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An Academic and Professional in HRM with exceptional management, leadership, business, interpersonal, mentoring, research, and training skills. International, multi-cultural, and multi-industry experience. Expert in academic program development & administration, project management, Online/hybrid Education/Training, knowledge management, HR planning, Staffing, Employee Development, Change Management, and Research Methods. Hard-working, Integrity, Conscientious, Compassionate, Data-driven, and Performance-driven. Research interests are Knowledge Management, Artificial Intelligence, and Strategic HRM.

Academia should be linked to Professional Practice and should generate a positive impact on Business and Society

Years in Academia	Years in Industry	Courses	Industries	Markets
14+	5+	200+	5	4
Rutgers University University of Cincinnati University of Leeds University of York University of Roehampton Lebanese American University	HR Manager Recruiter Purchasing Manager Associate Consultant	HR Management Strategic Management Organizational Behavior Economics Labor Relations	Higher Education Restaurants & Hotels Retail Trade Management Consulting	North America Europe Middle East Africa

EDUCATION * CERTIFICATIONS

Degree	Institute	Subject	Year
Ph.D. (Business & Economics) 	University of Leeds	Human Resource Management Knowledge Management	2012
MBA	Lebanese American University	Business Administration	2006
MTh	Antiochian House of Studies	Applied Orthodox Theology	2022
BBA	American University of Beirut	Business Administration	2001
Rutger's Leadership Academy	Rutgers University	Higher Education Leadership	2023
Professional in Human Resources (PHR)	Human Resources Certification Institute	Human Resource Management	2006
Certified Lifelong Learning in Inclusive & Equitable Teaching	Center for Teaching Advancement & Assessment Research – Rutgers University	Diversity, Equity, and Inclusion	2021
Certified Online Faculty	Laureate International Universities	Online Education	2014
SHRM Learning System	Society for Human Resource Management	Human Resource Management	2006
Lebanese Baccalaureate II	Saint Mary Orthodox College	Philosophy	1998

EXPERIENCE

Position	Organization /Location	Year
Director Associate Director Online HRM Graduate Program	Rutgers University – Department of HRM / USA The program was successfully launched in Fall 2019	2019-present 2018-2019
<ul style="list-style-type: none"> ➤ Responsible for developing and implementing the plan for launching the new online graduate program. ➤ Developing the marketing strategy and monitoring its implementation to ensure the effective conversion of marketing tools to enrollments. ➤ Finalizing the admission and scheduling processes. ➤ Ensuring that courses are being developed by the assigned faculty, and supporting them throughout the instructional design process. ➤ Staffing faculty for designing the online courses. ➤ Finalizing all the administrative tasks and reaching out to stakeholders to ensure a smooth start for the program. ➤ Scheduling the delivery of online courses. ➤ Managing the admission process, including being on the admission committee ➤ Addressing inquiries from interested candidates and engaging with them to ensure enrollment. ➤ Ensuring that the program is of high academic quality and profitable. ➤ Counseling students after admission until completion to ensure high retention and completion rates with high satisfaction. ➤ Achievements up to Spring 2021: 80 enrolled students, 1.3 Million annual revenues, 81% retention rate, and 200% growth compared to last year. ➤ Achievements up to Spring 2021: exceeding the representation of minority and underrepresented groups: 22% Black; 28% Latino 		
Assistant Teaching Professor	Rutgers University – Department of HRM / USA	2018-present

