

# **DR. HAYFAA A. TLAISS**

## **CURRICULUM VITAE**

### **I. EDUCATION**

**University of New Brunswick (Saint John-New Brunswick)**  
Diploma of University Teaching: 2010-2011

**Passed the CFA Level II Examination: 2010-2011**

**University of Manchester- Alliance Manchester Business School (Manchester-United Kingdom)**  
PhD in Business Administration: 2005-2009

**Passed the CFA Level I Examination: 2007**

**Institute for Financial Analysts (Beirut-Lebanon)**  
Financial Risk Management Certificate: 2004-2005

**Lebanese American University- School of Business (Beirut-Lebanon)**  
Master of Business Administration: 2002-2004

**Lebanese American University- School of Business (Beirut-Lebanon)**  
Bachelor of Science in Business Administration: 1999-2002

### **II. ACADEMIC EMPLOYMENT**

**Alfaisal University- College of Business (Riyadh- Kingdom of Saudi Arabia)**  
Associate Professor of Management: September 2015- Present  
Chair of Management Department: September 2015- August 2021

- *Bachelor of Business Administration*: Strategic Management; Comparative Management; Negotiations; Organizational Behavior; Employee Learning and Development; and Human Resource Management.
- *Master of Business Administration (MBA)*: Organizational Behavior; Human Resource Development; Human Resources Management.

**University of New Brunswick- Faculty of Business (Saint John- Canada)**  
Associate Professor: July 2014- August 2015  
Assistant Professor: July 2010- July 2014

- *Bachelor of Business Administration*: Competitive Strategies, Strategic Human Resource Policy, Training and Development, Motivation and Work Behavior, Organizational Behavior, and Human Resource Management.

- *Master of Business Administration (MBA):* Human Behavior and Leadership Supervision of Master's Thesis and research projects.

**University of Windsor- Odette Business School (Windsor- Canada)**

Lecturer: January- May 2010

- *Executive MBA Program:* Managing in the International Arena
- *Bachelor of Business Administration:* Business Ethics in a Global Context

**University of Manchester- Alliance Manchester Business School (Manchester- United Kingdom)**

Doctoral Researcher, and Seminar and Workshop Leader: January 2006- May 2009

- *Master of Business Studies in Global Business Strategy:* Strategic Management, and Strategic Planning and Policy Formulation
- *Master of Science in International Business and Cross Cultural Management:* International Management
- *Bachelor of Business Administration:* Organization Behavior, and Human Resource Management

**University of Manchester- Manchester School of Economics (Manchester- United Kingdom)**

Seminar and Workshop Leader: September 2006- May 2009

- *Bachelor of Science/ Arts in Economics:* Microeconomics and Macro Economics

**Institute for Financial Analysts (Lebanon, Kuwait, and United Arab Emirates)**

Lecturer, Coordinator, and Faculty Member: July 2007- July 2009

- *Executive Teaching:* Economics, Ethical and Professional Standards and Quantitative Methods for candidates of the CFA Level I and Level II examination

**Lebanese American University- School of Business (Beirut-Lebanon)**

Lecturer: February 2007- June 2007

- *Bachelor of Science in Business Studies:* Accounting I

**Arts, Sciences & Technology University- School of Business (Beirut-Lebanon)**

Lecturer: January 2003-July 2005

- *Master of Business Administration:* International Human Resource Management
- *Bachelor of Arts in Business Studies:* Organizational Behavior, Human Resource Management, Finance and Economics

- *Master of Business Administration: Financial Management, Portfolio Management and Financial Derivatives*

