



Profile*

(May, 2009)

(Salem M. Al-Ghamdi)

Associate Professor of Management

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- Prepare in accordance with guidelines set under Appendix C & Faculty Promotion Regulations, KFUPM

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Summary of Research Records

Research Productivity:

Dr. Al-Ghamdi’s major strength lies in research activities during the last five years. He has a total of 10 Journal papers published and accepted for publication during the last five years. Presently, three papers are under review by other Journals. This accomplishments come on the top of his major administrative commitment as an Assistant Dean of CIM for Graduate Programs and Director of Executive MBA Program.

Quality of Journals:

Journals in which papers published include:

- * International Journal of Commerce & Management
- International Journal of Management
- Cross Cultural Management
- Journal of Consumer Marketing
- International Journal of quality & reliability Management
- International Journal of Management Cases
- Journal for Global Business Advancement
- Journal for International Business and Entrepreneurship Development
- International Journal of Value-Based Management
- International Journal of Technology Management
- European Business Review
- International Negotiation – A Journal of Theory & Practice

Most these Journals are long & well established, Premier & reputable Journals known for high qualities of the papers, having aspects of prestige & impact.

Quality of Conferences:

Dr. Al-Ghamdi has been a regular participant at the Annual Conference of Academy of Management in USA which considered the Premier Conference in Management, except the last few years due to administrative Commitment.

Originality of Publications:

Dr. Al-Ghamdi has strived to maintain strong scholarly traditions and undertaken research that provide new information or which offer new interpretations. Research undertaken by him has

been conducted to high standards of quality control and data analysis. For some of his research, he has examined how extent theories generalized to cultures like Saudi Arabia, USA, Britain or other different cultures.

Significance of Publications:

All theories and practices in Dr. Al-Ghamdi's have been originated in the west and does not generalize to cultural contexts. Considering this fact, most of his work can be seen as important for the development of knowledge in specified areas to the regional context. Dr. Al-Ghamdi considers his publication to be well planned, and appropriately designed, so that it properly addresses specific management issues in the cultural context.

Independence in Research:

Of the 11 Journal papers published or accepted for publication in the last five years, he is the sole author in 5 of the papers of the remaining papers during this period, he is the principal author except one. Of the Research funding received, he is the prime investigator in 3 out of 6 completed or almost completed projects. This is an indication that Dr. Al-Ghamdi can work independently, and provide leadership & team work spirit where necessary.

Citations:

Dr. Al-Ghamdi 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" reveals that he has a total of about 25 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.

Dr. Al-Ghamdi believes that his work already makes an impact on his area of research.

Scholarly Stature:

Dr. Al-Ghamdi's achievements are in:

- (a) Research publications – Independent & Collaboration
- (b) University sponsored research
- © Impact of research

1-Employment Details

1. *January 2001 – Present:*

Associate Professor of Management, Department of Management & Marketing, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

2. *September, 1994 – December, 2000*

Assistant Professor of Management, Department of Management & Marketing, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

3. *June, 1987 – May, 1994*

Government Scholarship to pursue Ph.D studies in USA.

4. *June, 1985 – May, 1987*

Lecturer, Department of Management & Marketing, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

5. *June, 1982 – May, 1985*

Graduate Assistant, Department of Management & Marketing, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia.

2- Administrative Assignments

1- *September, 1996 – January, 2001*

Chairman, Department of Management & Marketing, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia.

2- *September, 2004 – August, 2008*

Assistant Dean for Graduate Programs,
College of Industrial Management (AACSB Accredited), King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia.

3- Educational Qualification

3.1. Academic:

Ph.D : Virginia Tech, VA, United States, July, 1994

The thesis was titled “ The strategic Implementation of Acquisitions: The impact of Human Resource factors on acquired firm employee’s reception about acquisition success.”

M.B.A: Master of Business Administration (Non thesis program)
KFUPM in May, 1985.

B.Sc: Bachelor of Science in Industrial Management,
KFUPM in June, 1982.

