

Dr. Bahaudin G. Mujtaba, HRM and International Management

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TEACHING / TRAINING / BUSINESS MANAGEMENT

Bahaudin strives to be personable and an honest professional with high degree of integrity and enthusiasm. He has served as a mentor and trainer and has been a life-long learner. Bahaudin has a proven success record in employee training, management development, faculty development, curriculum and program development as well as learning assessment of course and workshop participants. He is author/coauthor of over fifteen books in business ethics, coaching, management, and cross-cultural leadership topics. Bahaudin has effective facilitation, presentation, and managerial skills. Bahaudin is familiar with accreditation bodies (such as SACS, AACSB, IACBE, ACBSP, NCA/HLC, UCI, ATIB, etc.), and he is an experienced online educator.

Demonstrated expertise:

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| - Cross-Cultural Management | - Budget Planning and Administration |
| - Training & Succession Planning | - Curriculum Design & Management Development |
| - Facilitator, Trainer, & Educator | - IACBE, ACBSP, SACS, and ACCSB Accreditation |
| - Performance Evaluations | - Time and Stress Management |
| - Need & Learning Assessments | - Leadership Training and Development |
| - Online Educator & Facilitator | - Faculty Recruitment, Training and Development |
| - Quality Assurance and Assessment | - Food Safety and Quality Management |

CAREER EXPERIENCE

- **Professor: 2011 - Present:** *Nova Southeastern University.* Teaching management, leadership, human resources, international management, and general business courses at graduate and undergraduate programs.
- **Academic Review Committee 2008- Present** – Serving as a committee member to at the university level to review academic programs and serve as Chair for Internal Review Committees (IRC).
- **Faculty Rank and Promotion Committee 2010-Present** – Serving as a committee member to do the following functions:
 1. Review faculty's portfolio for annual review and make recommendations to the Dean.
 2. Evaluate requests for faculty sabbaticals and make recommendations to the Dean.
 3. Evaluate requests for promotion to Associate Professor and Professor Ranks to make recommendations to the Dean.
- **Associate Professor: 2005 - 2011:** *Nova Southeastern University.* Teaching management, leadership, human resources, international management, and general business courses at graduate and undergraduate programs.
- **Peer-Review of Faculty Teaching Roster for 2011-2012** – Served as a Peer-Reviewer for the Health Profession Division: medicine, pharmacy, dental, etc.
- **Peer-Review of Faculty Teaching Roster for 2010-2011** – Served as a Peer-Reviewer for Institute Studies and Oceanography as assigned by the University Provost and Vice President of Academic Affairs.
- **Teaching Load Task Force committee member** – 2010 and did the following:

1. Evaluate the teaching loads of Huizenga School full-time faculty in recent semesters, considering the number of courses taught, class size, student credit hours generated, and any other issues deemed as pertinent.
 2. Consider whether or not a reduced load or differentiated reduced load could be operationalized without a substantial budgetary implication to the Huizenga School.
 3. Determine what overload rules, if any, should be developed.
 4. Discuss any other issues of importance surrounding the teaching load issue.
 5. Provide the Dean with corresponding recommendations on the various rules that should be developed and how they should be communicated to the faculty.
- **Guest Editor for the *Journal of Global Business Advancement* - JGBA, September 2011.** Served as a guest editor of Special Issue for JGBA, 4(3), 2011...theme: *Interdependent Global Practices and Learning Opportunities*, which included the following articles (Website: www.inderscience.com):
 1. *Contagion of the US subprime mortgage crisis to emerging and transitional economies: experience and possible lessons*, by Chu V. Nguyen.
 2. *The Java automotive industry: between Keiretsu and Learning Region*, by Dessy Irawati and Roel Rutten.
 3. *The success of born global firms: a conceptual model*, by Parves Sultan and Ho Yin Wong.
 4. *An experimental study on the role of store benefit and information search by shopper towards in-store communication*, by Dwarika Prasad Uniyal.
 5. *Organizational characteristics and quality improvement: an exploratory investigation*, by Muhammad Madi Bin Abdullah and Juan José Tarí.
 6. *Employment discrimination and Muslims in America*, by Frank J. Cavico and Bahaudin G. Mujtaba.
 - **Book Review Editor for the *Journal of Applied Management and Entrepreneurship*: 2005 - 2012:** Networked with publishers, collected new professional books, attracted potential reviewers from universities and doctoral programs around the world, assigned and distributed books based on interest and reviewer specialization, edited book review submissions, and forwarded complete files for publication to the editor JAME four times each year. Each issue of JAME had five book review publications.
 - **Visiting Professor: 2008 - Present:** *Thomas Edison State College (New Jersey, USA)*.
 - Lectured on “MAN 372 – International Management.” Since 2009.
 - Lectured on the topic of “GLM 550 – Global management.” During 2009 and 2010.
 - During 2010-2012 years, served as a reaccreditation committee member on the “*Report on the Institutional Self-Study*”, prepared for the Commission on Higher Education of the Middle States Association of Colleges and Schools – Submission date, February 2012.
 - **Visiting Professor: 2007 - Present:** *Ramkhamhaeng University - The Institute of International Studies (Thailand)*.
 - Lectured on the topic of “BM615- Current Issues in Management” for graduate business students in the MBA and Ph.D. Programs. Face-to-face lectures were facilitated in Bangkok and Hat Yai, Thailand.
 - Lectured on the topic of “BM601- Management and Organizational Behavior” for graduate business students in the MBA Program. Face-to-face lectures were facilitated in Bangkok and Hat Yai, Thailand, as well as through online platforms.
 - Lectured on the topic of “BM607- Strategic Management” for graduate business students in the MBA and Ph.D. Programs. Face-to-face lectures were facilitated in Bangkok and Chiang Mai, Thailand.
 - July 2009 - Lectured on the topic of “LA 990- Business Law and Ethics” for Lawyers who were working to earn their doctorate degree in business law. Face-to-face lectures were facilitated in Bangkok, Thailand.

- July 2007 - Lectured on the topic of “LA 989- *Current Issues in International Dispute Resolution*” for Lawyers who were working to earn their doctorate degree in business law. Face-to-face lectures were facilitated in Bangkok, Thailand.
- **President: 2007 – Present:** ILEAD Academy, LLC: *President and Consultant*. A Management consulting firm that helps managers and executives with strategic initiatives, management development, marketing plans, customer service, employee and media relations, cross-cultural competency, employee development, and international expansion. Consulting experiences have included both national and international firms in the areas of diversity, change management, ethics, joint ventures, efficiency and productivity, cross-cultural training, etc.
- **Department Chair - Management: 2006 - 2010:** *Nova Southeastern University*. As Chair, I am responsible for faculty and curriculums in management, leadership, human resources, and sports management areas in graduate and undergraduate programs.
 - 2009-2010: Served as Chair on the Internal Review Committee for the Doctoral Degree in Physical Therapy.
 - 2008-2009: Served as a member on the Internal Review Committee for the Doctoral Degree in Computer Information Systems.
 - 2007-2008: Served on the Online Committee for Undergraduate Business Programs.
 - 2007: Served as the Chair of Institutional Effectiveness Committee for NSU’s SACS reaccreditation. Also, served as the representative of the H. Wayne Huizenga School of Business and Entrepreneurship for the 10-Year SACS Reaccreditation Review.
 - 2007: Met with the SACS Review team at Nassau, Bahamas, to discuss faculty needs and academic integrity for the 10-Year SACS Reaccreditation Review.
 - 2006-2007: Member of the Internal Review Committee for the Bachelors of Science in Business Administration Program.
 - 2006-2007: Author of the MBA Assessment of Student Learning Outcomes (ASLO) Report.
 - 2006: Served as Chair of the Faculty Interview Committee to hire two new faculty members for the Management Department.
- **Visiting Professor: 2007:** *St. Georges University (Grenada)*.
 - Lectured on the topic of “*Affirmative Action and Diversity: Managing amid Differences.*” March 03, 2009.
 - Lectured on the topic of “*Cross Cultural Negotiations: Keep it Simple and Practical.*” March 03, 2009.
 - Conducted a two-hour workshop on the topic of “*Ethics and Social Responsibility of Managers and Leaders in the Workplace.*” March 04, 2009. This was a general session where the faculty from the university as well as practitioners in the public and private sectors along with the community leaders were invited to attend the event, participate, and ask questions.
 - Lectured on the topic of “*International Management / Ethics and Social Responsibility in a Cross-Cultural Workplace.*” October 28, 2007.
 - Lectured on the topic of “*Discrimination and Affirmative Action*” for students. Grenada; October 29, 2007.
- **Director of Institutional Relations, Planning and Accreditation: 2003 - 2005:** *Nova Southeastern University*. Director of Institutional Relations, Planning and Accreditation at H. Wayne Huizenga School of Business and Entrepreneurship. As a Director, I was responsible for faculty development, assessment of learning, and accreditation issues related to undergraduate, master, and doctoral business programs at the Huizenga School. Furthermore, as the Director of Institutional Relations, I:
 - Provided strategic planning in conjunction with the administrators, academic chairs and faculty members to effectively and positively impact the culture as it affects our ability to achieve program and curriculum goals and objectives.
 - Developed and implemented faculty orientation and training to improve student learning.

- Provided faculty development workshops to glean and share techniques for understanding and effectively dealing with the adult learners.
 - Provided leadership and planning for assessing, achieving and improving student learning in each academic program.
 - Planned the day-to-day activities for the achievement of IACBE accreditation, UCI accreditation, re-affirmation by SACS, and membership reports for AACSB International.
- **Assistant Professor: 2002 - 2005:** *Nova Southeastern University.* Assistant Professor of International Management, Human Resources and Management at the H. Wayne Huizenga School of Business and Entrepreneurship, Nova Southeastern University.
 - **Director, Undergraduate Business Programs: 2002 - 2003:** *Nova Southeastern University.* Director of Undergraduate Business Program at Farquhar College of Arts and Sciences; and, at the H. Wayne Huizenga School of Business and Entrepreneurship. As a Director, I was responsible for all academic and operational issues of the department and reported to the Associate Dean and Dean.
 - Coordinated academic and strategic planning for all academic, administrative, and operational sectors of the undergraduate business programs.
 - Developed and implemented faculty orientation and training for nearly 350 full-time and adjunct faculty members. Faculty orientation and training sessions were held in Fort Lauderdale, Tampa, Orlando, Kingston of Jamaica, and Nassau of the Grand Bahamas during February, March and April of 2003.
 - Planned for, successfully completed the self-study process, and worked with the University Council of Jamaica (UCJ) Accreditation Program for accrediting NSU's Undergraduate Business Programs in Jamaica during the 2002 academic year. The site visit was successfully completed in November of 2002 in Kingston of Jamaica.
 - **Academic Campus College Chair: 2000 - 2002:** *University of Phoenix.* Campus College Chair for the College of Graduate Business and Management (GBAM) and Information Systems at Tampa Campus. As a Chair, I was responsible for the administration of academic issues, faculty recruitment, training, and development with regard to College of GBAM. Directly involved in student/faculty conflict resolution. I was also responsible for advising and guiding both faculty and students on academic issues and for positively influencing the cultural development of campus. As an administrator for 60+ faculty members and over 400 graduate students, I was directly involved in the decision-making process identifying academic factors affecting organizational change and our academic competitive edge. Furthermore, the Chair:
 - Planned for, successfully completed the self-study process, and worked with the North Central Association (NCA) Accreditation Agency for re-accreditation of University of Phoenix's Business Programs. The self study from the Tampa Campus was submitted in late 2001 and the university was granted a ten year accreditation.
 - Provided strategic planning to deal with local economic fluctuations affecting campus climate and culture as it affects our ability to achieve organizational and departmental goals.
 - Developed and implemented training to improve faculty developmental skills and strategies to meet the dynamics of a growing, changing and learning organization.
 - Provided workshops to the faculty to develop frameworks and techniques for understanding and dealing with the campus cultural environment from the perspective of their roles as leaders and change agents.
 - Provided leadership to GBAM to positively influence factors affecting the shift in and changes to campus culture while balancing the needs of customers, shareholders, employees, and other stakeholders simultaneously.
 - Promoted the school's programs within the community. In summary, I am responsible for the overall management of the graduate programs at the campus.

- Conducted faculty development, orientation, and training sessions for over 220 adjunct faculty members. The sessions were held in Tampa, Florida, to enhance the skills of faculty members and to provide opportunities for faculty interaction and benchmarking.
- **Academic Department Chair: 2000 - 2001:** *University of Phoenix.* Academic Department Chair for the College of Undergraduate Business and Management at Tampa Campus. Responsible for the overall administrative and qualitative assignments of the College.
 - Developed and implemented faculty orientation and training for over 100 adjunct faculty members. Faculty orientation and training sessions were held in Tampa, Florida.
- **Full-Time and Adjunct Faculty: 1998 - 2002:** *University of Phoenix.* Professor of Management, International Management, and Technology Management at the MBA and Doctoral Programs.
 - In 1998, completed a four week face-to-face faculty development workshop with diverse faculty members to become a certified facilitator in the Tampa Campus.
 - In 1999, completed a four week Online Faculty Training course to become a certified online facilitator at the graduate program.
- **Adjunct Faculty: 1996 - 2002:** *Nova Southeastern University.* Adjunct professor of Management, International Management, Human Resources, and Ethics at the MBA, MIBA, and Virtual MBA Programs.
 - In 1998, 1999, & 2000, as an adjunct faculty member, Bahaudin was able to assist the Program Office in preparation for SACS team. The MBA Program Office at the School of Business Entrepreneurship asked for submission of syllabi, tests, activities used in the classes, learning outcomes assessment, term projects, course grades, feedback to students on their projects, pre-post-test results, etc. for SACS re-accreditation process. The aforementioned items were prepared and submitted to the Program Office for the following courses: *GMP5012-Twenty First Century Management Practices; GMP5017-Develivering Superior Customer Value; GMP5320-Management Communication; and GMP5821-Comparative International Management* courses.
 - In 1998, attended a two-day faculty development conference in Fort Lauderdale, Florida. Attended sessions that prepared both full-time and adjunct faculty members to effectively teach *GMP5012-Twenty First Century Management Practices* and *GMP5017-Develivering Superior Customer Value* courses.
 - In 1999, attended a two-day faculty development conference in Fort Lauderdale, Florida. Attended the sessions which focused on online graduate business courses and certification to teach in the eMBA Program. Also, attended the faculty development session which focused on effectively teaching *GMP5015-The Legal, Ethical, and Social Value of Business* course.
- **Manager, Management Development Trainer, and Senior Training Specialist: 1984 - 2000:** *Publix Super Markets Inc.* Manager and Senior Training Specialist. Positions held during the 16 years included *Management Development Specialist, Teacher, Senior Trainer (internal consultant), and Manager.* I have worked as an internal consultant to management and as a teacher/trainer for the past six years in Improvement Systems and Human Resources Departments. Retail management and support experience include: hiring, reward and compensation, training, EEO laws, Affirmative Action, management of 35 associates, art layout and graphic design, textbook publication for training, teaching, and consulting for management. As a senior training specialist, my responsibilities have included preparing and coaching new teachers and conducting train-the-trainer sessions for our merchandisers and retail supervisors.
 - Developed over 20 different training workshops for Management Development.
 - Became certified and taught over 10 different Management Development Workshops.
 - Assessed and documented learning outcomes of Management Development Workshops through surveys and following-up studies with managers who attended the workshops, measured behavioral changes in managers by using 360 degree survey instruments, observed managers and

interviewed their employees and/or superiors, and invited managers for other relevant and follow up management development workshops.

EDUCATION

- ***Doctorate of Business Administration (DBA) 1993 – 1997.*** With post-doctorate specialties in *Human Resources and International Management* specialties. Nova Southeastern University (NSU).
- ***Masters of Business Administration (MBA) 1991 – 1993.*** Nova Southeastern University (NSU).
- ***Bachelors of Science (BS) 1988 – 1991.*** Business Administration. University of Central Florida.
- ***Associates of Art (AA) 1985 – 1991.*** Pre-engineering. Edison Community College.
- ***High School Diploma, 1985.*** Fort Myers High School. Fort Myers, FL.

SPECIAL TRAINING

- Diversity training through the National Multi-Cultural Institute (NMCI) in Washington DC. 1998 - 1999.
 - Certified Facilitator/Trainer of “The 7 Habits of Highly Effective People” through the Covey Leadership Center. 1996.
 - Special training in Structured Writing, Job Class Training, and developing courses for management and non-management associates. 1995-1997.
 - Facilitator and Trainer of a five day Quality Improvement Process (QIP) workshop developed by Publix. 1994 – 1997.
 - Certified Professional Food Manager, by National Assessment Institute, Orlando, Florida. 1991.
 - Received special training in “Leadership Workshop (I)” and “Advanced Leadership Workshop (II)” using Kenneth Blanchard’s Situational Leadership concepts and profile. 1988 – 1989.
 - Special training in Microsoft Word, Excel, and Power Point for designing and creating templates to develop and publish textbooks and training material. 1996 – 1997.
 - Certified instructor, examiner, referee, and third degree black belt at Y. K. Kim’s Tae Kwon Do School. Certified through the American Tae Kwon Do Federation and the World Martial Arts Research Foundation. 1987 – 1995.
 - Completed the Dale Carnegie Course in “Effective Human Relations and Public Speaking” in Orlando, Florida. 1987 – 1988.
 - Completed three courses through Cornell University- The New York State College of Agriculture and Life Sciences. “The Complete Managers”, “Fundamentals of the Food Industry” and “Food Store Sanitation.” 1988.
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SPECIAL MENTIONS & SKILLS

- O'Dair, Barbara (February 26, 2020). Is This Just A Test? What's Really Behind Employee Personality and Drug Tests. *Psycom.Net*. Link: https://www.psycom.net/employee-personality-testing-and-drug-testing?fbclid=IwAR1A5ZRS_alI_kilha1KNFOeNIMVe9ts16Bjiw03-Ybqd3PgoVakWXRg_xo
- Bernardo, Richie (Feb 13, 2018). 2018's Most & Least Ethnically Diverse Cities in the U.S.: Ask the Experts. *WalletHub Blog*. Website: <https://wallethub.com/edu/cities-with-the-most-and-least-ethno-racial-and-linguistic-diversity/10264/#bahaudin-g-mujtaba>
- Cited as an expert HR consultant on wellness and ethics for the article on “*This Company Gave Non-Smokers Six Extra Vacation Days to Compensate for Smoke Breaks: It started with a comment in the company suggestion box,*” in Tonic Vice, by Jesse Hicks (November 1, 2017). Online link: https://tonic.vice.com/en_us/article/59yydb/japanese-company-gave-non-smokers-six-extra-vacation-days
- **Faculty of the Year Award (2010-2011):** Bahaudin was awarded the prestigious annual “Faculty of the Year Award” for the 2011 during June 2011 at Nova Southeastern University's H. Wayne Huizenga School of Business and Entrepreneurship.
- **“Take a Load Off”** – citation in the nature of workplace stress article by Romy Ribitzky (September 08, 2010) in Protfolio.com: A bizjournals Property: <http://www.portfolio.com/resources/2010/09/08/what-employers-can-do-to-combat-the-changing-nature-of-workplace-stress>
- **Article download about 18,000 times by 2015.** Also, it had *Financial Times* citation on the article entitled “Navigating Cultural Differences” by Emma Jacobs (July 17, 2010). Mujtaba, B. G. and Patel, B. (2007). McDonald's success strategy and global expansion through customer and brand loyalty. *Journal of Business Case Studies*, 3(3), 55-66. Financial Times citation Links: <http://money.ninemsn.com.au/article.aspx?id=7932066> or: <http://www.ft.com/cms/s/0/f3e2f464-937e-11df-bb9a-00144feab49a.html>
- **Centre Daily Times –Central Pennsylvania and South Florida Sun-Sentinel's Career Builder section:** Quinn, Emily Hughey (2010). Getting more? Thoughts of actual raise could be creeping back into the picture. Centre Daily Times, Sunday, January 10, 2010. Website: centredaily.com
- **Nightly Business Report Interview by PBS:** Yastine, Jeff (December 01, 2009). Nightly Business Report Correspondent interviewed Bahaudin G. Mujtaba for this PBS Nationally Publicized Segment entitled “*Economic Fears Stunt Business Growth.*” Website: <http://www.pbs.org/nbr/info/video-share.html?s=nbre07s3617q4c4>. Bahaudin's story is at the 17:00 minute to about the 10:00 mark. Transcript website: http://www.pbs.org/nbr/site/onair/transcripts/tough_trends_and_decisions_facing_small_business_091201/
- **Sun-Sentinel and Orlando Sentinel newspapers:** Interviewed for an article about how employees can manage their boss, which ran in the November 5, 2009 issue of the Sun-Sentinel and Orlando Sentinel newspapers. Focused on how employees can influence and communicate more effectively with their supervisor.
- **Best Paper Award Winner** on a conference presentation on the paper entitled, “Task and Relationship Orientation of Ugandans and Americans,” by the *Institute of Behavioral and Applied Management* at the Annual Conference, October 2009, Washington, D.C., United States.
- **Money Talks News Interview viewed over 4,000 times:** Mujtaba, B. G. (August 2009). *How to Ask for a Raise*. Interview with Stacy Johnson of *Money Talks News* on August 2009.

