

James C. Ryan, Ph.D.
Associate Professor
Department of Management, College of Business, Alfaisal University
jryan@alfaisal.edu

Academic Background

Ph.D. Dublin City University Business School, Dublin, Ireland, Business (Human Resource Management and Organizational Behavior), 2004
M.A. University College Dublin, Dublin, Ireland, Social and Organizational Psychology, 1999
B.Sc. (Hons) University College Dublin, Dublin, Ireland, Psychology, 1998

WORK EXPERIENCE

Academic Experience

Associate Professor, College of Business, Alfaisal University (2019-present), Riyadh, Kingdom of Saudi Arabia.
Research Fellow, Center for Public Policy and Leadership, UAEU (2018), United Arab Emirates.

Associate Professor, College of Business and Economics (AACSB Accredited), UAEU (September, 2014 – December 2017), Al Ain, United Arab Emirates.

Assistant Professor, College of Business and Economics (AACSB Accredited), UAEU (January, 2012 - August, 2014), Al Ain, United Arab Emirates.

Assistant Professor, College of Business Administration, University of Sharjah (August, 2008 - January, 2012), Sharjah, United Arab Emirates.

Senior Lecturer, College of Business (AACSB Accredited), Massey University (May, 2006 - August, 2008), Palmerston North, New Zealand.

Senior Lecturer, Auckland University of Technology (March, 2003 - May, 2006), Auckland, New Zealand.

Instructor, Oscail; The National Distance Education Centre, Dublin City University (September, 2000 - February, 2003), Dublin, Ireland.

Courses Taught

(Undergraduate) Human Resources MGMT, Human Resources Perform MGMT, Business Communication, Principles of Human Resource Development, Performance and Rewards Mgmt., Business Research Methods, Management, Introductory Psychology, Social & Organizational Psychology

(MBA), Staffing Organizations, Strategic Human Resource Management, Recruitment and Selection, Leadership and Organizational Behavior, Human Resource Development, Performance Management

(Masters in Engineering Management) Management and Leadership

(DBA) Research Elective

Thesis Supervision and Examination

Doctoral Dissertations Supervised to Completion (3), Masters Dissertation Supervised to Completion (2)

Doctoral Examiner for Lulea University of Technology (Sweden)

INTELLECTUAL CONTRIBUTIONS:

Refereed Articles

Ryan, J.C. (In Press). Retaining, resigning and firing: bibliometrics as a people analytics tool for examining research performance outcomes and faculty turnover. *Personnel Review*. doi: 10.1108/pr-12-2019-0676

AlSaiqal, N., Ryan, J.C., & Parcerro, O. (2019). Entrepreneurial Intention and UAE Youth: Unique Influencers of Entrepreneurial Intentions in an Emerging Country Context. *Journal of East-West Business*, 25 (2), 144-165. <https://doi.org/10.1080/10669868.2018.1536012> (CITESCORE=0.74)

Ryan, J.C., & Daly, T.M. (2019). Barriers to innovation and knowledge generation: The challenges of conducting business and social research in an emerging country context. *Journal of Innovation & Knowledge*, 4(1) 47-54. doi: <https://doi.org/10.1016/j.jik.2017.10.004> (CITESCORE=NA)

Al-Mannaee, N.S., & Ryan, J.C. (2018). Examining a competency model of workplace learning: an assessment of participants' reactions. *International Journal of Work Organisation and Emotion*, 9(1), 107-124. doi: <https://doi.org/10.1504/IJWOE.2018.091346> (CITESCORE=0.71)

Ryan, J.C. (2017). Reflections on the conceptualization and operationalization of a set-theoretic approach to employee motivation and performance research. *Journal of Innovation & Knowledge*, 2 (1), 45-47, doi: <http://dx.doi.org/10.1016/j.jik.2016.12.001>. (CITESCORE=NA)

Ryan, J. C. & Berbegal-Mirabent, J. (2016). Motivational recipes and research performance: A fuzzy set analysis of the motivational profile of high performing research scientists. *Journal of Business Research*, 69 (11), 5299-5304, doi: doi:10.1016/j.jbusres.2016.04.128. (CITESCORE=3.31)

Ryan, J. C. (2016). Old knowledge for new impacts: Equity theory and workforce nationalization. *Journal of Business Research*, 68 (5), 1587-1592. (CITESCORE=3.31)

Ryan, J. C. (2016). A validation of the individual annual h-index (hIa): application of the hIa to a qualitatively and quantitatively different sample. *Scientometrics*, 109 (1), 577-590, doi: 10.1007/s11192-016-1972-8. (CITESCORE=2.72)

Ryan, J.C. & Tipu, S. (2016). Predicting entrepreneurial intentions from work values: implications for stimulating entrepreneurship in UAE national youth. *Management Decision*, 54 (3). (CITESCORE=1.79)