Teaching Instructor		2014-2018
<ul style="list-style-type: none"> ➤ Designing and delivering face-to-face and online HRM and Organizational Behavior courses at the graduate and undergraduate levels. ➤ Designing and delivering modules for executive and professional education in HRM. ➤ Mentoring students and providing them with career counseling and extensive performance feedback. ➤ Serving the university and school through actively participating in the teaching evaluation and online education committees. ➤ Acting as the Student Campus Advisor for the Office of Student Conduct. ➤ Subjects taught: Job Design & Job analysis, Workforce Planning, Employment Law, Recruitment, Selection, Training & Development, Performance Management, Compensation Management, Employee Incentives, Employee Benefits & Safety, Employee Relations, Global HR practices Conflict Management, Leadership, Team Management, and other organizational behavior subjects. 		
Editor in Chief	Sage Publishing / USA-Contract	2021-2022
<ul style="list-style-type: none"> ➤ Acting as the EIC for the HRM module of the SAGE Business Foundations digital platform. This is a digital multimedia resource to help students understand key theories and practices underpinning business and management today ➤ Recruited multinational HR academics to write on 12 theories and their practice in business management and HRM. ➤ Peer-reviewed all the articles in the module. ➤ Theories included in the module: Management by Objectives, Motivation Hygiene Theory, Expectancy Theory of Motivation, Cognitive Diversity Hypothesis, Leadership Grid, Human Capital Theory, AMO (ability, motivation, & opportunity) Theory, Theory X and Theory Y, Likert's Participative Decision-Making, Intersectionality, Job Characteristics Theory, Agency Theory. 		
Online Faculty in Management	University of Roehampton – Management Division / Virtual	2014-2015
<ul style="list-style-type: none"> ➤ Delivering online modules in HRM and Strategic Management at the graduate level. ➤ Mentoring students and providing extensive performance feedback (Formative & Summative). ➤ Course Selection: HR as a Strategic Business Partner & Organizations and the Business Environment. 		
Visiting Assistant Professor of HRM	University of Cincinnati – Psychology Department / USA Organizational Leadership/Human Resources Division	2013-2014
<ul style="list-style-type: none"> ➤ Designing and delivering courses in HRM, Global HRM, HR Consulting, Staffing, Organizational Behavior, Labor Economics, and Leadership mostly at the graduate level. ➤ Mentoring students and providing them with career counseling and extensive performance feedback. ➤ Serving on the HR graduate program assessment panel. 		
Lecturer-PT	University of Leeds – Employee Relations Department / UK	2009-2012
Teaching Assistant		2009-2012
<ul style="list-style-type: none"> ➤ Designing and delivering lectures and seminars in HRM, Employee Relations, Labor Economics, Organizational Theory, Organizational Behavior, and Research Methods. ➤ Mentoring students and providing them with career counseling and extensive performance feedback. 		
Teaching Assistant	The University of York – School of Management / UK	2010
<ul style="list-style-type: none"> ➤ Designing and delivering seminars for the Critical Management Studies module. ➤ Mentoring students and providing them with career counseling and extensive performance feedback 		
HR Manager	Assaha – An international restaurant and hotel management firm / Lebanon	01/07-07/07
<ul style="list-style-type: none"> ➤ Managing the HR function, including designing, developing, and implementing HR practices, policies, and procedures. ➤ Conducting job analysis and updating job descriptions. ➤ Handling full personnel responsibilities and ensuring legal compliance. ➤ Recruiting and selecting staff at various occupational levels. ➤ Resolving conflicts between employees and managers and conducting exit interviews. ➤ Supervising two HR professionals and conducting HR performance evaluations by creating and monitoring HR metrics. ➤ Acting as the Public Relations Manager. ➤ Reporting directly to the General Manager. ➤ The company had more than 800 employees located in four countries: Lebanon, Qatar, Sudan, and the United Kingdom. 		
Recruiting Officer	Merilink – African-based trade firm / Lebanon	01/04-03/06
<ul style="list-style-type: none"> ➤ Sourcing and recruiting candidates from Lebanese universities to work mainly in Benin and Nigeria. ➤ Conducting feasibility studies (mostly financial), for new business opportunities. 		
Graduate Assistant	Lebanese American University – Business School / Lebanon	2004-2006
<ul style="list-style-type: none"> ➤ Writing critical literature reviews and collecting and analyzing quantitative data. ➤ Assisting in teaching and assessing students for management and marketing courses. 		
Purchasing Officer	The Sultan Center – Regional retail store firm in the Middle East / Oman	04/02-11/03
<ul style="list-style-type: none"> ➤ Supply-side management: sourcing products, negotiating with suppliers, and issuing orders. ➤ Inventory Management: managing production and inventory of more than 8000 items. ➤ In charge of product pricing and display, operations, sales, and customer satisfaction for the 7 perishable departments. ➤ Responsible for more than 70 employees of which 4 personal assistants and 7 teams led by floor department managers. ➤ Analyzing financial reports and monitoring department performance. ➤ Achievements: Increasing sales by 27% and profit by 40%. ➤ Reporting directly to the COO. ➤ The company had more than 4000 employees located in Kuwait, Oman, Jordan, and Lebanon. 		
Associate Consultant	TEAM International – Regional management consulting firm active in	01/02-03/02

MENA region / Lebanon

- Conducting a SWOT analysis & contributing to the design of organizational structures.
- Analyzing employee questionnaires.
- Writing department and job descriptions.