Available and watch the interview at: <http://www.moneytalksnews.com/how-to-ask-for-a-raise/> OR: <http://www.youtube.com/watch?v=lpyGKa1s-18> ;

- **Miami Harold Newspaper citation:** Mujtaba, B. G. (February 2008). Prof takes issue with film about Afghan life. *Miami Harold*, Feb. 17, 2008; pp. 6.
- **Research Paper Award Winner** on a conference presentation at The International Academy of Business and Public Administration Disciplines, in Dallas, Texas. Coauthors were Hsu, C.; Mujtaba, B. G.; Dastoor, B.; and Sosa Fey, J. (May 2007). Paper title: *Does work status moderate the relationships among team transformational leadership, trust, satisfaction, and commitment of software development team members?* May 3-6, 2007.
- **Business Ethics and Global Social Responsibility Scholarship (2006):** The “Huizenga School Business Ethics and Global Social Responsibility Scholarship” has been established to support scholarly research by Huizenga School doctoral students that will advance the fields of business ethics and global social responsibility as well as the field of ethics in the public sector. The scholarship was conceived and created by Frank J. Cavico and Bahaudin G. Mujtaba. Cavico and Mujtaba, co-authors of *Business Ethics: Transcending Requirements Through Moral Leadership* (Pearson Publishing 2005), are providing funds to this scholarship from the royalties from the sale of the aforementioned business ethics text, which currently is being used by over six different colleges and universities. URL: <http://www.nova.edu/cwis/pubaffairs/sharkbytes/2006/feb7/scholarship.html>
- **Faculty of the Year Award (2005-2006):** Bahaudin was awarded the prestigious annual “Faculty of the Year Award” for the 2005 Academic Year at Nova Southeastern University’s H. Wayne Huizenga School of Business and Entrepreneurship. Each year, one faculty is honored with this great award for his or her contributions to the university, contributions to his or her field of teaching specialty, and for scholarship in the areas of management, entrepreneurship and leadership. For more information on the award, see NSU’s eBulletin at: http://www.nova.edu/cwis/ia/pubaffairs/ebulletin/sneak_peek/2005/dec20/atrium.html
- **Huizenga School Professor (Dr. Mujtaba) Serves as Conference Chair in Afghanistan (December 2005).** SharkBytes: An Online Newsletter from NSU. See URL: <http://www.nova.edu/cwis/pubaffairs/sharkbytes/2006/jan18/afghanistan.html>
- **NSU’s Annual Report for 2005:** Faculty Who Motivate and Lead. Page 8-10. Bahaudin is featured for his contributions to IACBE and Faculty Training in Higher Education, Distance Education, and Online Education.
- **Hollywood Movie, “The Kite Runner”, 2005-2006-** Served as a cultural consultant for the movie. Directed by Marc Forster; screenplay by David Benioff, based on the 2003 novel by Khaled Hosseini. Link: <https://www.youtube.com/watch?v=I3inCDECRkE>
- **Fox Television Series “Fortune Hunters”, 1994 –** played the role of a Colonel in one episode, while serving as a translator and Pashtu language consultant to the actors. Executive Producers; Frank Lupo and Carlton Cuse. “Fortune Hunter : Triple Cross New Source” Link: <https://www.youtube.com/watch?v=ZWNL5nrRaMA>
- **Mentoring:** I have enjoyed being a mentor and doing volunteer activities in the community. Mentoring is a good activity when conducted professionally and I have been involved in the informal mentoring process in the corporate side and they do work. Formally, I started a mentoring program at NSU for new faculty members in the Undergraduate Business Programs to enhance their chances of having successful experiences in their first year. I also volunteered for United Way in Lakeland. Worked with Junior Achievement programs in Tampa to teach kids about business and the importance of understanding economics. I presented (as a volunteer trainer) to INROADS youth (which is a good program) in FL that helps disadvantaged kids in college. I was also appointed by the Governor of Florida as a Human Rights Advocacy Committee (HRAC) member for a four-year term in Polk County, FL. This was another formal volunteer position by the State of Florida to monitor the work of Department of Children and Family employees to make sure they serve the kids and those with disabilities accurately and fairly. I have also volunteered to be a guest speaker with many local, national and international non-profit organizations.
- **Hobbies:** Racquetball, basketball, soccer, volleyball, tennis, jogging, chess, and martial arts.

- **Language:** Can converse in Persian and English. Can read and understand Pushtu. Can read Arabic but do not speak it yet.
- **Background:** Multicultural and diverse background of various countries and cultures.

GRANTS:

- **2019.**

Drs. Bahaudin Mujtaba, Belay Seyoum and Ravi Chinta were awarded the NSU President's Faculty Research and Development Grant in March 2019. The award money (\$12,000) was available for research funding from July 1, 2019 to June 30, 2020. The result was two publications related to entrepreneurship. We got the following publications as a result:

Seyoum, B., Chinta, R. and Mujtaba, B. G., (2021). Social support as a driver of social entrepreneurial intentions: the moderating roles of entrepreneurial education and proximity to the SBA. *Journal of Small Business and Enterprise Development* (in press).

Mujtaba, B. G., Chinta, R., and Seyoum, B. (2020). The Link between Leadership Styles and Barriers to Entrepreneurship among Women. *Journal of Academy of Business and Economics*, 20(1), 33-48.

- **2018.**

Dr. Bahaudin Mujtaba was awarded the Hersey-McCartney award in 2018. The result of this award is a conference presentation in Tokyo, Japan, and a manuscript publication.

Mujtaba, B. G. (March 9-10, 2019). Leadership Orientation of Afghan and Japanese Respondents: A Study of "Guzaara" or Getting Along in Asia. *ICESS Proceedings Book*, 1, pp. 50-67. The 16th International Conference on Economics and Social Sciences (ICESS-2019). Meiji University, Nakano Campus, Nakano-Ku, Tokyo, Japan.

Mujtaba, B. G. (March 2019). Leadership Orientation of Afghan and Japanese Respondents: A Study of "Guzaara" or Getting Along in Asia. *Information Management and Business Review*, 11(1), 24-39.

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- **PROFICIENT: An International Journal of Management** – Member of the Advisory Board since October 2009. Website: <http://jppl.org/publication.htm>
- **Academy of Management Association (AoM)**. Membership since 1995. Paper reviewer for AoM conference in August 04-10, 2005 in Honolulu, Hawaii.
- **Southern Management Association (SMA)**. Membership since 2002. Paper reviewer and session chair for SMA conference in November 11, 2005 in Charlton, South Carolina. Paper reviewer for SMA conference in 2004 in Clearwater, Florida.

- **Society for Advancement of Management (SAM).** Editorial review board member since 1998. Paper reviewer and discussant for SAM's 2003 Conference in St. Augustine, Florida Paper reviewer for SAM conference in 1999-Jacksonville, Florida.
 - **Co-Chair of Annual Conference for GABER** (*Global Academy of Business & Economic Research Proceedings*); September 17-19, 2008; Orlando, Florida.
 - **Journal of Applied Management and Entrepreneurship (JAME)** - Book summary editor since October 2005.
 - **Managing Editor for Society of Afghan Engineers (SAE) Journal (2004-2006).** Receive, distribute for blind peer review, accept/reject, and publish this journal annually or biannually through the SAE website: <http://afghan-engineers.org/>.
 - **The International College Teaching Methods and Styles Journal.** Editorial review members since January 2005.
 - **Journal of Applied Management and Entrepreneurship (JAME).** Editorial review board member since 2003. Book Review Editor from 2005 until 2012.
 - **Society of Afghan Engineers (SAE).** Vice President of SAE from 2004-2006; Membership since 2003. Paper reviewer for AIB conference in July 10-13, 2004 in Stockholm, Sweden.
 - **Academy of International business (AIB).** Membership since 2004. Paper reviewer for AIB conference in July 10-13, 2004 in Stockholm, Sweden.
 - **Islamic Speakers Bureau (ISB) of South Florida.** Member since 2003. Associated with Networks, Inc. (also known as Islamic Networks Group or ING).
 - **Society for Human Resource Mangers (SHRM).** Membership in 1995.
 - **American Society for Competitiveness.** Membership in 1995.
 - **American Society for Training and Development.** Membership in 1996
 - **Association for Business Simulation and Experiential Learning (ABSEL).** Membership in 1996.
 - **Alumni Association for University of Central Florida.** Membership since 1991.
 - **Global Exchange – Advocates of International Human Rights.** Membership in 1996.
 - **The Institute for Global Ethics.** Membership in 1996.
 - **The Southern Poverty Law Center – Teaching Tolerance.** Membership since 1996.
 - **Human Rights Advocacy Committee (HRAC).** Appointed as a member to HRAC by the Governor's Office of Florida for the 1997-2001 years, a four year term.
 - **Junior Achievement Inc.** – Society that educates young minds about the free enterprise systems and economics of business and education. Volunteer teacher in 1997. Lakeland, Florida.
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ACADEMIC TEACHING HISTORY

<i>NSU's Graduate and Undergraduate Programs (Online & Onground)</i>
CSA6080 – Seminar in Academic Research (HRM)
CSA6010- Seminar in History of Management Thought
CSA6020- Organizational Behavior and Personnel Management
CSA6110- International Business and Multinational Competitiveness
CSA6330- Performance and Reward Systems
CSA6410- International Management
CSA6140- Strategic Decision Making (guest speaker on “Strategic Ethics”
GMP5012 – <i>Twenty First Century Management Practices</i> . MBA and Human Resource specialization.
GMP5017– <i>Delivering Superior Customer Value</i> .
GMP5020 – Managing Organizational Behavior
GMP5300 – Career Development
GMP5320 – <i>Management Communication</i> . Human Resources specialization.
GMP5380 – Special Topics in HR – Team Building
GMP5660- Leadership: A Behavioral Science Approach
GMP5640– Coaching and Influencing Skills
GMP5824 – International Human Resources Management
GMP5833 – International Marketing
GMP5821 – Cross-Cultural Management and Negotiation Practices
HRM 3100 – Managing Workplace Change and Stress
HRM 4300 – Managing Workforce Diversity
INB 3550 – Introduction to International Business
MGT4500 - International Management
MGT4170 – Organizational Behavior

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415. Mujtaba, B. (1999). Cross Cultural Marketing Ethics: Literature Review and Training Suggestions. *Journal of Global Competitiveness*, 7(1), 235 -251.

- 416. Mujtaba, B. (1997). Corporate Ethics Training Programs. *Journal of Developments in Business Simulation and Experiential Learning*, 24(1), 130-131.
- 417. Mujtaba, B. (1997). Business Ethics Survey: A perspective from the retail industry. *Journal of Developments in Business Simulation and Experiential Learning*, 24(1), 186-187.
- 418. Mujtaba, B. (1996). Ethics and Morality in Business. *Journal of Global Competitiveness (JGC)*, 4(1), 339-345.

ACADEMIC / PROFESSIONAL CONFERENCE PUBLICATIONS

1. Mujtaba, B. G. (2020). **xxxx**
2. Mujtaba, B. G. (2020). Keynote speaker on “Aligning Management Policies and Practices to Enhance Global Ethical Maturity Perceptions in South Asia”. *International Conference on Banking Insurance & Business Management* (CBIBM 2020). Lahore, Pakistan. December 17-18, 2020. Video recording link: <https://youtu.be/D3jY1n0JKD0>
3. Mujtaba, B. G. (2020). Discussant for “*The Challenges and Consequences of Transformation to Virtual Teaching Methods*” Moderated by Memoona Zareen. The 7th International Conference on Business Management (ICoBM). Karachi, Pakistan. December 19-20, 2020. Panelists included:
 - Dr. Syed Irfan Hyder, Rector, IoBM, Karachi
 - Dr. Naveed Yazdani, Dean, School of Business and Economics, UMT, Lahore
 - Dr. Sadia Nadeem, Dean, FAST School of Management, FAST-NU, Islamabad
 - Dr. Mohammad Nishat, Associate Dean, IBA Karachi
 - Dr. Niaz A Bhutto, HOD Management, Sukkur IBA University, Sukkur
 - Dr. Usman Ghani, Joint Director, IMSciences, Peshawar
 - Dr. Aamir Shamsi, Dean, SZABIST
 - Dr. Ali Sajid, Director, Lahore School of Management, Lahore
4. Mujtaba, B. G. (October 24, 2020). *Sustainable Governance and Leadership Practices through effective Task and Relationship Management*. Virtual Seminar keynote Speaker at Kardan University, Kabul, Afghanistan. Video recording link: <https://www.youtube.com/watch?v=1AC452m2JIE>
5. Mujtaba, B. G., Chinta, R., and Seyoum, B. (March 7-9, 2020). The Link between Leadership Styles and Barriers to Entrepreneurship among Women. *Proceedings of the International Academy of Business and Economics Conference*, West Palm Beach: Florida.
6. Mujtaba, B. G. (December 14, 2019). Task and Relationship Orientation of Afghan and Thai Citizens: Training Recommendations for Effective Leadership. The 17th International Conference on Language, Innovation, Culture, and Education 2019 Conference. Bangkok, Thailand. *ICLICE Proceedings*, pp. 54-68. Link: <https://icsai.org/proceedings/17iclice-046-041/>
7. Mujtaba, B. G. (March 9-10, 2019). Leadership Orientation of Afghan and Japanese Respondents: A Study of “Guzaara” or Getting Along in Asia. *ICESS Proceedings Book*, 1, pp. 50-67. The 16th International Conference on Economics and Social Sciences (ICESS-2019). Meiji University, Nakano Campus, Nakano-Ku, Tokyo, Japan.
8. Cavico, F. J., Senathip, T., and Mujtaba, B. G. (May 15-17, 2018). Workplace Insults, Slander and Libel in the United States. *Business and Applied Sciences Academy of North America* (BAASANA) Conference. Foreign Trade University: Hanoi, Vietnam.
9. Senathip, T., Cavico, F. J., and Mujtaba, B. G. (May 15-17, 2018). *Building and Leading Effective Adjunct Faculty Teams in Higher Education*. *Business and*

- Applied Sciences Academy of North America (BAASANA) Conference. Foreign Trade University: Hanoi, Vietnam.*
10. Tao, Z., Chinta, R., and Mujtaba, B. (2018). The Moderating Effect of Business Experience on Female Small Business Ownership and Firm Profitability. *International Academy of Business and Economics 2018 Conference*, West Palm Beach, FL, 25-27 March 2018.
 11. Sanderson, I. J. and Mujtaba, B. G. (2017). Sustainability of Fast-Moving Consumer Goods: *Managing Environmental Impacts of Consumption within the FMCG Value Chain. Southern Management Association conference*, October 24-28, 2017. St. Petersburg Beach, Florida at the Tradewinds Beach Resort. SMA Website: <https://www.xcdsystem.com/sma/member/index.cfm> YouTube link: <https://youtu.be/8LDnlYGMjn4>
 12. Mujtaba, B. G. (2017). *Innovating and Leading in the Digital Economy*. Keynote speaker for opening session at the 2nd International Conference on Business. Theme: Leading and Innovating Sustainable Business Development. Ho Chi Minh City –Open University; 12th October 2017.
 13. U-tantada, S., Yolles, M., Shoosanuk, A., and Mujtaba, B. G. (2017). *Strategic SME Cultural Agency and Global Market Economy*. The 5th Stamford International and National Conference on Business and Higher Education; Stamford International University, Bangkok, Thailand at Asoke Campus. October 18, 2017.
 14. Delgado, M. E., Méndez, M. I., Mujtaba, B. G., and Pellet, P. F. (December 15-16, 2016). *Humanity in Perpetual Suppression and the Maze of Waste in the U.S. Federal Bureaucracy*. 7th European Business Research Conference: Theme: “Research for Development”. University of Roma Tre, Via. Silvio D’Amico 77, Rome, Italy.
 15. Cavico, F. J., Mujtaba, B. G. and Samuel, M. (May 2, 2016). *Code Words and Covert Employment Discrimination: Legal Analysis and Consequences for Management*. 3rd International Conference on New Challenges in Management and Business: Organization and Leadership. Dubai, United Arab Emirates (UAE). Website: www.NCMConferences.com
 16. Mujtaba, B. G. (2016). *Creating a “World-Class” University for Research*. Keynote Presentation at the Seventh International and National Academic Conference; Suan Sunandha Rajabhat University. March 25-26. Bangkok, Thailand.
 17. Mujtaba, B. G. (2016). Features of a “World-Class” University – A few thoughts. *Keynote Speaker for the Sixth Asia-Pacific Conference on Global Business, Economics, Finance & Social Sciences*. Novotel Bangkok on Siam Square Bangkok, Thailand. February 19, 2016.
 18. Mujtaba, B. G.; Cavico, F. J.; Senathip, T.; and U-Tantada, S. (2016). Sustainable Operational Management for Effective Leadership in the Modern Global Workplace. *Proceedings of Sixth Asia-Pacific Conference on Global Business, Economics, Finance & Social Sciences*. Novotel Bangkok on Siam Square Bangkok, Thailand. February 18-20th, 2016. **Best Paper Award Winner**.
 19. Dejnaronk, Jantipa; Little, Harold T.; Mujtaba, Bahaudin G., and McClelland, Robert (2015). Factors Influencing the Effectiveness of the Internal Audit Function in Thailand. *Business and Social Sciences Research Conference*, Theme:

- “Research for Development”. Session 104; Ambassador Hotel, Watthana, Bangkok, Thailand. December 10 – 11, 2015.
20. Mujtaba, B. G. (2015). “*Climate Change in Pakistan: Issues, Causes and Solutions.*” Panel member at the International Conference on Management Research (ICMR). Lahore, Pakistan. November 5, 2015. Other panelists included: Olivier Huynh Van (France), Dr. Arif Sikander (Australia), Dr. Maulina Pia Wulandari (Indonesia), Dr. Pavel Slutsky (Thailand), and Domenico Bruzzone (Italy).
21. Mujtaba, B. G. and Cavico, F. J. (2015). Sustainability for Leadership and Management in the Modern Global Workplace. International Conference on Management Research (ICMR): THEME: “*Green Economy in the Emerging Markets—Renewable Energy Role in Sustainable Development of Emerging Markets*”. Lahore, Pakistan. November 5-6, 2015. Website: <http://www.superior.edu.pk/presentation/user/ICMR/Home.aspx>
22. Ping, H., Mujtaba, B. G., and Lilin, G. (2014). A Study on the Relationship of Communication, Subordinates’ Upward Trust, and Job Satisfaction with Chinese Managers and Employees. Academy of Management Annual Conference Proceedings, Presented on August 5, 2014 at 8-9:30 AM. Philadelphia Convention Center.
23. Mujtaba, B.G., Kiani, A., Kaifi, B. A., Aslami, W., Safi, F. R., Batool, Q., Begum, R., Zahid, A., Rehman, S., Rehman, C. A., Zareen, M., Pari, K., and Ahmed, M. (2014). Gender Diversity in South Asian Management and Education. Professional Development Workshop at Academy of Management Conference, Philadelphia, PA., August 01, 2014 @ 8-11 AM.
24. Mujtaba, B. G. and Cavico, F. J. (2014). Smoking and Vaping: E-Cigarette Conjectures, Realities and Implications., *International Conference on Business innovation, Economics, Law, Social Sciences & Humanities, 2014, Bangkok, Thailand*,
25. Nguyen, L. D., Mujtaba, B. G. and Boehmer, T. (November 2012). Leadership and Stress Orientations: A Comparative Analysis of German and Vietnamese Adults. *Academy of Business Discipline Proceedings*. Fort Myers Beach, Florida. November 8-10, 2012.
26. Mujtaba, B. G. and Cavico, F. J. (November 2012). Social Responsibility, Corporate Constituency Statutes, and the Social Benefit Corporation. *Academy of Business Discipline Proceedings*. Fort Myers Beach, Florida. November 8-10, 2012. Voted Best in the Session Presentation.
27. Gibson, J. W., Greenwood, R. A., Teahen, J., Mujtaba, B. G., Tesone, D. V., and Robbins, S. (November 2012). *Approaches to Assurance of Learning: A View from Four Business Schools*. Southern Management Association Proceedings: Symposium at the Management History and Management Education Divisions; Thursday, November 1, 2012. Fort Lauderdale, Florida.
28. Preziosi, R. C., Barnes, B., Fernandez, S., and Mujtaba, B. G. (September 2012). A Comparison of Executive Perceptions with Gen X and Gen Y Values in the Workplace. *Academy of Business Research Conference*, Fall 2012 in Atlantic City, NJ – Best Paper Award Winner.

