. (2022). How and when does centralization affect the likelihood of passive leadership? <i>Leadership & Organization Development Journal</i> .	Emerald	B	Q1	3.242
8.	Abukhait, R. M., Bani-Melhem, S. , Faridahwati Mohd Shamsudin & Al-Hawari, M. A., (2022). Obsessive-compulsive personality and creative performance: The moderating effect of manager coaching behavior. <i>Review of Managerial Science</i> .	Springer		<u>Q1</u>	7.127
9.	Shamsudin, F. M., Hamouche, S., Bani-Melhem, S. , Ali, D. M. C., & Bani-Melhem, A. J. Why do employees withhold knowledge? The role of competitive climate, envy, and narcissism. <i>Journal of Knowledge Management</i> .	Emerald	<u>A</u>	<u>Q1</u>	8.689
10	Shaker Bani-Melhem et al. (2021). Does Employee Resilience Exacerbate the Effects of Abusive Supervision? A Study of Frontline Employees' Self-Esteem, Turnover Intention, and Innovative Behaviors. <i>Journal of Hospitality Marketing & Management</i>	Taylor & Francis	A	Q1	7.022
11	Shaker Bani-Melhem et al. (2021). Empowerment as a Pivotal Deterrent to Employee Silence: Evidence from the UAE Hotel Sector. <i>Human Performance</i>	Taylor & Francis	A	Q2	2.423
12	Shaker Bani-Melhem et al. (2021). How and When Does Job Challenge Promote The Innovative Behaviour of Public Sector Employees? <i>International Journal of Innovation Management</i>	World Scientific	B	Q2	2.026
13	Al-Hawari, M. A., Quratulain, S., & Melhem, S. B. (2021). How and when frontline employees' environmental values influence their green creativity? Examining the role of perceived work meaningfulness and green HRM. <i>Journal of Cleaner Production</i>	Elsevier	A	Q1	9.2
14	Al-Hawari, M.A., Bani-Melhem, S. and Mohd. Shamsudin, F. (2021). "Does employee willingness to take risks affect customer loyalty? A moderated mediation examination of innovative behaviors and decentralization". <i>International Journal of Contemporary Hospitality Management</i>	Emerald	A	Q1	6.514
15	Shaker Bani-Melhem et al. (2020). Paranoid personality and frontline employee proactive work behaviours: A moderated mediation model of empathetic leadership and perceived psychological safety. <i>Journal of Service Theory and Practice</i> .	Emerald	A	Q1	3.6

16	Bani-Melhem, S. (2020). What mitigate and exacerbate the influences of customer incivility on frontline employee extra-role behaviour?. <i>Journal of Hospitality and Tourism Management</i>	Elsevier	A	Q1	5.415
17	Bani-Melhem, et al. (2020). Customer incivility and frontline employees' revenge intentions: interaction effects of employee empowerment and turnover intentions. <i>Journal of Hospitality Marketing & Management</i>	Taylor & Francis	A	Q1	7.022
18	Bani-Melhem et al. (2020). Leader-member exchange and frontline employees' innovative behaviors: the roles of employee happiness and service climate. <i>International Journal of Productivity and Performance Management</i>	Emerald	B	Q1	2.650
19	Bani-Melhem et al. (2020). Determinants of Employees' Innovative Behavior. <i>International Journal of Contemporary Hospitality Management.</i>	Emerald	A	Q1	6.514
20	Bani-Melhem, et al. (2020). Does job stress affect innovative behaviors? Evidence from Dubai five-star hotels. <i>Journal of Human Resources in Hospitality & Tourism.</i>	Taylor & Francis	B	Q2	1.350
21	Al-Hawari, M. A., Bani-Melhem, S., & Quratulain, S. (2019). Do Frontline Employees Cope Effectively with Abusive Supervision and Customer Incivility? Testing the Effect of Employee Resilience. <i>Journal of Business and Psychology</i>	Springer	A	Q1	6.76
22	Al-Hawari, M. A., Bani-Melhem, S., & Quratulain, S. (2020). Abusive supervision and frontline employees' attitudinal outcomes: The multilevel effects of customer orientation. <i>International Journal of Contemporary Hospitality Management.</i>	Emerald	A	Q1	6.514
23	Quratulain, S. , Al-Hawari, M. A., & Bani-Melhem, S. (2020). Perceived Organizational Customer Orientation and Frontline Employees' Innovative Behaviors: Exploring the Role of Empowerment and Supervisory Fairness. <i>European Journal of Innovation Management.</i>	Emerald	B	Q2	1.980
24	Abukhait, R. M., Bani-Melhem, S., & Faridahwati Mohd Shamsudin (2019). Do employee resilience, focus on opportunity, and work-related curiosity predict innovative work behavior? The mediating role of career adaptability. <i>International Journal of Innovation Management.</i>	World Scientific	B	Q2	2.026
25	Zeffane,R., Melhem, S. J., (2017). Trust, Job Satisfaction, Perceived Organizational Performance and Turnover Intention: A Public-Private Sector Comparison in the United Arab Emirates. <i>Employee Relations.</i>	Emerald	B	Q2	1.660

