



DYNAMIC ACADEMICIAN / ASSOCIATE PROFESSIONAL / Faculty (Higher Education)

Contributing to the success of educational institutions by bringing a repertoire of professional skills, and a wealth of institutional knowledge, delivering essential resources, and driving strategies in realizing the institution's mission.

SIGNATURE SKILLS

- Strategic Planning and Execution
- Academic Leadership
- Student Success
- Higher Education
- Research Management
- Institutional Reputation
- Academic Governance
- Resources Management
- Curriculum Development
- Teaching & Mentoring
- Technology Integration
- Academic Innovation
- Faculty Management

EXECUTIVE SUMMARY

- Strategic Academic Leader with a distinguished track record of over 23 years** in leading top-tier academic departments in prestigious higher education institutions. Proven expertise in steering faculty governance, academic policy development, and curriculum innovation to meet the evolving needs of diverse student populations.
- Renowned** for curriculum design, faculty development, and institutional strategy, adept at elevating academic programs to global prominence. Competent in providing the students with the best educational experience possible and influencing the institution's offerings.
- Proven success** in steering institution through periods of transformation, guiding departments through accreditation processes, and implementing systems that bolster academic rigor, governance, and overall institutional growth.
- Highly skilled** in building world-class faculty teams, advancing research, and ensuring exceptional learning outcomes. Adept at overseeing the curriculum, ensuring alignment with academic frameworks and industry standards to ensure students excel in their careers.

ACADEMIC EXPERIENCE

Prince Mohammad Bin Fahd University, Dhahran, Saudi Arabia

Assistant Professor / Dean of the College of Business (COBA) (Since Aug'19)

Key Achievements:

- Published **14 high-impact articles** in Scopus-indexed journals and 2 in Web of Science journals, establishing a strong research portfolio.
- Championed the **introduction of a groundbreaking course in the College of Business**, broadening educational offerings.
- Drove the **AACSB accreditation process**, leading 2 key committees and ensuring the college adhered to global educational standards.
- Authored a reference book**, contributing to the academic community's understanding of business concepts.
- Pioneered **new academic theories**, with 1 currently under review for feedback, demonstrating leadership in thought leadership.

Key Deliverables:

- Strategic Leadership:** Drive the development and execution of strategic plans that position the college as a leader in business education.
- Academic Planning:** Formulate academic strategies that foster a world-class learning environment, driving continuous academic excellence.
- Teaching & Mentoring:** Deliver engaging courses, ensuring all learning outcomes are met and students are equipped for success.
- Teaching:** Teach undergraduate and graduate courses in quality, strategy, innovation, and entrepreneurship, aligning with frameworks.
- Research:** Lead research initiatives aligned with COBA's priorities, contributing to Saudi Vision 2030's goals in innovation and national growth.
- Courses Delivery:** Deliver impactful MBA courses while advising and mentoring students, fostering academic and research excellence.
- Curriculum Development:** Drive curriculum development, designing courses and updating existing ones to meet industry standards.
- Career Counseling:** Provide academic advisement and career coaching, empowering students to navigate challenges and achieve goals.
- Accreditation:** Streamline accreditation processes, preparing detailed course assessments and reports for institutional review.
- PMU Strategy:** Contribute to the creation and execution of PMU's system-wide strategy, aligning institutional goals with national priorities.
- Events Management:** Orchestrate academic and extracurricular events, creating platforms for student and staff engagement.
- Global Forums:** Participate in global forums, bringing international best practices to enrich the local academic landscape.
- Content Development:** Manage system-wide courses, overseeing content development, assessment, and ongoing course evaluations.
- Advisory:** Guide students as an academic advisor, providing tailored advice to help them navigate their academic journey.
- Project Management:** Look after the MBA thesis projects, fostering academic rigor and research development.
- Internships/Placements:** Facilitate the internships and work placements, ensuring alignment with students' academic and career goals.
- Professional Development:** Organize impactful workshops and training on leadership, strategy, and management, fostering development.
- Continuous Improvement:** Optimize teaching, learning, and quality assurance, advancing the COBA Program's improvement framework.
- Operational Excellence:** Take on additional duties assigned by the Department Chair and COBA Dean, ensuring operational excellence.
- Faculty Development:** Attract and retain top-tier faculty, ensuring a high standard of teaching, research, and service.

