

ABDALLAH ELAMIN

Current Address: College of Business Administration, University of Science and Technology of Fujairah, P.O. Box 2202, Fujairah, UAE. Cell phone: +971567885300; Office +97192023750; Home +97192238619; Email: a.elamin@ustf.ac.ae. Personal: magzoob2@yahoo.com

Permanent Address: 1868 Main Street West, Apt. 811, Hamilton, L8S 1J1, ON, Canada

PROFILE

- Over 20 years of experience teaching management courses to undergraduate and postgraduate students
- Classroom experience in diverse environmental and geographical settings
- Written and verbal communication, interpersonal relationship, and classroom management skills
- Ability to teach students from diverse cultures
- Skilled in developing new teaching models
- Proficient with web technologies utilized for teaching purposes
- Expert in developing new management courses and designing management training programs
- Excellent critical thinking, analytical, research, problem solving, organizational skills
- Published and presented papers in international refereed journals and conferences
- Well versed in qualitative and quantitative research
- Proficient in MS Word, Excel, Power Point, Databases, Email, and the Internet, and SPSS
- I was deeply involved in the process of re-accreditation of College of Industrial Management (KFPUM) programs in accordance with the standards of the Association to Advance Collegiate Schools of Business (AACSB).

EDUCATION

Ph.D. in Management Science, Lancaster University Management School (AACSB), Lancaster, United Kingdom, 2001

MBA, University of Gazira, Sudan, 1996

B.Sc. (Honours) in Business Administration, School of Management Studies, University of Khartoum, Khartoum, Sudan, 1993

RESEARCH EXPERIENCE

RESEARCH INTERESTS

- Human Resource Management
- Organizational Behaviour and Design
- Strategy-making Processes
- Cross-cultural Management and TQM
- Qualitative and Quantitative Research methods

RESEARCH GRANTS

- University of Science and Technology of Fujairah (USTF) Internal Grant (2019 -2020) Principal Investigator (PI) - \$10000
- University of Science and Technology of Fujairah (USTF) Internal Grant (2019 -2020) Co-Investigator (CI) - \$10000
- King Fahd University of Petroleum and Minerals (KFUPM) Internal Grant (2010 -2013) Principal Investigator (PI) - \$ 20000
- King Fahd University of Petroleum and Minerals (KFUPM) Internal Grant (2009 -2010): Co- Investigator (CI) - \$ 20000

BOOK CHAPTERS

- Tlaiss, H. & Elamin, A. M., "HRM in Saudi Arabia" in Budhwar, P. S. and Mellahi K. (Ed.), *Handbook of Human Resource Management in the Middle East*, Edward Elgar Publishing Ltd, Chapter 8, pp. 141-158, 2016
- Aboelmajed, M & Elamin, A. M., "Teleworking in UAE: An Empirical Study of Influencing Factors, Facilitators, and Inhibitors", in Rae Simon (Ed.), *Operations Management: A Modern Approach*, Apple Academic Press, Canada, Chapter 10, pp. 183-212, 2011