UNIVERSITY SERVICE

Activity	University	Year
Curriculum Committee of the Human Resource Management Department	Rutgers University	2019-present
Admission Committee for the online MHRM program	Rutgers University	2019-present
Graduate Programs DEI SMART Goals Committee	Rutgers University	2021-present
Student Campus Advisor for the Office of Student Conduct	Rutgers University	2017-present
Teaching Assistant/Graduate Assistant Personnel Grievance Procedure	Rutgers University	2018-present
Student Career Counseling and Writing Recommendation Letters	Rutgers University	2014-present
Actively participating in HRM Department & SMLR events and meetings	Rutgers University	2014-present
Quarterly meetings for the Student Support Program (Mental Health) - Online Students	Rutgers University	2020-present
Mentoring Students on Research Projects and Honors Theses	Rutgers University	2016-present
Class Observation Assessment for Non-Tenure Track Faculty	Rutgers University	2022
Peer-Mentoring a Faculty member for Development and Promotion	Rutgers University	2022
Proposal for Human Capital Analytics Joint Certificate with the Rutgers Business School	Rutgers University	2022
Graduate Programs Panel Interview for the Assistant Dean Candidates	Rutgers University	2022
Non-Tenure Track Recruitment Committee	Rutgers University	2022
Online Education at Rutgers	Rutgers University	2022
Non-Tenure Track Directors Taskforce for the Faculty Council	Rutgers University	2021-2022
Teaching Evaluation Committee of the School of Management and Labor Relations	Rutgers University	2017-2021
HRM Executive Board meetings and engaging with HR executives in the NJ/NY area.	Rutgers University	2017-2019
In-class Observation Teaching Evaluation Format Proposal Committee for the University	Rutgers University	2017-2018
Proposal for a joint online MHRM program with the China Association for Labor Economics	Rutgers University	2019-2020
MHRM-MLER program differentiation committee	Rutgers University	2020
Center for HR and Leadership Development – Performance Assessment Committee	Rutgers University	2020
Non-Tenure Track Reappointment Committee	Rutgers University	2020
Creating a new Online Master's in Human Resources Management Program	Rutgers University	2019
Designing the AI in the HRM module for executive training	Rutgers University	2018
In-class Teaching Observation Committee of the HRM Department	Rutgers University	2018
Co-Lead "Future of HR" Community of Practice; HRM Executive Board	Rutgers University	2019
Designing the four online courses in the HRM department: "Introduction to HRM", "HR Strategy I", "Linking HR to Business Strategy", and "Global HRM"	Rutgers University	2015-2020
Online Education Committee of the HRM Department	Rutgers University	2015-2017
Designing the first 10 online modules for Executive and Professional Education	Rutgers University	2017
Panel Interview on Online Education to SMLR-Faculty	Rutgers University	2017
Undergraduate Honors Thesis Committee of Tanla Ayik Thesis title: The Role of Human Resources Information Systems in the Employee Selection Process.	Rutgers University	2016
Working on a proposal to increase Rutgers international students' recruitment initiatives.	Rutgers University	2015-2019
Assessing current and future trends of international students to focus on their effective recruitment.	Rutgers University	2015-2018
Human Resources Graduate Program Assessment Panel	University of Cincinnati	2013/2014
Developing the HR Consulting Course	University of Cincinnati	2013/2014
Advising students on their capstone projects	University of Cincinnati	2013/2014
Developing the Management Research Practice module; quantitative and qualitative research methods.	University of Leeds	2010

