



**FACULTY PORTFOLIO**

**Name: Alaa Aldin Abdul Rahim A Al Athmay**

**College: Business Administration**

**Department: Management, Marketing & Public Administration**

**Academic Rank: Associate Professor**

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## Teaching Philosophy

I believe that to be most effective as an instructor, one must create a safe environment that is interactive and collaborative and which promotes problem-solving and critical thinking skills. The ultimate objective in my teaching is not only making sure that students learn the fundamental content of the courses I teach, but to facilitate learning by helping students to gain the necessary skills to take control of and become active participants in their own learning. I truly believe that knowledge gained through active participation is knowledge that will endure long and will stay with an individual. In my teaching assessment methods, I use: (1) Traditional lecture; (2) Problem-Solving assignments; (3) Cases Studies assignments; and small-groups projects. All of my courses involve WebCT components and Blackboard, giving the students opportunities to download lecture note, case study assignments-taking guides and materials and further their knowledge of course content through engagement in complementary online activities. Techniques used to achieve my philosophy of teaching are: giving students a voice in class (presenting their opinions and respecting the opinions of others); implement students' suggestions to improve my service delivery and their learning outcomes; developing assignments that improve students' problem-solving and critical thinking skills; and utilize small-group assignments to involve students work together apply the theoretical knowledge to real life issues.

Teaching is my enjoyable career. My teaching philosophy is not only delivering the technical aspect of the lecture. It is not only teaching students the courses materials but to nurture them to be good citizens for their countries. I found out that teaching is not the only outcome of the learning processes but as a lecturer, I should teach the students the proper ethical behavior and how they should act once they assume responsibilities after completing their studies. Developing a curriculum around students interests foster intrinsic motivation and stimulates the passion to learn. One way to take learning in a direction relevant to student interest is to invite student dialogue about the lessons and units of study.

I believe that learning-oriented teaching promotes learning that is both purposeful and enduring. As a lecturer, it is my responsibility to know who my learners are, what kinds of knowledge and experience they bring to the class, what are their maturity level, and what they want to achieve so that I can tailor a curriculum that fits their needs and yet leaves enough room to accommodate new topics. My approach to student assessment reflects on two goals. First, the student is expected to master a body of knowledge by demonstrating on exams a familiarity with terms, theories and concepts studied in the course. Second, students are given the opportunity to reflect upon the learned materials and complete written assignments that emphasize the skills of critical thinking and to evaluate information for scientifically grounded knowledge creation and the ability to communicate the results in a formally scientific and correct manner.

## **CURRICULUM Vitae**

**Dr. Alaa – Aldin Abdul Rahim Ahmad Al Athmay**

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**Department of Business and Public Administration**

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<b>Professional Capabilities</b>
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### **Teaching**

- More than Twenty years of lecturing including postgraduate and undergraduate courses.
- Designing and launching BA (Public Administration/Public Sector financial Management), MPP (Public Policy), and have contributed to the Degree in Administrative Sciences at University Technology Mara, Malaysia and the Islamic Banking and Finance programs at the University of Brunei Darussalam, Brunei
- Involved in teaching a variety of courses at the postgraduate level (Masters of Public Policy and Management and Executive Masters in Business Administration)
- Involved in a variety of academic committees overseeing curricular development and quality assurance.

### **Research & Consultancy**

- Published and presented more than 16 empirical research works in international refereed journals and conferences.
- Significant experience of consultation at different universities in Iraq, Jordan, Malaysia, and Brunei Darussalam.
- Reviewer of Journal' articles.
- Editorial boards Review member

## Academic Education

1. Ph.D. (Public Administration); Specialization in Public Sector Financial Management. College of Social sciences, Askew School of Public Administration and Policy, Florida State University, Tallahassee, FL 32306,USA
2. MPA, Graduate School of Public Administration and International Affairs, Specialization Certificate in Financial Management of Public Sector and Non-Profit Organizations Awarded August, 1983, University of Pittsburgh, Pittsburgh, PA 15260, USA
3. B.A (Accountancy and Business Administration – 5 years degree), College of Economics and Management, AL-Mustansiriyah University, Baghdad, Iraq.

