



CURRICULUM VITAE

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EDUCATIONAL BACKGROUND

(2004- 2009) Professor in Business Administration. The degree was granted after producing 18 papers and articles in different managerial subjects. All referees were impressed with the enormous products and distinguished articles and subjects tackled. The articles were focused on strategic, cultural and systems' development.

IUG University, Gaza Strip.

(1998- 2004) Associate Professor in Business Administration. The degree was granted by The Islamic University of Gaza (IUG). All referees were impressed with the distinguished articles and subjects tackled. The articles were focused on the strategic and cultural issues in management.

IUG University, Gaza Strip.

(1993-1998) PhD in Management

Thesis title: "The Development of Manufacturing Industries in the Gaza Strip: 1967-1994". The aims of the thesis was to identify the factors, which blocked Gaza's manufacturing development, and set up strategies, policies and procedures which need to be implemented immediately to develop industrialization in Gaza. In addition, the study explained the strengths and weaknesses of local Palestinians in understanding the nature of industrialization - how their attitudes and managerial practices contributed to the lack of manufacturing development in Gaza Strip.

University of Exeter, UK

(1991-1993) MBA Business Administration.

The MBA was a taught course, consisted of various subjects including, the principles and practices of management, marketing management, personnel management, production management, feasibility studies, organisational behaviour, industrial sociology, NGOs management, finance and quantitative techniques, business ethics and environment and economy. Dissertation title was: "The Balance between Centralisation and Decentralisation in Managerial Control". The aim of this dissertation was to investigate how to achieve the appropriate balance between administrative centralisation and decentralisation in the establishment without losing control.

University of Exeter, UK

(January 2000-November 2000) MBA in Management Development

This program was aimed to train tutors or facilitators in the field of management development. The program was based on an agreement between the Islamic University and EAMS (Euro Arab Management School) a Spanish institute. The program consisted of five modules. The program was organized, that the Participant can travel and attend the program with flexible timetable. Special attention was given to curriculum design, MIS and management cross-culture with particular focus on management and business practices in Europe and the Middle East.

Euro Arab Management School, Spain

(1981-1986) BA in Business Administration.

The Islamic University of Gaza

Training Programs Attended

(14-18 April 1999) A program on business counselling. The program was delivered by an international expert on how to be a good business counsellor.

(1-9 February 2003) Training course was attended in the subject of "The Evaluation of Educational Programs". The course was organized by the Quality Committee, Islamic University of Gaza.

(24-28 January 2004): Training course was attended in the subject of "Academic Evaluation). The course was organized by the Quality Committee, Islamic University of Gaza.

(First week of April 2004): Training course was attended in the field of strategic Planning. The program was delivered by International expert in order to develop the skills of local experts on how to design a strategy for a local NGOs by applying the Peter Drucker Model. The program managed by Berziet Univeristy.

(April 2006): Training Course was attended in Egypt on using a marketplace simulation game to design and deliver a mini-MBA for fresh Accountants, sponsored by CCC company and by EFE association, USA.

LANGUAGE PROFICIENCY

Arabic (First language); English (Fluently) and Hebrew (Fairly good).

EMPLOYMENT HISTORY

(October 1998-) Assistant Professor at the Islamic University of Gaza in the field of Business and management. The main interest fields include: culture and management, strategic management, business essentials, principles of management, research methodology, marketing research, international management and small business management.

(October 1999 - September 2000) Deputy Dean for Development, Faculty of Commerce.

(October 2000 - September 2002) Head of Department of Business Administration, Faculty of Commerce.

(August 2003- 2006) Chairman of Postgraduate programs, Faculty of Commerce.

(September 2006- August 2007) Deputy Dean of Faculty of Commerce.

(August 2007-2009) Dean of Planning and Development.

(September 2009-) Dean of Faculty of Commerce.

Training Experience

Trainer in various managerial subjects to different target groups including, training courses to NGOs staff on advanced management skills, human resource development, train small business owners\managers on how to carry out a financial planning, problem solving techniques, strategic planning, crises management, work stress management, performance evaluation, report writing techniques, time management, communication skills and how to conduct a feasibility study and marketing research.

