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**AREAS OF INTEREST**

*Teaching, researching and consulting in strategic management/planning; small and medium enterprises SMEs/ entrepreneurship; international business; innovation and change; leadership.*

**PROFESSIONAL EXPERIENCE**

*Dean and Professor of Strategy and Entrepreneurship, American University of Cyprus, (AUCY-Larnaca) 2020-Ongoing.*

*Professor of Management, College of Business and Economics, Qatar University, September, 2011 – 2020.*

*Professor of Management, College of Business Administration, Abu Dhabi University, Abu Dhabi, UAE, January, 2010-September, 2011.*

*Dean and Professor of Management, School of Business and Technology, Hellenic American University, Athens-Greece, September 2008-December, 2009.*

*Professor of Management, School of Business and Management, American University of Sharjah, United Arab Emirates, January, 2006-May 2008.*

*Associate Dean and Professor of Management, School of Business Administration, University of Nicosia-Cyprus, January, 2004-December, 2005.*

*International Business Scholar, Villanova University, Philadelphia, PA, January, 2004-2005.*

*Associate Professor of Management, Saint Joseph's University, Philadelphia, PA, August 2001-2003.*

*Associate Professor of Management, West Chester University of PA, August 1998-2001.*

*Associate Professor of Management, Coastal Carolina University, July 1994 - July 1998. Director of the Honors Program, January, 1997 - May, 1998.*

*Assistant Professor of Management, Coastal Carolina University, August 1990 - May 1994.*

*Visiting Assistant Professor of Management, Philadelphia College of Textiles and Science. Academic year 1989-1990.*

*Analyst/Consultant, The Cyprus Development Bank Ltd., Nicosia, Cyprus. Project work under the Small Business Administration division. August 1987-February 1989.*

*Part-time Instructor, of Management and Organization, Intercollege, Nicosia, Cyprus. September 1987-1989.*

*Dean of Student Affairs and Assistant Professor of Management and Organization, Cyprus College, Nicosia, Cyprus. September 1985 - July 1987.*

*Field Faculty Advisor to students in Cyprus pursuing an M.A. through the Vermont College Graduate Program (European Region), a program of Norwich University, Northfield, Vermont, USA. January 1986 - February 1989.*

*Research Assistant/consultant, Agriculture and Rural Development Department, The World Bank, Washington D.C. Policy-oriented projects on irrigation marketing systems and rural development projects. June 1982 - June 1983.*

*Research Assistant and Consultant, Management and Behavioral Science Center, The Wharton School, University of Pennsylvania, Philadelphia. Urban renewal project and community development project in North Philadelphia. Strategic planning for small businesses and organization design. January 1981 - May 1982.*

*Instructor of Modern Greek, Temple University, Philadelphia, PA. January 1980 - May 1985.*

*Research Assistant, Philadelphia City Planning Commission. A study on parking facilities for center city Philadelphia. July to September 1980.*

*Intern/part-time employee, Bucks County Planning Commission. Bucks County, Pennsylvania, Philadelphia. The Highway Functional Classification Study, the Bucks County Highway Improvement Program and an inventory for large employers in the county. June 1979 - June 1980.*

*Research Assistant, Transportation Studies Center, University of Pennsylvania, Philadelphia. Factors affecting the successful operation of mass-transit lines in the suburbs of Philadelphia and San Diego. January to June 1979.*

*Researcher, research conducted by the government of Cyprus on the housing conditions of refugees after the Turkish invasion in 1974. June to September 1975.*

*Researcher/Occupational therapist, Eginition Hospital, University of Athens, Greece. Research on the housing conditions of mentally ill university students in the Athens metropolitan area. The management and organization of the mental health care system. June 1973 - May 1977.*

### VISITING PROFESSORSHIPS

*Visiting faculty, University of Cyprus, Nicosia-Cyprus, January, 2004-December, 2005; and from November 2007-ongoing).*

*Visiting faculty: MBA and PhD programs, European University of Cyprus, ongoing since 2018.*

*Visiting faculty: HEC-Paris/Qatar, teaching in their EMBA and Master's in Business Strategy programs ongoing since April 2014.*

*Visiting faculty: French Arabian Business School, Bahrain, teaching in their EMBA program, October, 2013-2016.*

*Visiting faculty, Mediterranean Agronomic Institute of Chania, Master's Program, Crete-Greece ongoing, since January, 2004.*

*Visiting faculty: EDHEC Business School, Lille, France, Fall, 2009-Fall 2010.*

*Visiting faculty: Tulane University, USA, January, 2011 - January, 2013.*

*Visiting faculty: Mediterranean School of Business, Tunisia, November, 2010.*

*Visiting faculty: Galen University, San Ignacio, Cayo District, Belize, Summer 2005. (MBA program)*

*Exchange faculty: (Erasmus program) Linkoping University, (Sweden) October, 2004.*

*Visiting faculty: Villanova University, Villanova, PA., USA, 1999-2003 (Undergraduate and MBA programs)*

*Visiting Assistant Professor of Management, Philadelphia College of Textiles and Science. Academic year 1989-1990.*

### EDUCATION

*Fulbright Honor Exchange Scholar for graduate studies in the United States.*

*Ph.D., Department of Management Graduate Group, The Wharton School, University of Pennsylvania, Philadelphia. Degree awarded in May 1990.*

***Dissertation Title: "Managing Development Banking Institutions in Developing Countries Through Coordinated Networks. The Case of the Cyprus Development Bank."***

***M.C.P. (Master in City and Regional Planning), University of Pennsylvania, 1980.***

***M.A. in Urban Studies, University of Bridgeport, CT, 1978.***

***B.A. in Sociology and Diploma in Social Work, Deree-Pierce College, Athens, Greece. 1976. (Awarded full scholarship for four years).***

### **PUBLICATIONS**

#### **Books:**

***Katsioloudes, Marios I., with Arpi K .Abouhanian. The Strategic Planning Process. Understanding Strategy in Global Markets. Routledge, Taylor & Francis Group, December 2017.***

***Katsioloudes, Marios I., and Hadjidakis, Spyros, International Business, Butterworth-Heinemann, ELSEVIER Academic Press, February, 2007.***

***Katsioloudes, Marios I., Strategic Management. Global Cultural Perspectives for Profit and Non-Profit Organizations, Butterworth-Heinemann, ELSEVIER Academic Press, (Second Edition. Spring, 2006).***

***J. Mark S. Munoz, and Katsioloudes, Marios I., Executive Perceptions on Globalization: Winning Across Borders; American Book Publishing, (Spring 2006).***

***Katsioloudes, Marios I., and Nale, R. Strategic Planning: Theory and Cases, Tapestry Press, Ltd., First Edition, 1997.***

***Katsioloudes, Marios, I. Strategic Planning for the Non-Profit Sector...Theory and Cases; McGraw-Hill, Inc., Third Edition, 1997.***

#### **Book Chapter(s)**

***Katsioloudes, Marios, I. and Katsioloudes, Vicky. "Leaders as Change Masters". In Advanced Leadership Insights. How to Lead People and Organizations to Ultimate Success". Edited by: Wolfgang Amann and Katja KruckebergS, 2017.***

***Galanou, E. and Katsioloudes, Marios, I. 'Cultural Integration with Strategic Decision-Making Process in Determining Innovation Performance: Evidence from an Arab Country Setting'. In Handbook of Research on Organizational Transformations through Big Data Analytics, Edited by: Madjid Tavarna (La Salle University, USA) and Kartikeya Puranam (La Salle University, USA), Chapter 13, pp. 188-21, 2015.***

### Instructor's Manuals

*Katsiolouides, Marios I. Global Management: Strategic and Interpersonal (Author: Helen Deresky) Instructor's Resource Manual, Prentice Hall, First Edition, Fall 2002.*