Ryan, J.C. & Tipu, S. A. (2016). An Empirical Alternative to Sidani and Thornberry's (2009)'Current Arab Work Ethic': Examining the Multidimensional Work Ethic Profile in an Arab Context. *Journal of Business Ethics*, 131 (1), 177-198. (CITESCORE=2.91)

Ryan, J.C. & Hossan, C. (2016). Factors Affecting e-Government Technology Adoption Behaviour in a Voluntary Environment. *International Journal of Electronic Government Research*, 12 (1), 24-49, doi: DOI: 10.4018/IJEGR.2016010102. (CiteScore=0.74)

Ryan, J. & Parcerro, O. (2016). Becoming a Knowledge Economy: the Case of Qatar, UAE, and 17 Benchmark Countries. *Journal of the Knowledge Economy*, doi: 10.1007/s13132-016-0355-y. (CITESCORE=1.17)

Dayan, M., Zacca, R., Husain, Z., Di Benedetto, A., & Ryan, J. C. (2016). The effect of entrepreneurial orientation, willingness to change, and development culture on new product exploration in small enterprises. *Journal of Business & Industrial Marketing*, 31(5), 668-683. doi: doi:10.1108/JBIM-02-2015-0023 (CITESCORE=2.12)

Ryan, J. C. (2014). The work motivation of research scientists and its effect on research performance. *R&D Management*, 44 (4), 355-369. (CITESCORE=2.27)

Ryan, J. C. & Tipu, S. A. (2013). Leadership effects on innovation propensity: A two-factor full range leadership model. *Journal of Business Research*, 66 (10), 2116-2129. (CITESCORE=3.31)

Ryan, J. C., Tipu, S., & Fantazy, K. (2012). Transformational leadership in Pakistan: An examination of the relationship of transformational leadership to organizational culture and innovation propensity. *Journal of Management & Organization*, 18 (4), 461-481. (CITESCORE=1.07)

Tipu, S. A., Zeffane, R., & Ryan, J. C. (2011). Students' entrepreneurial readiness in the United Arab Emirates: an empirical inquiry of related factors. *International Journal of Business and Globalization*, 6 (3/4), 383-398.

Ryan, J. C., Tipu, S., & Zeffane, R. (2011). Need for achievement and entrepreneurial potential: A study of young adults in the UAE. *Education, Business and Society: Contemporary Middle Eastern Issues*, 4 (3), 153-166. (CITESCORE=0.49)

Irawanto, D. W., Ramsey, P. L., & Ryan, J. C. (2011). Tailoring leadership theory to Indonesian culture. *Global Business Review*, 12 (3), 355-366. (CITESCORE=0.88)

Irawanto, D. W., Ramsey, P. L., & Ryan, J. C. (2011). Challenge of leading in Javanese culture. *Asian Ethnicity*, 12 (2), 125-139. (CITESCORE=0.55)

Ryan, J. C. (2011). Development of a measure of work motivation for a meta-theory of motivation. *Psychological Reports*, 108, 1-13. (CITESCORE=0.83)

Ryan, J. C. & Rose, P. (2010). Human resource management with Chinese characteristics: An examination of Confucian principles, organisational structure and retention. *New Zealand Journal of Human Resource Management*, 10 (2), 68-82.

Ryan, J. C. (2010). An examination of the factor structure and scale reliability of the work motivation scale, the Motivation Sources Inventory. *Journal of Applied Social Psychology*, 40 (6), 1566-1577. (CITESCORE=1.75)

Ryan, J. C. & Tipu, S. A. (2009). An instrument for the self-appraisal of scientific research performance. *International Journal of Productivity and Performance Management*, 58 (7), 632-644. (CITESCORE=2.08)

Ryan, J. C. & Hurley, J. (2007). An empirical examination of the relationship between scientists' work environment and research performance. *R&D Management*, 37 (4), 345-354. (CITESCORE=2.27)

Book Chapters

Refereed

Ryan, J. (2003). The contribution of cognitive and organisational psychology. In J. Hurley (Ed.), *Scientific Research Effectiveness: The Organisational Dimension* (pp. 197-213). Dordrecht, The Netherlands: Kluwer Academic Publishers [B].

Sample Presentation of Refereed Papers

International

Ryan, J. (2018). *Business and Management Research: On the Shoulders of Giants or Neck Deep in Quicksand?* Global Innovation and Knowledge Academy Conference, Valencia, Spain.

Ryan, J. (2016). *Motivational recipes and research performance: A fuzzy set analysis of the motivational profile of high performing research scientists.* Global Innovation and Knowledge Academy Conference, Valencia, Spain.