3.2 Membership in Professional Association/Societies

- Board Member in Saudi Society for Technology Transfer(2002-2008)
- Active member in:
 - (a) Academy of Management (USA),
 - (b) Academy for Global Business Advancement (USA),
 - (c) Saudi Academic of Management
 - (d) Asian Academy of Management
 - (e) Saudi Academy of Economics

4- Teaching

4.1 Teaching Portfolio:

4.1.1. King Fahd University of Petroleum & Minerals, Dhahran,
Saudi Arabia (1994- Present).

Executive MBA Degree - MGT 562 (Strategic Management)

MBA Degree

- * MGT 580 Strategic Management
- * MGT 511 Organizational Theory & Design
- * MGT 501 Principle of Management
- * MGT 592 Independent Study
- * MGT 512 Business Research & Communication

Bachelor's Degree

- * MGT 449 Strategic Management
- * MGT 425 Organizational Change & Development
- * MGT 301 Principle of Management
- * MKT 301 Principle of Marketing

4.2 Teaching Schedule and Evaluation Scores.

Course taught and evaluation scores since rejoining KFUPM in September, 1994 after completion of Ph.D degree.

<u>Sr. #</u>	<u>Course Title & No.</u>	<u>Semester/Year</u>	<u>No. of Sections</u>	<u>Enrollment</u>	<u>Evaluations</u>
1.	Organization Theory & Design (MGT 520)	First 1994-95	1	8	4.648
2.	Principle of Marketing (MKT 301)	First 1994-95	1	17	4.715
3.	Business Policy (MGT 449)	Second 1994-95	1	23	4.475
4.	Business Policy (MGT 590)	Second 1994-95	1	15	4.443
5.	Principle of Management (MGT 301)	Summer 1994-95	1	90	*
6.	Business Policy (MGT 449)	First 1995-96	1	17	4.446
7.	Organization Theory & Design (MGT 520)	First 1995-96	1	17	4.565

8.	Business Policy (MGT 449)	Second 1995-96	1	25	7.940
9.	Business Policy (MGT 590)	Second 1995-96	1	16	7.860
10.	Business Policy (MGT 449)	First 1996-97	1	29	6.800
11.	Organization Theory & Design (MGT 520)	First 1996-97	1	21	7.65
12.	Independent Research Reading (MGT 592)	First 1996-97	1	1	*
13.	Principle of Management (MGT 301)	Summer 1996-97	1	53	*
14.	Organization Theory & Design (MGT 425)	Second 1997-98	1	23	7.430
15.	Independent Research Reading (MGT 592)	Second 1997-98	1	1	*
16.	MBA Business Policy (MGT590)	Second 98-99	1	21	8.83
17.	MBA Organizational Theory & Design (MGT520)	Second 99-2000	1	25	8.94
18	MBA Organizational Theory (MGT511)	Second 2000-2001	1	18	8.56
19	Principle of management (MGT301)	First 2001-2002	1	24	8.03
20	MBA Organizational Theory (MGT511)	First 2001-2002	1	21	9.23
21	MBA Organizational Theory (MGT511)	Second 2001-2002	1	13	9.05
22	MBA Strategic management (MGT580)	Second 2001-2002	1	15	9.57
23	Principle of management (MGT301)	First 2002-2003	1	15	9.06
24	MBA Organizational Theory (MGT511)	First 2002-2003	1	19	8.88
25	Strategic management(MGT449)	Second 2003-2004	1	31	9.22
26	MBA Strategic management(MGT580)	Second 2003-2004	1	10	9.63
27	MBA Strategic management(MGT580)	Second 2004-2005	1	10	8.66
28	MBA Strategic management(MGT580)	Second 2005-2006	1	22	9.65
29	MBA Organizational Theory (MGT511)	First 2006-2007	1	21	8.88
30	MBA Strategic Management (MGT 580)	Second 2007-2008	1	29	9.5

- No evaluation has been made.
- Semesters (022) and (031) were on sabbatical leave

4.3 Visiting Appointments

- January 21, 2008 – February 22, 2008
Visiting Professor as “Fullbright Scholar” to Salem State College, USA.
- June 05, 2004 – September 6, 2004
Visiting Professor to the International Islamic University of Malaysia

- June 2008 – September, 2008
Research Fellow, Department, Cardiff University, UK
- June 2000 – September, 2000
Research Fellow, Aston Business School, University of Birmingham, UK
- June 1996 - September, 1996
Research Fellow, Department of Management, University of Bradford, U.K.