### III. RESEARCH ACTIVITIES

#### A. Publications

##### Refereed Peer Reviewed Journal Publications

1. Tlaiss, H. and McAdam, M. (2021). Unexpected Lives: The Intersection of Islam and Arab Women's Entrepreneurship. *Journal of Business Ethics*, 171 (2), 253-272.
2. Tlaiss, H. and McAdam, M. (2021). Islam, Arab Women's Entrepreneurship and the Construal of Success. *International Journal of Entrepreneurial Behavior and Research*, 27(3), 821-844.
3. Al-Asfour, A., Tlaiss, H., and Shield, SW (2021). Work Experiences of Native Americans: A Qualitative Study. *Journal of Career Development*, 48(2),105-119.
4. Tlaiss, H. (2021). "Exploring talent management in practice: an Arab country-specific empirical investigation", *Employee Relations*, 43(1), 63-81.
5. Tlaiss, H. and Waqfi, M. (Published online 27<sup>th</sup> of June, 2020). Human resource managers advancing the careers of women in Saudi Arabia: Caught between a rock and a hard place. *International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2020.1783342>
6. Tlaiss, H. (2019). Contextualizing the career success of Arab women entrepreneurs. *Entrepreneurship & Regional Development*, 31(3-4), 226-241.
7. Tlaiss, H. and Kauser, S. (2019). Entrepreneurial Leadership, Patriarchy, and Gender, and Identity in the Arab World: Lebanon in Focus, *Journal of Small Business Management*, 57 (2), 517-537.
8. Al-Asfour, A., Tlaiss, H., Khan, S., and Rajasekar, J. (2017). Saudi Women's Work Challenges and Barriers to Career Advancement, *Career Development International* 22 (2), 184-199. **University Research Excellence Award from Deanship of Scientific Research King Abdulaziz University, KSA.**
9. Tlaiss, H., Martin, P., and Hofaidhllaoui, M. (2017). Talent retention: Evidence from a multinational firm in France, *Employee Relations*, 39, (4), 426-445. **Highly Commended Paper Award Winner at the Literati Network Awards for Excellence 2018**
10. Tlaiss, H. (2015). Entrepreneurial motivations of women: Evidence from the United Arab Emirates, *International Small Business Journal*, 33(5), 562-581

11. Tlaiss, H. (2015). How Islamic Business Ethics Impact Women Entrepreneurs: Insight from Four Arab Middle Eastern Countries. *Journal of Business Ethics*, 129 (4), 859-877.
12. Tlaiss, H. (2015). Neither-Nor: Career success of women from an Arab Middle Eastern Context. *Employee Relations: The International Journal*, 37(5), 526-545. **Highly Commended Paper Award Winner at the Literati Network Awards for Excellence 2016.**
13. Tlaiss, H., and Dirani, K. (2015) Women and Training: An Empirical Investigation in the Arab Middle East. *Human Resource Development International*, 18 (4), 366-386.
14. Elamin, A. M. and Tlaiss, H.A (2015). Exploring the relationship between organizational citizenship behavior and organizational justice in the Islamic Saudi Arabian Context. *Employee Relations: The International Journal*, 37(1), 2-29.
15. Tlaiss, H.A and A. Elamin (2015). Exploring organizational trust and organizational justice among junior and middle managers in Saudi Arabia: Trust in immediate supervisor as a mediator. *Journal of Management Development*, 34 (9), 1042-1060.
16. Tlaiss, H. (2014). Between the traditional and the contemporary: Careers of women from a developing Middle Eastern country perspective. *International Journal of Human Resource Management*, 25 (20), 2858-2880.
17. Tlaiss, H. (2014). Women's Entrepreneurship, Barriers and Culture: Insights from the United Arab Emirates. *Journal of Entrepreneurship*, 23(2), 289-320. **(Most read article during June 2015)**
18. Tlaiss, H. (2014). Conformers, fighters, and Rebels: Career women in the United Arab Emirates. *Human Resource Development International*, 17 (3), 339-354.
19. Tlaiss, H. and Mendelson, M. S. (2014). Predicting women's job satisfaction with personal demographics: Evidence from a Middle Eastern country, *International Journal of Human Resource Management*, 25 (3), 434-458
20. Tlaiss, H. (2013). Women managers in the United Arab Emirates: Successful careers or what?, *Equality, Diversity, and Inclusion: An International Journal*, 32 (8), 756-776.
21. Tlaiss, H. (2013). Job satisfaction on women managers in Lebanon: The effect of organizational factors in the services industry, *International Journal of Cross Cultural Management*, 13(3), 279-298.
22. Tlaiss, H.(2013). Determinants of job satisfaction in the banking sector: The case of Lebanese managers, *Employee Relations: The International Journal*, 35 (4), 377-395.
23. Tlaiss, H. (2013). Women in healthcare: Barriers and enablers from a developing country perspective, *International Journal of Health Policy and Management*, 1 (1), 25-38.