University of Wisconsin, Whitewater, Wisconsin as Research Associate (Sept'16 – Jul'19)

Key Deliverables:

- Guided MBA students through rigorous research projects, facilitating their development as future business leaders.
- Actively mentored the campus clubs, driving student engagement and leadership in extracurricular activities.

- Created action plans for at-risk students, working with the student success office to improve retention and outcomes.
- Actively worked as a mentor in business ethics and participated in thesis review committees.
- Implemented targeted assessment strategies, ensuring effective student learning through feedback and progress monitoring.
- Provided timely and accurate evaluations, ensuring prompt grade updates and clear performance tracking.
- Collaborated with faculty to refine assessment processes and improve overall student success metrics.
- Collected, analyzed, and synthesized both primary and secondary data, providing critical insights that propelled research forward.
- Supported a senior supervisor's research, directly contributing to the successful publication of high-quality academic papers.
- Conducted extensive literature reviews, synthesizing the latest research to inform ongoing studies and ensuring academic rigor.

University of Science & Technology, Omdurman, Sudan as Lab Technologist / Lab Supervisor (Aug'97 – Jun'00)

Key Deliverables:

- Managed laboratory operations, overseeing the preparation and testing of samples to ensure quality control and accuracy.
- Ensured smooth, efficient lab workflows, optimizing processes to meet deadlines without compromising on quality.
- Awarded a certificate for exceptional punctuality, reflecting consistent dedication to the job and workplace excellence.
- Led the efficient operation of teaching facilities, equipment, and resources, managing budgets for classroom supplies.
- Drove curriculum innovation, aligning course content with evolving academic needs and industry trends.
- Fostered organizational resilience, cultivating strong leaders and high-performing teams.
- Maintained academic integrity, ensuring rigorous standards and optimizing student performance.

INDUSTRIAL EXPERIENCE

Optimal Inc. Business Services & Optimal Insurance & Consulting Services, Columbus, GA, USA – Vice President (2009 – 2015).

AI Wasmi Bottled Water Company, Dubai, UAE – Plant Manager & Quality Controller / CEO (Jun'03 – Aug'09)

Key Achievements:

- Drove a **25% increase in sales** through strategic marketing and operational enhancements, expanding the company's market footprint.
- Launched **3 innovative products**, diversifying the product line and significantly boosting market presence.
- Led a transformational **overhaul of production lines**, increasing operational efficiency and reducing waste.

Key Deliverables:

- Led operational improvements across plant functions, optimizing production lines, and maintaining quality control to meet industry standards.
- Oversaw comprehensive financial management, effectively controlling budgets, minimizing costs, and maximizing profitability.
- Played a strategic role in the company's growth, crafting long-term plans that solidified its position in the competitive bottled water market.
- Managed and motivated a diverse team, ensuring smooth plant operations and fostering a culture of teamwork and high performance.

Health Mineral Water Co., Ajman, UAE – Operations Manager (MM'YY)

STANDARDS OF PROFESSIONAL AND CULTURAL NORMS

- Ensured alignment of student outcomes with NACAA and AACSB accreditation standards.
- Promoted academic integrity by clearly defining and enforcing PMU's policy on academic dishonesty.
- Communicated disciplinary measures and consequences for academic misconduct.
- Fostered a culturally sensitive teaching environment, respecting the diverse student body at PMU.
- Exemplified PMU's institutional mission through consistent leadership and student engagement.
- Maintained high academic standards by emphasizing integrity and ethical behavior.

ACADEMIC CREDENTIALS

- PhD. Degree**, University of Wisconsin-Whitewater (AACSB/National), Feb 2019.
- MBA Degree**, Western Governors University (Regional/National), Jul 2014.
- B.Sc. Degree**, Kuwait University (National/Regional), Jun 1996.

