

DR. HAYFAA A. TLAISS
CURRICULUM VITAE

I. EDUCATION

2010-2011

Diploma of University Teaching

University of New Brunswick

Saint John-New Brunswick

2010-2011

Passed the CFA Level II Examination

2005-2009

PhD in Business Administration

Manchester Business School / University of Manchester

Manchester- United Kingdom

2007

Passed the CFA Level I Examination

2004-2005

Financial Risk Management Certificate

Institute for Financial Analysts

Beirut-Lebanon

2002-2004

Masters of Business Administration

School of Business / Lebanese American University

Beirut-Lebanon

1999-2002

Bachelor of Science in Business Administration

School of Business / Lebanese American University

Beirut-Lebanon

II. ACADEMIC EMPLOYMENT

August 2015- Present: Chair of Management Department and Associate Professor

- *Bachelor of Science in Business Administration*: Learning and Development, and Organizational Behavior.
- *Masters of Business Administration (MBA)*: Organizational Behavior; Human Resources Management; and Strategy

College of Business / Alfaisal University
Riyadh- Kingdom of Saudi Arabia

July 2014- July 2015: Associate Professor

August 2010 – July 2014: Assistant Professor

- *Bachelor of Business Administration*: Competitive Strategies, Strategic Human Resource Policy, Training and Development, Motivation and Work Behavior, Organizational Behavior, and Human Resource Management.
- *Masters of Business Administration (MBA)*: Human Behavior and Leadership Supervision of Master's Thesis and research projects.

Faculty of Business/ University of New Brunswick
Saint John- Canada

January 2010- May 2010

Lecturer

- *Executive MBA Program*: Managing in the International Arena
- *Bachelor of Business Administration*: Business Ethics in a Global Context

Odette Business School / University of Windsor
Windsor- Canada

January 2006- May 2009

Doctoral Researcher, and Seminar and Workshop Leader

- *Masters of Business Studies in Global Business Strategy*: Strategic Management, and Strategic Planning and Policy Formulation
- *Masters of Science in International Business and Cross Cultural Management*: International Management
- *Bachelor of Business Administration*: Organization Behavior, and Human Resource Management

Manchester Business School / University of Management
Manchester- United Kingdom

September 2006- May 2009

Seminar and Workshop leader

- *Bachelor of Science/ Arts in Economics*: Micro Economics and Macro Economics

Manchester School of Economics/ University of Manchester
Manchester- United Kingdom

July 2007- July 2009

Lecturer, Coordinator, and Faculty Member

Executive Teaching: Economics, Ethical and Professional Standards and Quantitative Methods for candidates of the CFA Level I and Level II examination
Institute for Financial Analysts
Lebanon, Kuwait, and United Arab Emirates

February 2007- June 2007

Lecturer

- *Bachelor of Science in Business Studies: Accounting I*
School of Business/ Lebanese American University
Beirut-Lebanon

- *Bachelor of Science in Business Studies: Organization Behavior, and Senior Management*
School of Business/ Global University
Beirut-Lebanon

III. RESEARCH ACTIVITIES

A. Publications

Selective Refereed Peer Reviewed Journal Publications

- Tlaiss, H. (2015). Islamic Work-Related Values and Entrepreneurship: Evidence from the Middle East. *Journal of Business Ethics*, 29 (4), 859-877.
- Tlaiss, H. (2015). Neither-Nor: Career success of women from an Arab Middle Eastern Context. *Employee Relations: The International Journal*, 37(5), 526-545.
- Elamin, A. M. and Tlaiss, H.A (2015). Exploring organizational citizenship behavior and organizational justice in the Islamic Saudi Arabian Context. *Employee Relations: The International Journal*, 37(1), 2-29.
- Tlaiss, H. (2014). Between the traditional and the contemporary: Careers of women from a developing Middle Eastern country perspective. *International Journal of Human Resource Management*, 25 (20), 2858-2880
- Tlaiss, H. (2014). Women's Entrepreneurship, Barriers and Culture: Insights from the United Arab Emirates. *Journal of Entrepreneurship*, 23(2), 289-320. **(Most read article during June 2015)**