SELECTED PEER REVIEWED ARTICLES

- Elamin A. M., " Perceived organizational support and affective organizational commitment among Saudi employees: the mediating effect of organizational trust ", Awaited Publication, IJOEM-11-2021-1702, International Journal of Emerging Markets.
- Elamin, A. M., Ali, L. & Abdin, A., " Attitudes toward e-shopping: Evidence from the United Arab Emirates", Awaited Publication, IJBEM-96987, Int. J. of Business and Emerging Markets.
- Elamin, A. M. & Abdin, A., " The Relationship between Perceived Organizational Justice, Perceived Supervisor Support, and Turnover Intention in the KSA, Awaited Publication, EBHRM-01-2021-0006, Evidence-Based HRM: a global forum for empirical scholarship
- Tlaiss, H. & Elamin, A. M., " 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*, Vol. 34, Iss: 9, pp.1042 – 1060, 2015.
- Elamin, A. M. & Tlaiss, H., "Exploring organizational citizenship behavior and the effects of organizational justice: An Islamic Saudi Arabian Perspective, *Employee Relations: the International Journal*, Vol. 37, Iss: 1, 2015.
- Elamin A. M., "Perceived organizational justice and work-related attitudes: a study of Saudi employees", *World Journal of Entrepreneurship, Management and Sustainable Development*, Vol. 8, Iss: 1, pp.71 – 88, 2012.
- Elamin A. M., "Effects of nationality on Job Satisfaction: Domestic versus expatriate bank employees in the United Arab Emirates", *International Journal of Management*, Vol. 28, No. 1, Part 1, pp. 20 – 39, 2011
- Elamin, A. M. & Alomiam, N., "Does organizational justice influence job satisfaction and self-perceived performance in Saudi Arabia work environment? *International Management Review Journal*, Vol. 7, No. 1, pp.38 – 49, 2011
- Elamin A. M. & Omair, K., "Males' attitudes towards working females in Saudi Arabia", *Personnel Review*, Vol. 39, No. 6, pp. 746 –766, 2010
- Aboelmaged, M & Elamin A. M., "Teleworking in UAE: An Empirical Study of Influencing Factors, Facilitators, and Inhibitors", *International Journal of Business Science & Applied Management (IJBSAM)*, Vol. 4, Issue 1, pp. 18 – 36, 2009
- Elamin A. M.& Branine, M., "Politicizing the transition: a study of core and boundary relations of power and politics in strategic decision-making at Sudatel", *World Review of Entrepreneurship, Management and Sustainable Development (WREMSD)*, Vol. 4, Nos. 2/3, pp. 218 – 232, 2008
- Elamin A.M., "Methods of Researching Strategy Processes in Developing Countries" *European Journal of Economics, Finance and Administrative Science (EJEFAS)*, Issue 10, pp. 200 – 212, 2008.

- Elamin A.M., “Micro and macro political behaviour in non-Western context: the case of strategy making in a major Sudanese enterprise”, *Problems and Perspectives in Management*, Vol. 5, Issue 2, pp. 75 – 89, 2007
- Elamin A. M. & Haskose, A., " Strategic Management Modeling for Evaluation of Management Awareness", *H.U. Journal of Economics and Administrative Sciences*, Vol. 25, Issue 2, pp. 151 – 168, 2007
- Elamin A.M., "Implications of personal networks (Ala'aqat) in the African context: the case of strategy formation in two major Sudanese enterprises", *The International Journal of Applied Management and Technology*, Vol. 4, No. 1, pp. 125 - 137, 2006

WORK IN PROGRESS

- Elamin A. M., "Justice and work-related attitudes in Saudi Banking Industry”, work in progress expected publication 2022
- Elamin A. M., "Perceived organizational support, perceived supervisor support, trust, commitment and turnover intentions: the case of Saudi Aramco”, work in progress expected publication 2022
- Elamin A. M. “Examination of the service quality in the banking sector: the case of the UAE”, work in progress expected publication 2022

CITATIONS

Dr. Elamin has reasonably good record of citations, considering most of his work is recent and some of them are accepted but not yet published. Although, it is not possible to track all citations, selected citations in through a single source of “Google Scholar” since 2011 onwards reveals that he has a total of above 595 citations by authors publishing in highly reputable journals. The number of citations through this single source does not include publications in Conference Proceedings and published doctoral theses, as well as other published works.

<https://scholar.google.com/citations?user=nTDRxd8AAAAJ&hl=en>

PROFESSIONAL AND TEACHING EXPERIENCE

Associate Professor of Management and Coordinator of the MBA Program, Department of Management, College of Business Administration, University of Science and Technology of Fujairah – Fujairah, United Arab Emirates, April 2019 – Present

Courses taught: 2019/2020

- Management of Change (**MBA 474003**) – Postgraduate (MBA)
- Human Resource Management (**MBA 474001**) – Postgraduate (MBA)
- Organization Behaviour (**MGT 300**) - Undergraduate
- Total Quality Management (**MGT 321**) - Undergraduate
- Management Information Systems (**MGT 401**) – Undergraduate
- Production and Operations Management (**MGT 211**) - Undergraduate
- Human Resource Management (**471004**) - Undergraduate

Course Development:

- Chair - Curriculum Development Committee (April 2018 - present) – Role - development of the new Management Curriculum in the Department of Management

Associate Professor of Management, Department of Management, Faculty of Business Administration, Ajman University, Fujairah Campus – Fujairah, United Arab Emirates, August. 2018 – March. 2019