TEACHING EXPERIENCE

Course	Level	Institute/Division	Year
Managing the Global Workforce (Online)	Graduate	Rutgers University	2023
Linking HR to Business Strategy (Online)	Graduate	Rutgers University	2019-present
Managing the Global Workforce	Graduate	Rutgers University	2018-present
Introduction to HR Management (Online)	Undergraduate	Rutgers University	2016-present
HR Strategy I (Online/Design)	Graduate	Rutgers University	2016
Staffing	Undergraduate	Rutgers University	2015-present
Global HR Management (Online)	Undergraduate	Rutgers University	2020-present
Global HR Management	Undergraduate	Rutgers University	2015-present
Introduction to HR Management	Undergraduate	Rutgers University	2014-present
Organizational Behavior	Graduate	Rutgers University	2014-present
Organizations and the Business Environment (Online)	Graduate	University of Roehampton	2015
HR as a Strategic Business Partner (Online)	Graduate	University of Roehampton	2014
HR Consulting	Graduate	University of Cincinnati	2014
Foundations of Leadership	Undergraduate	University of Cincinnati	2014
International HR Management	Graduate	University of Cincinnati	2014
International HRM	Undergraduate	University of Cincinnati	2014
Economics of HR	Graduate	University of Cincinnati	2014
Staffing Organizations	Graduate	University of Cincinnati	2013
Introduction to HR Management	Undergraduate	University of Cincinnati	2013
Individual Behavior in the Workplace	Graduate	University of Cincinnati	2013
Introduction to HR Management	Undergraduate	University of Leeds	2011/2012
Economic Institutions	Undergraduate	University of Leeds	2011
Contemporary Industrial Relations	Undergraduate	University of Leeds	2010/2011
Business and Society	Undergraduate	University of Leeds	2011
Management Research Practice	Undergraduate	University of Leeds	2010/2011
Critical Management Studies	Undergraduate	University of York	2010
Labor Economics	Undergraduate	University of Leeds	2010
Management, Work, and Organization	Undergraduate	University of Leeds	2009
Organization of Business	Undergraduate	University of Leeds	2009

EXECUTIVE & PROFESSIONAL TRAINING*PUBLIC TALKS*CONSULTING

Activity/Title	Role	Institute/Division	Year
Upcoming! Delivering a Talk to HR professionals at the SHRM-Central NJ Chapter May meeting.	Keynote Speaker	SHRM-Central NJ Chapter	2023
<i>Title: Managing knowledge in the fourth industrial revolution: resolving the Automation-Augmentation Paradox and the role of HR in supporting organizational knowledge management initiatives.</i>			
A Panel discussion on the future of work and its implications on the future of education, workforce skills, working conditions, and policy. Title: The new world of work, education & the skills that matter	Panelist	Futurewise & Berkeley College	2020
Delivering a talk to a group of German Students enrolled in the Transatlantic Ruhr Fellowship Program. Title: “Work in the US in the 21st Century”	Trainer	Center for HR and Leadership Development – SMLR	2019
Delivering one-day training in the Hangzhou HR Professional	Trainer	Rutgers Global-Professional	2019

Training for Chinese government officials and professionals. Title: “Work in the US in the 21st Century-Facts& Major Trends”		Education and Training Programs.	
Evaluating and Critiquing the Skillful Talent Series, an initiative of the Markle Foundation to foster the transformation of the labor market into one that is more skills-based than credential-based.	Reviewer	Rutgers Education and Employment Research Center	2019
Designing the Online HR Excellence Program <i>The program includes ten modules: Job Design & Job analysis, Workforce Planning, Recruitment, Selection, Training & Development, Performance Management, Compensation Management, Employee Incentives, Employee Benefits & Safety, and Employee Relations.</i>	Subject-Matter Expert& Instructional Designer	Executive & Professional Education – SMLR	2018
Delivering a Talk to HR professionals at the SHRM-Central NJ Chapter February meeting. Title: HI-B Visa: “Process, Facts, Trends & Future Challenges.”	Keynote Speaker	SHRM-Central NJ Chapter	2019
Delivering one-day training to HR professionals enrolled in the “HR at the Crossroad: Navigating the Evolving Digital Landscape and the Future of Work” Program. Title: “Digital HR – Artificial Intelligence’s Impact on the Workplace, HR Profession, and HR Practices”.	Trainer	Center for HR and Leadership Development - SMLR	2018/ 2019/ 2020
Delivering customized training to officials from the Department of Human Resources and Social Security in Shanxi Province, China. Title: “International Workforce Planning and Staffing: How Multinational Enterprises do it?”	Trainer	Rutgers Global-Professional Education and Training Programs.	2018
Delivering customized training to HR professionals and executives at Bristol-Myers Squibb. Title: “The impact of artificial intelligence on the future of work and HR.”	Trainer	Center for HR and Leadership Development - SMLR	2018
Delivering a Talk to HR professionals at the SHRM-Central NJ Chapter April meeting. Title: “Contemporary and future challenges for workforce planning: What HR professionals might expect and how to react?”	Keynote Speaker	SHRM-Central NJ Chapter	2018