- Tlaiss, H. (2014). Rebels, fighters, or conformers: Career women in the United Arab Emirates. *Human Resource Development International*, 17 (3), 339-354.
- Tlaiss, H. and Mendelson, M. S. (2014). Predicting women's job satisfaction with personal demographics: Evidence from a Middle Eastern country, *International Journal of Human Resource Management*, 25 (3), 434-458
- Tlaiss, H. (2013). Women entrepreneur motivation: Evidence from the United Arab Emirates, *International Small Business Journal*, DOI:10.1177/0266242613496662.
- Tlaiss, H. (2013). Women managers in the United Arab Emirates: Successful careers or what?, *Equality, Diversity, and Inclusion: An International Journal*, 32 (8), 756-776.
- Tlaiss, H. (2013). Job satisfaction on women managers in Lebanon: The effect of organizational factors in the services industry, *International Journal of Cross Cultural Management*, 13(3), 279-298.
- Tlaiss, H.(2013). Determinants of job satisfaction in the banking sector: The case of Lebanese managers, *Employee Relations*, 35 (4), 377-395.
- Tlaiss, H. and Kauser, S. (2011). The impact of gender and family on career advancement: Evidence from Lebanese Women, *Gender in Management: An International Journal*, 26 (1), 8-36.
Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2012
- Kauser, S. and Tlaiss, H. (2011). Middle Eastern women managers: Participation, barriers and future prospects, *Journal of International Business and Economics* 12(1), 35-56.
- Tlaiss, H. and Kauser, S. (2011). The importance of wasta in the career success of Middle Eastern managers, *Journal of European Industrial Training*, 5(35), 467-486.
- Tlaiss, H. and Kauser, S. (2011). Career success of Arab women managers: An empirical study in Lebanon”, *Education, Business and Society: Contemporary Middle Eastern Issues*, 4 (1), pp. 43-61.
- Tlaiss, H., and Kauser, S. (2010) Perceived organizational barriers to women's career advancement in Lebanon, *Gender in Management: An International Journal*, 25(6), pp.462 – 496.

Selective Book Chapters and Monographs

- Tlaiss, H.A. (2014). The communication of traditional gender stereotypes and its impact on the careers of women in Lebanon and the Arab world. In R. Radawi (Ed.) *Intercultural Communication with Arabs*. Chapter 15, pp. 261-278, Palgrave MacMillan, USA.
- Tlaiss, H.A. (2014). Muhammad as contemporary role model—women. In C. Fitzpatrick and A.H. Walker, (eds.), *Muhammad in History, Thought, and Culture: An Encyclopedia of the Prophet of God*. ABC-CLIO, USA. (Winner of the 2015 ALA-RUSA Outstanding Reference Source Award).
- Tlaiss, H. and Kauser, S. (2011). Women in Management in Lebanon. In M. Davidson and R., Burke (Eds.) *Women in Management Worldwide: Progress and Proposals* (Volume II). Chapter 17, pp. 299-315. Gower, England.

Other Publications

- Tlaiss, H. 2012. *Women managers, governmental agencies and human resource departments: An insider perspective from Lebanon and the Middle East*. Journal of AngloHigher. Volume 4, Issue 2, 11-12.
- Tlaiss, H. 2009. *Arab American Women: Where do they stand?* Daily Star.
- Tlaiss, H. 2007. *Between Separation and Veil: Where Does the Muslim Women Stand?* Daily Star.

Selective Publications in Conference Proceedings

- Kauser, S and Tlaiss, H. (2015). Islamic Ethics and Feminism in the Context of Islamic Business. Proceedings in the 6th *Global Islamic Marketing Conference*, May 2015, Istanbul, Turkey.
- Dirani, K. and Tlaiss, H. (2015). Women Leaders' Professional Development in Lebanon: A Middle Eastern Perspective. Proceedings in the *Academy of Human Resources Development, February 2015, Missouri, USA*.
- Tlaiss, H. A. (2014). Psychological contracts and organizational commitment: Junior Arab women managers. Proceedings in the *International Conference on New Trends in Business, Management and Social Sciences (COES&RJ-SG14/1)*, 15-16 Sept, 2014, Singapore.
- Tlaiss, H. (2014). Women and Training Participation: An Arab Middle Eastern Perspective. Proceedings in the *Academy of Human Resources Development, February 2014, Texas, USA*.
- Tlaiss, H. (2012). Human resources practices in Lebanon: Women managers' perspectives. *Proceedings of the Conference of the Academy of Human Resources Development (the 11th Asian & 2nd MENA)*, November 8-10, 2012, Istanbul Medinyet University, Turkey.