24. Tlaiss, H. and Kauser, S. (2011). The impact of gender and family on career advancement: Evidence from Lebanese Women, *Gender in Management: An International Journal*, 26 (1), 8-36. (Ranked as 1 in ABS ranking) **Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2012**
25. Kauser, S. and Tlaiss, H. (2011). Middle Eastern women managers: Participation, barriers and future prospects, *Journal of International Business and Economics* 12(1), 35-56.
26. Tlaiss, H. and Kauser, S. (2011). The importance of wasta in the career success of Middle Eastern managers, *Journal of European Industrial Training*, 5(35), 467-486.
27. Tlaiss, H. and Kauser, S. (2011). Career success of Arab women managers: An empirical study in Lebanon”, *Education, Business and Society: Contemporary Middle Eastern Issues*, 4 (1), pp. 43-61.
28. Tlaiss, H., and Kauser, S. (2010) Perceived organizational barriers to women's career advancement in Lebanon, *Gender in Management: An International Journal*, 25(6), pp.462 – 496.

#### Book Chapters and Monographs

1. Tlaiss, H.A. (In Press) Saudi Arabian Women Entrepreneurs: Agents of Change and Value Creators. In S. Yousafzai, C. Henry, M. Boddington, S. Sheikh, and A. Fayolle (Eds). *A Handbook of Research in Women's Entrepreneurship and Value Creation*. Edward Elgar. ISBN for Handbook is: 978 1 78990 136 8 and for eBook: 978 1 78990 137 5
2. Tlaiss, H. (In Press). Contextualizing the career success of Arab women entrepreneurs. In S. Yousafzai (Ed), *Understanding Women Entrepreneurship in a Gendered Context: Influences and Restraints*.
3. Tlaiss, H.A. (2021). Doing gender and entrepreneurial success: Contextualizing the experience of Arab entrepreneurs. In M. McAdam and J. Cunningham (Eds). *Women and Global Entrepreneurship: Contextualising Everyday Experiences*. Routledge. ISBN 9780367443337
4. Tlaiss, H.A. (2018). Gendered expectations and ideologies of patriarchy: contextualizing Arab women's entrepreneurial leadership. In S. Yousafzai, A. Lindgreen, S. Saeed, C. Henry, A. Fayolle, and F. Maon (Eds). *Women's entrepreneurship: Going beyond the gender-neutral approach*. Gower Publishing: UK.
5. Tlaiss, H.A., Dirani, K, and Hamie, S. (2018). Talent Development and Management: Exploring the Rhetoric and Reality in Lebanon. In K.M. Dirani, F. Nafukho, & B. Irby (Eds). *Global Issues and Talent Ddevelopment: Perspectives*

*from Countries Around the World*, (Chapter 19; 95-115), Charlotte, NC: Information Age Publishing