Ryan, J. (2015, July). *Old Knowledge for New Impacts: Equity Theory and Workforce Nationalization.* Global Innovation and Knowledge Academy Conference, Valencia, Spain.

Ryan, J. C. (2015, April). *Characteristics of the Research Environment of UAE Research Institutions: A Work in Progress.* 7th European Conference on Intellectual Capital ECIC, Cartagena, Spain.

Ryan, J. (2014). *Scientific research performance and work motivation.* International Business Research Conference, London, United Kingdom.

Ryan, J. & Tipu, S. A. (2013). *Work Ethic and Entrepreneurial Intentions of Future Business Leaders.* Global Innovation and Knowledge Academy Conference, Valencia, Spain.

Ryan, J. & Tipu, S. (2012, July). *Organizational Leadership, Culture and Innovation in Pakistan.* Global Innovation and Knowledge Academy Conference, Valencia, Spain.

Ryan, J. (2011, July). *A two factor theory of leadership in Pakistan.* 20th World Business Congress, Poznan, Poland.

Research Grants

Funded

2019: Ryan, J. IRG2020, Principal Investigator. Replication Studies as a Pedagogical Tool for Business and Management Research Training.

2019: Ryan, J. Principal Investigator. Eng. Mohammed Alageel Scientific Conference Attendance Award.

2016: Ryan, J. SURE 2016, Principal Investigator. Summer Undergraduate Research Experience.

2016: Ryan, J. Evaluation of SURE 2016 for Office of DVCRGS, Principal Investigator. Summer Undergraduate Research Experience.

2016 [Year 1 of 2]: Ryan, J. An investigation of the characteristics of the research environment of UAE research institutions, Principal Investigator, UAEU Center-based Interdisciplinary Grant.

2015 [Year 1 of 2]: Ryan, J. An investigation of the characteristics of the research environment of UAE research institutions, Principal Investigator, UAEU Center-based Interdisciplinary Grant.

2015: Ryan, J. SURE 2015. Summer Undergraduate Research Experience.

2014: Ryan, J. UAEU-NRF Round 3, Principal Investigator, UAEU-NRF.

2013: Ryan, J. UAEU-NRF Round 3, Principal Investigator, UAEU-NRF.

2012: Ryan, J. CBE Summer Research Grant, Principal Investigator, College of Business and Economics.

2009: Ryan, J. UOS Seed Grant, Principal Investigator, University of Sharjah.

SERVICE:

University Service

Department Assignments

Chair: 2014-2015: Outcome Assessment Committee

Department Assignments

Member:

2014-2015 – 2016-2017: BUSA Department Promotion Committee

2011-2014: Outcome Assessment Committee

2012-2017: Recruitment Committee for various positions from Instructor to Professor.

College Assignments

Chair:

2014-2016: Subcommittee for Peer Evaluation of Teaching

2020-Current: College of Business Research Committee

Member:

2020-Current: College Professorial Promotion Committee

2019-2020: College of Business Research Committee

2014-2017: AACSB Accreditation Committee

2013-2014: AACSB Accreditation Review Report Committee

2014-2016: Peer Evaluation of Teaching

2014-2015: Learning Outcome Assessment Committee

2013-2014: Strategic Planning Committee for Evaluating the Impact of Faculty Research

2012-2013: Strategic Planning Committee for Executive Education

University Assignments

Member:

2020: University Research Committee

2017: UAEU University Ranking Acceleration Committee

2016-2017: UAEU Faculty Excellence Allowance Committee

2013-2014: University Faculty Affairs Committee

Service to the Profession

Board Member: Advisory Board

2014 – Current: Journal of Business Research.

2012 – Current: Management Decision.

2015 – Current: Journal of Innovation and Knowledge.

Reviewer - Grant Proposal Related to Expertise

2016: Zayed University, Dubai, United Arab Emirates. External reviewer for ZU research grant proposals

Service to the Community

Member of a Committee

2017: Member, International Advisory Committee (IAC) of International Conference on Organization and Management (ICOM), Abu Dhabi, UAE, November 19-20, 2017

Sample of Recent Community Service Activities

2017: Newspaper publication, Author 'Only enforcement and culture change will make our roads safer'

2017: Newspaper publication, Author 'Unleash power of scientific research to stimulate the UAE knowledge economy'

2017: Newspaper publication, Subject of article 'Researchers are being stifled by regulations'

2016: Newspaper publication, Adaptability key for good UAE managers (author). *The National, Abu Dhabi*, May 22nd 2016

2016: Newspaper publication, Finger scanners in the workplace? (author). *The National, Abu Dhabi*, Jan 8th 2016

2015: Newspaper publication, Why Rush to retire? (author). *The National, Abu Dhabi*, Sept 10th 2015