## Job History

### 1. Current Position and Contact Details

#### Currently:

Associate Professor in Public Management (Public Sector and Non-Profit Financial Management and E-Government) at the College of Business Administration, University of Sharjah, United Arab Emirates

#### Contact Details

Department of Management, Marketing and Public Administration

College of Business Administration, University of Sharjah, Sharjah,

United Arab Emirates:

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### 2. Academic Employment

**September 2010- Present:** Associate Professor, University of Sharjah

**2006- 2010:** Associate Professor, College of Business Administration  
University of Sharjah, Sharjah, United Arab Emirates

**2000-2006** Senior Lecturer, Faculty of Business, Economics & Policy Studies  
University Brunei Darussalam, Sultanate Brunei

**1995-2000** Senior Lecturer, School of administration and Law  
University Technology Mara, Shah Alam  
Selangor, Malaysia

**1991-1995** Assistant Professor, Faculty of Economics and Administrative Sciences  
Al-Yarmouk University, Irbid, Jordan

**1983-1985** Lecturer, Department of Management  
Administrative & Technical Institute, Foundation of Technical Institutes  
Baghdad, Iraq

### Courses Taught

- Public Finance
- Electronic Governance
- Public Program Evaluation
- Public Sector Marketing
- Governmental Budgeting
- Public Sector Financial Administration
- Public Administration (Under & Postgraduate)
- Public Policy
- Policy Analysis
- Strategic Public Management
- Development Management
- Economic Aspects of Public Policy (Postgraduate Studies)
- Special Topics in Public Administration
- Research Projects in Public Administration
- **Some of my PowerPoint Lectures have been used as resource materials in the Google Websites. in the Area of Public Budgeting & Finance and E-government**

### Other Courses Taught

- Organizational Behavior
- Principles of Management
- Small Business Management
- Human Resource Management
- Management of Change
- Islamic Ethics & Values in Business
- Governmental Accounting & Auditing
- Cost and Management Accounting

## Publications

### A. Refereed: Journal Articles

1. Alaa-Aldin Abdul Rahim Ahmad and Suleiman Batarseh, **The level of citizens satisfaction with the public services in Jordan, A field study**, Abhath Al-Yarmouk, Humanities and social Science Series, Vol. 10, No. 4, PP 93 - 124, 1994. (in Arabic)
2. Alaa-Aldin Abdul Rahim Ahmad, **Some factors influencing the relationship between civil Servants and the Jordanian Recipients of Public Services**, Journal of Public Administration, Institute for Public Administration, Riyadh, Saudi Arabia, Vol. 36, No 3, PP 483 - 530 December 1996 (in Arabic)
3. Alaa-Aldin Abdul Rahim Ahmad., **Citizen Evaluation of Public Services : The case of Federal Department, Kuala Lumpur**, Journal of Administrative Science, University Technology Mara, Shah Alam, Selangor, Malaysia, Vol.1, No. 1, PP 1-15, 1997.
4. Alaa-Aldin Abdul Rahim Ahmad and Steven D. Zink., **Information Technology Adoption in Jordanian Public Sector Organizations**, Journal of Government Information, Vol. 25, No. 2, pp .117 –134, Copyright: 1998 Elsevier Science Ltd., U. S.A
5. Sabah S. Al-Badri and Alaa-Aldin Abdul Rahim Ahmad., **Suggested Changes in the Administration and Methodologies of Development Planning in Developing Countries**. Journal of Economics and Administrative Sciences, U.A.E University, U.A.E., No.12, pp 1-34 December 1996.
6. Said Haliaq, Alaa-Aldin A.Ahmad and AbdulBasit Athamana.,**The Role of Social Security in Motivating the total domestic Investment in Jordan : An Econometric Model, 1980 - 1993**, Al-balqa Journal for Research and Studies., Vol. 4 , No. 2, December 1996. University of Amman, Jordan.
7. Alaa-Aldin Abdul Rahim Ahmad.,**The Adoption of Quantitative Methods in the Decision-Making Process in Jordan, Field Study )**, Journal of Public Administration, Institute for Public Administration, Riyadh, Saudi Arabia. Vol. 38, No. 3, October 1998, pp 557--585
8. Hazman Shah Abdullah and Alaa-Aldin A.Ahmad., **A Study of the Use of Information Technology and its Impact on Service Quality in the Malaysian Public Sector**. Asian Review of Public Administration. Vol. XIII, NO. 1., pp 7-28, January-June 2001