PUBLICATIONS

Journal Articles – Peer-Reviewed

Upcoming! El-Farr, H. (under review). What is your Knowledge Management Strategy in the Fourth Industrial Revolution? EBSCO. Pathways to Research in Business & Economics
Upcoming! El-Farr, H. (accepted). Job Characteristics Theory. SAGE Business Foundations – HRM Module Core – HRM. Sage Publication. (A digital multimedia resource to help students understand key theories and practices underpinning business and management today).
El-Farr, H. (2022). From Job Analysis to Job Description: How It Is Done. EBSCO. Pathways to Research in Business & Economics BUS081, 1–17.
El-Farr, H. (2022). Job Evaluation: A Step-by-Step Guide for Designing and Implementing the Point Factor Method. EBSCO. Pathways to Research in Business & Economics BUS068, 1–16.
Hosseingholizadeh, R., El-Farr, H., Taghizadeh, N., Lotfi, H., Ahmadi, M., Akhoondi, M., Seyyid Ali Salehi Baigi, S. A.S (2022). A systematic review and synthesis of empirical research on ‘knowledge leadership’: A new insight in knowledge management literature. International Journal of Information Science and Management, 20(4).
Hosseingholizadeh, R., Amrahi, A. & El-Farr, H. (2020). Instructional Leadership, and Teacher’s Collective Efficacy, Commitment, and Professional Learning in Primary Schools: A Mediation Model . Professional Development in Education. DOI: 10.1080/19415257.2020.1850510
Hosseingholizadeh, R., Mahdi, S.E.K. & El-Farr, H. (2016). The Role of Motivation, Ability, and Opportunity in Achieving Effective Knowledge-Work: Knowledge Work and MAO . International Journal of Knowledge Management, 12(4): 20-36. DOI:

10.4018/IJKM.2016100102				
El-Farr, H., Messarra, L.C., Karkoulian, S. (2009). The effect of physical structure on working and personal behavior: an investigative case study at an educational institution . Journal of Academy of Business and Economics, 9(1). ISSN: 1542-8710				
Book Chapters – Peer-Reviewed				
<i>Upcoming!</i> El-Farr, H. (under publication). Expectancy Theory. In Wilkinson, A. & Johnstone, S. (2022). Encyclopedia of Human Resource Management. Second Edition. Edward Elgar Publishing.				
<i>Upcoming!</i> El-Farr, H. (under publication). Job Evaluation. In Wilkinson, A. & Johnstone, S. (2022). Encyclopedia of Human Resource Management. Second Edition. Edward Elgar Publishing.				
Fay, C. & El-Farr, H. (2020). Rewarding employees and HRIS. In Johnson, R. D., Carlson, K. D. & Kavanagh, M. J. (Eds.). Human resource information systems: basics, applications, and future directions (5th ed.) . Sage Publishing. ISBN: 9781544396743				
El-Farr, H. & Hosseingholizadeh, R. (2019). Aligning Human Resource Management with Knowledge Management for Better Organizational Performance: How Human Resource Practices Support Knowledge Management Strategies? In Wickham, M. (Ed.). Current issues in knowledge management. IntechOpen. DOI: 10.5772/intechopen.77625				
Hosseingholizadeh, R., El-Farr, H. & Mahdi, S.E.K. (2019). Optimizing Knowledge-Work through Personal Knowledge Management: The Role of Individual Knowledge-Workers' Motivation, Ability, and opportunity . In Habib, M. (Ed.). Handbook of Research on the Evolution of IT and the Rise of E-Society. IGI Global. DOI: 10.4018/978-1-5225-7214-5				
Conference/Working Papers – Peer-Reviewed				
El-Farr, H. (2011). Linking performance appraisal to knowledge management activities in the management consultancy sector in the UK . British Academy of Management Conference.				
El-Farr, H. (2009). Knowledge work and workers: a critical literature review . Leeds University Business School-Working Paper Series, 1(1). ISSN nr. 1743-6796.				
Ph.D. Thesis				
El-Farr, H. (2011). Aligning human resource management to knowledge management within the UK management consulting sector . [Doctoral dissertation, University of Leeds]. DOI: 10.13140/RG.2.2.33704.16642				
Trade Articles				
El-Farr, H.	Middle management: essential to preserve skills and administrative knowledge	Magazine Article	International Economics	2008
El-Farr, H.	The knowledge worker: the essential success factor in the knowledge economy	Magazine Article	International Economics	2008
El-Farr, H.	The sustainable need for training and re-training	Magazine Article	International Economics	2008
El-Farr, H.	The knowledge economy: a challenge facing the Arab World	Magazine Article	International Economics	2008