29. Ping, H., Mujtaba, B. G., Whetten, D. A., and Wei, Y. (2012). Leader Personality Characteristics and Upward Trust: A Study of Employee-Supervisor Dyads in China. *Academy of Management Proceedings*, Boston, MA: August 3-7, 2012.
30. Mujtaba, B. G., Manyak, T., Ng, Y. L., Tee, E., Ping, H., Ahmed, M., Nguyen, L. D., Boehmer, T., Wilson, S., and Isomura, K. (2012). Leadership Practices across the Asian, European, African, and North American Economies. *Academy of Management PDW Session*, Boston, MA: August 4, 2012. This session was selected as a finalist for the Emerald Best International Symposium Award and it won the award at the Carolyn Dexter Award Reception on Sunday August 5, 2012.
31. Mujtaba, B. G., Khilji, S. E., Manyak, T., and Wilson, S. (2012). Corruption and the Informal Economy. *Academy of Management Caucus Session*, Boston, MA: August 4, 2012.
32. Plangmarn, A., Mujtaba, B. G. G., Pirani, M. and Puriveth, P. (2012). *Cultural values and travel motivation of the tourists*. The 2012 Bangkok International Academic Conference Proceedings. Sponsored by the Clute Institute and Chiang Mai University, Thailand, March 12-14, 2012. Anantara Bangkok Riverside Resort & Spa, Chaophraya River, Bangkok. Best Paper Award Winner.
33. Cavico, F. J., Muffler, S. C. and Mujtaba, B. G. (2012). *Appearance Discrimination, "Lookism," and "Lookphobia" in the Workplace*. The 2012 Bangkok International Academic Conference Proceedings. Sponsored by the Clute Institute and Chiang Mai University, Thailand, March 12-14, 2012. Anantara Bangkok Riverside Resort & Spa, Chaophraya River, Bangkok. Best Paper Award Winner.
34. Mujtaba, B. G. (2011). A Cross-Cultural Comparison of Business Ethics with Respondents from Afghanistan, Pakistan, Iran, and the United States. *International Conference on Management, Business Ethics and Economics (ICMBEE)*, December 28-29, 2011, Lahore, Pakistan. Conference Theme: Management, Business Ethics and Economics. Website: <http://saicon2011.ciitlahore.edu.pk/>
35. Mujtaba, B. G. (2011). Situational leadership practices for emerging economies. *International Conference on Management Research (ICMR)*, December 15-16, 2011 in Lahore, Pakistan.
36. Pellet, P. F., Delgado M. E., Mendez, M. I. and Mujtaba, B. G. (2011). Re-Industrialization Lessons, Policies and Strategies for a Post-Revolutionary Period in Cuba. *International Conference on Management Research (ICMR)*, December 15-16, 2011 in Lahore, Pakistan.
37. Nguyen, L. D. and Mujtaba, B. G. (October 2011). Stress, Task, and Relationship Orientations of Vietnamese: An Examination of Gender, Age and Government Work Experience in the Asian Culture. *American Society for Competitiveness Conference Proceedings*. October 27-29, 2011, Orlando, Florida.
38. Lauffer, W. H. and Mujtaba, B. G. (October 2011). Explorations and Implications of Performance Conditions for Managers and Human Resources Professionals. *American Society for Competitiveness Conference*. October 27-29, 2011, Orlando, Florida.

39. Buell, K. E., Mujtaba, B. G., and Cavico, F. J. (October 2011). The Relationship of Education, Ethics Education, and Ethics Training to Moral Cognizance, Maturity, and Development. *Business and Social Science Research Conference Proceedings*, Las Vegas, Nevada. October 27-28, 2011.
40. Mujtaba, B. G., Cavico, F. J., and Ahmed, M. R. (2011). West's Intolerance for East's Religious Beliefs: Reasonable Accommodation Dilemmas for Muslim Employees' Practices. *Academy of Management Annual Conference*, San Antonio, Texas; August 14-16, 2011.
41. Mujtaba, B. G. (2011). Managing our Emotions, Anger and Stress: Exercising the Freedom to Choose Our Responses during Conflict. *ACI Conference Proceedings (American Concrete Institute)*: Tampa Marriot Waterside Hotel in Tampa, Florida. April 2-8, 2011.
42. Ahmed, M. R., Pellet, P. F. and Mujtaba, B. G. (2011). A value based model for executive compensation. *Presented at the International Academy of Management and Business (IAMB)*. Orlando, Florida. January 17-19, 2011.
43. Mujtaba, G. B. (2010). *A Cross-Cultural Comparison of Business Ethics Study with Respondents from Afghanistan, Pakistan, Iran and the United States*. Presented at the Superior University International Conference in Lahore, Pakistan. Conference theme: "Local and Global Challenges in Emerging Markets." December 2-4, 2010
44. Mujtaba, G. B. (2010). *Coaching Performance and Developing Organizational Talent*. A two-hour Workshop presented at the Superior University International Conference in Lahore, Pakistan. Conference theme: "Local and Global Challenges in Emerging Markets." December 2-4, 2010.
45. Cavico, F. J. and Mujtaba, B. G. (2010). Employment Discrimination and Muslims in America. *Proceedings of the Seventh Academy for Global Business Advancement World Congress*. Universiti Putra Malaysia, Malaysia; December 1-3, 2010.
46. Mujtaba, B. G. (2010). Perceptions of Bribery and Business Ethics in Afghanistan: A Reflection on Reality and Crises Management. *Proceedings of the Seventh Academy for Global Business Advancement World Congress*. Universiti Putra Malaysia, Malaysia; December 1-3, 2010.
47. Gibson, J. W.; Teahen, J.; Mujtaba, B. G.; Greenwood, R.; and Tesone, D. (October, 2010). *Assessment and Testing in the Online Environment*. Symposium organized by Jane W. Gibson at the Management History and Management Education tracks of Southern Management Association Conference; St. Pete Beach, Florida. October 27-30, 2010.
48. Williams, A., B. Mujtaba, T. McCartney and A. Trumbach. (2010). *A Comparison of Characteristics of Type A Behavior for Belize and The Bahamas: Implications for Expatriate Workers and Managers*. International Academy of Business and Public Administration Disciplines, New Orleans Conference, p. 189.
49. Jones, M. B., Mujtaba, B. G., Williams, A., and Greenwood, R. A. (2010). A study of organizational culture types and knowledge management in U.S. manufacturing firms. *Proceedings of the 5th International Conference on Knowledge Management in Asia Pacific (KMAP)*. ISBN: 978-962-367-707-3.

- September 16-18, 2010 in Xi'an, China. KMAP Website:
www.kmirc.net/kmap2010
50. Manyak, T. G. and Mujtaba, B. G. (2010). Leadership: task and relationship orientation of Ugandans and Americans. *Academy of Management Conference Proceedings*. Presented on August 10, 2010, Montreal, Canada.
 51. Powers, J. L., Brotheridge, C. M., Monserrat, S. I., Jordan, C. L., Ruiz-Gutierrez, J., Polychroniou, P., Mac Mak, W., Buzady, Z., Mathew, R., Garzon-Vico, A., Madero, S., Obiajulu Nnedum, A. U., Golebiowska-Tataj, D., Blenkinsopp, J., Bozionelos, N., Sprigg, C. A., Axtell, C., Holman, D., Fischer, D. J., Bowes-Sperry, L., Olivas-Lujan, M. R., and Mujtaba, B. G. (2010). How acceptable is bullying? Cultural differences in 15 countries. *Academy of Management Conference Proceedings*. Presented on August 09, 2010, Montreal, Canada.
 52. Mujtaba, B. G. (2010). Roundtable symposium on "The Possibility of a Global Culture and the Future this will entail for Cross-Cultural Research?" Lead by Nikos Bozionelos of Durham Business School. *Academy of Management Conference Proceedings*. Presented on August 10, 2010, Montreal, Canada.
 53. Mujtaba, B. G. (2010). Bribery, Narcissism and Anti-Corruption Policies for Promoting a Socially Responsible Business Climate. *Proceedings of 2nd International Conference of South Asia Chapter of AGBA*. July 18-23, 2010. Bhurban, Pakistan.
 54. Kenney, M. G., Mujtaba, B. G. and Khanfar, N. (2010). The Value of Creating, Maintaining and Sustaining an Intrapreneurial Culture: A Case Analysis of 3M's Strategic Positioning. *International Journal of Arts and Sciences Conference Proceedings*, Harvard University, Cambridge, MA.
 55. Ahmed, M. R., Pellet, P. F., and Mujtaba, B. G. (2010). A Model for Formulating a New Product Development Strategy in a High-Intensity Industry. *International Academy of Business and Management Proceedings*, January 25-27, 2010. Las Vegas, Nevada.
 56. Mujtaba, B. G., Khanfar, N. M., Khanfar, S. M. (2010). Leadership Styles of Employees in Oman Based on Their Age and Gender. *Proceedings of The International Academy of Business and Public Administration Disciplines (IABPAD) Conference*, 7(1), p. 449. Orlando, FL, January 4-7, 2010.
 57. Mujtaba, B. G., and Kaifi, B. A. (2009). An Inquiry into Eastern Leadership Orientation of Afghans: Are There Tendencies toward Convergence or Divergence with Western Practices? *Proceedings of the Academy of Business Disciplines*, Fort Myers, Florida; 11, 5-7, 2009.
 58. Mujtaba, B. G., and Kaifi, B. A. (2009). Dependency and Bribery Linkages in Afghanistan: A Study of Business Ethics in the Afghan-American Population. *Proceedings of the Academy of Business Disciplines*, Fort Myers, Florida; 11, 5-7, 2009.
 59. Mujtaba, B. G. and Manyak, T. G. (2009, October). Task and Relationship Orientation of Ugandans and Americans. Best Paper Award Winner. *Institute of Behavioral and Applied Management Annual Conference Proceedings*, pp. 31-36. Washington, D.C., United States.
 60. Sims, R. L., & Mujtaba, B. G. (2009, October). Managerial attitudes towards unearned privilege and favoritism in the American workplace: A test of gender

- differences. *Institute of Behavioral and Applied Management Annual Conference Proceedings*, pp. 282-287. Washington, D.C., United States.
61. Kaifi, B. A., Mujtaba, B. G., and Xie, Y. (2009). The Perception of Afghan-American Leaders' Role in Economic Development Efforts in Afghanistan: A Study of Gender Differences and Repatriation to the Motherland. Poster Session at the *Academy of Management Annual Conference*; Chicago, Illinois; August 08-12, 2009.
 62. Power, J. L., Brotheridge, C. M., Monserrat, S. I., Mayoral, L., Jordan, C. L., Ruiz-Gutierrez, J., Polychroniou, P., Mac Mak, W., Buzady, Z. Mathew, R., Garzon-Vico, A., Madero, S., Nnedum, A.U.O., Golebiowska-Tataj, D., Chuang, A., Blenkinsopp, J., Bozionelos, N., Sprigg, C. A., Axtell, C., Holman, D., Fischer, D. J., Bowes-Sperry, L., Mujtaba, B. G., Olivas-Lujan, M. R., and garriga, E. (2009). How acceptable is bullying? Cultural explanations for trends in 15 countries. *Academy of Management Annual Conference*; Chicago, Illinois; August 08-12, 2009.
 63. Mujtaba, B. G. (2009). Academic integrity challenges and strategies. In the PDW session entitled "Ethics in higher education: the cheating and plagiarism challenge" by Stephen Carlson, William Bateman, Robert Kitahara, John Fitzgerald, and Bahaudin G. Mujtaba. *Academy of Management and Society for Business Ethics Annual Conference*; Chicago, Illinois; August 08-12, 2009.
 64. Mujtaba, B. G. (2009). Book Review Journal Publications. In the PDW session entitled "Getting Published: Cases, Articles, Books, and Book Reviews" by John Humphreys, Peter B. Peterson, David Von Fleet, David Lamond, Bahaudin G. Mujtaba, and Jane Gibson. *Academy of Management Annual Conference*; Chicago, Illinois; August 08-12, 2009.
 65. Buell, E. K., Cavico, F., Mujtaba, B. G. and Rentfro, R. (2009). The Relationship of Ethics Education to the Moral Development of Accounting Students, *Intellectbase International Consortium (Peer-reviewed) Conference Proceedings*, Volume 6, Nashville, TN, USA, May 27-29, 2009, p. 87.
 66. Campbell, W. C., Cavico, F., Pellet, P. F., and Mujtaba, B. G. (2009). Applying Moral Development Literature and Ethical Theories to the Administration of Taxes in Kosovo. *Proceedings of the IABR and TLC Conference*, San Antonio, TX; March 16-19, 2009.
 67. Mujtaba, B. G. and Sungkhawan, J. (2008). Task and Relationship Orientations of Thai and American Adults: a Cross-Cultural Study of Respondents from High and Low Context Cultures. *Proceedings of the 4th International Conference on Global Research in Business & Economics*. December 28-30, 2008, Bangkok, Thailand.
 68. Teowkul, K.; Seributra, N. J.; Sangkaworn, C.; Jivasantikarn, C.; Denvilai, S; and Mujtaba, B. G. (2008). Motivational Factors of Graduate Students Pursuing Master and Doctoral Degrees in Business. *Proceedings of the 4th International Conference on Global Research in Business & Economics*. December 28-29, 2008; Bangkok, Thailand.
 69. Sungkhawan, J., Dastoor, B., Mujtaba, B. G., (2008). Changes in the Cultural Dimensions Orientation of Asia-Pacific and Asian Countries: A Longitudinal Comparison of the Current Study with Hofstede's Original Findings. *Proceedings*

- of the 4th International Conference on Global Research in Business & Economics. December 28-29, 2008; Bangkok, Thailand.
70. Khruasuwan, M., Dastoor, B., Baumanis, L. O., and Mujtaba, B. G. (2008). The Application of Participative Management Training and its Relationship to Thai Cultural Values: Is there a Good Fit? *Proceedings of the 4th International Conference on Global Research in Business & Economics*. December 28-29, 2008; Bangkok, Thailand.
 71. Morse, T. C. and Mujtaba, B. G. (2008). Humor and Employee Satisfaction in the 21st Century Workplace: The Link between Them and Practical Recommendations for Managers. *Presented at the Academy of Business Disciplines (ABD) Conference*, Fort Myers, Florida. November 07, 2008.
 72. Mujtaba, B. G. and Khazem, H. A. (2008). Lebanese Task versus Relationship Orientation Scores: Are they Different or Similar to Respondents in the United States? *Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Conference*, Houston, Texas. October 27-29, 2008.
 73. Snyder, R. L.; Kizer, L. E.; Mujtaba, B. G.; and Khanfar, N. M. (2008). Comparing and Managing the Relative Importance and Ranking of Reasons for Selecting the Masters' of Business Administration Program. *Global Academy of Business & Economic Research Proceedings*; September 18, 2008; Orlando, Florida.
 74. Khanfar, N. M.; Swaidan, Z.; and Mujtaba, B. G. (2008). Relationship orientation and prioritization of alumni association activities by college seniors. *Global Academy of Business & Economic Research Proceedings*; September 18, 2008; Orlando, Florida.
 75. Reischl, J. N.; Cavico, F. J.; and Mujtaba, B. G. (2008). Toward a theory of morality: A proposal for an empirical study of cognitive moral development in market channel dyads in the construction industry using the Defining Issues Test. *Global Academy of Business & Economic Research Proceedings*; September 18, 2008; Orlando, Florida.
 76. Artley, J. B.; Mujtaba, B. G.; Barnes, B.; and Pedro, P. (2008). Leadership practice influences on the Generation X employee commitment in the workplace. *Global Academy of Business & Economic Research Proceedings*; September 18, 2008; Orlando, Florida. Best Paper Award Winner.
 77. Humphreys, J.; Petersen, P. B.; Mujtaba, B. G.; Van Fleet, D. D.; and Lamond, D. A. (August, 2008). *Getting Published*. Professional Development Workshop – moderated by Jane W. Gibson. Academy of Management Conference; Philadelphia, Pennsylvania.
 78. Alston, B. A. and Mujtaba, B. G. (2008). Performance Management and Execution: Strategically Providing Effective Feedback through Ongoing Appraisal Systems. *Proceedings of Oxford Business and Economics Conference*, ISBN: 978-0-9742114-7-3; June 22-24, 2008; St. Hugh's College, Oxford University; Oxford, United Kingdom.
 79. Uy, O. O. A., Murphy, E. F. Jr., Greendoow, R., Olivas-Lujan, M. R., Ruiz-Gutierrez, J., Monserrat, S. I., Madero, S., Mujtaba, B., Teeple, W., Woodhull, M. D., Santos, N. M. B. F., and Manyak, T. G. (2008). *Entrepreneurial differences in*

- values, attitudes and behavior in developed and developing countries.* Academy of Management Conference, August 11-13, 2008, Anaheim, California.
80. Khilji, S. E., Mujtaba, B., Greenwood, R. A., Murphy E. F. Jr., Chaturvedi, S., Christoforou, P. T., Ruiz,-Gutierrez, J. A., Olivas-Lujan, M. R., Luk, D. M., Madero, S., Monserrat, S. I. L., Santos, N. M. B. F., Teeple, W., Uy, A. O. O., and Woodhull, M. D., and. (2008). *A cross-cultural investigation of religious affiliation differences in personal values across 11 countries and six regions.* Association of International Business (AIB) 2008 Annual Conference, June 30-July 3, 2008, Milan, Italy.
81. Khilji, S. E., Murphy E. F. Jr., Mujtaba, B., Greenwood, R. A., Ruiz,-Gutierrez, J. A., Olivas-Lujan, M. R., Luk, D. M., Madero, S., Monserrat, S. I. L., Santos, N. M. B. F., Uy, A. O. O, Woodhull, M. D., and Teeple, W. (2008). *Intergenerational value change: A Cross cultural empirical test.* Eastern Academy of Management Conference, May 14-17, 2008, Washington, D.C.
82. Greenwood, R. A., Khilji, S. E., Murphy, E. F., Jr., and Manyak, T. G. (2008). *Sex differences in attitudes towards women and Type A behavior patterns of military and non-military members in the United States.* North American Management Society Conferences, April 20-24, 2008, Chicago, IL.
83. Mujtaba, B. G. (2008). Performance management and reward systems: guidelines for socially responsible 21st century global managers and entrepreneurs. *Proceedings of the Global Academy of Business and Economic Research (GABER)*, March 19-20, 2008. Houston, Texas.
84. Mujtaba, B. G. (March 2008). Faculty guidelines for the creation of an online community. Presentation on the symposium entitled "The Online Educational Landscape: Building virtual communities" with Susan Colaric from Saint Leo University, Jane Gibson from NSU, and Dana Tesone from the University of Central Florida. *Southwest Academy of Management (SWAM)*, March 6, 2008; Houston, Texas.
85. Mujtaba, B. G. and Artley, J. (February 2008). What Do Afghan Professionals Value: Are their Values Similar to or Different from Others? *Proceedings of the Eight Annual International Business Research Conference*; University of North Florida; Jacksonville, Florida. February 8-9, 2008.
86. Ochoa, R. M. and Mujtaba, B. G. (2008). The Application of Historical and Modern Management Theories in the Financial Industry: An Analysis of How Management Practices Affect Employee Turnover! *Proceedings of the Applied Business and Research Conference*; Orlando, Florida; January 02-05, 2008. Available online at: http://www.cluteinstitute-onlinejournals.com/Programs/Disney_2008/Article%20469.pdf
87. Williams, A. A.; Trumbach, A. and Mujtaba, B. G. (2008). Orientation Training: An empirical study of a real estate association in Florida. *Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Conference* (Research Award Winner); Orlando, Florida; January 4-5, 2008.
88. Mujtaba, G. B.; Luk, D. M.; Murphy, E. F. Jr.; and Saowakul, W. (2008). The Cultural Value Rankings of Respondents in Thailand, Hong Kong and Afghanistan: Is There A Convergence or Divergence of Values? *Proceedings of*

- the International Academy of Business and Public Administration Disciplines (IABPAD) Conference* (Research Award Winner); Orlando, Florida; January 3-5, 2008.
89. Williams, A. A. and Mujtaba, B. G. (2008). Comparative Outcomes Assessment of Students in the United States, Jamaica and the Bahamas in the *Economic Thinking* Course of the MBA Program. *Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Conference* (Research Award Winner); Orlando, Florida; January 3-6, 2008.
 90. Limthanakom, N.; Lauffer, W.; and Mujtaba, B. G. (2007). The ranking of terminal and instrumental values by working professionals in Thailand, Singapore, and the United States: What is important and how do they impact decision-making? *Proceedings of the Global Academy of Business and Economic Research (GABER)*, December 27-29, 2007. Bangkok, Thailand.
 91. Mujtaba, B. G. and Mujtaba, M. G. (2007). Challenges and Joys of Earning a Doctorate Degree: Overcoming the “ABD” Phenomenon. *Academy of Business Disciplines Proceedings*; November 1–3; Fort Myers Beach, Florida
 92. Marschke, E. and Mujtaba, B. G. (2007). An Overview of Spirituality in the American Workplace: Challenges and Benefits. *Academy of Business Disciplines Proceedings*; November 1–3; Fort Myers Beach, Florida.
 93. Luvison, D. and Mujtaba, B. G. (2007). What Leadership Qualities Are Recruiters Looking for and Assessing in Executive Candidates? *Proceedings of the Eighth International Conference on Operations and Quantitative Management*. Assumption University; Bangkok, Thailand; October 17-20, 2007.
 94. Mujtaba, B. G.; Luk, D. M.; Murphy, E. F.; and Saowakul, W. (2007). The Cultural Value Rankings of Respondents in Thailand, Hong Kong and Afghanistan: Is There A Convergence or Divergence of Values? *Proceedings of the Eighth International Conference on Operations and Quantitative Management*. Assumption University; Bangkok, Thailand; October 17-20, 2007.
 95. Mujtaba, B. G. (2007). Earning a Doctorate Degree and Mentoring: Operational Challenges and Strategies for International Students’ Decision-Making. *Proceedings of the Eighth International Conference on Operations and Quantitative Management*. Assumption University; Bangkok, Thailand; October 17-20, 2007.
 96. Mujtaba, B. G. (2007). Assessing Virtual Programs and the Satisfaction of Online MBA Students to Understand their Needs and Wants. *Proceedings of the Caribbean Area Network for Quality Assurance in Tertiary Education (CANQATE)*, 4th Annual Conference; Ocho Rios, Jamaica; 10, 9 – 11, 2007.
 97. Williams, A. A. and Mujtaba, B. G. (2007). MBA Economics: Assessment of Student Performance for Jamaica, the Bahamas, and the United States. *Proceedings of the Caribbean Area Network for Quality Assurance in Tertiary Education (CANQATE)*, 4th Annual Conference; Ocho Rios, Jamaica; 10, 9 – 11, 2007.
 98. Murphy Jr., E. F.; Chaturvedi S.; Greenwood, R. A.; Ruiz-Gutierrez J. A.; Khilji S. E.; Olivas-Lujan, M. R.; Luk, D. M.; Lluna, S. I. M.; Manyak, T. G.; Mujtaba, B. G.; Madero, S.; Santos, N. M. B. F.; Uy, A. O. O.; and Woodhull, M. D. (2007). *The values of males and females I the East and West: Are they diverging*