Courses taught: 2018/2019

- Human Resource Management (**MBA 474001**) – Postgraduate (MBA)
- Operations Management (**MBA 471004**) – Postgraduate (MBA)
- Organization Behaviour (**MGT 300**) - Undergraduate
- Total Quality Management (**MGT 321**) - Undergraduate
- Management Information Systems (**MGT 401**) – Undergraduate
- Production and Operations Management (**MGT 211**) - Undergraduate
- Human Resource Management (**471004**) - Undergraduate
- Service Marketing (**430707**) - Undergraduate

Course Development:

- Chair - Curriculum Development Committee (August 2018 – March 2019) – Role - development of the new Management Curriculum in the Department of Management

Independent Consultant, Sep. 2013 – May 2018

By adopting a multi-disciplinary and cross-functional approach to solving individualized client needs, I bring together the much-needed expertise to help client succeed and grow.

My three key services are:

- ✓ Human Resource Planning /Training & Development
- ✓ Business Strategy Development
- ✓ Research & Insight

I offer sound organizational advice, cutting-edge training and development and insightful research. Besides, I place a high priority on customer service and strong quality control and stay through with my client during the implementation stage.

Associate Professor of Management, Department of Management and Marketing, College of Industrial Management (AACSB), King Fahd University of Petroleum and Minerals (KFUPM), Saudi Arabia. Oct. 2011 – Aug. 2013

Courses taught:

- Independent Research in Management (MGT 595) – Postgraduate
- Quantitative Methods (MGT 524) – Postgraduate
- Leadership and Organizational Behaviour (MGT 512) - Postgraduate
- Principles of Management (MGT 501) - Postgraduate
- Project Feasibility Analysis (MGT 448) – Undergraduate

Course Development:

- Participated in the development of the new Management Curriculum in the Department of Management and Marketing

Assistant Professor of Management, Department of Management and Marketing, College of Industrial Management (AACSB), King Fahd University of Petroleum and Minerals (KFUPM), Saudi Arabia, Sept. 2008 – Sept. 2011

Courses taught:

- Human Recourse Management (MGT 310) – Undergraduate
- Quantitative Methods (MGT 320) – Undergraduate
- Organization Behaviour and Design (MGT 410) - Undergraduate
- Organization Change and Development (MGT 425) - Undergraduate
- Principles of Management (MGT 301) - Undergraduate
- Project Feasibility Analysis (MGT 448) - Undergraduate

Course Development:

- Designed the Project Feasibility Analysis course (MGT 448)

Assistant Professor of Management, Department of Management, Faculty of Business Administration, Ajman University of Science and Technology, United Arab Emirates, Sept. 2003 – Aug. 2008

Courses taught:

- Strategic Management (510820) – Postgraduate
- Quantitative Methods (MGT 510840) – Undergraduate
- Human Resource Management (410602) - Undergraduate
- Organization Theory and Design (410808) - Undergraduate
- Strategic Management (410706) - Undergraduate
- Business Research Methods (400307) - Undergraduate
- Management of Small Business (410612) - Undergraduate
- Business Communications (400408) - Undergraduate
- Production and operations Management (410501) – Undergraduate

Courses Development

- Redesigned the Graduation project /Management course (410811)
- Redesigned two new courses (Management of Small Business (410611) and Total Quality Management (410712) and reshuffled them from being a major optional to become a major obligatory
- Designed a course titled Project Management (410405) as a Major optional in the new plan for the Management Discipline in Faculty of Business Administration

Assistant Professor of Management, Department of Business Administration, School of Management Studies, University of Khartoum, Sudan, Nov. 2001 – Aug. 2003

Courses taught:

- Management Principles (MBA21) – Postgraduate
- Human Resource Management ((MBA43) – Postgraduate
- Strategic Management (MBA45) - Postgraduate
- Research Methods in Management (M.Sc.22) - Postgraduate
- Human Resource Management (MGT46) – Undergraduate
- Approaches to Management (MGT53) - Undergraduate

Course Development:

- Developed four courses for the MBA Program: Conflict Management, Knowledge Management, Organization Change and Development, and Strategic Human Resource Management

Lecturer, Department of Business Administration, School of Management Studies, University of Khartoum, Sudan. *On study leave* for a Ph.D. in the Department of Management Science of Lancaster University Management School, United Kingdom, Nov. 1997 – Nov. 2001

Lecturer, Department of Business Administration, School of Management Studies, University of Khartoum, Sudan. Oct. 1996 – Oct. 1997