*Katsiolouides, Marios I., International Business. An Integrated Approach. (Authors: Wild, Wild and Han) Instructor's Manual with Video Guide. Prentice Hall, First Edition, Fall 2000.*

### Refereed Journal Articles

1. *Younis, H., Katsiolouides, M.I. and Al Bakri, A. "Digital Entrepreneurship Intentions Motivational Factors Identification"; International Journal of E-Entrepreneurship and Innovation (IJEI); Vol. 10; No. 1; pp. 57-74; 2020.*
2. *Ahmeti. S; Demi, A. and Katsiolouides, M.I., "The Industry of Tourism in Developing Countries: The Case of Albania"; International Journal of Food and Beverage Manufacturing and Business Models; Volume 4 • Issue 2 • July-December 2019.*
3. *Abu Farha, A., Katsiolouides, M.I. and Al Bakri, A. "A configuration of managerial assumptions and strategy: toward a synthesis." Journal of Global Business Advancement, Vol. 5, No. 5, pp. 547-563, 2018.*
4. *Jabeen, F., Faisal, Nishat Mohd, and Katsiolouides, M.I. "Localisation in an emerging Gulf economy: Understanding the role of education, job attributes and analysing the barriers in its process", Equality, Diversity and Inclusion: An International Journal, Vol. 37 Issue: 2, pp.151-166, 2018.*
5. *Faisal, Nishat Mohd, Jabeen F. and Katsiolouides, M.I. "Strategic interventions to improve women entrepreneurship in GCC countries" Journal of Entrepreneurship in Emerging Economies, Vol. 9 No. 2, pp.161-180, 2017.*
6. *Jabeen, F., Faizal Nishat, Mohd and Katsiolouides, M.I. "Entrepreneurial mindset and the role of universities as strategic drivers of entrepreneurship. Evidence from the United Arab Emirates." Journal of Small Business and Enterprise Development, Vol. 24, No. 1, pp. 136-157, 2017.*
7. *Sherine Farouk Abdel All, Jabeen, F. and Katsiolouides, M.I. "SMEs Capital Structure Decisions and Success Determinants: Empirical Evidence from the UAE." Journal of Accounting, Ethics and Public Policy, Vol. 18, No. 2, pp. 1-27, 2017.*
8. *Ahmed, S., Chowdury, H., Eleftheriou, K. and Katsiolouides, M.I. "Participative Decision-making and Job Satisfaction for Teachers in the UAE". International Journal of Educational Management, Vol. 29 No. 5, pp. 645-665, 2015.*

9. Jabeen, F. Katsioloudes, M.I. and Das, S. 'Is family the key? Exploring the motivation and success factors of Female Emirati Entrepreneurs'. International Journal of Entrepreneurship and Small Business, Vol. 25, No. 4, pp. 375-394, 2015.
10. Al Bakri, A., and Katsioloudes, M. I., 'The Factors Affecting e-Commerce Adoption by Jordanian SMEs'. Management Research Review, Vol. 38, no 7, pp. 726-749, 2015.
11. Jabeen, F. and Katsioloudes, M.I. "Just Falafel: A success story of an international expansion". Emerald Emerging Markets Case Studies. (On-line collection of case studies focusing on issues in emerging economies; <http://www.emeraldinsight.com/fwd.htm?id=aob&ini=aob&doi=10.1108/EEMCS-02-2013-0017>); 2013.
12. Katsioloudes, M.I. and Jabeen, F. "Challenges Associated With the Greek SMEs in the Basin of Athens-Greece: An Exploratory Study". International Journal of Entrepreneurship and Small Business, Vol. 19, Issue 3, pp. 309-324, 2013.
13. Katsioloudes, M.I. and Jabeen, F. "Al Maha Mobile Shop". Emerald Emerging Market Case Studies. (On-line collection of case studies focusing on issues in emerging economies; [http://www.emeraldinsight.com/products/case\\_studies/index.htm](http://www.emeraldinsight.com/products/case_studies/index.htm)); 2011.
14. Jabeen, F. and Katsioloudes, M.I. "Post Financial Crisis State in the Emirate of Abu Dhabi, United Arab Emirates: Current Economic Developments and Future Prospects" Economics Management and Financial Markets (Special issue) on "Rise of Emerging Economies: Characteristics, Drivers and their role in Global Markets", Vol. 6, No.1, 82-97, 2011.
15. Halkias, D., Thurman, P.W., Harkiolakis, N., Katsioloudes, M.I., Stavrou, E.T., Swiercz, P.M. and Fragoudakis, M. 'Father-daughter succession issues in family business among regional economies of Asia', Int. J. Entrepreneurial Venturing, Vol. 2, Nos. 3/4, pp.320-341, 2010.
16. Antonaras, A. Memtsa, C AND Katsioloudes, M.I. "The Strategic Importance of Benchmarking as a Tool for Achieving Excellence in Higher Education", International Journal of Excellence in Education, Vol. 2, No. 2, pp. 1-10, 2009.
17. Halkias, D., Clayton, G., Katsioloudes, M.I., Mills, G., and Caracatsanis, S. "Strategic Value of AACSB International Accreditation in Start-up Overseas American Business Schools: Two Case Studies"; International Journal for Business Innovation and Research, Vol. 3, No. 2, pp. 151-167, 2009.

18. Louca, S., Katsiolouides, M.I. and Filho Leal, W. "Fostering Innovation by re-engineering the Academic Research Area: examples from Cyprus", *International Journal of Foresight and Innovation Policy*, Vol.4, Nos. 3/4, pp. 359-382, 2008.
19. McKechnie, D.S., Grant, J. and Katsiolouides, M.I. "Positions and positioning: strategy simply stated", *Business Strategy Series*, Vol.9, No. 5, pp.224-230, 2008.
20. Fortunas, S.P., Diniz, F.J. and Katsiolouides, M.I. "The Competitiveness of the Portuguese Wine Sector"; *Food Economics Journal-Acta Agriculturae Scandinavica, Section C*, Vol. 4, Issue 3, pp. 120-138, 2007.
21. Katsiolouides, M.I., Grant, J. and McKechnie, D.S. "Social marketing: strengthening company-customer bonds", *Journal of Business Strategy*, Vol. 28, No. 3, pp. 56-64, 2007.
22. Katsiolouides, M.I. and Isichenko, D. "International Joint Ventures in Russia: A Recipe for Success", *Management Research Review*, Vol. 30, No. 2 pp. 133-152, 2007.
23. Christoforou, G. and Katsiolouides, M.I. "The Present and Future Prospects of E-Commerce in Cyprus", *The Cyprus Review. A Journal of Social, Economic and Political Issues*, Vol. 17, No. 2, pp. 127-144, Fall, 2005.
24. Munoz, Mark J., Katsiolouides, M.I. and Khalo, T. "Executive Viewpoints on Globalization: Implications to Knowledge Transfer in South Africa", *Journal of Global Business and Technology*, Vol.1, No.1, pp. 34-44, Spring 2005.
25. Papasolomou-Doukakis, I., Krambia-Kapardis, M. and Katsiolouides, M. I. "Corporate social responsibility: The way forward? Maybe not! A preliminary study in Cyprus" *European Business Review*; Vol. 17, No. 3, pp. 263 – 279, 2005.
26. Katsiolouides, M. I. and Kokkinaki, A. "People Against Violent Acts (PAVA): How Not To Manage A Non-Profit Organization". *International Journal of Management Cases*; Vol. 7, No. 3, pp. 32-37, 2005.
27. Chu, Manh Hung and Katsiolouides, M. I. "The Pattern of Business Decisions Among Vietnamese Entrepreneurs in the Socialist Republic of Vietnam". *Journal of Transnational Management Development*; Vol. 10, No. 2, pp. 38-47, 2004.
28. Katsiolouides, M. I., Avery, Derek and Kass, Eli. "Change from Within: The ABC-AME Church. *Nonprofit Management & Leadership*, Volume 15, Number 2, pp. 239-245, 2004.