- or converging?* Academy of Management Conference Proceedings; Philadelphia, Pennsylvania.
99. Scharff, M., Mujtaba, B. G., Meyerson, D., and Samborowski, L. Norris, E. A. (August, 2007). *Reducing attrition in doctoral programs through mentoring*. Professional Development Workshop; Academy of Management Conference; Philadelphia, Pennsylvania.
 100. Murphy Jr., E. F.; Chaturvedi S.; Greenwood, R. A.; Ruiz-Gutierrez J. A.; Khilji S. E.; Olivas-Lujan, M. R.; Luk, D. M.; Lluna, S. I. M.; Manyak, T. G.; Mujtaba, B. G.; Madero, S.; Santos, N. M. B. F.; Uy, A. O. O.; and Woodhull, M. D. (2007). *Type A behavior pattern and personal values in developed and developing countries*. Academy of Management Conference Proceedings; Philadelphia, Pennsylvania.
 101. Gibson, J.; Petersen, P. B.; Mujtaba, B. G.; and Humphreys, J. (August, 2007). *Professional development in academia: getting published*. Professional Development Workshop; Academy of Management Conference; Philadelphia, Pennsylvania.
 102. Murphy Jr., E. F.; Chaturvedi S.; Greenwood, R. A.; Ruiz-Gutierrez J. A.; Khilji S. E.; Olivas-Lujan, M. R.; Luk, D. M.; Lluna, S. I. M.; Madero, S.; Manyak, T. G.; Mujtaba, B. G.; Santos, Neusa M. B. F. (presenter); Woodhull, M. D.; and Uy, A. O. O. (2007). A cross-cultural investigation of personal values, attitude toward women and Type A behavior pattern between developed (United States, Hong Kong and Singapore) and Developing Countries (Brazil, China, Colombia, Mexico, Philippines, and Thailand). *International Human Resource Management Conference 2007*; June 12-15, Tallinn, Estonia.
 103. Hsu, C.; Mujtaba, B. G.; Dastoor, B.; and Sosa Fey, J. (May 2007). *Does work status moderate the relationships among team transformational leadership, trust, satisfaction, and commitment of software development team members?* The International Academy of Business and Public Administration Disciplines, Dallas, Texas; May 3-6, 2007. Research Award Winner paper.
 104. Murphy, E.; Greenwood, R.; Mujtaba, B. G.; and Manyak, T. (2007). *Generational values: a cross-cultural empirical test*. Academy of Global Business Advancement (AGBA) World Progress Conference Proceedings; Penang, Malaysia. May 21-25, 2007.
 105. Greenwood, R.; Murphy, E.; Mujtaba, B. G.; and Manyak, T. (2007). *A long-term study of sex differences in attitudes toward women's roles in the military and in combat*. Proceedings of the North American Management Society (NAMS) for the MBAA International 2007 Program. Thursday, March 29, 07; Chicago, Illinois.
 106. Wilson, S. D. and Mujtaba, B. G. (2007). The Relationship between Multiple Intelligences, Culture and Diversity Management. *Applied Business and Research Conference Proceedings*; Oahu, Hawaii; January 2-5, 2007.
 107. Mujtaba, B. G. and Cavico, F. (2006). *Guidelines and recommendations for initiating and successfully completing the doctoral program: Dealing with the comprehensive exam and dissertation*. Proceedings of THE CARIBBEAN AREA NETWORK FOR QUALITY ASSURANCE IN TERTIARY EDUCATION (CANQATE). November 21-23, St. Lucia.

108. Mujtaba, B. G.; McAtavey, J.; and Charles, R. N. (2006). *Comparison of Learning Outcomes in International Education: Learning Outcomes of Students' in Diverse Countries*. Proceedings of THE CARIBBEAN AREA NETWORK FOR QUALITY ASSURANCE IN TERTIARY EDUCATION (CANQATE). November 21-23, St. Lucia.
109. Galla, D.; Cavico, F.; and Mujtaba, B. G. (October 2006). *Sarbanes-Oxley Requirements Require Ethics Training: Now What?* Southern Management Association Conference Proceedings; 10, 25, 2006; Clearwater Beach, Florida.
110. Mujtaba, B. G. (October 2006). *The Challenge of Academic Integrity in Online Classes*. Symposium topic: Assuring Academic Integrity in Management Education; with Jane Gibson, Julia Teahen, and Dana Tesone; Chaired by Jane Gibson. Southern Management Association Conference Proceedings; 10, 25, 2006; Clearwater Beach, Florida.
111. Kennedy, J. W.; Heinzman, J.; and Mujtaba, B. G. (2006). *The Early Organizational Management Theories: The Human Relations Movement & Business Ethical Practices Pioneered by Visionary Leader Mary Parker Follett*. Proceedings of Applied Business and Economics Research Conference. Las Vegas, Nevada.
112. Murphy, E.; Greenwood, R.; Ruiz-Gutierrez, J.; Manyak, T.; Mujtaba, B. G.; and Uy, Arnel (2006). *An Exploration of Work-Family Conflict and Family-Work Conflict in Work and Home Roles*. Proceedings of Academy of Management Annual Conference. Monday, August 14; Atlanta, Georgia.
113. Murphy, E.; Greenwood, R.; Ruiz-Gutierrez, J.; Manyak, T.; Mujtaba, B. G.; and Uy, Arnel (2006). *Generational Value Changes: Their History and a Cross-Cultural Empirical Test*. Proceedings of Academy of Management Annual Conference. Monday, August 14; Atlanta, Georgia.
114. Mujtaba, B. G. (2006). *Getting Published: Book Review Publications*. Professional Development Workshop. *Academy of Management Annual Conference*; Atlanta, Georgia; August 13. PDW Session: Gibson, J. W.; Johnson, Dewey E.; Petersen, Peter B.; Mujtaba, B. G.; and Humphreys, John. (2006). *Professional Development in Academia: Getting Published*. Academy of Management Annual Conference. Professional Development Workshop. Sunday, August 13; Atlanta, Georgia.
115. Murphy, E.; Greenwood, R.; Ruiz-Gutierrez, J.; Manyak, T.; Mujtaba, B. G.; and Uy, Arnel (2006). *A preliminary exploration of generational similarities and differences in values between the United States, United Kingdom, Iceland, Japan, Korea, Columbia and the Philippines*. Proceedings of the 1st International Research Conference on Entrepreneurship; June 30th; Manila, Philippines. Presented by Arnel Uy.
116. Trumbach, A.; Williams, A. and Mujtaba, G. B. (January 2006). *A Developmental Stage Dilemma in E-Commerce: The Case of Onebin.com*. Applied Business Research Conference Proceedings; Orlando, Florida.
117. Williams, A.; Trumbach, A. and Mujtaba, G. B. (January 2006). *Critical factors required for successful orientation training: an empirical study of a real estate association in Florida*. Proceedings of College Teaching and Learning Conference; Orlando, Florida.

118. Trumbach, A.; Williams, A. and Mujtaba, G. B. (January 2006). *An Empirical Study Of The Factors Affecting The Implementation Of An Internet Based Inter-Organizational Information System*. Applied Business Research Conference Proceedings; Orlando, Florida.
119. Nieves, R.; Mujtaba, B.; Pellet, P.; and Cavico, F., (January 2006). *The Impact of Culture and Work-Related Universal Values on Twenty-First Century's Global Organizations*. Best Paper Award Winner. Proceedings of Applied Business and Research Conference.
120. Mujtaba, B. (February 2006). *Privatization Trends in the Global Economy and Considerations for Developing Countries: Private Sector Challenges in Afghanistan*. Proceedings of the Sixth Annual International Business Research Conference, UNF; February 10-11, 2006.
121. Mujtaba, B. (December 2005). *Market-Based Leadership Skills for Public and Private Sector Capacity Development in Afghanistan*. Society of Afghan Engineers and Society of Afghan Architects and Engineers (SAE/SAAE) Conference Proceedings; Dec. 17-18; Kabul University; Kabul, Afghanistan. Conference Theme: *The Role of the Private Sector in the Reconstruction and Development of Afghanistan*.
122. Sims, R. and Mujtaba, B. (December 2005). *The Influence of Human Development on National Corruption: Implications for Afghanistan*. SAE/SAAE Conference Proceedings; Dec. 17-18; Kabul University; Kabul, Afghanistan.
123. Karahalios, M. and Mujtaba, B. (December 2005). *Women, Disabilities, Technology, and the Reconstruction of Afghanistan*. SAE/SAAE Conference Proceedings; Dec. 17-18; Kabul University; Kabul, Afghanistan.
124. Sithole, M.; Dastoor, B.; Ippolito, G.; and Mujtaba, B. (December 2005). *Affirmative Action in South Africa: A Panacea for Addressing the Imbalances of the Past*. SAE/SAAE Conference Proceedings; Dec. 17-18; Kabul University; Kabul, Afghanistan.
125. Gibson, Jane; Tesone, Dana V.; Mujtaba, Bahaudin G.; Teahen, Julia; and Greenwood, Regina (November 2005). *Assuring Online Success: Teaching Issues in Cyberspace*. Symposium in Management History, Management Education, and International Management Tracks of the Southern Management Association, Conference Proceedings; South Caroline, Charleston.
126. Manyak, T. and Mujtaba, B. (August 2005). *The Effect of Instructional Delivery Method on Student Achievement*. Academy of Management Conference Proceedings; 08, 09, 2005. Session Title: Online Management Education.
127. Mujtaba, B. (August 2005). *Mentoring and its Necessity*. Presented at the Professional Development Workshop entitled "Mentoring and the Learning Organization" at the Academy of Management; 08, 07, 2005. Honolulu, Hawaii.
128. Mujtaba, B.; Scharff, M.; Kennedy, J.; Artley, J.; Najera, M. Jue, A. and Wilson, S., (August 2005). *Mentoring and the Learning Organization*. Professional Development Workshop at the Academy of Management; 08, 07, 2005 from 8-12AM. Honolulu, Hawaii.
129. Mujtaba, B. (2005). *"Faculty Training and Development Practices in Distance Education."* International Assembly for Collegiate Business Education (IACBE) Conference. San Antonio, Texas. Friday, April 8th 2005. For more information,

- see: <http://www.nova.edu/cwis/ia/pubaffairs/ebulletin/snip-its/2005/april20/huizengafaculty.html>.
130. Ampofo, A.; Mujtaba, B.; Cavico, F.; & Ramage, J. (2005). The Impact of the Theory of Planned Behavior on Insurance Industry Accounting/Finance Professionals' Insider Trading Choice. *Northeastern American Accounting Association. Tarry Town, New York (April 14th to 16th)*.
 131. Kennedy, J. W., and Mujtaba, B. G., (February 2005). *Mentoring and Socialization Programs in the Twenty First Century Environment*. Fifth Annual International Business Research Conference, University of North Florida, Jacksonville, 2-11-05.
 132. Mujtaba, B. G., (February 2005). *Situational Leadership and Developing a Productive Culture from Ground Zero in Afghanistan*. Fifth Annual International Business Research Conference Proceedings, University of North Florida, Jacksonville, 2-11-05.
 133. Mujtaba, B. G. and Kennedy, W. K., (2005). *Facilitating through Collaborative Reflections to Accommodate Diverse Learning Styles for Long-Term Retention*. Association for Business Simulation and Experiential Learning (ABSEL) Conference Proceedings. March 17-18, 2005.
 134. Mujtaba, B. G. (January 2005). *The Creation and Implementation of a Comprehensive Formal Faculty Training and Orientation Program at the School of Business*. Best paper winner. College Teaching and Learning Conference Proceedings, Orlando, FL.
 135. Mujtaba, B. G. and Abratt, R. (January 2005). *Quality Assurance and Assessment of Doctoral Programs: The Comprehensive Exams*. College Teaching and Learning Conference Proceedings, Orlando, FL.
 136. Salghur, Shruti & Mujtaba, Bahaudin (January 2005). *What Online Students Should Know: Essential Cyberspace Skills for Chatting, Emailing, and Learning?* Best paper winner. College Teaching and Learning Conference Proceedings, Orlando, FL.
 137. Mujtaba, B. G. and Kennedy, J. W., (2005). "Affective Teaching and Facilitation: Increase Learning, Enforce Ethical Standards, and Reduce Dishonesty in the College Classroom." Proceedings of Teaching and Learning Conference (TLC). Best paper winner. January 3-7th.
 138. Mujtaba, B. G. and Hinds, R. M., (2004). "Quality Assurance through Effective Faculty Training and Development Practices in Distance Education: The Survey of Jamaican Graduates." Proceedings of THE CARIBBEAN AREA NETWORK FOR QUALITY ASSURANCE IN TERTIARY EDUCATION (CANQATE). Inaugural Conference on November 3-4. Ocho Rios, Jamaica.
 139. Mujtaba, B. G. (2004). *Effective Time Management Skills for Twenty First Century Leadership*. Proceedings of the Academy of Business Disciplines, Proceedings of Sixth Annual Conference. November 11-13.
 140. Mujtaba, B. G.; Cavico, F. J.; and Weinstein, A. (2004). *An Assessment of MBA Student Performance Based on Teaching Modality: The On-Ground versus the Hybrid Format*. Proceedings of the Academy of Business Disciplines, Proceedings of Sixth Annual Conference. November 11-13.

141. Sims, R. L. & Mujtaba, B. G. (October 2004). *Reported attitudes towards unethical behavior: A test of informal organizational socialization in retail employees*. Proceedings of the Association on Employment Practices and Principles Twelfth Annual International Conference, Pages 231-236.
142. Karahalios, M., and Mujtaba, B. G., (October 2004). *Twenty First Century Leaders Creating Gender Equality in the Use and Promotion of Technology*. The Association on Employment Practices and Principles (AEPP). Published in the AEPP Proceedings, Pages 149-155.
143. Magnotta, L.; and Mujtaba, B. G., (2004). *Integrating Effective Training Techniques when Developing and Educating Diverse Adults in the Twenty First Century Workforce*. The Association on Employment Practices and Principles. Published in the AEPP Proceedings, Pages 162-168.
144. Cavico, F., & Mujtaba, B. G. (October 2004). *Machiavellian Values "The Prince": Bullying, Beguiling, Backstabbing, and Bargaining in the Twenty First Century Management*. The Association on Employment Practices and Principles. Published in the AEPP Proceedings, Pages 59-65.
145. DiDomenico, N. & Mujtaba, B. G. (October 2004). *Tempered Radicals: The Leadership Style for Making Changes Quietly*. The Association on Employment Practices and Principles. Published in the AEPP Proceedings, Pages 86-91.
146. Jue, A. L., Mujtaba, B. G., (2004). *The New Arena of Spirit-Centered Leadership: An Ethical Bridge to the Future*. The Association on Employment Practices and Principles. Proceedings of Twelfth Annual International Conference, October 7-9. Fort Lauderdale, FL., USA.
147. Jue, A. L., Mujtaba, B. G., (2004). *The Practice of Spirit-Centered Leadership: Empirical Applications*. The Association on Employment Practices and Principles. Proceedings of Twelfth Annual AEPP International Conference,
148. Thomas, G., Mujtaba, B. G., (2004). *Effective Global Leadership in the Twenty First Century and Preventing Disasters from Occurring in Developing Nations*. The Association on Employment Practices and Principles. Proceedings of Twelfth Annual AEPP International.
149. Mujtaba, B. G., (2004). *"Testing and Evaluation of Online Education to Measure and Validate Outcomes."* International Applied Business and Economic Research Conference (IBER). October 4-8; Las Vegas, Nevada. Symposium titled 'Education without Boundaries: Faculty Issues in Cyberspace' with Dr. Jane Gibson (NSU), and Dr. Dana Tesone (UCF).
150. Mujtaba, B.G., (2004). *"What Do Online Students Need and Want from their Masters of Business Administration Program at the School of Business and Entrepreneurship?"* International Applied Business and Economic Research Conference (IBER). October 4-8; Las Vegas, Nevada.
151. Mujtaba, B.G., (2004). *"Training and Orientation Practices in Distance Education for Faculty Success with Diverse Students in Cyberspace."* College Teaching and Learning Conference (TLC). October 4-8; Las Vegas, Nevada. Symposium titled 'Web-Based Education: Assuring Success in Cyberspace' with Dr. Jane Gibson (NSU), and Dr. Dana Tesone (UCF).
152. Mujtaba, B. G. (2004). *"Training and Development of Faculty to Effectively Meet Student Needs in Cyberspace Education."* Symposium on 'Assuring Student

- Success in the Online Environment' with Jane Gibson (NSU) and Dana Tesone (UCF) and Regina Greenwood (Kettering University) as Discussant. Southern Management Association: Management History and Management Education-Track 5. November 6th, Annual Conference.
153. Mujtaba, B. G. (2004). *Comparison of Learning Outcomes between Jamaican Students with Students in the United States and the Grand Bahamas in "Delivering Superior Customer Value" Course at the H. Wayne Huizenga School of Business and Entrepreneurship*. Published in the Proceedings of 'The International College Teaching Methods & Styles Conference.' Reno, Nevada, USA. September 27-30.
 154. Mujtaba, B. G. and Thomas, G., (2004). *Leading and Managing Disparate Generations of Employees to Deliver Value in the Twenty First Century's Cross-Cultural Learning Organizations*. Published in the Proceedings of 'The International College Teaching Methods & Styles Conference.' Reno, Nevada, USA. September 27-30. Best paper award winner:
http://www.ctmsconference.com/best_paper_award.htm
 155. Karadayi, S. & Mujtaba, B. G. (2004). "Entering the Tourism Industry through Effective Business Planning to Deliver Value for Generation Y "Guests": The Turkish Entrepreneurs Planning for Entry to the American Market." Proceedings of Applied Business Research Conference. March 15-19. San Juan, Puerto Rico. Proceedings Editor: Dr. Ron Clute. Won the best paper Award.
 156. Mujtaba, B. G. (2004). *Hone Your Problem Solving and Time Management Skills for Maximum Productivity*. Published by the International Society for Productivity and Quality Research (ISPQR). Proceedings and conference title "Economic Renewal through Productivity." Miami, Florida.
 157. Mujtaba, B. G. (2004). "Faculty Training and Development Practices in Distance Education Using Cyberspace Technology to Achieve Extraordinary Results with Students." Proceedings of Applied Business Research Conference. March 15-19. San Juan, Puerto Rico. Won the best paper Award. Proceedings Editor: Dr. Ron Clute.
 158. Mujtaba, B. G. & Najafi, F., (2004). *Building Trust and Productivity through Effective Communication and Leadership in the Workforce*. Published by the International Society for Productivity and Quality Research (ISPQR). Proceedings and conference title "Economic Renewal through Productivity". Miami, Florida.
 159. Mujtaba, B. G.; Hinds, R. M.; & Oskal, C. (2004). "Cultural Perspectives of Age Discrimination and Unearned Privileges Associated with Age." Proceedings of Applied Business Research Conference (ABR) Proceedings. Editor: Dr. Ron Clute. San Juan, Puerto Rico (March 15-19, 2004).
 160. Mujtaba, Bahaudin (2004). *Empowering the Workforce to Deliver Superior Value through the Development of a Customer Oriented Culture in Developing Countries*. Proceedings of the Fourth Annual International Business Research Conference. University of North Florida. (February 13, 2004). Jacksonville, FL.
 161. Ampofo, A.; Mujtaba, B.; Cavico, F.; & Tindall, L. (2004). Organizational Ethical Culture: A Significance Determinant of Ethical Behavior. *The American Accounting Association's Ninth Symposium on Ethic Research in Accounting*,

- August 8. Retrieved on July 24th 2004 from:
http://www.aaahq.org/AM2004/cpe/Ethics/Forum_01.pdf
162. Mujtaba, B. G. & Mujtaba, L. (2004). “*Diversity Awareness and Management in Adult Education.*” Teaching and Learning Conference (TLC) Proceedings. College Teaching and Learning Conference (January 5-9, 2004). Orlando, FL. Received the best paper award and nominated for TLC Journal Publication.
 163. Mujtaba, B. G.; Preziosi, R.; & Mujtaba, L. (2004). “*Adult Learning and the Extraordinary Teacher.*” Teaching and Learning Conference (TLC) Proceedings. College Teaching and Learning Conference (January 5-9, 2004). Orlando, FL. Nominated for TLC Journal Publication through the best paper award.
 164. Mujtaba, B. G. (2003). *Diversity Management and Self-Fulfilling Prophecy in Adult Education.* Published in *Southern Management Association Proceedings*. SMA of Academy of Management. Editor: Elizabeth Wier Weatherly. November 12-16. Clearwater, Florida.
 165. Mujtaba, B. G. (2003). *Ingredients for Empowering the Afghan Workforce to Deliver Superior Value.* Published by the Society for Afghan Engineers (SAE). Proceedings and conference title “International Planning Conference for the Empowerment of Afghan Professionals.” Hoboken, New Jersey. October 3-6, 2003. Publication website: <http://afghan-engineers.org/>
 166. Mujtaba, B.; Richardson, W.; and Blount, P., (2003). Age Discrimination and Means of Avoiding It in the Workplace! “*Trust, responsibility, and business.*” Society for Advancement of Management (SAM) International Proceeding, 2003.
 167. Mujtaba, B. G. and Traylor, K., (2003). THE “BAIT AND SWITCH” STRATEGY: Value Adder or Destroyer! “*Trust, responsibility, and business.*” Society for Advancement of Management (SAM) International Proceeding, 2003.
 168. Mujtaba, B. G.; Griffin, C.; and Arrington, D., (2003). Emerging Ethical Issues in Technology & Countermeasures! “*Trust, responsibility, and business.*” Society for Advancement of Management (SAM) International Proceeding, 2003.
 169. Mujtaba, B. G. and Douglass, D., (2003). Ethical Issues in Subliminal Advertising! “*Trust, responsibility, and business.*” Society for Advancement of Management (SAM) International Proceeding, 2003.
 170. Mujtaba, B. G. and Raposa, P., (2003). The Ethics of Employee Monitoring: What You Need to Know! “*Trust, responsibility, and business.*” Society for Advancement of Management (SAM) International Proceeding, 2003.
 171. Mujtaba, B. G. (1999). “Celebrate your corporate diversity to retain a multicultural workforce.” Published at the Conference Proceedings for *Employee Recruitment & Retention Summit* presented by Lawrence Reagan Communication Inc. for executives and managers at Chicago.
 172. Mujtaba, B. (1999). Cross Cultural Communication Skills. *Creative Training Techniques*. January/March issue.
 173. Mujtaba, B. G. (1998). Universal Change Strategies for Managing Change Successfully. Published at the proceedings of *Employment Practices and Principles* conference in San Francisco of California.
 174. Mujtaba, B. G. (1998). Culture and Change Management: A Cross-Cultural View. Published at the proceedings of *Employment Practices and Principles* conference in San Francisco of California.