9. Alaa-Aldin A.Ahmad, Gloria A.Grizzle and Carole D.Pettijohn., **Patterns of Changes: Information Change and Congressional Budget Deliberations Revisited.** Journal of Public Budgeting, Accounting & Financial Management, 15 ( 1 ), pp 1-22 Spring 2003. U.S.A.
10. Alaa-Aldin A.Ahmad., **Supervisory and Non-Supervisory Employees Attitudes and Perceptions Towards Performance Appraisal in the Malaysian Public Sector.** Journal of Economics and Administration. Vol. 16. Number 2, pp 3-15 (2002) King Abdulaziz University, Jeddah, Saudi Arabia.
11. Alaa-Aldin A.Ahmad., **Zero – Base Budgeting: Employees Perceptions and Attitudes in Brunei Public Sector Organizations.** Journal of Economics and Administration, Volume 21, Number 1 2007, King Abdulaziz University, Jeddah, Saudi Arabia
12. Shamim Ahmad Siddiqui and Alaa-Aldin A.Ahmad., **Resolving Controversial Issues and Setting Goals for Islamic Insurance: An evaluation of Takaful Companies of Brunei, Journal of Islamic Economics, Banking and Finance, Volume 3, Number 2, July – December 2007. Published through Cabell’s Publishing Directory, USA, Publication Department: Islamic Bank Training and Research Academy, Dhaka, Bangladesh.**
13. **Alaa-Aldin Abdul Rahim A. Al Athmay**, “Performance Auditing and the Public Sector Management in Brunei Darussalam”, the International Journal of Public Sector Management, Vol. 21, No. 7, 2008. Emerald Group Publishing Limited, United Kingdom.
14. **Alaa-Aldin Abdul Rahim A. Al Athmay**, “Innovations in Public Sector: The Brunei Case”, Presented to the 4<sup>th</sup> Annual EuroMed Conference of the EuroMed Academy of Business, Elounda, Crete, Greec October 19<sup>th</sup> – 22, 2011. Published at the Conference Readings Book Proceedings, ISBN: 978-9963-711-01-7, PP 171-185. Currently, working to accommodate the Reviewers Feedback and upon completion, will be send for publication in Electronic Journal of E-Government.
15. **Shamim A. Siddiqui & Alaa Aldin Abdul Rahim A Al Athmay**, “Development & Growth through Economic Diversification: Are there Solutions for Continued Challenges Faced by Brunei Darussalam?”, Journal of Economics and Behavioral Studies, Vol. 4, No. 7, pp. 397-413 (2012)
16. **Alaa-Aldin Abdul Rahim A. Al Athmay**, “Assessing the Implementation of E-Governance in Arab Countries”, International Journal of Information Technology and Business Management (2012), Vol. 5, No.1, pp. 20-40
17. **Nnamdi O. Madichie & Alaa-Aldin Abdul Rahim A. Al Athmay**, “An Initial Assessment of e-governance and Public Sector Marketing in the UAE”, Inderscience Enterprises Ltd, International Journal of Business and Emerging Market (2013), Vol.5, No. 3, pp. 234-253