SELECTED CONFERENCES

Contribution/Title	Participation Method	Host	Year
<i>Upcoming!</i>	Attendance	Rutgers Online Learning Conference	2023
Creating an online program: Major Benefits and Challenges: Why should you consider creating an online program, especially if you already have an in-person program?	Presentation	Rutgers Online Learning Conference	2022
OnlineEd2022 - The global event for online learning and teaching in higher education	Attendance	Henry Stewart Events	2022
Covid-19 Opportunity for Higher Education: The Case Study of the Online MHRM Program – Rutgers University	Presentation	British Academy of Management: Teaching & Learning Management Knowledge and Education (MKE) Conference	2021
OnlineEd2021 - The global event for online learning and teaching in higher education	Attendance	Henry Stewart Events	2021
Seventh Annual Rutgers Online and Hybrid Learning Conference	Attendance	Rutgers University, Division of Continuing Studies	2016

Sixth Annual Rutgers Online and Hybrid Learning Conference	Attendance	Rutgers University, Division of Continuing Studies	2015
Linking performance appraisal to knowledge management activities in the management consultancy sector in the UK	Developmental paper Presentation	British Academy of Management	2011
Links between performance appraisal and knowledge management: potentials and evidence from the management consultancy sector in the UK	Presentation	European Sociological Association	2011
Human resource management in knowledge management	Poster	Leeds University Business School	2008/2009
Overcoming knowledge management barriers and implementation problems through human resource management practices	Presentation Poster	Centre for Employment Relations Innovation & Change	2008
Diversity, Inclusion, and Representativeness: Challenges for the Professions	Attendance	Economic and Social Research Council	2009
Contemporary Employment Relations Issues – Seminar Series	Attendance	Centre of Employment Relations, Innovation & Change	2007-2012
Contemporary Business Issues – Seminar Series	Attendance	Leeds University Business School	2007-2012