29. Munoz, Mark and Katsiolouides, M. I. "Executive Perceptions on International Education in a Globalized Environment: The Travel Industry's Point of View" International Education Journal, Vol. 5, No. 2, pp. 231-238, 2004.
30. Katsiolouides, M. I. and Walter, Tymon. "Strategic Planning Practices: Are they what they should be?" Human Systems Management; Vol. 22, No.4, pp. 177-183, 2003.
31. Krambia-Kapardis, Maria, Doukakis, Ioanna, and Katsiolouides, M. I. Socially responsible. A preliminary study in Cyprus. Southern European Review, Vol. 1, No. 2, pp. 123-149, 2003.
32. Munoz, Mark and Katsiolouides, M. I. "Travel Executives' Perceptions on the Impact of Globalization on Contemporary Business". Research Journal of the ooi Academy International Congress, Vol. 1 (1);pp. 65-74, 2003.
33. Munoz, Mark and Katsiolouides, M. I. "Globalization and Strategy in an International Business Environment". International Journal of Knowledge, Culture and Change Management Vol. 3, pp.115-139, 2003.
34. Chu, Manh Hung and Katsiolouides, M. I. "Cultural Context and the Vietnamese-American Entrepreneurial Experience". Journal of Transnational Management Development. Vol. 7, No. 2, pp. 37-46, 2002.
35. Katsiolouides, M. I. and Tischio Victoria. "Critical Thinking In Nonprofit Management Education". Human Systems Management, Vol. 20, No. 1, pp. 47-57, 2001.
36. Katsiolouides, M.I. and Arsenault, Paul. "An Idealized Model for a Service-Learning Nonprofit Management Course" Journal of Higher Education Outreach and Engagement, Vol. 6, Number 2, pp. 67-81, Winter 2001.
37. Elliott, Bret, Katsiolouides, M. I., and Weldon, Richard N. "The Impact of the Internet on the Nonprofit Sector." Nonprofit Management & Leadership Journal, Vol. 8, No. 3, pp. 297-303, 1998.
38. Katsiolouides, M. I. and Feichtinger, Bettina, "Austria and the EU". International Journal of Commerce and Management, Vol. 8, No. 1, pp. 43-56, 1998.
39. Katsiolouides, M. I. "Socio-technical Analysis. A Normative Model for Participatory Planning". Human Systems Management, Vol. 15, No. 4, pp. 235-243, 1996.
40. Katsiolouides, M. I., Thordardorttir, Steinunn, and Balsmeier, Phillip. "Iceland Drifting Towards International Integration: The Pros and Cons of Joining the

*EU". International Journal of Commerce and Management, Vol. 6, No. 3 & 4, pp. 41-56, 1996.*

41. *Katsioloudes, M. I. and Balsmeier, Phillip W. "Doing Business in Central Europe: Strategies for Success in the 1990s", Competitiveness Review, Vol. 5, No. 1, pp. 63-74, 1995.*
42. *Katsioloudes, M. I. and Kendree, Jack M. "An organization Model of Ethical Problem Recognition and Formulation"; Business & Professional Ethics Journal, Vol. 13, No. 4, pp. 81-93, 1994.*

#### Other publications

1. *Abujaber Ahmad and Katsioloudes, Marios. "Impact of HR Practices - Retention Strategies in Health Care, Qatar case- Literature Review" Avicenna, 2015.*
2. *Katsioloudes, Marios I. and Tymon, Walter. "Strategic Planning for Not-For-Profits: Current and Desired Practice" The Not-For Profit CEO, Monthly Letter, Vol. 8, No. 8, June, 2001.*
3. *Katsioloudes, Marios I. "The Pros and Cons of Strategic Planning." The Not-For Profit CEO, Monthly Letter, Vol. 6, No. 2, December, 1998.*

#### CONFERENCE PROCEEDINGS (Presentations and Publications)

1. *Abu Farha, A and Katsioloudes, M.I. "A Configuration of Marketing practice Fit with Managerial assumptions and Business Strategy. Academy for Global Business Advancement's 13th World Congress; 2016.*
2. *Katsioloudes, M.I. "International Teaching Collaborations". Presentation in a Round Table Discussion in the session "Teaching Collaborations with Colleagues from around the world", Academy of Management Conference, Vancouver, Canada, August 7-11, 2015.*
3. *Katsioloudes, M.I., Howe-Walsh, L. Younis, H. and Katsioloudes, V. 'Female Entrepreneurship in Qatar: Enhancing Policy to Support Business?' Academy of Management Conference, Vancouver, Canada, August 7-11, 2015.*
4. *Jabeen, F., Katsioloudes, M. I., and Ahmad, S. Z. "Azza and her ARJMST brand: Which Way Forward?" Academy of International Business-MENA Chapter, Dubai, UAE. January 15, 2015.*

5. *Jabeen, F., Katsiolouides, M. I., and Das, S. S., "Is family the key? Exploring the motivation and success factors of Female Emirati Entrepreneurs," Academy of International Business-MENA Chapter, Dubai, UAE. January 14, 2015.*
6. *Jabeen, F. and Katsiolouides, M. I. "UAE youths outlook toward entrepreneurs and entrepreneurship" International Journal of Arts and Sciences Conference organized by Ryerson University, Toronto, Canada Academy of Business & Retail Management, London, UK. May 19-22, 2014.*
7. *Katsiolouides, M.I. "Teaching Collaborations within the Gulf Cooperation Council (GCC) countries and beyond". Presentation in a Round Table Discussion in the session "Teaching Collaborations with Colleagues around the world" at the Academy of Management Conference, Philadelphia, PA, USA, August 1-5, 2014.*
8. *Jabeen, F. and Katsiolouides, M.I. "Just Falafel: A Success Story of an International Expansion". Paper accepted for presentation and publication in the Academy of International Business-MENA Conference, AUC, Cairo-Egypt, January 12-14, 2013.*
9. *Gnatyshak, K., Katsiolouides, M.I. and Mavromoustakos, A. "Motivation, Challenges and Issues faced by Women Entrepreneurs in Qatar". Paper accepted for presentation and publication in the Academy of International Business-MENA Conference, AUC, Cairo-Egypt, January 12-14, 2013.*
10. *Jabeen, F. and Katsiolouides, M.I. "Attitudes of the UAE Youths Towards Entrepreneurs and Entrepreneurship: An Exploratory Study". Paper accepted for presentation and publication at the Academy of Business and Retail Management, London, UK, November 7-8, 2012.*
11. *Jabeen, F., Das, S. and Katsiolouides, M.I. "Is family the key? Exploring the motivation and success factors of Female Emirati Entrepreneurs". Paper accepted for presentation and publication in the Academy of Management Conference, Boston, MA, USA, August 3-7, 2012.*
12. *Katsiolouides, M.I. "Research Collaborations within the Gulf Cooperation Council (GCC) countries and beyond". Presentation in a Round Table Discussion in the session "Research and Teaching Collaborations with Colleagues in Underrepresented Nations" at the Academy of Management Conference, Boston, MA, USA, August 3-7, 2012.*
13. *Katsiolouides, M.I. and Jabeen, F. 'Emirati Female Entrepreneurs: Motivation for Business Ownership, Success Factors and Issues in the Emirate of Abu Dhabi, UAE'. Paper presentation at the Academy of International Business-MENA Conference, Dubai, UAE, January 13-15, 2012.*