4.4 *Short Course(s) conducted.*

Sr.#	Short Course Title	Semester	Academic Year
1.	Managing Conflict in Organization	Second	1994-1995
2.	Middle Management	First	1994-1995
3.	Conflict Management	First	1995-1996
4.	Conflict Management	Second	1995-1996
5.	Relationship Management	First	1996-1997
6.	Planning and Management of Libraries	First	1996-1997
7.	Developing Managerial Skills	First	1997-1998
8.	Relationship Management	First	1997-1998
9.	Management for Change in Libraries	First	1997-1998
10.	Developing Managerial Skills	First	1998-99
11.	Current Issues in Business Mgt.	First	1999-2002
12.	Conflict management	Second	2004-2005
13.	Conflict management	Second	2005-2006
14.	Conflict management	Second	2006-2007

4.5. *Contribution to Teaching pedagogy*

- ◆ On the average advising 30 undergraduate & graduate students each semester.
- ◆ Invite a number of guest speakers to Business Policy course at graduate level.
- ◆ Initiate requests for new textbooks or new editions of textbooks for Business Policy, Organization Theory & Design, and Organization Change & Development courses.
- ◆ Request my students always to read, summarize critique, and present in class articles, in the field of management, published in leading journals available at the KFUPM Main Library.
- ◆ Assign term projects in all management courses especially in Business Policy and request students to present their findings in class.
- ◆ At times, as needed, prepare handouts for students to facilitate the comprehension of the materials.

- ◆ Request students enrolled in Business Policy to make use of computer software to conduct spreadsheet calculations, "“what-if” scenarios, financial analysis, and competitive analysis.

5- Research Activities

5.1 Papers published/accepted for publication in refereed journals.

(Note : Papers # 1-11 published after promotion to rank of Associate Professor)

1- Al-Ghamdi, S. (2010),” A Global case study: Mobily of UAE Penetrating Saudi Arabia,” Journal for Global Business Advancement, Vol. # 7, Issue # 3. (C)

2-Al-Ghamdi, S. (2010), “Obstacles to successful implementation of Strategic Decisions: The Saudi case.” International Journal of Commerce & Management, Forthcoming. (C)

3- Ahmed, Z. & Al-Ghamdi, S. (2010), “Country of Origin in Automobiles is Dead: Global Brands Rule the World,” Journal for International Business & Entrepreneurship Development, Vol. # 7, Issue # 4. (C)

4- Al-Ghamdi, S. (2010), ”How British firms feel about Saudi Arabia-British negotiations: A Survey" accepted for publication in International Journal of Management, Vol. 27, no. 2, Aug 2010. (C)

5- Al-Ghamdi, S. (2009), “ Influence of Organizational Commitment & Islamic work ethics on attitudes towards organizational change.” Journal for Global Business Advancement, Vol. # 4, Issue # 4. (C)

6- Al-Ghamdi, S. & S. Sohail (2007), “ Saudi Cement Company Survival is the name of the game in a very competitive industry” International Journal of Management Cases, Vol. 9. No. 2, pp. 31-40. (C)

7- Al-Ghamdi, S. , Sohail, M.Sadiq & Khaldi, A. (2007). “Measuring Consumer Satisfaction with consumer Protection Agencies: some insights from Saudi Arabia” The Journal of Consumer Marketing, Vol. 24, No. 2, pp. 71-79. (C)

8- Al-Ghamdi, S. et. al (2007), “ How employees learn about corporate strategy : An empirical analysis of a Saudi manufacturing company” Cross Cultural Management, Vol. 14, No. 4. (C)

9-Youssef, M., Al-Ghamdi, S. & others (2006), “Plant Location, ISO 9000 and quality management practices” International Journal of quality & reliability Management, Vol. 23, No. 8. (C)