6. Dirani K.M., Hamie C.S., Tlaiss H. (2017) Leadership in Saudi Arabia. In: Ardichvili A., Dirani K. (eds) *Leadership Development in Emerging Market Economies* (pp.245-260). New York, NY: Palgrave, Macmillan Publishing. doi: 10.1057/978-1-137-58003-0
7. Tlaiss, H.A. and Elamin, A. (2016). Human Resource Management in Saudi Arabia. In P. Budhwar and M. Mellahi (Ed.) *Handbook of Human Resource Management in the Middle East*. (Chapter 11; p. 141-160). Edward Elgar Publishing Ltd, USA.
8. Tlaiss, H.A. (2015). The Trail Blazers of Lebanon: The Agency of Women Entrepreneurs. In R. Stephan, G. Hourani, and K. Horn (Ed.) *In Line with the Divine" the Struggle for Gender Equality in Lebanon* Abelian Academic. (Winner of the 2015 Rita Sabat Award).
9. Tlaiss, H.A. (2014). The communication of traditional gender stereotypes and its impact on the careers of women in Lebanon and the Arab world. In R. Radawi (Ed.) *Intercultural Communication with Arabs*. Chapter 15, pp. 261-278, Palgrave MacMillan, USA.
10. Tlaiss, H.A. (2014). Muhammad as contemporary role model—women. In C. Fitzpatrick and A.H. Walker, (eds.), *Muhammad in History, Thought, and Culture: An Encyclopedia of the Prophet of God*. ABC-CLIO, USA. (Winner of the 2015 ALA-RUSA Outstanding Reference Source Award).
11. Tlaiss, H. and Kauser, S. (2011). Women in Management in Lebanon. In M. Davidson and R., Burke (Eds.) *Women in Management Worldwide: Progress and Proposals* (Volume II). Chapter 17, pp. 299-315. Gower, England.

#### Other Publications

- Tlaiss, H. 2012. *Women managers, governmental agencies and human resource departments: An insider perspective from Lebanon and the Middle East*. Journal of AngloHigher. Volume 4, Issue 2, 11-12.
- Tlaiss, H. 2009. *Arab American Women: Where do they stand?* Daily Star.
- Tlaiss, H. 2007. *Between Separation and Veil: Where Does the Muslim Women Stand?* Daily Star.

#### Publications in Conference Proceedings

1. Tlaiss, H. (2021). Gender Diversity in Saudi Arabia. In Professional Development Workshop on “Diversity, Equity, and Inclusion Leaders and Champions”, Academy of Management (AOM), Virtual, 29 July- 4 August, 2021.
2. Waqfi, M, Tlaiss, H., and Ghoudi, K. (2021). Career adaptability as a predictor of job search intentions and career readiness in the UAE, Academy of Management (AOM), Virtual, 29 July- 4 August, 2021.
3. Tlaiss, H. (2020/Postponed to 2021). Co-Organizer, Presenter, and Discussant: GLOBAL E-FORUM: Challenges and Solutions to Overcome Crises: The Role of Women’s Entrepreneurship Research, King Abdallah Economic City, Saudi Arabia, 25 February, 2021.
4. Tlaiss, H. (2020/Postponed to 2021). Islamic feminism in Saudi Arabia: A Strategy for Women’s Career Advancement. *Gender, Work & Organization*, 11th Biennial International Interdisciplinary Conference, University of Kent, Canterbury, UK, 24-26 June, 2020.
5. Tlaiss, H. (2019). Of Arab women in Entrepreneurship and Management. In Workshop “International research and teaching collaboration in an epoch of inclusive organizations”, Academy of Management (AOM), Boston 9-13 August, 2019.
6. Tlaiss, H. and McAdam, M. (2019). Islam and women's entrepreneurship in the Arab World: A country-specific Investigation. Academy of Management (AOM), Boston 9-13 August, 2019.
7. Tlaiss, H. and Waqfi, M. (2019). Gender discrimination and HR managers in Saudi Arabia. Academy of Management (AOM), Boston 9-13 August, 2019.
8. Tlaiss, H. (June 2019). Mapping the field of talent management in Lebanon: An exploratory study in the banking, European Academy of Management Conference (EURAM), Lisbon 26-28, 2019
9. Waqfi, M. and Tlaiss, H., and Ghoudi,K. (2019). Career Orientations in an Arab Middle Eastern Context: Career Adaptabilities and Related Constructs in the United Arab Emirates. *Innovation, Entrepreneurship, Knowledge Academy (INEKA) Conference*, Verona 11-13 June, 2019
10. Tlaiss, H. and Neergaard, H. (2018). Entrepreneurial Success of Arab Entrepreneurs: Entrepreneurs Doing Success and Gender. Proceedings in *ISBE*,