14. *Katsiolouides, M.I. and Jabeen, F. 'Al Maha Mobile Shop. A Case study'. Paper presentation at the Academy of International Business-MENA Conference, Dubai, UAE, January 13-15, 2012.*
15. *Katsiolouides, M.I. and Jabeen F. "Challenges Associated With The Greek SMEs: An Exploratory Study". Paper for presentation and publication in the Academy of Management Conference, San Antonio, Texas, USA, August 12-16, 2011.*
16. *Katsiolouides, M.I. "Redesigning academic environments: An Alternative Comprehensive Approach to Quality Business Education". Paper for presentation and publication in the European Conference on Educational Research, of the European Educational Research Association, Vienna, Austria, September 28-30, 2009.*
17. *Yannopoulos, P., Daskou, S. and Katsiolouides, M. I. "The Role of Mental Models in Setting the Strategic Direction of the Firm". Paper for presentation and publication in the 5<sup>th</sup> European Conference on Management Leadership and Governance, Athens, Greece, November 5 and 6, 2009.*
18. *Kourounakis, N. and Katsiolouides, M.I. "Characteristics of Greek SMEs: Motivation for Business Ownership, Success Factors and Problems". Paper for presentation and publication in the 5<sup>th</sup> European Conference on Management Leadership and Governance, Athens, Greece, November 5 and 6, 2009.*
19. *Memtsa, C., Antonaras, A. and Katsiolouides, M.I. "The New Architecture of The Financial World And The New Leadership Ethical Code". Paper for presentation and publication in the 5<sup>th</sup> European Conference on Management Leadership and Governance, Athens, Greece, November 5 and 6, 2009.*
20. *Katsiolouides, M.I., Kanavaki, M., and Tsironis, L. "An Alternative Comprehensive Approach to Quality Business Education". Paper for presentation and publication in the 3<sup>rd</sup> International Quality Congress of the Middle East, Dubai, UAE, April 6 and 7, 2009.*
21. *Tsironis, L., Kanavaki, M., and Katsiolouides, M.I. "Mapping out the use of the European Quality Award; the Greek finalist organizations: A case study". Paper for presentation and publication in the 3<sup>rd</sup> International Quality Congress of the Middle East, Dubai, UAE, April 6 and 7, 2009.*
22. *Kanavaki, M., Katsiolouides, M.I., and Tsironis, L. "Quality Control in the Tourist Sector. The case of the Mamidakis Hotels: Lessons for the Middle East". Paper for presentation and publication in the 3<sup>rd</sup> International Quality Congress of the Middle East, Dubai, UAE, April 6 and 7, 2009.*
23. *Antonaras, A, Memtsa, C., and Katsiolouides, M.I. "The strategic importance of benchmarking as a tool for achieving excellence in higher education". Paper*

*for presentation and publication in the 3<sup>rd</sup> International Quality Congress of the Middle East, Dubai, UAE, April 6 and 7, 2009.*

24. *Halkias, D., Thurman, P., Katsiolouides, M.I., Abadir, S., and Harkiolakis, N. "Daughters' Intentions to Succeed Fathers in the Family Business: Securing the Future of the Family Enterprise in the Local Economies of Asia". Paper for presentation and publication in the 2<sup>nd</sup> Georges Doriot Conference, Paris, May 15-16, 2008.*
25. *Halkias, D., Clayton, G., Katsiolouides, M.I., Mills, G. "The Strategic Value of AACSB Accreditation in Start-Up Overseas American Business Schools". Paper for presentation and publication in the 2<sup>nd</sup> World Scientific and Engineering Academy and Society's INTERNATIONAL SYMPOSIUM on Management, Marketing and Finance (MMF '08) at Harvard University, March 24-26, 2008.*
26. *Katsiolouides, M.I. and Brodtkorb, T., "Corporate Social Responsibility in the Middle East: The Case of the United Arab Emirates". Paper for presentation and publication in the 16<sup>th</sup> Annual World Business Congress of the International Management Development Association (IMDA), Maastricht, The Netherlands, July 4-8, 2007.*
27. *Katsiolouides, M.I. and Daria Isichenko, "Factors determining the success of oil and gas international joint ventures in Russia". Paper for presentation and publication in the 15<sup>th</sup> Annual World Business Congress of the International Management Development Association (IMDA), Sarajevo, Bosnia and Herzegovina, June 18-21, 2006. Best Paper Award.*
28. *Diniz, Francisco, J., Katsiolouides, M.I. and Fortunas, S.P. "The competitiveness of the Portuguese wine sector and a case study of exports and activity diversification in the Vinhos Verdes region". Paper for presentation and publication in the 98<sup>th</sup> European Association of Agricultural Economists (EAAE), Chania, Crete-Greece, June 29<sup>th</sup> to July 2<sup>nd</sup>, 2006.*
29. *Elemenoglou, M. and Katsiolouides, M.I., "Employees' Performance in the Cretan Unions of Agricultural Cooperatives". Paper for presentation and publication in the 98<sup>th</sup> European Association of Agricultural Economists (EAAE), Chania, Crete-Greece, June 29<sup>th</sup> to July 2<sup>nd</sup>, 2006.*
30. *Avgoustaki, A., Mitwasi, J. and Katsiolouides, M.I. "Customer Relationship Management and Cause Related Marketing: A Vehicle for Value Creation". Paper for presentation and publication in the 98<sup>th</sup> European Association of Agricultural Economists (EAAE), Chania, Crete-Greece, June 29<sup>th</sup> to July 2<sup>nd</sup>, 2006.*
31. *Katsiolouides, M.I., Louca, S. and Hadjidakis, S. "Customer Relationship Management: A vehicle for value creation". Paper for presentation and*

*publication in the 8<sup>th</sup> International Q'MOD Conference, Palermo, Italy, June 29-July 1, 2005.*

32. *Krambia-Kapardis, M., Doukakis, I. and Katsiolouides, M.I., "Socially Responsible: A Preliminary Study in Cyprus", 26<sup>th</sup> European Accounting Associate Congress, April 2-4, 2005, Seville, Spain.*
33. *Doukakis, I., Krambia-Kapardis, M., and Katsiolouides, M.I., "Corporate Social Responsibility: A Pilot Study into the realities of the Business Sector in Cyprus" Paper presented at the 8<sup>th</sup> International Conference on Corporate and Marketing Communications, April 7, 8, 2005, London, U.K. Published in the Conference Proceedings.*
34. *Louca, Soula, and Katsiolouides, M.I. "Re-engineering the European Research Area for Universities in small EU countries: The Case of Cyprus". Paper presented and published in the 33<sup>rd</sup> Association for Research on the Nonprofit Organizations and Voluntary Action (ARNOVA), Annual Conference, November, 17-20, 2004, Los Angeles, California, USA.*
35. *Katsiolouides, Marios, I. and Schwarz, C. "The Juncture between strategic planning and organizational learning: The Case of BEEI". Paper presented at the 32<sup>nd</sup> ARNOVA Annual Conference, November 20-22, 2003, Denver, Colorado, USA.*
36. *Kritz, Gary, Katsiolouides, M.I., and Wathen, S.. "Can Personal Agendas Produce Good Business Decisions? The Case of KYT Inc., Istanbul, Turkey," Proceedings of the North American Case Research Association, Volume 17, Number 1, Patricia Holman & Tom Hinthorne, eds. Billings, MT: North American Case Research Association, 2003, p. 90.*
37. *Katsiolouides, Marios, I., Munoz, M. and Khalo, T. "Executive Perceptions on Globalization: Implications to South Africa". Paper presented at the International NEPAD Trade and Investment Conference, October, 22, 2003, Port Elizabeth, South Africa. Best Paper Award.*
38. *Katsiolouides, Marios, I. and Tymon, W. "Current/Future Practice in Strategic Planning of Museums, Human Services, and Religious Nonprofits". Paper presented at the August, 2003 Academy of Management Conference in Seattle, Washington, USA.*
39. *Katsiolouides, Marios, I. and Kass, E. "Corporate Social Responsibility and Performance: Models of Why, Where and When". Paper presented at the August, 2003 Academy of Management Conference in Seattle, Washington, USA.*
40. *Katsiolouides, Marios, I. and Munoz, M. "Globalization and Strategy in an International Business Environment". Paper presented at the Third*