2015: Newspaper publication, Benefits of UAE paternity leave run deep within society (author) *The National, Abu Dhabi*, April 2nd 2015

2015: Newspaper publication,

UAE residents fear rising cost of living (interviewee). *The National, Abu Dhabi*, July 23rd 2015

2014: Newspaper publication, How to slow the teacher attrition rate in the UAE (author). *The National, Abu Dhabi*, Nov. 22nd 2014

2013: Newspaper publication, Public and private sectors need to evolve in concert (author). *The National, Abu Dhabi*, Feb. 18th 2013

2013: Newspaper publication, Reliance on low-cost labour cripples goals of an R&D economy (author). *The National, Abu Dhabi*, Mar. 13th 2013

2013: Newspaper publication, 'Ghost internships' don't really help with Emiratization (author). *The National, Abu Dhabi*, May. 22nd 2013

Speech / Presentation at a Community Meeting

2020: Business and Management Research: On the Shoulders of Giants or Neck Deep in Quicksand? College of Business Research Seminar, Alfaisal University

2017: Strategies for Publishing in high-impact Social Science and Business Journals, Public Lecture for the Center for Public Policy and Leadership, UAEU

2017: Barriers to Quality Research in the UAE, Public Lecture for the Center for Public Policy and Leadership, UAEU

2016: Inaugural Strathclyde Business School UAE Research Evenings, Public lecture on the *Challenges of Business and Social Research in the UAE*

2016: UAEU Center for Public Policy and Leadership, Examining Faculty Turnover at UAEU a snapshot of 2015 bibliometric data

2016: Ministry of HR and Emiratization, National Productivity Forum

2016: UAEU Center for Public Policy and Leadership Seminar, Comparing research performance across colleges at UAEU: An application of Harzing et al's (2014) hIa index

2015: BUSA Research Seminar, Comparing university research across disciplines. An application of the Harzing's (2014) individual annual h-index in comparing faculty research performance across different colleges in a single university.

2015: Sharjah Tatweer Leadership Program

2014: Interviewed by The National Newspaper on topic of Emiratization ahead of sixth annual Emiratization Forum, Interviewed on topic of Emiratization ahead of sixth annual Emiratization Forum

2014. <http://www.thenational.ae/uae/government/most-emiratis-stay-at-firms-for-at-least-three-years-study-says>

2014: Maersk Oil Roundtable Discussion on 'Filling the Talent Gap'

2014: Strathclyde Business School UAE Business Academia Meets Practice Roundtable

Honors-Awards-Grants

Award

2018: National Research Prize. 1st Place at the UAE Federal Authority for Government Human Resources Research Awards.

2017: Outstanding Research Award (A/A* List), College of Business and Economics, UAEU.

2017: Vice Chancellors Excellence Award Nominee: Teaching, UAEU.

2017: Annual Teaching Excellence Award Winner, College of Business and Economics, UAEU.

2016: Top reviewers for Sentinels of Science: Business, Management and Accounting (Oct. 2015 - Sept. 2016), Publons. Top 10% Publons Verified Reviewer in the fields of Business, Management and Accounting.

2016: Distinguished Researcher Award, UAEU. Award for UAEU faculty members with publications in top journals of their disciplines in the previous year.

2016: Best Paper Award, International Conference on Organization and Management. ICOM 2016 Best Paper Award in HR track.

2015 – 2016: Outstanding Research Award (A/A* List), College of Business and Economics, UAEU.

2014: Best Paper Award, 26th International Business Research Conference, April 7-9, Imperial College, London.

2014: Outstanding Service Award, Department of Business Administration, College of Business and Economics, UAEU.

2014: Outstanding Research Award (A/A* List), College of Business and Economics, UAEU.

2013: Outstanding Scholarship Award, Department of Business Administration, College of Business and Economics, UAEU.

2013: Outstanding Research Award (A/A* List), College of Business and Economics UAEU

2012: Outstanding Paper Award: Organizational Leadership, Culture and Innovation in Pakistan, Global Innovation and Knowledge Academy (GIKA) Conference.

2011: Excellence in Teaching, College of Business Administration, University of Sharjah.

Honors

2016: Faculty Fellow, Center for Excellence in Teaching and Learning

2016: Plenary Speaker, GIKA Conference 2016.

2015: Plenary Speaker, GIKA Conference 2015.

2014 – 2018: Legate of the Global Innovation and Knowledge Academy, GIKA.

2014: Certificate of Appreciation in recognition of valuable efforts - in maintaining AACSB accreditation, as member of college accreditation committee, College of Business and Economics, UAEU.

2013: Certificate of Appreciation for presenting at the New Technologies in Education Seminar Series, The Provost's Office and the Center for Excellence in Teaching and Learning.

Scholarship

2001-2003: Government of Ireland Scholar, Irish Research Council