Some of the programs which I trained during the years 2001- 2006:

- 1- Financial Planning and analysis, target group: car parts' establishments' managers in Gaza City, May 2001, organized by Center for Businessmen.
- 2- Advanced management, target group NGOs managers in Khan Younis, held at the National Institutes Office in Khan Younis Governorate, July 2001, organized by Panorama Association.
- 3- How to start and run your business, target group new graduates in Khan Younis, October-November 2001, UNDP.
- 4- Contemporary Marketing skills, target group unemployed graduates in Eastern villages in Khan Younis, 15/12/2002-15/1/2003, CHF.
- 5- Trainer in the program of TAMKEEN "project management", target groups was managers of NGOs and new graduates. The program was organized by the Deanery of

Continuous education, Islamic University of Gaza, during the period May-July 2003;2004;2005. My tasks was to train in: strategic planning, advanced management skills and performance evaluation. The task was included on-job training for NGOs staff.

- 6- Trainer in the field of crisis management and stresses management to the staff of Assalah Society NGO. The programs were organized by the Deanery of Continuous education, Islamic University of Gaza, during the period August 2003.
- 7- Trainer in the field of fund raising and report writing to the staff of Red Crescent in Khan younis May 2005.
- 8- Trainer in the field of strategic management, crisis management and problem solving to women leaders in the southern part of Gaza Strip. The programs were organized by the Deanery of Continuous education, Islamic University of Gaza, during the period October 2005- March 2006. The program also includes on-job-training.
- 9- Trainer in Team building and Management of Change, Community Collage of Applied Sciences and Technology – Gaza, September 2006.

Consultancy Experience

Many Consultancy works have been performed including strategic planning, restructuring organizations, evaluation of effectiveness and performance of several international NGOs operating in the Gaza Strip. These Consultancy activities helped the targeted organisations in improving their services and expand their activities. On-site visits and advises were also paid to many NGOs to evaluate and develop their performance in management. Examples of consultancy services:

1. Restructuring and redesigning of some of Islamic Universities units and deanships during the period 2007 - 2009.
2. Restructuring AIWafah NGO during the period June and December 2007.
3. Consultancy services in the field of evaluation, strategic planning and different issues in management were paid to more than 15 institutes and NGOs over three years (2003-2005). Examples of these institutes, Student friends society, Alamal Society, Moslem Women Youths Association, Assalam Hospital, Culture and free thought Association.
4. Design a strategic plan for Free and Culture Thought Association, Khan Younis April-June 2004.
5. Team leader in the quality evaluation of academic programs, Faculty of Commerce, IUG 2003 - 2004.
6. Strategic plan Design for the friends of blind disability association, January 2005.
7. Team member of, NGOs Evaluation and Strategic Design in Palestine, Welfare Association Group, sponsored by World Bank, August – September 2006.
8. Design a Strategic Plan for the Friends of Students society, September 2007.
9. Design a Strategic Plan for Technical Collage- Deir Al-Balah, 2009.
10. Mid-term review of IUG strategic plan.

PUBLICATIONS

1) Article: “The Internal Constraints on the Process of Industrialisation in Gaza”. Joint Article. The Article was published in international journal, May 1999, *British Journal of Middle Eastern Studies*.

2) Article: “The External Constraints on Gaza’s Manufacturing Industries”. Joint Article. The Article was published , at *International Journal ‘Middle Eastern Studies*), January 2000.

3) Article: "Business Failure in the Gaza Strip: Experts perspectives". Joint Article. The Article was published at the *Islamic University Journal*, June 2002.

4) Article: "Strategic managerial Practices of Palestinian manager: An Applied study on Plastic and Shoe manufacturers in the Gaza Strip", published at the *Journal of Faculty of Commerce*, Cairo University, Issue (59) 2002.

5) Article: Constraints on Academic Scientific Research in the Gaza Strip's Universities: Faculty of commerce professors and lecturers viewpoints, *Islamic University Journal*. Vol. 12, no. 1 2004.

6) Article: Opinions around the Strategic managerial Practices of Palestinian manager: Case study from the Gaza Strip, Published at the *Islamic University Journal*, Vol. (11) no (2) 2003.

7) Article: Management Characteristics in Gaza's Manufacturing Establishments: Cross-Culture management; Gaza versus Europe. *Islamic University Journal*. Vol. 12, no. 1 2004.

8) Article: Evaluation of Managerial Practices at Family Establishments in the Gaza Strip: Field Study, *Journal of Commerce and Finance*, Tanta University, Egypt, First Issue 2005.

9) Article: Evaluation of Internal Control in the Ministries Palestine Authority in the Gaza Strip: Field Study, *Journal of Commerce and Finance*, Tanta University, Egypt, First Issue, 2006 Co-Author.

10) Article: Strategic Planning at the Construction Companies in the Gaza Strip, *Journal of Commercial Studies and Researches*, Faculty of Commerce, Zaqazeeqe University, 2006, Co-Author.