- 10- Al-Ghamdi, Salem & Sohail, Sadiq (2006)**, “ Sustaining competitive advantage in the Global Petrochemical Industry: A Saudi Arabian perspective”, Journal of International business and Entrepreneurship Development. Vol. 3, No. ½, PP 4-17. **(C)**
- 11- Al-Ghamdi, S. (2005)**. “ The use of Strategic Planning tools and techniques in Saudi Arabia: An Empirical Study” International Journal of Management, Vol. 22, No. 3. **(C)**
- 12- Al-Ghamdi, S. (2000)**, “ Customer Attitudes towards using point of sale payment system in Saudi Arabia,” Middle East Business Review, Vol. 4, No. 1. **(C)**
- 13- Al-Ghamdi, S. (1999)**, “ Success & failure factors in Saudi-American Negotiations: American Views” International Negotiation: A Journal of Theory & Practice. Vo. 4: PP. 23-36. **(D)**
- 14- Al-Ghamdi, S. (1998)**, “**Obstacles** to successful Implementation of Strategic Decisions” European Business Review, Vo. 98 No. 6. **(D)**
- 15- Al-Ghamdi, S. (1998)**, “ISO 9000: Saudi Export Business Points of View.” International Journal of Technology Management”, Vol. 16, No. 4/5/6. **(C)**
- 16- At-Twajjri, M. & Al-Ghamdi, S. (1997)**, “Bases of Power : An Empirical case study in Saudi Arabia, Cultural Dimension”. Cross Cultural Management, Vo. 4. No. 2. **(D)**
- 17. At-Twajjri, M. Al-Ghamdi, S. & M Luqmani (1996)**, “Prioritization of Corporate goals in Saudi Arabia: An explanatory Investment.” International Journal of Value – based Management, Vo. 9, pp. 259-270. **(D)**

Summary of Publications:

Of the 11 papers published or accepted for publication, since the last promotion to rank of Associate Professor, single author in 5 of these; Principle author of another 4 papers. Further, none of these papers have been extracted from Ph.D dissertation.

5.2 Refereed papers presented & published in Conference proceedings.

(Note: Papers # 1-2 published after promotion to rank of Associate Professor)

- 1. Al-Ghamdi, M et.al, (2004)**, “An Empirical study of the Attitudes of Saudia Employees about the prospects of its privatization.” KFUPM Second Conference on Administrative Science, Dhahran, Saudi Arabia. **(D)**
- 2. Al-Ghamdi, S. (2002)**, “Obstacles for Saudi Employment in Travel & Tourism sector in Saudi Arabia” 14th Annual Conference of Saudi Economic Society, Riyadh. **(C)**

3. **Youssef, M. & Al-Ghamdi, S. (1999)**, “An Assessment of the impact of company size on the realized benefits of ISO 7000 in Saudi Export Companies” Decision Science Institute Conference (Abstract), USA. **(D)**
4. **Al-Ghamdi, S. (1998)**, “Obstacles of Successful Implementation of Strategic Decisions” The First Conference of KFUPM on Administrative Sciences: New horizons & roles in Development. Dhahran, Saudi Arabia (March 16-18). **(C)**
5. **Al-Ghamdi, S (2000)**” ISO 7000: Saudi Export Business’s Points of view” First Gulf International quality Conference, Bahrain (April 10-12). **(C)**
6. **Al-Tuwaijri, M. & Al-Ghamdi, S. (1997)**” Technology : How do you initiated as a home-base” The 10th annual meeting of Saudi Economy Association, Riyadh, Saudi Arabia. **(D)**
7. **Al-Ghamdi, S. & L. Alexander (1996).**” Human Resource Policies in Buyout Situations” The Academy of Business Administration National Conference, Florida, USA (April 9-14) – (extracted from the dissertation). **(D)**
8. **Al-Ghamdi, S. & Al-Twaijri, M. (1996)** “ Training & Saudization Process for jobs in travel & tourism sector” Saudia annual Conference, Jeddah (March 16-17).
9. **Al-Twaijri, M. & Al-Ghamdi, S. (1996)**”Travel & Tourism in Saudi Arabia: future perspective” Saudia Annual Conference, Jeddah March 16-17). **(C)**
10. **Al-Ghamdi, S. & Al-Twaijri, M. (1995)** “ Saudia potentiality to compete globally in the Airlines Industry” Saudia Annual Conference, Jeddah (Nov 21-23). **(D)**

5.3. Papers currently under review:

- **Al-Ghamdi, S & Sohail, S.** “ Strategy – Reward & performance relationship: Saudi Perspective” International Journal of. Process Management & Benchmarking.
- Al-Ghamdi, S. “Globalization & Competitive Pressures: an examination of the dairy Industry in Saudi Arabia”. American Journal for Administrative & Economic Affairs.