- Tlaiss, H. and Kauser, S. (2012). Career success of Emirati women managers. *Proceedings of the Gender and Women's Studies Consortium, March 7- 9, 2012, American University of Sharjah, Sharjah, UAE.*
- Kauser, S and Tlaiss, H. (2011). The Arab female manager. Proceedings of the Divisional Round Table Session. *Annual Meeting of the Academy of Management, August 12-16, 2011, San Antonia, Texas, USA.*
- Tlaiss, H. and Kauser, S. (2009). The social dimension of management and gender in the Middle East: A comparative study. Proceedings of Symposium: "Developing Women Leadership in the Middle East: Generating Local Knowledge", *Annual Meeting of the Academy of Management, August 7-11, 2009, Chicago, USA.*
(Winner of MED Division Best Symposium in Management Education and Development)
- Tlaiss H and Kauser S. (2008) Cross cultural management, organizations and gender: A Middle Eastern perspective. *Proceedings of the International Conference and Management Education, Bangkok, November 17th -20th 2008*
- Tlaiss, H. and Kauser, S. (2008). Between gender and religion: A comparative approach between men and women managers; where does the Arab woman stand? *Proceedings of Annual Meeting of the Academy of Management, August 8-13, 2008, Anaheim, California, USA.*
- Tlaiss, H. and Kauser, S. (2008). Organizational factors facing the career progress in management: An Arab Middle Eastern perspective. *Proceedings of Academy of International Business Conference, June 30- July 3, 2008, Milan, Italy.*

B. Research Grants Awarded

University of New Brunswick.(2014). Received C\$7,000 to conduct research on the status of immigrant entrepreneurs in the province of New Brunswick.

C. Supervision of Students' Research

First Supervisor: MBA students

Faculty of Business, University of New Brunswick, Saint John Canada,

- The Status of Skilled Immigrant Entrepreneurs: An Empirical Investigation in Saint John (MBA research project, September 2013-November 2014)
- Immigrant Entrepreneurship in Canada (MBA research project, Faculty of Business, University of New Brunswick, Saint John Canada, April 2014-November 2014)

First Supervisor: EMBA students

Faculty of Business, University of New Brunswick, Saint John Canada,

- Irving Oil Terminal growth Strategy-New England (February-September 2013)
- Best Practices in procurement: Effective Contract Management (February-September 2013)
- Factors Affecting an “Off-Oil” World: Implications for Irving Oil (February-September 2013)

III.TEACHING ACTIVITIES

A. Modules Designed and Developed

Undergraduate Courses: Competitive Strategies, Organizational Behavior, Strategic Human Resource Policy, Human Resource Management, Training and Development, and Motivation and Work Behavior.

Graduate Courses: Organizational Behavior, Strategic Management, International Management, and Leadership and Human Behavior

Executive Teachings: Economics, Quantitative Analysis, Ethical and Professional Standards for candidates of Level I and Level II of the CFA examination.

IV. SERVICE

A.Alfaisal University, Riyadh

- Member of the College of Business Council - Faculty of Business
- Member of the Accreditation Committee
- Member of the Faculty Recruitment Committee

B. University of New Brunswick, Saint John

- Member of Search Committee for Assistant Dean: Special Projects- Faculty of Business - November 2013
- Member of the Nomination Committee 2013-2015
- Representative on the Teaching Awards Committee July 2013- June 2015
- Senate’s Representative on the 2013-2014 Review/Search Committee for the Chair of the Department of Social Science
- Member of the Steering Committee for UNBSJ 50th Anniversary Celebration January 2013
- Member of the Acting Dean’s Review/Search Committee for the Faculty of Arts, March 2013
- Member of the Senate’s Curriculum Committee; September 2012- September 2013
- Coach for fourth year students in a case-study competition in Moncton- March 2013.

- Senator at Large at UNBSJ; October 2012- June 2015
- Member on the Faculty of Business Assessment Committee; September 2012-September 2013
- Chair of the Curriculum Committee; Faculty of Business; September 2012-September 2013
- Representative of the full time faculty members on the Contract Academic Employees assessment committee; September 2011-2014
- Research Ethics Board; January 2012-August 2012; August 2013-July 2014.
- OREO preparation committee- Orientation on Running an Entrepreneurial Organization (OREO) competition; December 2011-Present
- Volunteer session in the “Orientation Week for the MBA class 2011-2012”; October 2011
- Volunteer session in the “UNBSJ Annual Open House- Perceptual Errors in Business”; October 2011, 2012.