Courses taught:

- Principle of Management (MGT21) - Undergraduate
- Business Statistics (MGT25 - Undergraduate)

Teaching Assistant, Department of Business Administration, School of Management Studies, University of Khartoum, Sudan, 1993 – Oct. 1996

- Delivered seminars and supervised tutorials to undergraduate students

SUPERVISION AND ADVISING

Ph.D. Students:

- Acting as Associate supervisor for D. Osman -University of Griffith, Griffith Business School, Australia. Thesis title: An international study on factors impacting attrition rates of accountancy diploma students at community colleges (Graduated February 2015) – Currently Assistant Professor at Alcorn State University, Mississippi. USA.
- Acted as External Examiner for a Ph. D. thesis submitted to the School of Management Studies, University of Khartoum by Mohamed Hanafi Mohamed Nor; titled: Implementation of strategic management in telecommunication sector in the Sudan (Graduated February 2010).

MBA. Students:

- Supervision of Independent research: Successfully supervised more than 40 research projects in University of Science and Technology of Fujairah and Ajman University of Science and Technology (UAE), KFPUM (Saudi Arabia), and University of Khartoum (Sudan).

Graduation Projects:

- Successfully supervised more than 80 research projects in University of Science and Technology of Fujairah and Ajman University of Science and Technology (UAE), KFPUM (Saudi Arabia), and University of Khartoum (Sudan).

ADMINISTRATIVE EXPERIENCE

Head, Department of Management, Faculty of Business Administration, Ajman University of Science and Technology, United Arab Emirates (May 2006 – Aug. 2008)

- Directed the department's academic and administrative affairs
- Planned and implemented research activities
- Planned and implemented academic development programmes
- Involved in recruiting and interviewing potential new staff
- Served as regular member in the Faculty of Business administration board, and the university committees both standing and ad hoc

PROFESSIONAL DEVELOPMENT

TECHNICAL CONFERENCES AND SYMPOSIA

- Cannexus17 National Career Development Conference, Ottawa, Ontario, Canada, Jan 23rd -25th, 2017
- The 21th International Academy of Management and Business (IAMB) Conference, University of Quebec at Montreal, UQAM, Montréal, Canada, May 18 th-20th, 2016
- 4th Triennial, Alberta Institutions Conference, "How do Institutions Matter?". The conference, was organized by Alberta School of Business Strategic Management and Organization Department, Fairmont Banff Springs, Banff, Alberta, Canada, June 12 - 14, 2015
- 3rd Annual Canadian Talent Management Summit, Hyatt Regency Toronto, Toronto, Canada, May 6th-8th, 2013
- 27th Annual conference for Society of Industrial and Organizational Psychology (SIOP), San Diego, California, USA, April 2012
- Maintenance of Accreditation Seminar organized by AACSB, Singapore, March 2012
- Assurance of Learning Seminar organized by AACSB (2 days), Singapore, Feb. 2012

- A seminar organized by College of Industrial Management, KFUPM, on "The Global Credit Crisis – What Happened: Understanding the Causes", Dhahran, Saudi Arabia, May 2009
- A workshop organized by Ajman Chamber of Commerce and Ajman University of Science and Technology, on "Anti-Dumping Rules and Regulations in the GCC Countries", Ajman, United Arab Emirates, March 2006
- A workshop organized by Ajman University of Science and Technology, on "The Administrative Side of Enterprise Creation", Sheikh Zayed Center for Conferences and Exhibitions, Ajman, United Arab Emirate, March 2006
- A Seminar organized by Faculty of Business Administration, Ajman University of Science and Technology, on "Growing Importance of Accounting and Auditing Profession in UAE", Ajman University, Ajman, United Arab Emirates, Nov. 2005
- A conference organized by Arab Administrative Development organization (ARADO) on the "Future of Management Education in the Arab Region", Syria, March 2003