- Institute for Small Business and Enterprise Conference*, 9-9 November 2018, Birmingham, UK.
11. Tlaiss, H. (2017). Arab Women entrepreneurs and Career Success: The Case of Lebanon. Proceedings in *ISBE, Institute for Small Business and Enterprise Conference*, 8-9 November 2017, Belfast, UK.
  12. Antoine, G., MacDonald, J., and Tlaiss, H. (2017). Measuring the Impact of Shifting Leadership Expectations in Saudi Arabia And Implications on Organizational Justice. *Proceedings of International Association for Business and Society (IABS) Conference, 26 June-2 July 2017, Amsterdam, Netherlands.*
  13. Tlaiss, H.. (2016). Gender (equality/inequality) in Under-represented Countries. Proceedings of “Forging International Research Collaborations of Consequence” session, *Academy of Management*, for its annual meeting 5-9 August 2016, Anaheim, California.
  14. Tlaiss, H., and Antoine, G. (2016). HRM practices and careers of Saudi Arabian women. Proceedings of Symposium of Gendering the HRM - CSR nexus in developing economies: Meaningful tools and innovative mechanisms for women’s employment and career advancement, *Academy of Management*, for its annual meeting 5-9 August 2016, Anaheim, California.
  15. Antoine, G. and Tlaiss, H. (2016). Conceptions of Shame and Guilt: An Arabic-Islamic Perspective. Proceedings of in the Religiosity and Business Ethics Workshop, *International Association for Business and Society (IABS) Conference, 16-19 June 2016, Park City, Utah.*
  16. Tlaiss, H. and Antoine, G. (2016). Arab Muslim Women and Entrepreneurial Leadership. Proceedings of in the Religiosity and Business Ethics Workshop, *International Association for Business and Society (IABS) Conference, 16-19 June 2016, Park City, Utah.*
  17. Tlaiss, H, Elamin, A., and Kauser, S. (2016). Can Trust mediate the relationship between Organizational Citizenship Behavior and Organizational Justice in Saudi Arabia?, Proceedings of *European Academy of Management (EURAM), 1-4 June 2016, University Paris-Est Creteil , Paris, France.*
  18. Tlaiss, H. (2015). Women entrepreneurs, Leadership, and Islam in an Arab Middle Eastern Context. Proceedings in *ISBE, Institute for Small Business and Enterprise Conference*, 11-12 November 2015, Glasgow, UK.