18. **Alaa-Aldin Abdul Rahim A. Al Athmay**, “E-governance in Arab Countries: Status & Challenges”, Global Journal of Business Research, Vol. 7, No. 5, 2013, pp. 79-97
19. **Kamel Fantazy & Alaa-Aldin Abdul Rahim A. Al Athmay**, “Ethics and Religion in Higher Education: Evidence from United Arab Emirates Universities”, International Journal of Commerce and Management (*IJCM*). Vol. 24 No. 1, 2014. (Emerald Group Publication).
20. **Alaa-Aldin Abdul Rahim A. Al Athmay**, Demographic Factors as Determinants of E-Governance’ Adoption: A Field Study in the United Arab Emirates (UAE): Published at: Transforming Government: People, Process and Policy, Volume 9, issue 2, pp. 159-180, 2015 (Emerald Group Publication).
21. **Alaa-Aldin Abdul Rahim A. Al Athmay & Kamel Fantazy**, “E-Government Adoption and Users’ Satisfaction: An Empirical Investigation”, EuroMed Journal of Business, Volume 11, Number 1, pp.1-27, 2016, (Emerald Group Publication).

### **Journal Articles (Accepted for Publication)**

**Abu Elias Sarker & Alaa Al Athmay**, “Changing Facets of Public Administration in the United Arab Emirates” International Journal of Public Administration, Publisher Taylor & Frances.

### **Journal Article-In Progress**

**Alaa Aldin Al Athmay**. “Human Resources Information Systems in United Arab Emirates’ Public Sector Organizations: An Empirical Study.” Completed the theoretical framework of the paper and currently working on data analysis.

### **Research Grant: (completed and send for publication).**

**Alaa-Aldin Abdul Rahim A. Al Athmay & Kamel Fantazy**, “Relationships Between Sales Managers and Ethical Behavior In UAE: An Empirical Study (Joint Research Project)

### **International Conference (selected recent participation)**

1. “An Initial Assessment of e-Governance & Public Sector Marketing in the UAE” Presented to the conference: “Emerging Research Paradigms in Business and Social Sciences”, Organized by Middlesex University, Dubai Campus, 22 – 24<sup>th</sup> November, 2011, UAE. **Received Best Paper Award**



2. **“Innovations in Public Sector: The Brunei Case”** Presented at *4<sup>th</sup> Annual Conference of the EuroMed Academy of Business (EMAB), Elounda, Crete, Greece 20 – 21 October, 2011*, sponsored by Technological Educational Institute of Crete, Agios Nikoloas Campus, Crete, Greece.
3. **“Assessing The implementation of E-Governance in Arab Countries”**, Presented at 5<sup>th</sup> International Conference of the EuroMed Academy of Business (EMAB), Glion-Montreux, Switzerland, October 4<sup>th</sup> – 5<sup>th</sup>, 2012
4. Co-Author of a paper entitled: **“Ethics and Religion in Higher Education: Evidence from UAE Universities”**. Presented at the 2<sup>nd</sup> Global Islamic Marketing Conference held in Hotel Rotana Abu Dhabi, UAE, January 17-18, 2012. Sponsored by United Arab Emirates University, Al Ain, UAE.
5. Participated in the “Licensing Opportunities Forum (LOF) 2011” and the “Patent Protection for Inventors and Entrepreneurs” Conference Sponsored by Arab Science and Technology Foundation (ASTF), held in Sharjah Chamber of Commerce and Industry, 28-29 November 2011.
6. **“Factors determining citizens perception of e-Governance in UAE – An Empirical Study”**, Presented at International Conference on e-Government, World Academy of Science, Engineering & Technology, [www.waset.org](http://www.waset.org), Istanbul, Turkey, September 19 – 20, 2013
7. **“E-Government Adoption and Users’ Satisfaction: An Empirical Investigation”**, Presented at 14<sup>th</sup> EBES Conference – Barcelona – Spain, October 23<sup>rd</sup> – 25<sup>th</sup>, 2014. [www.ebesweb.org](http://www.ebesweb.org)

## **B. Theses and books**

1. What is the best Policy for Iraqi Government in Determining the Level of Oil Production? Masters Theses, University of Pittsburgh, PA., USA, 1983.
2. The Impact of Information Change upon Congressional Appropriations Deliberation, PhD Dissertation, Florida State University, Tallahassee, USA, 1989.
3. The Use of Information Technology and Its Impact on Service Quality in the Malaysian Public Sector: A Survey : Financed and Published by the Bureau of Research and Consultancy, University Technology Mara, Shah Alam, Selangor, Malaysia