175. Mujtaba, B. G. (1998). Marketing Ethics. Published at the proceedings of *Australia New Zealand Marketing Academy Conference (ANZMAC98)*. Conference was held in New Zealand.
176. Mujtaba, B. G. (1998). International Marketing Ethics & Training. Published at the proceedings of *Australia New Zealand Marketing Academy Conference (ANZMAC98)*. Conference was held in New Zealand.
177. Mujtaba, B. G. (1998). "Give Your Career A Boost: Hone your problems-solving skills." Published at the Conference Proceedings for *Excellence in Management Conference* presented by Lawrence Reagan Communication Inc. for executives and managers at Chicago.
178. Mujtaba, B. G. (1998). Business Ethics Survey of Managers and Their Employees in the Retail Industry. Published at the proceedings of *Employment Practices and Principles* conference in San Francisco of California.
179. Mujtaba, B. G. (1997). Women and Morality in The Workplace: are they more ethical than men? *Proceedings of the 8th Annual National Conference on Applied Ethics*. University College & Extension Service of California State University; in Long Beach, California.
180. Mujtaba, B. G. (1997). Moral Development: learning from experience. *Proceedings of the 8th Annual National Conference on Applied Ethics*. University College & Extension Service of California State University; Long Beach, California.
181. Mujtaba, B. (April 1997). *Effective Training Programs*. Academy of Management Quarterly Newsletter.
182. Mujtaba, B. (1997). Training and Learning on the job. *Publix News*, November issue, page 5.
183. Mujtaba, B. G. and Aiken, G., (1996). Culture/Ethnicity and Problem Solving Ability. *Proceedings of the Fifth Annual Bayer International Conference*. Robert Morris College.
184. Mujtaba, B. G. (1996). Moral Development and Business Ethics. *Proceedings of the Fifth Annual Bayer International Conference*. Robert Morris College.

PROFESSIONAL PRESENTATIONS

- ◇ **2017.** Mujtaba, B. G. (April 29, 2017). *Business Ethics for Managers and Political Leaders in Afghanistan*. Tele-Education Forum: Online Presentation via Skype, Herat University faculty and students.
- ◇ **2012.** Mujtaba, B. G. (September 26, 2012). *Operational Excellence, Inclusiveness, and Ethical Imperatives in the ASEAN Community*. The Association of Southeast Asian Nations (ASEAN) is a free trade zone initiative among the ten countries in the region. Served as an invited speaker and panel member in a three-hour seminar on the topic of “Preparation for ASEAN Community of Thailand: Public and Private Perspective Discussion”. Institute of International Studies, Ramkhamhaeng University. Bangkok, Thailand. The seminar had four other speakers as follows:
 1. Introduction to ASEAN by Mr. Phanpob Plangrayoon, Director of ASEAN Division, the ASEAN Department, Ministry of Foreign Affairs in Thailand.
 2. Ms. Nalintib Nomvisetvongsa from the Trade Office, Professional Level Department of the Trade Negotiations, Ministry of Commerce in Thailand.
 3. Dr. Surachai Jitpukdeebodin, the President of Songkla Chamber of Commerce.
 4. Mr. Satin Soonthornpan, Director of Institute of International Studies, Ramkhamhaeng University.
- ◇ **2012.** Mujtaba, B. G. (January 3, 2012). Two-Hour Workshop on “*Management and the Power of Expectations*”. Attendees were 115 Faculty and Graduate Students. Sponsored by the COMSATS Institute of Information Technology, Sahiwal Campus, Sahiwal, Pakistan.
- ◇ **2011.** Mujtaba, B. G. (December 2011). Two-Hour Workshop on “Situational Leadership amid a Diverse Workplace: Considerations for Fairness and Employee Development”. *International Conference on Management Research (ICMR)*, Theme: Emerging Market’s Future: Business, Innovation, Entrepreneurship, and Finance. Held on December 15-16, 2011 in Lahore, Pakistan. Sponsored by Superior University of Pakistan, the University of Newcastle Australia, and Rouen Business School of France.
- ◇ **2011.** Mujtaba, B. G. (December 2011). Panel Member Presenter: Emerging Market’s Future: Business, Innovation, Entrepreneurship, and Finance. *International Conference on Management Research (ICMR)*, December 15-16, 2011 in Lahore, Pakistan. Discussion moderated by Professor Dr. Sikander Khan, Pro Rector, Superior University, Lahore, and included the following members:
 - Professor Dr. Stephen Murdoch, Rouen Business School, France
 - Professor Dr. Alessandro Baroncelli, Director Research, UCSC, Milan, Italy
 - Professor Dr. Azam Roomi, Bedfordshire, United Kingdom
 - Professor Dr. Bahaudin G. Mujtaba, Nova Southeastern University, USA
- ◇ **2011.** Mujtaba, B. G. (November 19, 2011). *Promoting Diversity and Inclusion in the Workplace: Perspective from Florida Organizational Leaders*. Third South Florida Diversity Summit. Sponsored by the South Florida Diversity Alliance. Held at the

Carl DeSantis Building, Nova Southeastern University. Moderated by Dr. Delores M. Smiley and Mr. Roland A. Foulkes. Served as a Panel Member along with the following members:

- *Bruce J. Steward* (member and keynote speaker), Deputy Director Training, Compliance, and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management (OPM) at President Barak Obama's Administration and is responsible for the coordinated implementation of the President's Executive Order on Diversity and Inclusion.
 - *Nadine Smith*, Executive Director of Equality Florida.
 - *Robert W. Runcie*, Superintendent of Broward County Public Schools.
 - *Alvin B. Jackson, JR*, Director for the Hallandale Beach Community Redevelopment Agency.
 - *Larry McIntyre*, Special Project Coordinator of Florida Department of Economic Opportunity.
 - The Diversity Summit was covered at the NSU Sharkbytes on December 07, 2011 at: <http://nsunews.nova.edu/professor-management-participates-diversity-panel/>
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- ◇ **2011.** Mujtaba, B. G. (November 09, 2011). *Afghanistan: Realities or War and Rebuilding*. Presentation at the Lifelong Learning Institute (LLI) of the College of Osteopathic Medicine at Nova Southeastern University. University Park Plaza – North, Fort Lauderdale, Florida. Presentation from 12:30-2:00PM. Director of LLI, Linda E. Maurice.
 - ◇ **2011.** Mujtaba, B. G. (2011). *Evolution or Revolution: Historic, economic, social, and political implications for Pakistan*. Panelist Debate and Discussion at the Chamber of Commerce in Lahore, Pakistan. Sponsored by Superior University and the Chamber of Commerce; October 27, 2011; 6-8PM.
 - ◇ **2011.** Mujtaba, B. G. (2011). *Diversity Challenges and Management: Considerations for Decision-Making in Business*. Seminar sponsored by COMSATS Institute of Technology in Lahore, Pakistan; October 27, 2011; 11 AM – 1 PM.
 - ◇ **2011.** Participated as an invited member of a study group on “*Grievances and the Radicalization of Society*” sponsored by H.E. Dr. Rangin D. Spanta, the National Security Advisor of the Islamic Republic of Afghanistan from October 17-20 at the Ministry of Foreign Affairs in Kabul Afghanistan to make recommendations to the President of Afghanistan, Hamid Karzai. A few of the other invited members included the following individuals:
 - (a) Ambassador Kai Eide, Special representative for the UN Secretary General in Afghanistan from March 2008 to March 2010.
 - (b) Ambassador Francesc Vendrell, EU Special Representative for Afghanistan between 2002 – 2008.
 - (c) Dr. Whitney Azoy, US Diplomat to Afghanistan, 1972. Director of the American Institute of Afghanistan Studies in Kabul.
 - (d) Professor Abdul Satar Sa'adat, Head of Government Relations at the Afghan Parliament.
 - (e) Professor Abdul Ghafoor Liwa, Director of the Regional Studies Center of Afghanistan.

- (f) Parnian Nazary, Program Office at the Center on International Cooperation and Special Advisor at the Paula Loyd Foundation which provides scholarships for Afghan women to study abroad.
 - (g) Marisa L Porges, Associate Fellow at the International Centre for the Study of Radicalization (ICSR), London.
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- ◇ **2010.** Mujtaba, B. G. (2010). “*Diversity Management and Leadership.*” Two-hour workshop for faculty and graduate students in the Department of Automotive at Chang ‘an University in Xi’an, China. September 19, 2010 from 10-12 AM. Coordinated by Professor Hong Min Cai. English Department translator was Professor Qi Wu from English Department.
 - ◇ **2010.** Mujtaba, B. G. (2010). “Managing and Developing your Talent Effectively.” Facilitated this four-hour training workshop at the *2nd International Conference of South Asia Chapter of AGBA*. Thursday, July 23, 2010 from 9 am – 1 pm. Bhurban, Pakistan.
 - ◇ **2010.** Mujtaba, B. G. (2010). Panel Speaker and Discussant on “Nurturing Innovation, Entrepreneurship, Investment and Public-Private Partnerships in Global Environment.” *Closing Session of the 2nd International Conference of South Asia Chapter of AGBA*. Friday, July 23, 2010. Bhurban, Pakistan. Other panel members included:
 1. Dr. Muhammad Azam Khan Swati, Federal Minister for Science and Technology, Pakistan.
 2. Dr. Said Elfakhani, Saginaw Valley State University, Michigan, USA.
 3. Dr. Ahmad M. Khalid, Bond University, Australia.
 4. Dr. James Foreman-Peck, Cardiff Business School, Cardiff University, United Kingdom.
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 - ◇ **2009.** Mujtaba, B. G. (June 21-23, 2009). *Values-Driven Culture and Thai Airways: Progressing with a Passion for Excellence.* Three-day workshop led by Dr. Jatuporn Sungkhawan. Thai Airways Crew Training Center, Bangkok, Thailand.
 - ◇ **2009.** Mujtaba, B. G. (April 28, 2009). *Re-Building Afghanistan: Privatization, Economics and Social Development.* Panel Title: Re-Building Afghanistan: Recommendations on Economic and Social Development, with Ms. Fariba Nawa and Ms. Sonali Kolhatkar. April 28, 2009 at 1:30 – 3:00 PM – at the 2009 Afghanistan Peace and Development Conference at the City University of New York (CUNY).
 - ◇ **2008.** Mujtaba, B. G. (April 07, 2008). *Afghanistan and its Realities.* Lifelong Learning Institute (LLI), Nova Southeastern University at University Park Plaza – North. Presentation from 12:30-2:00PM.
 - ◇ **2008.** Mujtaba, B. G. (April 04, 2008). *The Kite Runner and Life in Afghanistan.* The Rich Roffman Show at WKAT 1360 AM. Website: <http://therichroffmanshow.com/>. Live Radio interview and discussion at 05:00 PM-5:40 PM.
 - ◇ **2007.** Mujtaba, B. G. (February 01, 2007). *Cultural Diversity and Afghanistan: Realities and Rebuilding.* Keynote Luncheon Speaker at the Rotary Club at the Coral Ridge Yacht Club in Fort Lauderdale, Florida.
 - ◇ **2006.** Mujtaba, B. G. (July 19, 2006). *Living with Wal-Mart: Progressing amid Change.* Keynote Speaker at the Conference sponsored by the Economic

Development Advisory Board of the City of Lauderdale Lakes. Florida Medical Center Auditorium, Fort Lauderdale, Florida.

- ◇ **2006.** Mujtaba, B. G. (April 2006). *Innovative and Responsive Training*. Keynote Speaker at the Bahamas Institute of Financial Services. Honored guest was Dr. Timothy Baswell Donarldon, Governor for the Central Bank of the Bahamas. Sandals Royal Bahamian Resort and Spa, Cable Beach of Nassau, Bahamas. April 6.
- ◇ **2006.** Mujtaba, B. G. (April 2006). *Ethics in the Workplace*. Two hour session presented for the Insurance Institute of the Bahamas. Buena Vista Restaurant. April 7. Nassau, Bahamas.
- ◇ **2006.** Mujtaba, B. G. (March 2006). *Delivering Quality Service: An Ethical Obligation*. Two hour session presented at Sandilands Rehabilitation Centre employees at the Public Hospitals Authority; Nassau, Bahamas.
- ◇ **2006.** Mujtaba, B. G. (March 2006). *Professional Ethics: Transcending Requirements through Moral Leadership*. Presented at the Distinguished Speaker Series; Nassau, Bahamas; March 7. British Colonial Hilton Hotel.
- ◇ **2006.** Mujtaba, B. G. (February 2006). *Afghanistan: Culture and History*. Presented by at the St. John County's Library in St. Augustine, Florida. February 5.
- ◇ **2005.** Key, S.; Musa, F. Phillip.; and Poole, L. (December 2005). *Gender Disparities in Information Technology: The Role of Life Stages and Institutional Gender Bias*. Presented by Bahaudin Mujtaba at the SAE/SAAE Conference Proceedings; Dec. 17-18; Kabul University; Kabul, Afghanistan.
- ◇ **2005.** Southern Management Association; annual conference. *Faculty Training to Facilitate Online Classes*. November 10, 2005. South Carolina, Charleston.
- ◇ **2005.** Business Breakfast Series Speaker in Jacksonville on the topic of “*Diversity Management: the Need and Necessity of Diversity Training*.” Sponsored by the H. Wayne Huizenga School of Business and Entrepreneurship. Two-hour session on September 23, 2005 at the Jacksonville Student Educational Center. Website information: <http://www.nova.edu/cwis/ia/pubaffairs/ebulletin/snip-its/2005/sept07/breakfast.html>
- ◇ **2005:** Presenter/speaker on “*Professional Ethics in Academia*” at the Association for Tertiary Institutions in the Bahamas (ATIB) educational conference. May 04-6, 2005. Three hour session: welcome remarks by Dr. Ronda Chipman-Johnson; closing remarks by Honorable Theresa Moxey-Ingraham.
- ◇ **2005.** One hour and fifteen minutes session on “*Faculty Training and Development Practices in Distance Education*.” International Assembly for Collegiate Business Education (IACBE) Conference. San Antonio, Texas. Friday, April 8th 2005.
- ◇ **2005.** *Mentoring and Socialization Programs in the Twenty First Century Environment*. Fifth Annual International Business Research Conference, University of North Florida, Jacksonville, 2-11-05.
- ◇ **2005.** *Situational Leadership and Developing a Productive Culture from Ground Zero in Afghanistan*. Fifth Annual International Business Research Conference Proceedings, University of North Florida, Jacksonville, 2-11-05.
- ◇ **2005.** *Facilitating through Collaborative Reflections to Accommodate Diverse Learning Styles for Long-Term Retention*. Association for Business Simulation and Experiential Learning (ABSEL) Conference Proceedings. March 17-18, 2005.

- ◇ **2005.** *The Creation and Implementation of a Comprehensive Formal Faculty Training and Orientation Program at the School of Business.* Best paper winner. College Teaching and Learning Conference Proceedings, Orlando, FL.
- ◇ **2005.** *Quality Assurance and Assessment of Doctoral Programs: The Comprehensive Exams.* College Teaching and Learning Conference Proceedings, Orlando, FL.
- ◇ **2005.** *What Online Students Should Know: Essential Cyberspace Skills for Chatting, Emailing, and Learning?* Best paper winner. College Teaching and Learning Conference Proceedings, Orlando, FL.
- ◇ **2005.** *“Affective Teaching and Facilitation: Increase Learning, Enforce Ethical Standards, and Reduce Dishonesty in the College Classroom.”* Proceedings of Teaching and Learning Conference (TLC). Best paper winner. January 3-7th.
- ◇ **2004.** *Effective Time Management Skills for Twenty First Century Leadership.* Proceedings of the Academy of Business Disciplines, Proceedings of Sixth Annual Conference. November 11-13.
- ◇ **2004.** *An Assessment of MBA Student Performance Based on Teaching Modality: The On-Ground versus the Hybrid Format.* Proceedings of the Academy of Business Disciplines, Proceedings of Sixth Annual Conference. November 11-13.
- ◇ **2004.** *Reported attitudes towards unethical behavior: A test of informal organizational socialization in retail employees.* Proceedings of the Association on Employment Practices and Principles Twelfth Annual International Conference, Pages 231-236.
- ◇ **2004.** *“Testing and Evaluation of Online Education to Measure and Validate Outcomes.”* International Applied Business and Economic Research Conference (IBER). October 4-8; Las Vegas, Nevada. Symposium titled ‘Education without Boundaries: Faculty Issues in Cyberspace’ with Dr. Jane Gibson (NSU), and Dr. Dana Tesone (UCF).
- ◇ **2004.** *“Training and Development for Faculty Success in Cyberspace.”* College Teaching and Learning Conference (TLC). October 4-8; Las Vegas, Nevada. Symposium titled ‘Web-Based Education: Assuring Success in Cyberspace’ with Dr. Jane Gibson (NSU), and Dr. Dana Tesone (UCF).
- ◇ **2003:** *“Training and Development of Faculty to Effectively Meet Student Needs in Cyberspace Education.”* Symposium on ‘Assuring Student Success in the Online Environment’ with Jane Gibson (NSU) and Dana Tesone (UCF) and Regina Greenwood (Kettering University) as Discussant. Southern Management Association: Management History and Management Education-Track 5. November 6th, Annual Conference.
- ◇ **2004.** *Disparate Generations of Employees Delivering Value in today’s Twenty First Century Learning Organizations.* Published in the Proceedings of ‘The International College Teaching Methods & Styles Conference.’ Reno, Nevada, USA. September 27-30.
- ◇ **2004.** Presentation on *“Training and Development of Faculty to Effectively Meet Student Needs in Cyberspace Education.”* Symposium on ‘Assuring Student Success in the Online Environment’ with Jane Gibson (NSU) and Dana Tesone (UCF) and Regina Greenwood (Kettering University) as Discussant. Southern Management Association: Management History and Management Education-Track 5. November 6th, Annual Conference.