WORKSHOPS

- Workshop on "Case Teaching and Writing", (3 days from 4/11 -6/11/2012) organized by ECCH and KFUPM, Khobar, Saudi Arabia, Nov. 2012
- Workshop on "Bringing Deeper Learning to the Class Room: Bloom's Taxonomy", organized by Teaching and Learning Center, Deanship of Scientific Research (DAD), KFUPM, Dhahran, Saudi Arabia, October 2013
- Workshop on " Blended Learning in Higher Education: Promises and Pitfalls organized by E-Learning Center, Deanship of Academic Development (DAD), KFUPM, Saudi Arabia, October 2010
- Workshop on "Development of Rubrics" organized by Teaching and Learning Center, Deanship of Academic Development (DAD), KFUPM, Dhahran, Saudi Arabia, April 2010.
- Workshop on "*Measuring Research Performance*" organized by KFUPM, Dhahran, Saudi Arabia, March 2009
- Workshop on "*E-Learning: Moodle System*" organized by Ajman University of Science and Technology, Ajman, United Arab Emirates, February 2007

PRESENTATIONS

- Tliass, H., Elamin, A. M. & Kauser, S. "*Can Trust Mediate the Relationship Between Organizational Citizenship Behavior and Organizational Justice in Saudi Arabia?*" EURAM Conference, United Kingdom, June 2016
- Elamin A. M., "*No trust without justice: a study of employees in selected organizations in Saudi Arabia*", the International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas, TX, USA, April 2013
- Elamin A. M., "*Researching Strategy Making Processes in Developing Countries*", lecture delivered to the postgraduate students in the School of Management Studies, University of Khartoum, Khartoum, Sudan, March 2012
- Elamin A. M., "*Effects of organizational justice on job satisfaction and organization commitment in a non-Western setting*", the 2010 International Conference in Innovation and Management Proceedings, Penang, Malaysia, July 2010
- Elamin A. M. "*Implications of personal networks (Ala'aqat) in the African context: the case of strategy formation: the case of Sudan*". Proceedings of 1st Integrating for Excellence Conference Centre of Integral Excellence, Sheffield-Hallam University, Sheffield, United Kingdom, pp. 80 – 89, 2005.
- Elamin A. M., "*Strategic Management Techniques in Transitional Economies*", lecture delivered to Ajman University Alumni, Abu Dhabi, United Arab Emirates, March 2004

- Elamin A. M., "*The Relationships between Management Levels and Managerial Skills: A Contemporary Perspective*", lecture delivered to visitors of the Gulf Education and Training Exhibition (GETX), Dubai, United Arab Emirates, January 2004

CONFERENCE ORGANIZATION

- Member of the Organizing Committee (Assessment Sub-committee) of the 1st and 2nd Students Scientific Conference, University of Science and Technology of Fujairah, Fujairah, United Arab Emirates, May 2019 and May 2020.
- Member of the Organizing Committee (Assessment Sub-committee) of the 3rd Approach Students Scientific Conference, Ajman University of Science and Technology, Ajman, United Arab Emirates, May 2007
- Member of the Organizing Committee of the 2nd Approach Students Scientific Conference, Sheikh Zayed Center for Conferences and Exhibitions, Ajman, United Arab Emirates, May 2006
- Member of the Organizing Committee of the 1st Approach Students Scientific Conference, Ajman University of Science and Technology, Ajman, United Arab Emirates, June 2005

COMMUNITY INVOLVEMENT

SERVICE TO PROFESSION

A. Journal Editorial Advisory

- Member of the Editorial Advisory Board: International Journal of Business and Management, ISSN 1833-3850 (Print), ISSN 1833-8119 (Online), Canadian Centre of Science and Education, Canada
- Member of the Editorial Advisory Board: Far East Journal of Psychology and Business, ISSN 2219-5440 (Print), ISSN 2221-8017 (Online), Far East Research Centre, Hong Kong
- Member of Editorial Advisory Board: Sustainable Economic Development and the Influence of Information Technologies: Dynamics of Knowledge Society Transformation", ISBN-10: 1615207090 ISBN-13: 978-1615207091, A book by Karatas, M. & Tunca, M., 2010

B. Regular Manuscript Reviewer

- International Journal of Human Resources Development and Management, (ISSN online: 1741-5160 ISSN print: 1465-6612), Inderscience
- International Journal of Business and Management, (ISSN: 1833-3850 (Print), ISSN: 1833-8119 (Online), Canada)
- Far East Journal of Psychology and Business, ISSN 2219-5440 (Print), ISSN 2221-8017 (Online), Hong Kong
- Journal of Chinese Economic and Foreign Trade Studies, (ISSN: 1754-4408, Emerald, UK)
- Management Research Review, (ISSN 2040-8269, Emerald, UK)
- International Academy of Business & Economics (IABE) Conferences' Proceedings, (ISSN: 1932 - 7498)