26	Abukhait, R. M., Bani-Melhem, S. , & Zeffane, R. (2019). Empowerment, Knowledge Sharing and Innovative Behaviours: Exploring Gender Differences. <i>International Journal of Innovation Management</i>	World Scientific	B	Q2	2.026
27	Al-Hawari, Mohd A., Shaker Bani-Melhem , and Faridahwati Mohd Shamsudin. Determinants of Frontline Employee Service Innovative Behavior: The Moderating Role of Co-worker Socializing and Service Climate.	Emerald	B	Q2	1.680
28	Albaity, M., & Melhem, S. B. (2017). Novelty seeking, image, and loyalty—the mediating role of satisfaction and moderating role of length of stay: International tourists' perspective. <i>Tourism Management Perspectives</i>	Elsevier	A	Q1	3.648

25.. Zeffane, R., & Melhem, S. B. (2018). Do feelings of trust/distrust affect employees' turnover intentions? An exploratory study in the United Arab Emirates. *Middle East Journal of Management*, 5(4), 385-408.

26. Mat, N. & Noorulsadiqin Azbiya, Y, Melhem, S. J., (2016). Knowledge Sharing Effect on HRM Practices and Organizational Innovation among Malaysia's Four- and Five-Star Hotels. *International Business Management* 10 (16) :3580-3590, 2016. ISSN: 1993-5250. (Ranked Q3, Scientific Journal Rankings (SJR).

Papers Under Review/ Working papers:

- Seven research papers are currently under review in Q1 Journals

Journal Reviewer: (2016-2020):

Served as a reviewer for the following journals:

- 1- International Journal of Contemporary Hospitality Management (Q1/SJR, A/ABDC)
- 2- Journal of Sustainable Tourism (Q1/SJR, A*/ABDC)
- 3- International Journal of Human Resource Management (Q1/SJR, A/ABDC)
- 4- Journal Hospitality Marketing and Management (Q1/SJR, A/ABDC)
- 5- Current Psychology (Q2/SJR, BABDC)
- 6- Journal of Tourism and Hospitality Management (Q1/SJR, A/ABDC)
- 7- Leadership (Q2/SJR, B/ABDC)
- 8- Leadership and Organizational Development Journal (Q2/SJR, B/ABDC)
- 9- International Journal of Public Administration (Q2/SJR, B/ABDC)
- 10- Management Research Review (Q2/SJR, B/ABDC)
- 11- Journal of Knowledge Management and Economics. (Q2/SJR)

INTERNATIONAL REFEREED CONFERENCES

- **Bani-Melhem et al.** (2022). Job Stress, Work-Related Obsession-Compulsion, Empathetic Leadership, and Customer Problem-Solving Behavior: Testing a Mediated Moderation Model. 10th Asia Management Research and Case Conference –AMRC, 2022 -Conference (Hosted by UAE University, Al Ain; 5th October 2022).