19. Kauser, S and Tlaiss, H. (2015). Islamic Ethics and Feminism in the Context of Islamic Business. Proceedings in the 6<sup>th</sup> Global Islamic Marketing Conference, May 2015, Istanbul, Turkey.
20. Dirani, K. and Tlaiss, H. (2015). Women Leaders' Professional Development in Lebanon: A Middle Eastern Perspective. Proceedings in the *Academy of Human Resources Development, February 2015, Missouri, USA*.
21. Tlaiss, H. A. (2014). Psychological contracts and organizational commitment: Junior Arab women managers. Proceedings in the *International Conference on New Trends in Business, Management and Social Sciences (COES&RJ-SG14/1), 15-16 Sept, 2014, Singapore*.
22. Tlaiss, H. (2014). Women and Training Participation: An Arab Middle Eastern Perspective. Proceedings in the *Academy of Human Resources Development, February 2014, Texas, USA*.
23. Tlaiss, H. (2013). The influence of cultural values and postmaterialism on women's entrepreneurship motivation. Proceedings of the Entrepreneurship Track. *Annual Meeting of the Academy of Management, August 2013, Florida USA*.
24. Tlaiss, H. (2013). Traditional versus contemporary: The unfolding of the careers of Emirati women managers. Proceedings of the symposium "Indigenous HR policy development in the Arab Middle East: Putting gender on the agenda. *Annual Meeting of the Academy of Management, August 2013, Florida USA*.
25. Tlaiss, H. (2012). Human resources practices in Lebanon: Women managers' perspectives. *Proceedings of the Conference of the Academy of Human Resources Development (the 11th Asian & 2nd MENA), November 8-10, 2012, Istanbul Medinyet University, Turkey*.
26. Tlaiss, H. and Kauser, S. (2012). Career success of Emirati women managers. *Proceedings of the Gender and Women's Studies Consortium, March 7- 9, 2012, American University of Sharjah, Sharjah, UAE*.
27. Kauser, S and Tlaiss, H. (2011). The Arab female manager. Proceedings of the Divisional Round Table Session. *Annual Meeting of the Academy of Management, August 12-16, 2011, San Antonia, Texas, USA*.
28. Tlaiss, H. and Kauser, S. (2009). The social dimension of management and gender in the Middle East: A comparative study. Proceedings of Symposium: "Developing Women Leadership in the Middle East: Generating Local Knowledge", *Annual Meeting of the Academy of Management, August 7-11, 2009, Chicago, USA*. (Winner of MED Division Best Symposium in Management Education and Development).

29. Tlaiss H and Kauser S. (2008) Cross cultural management, organizations and gender: A Middle Eastern perspective. *Proceedings of the International Conference and Management Education, Bangkok, November 17<sup>th</sup> -20<sup>th</sup> 2008*
30. Tlaiss, H. and Kauser, S. (2008). Between gender and religion: A comparative approach between men and women managers; where does the Arab woman stand? *Proceedings of Annual Meeting of the Academy of Management, August 8-13, 2008, Anaheim, California, USA.*
31. Tlaiss, H. and Kauser, S. (2008). Organizational factors facing the career progress in management: An Arab Middle Eastern perspective. *Proceedings of Academy of International Business Conference, June 30- July 3, 2008, Milan, Italy.*

## **B. Research Grants Awarded**

- 1. Ministry of Sport, Saudi Arabia - Leaders Development Institute- September 2021**
  - Prince Faisal Bin Fahad Global Prize for Sport Researches (Co-Investigator- Research Grant for USD 120,000)
- 2. Alfaisal University- 2019**
  - Eng. Mohammed Alageel Scientific Conference Attendance Awards (15,000 SARs)
- 3. Alfaisal University -2016**
  - Research Grant (\$3500)
- 4. University of New Brunswick -2014**
  - Research Grants (C\$7,000)
- 5. The University of Manchester- 2008**
  - Student research grant for BP 500.

## **C. Supervision of Students' Research**

First Supervisor: Undergraduate Student  
Alfaisal University, College of Business

- The Status of Saudi Women in Management (Independent Study, December 2019)

First Supervisor: MBA students

Faculty of Business, University of New Brunswick, Saint John Canada,

- The Status of Skilled Immigrant Entrepreneurs: An Empirical Investigation in Saint John: Samah El-Maghlawy (MBA research project, September 2013- November 2014)
- Immigrant Entrepreneurship in Canada: Candace Wilson (MBA research project, Faculty of Business, University of New Brunswick, Saint John Canada, April 2014- November 2014)

First Supervisor: EMBA students

Faculty of Business, University of New Brunswick, Saint John Canada,

- Irving Oil Terminal growth Strategy-New England: Ryan McPherson and Steve Foot (February-September 2013)
- Best Practices in procurement: Effective Contract Management: Matthew Manderson and Robert Mandeville (February-September 2013)
- Factors Affecting an “Off-Oil” World: Implications for Irving Oil: Ann Kinney and Dale Cooper (February-September 2013)

### **III.TEACHING ACTIVITIES**

#### **A. Modules Designed and Developed**

I assisted in and completed the creation, design, development, and delivery of graduate, undergraduate and executive modules during 2006, 2007, 2008, and 2010-present.