*International Conference on Knowledge, Culture and Change in Organizations, August 13, 2003, Kuala Lumpur, Malaysia.*

41. *Katsioloudes, Marios, I. Munoz, M. and Hadjidakis, S. "Executive Perceptions on Globalization: A Study of the Travel Industry". Paper presented at the International Conference on Business and Economics, June 27, 2003, Athens, Greece.*
42. *Katsioloudes, Marios, I., Munoz, M. and Barr, R. "Globalization and Business: Travel Industry Perspective". Paper presented at the International Council for Small Business (ICSB) 48<sup>th</sup> World Conference, June 16, 2003, Northern Ireland.*
43. *Katsioloudes, Marios, I. and Munoz, M. "Travel Executives' Perceptions on the Impact of Globalization on Contemporary Business". Paper presented at the Enterprise 2003 International Faculty and Student Conference, May 22, 2003, Hawaii (Best Research Award).*
44. *Katsioloudes, Marios, I., Avery, Derek and Kass, Eli "Change from within through Strategic Planning: The Case of the East-side A.M.E. Church". Case presented at the Southwest Case Research Association Conference, March 2002, Saint Louis, Missouri. Published in the Conference Proceedings.*
45. *Katsioloudes, Marios I. "Pharmacist's Partnership of Larnaca (PHAPALA), Cyprus, Part Two" Case presented at the Southwest Case Research Association Conference, March 2001, New Orleans, Louisiana. Published in the Conference Proceedings.*
46. *Katsioloudes, Marios I. and Tymon Jr., Walter, G. "Strategic planning for museums, religious organizations, and human service nonprofits: Current and desired practice". Paper presented at the Association for Research on the Nonprofit Organizations and Voluntary Action (ARNOVA), November 2000 Annual Conference, New Orleans, LA. Published in the Conference Proceedings.*
47. *Katsioloudes, Marios I. "Pharmacist's Partnership of Larnaca (PHAPALA), Cyprus". Case Presented at the Southwest Case Research Association Conference, March 2000, San Antonio, Texas. Published in the Conference Proceedings.*
48. *Katsioloudes, Marios I. et. al, "Fostering Critical Thinking Skills in Nonprofit Management Curriculum." A Panel discussion for the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November, 1999 Annual Conference, Washington, DC. Published in the Conference Proceedings.*

49. *Katsiolouides, Marios I. "The Strategic Implications of Financial Ratio Analysis for Charitable Organizations." Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action, November, 1999 Annual Conference, Washington, DC. Published in the Conference Proceedings.*
50. *Katsiolouides, Marios I. "What to do with the Smith-Jones Community Center?" Case presented at the Southwest Case Research Association Conference, March 1999, Houston, Texas. Published in the Conference Proceedings.*
51. *Katsiolouides, Marios I. "A Strategic Plan to Fight Domestic Violence." Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action, November, 1998 Annual Conference, Seattle, Washington. Published in the Conference Proceedings.*
52. *Katsiolouides, Marios I. "Santee Cooper." Case presented at the Southwest Case Research Association Conference, March 1998, Dallas, Texas. Published in the Conference Proceedings.*
53. *Katsiolouides, Marios I. and Fisher, Ryan T. "Small Wonders, Inc". Case presented at the Southwest Case Research Association Conference, March 1998, Dallas, Texas. Published in the Conference Proceedings.*
54. *Munsey, Peggy E. and Katsiolouides, Marios I. "Cyprus and the European Union". Paper presented at the International Academy of Business Disciplines annual conference, April 1998, San Francisco, California. Published in the Business Research Yearbook, Vol. V, pp. 220-224.*
55. *Fisher, Ryan T., Katsiolouides, Marios I. and Balsmeier, Phillip. "Trade Unions: The Policy of Isolationism and the European Union Connection". Paper presented at the International Academy of Business Disciplines annual conference, April 1998, San Francisco, California. Published in the Business Yearbook, Vol. V, pp. 235-238.*
56. *Katsiolouides, Marios I. "The Role of the World Bank in Economic Reform and Structural Adjustment of Sub Saharan Africa". Paper presented at The Institute of Management Sciences (Southeast) October 1997 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
57. *Buhler, Patricia M., Katsiolouides, Marios I. and Nale, Robert. "The Role of Stereotypes in Expatriate Management". Paper presented at the Institute of Management Sciences (Southeast) October 1997 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
58. *Hamelman, Steven and Katsiolouides, Marios I. "International Adoption via Non-Profit Agencies: Blessing or Curse?" Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA),*

- November 1997 Annual Conference, Indianapolis, Indiana. Published in the Conference Proceedings.*
59. *Katsiolouides, Marios I. "Myrtle Beach Area Hospitality Association" Paper presented at the Southwest Case Research Association Conference, March 1997, New Orleans, Louisiana. Published in the Conference Proceedings.*
  60. *Katsiolouides, Marios I. "What a U.S. Company should know, and how it should go about Marketing Computers in Russia". Paper presented at the International Academy of Business Disciplines Conference, April 1997, Orlando, Florida. Published in the 1997 Business Research Yearbook.*
  61. *Wathen, Samuel and Katsiolouides, Marios I. "The Importance of Strategic Planning Activities in Industry and Service Fortune 500 Firms". Paper presented at The Institute of Management Sciences (Southeast) 1996 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
  62. *Katsiolouides, Marios I. "The Importance of Strategic Planning Activities in Nonprofit Organizations". Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), 1996 Annual Conference, New York City, New York. Published in the Conference Proceedings.*
  63. *Elliott, Bret, Katsiolouides, Marios I., and Weldon, Richard N. "The Impact of the Internet on the Nonprofit Sector". Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action, 1996 Annual Conference, New York City, New York. Published in the Conference Proceedings.*
  64. *Katsiolouides, Marios I. "Karadeniz Yachting and Tourism, Inc". Case presented at the Southwest Case Research Association Conference, March, 1996, San Antonio, Texas. Published in the Conference Proceedings.*
  65. *Katsiolouides, Marios I., and Thordardorttir, Steinunn. "The World Trade Organization". Paper presented at the Southwest Academy of International Business Conference, March, 1996, San Antonio, Texas. Published in the Conference Proceedings.*
  66. *Katsiolouides, Marios I., and Charalambous, Spyros. "The German Automobile Industry". Paper presented at the Southwest Academy of International Business Conference, March, 1996, San Antonio, Texas. Published in the Conference Proceedings.*
  67. *Katsiolouides, Marios I., and Feichtinger, Bettina. "Austria and the EU". Paper presented at The Institute of Management Sciences (Southeast) 1995*

- Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
68. *Katsioloudes, Marios I., and Buhler, Patricia. "The Strategic Planning Process for Citizens Against Spouse Abuse (CASA)". Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action 1995 Annual Conference, Cleveland Ohio. Published in the Conference Proceedings.*
  69. *Katsioloudes, Marios I., and Wathen, Samuel. "The Effect of Strategic Planning and Implementation on Organizational Change in AACSB Accredited Business Schools". Paper presented at the Southwest Academy of Management, 1995 Conference, Houston, Texas. Published in the Conference Proceedings.*
  70. *Katsioloudes, Marios I., and Thordardottir, S. "Iceland Drifting Towards International Integration: The Pros and Cons of Joining the EU". Paper presented at the Academy of International Business-Southwest, 1995 Conference, Houston, Texas. Published in the Conference Proceedings.*
  71. *Katsioloudes, Marios I., and Wathen, Samuel. "Exploring the Correlates of Strategy making, Organization Structure, and CEO Flexibility and Control". Paper presented at the Institute of Management Sciences (Southeast) 1994 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
  72. *Katsioloudes, Marios I., and Wathen, Samuel. "Volunteering in the Human Service Resources Agencies: What Motivates Female and Male Volunteers?" Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action, 1994 Annual Conference, Berkeley, California. Published in the Conference Proceedings.*
  73. *Katsioloudes, Marios I., "Doing Business In Central Europe: Strategies for Success in the 1990s". Paper presented at the Academy of International Business-Southwest Conference, 1994, Dallas, Texas. Published in the Conference Proceedings.*
  74. *Katsioloudes Marios I. "Surviving Our System: Health Care, Inc." A case presented at the Southeast Case Research Association, 1993 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
  75. *Katsioloudes, Marios I., and Puskar, Elizabeth, "Attitudes of Senior Business and MBA Students Toward Male, Female, and Successful Top Level Managers". Paper presented at the Academy of Business Administration 1992 Conference, Las Vegas, Nevada. Published in the Conference Proceedings.*

76. *Katsiolouides, Marios I., "Strategic Planning in the Non-Profit Sector: Perceptions of Human Service Resources Agencies". Paper presented at The Institute of Management Sciences, (Southeast) 1992 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
77. *Katsiolouides, Marios I., "Formal Strategic Planning for Non-Profit Organizations". Paper presented at The Institute of Management Sciences, (Southeast) 1991 Conference, Myrtle Beach, South Carolina. Published in the Conference Proceedings.*
78. *Research Coordinator of a study on the integration of blind students to the regular high schools in Cyprus. "The Managerial and Organizational Implications". The findings were presented at the Second Panhellenic Conference for the Blind. January-September 1986.*

### **RESEARCH WORK IN-PROGRESS**

- *The study of female Qatari vs. Greek vs. Serbian entrepreneurs.*
- *The study of female Qatari entrepreneurs' motivations and challenges in starting their own business.*

### **SEMINAR AND TRAINING FACILITATOR/PRESENTER**

*Presenter/trainer of a session on Leadership and Management of Change for 25 executives of Aspire, Doha-Qatar; January, 2019.*

*Presenter/facilitator of a session on Customer Service for SMEs, for middle managers at Qatar Development Bank. December, 2017*

*Presenter/facilitator of a session on The First of Class organized by the Office of Faculty and Instructional Development (OFID), Qatar University, September 6, 2016.*

*Judge, Start-Up Weekend competition, Qatar Development Bank and Qatar University. March, 2016.*

*Presenter/facilitator of a session on A Potpourri of Strategies for Effective Teaching, organized by the Office of Faculty and Instructional Development (OFID), Qatar University, September, 2014 and 2015.*

*Presenter/Facilitator of a seminar on Management Issues, for Middle Level Managers, Qatar Petroleum, Doha, Qatar, September 8-9, 2013.*

*Judge, facilitator, coach, trainer, Al Fikra National Business Plan Competition, Enterprise Qatar, January-June, 2013.*

*Presenter/facilitator of a session on The Use of Case Studies in Teaching and Learning, organized by the Office of Faculty and Instructional Development (OFID), Qatar University, June , 2013.*

*Speaker at the Global Entrepreneurship Week, at the College of Business and Economics, Qatar University, Doha-Qatar. Title of speech: Do Entrepreneurs need Education? November 18, 2012.*

*Participant, in the Enterprise Qatar Forum, Global Entrepreneurship Week, 2012 Doha, Qatar.*

*Judge, facilitator, coach, trainer, Al Fikra National Business Plan Competition, Enterprise Qatar, January-June, 2012. (Two of my female student teams won First and Second Place, respectively).*

*Presenter/facilitator of a session on The First Day of Class, organized by the Office of Faculty and Instructional Development (OFID), Qatar University, June 26, 2012.*

*Presenter/facilitator of a session on A Potpourri of Strategies for Effective Teaching, organized by the Office of Faculty and Instructional Development (OFID), Qatar University, February 13-15, 2012.*

*Conference Chair, Fifth European Conference on Management, Leadership and Governance, Hellenic American University, Athens, Greece: November 5 and 6, 2009.*

*Facilitator and Organizer of a panel discussion on “The Present and Future of SMEs in Greece: Strategies for Survival”, Hellenic American University, Athens-Greece. March 17, 2009*

*Guest Speaker, Panel discussion on “Iceland’s dilemma in joining the European Union”. Chamber of Commerce, Reykjavik, Iceland. April 2<sup>nd</sup>, 2009.*

*Reviewer, MBA program, University of Nicosia, Cyprus (2005), under the auspices of the Ministry of Education and Culture, Cyprus.*

*Organizer, Impact of Globalization on International Business. A one-day symposium, February 21, 2003, Saint Joseph's University, Philadelphia, PA.*

*Organizer and presenter, Doing Business in Europe and Beyond. An International Conference, April 19, 2002, Nicosia-Cyprus.*

*Presenter of a two-day seminar entitled: Stay Competitive! Design and Implement your own Strategy (for small businesses only), organized by the Human Resource Development Authority of Cyprus, May 24 and 25 and May 31 and June 1; and November 23, 25 and 29, 30, 2002, Nicosia, Cyprus.*

*Participant-facilitator in the strategic planning process for Intercollege, Nicosia, Cyprus. Spring Semester, 2002.*

*Responsible for the creation of a major in International Business within the Haub School of Business, Saint Joseph's University. Started in 2002 and completed in 2003. Responsible for the creation of a minor in International Business within the School of Business and Public Affairs, West Chester University of PA since 1998. Acting as the coordinator of the program.*

*Facilitator for a two-day seminar on Leadership Development at West Chester University of Pennsylvania. Participants held upper level administrative and managerial positions within the University. May 14 and 15, 1999.*

*Primary researcher for The University-Community Collaborative of Philadelphia, a development project for North Philadelphia, through the Center for Public Policy, Temple University. January to September, 1999.*

*Guest speaker at a business conference sponsored by The Institute for International Research, titled Making Profitable Growth Decisions, Chicago, Illinois, 1995.*

*Facilitator for a Board of Directors retreat, on the strategic planning process of the South Carolina Victim Assistance Network (SCVAN), September, 1995, (USA)*

*Member of the American Association of Collegiate Schools of Business (AACSB) committee for the accreditation process for the Wall School of Business, Coastal Carolina University, Conway, South Carolina, USA, from 1993 to 1995.*

*Leader of a seminar for The Strategic Planning Process, for the Institute of Management Accountants (IMA), December, 1993.*

*Facilitator for a seminar/workshop on Decision-Making; Leadership; Communication; and Quality Circles for Smith, Sapp, Bookhout, Crumpler & Calliham, Certified Public Accountants Firm. Spring 1992.*

*Workshop facilitator/coordinator on "Board Training" for the South Carolina Coalition Against Domestic Violence and Sexual Assault (SCCADVASA), October, 1991.*

*Barr, Peter, Ph.D.; Katsioloudes, Marios I., Ph.D.; and Quirk, William, authors and reviewers of the "Horry County League of Cities Dual Taxation Study in Horry County." Coastal Center for Economic and Community Development. USC-Coastal Carolina College. Fall, 1990.*

*Co-author of the final report on "Factors Affecting the Success of Suburban Mass Transit Lines", University of Pennsylvania. December, 1979.*