- **Bani-Melhem** et al. (2022). Divestiture Socialization, Employees' Self-Monitoring, Authenticity, and Well-Being. 10th Asia Management Research and Case Conference –AMRC, 2022 -Conference (Hosted by UAE University, Al Ain; 5th October 2022).
- Melhem, S. J (2019). Exploring Antecedents of Employee Turnover Intention – Evidence of Five Star Hotels in Dubai. Asian Management Research and Case Conference –AMRC, 2019 -Conference (Hosted by UAE University, Al Ain; 24-26 March 2019).
- Melhem, S. J (2016). The influence of Human Resource Management practices (HRM) practices on organizational performance: A study of Jordanian four- and five-stars hotels. 18th EBES Conference - U.A.E. January 8-10, 2016, U.A.E. Hosted by the **American University of Sharjah**, School of Business and Management.
- Mat, N. Noorulsadiqin Azbiya, Y & Melhem, S. J., (2016) . Human Resource Management Practices and Organizational Innovation: A Study of Four- and Five-Star Hotels in Malaysia. **Advances in Global Business Research**, ISS# 1549-9332.
- Melhem, S. J. B., & Mat, N. (2014). The mediating roles of knowledge sharing on service innovation: a study of hotels industry in Jordan. **3rd International Conference on Management, Economics and Finance** (ICMEF 2014) PROCEEDING: ISBN: 978-0167- 5705-16-8.
- Melhem, S. J. B., & Mat, N. (2014). The influence of knowledge sharing on innovation: A study of Jordanian four- and five-stars hotels. *Management and Technology in Knowledge, Service, Tourism & Hospitality*, 83.
- Melhem, S. J. B., & Mat, N. (2014). The influence of Human Resources Management Practices (HRM) on innovation in the service organization. **Five international conferences on business and economic research**.
- Melhem, S. J. B., & Mat, N. (2012). The use of IT and its impact on HRM functions performance and organization performance. **International Postgraduate Business Journal**, vol.4 (2), 87-93.

Program evaluator and Curriculum Development

- ❖ 2021 – 2022- External Reviewer for NEW ACADEMIC PROGRAM PROPOSAL of bachelor's degree in Human Resources Management for Qatar University.
- ❖ 2021 – 2022- Proposed a significant change in the marketing and management concentrations curriculum for continuous improvement at the department of management, college of business administration, University of Sharjah.

Postgraduate Supervision

- ❖ University of Sharjah

DBA Supervision:

- Academic Year 2021 – present: Safiya Almazrouei, thesis entitled “Prosocial job design and public sector employee innovative behavior: Testing the mediating role of work meaningfulness and the moderating effect of servant leadership.”. DBA dissertation.
- Academic Year 2021 – present: Ohood Al. Munthiri, thesis entitled “Title: Errors are not the end of the world: Does Innovative Based HR practices foster public sector employees' innovative

behaviors? Testing the mediating role of work-related risk propensity and the moderating effect of perceived error tolerance.”. DBA dissertation.

MBA Supervision: (2017-2020)- Research titles as follows:

- 1- Safya Almazrouei (2017-2018). The impact of Leader-Member Exchange (LMX) and the Empowerment Leadership on Employee Voice Behavior: the mediating role of Psychological Empowerment. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 2- Janna Abdalla (2017-2018). Does high Job Security lead to Counterproductive Work Behavior (CWB)?: The moderating role of Accountability. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 3- Khawla Alserkal, (2017-2018). Determinants of Employee Creativity in UAE public sector. The mediating role of Employee Happiness. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 4- Salma Ghufli (2017-2018). Determinants of Organizational Citizenship Behavior (OCB). The mediating role of Felt Obligation. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 5- Ali Sajwani (2018-2019). The Impact of Training & Development and Employee Empowerment on Employee Innovative Behavior: The Mediating Role of Knowledge Sharing. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 6- Alya Salim (2018-2019). Comparison between the impact of Abusive Supervision & Open Leadership style on Knowledge Sharing: The mediating role of Knowledge Sharing. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 7- Dalal Al Kaabi (2018-2019). The impact of Leader-Member Exchange (LMX) and Job Stress on Employee Engagement: The mediating role of Emotional Exhaustion. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 8- Noorah Alshamsi (2019-2020). Perceived organizational politics and leadership commitment: testing the mediating roles of empowerment and turnover intentions. (MBA Dissertation). *College of Business Administration, University of Sharjah.*
- 9- Duha Cheikh Ali (2019-2020). Determinants of employee knowledge withholding in the UAE bank industry. *College of Business Administration, University of Sharjah.*