SELECTED TRAINING

Subject	Provider	Year
Cultural Responsiveness in the Learning Environment	Rutgers University, School of Management and Labor Relations	2022
Navigating Difficult Conversations in the Classroom	Rutgers University, School of Management and Labor Relations	2022
Creating an e-Portfolio	Rutgers University, School of Management and Labor Relations	2022
Career Conversations with your Staff	Rutgers University, School of Management and Labor Relations	2022
Centering Respect: Creating New Behavioral Norms	Rutgers University, Center for Diversity Education and Bias Prevention	2022
DEI Anti-racism and Inclusive Leadership workshop	Rutgers University, School of Management & Labor Relations	2022
Developing Cultural Competencies	Rutgers University, School of Management & Labor Relations	2021
Creating Accessible Online Content: Text, Documents, Images, and Video	Rutgers University, Office of Instructional Design	2021
Improving Education with the Science of Learning: The Impact of Culture & Beliefs	CTAAR and Rutgers Global-International Academic Success Office	2021
Data & Algorithms at Work: The Case for Worker Technology Rights	The University of California-Berkeley, Center for Labor Research and Education	2021
Culturally Responsive Course Design and Teaching Strategies	Rutgers University, Office of Instructional Design	2021
Microaggressions: Impact and Interventions	Rutgers University, Center on Violence Against Women and Children	2021
EAB: Attracting Tomorrow's Adult Student	Rutgers University, Division of Continuing Studies	2021
Educational Equity Programs Fall Showcase	Rutgers University, Division of Diversity, Inclusion and Community Engagement	2021
Workforce Harassment Prevention for Managers Workforce Harassment Prevention for Employees	Skillssoft Compliance Solutions	2020-2022
Title IX for Higher Education		
Yearly Training for Campus Advisors	Rutgers University, Office of Student Conduct	2017-21
Adapting Sakai to your Syllabus	Rutgers University, Office of Instructional & Research Technology,	2014
Introduction to Sakai	Rutgers University, Office of Instructional & Research Technology,	2014
Faculty Training in Online Learning – Management Program	Online, Laureate Online Education/University of Roehampton	2014
Online Learning Environment Orientation Course	Online, Scholar Exchange	2014

Blackboard Learning Management System	The University of Cincinnati, Center for Enhancement of Teaching & Learning	2013
The Teaching Syllabus	The University of Cincinnati, Center for Enhancement of Teaching & Learning	2013
Writing Strategies for Publication	The University of Cincinnati, Center for Enhancement of Teaching & Learning	2013
Active Learning for Large Enrollment Courses	The University of Cincinnati, Center for Enhancement of Teaching & Learning	2013
Using Nvivo (Fundamentals and Advanced)	University of Leeds, Information Systems Services	2008/10
Research methods - using SPSS (Factor analysis and ANOVA testing)	University of Leeds, Information Systems Services	2009
Interview skills for research staff: tips and practice	University of Leeds, Career Centre	2008
Critical Realism in Action Workshop	University of Leeds, Northern Advanced Research Training Initiative	2008
Industry Studies and Structured Comparative Case Methodology Workshop	University of Manchester Business School, Northern Advanced Research Training Initiative	2008
Working with MS Word to produce Transfer Reports, Thesis, and other Long Documents	University of Leeds, Information Systems Services	2008
Using Excel for Research Data (Fundamentals, Intermediate, Advanced)	University of Leeds, Information Systems Services	2008
Speed Reading and Mind Mapping	University of Leeds, Staff and Departmental Development Unit	2008
Critical Management Studies Research	York Management School, Northern Advanced Research Training Initiative	2008
Time Management during Research	University of Leeds – Staff and Departmental Development Unit	2008
Effective and Learning Methods in Small Groups	University of Leeds – Staff and Departmental Development Unit	2007
Use of Endnote Software	Leeds University Business School	2007
Assessing Student Work	University of Leeds – Staff and Departmental Development Unit	2007
Quantitative Data Analysis (Descriptive & Inferential)	Leeds University Business School	2007
Qualitative Data Analysis	Leeds University Business School	2007

PROFESSIONAL MEMBERSHIPS & EDITORIAL ROLES

Institute	Year
Academy of Management	2014-present
Society for Human Resource Management	2006-2007, 2014-present
Editorial Board Member for the Knowledge and Performance Management Journal	2017-present
Center for Global Work and Employment at the School of Management and Labor Relations	2018-present
Ad hoc Peer Reviewer for several journals such as Compensation & Benefits Review, Journal of Ethnic and Migration Studies, Knowledge and Performance Management Journal, and Knowledge Management Research & Practice.	2016-present
Conducted Book revisions for the following textbooks:	2015-2021
➤ Vance, C.M. and Paik, Y. (2021). Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management. Third Edition. New York, New York: Routledge	
➤ Phillips, J.M. & Gully, S.M. (2015). Strategic Staffing. Third Edition. Hoboken, New Jersey: Pearson Education.	
➤ Tarique, I., Briscoe, D. and Schuler, R. (2016). International Human Resource Management: Policies and Practices for Multinational Enterprises. Fifth Edition. New York, New York: Routledge.	
➤ Tarique, I., Briscoe, D. and Schuler, R. (2012). International Human Resource Management: Policies and Practices for Multinational Enterprises. Fourth Edition. New York, New York: Routledge.	
British Academy of Management	2007-2012, 2021-ongoing
Centre for Employment Relations Innovation & Change – University of Leeds	2007-2012