- ◇ **2004.** Co-author Rosemarie Hinds, one hour session on “*Quality Assurance through Effective Faculty Training and Development Practices in Distance Education: The Survey of Jamaican Graduates.*” THE CARIBBEAN AREA NETWORK FOR QUALITY ASSURANCE IN TERTIARY EDUCATION (CANQATE). Inaugural Conference on November 3-4. Ocho Rios, Jamaica.
- ◇ **2004.** *What Do Online Students Need and Want from their Masters of Business Administration Program at the School of Business and Entrepreneurship?* Presentation at the International Assembly for Collegiate Business Education (IACBE) Regional Conference. Tuesday, September 28th 2004. Orlando, FL.
- ◇ **2004.** *Testing and Evaluation of Online Education to Measure and Validate Learning Outcomes at the Huizenga School.* Presentation at the International Assembly for Collegiate Business Education (IACBE) Regional Conference. Tuesday, September 28th 2004. Orlando, FL.
- ◇ **2004.** *Comparison of Student Performance in Quantitative Thinking Course among Online, Onground and Hybrid Students at the Masters of Business Administration Program.* Presentation at the International Assembly for Collegiate Business Education (IACBE) Regional Conference. Tuesday, September 28th 2004. Orlando, FL.
- ◇ **2004.** *Comparison of Learning Outcomes between Jamaican Students with Students in the United States and the Grand Bahamas in “Delivering Superior Customer Value” Course at the H. Wayne Huizenga School of Business and Entrepreneurship.* Presentation at the International Assembly for Collegiate Business Education (IACBE) Regional Conference. Tuesday, September 28th 2004. Orlando, FL.
- ◇ **2004.** *Survey of Online Students at the H. Wayne Huizenga School of Business and Entrepreneurship of Nova Southeastern University.* Presentation at the International Assembly for Collegiate Business Education (IACBE) Regional Conference. Tuesday, September 28th 2004. Orlando, FL.
- ◇ **2004.** Presented “*Socialization, Rehabilitation and Development of the Afghan Workforce for Enforcing High Ethical Standards.*” SAE 2004 International Conference on ‘Infrastructure, Rehabilitation and Development in Afghanistan.’ July 30th -August 1st 2004. UC-Berkley, California. SAE Website: <http://afghan-engineers.org/>
- ◇ **2004.** Presented a Conference Summary on “*Infrastructure, Rehabilitation and Development in Afghanistan.*” August 1st 2004. UC-Berkley, California. SAE Website: <http://afghan-engineers.org/>
- ◇ **2004.** Presented a two hour session on “*Islam: Cultural and Religious Accommodations by Health Professionals*” in a workshop titled “Cultures: Understanding Differences in Multicultural Patients.” The workshop was attended by health practitioners from Jackson Memorial Hospital in Miami. Address: Jackson Medical Towers. 1500 NW 12th Avenue, 7th Floor, Room 725.
- ◇ **2004:** Presenter/speaker on “*Cultural Perspectives of Age Discrimination and Unearned Privileges Associated with Age.*” Applied Business Research Conference (ABR) Proceedings. Conference in San Juan, Puerto Rico (March 15-19, 2004).
- ◇ **2004:** Presented on “*Entering the Tourism Industry through Effective Business Planning to Deliver Value for Generation Y “Guests”: The Turkish Entrepreneurs*”

Planning for Entry to the American Market.” Proceedings of Applied Business Research Conference. March 15-19. San Juan, Puerto Rico.

- ◇ **2004:** Presented “*Faculty Training and Development Practices in Distance Education Using Cyberspace Technology to Achieve Extraordinary Results with Students.*” Proceedings of Applied Business Research Conference. March 15-19, 2004. San Juan, Puerto Rico.
- ◇ **2004:** Presenter/speaker on *Empowering the Workforce to Deliver Superior Value through the Development of a Customer Oriented Culture in Developing Countries.* Proceedings of the Fourth Annual International Business Research Conference. University of North Florida. (February 13, 2004). Jacksonville, FL.
- ◇ **2004:** Presenter/speaker on *Building Trust and Productivity through Effective Communication and Leadership in the Workforce.* Published by the International Society for Productivity and Quality Research (ISPQR). Proceedings and conference title “Economic Renewal through Productivity”. Miami, Florida.
- ◇ **2004:** Presenter/speaker on *Hone Your Problem Solving and Time Management Skills for Maximum Productivity.* Published by the International Society for Productivity and Quality Research (ISPQR). Proceedings and conference title “Economic Renewal through Productivity”. Miami, Florida.
- ◇ **2004:** Presenter/speaker on “*Adult Learning and the Extraordinary Teacher.*” Teaching and Learning Conference (TLC) Proceedings. College Teaching and Learning Conference (January 5-9, 2004). Orlando, FL.
- ◇ **2003:** Presenter/speaker on *Diversity Management and Self-Fulfilling Prophecy in Adult Education.* Published in *Southern Management Association Proceedings*. SMA of Academy of Management. Editor: Elizabeth Wier Weatherly. November 12-16. Clearwater, Florida.
- ◇ **2003.** Presented “*Ingredients for Empowering the Afghan Workforce to Deliver Superior Value.*” Society for Afghan Engineers (SAE) International Conference on “International Planning Conference for the Empowerment of Afghan Professionals.” Hoboken, New Jersey. October 3-6, 2003. Some of the guest speakers included:
 - Hon. Abdullah Ali, Minister of Public Works
 - Hon. Sherief Fayez, Minister of Higher Education
 - Hon. Mangal Hussain, Minister of Afghan Diaspora
 - Dr. Ravan Farhadi, Afghanistan's Permanent Representative to the United Nations.
 - Mahammad Younes Newandish, Deputy Minister of Ministry of Water and Power
 - 2003: Presenter/speaker on “*Tertiary Education Goes Online*” at the Association for Tertiary Institutions in the Bahamas (ATIB) educational conference. November 18-20.
 - 2003. Attended a one day workshop on “Cultures: Understanding Differences” and presented a two hour session on “*Islam: Cultural and Religious Accommodations by Health Professionals.*” The workshop was attended by health practitioners. Sponsored by Jackson Memorial Hospital in Miami. JMH has over 12,000 employees. Arranged by Islamic Speakers Bureau (ISB) of South Florida.

- 2003: Keynote speaker on “*Effective Time Management and Decision-Making*” for the Weston Rotary Club of South Florida gathering on July 31, 2003. Audience was a little over 100 local members and business professionals from the community.
- 2003: Presenter at this one-hour session in the Online Learning Workshop. “*Best Practices in Online Learning: Recruiting, Training and Retaining the Best Faculty.*” Library, Research, and Information Technology Center at NSU. September 24, 2003.
- 2003: Presented a one-day workshop titled “*Teams & Teamwork: Tools and Team Building Suggestions*” for a one-day workshop titled “*The Power of Teamwork.*” with local supervisors and managers at Nova Southeastern University’s Communitiversity Workshop in Fort Lauderdale, Florida. June 17, 2003. The audience were supervisors and managers from the city of Broward, the county, the Broward Schools, and NSU administration.
- 2003: Age Discrimination and Means of Avoiding It in the Workplace! Presented in SAM International Conference on “*Trust, Responsibility, and Business.*” April of 2003 in Orlando, Florida. Paper is co-authored with William Richardson and Pamela Blount.
- 2003: The “Bait And Switch” Strategy: Value Adder or Destroyer!! Presented in SAM International Conference on “*Trust, Responsibility, and Business.*” April of 2003 in Orlando, Florida. Paper is co-authored with Kendrick Traylor.
- 2003: Emerging Ethical Issues in Technology & Countermeasures! Presented in SAM International Conference on “*Trust, Responsibility, and Business.*” April of 2003 in Orlando, Florida. Paper is co-authored with Carol Griffin and David Arrington.
- 2003: Ethical Issues in Subliminal Advertising! Presented in SAM International Conference on “*Trust, Responsibility, and Business.*” April of 2003 in Orlando, Florida. Paper is co-authored with Dawn K. Douglass.
- 2003: The Ethics of Employee Monitoring: What You Need to Know! Presented in SAM International Conference on “*Trust, Responsibility, and Business.*” April of 2003 in Orlando, Florida. Paper is co-authored with Paula Raposa.
- 2003: Prepared and presented a 100-page workbook along with a one day workshop titled “Faculty Orientation: Suggestions, Guidelines and Excellence in Teaching” for Nova Southeastern University’s Undergraduate Business Program. Six workshops (one full day or nine-hours each) were facilitated by Dr. Bahaudin Mujtaba to over 200 full-time and adjunct faculty members in Fort Lauderdale, Bahamas, Jamaica, Orlando, and Tampa in 2002 and 2003. Sessions were facilitated with adjustments for the faculty members teaching in Bahamas and in Jamaica.
- 2001. Presented a session on academic publications (titled: *Publish or Plant & Prepare to Publish*) at the Academic Leadership Conference for the yearly meeting at the University of Phoenix in Arizona.
- 2000: Presented four 90-minute sessions titled “Diversity Awareness and Employee Retention” to over 200 executives and senior managers of an

international automotive manufacturing firm, owned by the Japanese, in Maryville/Knoxville of Tennessee.

- 1999: “Business Ethics Survey of Managers and Their Associates in the Retail Industry.” Accepted for presentation at the American Society for Competitiveness conference in Atlanta.
- 1999: “Cross Cultural Marketing Ethics: Literature Review and Training Suggestions.” Accepted for presentation at the American Society for Competitiveness conference in Atlanta.
- 1999: “Celebrate your corporate diversity to retain a multicultural workforce.” Presented this one-hour session at the *Employee Recruitment & Retention Summit* organized by Lawrence Reagan Communication Inc. for executives and managers at Chicago.
- 1998: Universal Change Strategies for Managing Change Successfully. Presented at the Employment Practices and Principles conference in San Francisco of California.
- 1998: Culture and Change Management: A Cross-Cultural View. Presented at the Employment Practices and Principles conference in San Francisco of California.
- 1998: Business Ethics Survey of Managers and Their Employees in the Retail Industry. Presented at the Employment Practices and Principles conference in San Francisco of California.
- 1998: “Give Your Career a Boost: Hone your problems-solving skills.” One hour presentation at the Excellence in Management Conference presented by Lawrence Reagan Communication Inc. for executives and managers at Chicago.
- 1997: “Business Ethics Survey: A perspective from the retail industry.” Presented a forty five minute interactive session in the annual conference for *Association for Business Simulation and Experiential Learning (ABSEL)* in New Orleans.
- 1997: “Corporate Ethics Training Programs.” Presented a ninety minute interactive session in the annual conference for *Association for Business Simulation and Experiential Learning (ABSEL)* in New Orleans.
- 1997: “Women And Morality In The Workplace: are they more ethical than men?.” Presented a ninety minute interactive session during The 8th Annual National Conference on Applied Ethics in Long Beach, California. Sponsored by University College & Extension Service of California State University, in Long Beach, California.
- 1997: “The Economics of Staying in School.” This is a seven week program that was presented to middle school students in seventh grade; Lakeland, Florida.
- 1996: Ethics and Social Responsibility in Human Resources. Presented a two hour interactive session, as a guest speaker, with Doctoral students in a class titled “Strategic Programming in Human Resource Management.”
- 1996: “Managing yourself” workshop. A three hour presentation along with Frank Darguzas, a consultant and trainer for Publix Super Markets, at the

INROADS Organization - Career Development in Business and Industry for Talented Minorities in Tampa Bay area. INROADS/Tampa Bay Area, Inc.

- 1996: “Ethics and Morality in Business,” presented in the American Society for Competitiveness (ASC) yearly conference in Atlanta, Georgia.
- 1996: “Business Ethics Awareness,” presented in the American Society for Competitiveness (ASC) conference in Atlanta, Georgia.
- 1996: “Culture/Ethnicity and Problem Solving Ability,” co-authored with George Aiken, presented in the Fifth Annual Bayer International Conference, sponsored by Robert Morris College and held in Pittsburgh, Pennsylvania.
- 1996: “Moral Development and Business Ethics,” presented in the Fifth Annual Bayer International Conference, sponsored by Robert Morris College and held in Pittsburgh, Pennsylvania.
- 1989-1996: Presented several one-hour sessions to Middle and High School students in Orlando area. Session lectures and discussions included “The importance of staying in school” and “Career Development and Planning.”

CHAIR OR DISCUSSANT FOR ACADEMIC SESSIONS

1. **2021.** Took part in a conference presentation on “*The Tunisian National Dialogue, the process and the role of civil society*” by Ms. Ouided Bouchamaoui, the co-laureate of the Nobel Peace Prize 2015 winner. SWISS UMEF University, Geneva, Switzerland. January 19, 2021. Ouided Bouchamaoui was elected President of the Tunisian Confederacy of Industry, Trade and Handicrafts (UTICA) in May 2011. She is the first woman elected to this position in the Arab World, and member of the National Dialogue Quartet. She played a historic and legendary role in helping her country navigate through a great time of crisis during the Arab spring and move Tunisia to a more transparent and collaborative society with democratic processes, constitutional framework and transparent elections. Ms. Bouchamaoui is also Member of the Oslo Business for Peace Award Committee since January 2016. Ms. Bouchamaoui describes the open secret of her success as the ability to build win-win partnerships and relationships even among opponents. She is an exemplar of the creative and constructive force of women’s leadership to nurture dialogue, bring harmony and build peace.
2. **2020.** Attended a session on “Do Human Beings Learn from History: The lessons of European Union”. Presentation by Dr Heinz Fischer, former President of the Republic of Austria. Swiss UMEF Conference. December 10, 2020, from 11 AM – 1 PM Switzerland, Zurich time. Dr Heinz Fischer was elected Federal President of Austria in April 2004, and re-elected for a second and final term in 2010. From 1983 to 1987, he served as the Federal Minister of Science and Research, and from 1990 to 2002, he was the Speaker of the Austrian National Assembly. For several years he also served as the Chairman of the Social Democratic Group in the National Assembly. Born in Graz, Dr Fischer studied law and political science at the University of Vienna. In 1978, he became an associate professor of political science at the University of Innsbruck and was appointed full professor of political science in 1994.
3. **2018.** Served as a Discussant at *Business and Applied Sciences Academy of North America* (BAASANA) Conference. Foreign Trade University: Hanoi, Vietnam, on May 15-17, 2018, which included the following papers:
 - *The Leadership Competence in Vietnam Public Administration.* By Mai Thanh Lan and Ta Huy Hung of Thuongmai University.
 - *Free movement of labor in ASEAN – Unprecedented model in the World.* By Bui Thi Ngoc Lan and Le Minh Tien, Hanoi Law University.
4. **2018.** Chaired a session at *Business and Applied Sciences Academy of North America* (BAASANA) Conference. Foreign Trade University: Hanoi, Vietnam, on May 15-17, 2018, which included the following papers:
 - Analysis of the Success of Digital Start-up in Vietnam using a Success / Failure Model.
 - Determinants of Zombie Firms’ Survival in Vietnamese Economy: An Empirical Approach.
 - Impact of Public Debt on Economic Growth: An Empirical Research for the Case of Vietnam.

- Determinants of Export Intensity in the Textile and clothing Industry in Major Asian Exporting Countries.
5. **2016.** Chaired a management session for the following papers at the 7th International and National Academic Conference; theme: *Creating a “World-Class” University for Research*. Suan Sunandha Rajabhat University, March 26, 2016 in Bangkok, Thailand:
 - “Plai Oil Itself as Oil Phase in Microemulsion Preparation: Development and Characterization, by Suwit Khajitkhajonwong.
 - Status of Talent Management on Human Resources Management, by Ruechuta Tepayakul.
 - Motivation and Satisfaction of Asian and European MBA Students at Siam University, by Ashin Ganda Sara.
 - Marking Mix Factors Affecting Consumer Behavior in Consuming Clean Food at DJ Poom Menu Restaurant, by Sivapon Santivong.
 - Value of Cash during Downturn, by Chawarat Piyasil.
 - Style investing of various investor types in Thailand, by Kittitat Lohitanon.
 6. **2011.** Chaired a management session for the following papers on *Management* at the COMSATS Institute of Information Technology’s South Asian International Conference (SAICON) in Lahore, Pakistan. December 28-29, 2011 from 11:30 am – 1:00 PM:
 - Work Motivation and Performance Level of the Employees Working in Day and Night Shifts, by *Ayesha Sheikh, Shazia Khalid - University of the Punjab, Lahore, Pakistan*
 - Job Burnout of Employees at work place: Causes and Consequences, by *Sadia Ishaq, Noor-ul-ain and Shazia Khalid - University of the Punjab, Lahore, Pakistan*
 - Learning Orientation, Innovation Capability, and Organizational Performance: Evidence from Banking Sector of Pakistan, by *Sardar Mu hammad Zahid, Imran Ali - COMSATS Institute of Administrative Sciences, Lahore, Pakistan*
 - Enhancing Entrepreneurial Marketing Education; the Student Perspective, by *Misbah Alam; Zunaira Rani - University of Sargodha, Sargodha, Pakistan.*
 - Social Media and Social Marketing – Catalysts of Social Change, by *Shafaq Hasan, Dr. Basit Tayyab - Quaid-e-Azam University, Islamabad, Pakistan*
 7. **2011.** Chaired a management session for the following papers on *Management* at the COMSATS Institute of Information Technology’s South Asian International Conference (SAICON) in Lahore, Pakistan. December 28-29, 2011 from 11:30 am – 1:00 PM:
 - Comparative Analysis of Job Satisfaction among Faculty members of Shah Abdul Latif University Khairpur Mirs compare with University of Sindh Jamshoro, by *Faiz M. Shaikh SZABAC, Dokri, Pakistan and Dr. Anwar Ali Shah G. Syed.*
 - The Drivers of Brand Equity: Brand Image, Brand Satisfaction and Brand Trust, by *Ume Salma Akbar- Institute of Business Administration, Sukkur, Pakistan, Dr. Sarwar M Azhar - University of Management and Technology Lahore, Pakistan*
 - Mediating Role of Altruism for workplace Spirituality- Sales Performance Relationship, by *Basharat Naeem, Prof. Dr. Muhammad Ehsan Malik, Basit Bin Ali - University of the Punjab, Lahore Pakistan*

- Demographical antecedents in decisional autonomy of women entrepreneurs, by *Noreen Zahra, Kashif Mahmood* - *Virtual University of Pakistan, Lahore, Pakistan.*
 - Intellectual Capital and Organizational Performance, by *Imran Ali, Jawaria Fatima Ali* - *COMSATS Institute of Information Technology*
8. **2011.** Chaired a management research session for the following papers on *Leadership* at the Superior University's International Conference in Lahore, Pakistan. December 15-16, 2011:
1. Situational Leadership Practices For Emerging Economies by Bahaudin G. Mujtaba, Nova Southeastern University, Florida.
 2. Muhammad As A Transformational Leader by Muhammad Shah Khan. Baluchistan University Of Information Technology, Engineering, And Management Sciences (BUIEMS), Quetta
 3. Leadership Evolution: A Case Study Of Pakistan by Saadat Kirmani, University Of Central Punjab, Lahore
 4. Leadership Styles In Practice In Fast Food Chain Restaurants In Pakistan by Mubasher Ahmad, Yousaf Siddiqui, Umair Khan, Superior University, Lahore
 5. An In Depth Analysis Of Banking Sector's Leadership Styles On Organizational Performance Needs Investigation To Find Out Various Leadership Styles In Vogue In Banking Sector Of Pakistan. By Yousaf Siddiqui, Umair Khan, Superior University, Lahore
 6. Factor Affecting Private Sector Managers Commitment To Changes In Lahore by Sumaira Riaz, Amna Asrar Mirza, Superior University, Lahore
9. **2011.** Chaired a management research session for the following papers on *HR Practices* at the Superior University's International Conference in Lahore, Pakistan. December 15-16, 2011:
1. Human Resource Management Practices In Pakistan: A Study Of Manufacturing Industry by Dr. Anwar Ali Shah G. Syed, University Of Sindh -Dadu Campus, Faiz.M. Shaikh, Szabac-Dokri-Larkana-Sindh-Pakistan, Dr. Khalid Hussain Shaikh, University of Sindh-Jamshoro
 2. Impact of HR Practices on Employee Well Being in Telecommunication Sector of Lahore, Pakistan by Chaudhry Abdul Rehman, Mohammad Ilyas, Shumaila Azhar, Superior University, Lahore
 3. Attitudinal Outcomes Of Performance Appraisal: External Validation With Extended Dimension Of Person-Environment Fit Model by Farooq Anwar, Superior University, Lahore, Adnan Waseem, Comsats Institute of Information Technology, Islamabad, Ghulam Hussain, Comsats Institute of Information Technology, Sahiwal
 4. Analysis Of Hr-Practices In An Organization by Neelam Chattha, The University of Central Punjab, Lahore
 5. Impact Of Supportive HR Practices And Perceived Organization Support On Telecom Employees by Sumbel Jamshed, Inam-Ul-Haq, Superior University, Lahore
 6. The Impact Of Work Life Balance Practices On Organizational Performance by Mirza Mohammad Ali Baig, Hafiz Mohammad Waseem, Superior University, Lahore
 7. The "Doctrine of Ultra Vires" and its subsequent development in the frame work of Company law by Syed Raza Shah Gilani, Abdul Wali Khan University, Mardan
10. **2011.** Chaired a management research session for the following papers on *HR Practices III* at the Superior University's International Conference in Lahore, Pakistan. December 15-16, 2011:

1. Impact of Selective HR Practices on Employee Performance in Educational Sector by Waleed Saeed, Superior University, Lahore
 2. Exploring The Impact Of Human Resource Management (HRM) Practices On Organizational Growth In Manufacturing Sector Of Pakistan by Chaudhry Abdul Rehman, Ayesha Zahid, Zubair Aslam, Superior University, Lahore
 3. Analysis Of HR-Practices In An Organization by Neelam Mumtaz, The University Of Central Punjab, Lahore
 4. Employee Engagement; The Driver Of Performance by Angelina M. Bhatti, Riffat Majeed, Superior University, Lahore
 5. Job Enrichment Moderates the Relationship between Perception of Organizational Politics and Job Outcomes by Husnain Iqbal, Amna Manzoor, Farooq Ahmad Jam, The University Of Central Punjab, Lahore
 6. Can Motivation Mode/Method Be Influence To Employee Performance Or Organizational Commitment by Mirza Mohammad Ali Baig, Shahzad Shafiq, Hafiz Shamshad Ali, Hafiz Mohammad Waseem, Superior University, Lahore
11. **2011.** Served as a discussant for the research paper entitled “The impact of non-diversity-focused organizational practices on intercultural behavioral comfort” by Benrstein, Ruth Sessler. *Academy of Management Annual Meeting*, August 15, 2011. San Antonio, Texas.
12. **2010.** Chaired a management research session for the following papers on *Leadership and Culture* at the Superior University’s International Conference in Lahore, Pakistan. December 2-4, 2010:
1. American Leadership Theory...A Universal Model? - Ms. Christine Mortimer (York St John University)
 2. Cultural Diversity In Pakistan: National Vs Provincial - Syed Afzal Moshadi Shah & Dr. Shehla Amjad (COMSATS Institute of Information Technology)
 3. Sufism Vs. Orthodox Islam; A Pakistan Case Study of Sufism As a Space of Modern Identity - Sharmeen Bano
 4. Leadership Lessons From The Past: A Comparative Study Of Ibn-I-Khaldoun And Machiavelli - Muhammad Shah Khan (University Advancement & Financial Assistance)
 5. Exploring Leadership Intelligence for Sustainable Business Operations - Elisabeth Berg Khan (Superior University)
 6. Mirror Up To Leadership And Strategic Human Resource Management - M. Ashraf (Superior University)
13. **2010.** Chaired a management research session for the following papers on *Health Care and Gender Perspectives* at the Superior University’s International Conference in Lahore, Pakistan. December 2-4, 2010:
1. Challenges And Opportunities In Healthcare Services Export - Dr. Amir Mahmood (University Of Newcastle Australia)
 2. Health Care Waste Management, TQM Technique - Junaid Habib Ullah (Director Hospital Waste Management, Shalamar Hospital), Rashid Ahmed, Javed Iqbal Malik, M. Amanullah Khan
 3. Causes Of Disrespectful Behavior At Workplace:A Study On Doctors of Public Sector Hospitals In Pakistan - Usman Yousaf (Superior University)

4. Gender Perspective Of Pakistani Women In Agriculture: Productivity & Constraints - Razia Begum (College of Home Economics Uni.of Peshawar), Dr. Ghazala Nizam (College of Home Economics - University of Peshawar)
 5. Implementation of Policies Regarding Political Empowerment of Women In Balochistan” - Ms. Anjum Pervaiz (University of Balochistan)
 6. Conflict Challenges And Opportunities For Gender Equality In Pakistan Idp Crises - Zil E Huma International Rescue Committee)
14. **2010.** Chaired a management research session for the following papers on *Education and Training* at the Superior University’s International Conference in Lahore, Pakistan. December 2-4, 2010:
1. Education And Training Of Human Resources - Sadat Kirmani (University of Central Punjab)
 2. Managing Research Output In Higher Education: The Faculty Perspective of Pakistan - M. Ashraf (Superior University)
 3. Quality Considerations And Key Issues In Collaborative Pathway Toward Learning - Waqas Ahmad (The University of Lahore), Malik, Atif Ikram (The University of Lahore)
 4. Causative Factors And Predispositions Sway Learning Process Through Knowledge Sharing Behavior Among Students: A Pragmatic Study of Punjab University - Zia Ur Rehman (Superior University)
 5. Perception And Understanding Of Professors Regarding Instructional Design For E-Learning - Baber Ali (Superior University)
 6. Role Of Employee Training In Organization Productivity As A Competitive Tool In SME’s Of Pakistan - Humaira Liaqat (Superior University)
15. **2010.** Chaired a knowledge management session for five papers at the 5th International Conference on Knowledge Management in Asia Pacific (KMAP). September 16-18, 2010 in Xi’an, China:
- Khodayar ABILI - *Designing a human resource management system for knowledge-based SMEs in Iran.*
 - Neo Kim HAI, Kuldip SINGH, Linda Teng Xiu ZHEN - *eSILK - enterprise System for Innovation Learning and Knowledge: The Singapore Armed Forces (SAF) KM Journey.*
 - Priti JAIN - *Perceptions on Harmonisation of Personal & Organisational Knowledge: An Empirical Study of Faculty of Humanities at the University of Botswana.*
 - Xiaohuan WANG, T.N.WONG, Gong WANG - *Developing an Ontology based Multi-Agent System Architecture for Knowledge Sharing in a Collaborative Virtual Enterprise.*
 - P. C. YUEN - *Knowledge Transfer in Space Science.*
 - Hailong ZHU - *Intelligent Decision Support System - A systematic way of knowledge management and automation.*
 - **2010.** Chair for a session entitled “Historical Perspectives on Leaders, Executives, and Coaching at the *Academy of Management Conference Proceedings*. The following papers were presented on August 09, 2010, Montreal, Canada:
 - *How influence begins: Tracking the legacy of Functions of the Executive from Earliest citations.* By Laura Singleton, Boston College.
 - *Passion’s first profession: The arrival of the coach and the personification of an object.* By Deryk Stec, HEC Montreal.
 - *Lillian McMurphy of Trumpet Records: Authenticity in the constructive narcissist leader.* By John Humphrey’s, Texas A&M University; Stephanie Pane Haden,

- Texas A&M University; Milorad M. Novicevic, University of Mississippi; Russell W. Clayton, University of Mississippi; and Jane Whitney Gibson, Nova Southeastern University (Sage Best Leadership Paper Award winner).
- **2008.** Chair for GABER Conference on *Management Track*. *Global Academy of Business and Economic Research* (GABER), September 17-19, 2008. Orlando, Florida. Papers included:
 - Pay satisfaction, intrinsic job satisfaction and turnover intent. Presented by Natasha Loncar and Parbudyal Singh, York University, Canada.
 - The relation between socialist imprinting and organizational effectiveness: The “rudiment” effect. Presented by Ingram and Janusz Struzyna; The University of Economics in Katowice, Poland.
 - Motivation and dissatisfaction of pharmaceutical sale representatives: Relevance to Herzberg’s theory of motivation. Presented by Mahmood A. Bodla, CIIT Sahiwal, Pakistan.
 - Comparing and Managing the Relative Importance and Ranking of Reasons for Selecting the Masters’ of Business Administration Program. Presented by Snyder, R. L. and Khanfar, N. M.
 - Relationship orientation and prioritization of alumni association activities by college seniors. By. Khanfar, N. M.
 - **2008.** Chair for GABER Conference on *Management Track*. *Global Academy of Business and Economic Research* (GABER), March 19-20, 2008. Houston, Texas. Papers included:
 - *Executive compensation schemes in the banking industry: a comparative study between a developed country and an emerging economy*. By Nelson Maina Waweru; York Univeristy, Toronto, Canada.
 - *The influence of managerial incentive sand a firm’s multinataionality on corporate reorganization*. By Dong-Kyoon Kim, Montclair State University, Montclair, New Jersey.
 - *Performance management and reward systems: guidelines for socially responsible 21st century global managers and entrepreneurs*. Mujtaba, B. G.; Nova Southeastern University.
 - **2007.** Chair for ABD Conference on *Spirituality and Management Tracks*. Academy of Business Disciplines (ABD). Fort Myers, Florida; November 01-03, 2007. Papers included:

SPIRITUALITY Track:

 - *An Overview of Spirituality in the American Workplace: Challenges and Benefits*. Marschke, E. and Mujtaba, B. G.; Nova Southeastern University.
 - *Incorporating Multicultural Education and Spirituality in Accounting Education*. Steve Holoviak, Deborah Hocking and April Baily; Shippensburg University.
 - *The Human factor: A Study of Servant Leadership and Personality Attributes*. Diane Galbraith; Slippery rock University.
 - *Teaching Spirituality in the Classroom – The Last Taboo?* Roy Baker; Austin Peay State University, and James Schiro; Walden University.

MANAGEMENT Track:

- *Do Individuals Plan for Change: A Quantitative Study*. Roy Baker; Austin Peay State University, and James Schiro; Walden University.
- *The Distribution and Factors Relating to the Female Workforce*. Kathy Hill, Somer Smith and Rachel Brxson; Sam Houston University.
- *The HFCC: International Broadcasting's Negotiation, Labor Relations and profit Maximization Vehicle*. Jerry Plummer; Austin Peay State University.
- **2007**. Chair for ICOQM-8 Conference on *Organizational Strategy* Track. *The Eighth International Conference on Operations and Quantitative Management (ICOQM-8)*. Assumption University; Bangkok, Thailand; October 17-20, 2007. Papers included:
 - *Characteristics of Dividend Payers: The Case of Thai Listed Firms*. By Malinee Ronapat, Assumption University, Thailand.
 - *The Cultural Values Rankings of Respondents in Thailand, Hong Kong and Afghanistan: Is There a Convergence or Divergence of Values?* By Mujtaba, B. G. (Nova Southeastern Univ.); Luk, D. M. (City Univ. of Hong Kong); Murphy, Ed. F. Jr. (Embry Riddle Aeronautical Univ.); and Saowakul, W. (Ramkhamhaeng University).
 - *Changes of Healthcare in the New Economy: Structure, Operation, Strategy*. By Satit Viddayakorn, University of Nebraska-Lincoln.
 - *From Empowering-Self to Organizational Excellence*. By Rejendra P. Bharti, India.
- **2006**: Discussant at the 2006 Southern Management Association conference for the 'Ethics/Social Issues/Diversity' track in the session is titled 'Ethical Decision Making and Perceptions of Ethical and Unethical Behavior'. Time = 8:15 AM on Friday, October 27 (room: Citrus); manuscript title: '*Observer Effects: Observers' Reactions to the Unethical Behaviors that Occur within Organizations*'. Clearwater, Florida.
- **2005**: Chair for International Management Track, session titled: *Expatriate Assessment and Management Issues*. Southern Management Association, November 12, 2005; Charleston, South Caroline. Session included the following papers and speakers:
 1. The Effect of Self-Monitoring on Expatriate Job Satisfaction. By Kwanghyun (Harry) Kim; Texas A&M University.
 2. The Role of Other Orientation on the Relationship between Institutional Distance and Expatriate Adjustment. By Jase Ramsey, University of South Caroline..
 3. To Go or Not To Go? Assessing Business Students' Interest in Working Abroad. By Crandall, R. W.; University of North Carolina. C-authors included: Parnell, J. A.; Lester, D. L.; and Carraher, S. M.
- **2005**: Discussant for a session entitled "*The Effect of Self-Monitoring on Expatriate Job Satisfaction*." By Kwanghyun (Harry) Kim; Texas A&M University. International Management Track; Management Association, November 12, 2005; Charleston, South Caroline.
- **2005**: Chair of a Professional Development Workshop entitled *Mentoring and the Learning Organization* at the Academy of Management. Authors and presenters included: Scharff, M.; Kennedy, J.; Artley, J.; Najera, M. Jue, A. and Wilson, S.;

August 07, 2005 from 8-12AM. Honolulu, Hawaii. Topics and papers presented included:

4. Mentoring and its necessity. By Bahaudin Mujtaba.
 5. Mentoring and Organizational Learning. By Michael Scharff.
 6. Mentoring and Socialization Programs. By Joseph Kennedy.
 7. Mentoring Diverse Generations of Employees. By James Artley.
 8. Mentoring Hispanics and Other Minorities: A Business Necessity. By Melissa Najera.
 9. Creating a Mentoring Program: An Applied Perspective. By Arthur Jue.
 10. Mentoring Programs at Higher Institutions: The Faculty Mentoring Model Used at the University of Phoenix. By Stefanie Wilson.
- **2005:** Chair of a session titled “*Miscellaneous Education.*” Teaching and Learning Conference. January 4-7, 2005. Orlando, FL. Papers presented included:
 11. How to Teach the Individual in Today’s Diversified Society and Still Meet Every Student’s Needs. By Balasundram Maniam and Sommer Sebastian.
 12. What Online Students Should Know: Essential Cyberspace Skills for Chatting, Emailing, and Learning. Shruti Salghur.
 13. The other three scheduled presenters were not able to come on time to present.
 - **2004:** Chair of a session titled “*Classic and Contemporary Approaches to Values.*” Association on Employment Practices and Principles (AEPP). The 12th Annual International Conference on ‘Leadership in the 21st Century: Working, Living, and Surviving Organizational Life.’ (October 7-9, 2004). Fort Lauderdale, FL. Papers presented included:
 - The Influence of Organizational Culture, Ethical Views, and Moral Practices in Local Government by Franck Aurel Hyppolite
 - Machiavellian Values "The Prince": Bullying, Beguiling, Backstabbing, and Bargaining in the Twenty First Century Management by Frank J. Cavico and Bahaudin Mujtaba.
 - Values: Connecting Employers in 21st Century Organizations by Bryan Adkins.
 - Business Values for the Future: Restoring Public Confidence in Corporations and Executives by Faraj Abdulahad
 - **2004:** Chair of a session titled “*Leadership and Strategy.*” Association on Employment Practices and Principles (AEPP). The 12th Annual International Conference on ‘Leadership in the 21st Century: Working, Living, and Surviving Organizational Life.’ (October 7-9, 2004). Fort Lauderdale, FL. Papers presented included:
 - Strategically Planning for Future Leadership: Aligning Succession Planning with the Firm’s Strategic Goals by Renee M. Smith.
 - Strategy And The Modern Manager by Robert L. Johnson.
 - Applying Leader-Member Exchange to the Malcolm Baldrige National Quality Awards Leadership Criterion by Mickey Mayland and Barbara Dastoor.
 - Effective Global Leadership in the 21st Century: Preventing Disasters from Occurring in Developing Nations by Gimol M. Thomas and Bahaudin Mujtaba
 - **2004:** Discussant on “*Foreign Direct Investment in Petroleum Sector in Poland.*” The Fourth Annual International Business Research Conference. University of North Florida. (February 13, 2004). Jacksonville, FL. Presented by Bartlomiej Nowak from Warsaw University in Poland. University of North Florida.
 - **2004:** Discussant on “*The impact of International Human Resource Policies on the Workforce in Saudi Arabia.*” The Fourth Annual International Business Research Conference. University of North Florida. (February 13, 2004). Jacksonville, FL. Paper by Lou Alabbassi, University of North Florida.

- **2003:** Discussant on “*Regulation of Entrepreneurs and Culture: An Institutional Approach.*” Presented by Candance Agrella Martinez from University of Illinois at Urbana-Champaign. Published in *Southern Management Association Proceedings*. SMA of Academy of Management. Editor: Elizabeth Wier Weatherly. November 12-16. Clearwater, Florida.
- **2003:** Discussant on “*The Role of Systematic International Market Selection (SIMS) on Small Firms’ Export Performance.*” Presented by George Nakos, Clayton College & State University; Lance Eliot Brouters, University of Texas El Paso; and Robert Moussetis, North Central College. Published in 2003 Annual Meeting ACADEMY OF INTERNATIONAL BUSINESS – SOUTHEAST. November 12-16. Clearwater, Florida.
- **2003:** Discussant on “*Effectiveness of Leadership Styles Across Cultures.*” Presented by Hein Wendt, Hay Group; Martin Euwema, Utrecht University; and Evert van de Vliert, University of Groningen. Published in *Southern Management Association Proceedings*. SMA of Academy of Management. Editor: Elizabeth Wier Weatherly. November 12-16. Clearwater, Florida.
- **2003.** Served as a discussant for a paper titled “Ethics and Corporate Responsibility: An Examination of Accounting Ethics and Gender Correlation: Are There Differences in the Ethical Attitudes of Men and Women?” Presented and published by Constance J. Crawford of Ramapo College of New Jersey. Presented at Society for Advancement of Management (SAM) International Conference on titled “*Trust, responsibility, and business*” April of 2003 in Orlando, Florida.
- **2003.** Attended a four five-hour session on “Islam: Contribution or Threat to American Society.” Speakers were Dr. Ingrid mattson and ms. Salwa abd-allah at the Julian and Ellen Alumni Hall – East Campus of NSU. June 22nd.
- **2003.** Served as a discussant for a paper titled “Creating Fraud Awareness” written and published by Patrice L. Viton of Francis Marion University at Society for Advancement of Management (SAM) International Conference on titled “*Trust, responsibility, and business*” April of 2003 in Orlando, Florida.
- **2000:** Served as a discussant for a paper titled “Managing Change: Moving Organizations from Functionally Driven to Process Driven” which was presented by Professor Jerry W. Koehler from the University of South Florida. Society for Advancement of Management (SAM) conference on “*Managing in a World of Change: Learning at WARP Speed*” in St. Augustine of Florida.
- **2000:** Served as a discussant for a paper titled “An Examination of the Relationship Between Individualism-Collectivism Orientation and Reactions Toward Compensation Practices: A Comparative Study of Blacks and Whites” which was presented by Professor Nagarajan Ramamoorthy of Marymount University and Professor Michael H. Ostrow of Howard University. Society for Advancement of Management (SAM) conference on “*Managing in a World of Change: Learning at WARP Speed*” in St. Augustine of Florida.
- **2000:** Served as a discussant for a paper titled “Managing in a World of Change: Moving Towards a Distributed Learning Model” which was presented by Professors Paul J. and Lucy M. Guglielmino of Florida Atlantic University. Society for Advancement of Management (SAM) conference on “*Managing in a World of Change: Learning at WARP Speed*” in St. Augustine of Florida.

- **1996:** Served as a discussant for a paper titled “Congruence Between International Macro and Micro Generic Strategies: empirical and conceptual evidence for the U. S. and Japan” which was presented by Dr. Robert M. Peterson from Fogelman College of Business, University of Memphis, in the American Society for Competitiveness (ASC) conference in Atlanta, GA.
- **1996:** Served as a discussant for a paper titled “Congruence Between International Macro and Micro Generic Strategies: empirical and conceptual evidence for the U. S. and Japan” which was presented by Dr. Robert M. Peterson from Fogelman College of Business, University of Memphis, in the American Society for Competitiveness (ASC) conference in Atlanta, GA.
- **1996:** Chaired a session titled “Risk Management and Management Strategy” presented by Dr. Donald R. Lawson from Kanto Plain Associates at the Fifth Annual Bayer International Conference, presented by Robert Morris College, held in Pittsburgh, Pennsylvania.
- **1996:** Chaired a session titled “The building-block approach to accounting for currency swaps: building or dividing?” presented by Dr. Orapin Duangploy, from University of Houston -Downtown, at the Fifth Annual Bayer International Conference, presented by Robert Morris College, held in Pittsburgh, Pennsylvania. This paper was co-authored with Guy Owings from the Pittsburg State University.