Internal examiner:

- Rafeeah Alketbi (2019). Internal examiner- MBA- Research title: “The Impact of Workplace Happiness on Employee Performance and Level of Creativity” - *College of Business Administration, University of Sharjah.*
- Five DBA students’ proposals defense. *College of Business Administration, University of Sharjah.*

❖ **External examiner**

Doctoral of Business Administration (DBA) candidate:

- Shamsa Al Muhairi (ID: 1054718) (2020): Dissertation entitled: “Examining the moderating effects of the demographic factors on the relationship between talent management practices and

employee retention: A case of UAE Public Healthcare Sector”. College of Business (CoB), Abu Dhabi University.

University Service, University of Sharjah, UAE (Sept. 2015 – Present)

No	Activity	Date	
		From	To
1.	College level Committees	2023	2024
1	Accreditation (i.e. AACSB) and Strategic Planning Committee	2023	2024
2	Member of College Council Committee	2023	2024
3	Member of college Executive Council	2023	2024
4	Member of Graduate Programs Committee	2023	2024
5	Faculty Recruitment and Renewal Committee	2023	2024
6	Program Effectiveness and Accreditation Committee	2023	2024
7.	Accreditation (i.e. AACSB) and Strategic Planning Committee	2022	2023
8.	Member of College Council Committee	2022	2023
9.	Member of college Executive Council	2022	2023
10.	Member of Graduate Programs Committee	2022	2023
11.	Faculty Recruitment and Renewal Committee	2022	2023
12.	Program Effectiveness and Accreditation Committee	2022	2023
13.	Accreditation (i.e. AACSB) and Strategic Planning Committee	2021	2022
14.	College Council Committee	2021	2022
15.	Executive Council	2021	2022
16.	Graduate Programs Committee	2021	2022
17.	Faculty Recruitment and Renewal Committee	2021	2022
18.	Program Effectiveness and Accreditation Committee	2021	2022
19.	College Strategic Planning Committee	2021	2022
20.	Member of MBA program accreditation committee	2020	2021
21.	Scientific Research and Seminars Committee	2019	2020
22.	Cultural and Social Activities Committee	2019	2020
23.	Scientific Research and Seminars Committee	2018	2019
24.	Chair of Student Affairs Committee	2017	2018
25.	Member of MBA program committee	2017	2018
26.	Member of the Student Affairs Committee	2016	2017
	Department level Committees		
1.	Chair of the management department and member of the curriculum and accreditation committee	Sep 2021	Current
2.	Chair of the Recruitment Committee	2021	2022
2.	Member of the Recruitment Committee	2020	2021
3.	Member of the Recruitment Committee	2019	2020
4.	Research and Seminar Committee	2019	2020
5.	Accreditation and Curriculum Committee	2019	2020
6.	Students Affairs Committee	2019	2020
7.	Outreach and Public Relations Committee (Chair)	2019	2020