ADDITIONAL RELEVANT KNOWLEDGE & SKILLS

Languages	Fluent in English and Arabic (various dialects).
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Communication Skills	Robust written and verbal communication skills and the ability to customize based on the audience.
Computer Literacy	Proficient in various Learning Management Systems (Sakai, Canvas, eCollege, Blackboard), HR information systems, Statistical software, Qualitative data analysis systems, and Oracle databases. Proficient in SPSS, Endnote, Nvivo, Word, Excel, PowerPoint
Business Knowledge	Robust knowledge of strategic management, accounting, finance, marketing, project management, and operations management.
Professional Engagement	Continuous effort to keep up-to-date in the fields of HR and management, demonstrated in continuous memberships at the Academy of Management and Society for Human Resource Management, in addition to regularly attending conferences and reading recent trade and academic articles in my field. Also, I ensure continuous contact with HR professionals & executives and conduct site visits to organizations.
Research Skills	Robust research skills (both quantitative and qualitative); demonstrated through various publications focusing on the role of HR in supporting knowledge management activities, knowledge work and workers, and knowledge economy. Moreover, I am on the editorial board of the Knowledge and Performance Management Journal, in addition to providing reviews on academic books and journal articles, in journals such as Compensation & Benefits Review and Journal of Ethnic and Migration Studies.
Comparative Knowledge of National Cultures and Markets	In-depth knowledge of the cultures and markets of the United States of America, the Middle East region, and the United Kingdom, and well-acquainted with various Asian, European, and African countries.
Comparative Knowledge of various Industries	Robust knowledge of HR and business practices in retail, hospitality, management consulting, trade, and higher education.
Economics	Good knowledge of macroeconomics, microeconomics, and economic theories, policies, and practices.
International Labor Law	Good knowledge of international labor standards and laws. Good knowledge of Labor standards and laws in various regions and countries.
Organizational Behavior	Robust knowledge of various organizational behavior issues at the individual, team, and organizational levels. Special interest in various generational traits, leadership styles, conflict management, team management, organizational change (cultural and structural), and personality traits.
Comparative Knowledge of Various Religions	Robust knowledge of religious ideologies, denomination differences, country practices, norms, and behaviors, especially when it comes to Christianity and Islam, in addition to having good knowledge of Judaism and various non-Abrahamic religions.
Comparative Knowledge of Political Ideologies and Systems	Robust knowledge of various political ideologies in various regions and countries. Good knowledge of how political systems work in various regions and countries.

PERSONAL CHARACTERISTICS & VALUES

High Integrity	Results-Focused	Hardworking	High Ability to Learn
Team Builder & Player	Change Agent	Mature	Conscientious
Individual Contributor	High Negotiation Skills	High-Risk Assessment Skills	Critical & Analytic Thinker
Modest	Reliable	High Professionalism	Outgoing
Compassionate	Openness	Adaptable	Agreeable

VOLUNTEER ACTIVITIES*COMMUNITY ENGAGEMENT

- Member of the St. Stephen's Orthodox Church, South Plainfield, NJ, 2014-present.
 - Bible study for the teen's group and chanter.
- Member of the St. George Antiochian Orthodox Church of Boston, MA, 2012-2014.
- Student representative of the Business School / AUB - Senior Class, 2000-2001.
- Member of the Business School Society / AUB, 2000-2001.
- Led the night school initiative at the Civic Welfare League (delivering English and literacy classes for the AUB Staff) / AUB, 1998-2001.
- Volunteer English and Mathematics teacher for the refugee camps in Lebanon, 2000.
- Volunteer Inventory Manager of a refugee camp warehouse during the war, 1996.
- First Aid Certificate, Lebanese Red Cross, 1998.
- Active Member of the Scout Association of Lebanon (Leader of the Rovers group) / 1990-1999.

References are provided upon request.