PROFESSIONAL MEMBERSHIPS

- OACETT (Ontario Association for Technicians and Technologists)
- Honorary **Rosalind Member, London Journals Press (2022)**
- Honorary Member, **American Honor Society for Academicians (2019)**
- Member, **Ontario Association for Technicians & Technologists (OACET, 2007)**
- Board Member** for various international academic societies.

SERVICE & PROFESSIONAL ENGAGEMENT

- Served on various faculty, program, campus, and system-wide committees, including:
 - Chair of **CSR and Community Outreach Committee**
 - AACSB Standard 3 Committee** Member
 - MBA & EMBA **Program Coordinator**
 - PMU **Stock Market Club Advisor**

- **Business Ethics Course Coordinator**
- **International Business Course Coordinator**
- **COBA Strategic Plan 2022-2026 Advisory Board Member**
- **COBA Candidate Interviewing Committee Member**
- Advised and sponsored student groups and activities, including **student-run organizations** and **leadership development programs**.
- Served the broader community, industry, and region, engaging in both professional and service-oriented activities.
- Engaged in international professional roles, including:
- Program Committee Member for **38th IBIMA Conference, Seville (2021)**
- **QS Reimagine Education Award** Judge (2023 & 2024)
- **Reviewer for Heliyon Journal**
- **Advisory Member for ISERD Conference**
- Board Member for **IHIET 4: Wearable Technologies**
- Editorial Board Member for **The Asian Journal of Contemporary Education**
- Editorial Board Member for the **American Journal of Social Sciences and Humanities**
- Committee Member/Reviewer for **local & international conferences** and **webinars**.

RESEARCH

- Conducted applied research aligned with PMU, COBA, and Saudi Vision 2030, with a focus on national innovation priorities.
- Published research on Scopus, Web of Science (Clarivate), Google Scholar, ORCID, and SciProfiles.
- Participated in regional and international conferences, presenting research papers.
- Mentored MBA and EMBA student research projects.
- Presented research at numerous international conferences:
 - **5th IHIET Conference, France (2021)**
 - **37th IBIMA Conference, Spain (2021)**
 - **ARG Conference, Mauritius (2017)**
 - **IABPAD Conferences (USA, 2018, 2019)**
 - **36th IBIMA Conference, Spain (2020)**
 - **WRF Conference, Dubai (2020)**
 - **WRF Conference, USA (2020)**
- Conducted significant **collaborative research** with national institutions and industry stakeholders.
- Contributed to **research symposiums** hosted by PMU, COBA, and local research institutes.

SEMINARS/WORKSHOPS

- **QS Higher Ed Summit: Middle East 2024** - Gulf University for Science & Technology, Kuwait.
- **GCBMS Conference** - 15th-16th November 2024.
- **The 5th IHIET** - August 29-29, 2021, France.
- **The 37th IBIMA Conference 2021** - Spain.
- **The WRF Conference 2020** - Dubai, UAE.
- **The WRF Conference 2020** - Washington, USA.
- **The 36th IBIMA Conference** - Spain.
- **The IABPAD 2018 Conference** - USA.
- **The ARG Conference 2017** - Port Louis, Mauritius.

TECHNICAL PROFICIENCY

- **Statistical & Analytical Tools:** SPSS, NVIVO, Hierarchical Linear Modeling (HLM), and Structure Modeling Equation
- **Database Management:** Peoplesoft and MS Access
- **Software & Productivity Tools:** MS Visio, MS Excel, and MS PowerPoint

TRAININGS

- **MS Computers Operating System** – Western Computers, Dubai, UAE
- **AACSB Training and Seminar for School Accreditation** – PMU, Dhahran, KSA.
- **OACET – Profession Law, Ethics & Practice** – Toronto, Ontario, Canada.
- **Blackboard Collaboration and I3 technology** – PMU – Dhahran, KSA.
- **Connect and AI Integration** – MCGRAW – Dharan, KSA

PERSONAL DOSSIER

Date of Birth: 23rd Oct 1973 | **Nationality:** Canadian | **Languages Known:** English and Arabic
Passport Details: AS218039 valid till 24/3/2032 | **Visa Status:** Valid Resident Visa