11) Article: Dominant Leadership Pattern at Palestinian Ministries in Gaza's Governorates, *Islamic University Journal* , Vol. (15) Issue (2) 2007, Co-Author.

- 12) **Article:** The characteristics of Governance at Large Food Manufacturing establishments in the Gaza Strip, *Journal of Al-Aqsa University* 2009.
- 13) **Article:** Strategic Thinking at the Ministry of Health in the Gaza Strip: Management Viewpoint, *Journal of Al-Azhar University* 2009, Co-Author.
- 14) **Articles:** The Development of Organizational Structures at Palestinian ministries in the Gaza Strip and their Impact on Managerial Efficiencies, *Islamic University Journal*, Vol. (15) Issue (2) 2007, Co-Author.
- 15) **Article:** The Influence of Organizational Climate on Human Resource Performance: a field Study on Palestinian Ministries in the Gaza Strip, *Islamic University Journal* , Vol. (16) Issue (1) 2008, Co-Author.
- 16) **Article:** The reality of Selection and hiring Policies at the Managerial Jobs in the Palestinian Ministries in the Gaza Strip, *Islamic University Journal* , Vol. (16) Issue (2) 2008, Co-Author.
- 17) **Article:** Level of Management Innovation at the Palestinian Ministries, *Anajah University Journal* , Vol. (21) Issue (4) 2007.
- 18) **Article:** Level of Strategic Thinking at the NGOs in the Gaza Strip, *Periodical of Rafidain Development*, 2009.
- 19) **Article:** Performance Evaluation of Large Food Manufacturing Establishments in the Gaza Strip by Using the Balanced Scorecard (BSC) Approach, *Journal of Financial and Commercial Researches-* Swais University, Egypt, Issue (2) 2008.
- 20) **Article:** Organizational Culture Dominant at the Islamic University of Gaza: Managers point of views, *Journal of Financial and Commercial Researches-* Swais University, Egypt, Issue (1) 2008.
- 21) **Article:** Obstacles of External Investments in the Gaza Strip: A Field study, *Conference Proceeding, Investment and Finance in Palestine: Between Development and Contemporary Challenges*, Faculty of commerce, Islamic University of Gaza, May 2005, Co-Author.
- 22) **Article:** The Reality of Internal Managerial control at the NGOs in the Gaza Strip, *Islamic University Journal*, 2009, Co-Author.
- 23) **Article:** “Towards an Industrial Strategy for the Gaza Strip”. This paper was presented and published at the *Conference proceedings* 14-16 July 1998, Bradford Management and Technology Centre, University of Bradford UK.

24) Article: Reality of Scientific research in Gaza's Universities: Faculties of commerce case study, Gaza, *Palestine Legislative Council*, January 2002.

25) Article: Obstacles of Managerial Researches in the Gaza Strip, *ARADO*, Ashareja, Published at the conference Proceedings, April 2002.

26) Article: Proposed Policies and Programs of Incentives for Gaza's Industry Development, *Conference Proceeding*, Faculty of Commerce, IUG February 2006.

27) Article: A review to Internal Control and its Techniques in the Palestinian Ministries in the Gaza Strip, *Conference Proceeding*, Arab Organization for Managerial Development June 2006.

Books:

1. Co-Author of "*Management, Concepts and Practices*", published by authors 2002.
2. Co-Author of "Scientific Research Methods and Statistical Analysis in Management Sciences" 2004.

Computer skills:

Able to use the following computer programs very well: Word, SPSS, and PowerPoint.

Membership:

PFIRST: Member of Board of Directors.

1. Member of University of Council since September 2007.
2. Member of Wafa NGO Board of Directors, Since July 2007.
3. Member of Faculty of Commerce Council during the period 2003-2007.
4. Member of Department of Business Administration Council Since 1998, IUG.
5. Head of Faculty of Commerce Council since October 2009.

Second: Member of Committees.

1. Head of Institutional Performance and Evaluation Committee- IUG- 2007-2009.
2. Head of University Celebrations' Committee IUG, 30 years of existence 2008-2009.
3. Head of IUG Financial Efficiency Committee, 2007-2008.
4. Head of Developing organization's structure and systems at Wafa NGO, 2007-2008.
5. Member of Quality Committee, responsible for IUG quality programs, 2002-2003.
6. Member of preparation committees of 4 conferences.
7. Head of Scientific Committees of 2 conferences, 2008-2009.
8. Member of steering committee responsible for restructuring the Palestinian Ministry of Health, 2006.

Hobbies

Watching Football and reading.

REFERENCES:

(References available upon request.)