*Author of the report of "Highway Functional Classification" for Bucks County Planning Commission, Bucks County. Summer, 1979.*

### **CONSULTATION PROJECTS/REPORTS**

*Member of a committee to review a number of universities and colleges (Developmental Institutional Review), Salalah, Oman; January/February, 2018; April 2019; February, 2020 and March, 2021. Invitation by the Oman Authority for Academic Accreditation and Quality Assurance of Education (OAAA)..*

*Consultant to Shokry Company in Saudi Arabia. Drafting a strategic plan for this family owned business. Ongoing, since September 2015.*

*Member of a committee to review University of Dammam (Institutional Review); Kingdom of Saudi Arabia, April, 2015. Invitation by the National Commission for Academic Accreditation & Assessment, Ministry of Education, KSA.*

*Member of a committee to review Taif University (Developmental Institutional Review), Kingdom of Saudi Arabia, January/February, 2015. Invitation by the National Commission for Academic Accreditation & Assessment, Ministry of Education, KSA.*

*Member of a committee to review an undergraduate program in Management for King Saud University, Kingdom of Saudi Arabia, May, 2013. Invitation by the National Commission for Academic Accreditation & Assessment, Ministry of Higher Education, KSA.*

*Reviewer of an undergraduate management program in the Kingdom of Bahrain, March, 2013 at the invitation of the Kingdom University, Bahrain.*

*Member of a committee to review two MBA programs in the Kingdom of Bahrain, October 2011, at the invitation of the Ministry of Education.*

*Consultant to Eureka Company, LLC on issues of restructuring and strategic management , Adu Dhabi, UAE, January 2010 – on going.*

*Consultant to the Bin Daher Group, Dubai, UAE. Restructuring and formulating a strategic plan, 2005-2007.*

*Facilitator/Consultant of a one-day workshop on the strategic planning process of Dubai Airport Free Zone Authority (DAFZA). Twenty five executives participated. March, 2008.*

*Consultant to the Overseas Cans & Containers L.L.C., Sharjah, UAE. Formulation of a strategic plan, 2005-2007.*

*Facilitator/consultant to the Akakus Company, Tripoli, Libya, Formulation of a strategic plan, and restructuring of the company, 2003-2006.*

*Consultant to G & A Kazamias Trading Ltd, a small distributor of consumer goods in Larnaca-Cyprus, 2005.*

*Presenter of seminars on Strategies for Small Businesses in Cyprus through the Human Resource Development Authority of Cyprus, from 2000 to 2008. Consultation for each participating company followed the seminars.*

*Consultant to the Conway (South Carolina, USA) Police Department and Citizens Against Spouse Abuse (CASA) on a grant Awarded by the Department of Justice on Policing the Community on Domestic Violence. Started in September, 1996 and completed in December, 1997.*

*Primary consultant for the strategic planning for P.A.R.T.N.E.R.S. through the Coastal Center for Economic and Community Development. Started January, 1995 and completed in August, 1995. (USA)*

*Primary consultant for the strategic planning and reorganization project for Burroughs & Chapin Co., Inc. through the Coastal Center for Economic and Community Development. Started in September and completed in February, 1994. (USA)*

*Primary consultant for the strategic planning and organization effectiveness project for Peoples Federal Savings and Loans Association through the Coastal Center for Economic and Community Development. Started in February and completed in April, 1993. (USA)*

*Primary consultant for a strategic audit for Horry Independent, a weekly, Horry County, S.C. newspaper. Coastal Center for Economic and Community Development. Spring, 1991.*

*Consultant and author of the final report on the re-organization of Sideris Co. & Sons, a major import/export company in Cyprus. Sponsored by The Cyprus Development Bank Ltd., December, 1988.*

### **SUPERVISION OF SELECTED GRADUATE THESES**

*Doctoral Dissertation Supervisor “The Juncture between strategic planning and organizational learning: The Case of BEEI”. Christine Schwarz 2003, Saint Joseph’s University, Philadelphia, PA, USA.*

*Doctoral Dissertation Co-Supervisor “The effect of participative decision making on Teacher’s job satisfaction in UAE.” Samira Al-Nuaimi, DBA program, Abu Dhabi University, Abu Dhabi, UAE, 2012-2014.*

*Doctoral Dissertation Supervisor “Challenges in Strategic Decision Implementation to Sustain New Industry: Abu Dhabi Case”. Mohammed Al Zaabi, DBA program, Abu Dhabi University, Abu Dhabi, UAE, 2012-2015.*

*Selected Master’s Theses Supervision(HEC-Paris, Qatar)*

*Thesis Topic: ‘Centralizing the Educational and Training Services (ETS) in Aspire Zone Foundation AZF): toward higher business value’. Academic Year 2013-2014; Student: Jassem Al Jaber. (HEC-Paris, Qatar).*

*Thesis Topic: ‘The Effects of Adding Value Engineering as a Standard practice in all Engineering Projects within the Technical Department in Qatar Petroleum’. Academic Year 2013-2014; Student: Ahmed Al Hashmi. (HEC-Paris, Qatar).*

*Thesis Topic: ‘Growth of International Businesses in Qatar. Challenges and obstacles’. Academic Year 2013-2014; Student: Guillaume Tariq Jacquemart. (HEC-Paris, Qatar).*

*Thesis Topic: ‘The Construction of Stadiums in Qatar for 2022: What is the best project management model in the efficient and effective completion?’ Academic Year 2013-2014; Student: Maryam Al Muftah. (HEC-Paris, Qatar).*

*Thesis Topic: ‘The Survival of a Family Business: The case of Makeen Trading and Contracting Co. in Qatar’; Academic Year 2013-2014; Student: Al Dana Al Hajri. (HEC-Paris, Qatar).*

*Thesis Topic: “The impact of the human resources on the performance of the firm” Academic year: 2003-2004; Student: Faten Kaabia, Tunisia. (Mediterranean Agronomic Institute of Chania (MAICH)*

*Thesis Topic: “Co-operative Information Systems in Europe”; Academic year: 2004-2005; Student: Tareq Altamimi; Palestine. (Mediterranean Agronomic Institute of Chania (MAICH)*

*Thesis Topic: “Human Resource Practices and their impact on employee productivity: The case of agricultural SMEs in Greece”; Academic Year: 2005-2006; Student: Argyro Avgoustaki; Greece. (Mediterranean Agronomic Institute of Chania (MAICH)*

*Thesis Topic: “Managing Innovation in small and medium sized Romanian Enterprises”; Academic Year: 2006-2007; Student: Horia Dan Valuch, Romania. (Mediterranean Agronomic Institute of Chania (MAICH)*

*Thesis Topic: “Challenges and strategies for sustainability of small and medium entrepreneurship in Armenia”; Academic Year: 2007-2008; Student: Anna Karapetyan, Armenia. (Mediterranean Agronomic Institute of Chania (MAICH)*

*Thesis Topic: “Qatar Society of Engineers: A Strategic Approach”; January 2012. Ali M. Al-Sharshani. (MBA program, CBE, Qatar University).*

*Thesis Topic: “Sustaining the Family Business of Dr. Salwa Darwish Pediatric Dentistry Clinic”.; January, 2012. Muna Khalid Al-Ali. ( MBA program, CBE, Qatar University)*

### **COMMUNITY SERVICE**

*Strategic Planning projects through the Strategic Management class for:*

- Chicora-Waccamaw Indian People*
- Grand Strand Water & Sewer Authority*
- Citizens Against Spouse Abuse (CASA)*
- Conway Area Chamber of Commerce*
- SOS Health, Inc.*
- Pelican*
- Ben & Jerry's Ice Cream*
- Dunes Golf and Beach Club*
- Thoroughbreds Restaurant*
- Myrtle Beach Area Hospitality Association*
- Sandlapper Contractors of Myrtle Beach, Inc.*