C. Ad-Hoc Manuscript Reviewer

- Reviewed manuscript for the Southern Management Association (SMS) annual meeting, 7 – 10, November 2007, Nashville, TN, USA
- Reviewed manuscript for the International Journal of Psychological Studies (ISSN: 1918-7211 (Print) ISSN 1918-722X (Online), Canada)
- Reviewed a chapter "Regional Innovation Strategies: Europe in Turkey" in Karatas, M. and Tunca, M. (ed.), Sustainable Economic Development and the Influence of Information Technologies: Dynamics of Knowledge Society Transformation", ISBN-10: 1615207090 ISBN-13: 978-1615207091, 2010

- Reviewed a junior faculty report- Junior Faculty Development Program (JFDP), Deanship of Academic Development, KFUPM, Dhahran, Saudi Arabia
- Reviewed the 1st Arab World edition of Robbins/Coulter's Management, publishing proposal/ table of contents/ sample chapters by Higher Education and Professional Pearson

DEPARTMENTAL/UNIVERSITY SERVICE

University of Science and Technology, Fujairah, UAE, April. 2018 – Present, and Ajman University, August 2018 –March 2019

- Accreditation Committee Management MBA Program (Chair)
- Curriculum Development Committee (Chair)
- Employees' Affairs Committee (Member)
- Research Committee (Member)
- Examination Committee (Member)
- Institutional Effectiveness and Quality Control Committee (Member)

King Fahd University of Petroleum and Minerals, Saudi Arabia, Sept. 2008 – Aug. 2103

- Management Textbook Committee (Member)
- Management Program Curriculum Committee (Member)
- Management Review and Revision Committee (Member)
- Distinguished Teaching and Advisor Award Committee (Member)
- Promotion Eligibility Committee (Member)
- Learning Outcome Assessment Committee (Member)

Ajman University of Science and Technology, UAE, Sept. 2003 – Aug. 2008

- Accreditation Committee Management Program (Chair)
- Student Affairs Committee (Chair)
- Research Committee (Member)
- Examination Committee (Member)
- Research Information and Training (Member)
- Curriculum Development and Academic Planning Committee (Member)

MEMBERSHIPS

- Member of Emerald Literati Network, UK, 2010 – Present
- Member of HRM the Journal, USA, 2008 – Present
- Member of International Academy of Business & Economics (IABE), UK, 2008 – Present.
- Member of Southern Management Association (SMA), New York, NY 10016, USA, No. SMA-08-470, 2007 – Present
- Member of Allied Academies, Candler, NC 28715, USA. Member of Management Graduates Association(MGA), University of Khartoum, Khartoum, Sudan, No. MGA-03-1993, 2001 – Present

HONOURS / AWARDS

- Research Award, International Academy of Business and Public Administration Discipline, Dallas, TX, USA, April 2013

- Nominated for the College's Award for Excellence in Teaching, King Fahd University of Petroleum and Minerals, Saudi Arabia, 2012
- IAM 2010 Certificate of Recognition for valuable contribution in the 2010 International Conference on Innovation and Management, Penang, Malaysia, July 2010
- Certificate of Appreciation, Research, Information and Training Council, Ajman University of Science and Technology, United Arab Emirates, May 2007
- Certificate of Merits, Research, Information and Training Council, Ajman University of Science and Technology, United Arab Emirates, May 2006
- Certificate of Appreciation, Faculty of Business Administration, Ajman University of Science and Technology, United Arab Emirates, Nov. 2005
- Certificate of Appreciation, Research, Information and Training Council, Ajman University of Science and Technology, United Arab Emirates, May 2005
- Sudan Government Scholarship for Ph.D. studies in United Kingdom, 1997 - 2001
- University of Khartoum Scholarship for Master studies, Khartoum, Sudan, 1995 - 1996
- University Prize for Best Graduating Student in the Department of Business Administration at the University of Khartoum, Khartoum, Sudan, 1993

PERSONAL

- **Nationality:** Canadian
- **DOB:** January 24th, 1969
- **Marital Status:** Married with Children

REFERENCES

Prof. Mohamed Branine (BSc (Hons), PgDipBA, MPhil, PhD, AFCIPD)
Professor of International Human Resource Management
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