

## **James C. Ryan, Ph.D.**

**Internationally experienced educator with a track record of research and teaching excellence. Expertise in executive education and training, performance management and development, business communication, employee motivation and leadership, policy evaluation and formulation.**

**Associate Professor, Department of Management, College of Business, Alfaisal University, Riyadh**

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### **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.

#### **Sample of Courses Taught**

(Undergraduate) Human Resources Management, Human Resources Performance Management, Business Communication, Principles of Human Resource Development, Performance and Rewards Management, Research Methods, Introduction to 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, Comparative 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:**

Google Scholar Profile (Citations 1355, h-index 19, i10-index 20, as of Jan 2022)

<https://scholar.google.ae/citations?user=b-G8fK0AAAAJ&hl=en>

## **Refereed Articles**

Ryan, J.C., & A Tipu, S.A. (2022). Business and management research: Low instances of replication studies and a lack of author independence in replications. *Research Policy*, 51(1), 104408. doi: <https://doi.org/10.1016/j.respol.2021.104408> (CITESCORE=11.4)

Tipu, S.A.A., & Ryan, J.C. (2021). Are business and management journals anti-replication? An analysis of editorial policies. *Management Research Review*, ahead-of-print(ahead-of-print). doi: 10.1108/MRR-01-2021-0050 (CITESCORE=3.7)

Ryan, J. C. (2021). "Retaining, resigning and firing: bibliometrics as a people analytics tool for examining research performance outcomes and faculty turnover." *Personnel Review* 50(5): 1316-1335. DOI: 10.1108/PR-12-2019-0676 (CITESCORE=5.8)

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=1.6)

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=11.3)

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=0.9)

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=11.3)

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: 10.1016/j.jbusres.2016.04.128. (CITESCORE=9.2)

Ryan, J. C. (2016). Old knowledge for new impacts: Equity theory and workforce nationalization. *Journal of Business Research*, 68 (5), 1587-1592. (CITESCORE=9.2)

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=5.6)

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=3.9)

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=7)

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=6)
- 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=9.2)
- 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=3.3)
- 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=3.3)
- 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=6)

## 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. C. & Tipu, S. A. (2021). The State of Replication Studies in Business and Management Research. IAM 2021, Waterford, Republic of Ireland. (Best Paper In Track Award)

- 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.

## **RECENT SERVICE RESPONSIBILITIES:**

### University Service

#### **Department Assignments**

**Chair:** 2014-2015: Outcome Assessment Committee

#### **Department Assignments**

##### **Member:**

- 2012-2021: Recruitment Committee for various positions from Instructor to Professor.
- 2014-2015 – 2016-2017: BUSA Department Promotion Committee
- 2011-2014: Outcome Assessment Committee

#### **College Assignments**

##### **Chair:**

- 2020-Current: College of Business Research Committee
- 2014-2016: Subcommittee for Peer Evaluation of Teaching

**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  
2021: University Promotions 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' *The National, Abu Dhabi*,  
2017: Newspaper publication, Author 'Unleash power of scientific research to stimulate the UAE knowledge economy' *The National, Abu Dhabi*,  
2017: Newspaper publication, Subject of article 'Researchers are being stifled by regulations' *The National, Abu Dhabi*,  
2016: Newspaper publication, Adaptability key for good UAE managers (author). *The National, Abu Dhabi*, May 22nd  
2016: Newspaper publication, Finger scanners in the workplace? (author). *The National, Abu Dhabi*,  
2015: Newspaper publication, Why Rush to retire? (author). *The National, Abu Dhabi*,  
2015: Newspaper publication, Benefits of UAE paternity leave run deep within society (author) *The National, Abu Dhabi*,  
2015: Newspaper publication, UAE residents fear rising cost of living (interviewee). *The National, Abu Dhabi*,  
2014: Newspaper publication, How to slow the teacher attrition rate in the UAE (author). *The National, Abu Dhabi*, Nov. 22nd  
2013: Newspaper publication, Public and private sectors need to evolve in concert (author). *The National, Abu Dhabi*,  
2013: Newspaper publication, Reliance on low-cost labour cripples goals of an R&D economy (author). *The National, Abu Dhabi*,

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

### **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 Emiratisation, 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 Emiratisation ahead of sixth annual Emiratisation Forum, Interviewed on topic of Emiratisation ahead of sixth annual Emiratisation 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**

2021: Best Paper in Track Award. Irish Academy of Management Conference, Ireland.

2018: National Research Prize. 1<sup>st</sup> Place at the UAE Federal Authority for Government Human Resources Research Awards, UAE.

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, Ireland