#### **Graduate Courses**

1. Strategic Management
2. International Management
3. Leadership and Human Behavior
4. Organizational behavior
5. Human Resources Management
6. Learning and Development

#### **Undergraduate Courses**

1. Strategic Management
2. Human Resources Management
3. Employee Learning and Development
4. Negotiations
5. Organizational Behavior
6. Strategic Human Resource Policy

#### **Executive Teachings**

**Economics; Quantitative Analysis; Ethical and Professional Standards;** I have developed modules for these topics for candidates of Level I and Level II of the CFA

examination. The students on this program have been mainly high value managers and young professionals from the most important financial institutions in several countries in the Middle East, such as Mobadala. My job was to design and deliver the modules and to help the audience establish a deep understanding of the material, given the level of difficulty of the exams. The modules have been designed to help develop the knowledge of the financiers and bankers and their reflective understanding of methodological issues especially in quantitative techniques and economics. These modules have been developed in a manner that would allow the audience to enhance their understanding on how the theoretical part of the curriculum can be used in the daily operations involved with the industry. As for the ethical and professional standards, the module was developed to allow the audience to identify ethical from unethical professional practices, given the widespread of ethical scandals in the business world during the past two decades. In designing and developing this module I aimed to provide students with an understanding of the main ethical problems that companies and managers face on a daily basis. This was provided along with recommendations on how to avoid unethical behavior and to foster a culture of high ethicality within the organizational climate. Hence, I believe the module helped my audience establish a clear understanding of what constitutes ethical behavior and encouraged them to abide by the principles of ethics and integrity in their daily professional and personal endeavors.

## **B. Extra- Mural Teaching**

- Volunteer Seminars (2006-2008): “Culture and Traditions in the Arab World” and “Oriental and Islamic Ethics in Business” at the Manchester International Society Centre and the Manchester Museum for Science and Industry

## **IV. SERVICE**

### **A. Alfaisal University, Riyadh**

- Chair of the Management Department (2015-2021)
- Leader of judges in Alfaisal University Posters’ Competition (February 2020, 2021)
- Member of the College of Business’s Awards Committee (2017-2018; 2019-2020)
- Member of the Management Department Recruitment Committee - College of Business (2018-2019)
- Chair of the College of Business’s Research Committee (2015-2019)
- Member of the Alfaisal Graduate Research Committee (2015-2019)
- Member of the Alfaisal University’s Promotion Committee (2015-2017)
- Member of the Alfaisal University’s Disciplinary Committee (2015-2018)
- Member of the College of Business Council - Faculty of Business (2015-2021)
- Member of the College of Business Faculty Recruitment Committee (2015-2018)

## **B. University of New Brunswick, Saint John**

- Member of Search Committee for Assistant Dean: Special Projects- Faculty of Business - November 2013
- Member of the Nomination Committee 2013-2015
- Representative on the Teaching Awards Committee July 2013- June 2015
- Senate's Representative on the 2013-2014 Review/Search Committee for the Chair of the Department of Social Science
- Member of the Steering Committee for UNBSJ 50<sup>th</sup> Anniversary Celebration January 2013
- Member of the Acting Dean's Review/Search Committee for the Faculty of Arts, March 2013
- Member of the Senate's Curriculum Committee; September 2012- September 2013
- Coach for fourth year students in a case-study competition in Moncton- March 2013.
- Senator at Large at UNBSJ; October 2012- June 2015
- Member on the Faculty of Business Assessment Committee; September 2012- September 2013
- Chair of the Curriculum Committee; Faculty of Business; September 2012-September 2013
- Representative of the full time faculty members on the Contract Academic Employees assessment committee; September 2011-2014
- Research Ethics Board; January 2012-August 2012; August 2013-July 2014.
- OREO preparation committee- Orientation on Running an Entrepreneurial Organization (OREO) competition; December 2011-Present
- Volunteer session in the "Orientation Week for the MBA class 2011-2012"; October 2011
- Volunteer session in the "UNBSJ Annual Open House- Perceptual Errors in Business"; October 2011, 2012.