5.4. List of research projects at KFUPM

1. **Al-Ghamdi, S. & Youssef, M.** “ The influence of commitment and Islamic ethics or organizational change” Funded by SABIC fast track grant, KFUPM (2008). Completed.
2. **Youssef, M. & Al-Ghamdi, S.** “ Chain Management Supply Practices” Funded by SABIC Grant, KFUPM (2008).” Final Report Pending.
3. **Al-Ghamdi, S. & Youssef M.**” Obstacles towards effective implementation” funded by SABIC Grant, KFUPM (2007). Completed
4. **Youssef, M. Al-Ghamdi, S.** “Quality Management Practices” Funded by SABIC Grant, KFUPM, 2007. Completed

5. **Al-Ghamdi, S. & Sohail S.** “Relationship between Strategy, reward & Performance” funded by Internal Grant, KFUPM, 2007. Completed
6. **Eid, M. et. al.** “ A conceptual IT based model for collaborative research” funded by Internal Grant, KFUPM ,2009. Pending

5.5 College of Industrial Management – Research Grants.

- Consumer Protection in Saudi Arabian: Regulations and satisfaction levels (2004-2005) P.I.
Papers published in the Journal of Consumer Marketing, Vol. 24, No. 2, pp.71-79
- Sustaining Competitive Advantage in the Global petrochemical industry: A Saudi Arabian Perspective (2004-2005) – C.I.

Paper published in Journal of International Business and Entrepreneurship Development, Vol. 3, No. ½, pp.4-17

5.6 Research Supervision/Advice.

- **MBA:** Supervision of Independent research: Successfully supervised 7 research projects.
- **Co-Op Advisor:** Advised 12 students who have successfully completed their coop program. Presently advising 3 students in their coop program.
- **Co-Op Committee:** Member of 10 Co-Op Committees in the past presently member of 3 Committee.

5.7 Selected citations in selected Refereed Journal articles/research books/excluding self-citations, citations in Conference papers & published Ph.D dissertations):

1) **Article title “ Obstacles to successful implementation of Strategic decisions: The British Experience “ Al-Ghamdi, S. (1998). European Business Review. Vo. 98, No. 6 pp. 322-327.**

Cited in:

- i. **Atkinson, H. (2006), “ Strategy implementation a role for the Balanced scorecard” Management Decisions, Vo. 44, No. 10. PP 1441-1460 (full text at KFUPM Library**
- ii. **Minarro – Viseras E, T Baines, M. Sweeney (2005),” Key success factors when implementing strategic manufacturing initiatives” International Journal of Operations & Production Management, Vo. 25, No. 2, pp 151-179 (full text at KFUPM Library).**

- iii. Kumar R., Marqueset T, Kumar U, (2006)** “ Implementation and execution of Industrial Service Strategy: A case study from the oil & Gas” Journal of quality in Maintenance Engineering, Vo. 12, Issue # 2, pp. 105-117 (full text at KFUPM Library).
- iv) Collis B, Lomas A (2008),** “Knowledge sharing for organizational learning at Shell Exploration and Production: Strategy, processes, and tools: Chapter 1 in Knowledge Management: Research & Application published by Koochang, A. Harman, K. AND Britz, J. (Eds).
- v) Wilkinson, IF, Gram DM (2007),** “ The Production Consumption of Marketing Theory” – (full text at KFUPM Library – Australian Marketing Journal, Vol. 15, Issue # 1, pp 39-53.
- vi) Pryor M., Anderson D, Toombs L, Hunphreys J. (2007)** “ Strategic Implementation as a Core Competency: The 5 P’s model” Journal of Management Research, Vo. 7, No. 1, pp. 3-17.
- vii) Aldehayyat, et.al. (2009)** "Strategy implementation problems in Jordanian Publicly Quoted industrial firms" Emerging Market Research, University of Huddersfield, UK. (Unpublished).
- 2) Article Title “ Success & failure factors in Saudi-American negotiations: American Views “ Al-Ghamdi’s (1999). International Negotiation: A Journal of Theory & Practice, Vo. 4, ppp-23-36.**

Cited in:

- i) Reynolds N. Simintiras A., Vlachore E. (2003).** “ International Business Negotiation” International Marketing Review, Vol.20, No. 3, pp. 236-261.
- ii) Yong J, Hale C, Rao N. (2004),**”Success & Failure of Business Negotiations for South Koreans “ Journal of International & area studies Vol. 11, Issue # 2, PP 45-66.
- 3) Article Title, “ ISO 9000: Saudi export Business’ points of View” Al-Ghamdi’s, S. (1998), International Journal of Technology Management, Vol. 16, No. 4/5/6, pp. 570-583.**