## Consultation

Provided lectures, on different critical issues in the areas of public and business administration, to middle and senior government officers in Jordan, Malaysia, and Brunei Darussalam during my career as a faculty staff for the period as follow:

- Center for Continuing Education and Community Services, Al-Yarmouk University, Irbid, Jordan, **1991 – 1995**, also I served as lecturer and supervisor at the Institute of Public Management, Irbid Branch, Irbid, Yarmouk University, Irbid, Jordan, **1993-1995**, and Served as one among other representatives for discussing the economic and administrative problems facing the adoption of Sales Tax in Jordan.
- Evening Short courses for government officers, University Technology, Shah Alam, Selangor, Malaysia, **1995 – 2000**
- Executive Development Program for Senior Government Officers, University of Brunei Darussalam, **2000 – 2006**
- Development Program for Government Middle-Management Officers, University of Brunei Darussalam, **2003 – 2006**

## PhD Theses Supervision

“The Relationship between the Components and Determinants of Marketing Audit and Its Impacts on Marketing Performance Analysis” PhD Dissertation, Name of Candidate: Zakia Saadon Omer; Dhok Polytechnic University, Ministry of Higher Education and Scientific Research: **Appointed August, 2016-ongoing**

## Masters Theses Supervision

- “A neo Institutional Perspective on the Philippine Privatization Practices” (2001).
- “Critical Analysis of Foreign Direct Investment in Negara Brunei Darussalam” (2202)
- “Implementing an Innovative Tool for Public Sector Financial Management: A case Study of TAFIS as an e-Government Application” (2004)
- “An Evaluation of the relationship between Customers Satisfaction and Service Friendliness: the Case of Brunei Postal Service” (2006)
- “An Assessment of Safety Culture in some Selected Government Hospitals in Sharjah and Dubia” (2007).
- “Implmentation of an Intgrated Quality Management System at Ras Al Khaimah International Airport” (2008).
- “Charismatic Leadership in Dubai Public Sector Organizations” 2009.
- **Also, I was served as an internal and second examiner for several projects at the University of Brunei and University of Sharjah.**

## **Work Attachment Program**

During my career, I was involved in supervising students in real work environment. This program was mainly aimed in familiarizing the undergraduate students with real work environment and to get them acquainted with the necessary work experience skills.

## **Teaching Interests**

- Public Finance and Budgeting
- Public Policy & Management
- E-Governance and E-government
- Public Sector Service Management
- Public Sector Reform

## **Research Interests**

- Budgetary reform in Developing countries.
- Budgeting, Accountability and Performance in Public Sector
- Budgeting and Strategic Management in Public Sector Agencies
- IT and e-government in Public Sector
- Public Sector Service Management

## **Professional Services**

**During my career, I**

- Have involved in a variety of academic committees overseeing curricular development and quality assurance, at both undergraduate and post graduate studies. Also, I was involved in Postgraduate Studies Committees for two academic years at the Department and Faculty level at University of Brunei Darussalam.
- Have involved in a variety of administrative committees.
- Have involved as a member of preparatory and working committees for several international conferences.

## Professional Affiliation

- Center for Public and Comparative Administration, Florida State University, Tallahassee, Fl, USA, 1985-1989
- American Society for Public Administration (ASPA), Washington, D.C. USA
- Accounting & Auditing Association, Baghdad, Iraq, 1973-1979.

## Personal Details

- Born on March 16, 1952
- Married: Have a dependent wife and four children
- Citizenship of United States of America (USA)
- Love classical movies and music, walking and playing football

## Honors, Awards and Recognitions

- Best Research Award for Academic Year 1999/2000, University Technology Mara, Bureau of Research and Consultancy, Shah Alam, Selangor, Malaysia
- Certificate Lecturer of the Academic year 1997/1998, Faculty of Law and administration, University Technology Mara, Shah Alam, Selangor, Malaysia.
- Best Paper Award, First International Conference on Emerging Research Paradigms in Business and Social Sciences, Organized by Middlesex University, Dubai Campus, 22-24 November, 2011.

## References

- **Upon Request**