## **C. External Bodies**

- Global WEP Representative for Saudi Arabia and Lebanon
  - Women's Entrepreneurship Policy Research
- Editorial Advisory Board
  - Employee Relations: An International Journal
  - Middle East Journal of Management
- Executive Committees Membership:
  - International Conference on Innovation and Entrepreneurship ICIE
  - European Conference for Social media (ECSM)
- Reviewer for Publishing Houses

- Palgrave MacMillan (Twice: Text Book on OB in the Canadian Context; A book on the impact of feminism on Arab women)
- Reviewer for Journals
  - Entrepreneurship Theory and Practice
  - Entrepreneurship and Regional Development
  - Small Business Economics
  - International Journal of Human Resource Management
  - Management and Organization Review
  - International Journal of Emerging Markets
  - Public Personnel Management
  - Journal of Institutional Economics
  - Journal of Historical Sociology
  - Employee Relations: An International Journal
  - International Journal of Cross Cultural Management
  - Equality, Diversity, and Inclusion: An International Journal
  - International Journal of Health Policy and Management
  - Culture and Organization
  - Journal of International Business and Economy
  - International Journal of Management and Enterprise Development
  - Middle East Journal of Management
  - Journal of Management Development
  - International Journal of Globalisation and Small Business
  - Emerald publications
  
  - Academy of Management (AOM)
  - European Academy of Management
  - Academy of Human Resource Development (AHRD)
  - Administrative Sciences Association of Canada (ASAC)
  - Academy of International Business (AIB)
  - International Conference on Innovation and Entrepreneurship (ICIE)
  - Academy of International Business-MENA
- Recruitment Services
  - Recruitment of young professionals and managers within the different levels of organizations for the Chartered Financial Analyst designation for the Institute of Financial Analysts (IFA) over a period of almost 3 years in several Middle Eastern countries including United Arab Emirates, Kuwait, and Lebanon.
- Research Assessment Committee
  - Olayan School of Business, American University of Beirut-Lebanon; March 2011.
- Curriculum Committee
  - Chair of Curriculum Committee; Faculty of Business, University of New Brunswick, Saint John; September 2012- September 2013

- Member of the Senate's Curriculum Committee; University of New Brunswick, Saint John; September 2012- September 2013
- Institute for Financial Analyst-UAE, Kuwait, Qatar and Lebanon; 2007-2009
- School of Business/ Arts, Sciences & Technology University- Lebanon; 2003-2005
- Board of Directors
  - Gentle Path; Saint John, August 2012- December 2014
  - Animal Shelter; Saint John, May 2013- December 2014
  - FUSION SJ; January 2013- 2014

## **V. HONORS AND AWARDS**

### **Arabian Society for Human Resource Management (ASHRM)**

- Woman Role Model of the Year Award 2018

### **Alfaisal University**

- Eng. Mohammed Alageel Scientific Conference Attendance Awards 2019
- Alfaisal University's Award for Research Excellence- 2019
- Outstanding Research Award- College of Business-2019
- Outstanding Service Faculty Award- College of Business- 2018

### **Emerald**

- Highly Commended Paper Award Winner at the Literati Network Awards for Excellence in the 2016 and 2018
- Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2012

### **Emerald Journals**

- 2nd Annual GOV HR Summit- Specially selected articles in HRM for 2014

### **University of New Brunswick**

- Teaching Excellence Award (2014)

### **Lebanese American University**

- President Award; given to the highest graduating GPA across the university; GPA: 4.0 (2002).
- Rhoda Orme Award; given to the undergraduate with high academic record and active social agenda (2002).
- Honor Society Awards: The Honor Society includes the undergraduate students that have excelled in their academic performance (1999-2002).
- Distinction list; 7 out of 7 semesters- High Distinction (1999-2002)