Cited in:

- i) Hudson, J. Jones P. (2003),** “ International Trade in “quality goods” : Signaling problems for developing countries” Journal of International Development, Vol. 15, Issue # 8, PP. 999-1013

- ii) **Pinar M, et.al (2000)**, “ ISO 9000 Standards Implementation in Turkey: Resources difficulties, and results”, Academy of Implementation & Management Sciences Journal, Vol. 3. Issue # 1.
- iii) **Pinar M. Ozgur C. (2007)**, “ The Long-Term impact of ISO 9000 Certification on Business Performance.” Quality Management Journal, Vol. 14, Issue # 4 PP.21-41(full text at KFUPM Library).
- ii) **Al-Khalifa, K. et. Al. (2008)**” ISO 9000: 2000 quality Management Standard: Experience in the State of Qatar” International Journal of Productivity & quality Management, Vol. 3, No. 4.
- 4) **Articles Title, " Prioritization of Corporate goals in Saudi Arabia: An exploratory Study" At-twajjri, M, Al-Ghamdi S, and M Luqmani, (1996). International Journal Of Value-Based Management, Vol.9, pp. 259-270.**

Cited in:

- i) **Emtairah, T, et.al. (2009).** " Contexts and Corporate Social Responsibility: The Case of Saudi Arabia" , International Journal of Sustainable Society, Vol.1, No. # 4, pp. 325-346.

7. Professional Activities

(Leadership, Community Services & Recognitions)

6.1. Conference Organizations:

- 1- Facing East/Facing West Conference, June 2-3, 2000, Western Michigan University Kalamazoo, USA.
- 2- Manufacturing Management & Technology Workshop, June 1997 KFUPM, Dhahran, Saudi Arabia.
- 3- First Conference on Administrative Sciences: new horizons & roles In development, March, 1998, KFUPM Dhahran, Saudi Arabia.
- 4- Second Conference on Administrative Sciences: April 19-21, 2004 KFUPM Dhahran, Saudi Arabia.

6.2. Guest Editorial of International Journals:

Sohail, S. and Al-Ghamdi, S (2006), Special issue of Journal of International business and Entrepreneurship Development “Contemporary issues in entrepreneurship Studies” Vol. 3, Issue # 1 & 2, (Editorial note on PP. 1-4).

6.3. Members in Editorial Boards:

- i) Asian Management Case Journal (sage) publication - Member of the board since 2003.
- ii) Academy of Business Administration - Member in the Editorial Review Committee of 1997.

6.4. Executive Position in Academic Association:

- a) Finance Officer – Saudi Society for Technology Transfer (2002-2008)
- b) Ex-Member – Advisory Academic Board for Hail Community College.
- c) Ex-Member – Advisory Academic Board for Hafar Al-Batin College.

6.5. Research Manuscript Review:

Apart from reviewing papers submitted to Journals in which I am member of editorial Board, in my specialized area, also an **ad-hoc reviewer** to the following Journals:

- i) Arab Journal of Administrative Sciences.
- ii) Public Administrative Institute.
- iii) KFUPM – Deanship of Scientific Research
- iv) King Abdul-Aziz – Deanship of Scientific Research
- v) King Saud – Deanship of Scientific Research
- vi) Arab Journal of Administrative by ARADO
- vii) Scientific Journal of Management by Saudi Management Association.

6.6. Tracks/Panels Chaired at International Conference:

- Guest Speaker in a panel on “ Research in the Middle East” during The Academy of Management Annual Meeting*” Washington, D.C. August 4, 2001.

* It is considered the number one Conference in Management worldwide.

- Chair and Co-Chair several Sessions during the Second Conference of Administrative Sciences in KFUPM, Dhahran, April, 19-21, 2004.

6.7. Professional Consultancy to Industry and Government:

- Ministry of Municipality Affairs
- Saudi Arabian Monetary Agency (SAMA)
- Chamber of Commerce – Eastern Province
-

6.8. Major Recognition:

Listed in:

- Marquis who's who in the world, 1999, USA
- Academic Keys who's who in Business Acadmia2, 2005 and 2007, UK.
- Man of the year, 1998 by the American Biographical Institute (ABI), USA
- Member in the Research Board of Advisors, 1999 by ABI, USA
- Included in list of "Five Hundred Leaders of Influence, 1998" by ABI, USA
- College of Industrial Management, Summer Coordinator for the following Years:

(1997), (1999), (2003), (2005), (2006), (2008), & (2009).