#### **Coastal Carolina University**

- Member of the Long Range Planning Committee*
- Member of the Promotion & Tenure Committee*
- Member of the Business School's Curriculum Committee*
- Member of the Business School's Faculty Performance and Appraisal Committee*
- Member of the Academic Affairs Committee*
- Member of the ad-hoc Stipend Committee*
- Member of the ad-hoc Committee for Career Placement*
- Faculty advisor to Phi Beta Lambda*
- Faculty advisor to the Management and Organization Club*
- Ex-member of the Faculty Senate*
- Ex-member of the ad-hoc Committee for Student Retention*
- Ex-Chair of the International Programs Committee*
- Ex-member of the Intramural Sports Committee*
- Ex-member of the Intensive Writing Committee*
- Ex-member of the ad-hoc Strategic Marketing Committee*
- Ex-Faculty advisor to the Captains' Council for Intramural Sports*

**West Chester University of PA**

***Member of the International Programs Advisory Council  
Member of the Service-Learning Committee  
Member of the AACSB task force  
Member of the New Faculty Orientation Committee  
Faculty Advisor to the Management Society, School of Business and Public Affairs  
since Spring, 1999.***

**Saint Joseph's University**

***Coordinator of the Global Business Strategy course (MBA program)  
Co-Coordinator of the International Business Program  
Member of the Business Policy committee, Haub School of Business  
MANNA Volunteer  
Member of the Board of the Chester County Art Association  
Member of the Board of the Volunteer English Program of Chester County.  
Member of the Board of the International Trade Council of Chester County.***

**University of Nicosia**

***Chair of the Research Committee of the School of Business  
Member of the Executive Council  
Member of the Board for APANEMI (Domestic Violence Shelter)  
Advisor to Phil Andreou Group of Companies***

**American University of Sharjah**

***Member of the Faculty Promotion Committee (SBM and SA & D)  
Member of the Teaching Support Committee (MMPA)  
Member of the Strategic Planning Committee (MMPA)  
Member of the Recruiting Committee (MMPA/SBM)  
Chair of the New School of Business Building committee (AUS/SBM)  
Chair of the Curriculum Committee (SBM)  
Facilitator of the Teaching Effectiveness Seminar Series (SBM)  
Senator (AUS)  
Member of the Senate Executive Committee (AUS)***

**Hellenic American University**

***Member of the Academic Council  
Chair of the Recruiting Committee for the School of Business  
Advisor to the Executive Vice President  
Chair of the Library Committee***

### Abu Dhabi University

*Member of the Recruiting Committee of Department of Management*  
*Member of the Task Force for the DBA and EMBA programs*  
*Member of the Search Task Force for the Director of the Office of Academic Integrity*  
*Representing the College of Business Administration (COBA) on the Institutional Review Board*  
*Chair of the Working Committee for International Accreditation*  
*Chair of the Strategic Planning Committee for COBA*  
*Member of the University Council*  
*Member of the Graduate Council*

### Qatar University

*Member of the Tenure and Promotion Committee (College of Business and Economics-CBE)*  
*Chair of the Faculty Development and Engagement Committee (CBE)*  
*Chair of the Community Outreach Committee (Department of Management & Marketing)*  
*Member of the Assessment and Curriculum Committee (CBE)*  
*Member of the Graduate Studies Committee (CBE)*  
*Member of the Search Committee (Department of Management & Marketing, CBE)*  
*Member of the Outstanding Teaching Award Committee (QU)*  
*Member of the Faculty Senate (One Semester QU)*  
*Member of the Entrepreneurship Committee (CBE)*  
*Member of the Strategic Planning Committee (CBE)*  
*Member of the Interactive Teaching Task Force (CBE)*

### COURSES TAUGHT

*Principles of Management: 22 times (13 at the MBA level and 6 at EMBA level)*  
*Human Resources Management: 9 times (6 times at the MBA level)*  
*Empowering Human Potential at Work: 6 times (all at the MBA level)*  
*Organization Theory: 10 times (Once at the MBA level)*  
*Organizational Behavior: 12 times (4 at the MBA level)*  
*Strategic Management: 150 times (60 at the MBA level) Course coordinator, and 6 times at the Doctoral level.*  
*Small Business Management and Entrepreneurship: 26 times (9 at the graduate level)*  
*International Business: 28 times (22 at the MBA level) and one time at the Doctoral level.*  
*Cross-Cultural Management: 6 times (all at the MBA level)*  
*The Management of Change: 18 times (all at the EMBA level)*  
*Leadership: 7 times at the MBA level*  
*HR Strategy: 2 times at the MBA level*

## **AWARDS/PROFESSIONAL AFFILIATIONS/CONTRIBUTIONS**

*Recipient of the Distinguished Teaching Award, College of Business Administration, Abu Dhabi University, UAE. Spring 09-10.*

*Recipient of a grant (2010-2011) from Abu Dhabi University, UAE to conduct research on Female Emirati Entrepreneurs in the Emirate of Abu Dhabi.*

*Recipient of a grant (2010-2011) from Abu Dhabi University, UAE to conduct research on SMEs in the Emirate of Abu Dhabi.*

*Recipient of a grant (2007-2008) from the American University of Sharjah, UAE to conduct research on SMEs in the Northern Emirates of the country.*

*Recipient of the Coastal Educational Foundation Distinguished Teacher of the Year Award for 1995-1996, Coastal Carolina University, Conway, South Carolina.*

*Recipient of the Coastal Educational Foundation Distinguished Service of the Year Award for 1994-1995, Coastal Carolina University, Conway, South Carolina.*

*Finalist for the Distinguished Teacher Award, for the 1994-1995 academic year. Honorary Mention.*

*Selected for inclusion in the third edition of WHO'S WHO AMONG AMERICA'S TEACHERS, 1994.*

*Finalist for the Distinguished Teacher Award for the 1993-1994 academic year. Honorary Mention.*

*Finalist for the Distinguished Teacher Award, for the 1991-1992 academic year. Honorary Mention.*

*Editorial Board Reviewer for Education, Business and Society: Contemporary Middle Eastern Issues*

*Editorial Board Reviewer for Management Research Review*

*Editorial Board Reviewer for EuroMed Journal of Business*

*Ad hoc Reviewer for Thunderbird International Business Review*

*Editorial Board Reviewer for The Cyprus Review.*

*Book and case reviewer for Houghton Mifflin Company.*

*Participant in a two-week program/seminar organized by the University of South Carolina, on the role of Central Europe in international business, in Austria, Czechoslovakia, Hungary; Summer, 1992.*

*Member of the Academy of Management, the Academy of International Business and the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA).*

*Elected member of the Board of Directors for Smith-Jones Community Center, in Conway, South Carolina.*

*Elected member and Chair of the Board of Directors for CASA - Citizens Against Spouse Abuse - a nonprofit human service agency.*

*Elected member of the Advisory Board for S.O.S. Health Care, Inc.- a nonprofit human services agency.*

*Association for Research on Nonprofit Organizations and Voluntary Action: Paper presenter; paper reviewer; paper discussant.*

*Academy of Management: Paper reviewer; paper discussant.*

*Southern Management Association: paper reviewer; paper discussant.*

*Southwestern Federation of Administrative Disciplines: Paper presenter.*

*Academy of Business Administration: Paper presenter; paper discussant and Session Chair.*

*The Institute of Management Sciences: Paper presenter; paper discussant.*

*The Academy of International Business-Southwest: Paper presenter; paper discussant; session chair.*

*Second Biennial International Conference on Advances in Management: paper presenter.*

**REFERENCES WILL BE FURNISHED UPON REQUEST**