B. External Bodies

- Editorial Advisory Board
 - Employee Relations: An International Journal
 - Middle East Journal of Management
- Executive Committees Membership:
 - International Conference on Innovation and Entrepreneurship ICIE
 - European Conference for Social media (ECSM)
- Reviewer
 - International Journal of Human Resource Management
 - Employee Relations: An International Journal
 - International Journal of Cross Cultural Management
 - Equality, Diversity, and Inclusion: An International Journal
 - International Journal of Health Policy and Management
 - Culture and Organization
 - Journal of International Business and Economy
 - International Journal of Management and Enterprise Development
 - Middle East Journal of Management
 - Journal of Management Development
 - International Journal of Globalisation and Small Business
 - Emerald publications
 - Academy of Management (AOM)
 - Administrative Sciences Association of Canada (ASAC)
 - Academy of International Business (AIB)
 - International Conference on Innovation and Entrepreneurship (ICIE)
 - Academy of International Business-MENA
 - Member of Women Academy of International Business Committee; 2006-present

- Curriculum Committee
 - Chair of Curriculum Committee; Faculty of Business, University of New Brunswick, Saint John; September 2012- September 2013
 - Member of the Senate's Curriculum Committee; University of New Brunswick, Saint John; September 2012- September 2013
 - Institute for Financial Analyst-UAE, Kuwait, Qatar and Lebanon; 2007-2009
 - School of Business/ Arts, Sciences &Technology University- Lebanon; 2003-2005

V.PROFESSIONAL ADVISORY/ CONSULTANCY WORK/MEDIA

- Interviewed by The National newspaper (Abu Dhabi) in regards to one of my recent articles on women in the United Arab Emirates (July 2014).
- Interviewed by the Financial Post newspaper (Canada) in regards to the impact of the new immigration laws on the workforce in Canada (March 2013).
- Interviewed by the Saffir Newspaper (Lebanon) in a personal profile and features piece (January 2009)
- Creation of a Business Plan to the Animal Rescue Shelter in Saint John, New Brunswick (September 2013)
- Creation of new Strategic Plan, along with long and short term objectives to Gentle Path (September 2013)
- Selection and Recruitment consultancy for a chain of restaurants in Manchester and Birmingham, UK (2008).
- Organizational Restructuring consultancy for a financial company operating in Dubai, UAE (2007).

VI.INVITATIONS TO PRESENT EXTERNAL LECTURES AND OTHER CONTRIBUTIONS TO PROFESSIONAL LIFE AND PUBLIC EVENTS

- Interviewed by the National newspaper (Abu Dhabi) in regards to one of my recent articles on women in the United Arab Emirates (July 2014).
- Interviewed by the National Post newspaper in regards to the impact of the new immigration laws on the workforce in Canada, March 2013.
- Interviewed by the Manchester Business School newsletter on how to help new PhD students better understand life and work at a postgraduate level, 2011.
- Invited to present at the Arab Annual Book Fair in Ottawa, Ontario, Canada 2011.
- Invited to present at Women's Enterprise Skills Training in Windsor (WEST), Windsor Ontario, Canada 2009
- Invited to present at The 1001 inventions (2006) - Discover the Muslim Heritage in our World: Grand Opening Exhibition & Conference, Manchester 7-8 March 2006 at the Manchester Museum for Science and Industry.

VII. CONTINUOUS DEVELOPMENT

A. Training

- Diploma of University Teaching; University of New Brunswick, Saint John; 2010-2011
- Staff training and Development; University of Manchester; October 2008.
- Staff training; Business and Computer University College; February 2003.

B. Workshops

- Structural Equation Modeling, University of Connecticut, July 2015.
- Communicating for Success with International Students, Saint John College, July 2011, Saint John, NB.
- Women on Boards: NB Association of CBDC, September 13-14, 2010, The Hilton, Saint John, NB.
- Strategy in the Emerging Markets, Manchester Business School (2008)
- Strategic Planning and Growth Strategies in Europe, Manchester Business School (2008)
- Teaching Research Methods to Business and Management, Manchester Business School (2008)
- Structural Equation Modeling Workshop, Manchester Business School (2007)
- Corporate Governance, Manchester Business School (2007)
- Elite Interviewing, Manchester Business School (2006)
- Qualitative Research Methods and Analysis, Manchester Business School (2006)
- Quantitative Research Methods, Manchester Business School (2006)
- Structural Equation Modeling, Manchester Business School (2006)
- Comparative Case Study Analysis Workshop, Manchester Business School (2006)

IX. HONORS AND AWARDS

University of New Brunswick

- Teaching Excellence Award (2014)

Emerald Journals

- 2nd Annual GOV HR Summit- Specially selected articles in HRM for 2014

Emerald

- Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2012