6.9. Major Awards/Scholarships:

- 1- Sabbatical leave for one year (2002-2003) awarded by KFUPM Dhahran, Saudi Arabia.
- 2- Fulbright scholarship 2008 by United States Government.
- 3- British Council Summer Fellowships from the years of 1996, 2000 & 2008.
- 4- Student Affairs Award, 1994, KFUPM, Dhahran, Saudi Arabia.
- 5- Listed in the nominees of KFUPM Excellence in Research Award for the academic year of 1998-1999.

6.10. Achievement – Annual Performance Evaluation:

Annual Performance Evaluation (as received from the Deanship of Faculty & Personnel Affairs).

Year	Performance Evaluation
2007-2008	Distinguished (A+)
2006-2007	Distinguished (A+)
2005-2006	Distinguished (A+)
2004-2005	Excellent (A)
2003-2004	Distinguished (A+)
2002-2003	Distinguished (A+)
2001-2002	Distinguished (A+)
2000-2001	Distinguished (A+)
1999-2000	Distinguished (A+)
1998-1999	Distinguished (A+)
1997-1998	Excellent (A)
1996-1997	Excellent (A)
1995-1996	Distinguished (A+)

6- University, College and Department duties & responsibilities.

Committee Work (Selected for the past 14 years)

Level: U = University C = College D = Department
 Type : S = Standing A = Ad-hoc
 Position: C = Chairman, M= Member
 Semester: F = Fall (First) S = Spring (Second)

S.#	Committee Name	Type	Level	Position	Semester/Academic Year	
					Semester	Year
1.	Admission & Academic Standing	S	U	M	F & S	1994-1995
2	College of Environmental Scanning	A	C	M	F & S	1994-1995
3	Small Business Development	A	C	M	F & S	1994-1995
4	Textbook Committee	S	D	M	F & S	1994-1995
5	Curriculum Committee	S	D	M	F & S	1994-1995
6	Academic Load for Prob. Students	A	D	M	F	1994-1995
7	HRH Prince Mohammad Bin Fahd Award	A	D	M	S	1994-1995
8	HRH Prince Mohammad Bin Fahd Award	A	C	M	S	1994-1995
9	Teaching & Advising Awards	A	D	M	S	1994-1995
10	Textbook Evaluation Forms	A	C	M	S	1994-1995
11	Staff Affairs	S	U	M	F & S	1995-1996
12	Faculty Screening	S	D	M	F & S	1995-1996
13	Textbook Committee	S	D	M	F & S	1995-1996
14	Project Generation Committee	A	C	M	F & S	1995-1996
15	Small Business Symposium	A	C	M	F & S	1995-1996
16	Continuing Education	AS	C	M	F & S	1995-1996
17	Job Description Committee	A	U	M	F & S	1995-1996
18	Teaching & Advising Awards	A	D	M	F & S	1995-1996
19	Teaching & Advising Awards	A	C	M	F & S	1995-1996
20	Academic Unit Planning Framework	A	U	M	F & S	1995-1996
21	Conference Scientific Committee	A	C	M	F & S	1995-1996
22	Faculty Screening	S	D	M	F	1996-1997
23	Curriculum Development	S	D	M	F	1996-1997
24	Continuing Education	S	C	M	F & S	1996-1997
25	Bids & Tenders	S	U	M	F & S	1996-1997
26	CIM Conference Organizing Committee	A	U	M	S	1996-1997
27	CIM Conference Scientific Committee	A	U	M	F	1996-1997
28	CIM Conference Social Committee	A	U	M	F & S	1996-1997
29	Utilization & Hiring Policy of Ras	A	U	M	S	1996-1997

30	Graduate Council	S	U	M	S	1996-1997
31	Graduate Council	S	U	M	F & S	1997-1998
32	Recruitment plan for future Saudi Faculty	A	U	M	S	1997-1998
33	Management Courses for MS in CEM	A	U	M	S	1997-1998
34	Open Form for CIM Graduates	A	U	M	F & S	1997-1998

“The End”