No	Activity	Date	
		From	To
8.	Website / College Catalog Committee	2018	2019
9.	Research and Seminar Committee	2018	2019
10.	Accreditation and Curriculum Committee	2018	2019
11.	Member of the Recruitment Committee	2017	2018
12.	Member of the Accreditation Committee	2017	2018
	University Level Committees		
1	Member of the University of Sharjah HR committee	2022	2023
2	Member of the Recruitment Committee	2021	2022
1.	Member of the Recruitment Committee	2019	2020
5.	Member of the Recruitment Committee	2019	2020
6.	Member of the University of Sharjah Center for Continuing Education and Professional Development Committee	2022	2023
7.	Member of the University of Sharjah Center for Continuing Education and Professional Development Committee	2019	2020
8.	Member of University Strategic Plan 2020/2024- Champions Committees.	2018	2020
9.	Member of the University of Sharjah Center for Continuing Education and Professional Development Committee	2017	2018
10.	Member of the University of Sharjah Center for Continuing Education and Professional Development Committee	2017	2018
11.	Member of the Recruitment Committee	2017	2018
12.	Member of the Student Affairs Committee	2016	2017
13.	Conducted more than seven training courses/diplomas in different Management areas (i.e., Human resource management, Strategic management, leadership, etc.....). At the <i>University of Sharjah Center for Continuing Education and Professional Development</i>	2016	2020
14.	I have been involved (as a team member) who conducted a research project funded by the <i>UAE General Authority of Youth & Sports Welfare</i> , with an overall budget exceeding \$30,000. Project title: The impact of corporate governance on organizational performance: <i>The case of UAE General Authority of Youth & Sports Welfare. It was submitted to the UAE General Authority of Youth & Sports Welfare.</i>	2016	2017

Judge/Host for various events:

- ❖ Member of the leading committee and the Judges committee in the innovation forum competition conducted by the college of business administration at the University of Sharjah in collaboration with the Sharjah Chamber of Commerce and Industry. Feb 2023
- ❖ Member of the leading committee and the Judges committee in the innovation forum competition conducted by the college of business administration at the University of Sharjah in collaboration with the Sharjah Chamber of Commerce and Industry. Feb 2022

- ❖ Member of the leading committee and the Judges committee in the Innobator competition, which was conducted by the college of business administration at the University of Sharjah in collaboration with Innovation Box. April 2022. **In a highly competitive event with over 250 participating groups, my students secured the first and second prize.**
- ❖ Invited Judge for the Selection Committee - Hult Prize 2020/21
- ❖ Invited Judge for the Selection Committee - Hult Prize 2019/20
- ❖ invited Judge for the Selection Committee - Hult Prize 2018/19

Research Grant

- ❖ 2017-2018: Principal investigator - Seed Grant, University of Sharjah, No.1703030205.
- ❖ **Jan 2014-April 2014:** Research assistant for Knowledge Transfer Program (KTP) research grant, University Utara Malaysia (UUM). The project title is “promoting service innovation in the hotel industry through HRM practices & knowledge sharing (s/o code: 12358).

WORKSHOP AND TRAINING PROGRAMS CERTIFICATES

- 2016-2023: I have had the privilege of delivering more than 20 training courses and diplomas in various fields of management, including but not limited to HR management, strategic management, innovation and creativity, SPSS, leadership, and group work. These courses were conducted at the University of Sharjah Center for Continuing Education and Professional Development.
- 2017: Attended a training program titled “class time reconsidered: Active learning in the university classroom” by Prof. Derek Bruff, Director, Organized by the institute of leadership in higher education [University of Sharjah, UAE, April 30, 2017].
- 2014: Attended a training program titled “How to use Amos for research analysis”. Al-Madinah international university – Malaysia
- 2013: Attended a training program titled - How to use “SPSS” for research analysis. UUM – Malaysia, 2013.
- 2013: Attended a training program titled - “ISO 9001: 2011 Internal Quality Auditing”- Provided by the Malaysian government.
- 2013: Attended a training program titled “How to do Business reports”. Al-Madinah International University – Malaysia.
- 2012: Attended a training program titled “Microsoft Dynamic Customer Relationship Management system (CRM)”. Al-Madinah International University – Malaysia.
- 2012: Participated in Training program on Alim and Campus Management System (CMS). Al-Madinah International University – Malaysia.
- 2009: Participated in a workshop titled “International Human Resource Management”, 2009, University Utara Malaysia.

COMPUTER SKILLS

General: MS Office
Statistics: SPSS, AMOS, and Smart-PLS.
E-learning applications: Blackboard Learning System and Campus Management System (CMS).

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