PROFESSIONAL SESSIONS, WORKSHOPS & EVENTS

- **2012.** Attended sessions in the *Asia Pacific Business Innovation and Technology Management Society* conference, January 13-15, 2012, Pattaya, Thailand. JomTien Palm Beach Hotel and Resort, Pattaya Beach, Thailand. Website: <http://apbitm.org> email: apbitms@gmail.com
- **2011.** The Academy of Management in Hollywood: A Screening of the 1986 Film “A Question of Management”. Presented by Regina A. Greenwood, Roy J. Teahen, and Jacqueline Einstein at the Management History Division. *Academy of Management Annual Conference*, San Antonio, Texas; August 13, 2011.
- **2008.** AACSB Assessment Conference on Assurance of Learning (AoL): Evaluate, Examine, and Excel. Dallas, Texas (USA); December 4-6, 2008. Besides the general and plenary sessions, other breakout sessions attended included:
 1. Good Practice AoL Processes.
 2. The Assessment Kaleidoscope: Aligning diverse facets to affect culture.
 3. The International Challenge: Multi-campus, multi-country, AoL.
 4. Comparing Approaches to the Assessment of Business Knowledge.
- **2007.** Bahaudin is currently serving as a Committee Member for the Science and Technology Committee known as the “*National Science and Technology Policy, Strategy and Programme for Afghanistan.*” The first meeting is scheduled for November 2007 in New Delhi, India. One main objective of the project is to facilitate exchange of information between members of the Science and Technology Committee, Afghan officials, and the Permanent Delegation of Afghanistan to UNESCO and IESCO. Some responsibilities include but are not limited to the following:
 1. Integration/coordination of science and economic policies
 2. Science and technology needs by sector (agriculture, health, commerce and industry, natural resources, environment etc.)
 3. Long-term strategic planning
 - (a) National mechanism for coordination of science policy
 - (b) University and post-graduate level training
 - (c) Research and development
 - (d) Science and society (formal and non-formal education)
- **2007.** Mujtaba, B. G. (September 26, 2007). *Life in Afghanistan and in the United States for Afghans during and after the 9/11 Attacks*. Interviewed by Generation Engage (www.generationengage.org) at the front of about 300 audience members at the conclusion of the advanced screening of Paramount’s movie “The Kite Runner” which is based on the bestselling book of the same title. The Interview session lasted about 30 minutes and audience members were able to ask questions. Questions and discussions ranged about life for Afghans since 2001 in Afghanistan and for Afghans in the United States. Further discussions were held regarding biases, stereotypes and the impact of ethnic conflicts on impressionable teenagers. The “Kite Runner” movie

is set to be released worldwide on November 02, 2007. The following link provides a preview of the commercial:

<http://www.bordersmedia.com/shows/bookclub/kiterunner.asp>

- **2007.** Mujtaba, B. G. (September 26, 2007). *Life in Afghanistan during the 1970s*. Served as a Cultural Consultant to the producers of Paramount's movie "The Kite Runner" about life and cultural nuances of Afghans during the 1970s. Credit has been issued to Bahaudin Mujtaba under "Special Thanks" at the end of the movie, "The Kite Runner."
- **2005:** Southern Management Association, November 9-12, 2005; Charleston, South Caroline. Followed the International Management Track and sessions.
- **2005:** Academy of International Business – Southeast USA Chapter; November 9-11, 2005; Charleston, South Caroline. Attended sessions on cross-cultural and international management issues.
- **2004.** Conference on "*Infrastructure, Rehabilitation and Development in Afghanistan.*" July 30th - August 1st 2004. UC-Berkley, California. SAE Website: <http://afghan-engineers.org/>
- **2004:** "*Situational Leadership.*" One week workshop with Dr. Paul Hersey in the Center for Leadership Studies. 230 West Third Avenue. Escondido, CA 92025. Website: www.situational.com. Other speakers were also a part of this workshop besides Dr. Paul Hersey including Marshal Goldsmith.
- **2004:** "*Leadership and Ethics: Are Pedagogy and Practice Compatible?*" IACBE 2004 Annual Conference. Seattle, Washington. Attending a one day session on "*Accreditation Process, Accreditation Approaches, Outcomes-Assessment Plan and Process, Accreditation Site Visits, and Evaluator Training.*" Also, attended six different breakout sessions on assessment of learning in various teaching modalities and the integration of ethics across the curriculum.
- **2004:** "*Success in the Business World?*" A discussion and interview with Mr. Carl N. Singer, Chairman of Viragen, Inc. Sponsored by the H. Wayne Huizenga School of Business and Entrepreneurship's Distinguished Lecture Series. Monday, May 3, 2004 at 10:45 a.m., in Julian and Ellen Knight Lecture Hall, #1124. Carl DeSantis Building. Viragen is a biotechnology company specializing in the research, development, and commercialization of natural and recombinant protein-based drugs. Mr. Singer discussed his vast business experience and accomplishments from some of America's largest and leading corporations: Sealy, Inc., Scripto, Inc., and the B.V.D. Company.
- **2004:** "*Days in Captivity...Taliban Captive Speaks OUT!*" Journalist Yvonne Ridley spoke about her experience in Afghanistan when she was captured by the Taliban. Three hours on March 25th. Fort Lauderdale, FL. Moston and Mary Morris Auditorium, Assembly 2 Building. Health Professions Division.
- **2004:** "*Advanced Partner Training: Supply Chain Synchronization.*" By emrys: Experts in Supply Chain Synchronization. Amsterdam, Netherlands. Presenters were Jos van Straten, Dr. Lisa Ferguson, Ilja Heitlager, and Yohyon van Zantwijk. Five day seminar on March 22-26th. Fort Lauderdale, FL. Carl DeSantis Building.
- **2004:** "*Business Success in Competitive and Diverse Environments.*" - G. Richard Wagoner, Jr., Chairman & Chief Executive Officer of General Motors Corporation spoke to students, faculty and NSU friends at the Distinguished Lecture Series held at

the Huizenga School's Carl DeSantis Building on the Main Campus. Dr. Randy Pohlman interviewed asked him various questions. Student and faculty also had an opportunity to ask questions.

- **2003:** “*Outcome Assessment Workshop.*” By AICBE President Dr. John Green at Palm Beach Atlantic University. September 24, 2003. West Palm Beach, Florida. Attended the conference to see the latest practices on student outcome assessment strategies and practices required by AICBE.
- **2003:** “*AACSB Continuous Improvement Symposium (CIS).*” September 14 – 16, 2003. Association to Advance Collegiate Schools of Business. St. Louis, Missouri. Attended the conference to learn the latest practices on student assessment strategies and learning improvement methodologies.
- **2003:** “*Legal Issues in America*” - Clarence Thomas, Associate Justice of the Supreme Court, spoke students, faculty and NSU friends at the Distinguished Lecture Series held at the Rose and Alfred Miniaci Performing Arts Center on the Main Campus. Dr. Randy Pohlman interviewed Mr. Thomas asked various questions regarding his career. Student and faculty also had an opportunity to ask questions. From 1990-1991 Clarence Thomas served as a Judge of the United States Court of Appeals for the District of Columbia Circuit. President Bush nominated him as an Associate Justice of the Supreme Court and he took his seat October 23, 1991. He was introduced by Wayne Huizenga.
- **2003:** “*AACSB Business Accreditation Seminar.*” September 13-14, 2003 - St. Louis, Missouri. Association to Advance Collegiate Schools of Business. Attended the conference to learn about the accreditation standards and student assessment strategies.
- **2003:** “*Drive Time Live.*” Outside Broadcast Radio Station: HOT 102. Kingston Research Center, Kingston of Jamaica. A one-hour “live” discussion with the two newscasters on the future of education and distance delivery methods in the undergraduate and graduate programs. The session was broadcasted live throughout Jamaica during prime time (6:00 – 8:00 PM).
- **2003:** “*Islam: Contribution or Threat to American Society?*” A half-day session at the Julian & Ellen Knight Alumni Hall of Nova University's East campus. 3100 SW 9th Avenue, Ft. Lauderdale, FL. June 22, 2003. Sponsored by the *Tri-County Muslim Women's Committee* in collaboration with *JAM* (an organization of Jews, Muslims, Christians and others) and the *Muslim Student Organization*, the event featured keynote speakers Dr. Ingrid Mattson and Ms. Salwa Abd-Allah and a panel discussion of religious leaders.
- **2003:** “*Undoing Racism.*” The F.A.I.R. (Fighting Against Institutional Racism) Institute of South Florida - Urban League of Broward County. The "Undoing Racism" workshop was an intensive two-day program designed to educate, challenge, and empower people to "undo" the racist structures that hinder social change. The workshop enables participants to analyze the existing system and begin to build a strategy to change this system through community organizing.
- **2003:** “*Self-development and spirituality.*” Presented by Dr. Wayne Dyer at Nova Southeastern University. Tuesday, February 4 of 2003.

- **2003:** “*Muslim Speakers Training & Certification.*” Presented by ISB (Islamic Speaker’s Bureau of South Florida) Certified Trainers. May 18th of 2003 at Mailman of Nova Southeastern University. Fort Lauderdale, Florida.
- **2003:** “*Execution: The Discipline of Getting Things Done.*” Presented by Larry Bossidy - Retired CEO & Chairman of the Board Honeywell International Inc. This is a book he authored. Presentation was on February 6th of 2003 at Nova Southeastern University in Fort Lauderdale. He was introduced by Wayne Huizenga and interview by Dr. Randolph Pohlman, Dean of Business School. Distinguished Lecture Series by Huizenga School of NSU.
- **2003:** “*You Can Soar Like an Eagle.*” Motivational Speech by Henry Brown (accompanied by his wife Sherry Brown), Florida’s Teacher of the Year in 2001, at the Homestead Place of Safety in Kingston of Jamaica. Interacted with the young children who were either orphans or had various forms of disabilities about opportunities and the value of education and having goals.
- **1999:** “*Employee Recruitment & Retention Summit:* by Lawrence Reagan Communication Inc. for executives and managers at Chicago.
- **1998:** *Employment Practices and Principles* conference in San Francisco of California.
- **1999:** “*Employee Retention.*” Lawrence Reagan Communication Conference.
- **1998:** “*Ethics and Morality in Business.*” Employment Practices and Principles conference in San Francisco of California.
- **1998:** “*Excellence in Management.*” Conference presented by Lawrence Reagan Communication Inc. for executives and managers at Chicago.
- **1997:** “*Cases & Solutions in Business.*” Annual conference for Association for Business Simulation and Experiential Learning (ABSEL) in New Orleans.
- **1998:** “*Cultural Competency and Diversity Management for Trainers.*” Four-day workshop conducted by National Multi-cultural Institute. Washington DC, USA.
- **1997:** “*Communication for New Managers.*” One-day workshop for managers. Orlando of Florida.
- **1997:** “*Supervision for New Managers.*” One-day workshop for managers. Sarasota of Florida.
- **1997:** “*Cultural Competency for Managers.*” One-day workshop conducted by National Multi-cultural Institute and Publix managers. Lakeland of Florida.
- **1996:** “*Competitive World of Business.*” American Society for Competitiveness (ASC) conference in Atlanta, GA.
- **1996:** “*Moral Issues in Business.*” The Fifth Annual Bayer International Conference, presented by Robert Morris College, held in Pittsburgh, Pennsylvania.
- **1995:** “*Win-Win Philosophy Workshop.*” A four-day session offered by international trainers of Publix Supermarket. Lakeland of Florida.
- **1994:** “*The Seven Habits of Highly Effective People.*” A four-day workshop offered by certified trainers of Covey Leadership Center. Kissimmee of Florida.
- **1993:** “*Train the Trainer for Managers and Trainers.*” A Four-day workshop offered to senior managers responsible for Succession Planning and Development in their districts.

- **1992:** “Diversity and Human Resource Management for Managers.” A once day workshop in Orlando of Florida.
- **1990:** “*Advanced Leadership for Managers.*” Four-day workshop offered by certified trainers through Ken Blanchard’s organization. Haines City, Florida.
- **1988:** “*Situational Leadership for Managers.*” Four-day workshop offered by certified trainers through Ken Blanchard’s organization. Focused on concepts of situational leadership and the “One Minute Manager.” Lakeland of Florida.
- **1989:** “*Success in Martial Arts Business.*” Three-day international conference presented by Master Y. K. Kim in Orlando of Florida.
- **1987:** “*Welcome to Management.*” Four-day workshop offered for newly promoted managers.

SERVICE CONTRIBUTIONS

- **Magazine Columnist**– 2006 – 2019. I contributed as an HR expert and an experienced manager to South Florida’s *Smart Business Magazine* practical articles over the past one decade. Since 2014, I have been a regular columnist by contributing quarterly articles. The impact is that the practical articles are read by employees, entrepreneurs, managers, human resources professionals, and expatriates around the globe. The link is:
<http://www.sbnonline.com/?s=Bahaudin+Mujtaba&order=DESC&orderby=DATE&x=0&y=0>
- **Blogger** – 2013-2014. I have been contributed diverse blogs for reflection, engagement, and debates by people locally, nationally and globally. The impact has been positive in that my blog topics have been viewed by laymen, students, employees, entrepreneurs, managers, and professionals from around the globe over 21,000 times since 2013 and there are around 450 comments. The link to some of the blogs are: [https://secure.business.nova.edu/faculty-blog/index.cfm/postedby/Dr. Bahaudin G. Mujtaba](https://secure.business.nova.edu/faculty-blog/index.cfm/postedby/Dr._Bahaudin_G._Mujtaba)
- **Keynote Speaker at the Seventh International Conference – 2016.** As a keynote speaker, on the topic of "Creating a World-Class University for Research", I did a one hour presentation for about 250 Asian, African and European attendees at the Seventh International and National Academic Conference held by Suan Sunandha Rajabhat University on March 25-26 in Bangkok, Thailand.
- **Panel Member and Speaker at the Association of Southeast Asian Nations (ASEAN) – 2012.** On September 26, 2012, I spoke on the topic of "Operational Excellence, Inclusiveness, and Ethical Imperatives in the ASEAN Community". The Association of Southeast Asian Nations (ASEAN) is a free trade zone initiative impacting ten countries in the region. I served as a panel member in a three-hour seminar on the topic of “Preparation for ASEAN Community of Thailand: Public and Private Perspective Discussion” at the Institute of International Studies, in Bangkok, Thailand.
- **Video on Climate Change and Sustainability.** In November 5, 2015, I served as a panel member on “Climate Change in Pakistan: Issues, Causes and Solutions” at the International Conference on Management Research (ICMR), that was held in Lahore, Pakistan. Other panelists included: Olivier Huynh Van (France), Dr. Arif Sikander (Australia), Dr. Maulina Pia Wulandari (Indonesia), Dr. Pavel Slutsky (Thailand), and Domenico Bruzzzone (Italy). The video on sustainability is impacting many globally:
<https://www.youtube.com/watch?v=yQbCyUxB4>

- **Mentoring students toward publishing their articles** – 2010-2016. As part of teaching “MGT 5012 – Twenty First Century Management Practices”, “MGT 5105 – Managing Organizational Behavior”, “HRM 4300 – Workforce Diversity Management”, “INB 4600 – International Management” courses, I have mentored many students in finalizing and publishing their well-written articles into peer-reviewed journals. Some of the benefits and outcomes are that students become motivated about learning the course concepts, engaged in current research about management and cross-cultural challenges, partner with their professors beyond the semester, and have their writing available for current practice by employees and managers in today’s global workplace. The following are a sample of some of my NSU students here at the College of Business and Entrepreneurship that I have mentored in getting their written articles published:
 1. Karadjova-Stoev, G. and Mujtaba, B. G. (2016). Strategic Human Resource Management and Global Expansion Lessons from the Euro Disney Challenges in France. *International Business and Economics Research Journal*, 15(3), 79-88. Most downloaded article, 18,000 downloads.
 2. Allahand, A. and Mujtaba, B. G. (2016). Organizational Diversity Audit of Teachers and Staff in South Florida’s Broward County School Board. *Journal of Advances in Social Science and Humanities*, 2(1), 19-27.
 3. DeVito, L., Brown, A., Bannister, B., Cianci, M. and Mujtaba, B. G. (2016). Employee Motivation based on the Hierarchy of Needs, Expectancy and the Two-Factor Theories Applied with Higher Education Employees. *International Journal of Advances in Management, Economics and Entrepreneurship*, 3(1), 20-32.
 4. Alexander, V., Havercome, C. J. and Mujtaba, B. G. (2015). Effectively Managing Employees to Get Results in a Diverse Workplace such as American Express. *Journal of Business Studies Quarterly*, 7(1), 13-26.
 5. Pelletier, R. A., & Mujtaba, B. G. (2015). Maximizing Employee Happiness and Well-being: An Examination of Value Creation and Competitive Advantage at Zappos. *Advances in Social Sciences Research Journal*, 2(4), 220-232.
 6. Khan, I., Ostheimer, S., and Mujtaba, B. G. (2015). Managing Innovation and Marketing in a Globally Dynamic Firm: Best Practices in Management at Diageo. *Advances in Social Sciences Research Journal*, 2(5) 47-61.
 7. Prause, Daria and Mujtaba, B. G. (March 2015). Conflict Management Practices for Diverse Workplaces. *Journal of Business Studies Quarterly*, 6(3), 13-22.
 8. Cheretis, D. and Mujtaba, B. G. (2014). Maximizing Long-Term Value and Conscious Capitalism at Whole Foods. *SAM Advanced Management Journal*, 79(3), 4-16.
 9. Wee-Ellis, O., Dorsett, A., Montfort, C., Valdes, N. and Mujtaba, B. G. (2014). Communicating as a Woman in the Information Technology (IT) World. *International Journal of Gender and Women's Studies*, 2(2), 61-74.
 10. Patterson, Sarah and Mujtaba, B. G. (2014). Historical and Modern Management Practices Applied at Disney World: Out with the Old and in with the New? *International Journal of Management Research and Emerging Sciences*, 3(1), 75-96.

11. Morais, U. P., Pena, J. Shacket, K., Sintilus, L., Ruiz, R., Rivera, Y., and Mujtaba, B. G. (2014). Managing Diverse Employees at Starbucks: Focusing on Ethics and Inclusion. *International Journal of Learning and Development*, 4(3), 35-49.
12. Bernal, M. and Mujtaba, B. G. (December 2011). Ethics and Expatriate Development in Brazil: A Comparative Analysis with the United States. *HRM Review*, XI (10), 18-34.
13. Cuevas, P., Beda-Andourou, A., Bernal, M., Bolivar, M., and Mujtaba, B. G. (October 2011). Lessons from Fred Bailey's Expatriate Experience in Japan: Proactively Preparing Employees for International Assignments. *Journal of Business Studies Quarterly*, 2(4), 42-52.
14. Myrie, Nearesa and Mujtaba, Bahaudin, G. (July 2011). Adult Learners' Decision-Making Factors for Higher Education Enrollment: An Exploratory Study at the University of West Indies, Mona. *Contemporary Marketing Review*, 1(5), 05-20.
15. Wright, A. and Mujtaba, B. G. (June 2011). Southwest Airlines and Management: Becoming an Industry Leader in the Modern Workplace. *International Research Journal of Management and Business Studies*, 1(4), 76-85.
16. Molz, J. and Mujtaba, B. G. (May 2011). Toyota's Strides for Quality and Continuous Improvement: Japanese Pioneers in Value Creation and Lean Management. *Proficient: An International Journal of Management*, 3(5), 7-19.
17. Clem, A. H. and Mujtaba, B. G. (2011). Focus Factors: Exploring Cross-Cultural Business Dynamics of Making Deals and Building Relationships in India. *Journal of Business Case Studies*, 7(1), 81-88.

COMPLETED STUDENT DISSERTATIONS

The following are Bahaudin's dissertation students (chair and committee) along with the titles of their dissertations followed by status of each one:

2011:

1. Eleanor Henry. *Is the influence of organizational culture on organizational effectiveness universal?* **Chairperson**. Completed on February 2011.

2010:

2. Linda Lamb. *Values and healthcare: The relationship between uninsured and insured status pursuant to the Rokeach value survey*. Completed on October 2010.
3. Rattanachai Sakchaicharoenkul. *Turnover in IT professionals in Thailand*. Completed on January 2010.

2009:

4. Kim Anderson. *Values and healthcare: KM Capabilities from the Perspective of Organizational Effectiveness*. **Chairperson**. Completed on September 2009.
5. Barbara Alston. *An Examination of the Motivational Relationships between Emotional Intelligence and Transformational Leadership: A Demographic Comparison*. **Chairperson**. Completed in 2009.
6. William Bonaparte. *The Impact of Organizational Citizenship Behavior and Organizational Commitment on Organizational Performance*. Completed in 2009.
7. Edmund Kevin Buell. *The Influence of Ethics Education on the Moral Development of Accounting Students*. Completed in 2009.
8. William C. Campbell. *Relationship between Worker Characteristics and Ethical Decision Making*. Completed in 2009.
9. Colleen Flynn. *The Impact of Culture in an era of Partial Globalization on Standard Business Practices*. **Chairperson**. Completed in 2009.
10. Richard Geyer. *Fallen Ivory Towers: Antecedents of University Decline*. **Chairperson**. Completed in 2009.
11. Cynthia Jones. *Utilizing the Technology Acceptance Model to Assess User Adoption of Information Systems Security Measures*. Completed in 2009.
12. Michael Jones. *An Examination of Generic Strategies and Their Impact on Performance in the U. S. Homebuilding Industry*. **Chairperson**. Completed in 2009.
13. Rolando Ochoa. *Voluntary Turnover of Bank Tellers: The Effects of Salary Level and Organizational Commitment on their Decision to Leave due to Job Dissatisfaction and Lack of Motivation*. Began in August 2006; currently in progress. **Chairperson**. Completed in 2009.
14. James Reischl. *A study of the relationship between work position and cognitive moral development in the construction industry in the midwest using the defining issues test*. Completed in 2009.
15. Rattanachai Sakchaicharoenkul. *Turnover in Information Technology Professionals in Thailand*. Completed in 2009.

2008:

1. Dorian Amstel: *Applicability of Herzberg's Two-Factor Motivation Theory to War Zone Security Contractors*. Completed in 2008.
2. James Beresfor Artley: *The Impact of Leadership Style on Generation X (GenX) Employee Commitment in the Health Insurance Industry*. Completed in 2008.
3. Thomas Byrnes. *Buyer Seller Trust and Confidence in Relationship Marketing: Sales representative productivity*. Completed in 2008.
4. Reccia N. Charles. *Motivation and Job Satisfaction: the implications of industry, context, and national culture in Grenada, St. Vincent & the Grenadines and St. Lucia*. Completed in 2008.
5. Linda May Force. *The Influence of Causal Attribution on Work Exhaustion and Turnover Intention of Traditional Discipline Engineers in the United States*. Completed in 2008.
6. William Jose Freeman. *The Relationship between Knowledge Management and Organizational Culture*. Completed in 2008.
7. Kenney, Matthew. *The Role of Intrapreneurship in Developing Job Satisfaction among Full-Time Faculty in a Non-Profit Setting*. Completed in 2008.
8. Pamela Keystone. *Factors Affecting Online Consumer Behavior*. Completed in 2008.
9. Leonardo Stringer. *The Link between the Quality of the Supervisor-Employee Relationship and the Level of the Employee's Job Satisfaction*. Completed in 2008.

2007:

10. Bodiford, Alyssa. *The Impact of Gender Diversity in the Culture of the Construction Industry*. Completed in 2007.
11. Galla, Donna. *Moral Reasoning of Finance and Accounting Professionals: An Ethical and Cognitive Moral Development Examination*. Completed in 2007.
12. Heron, W. Thomas. *An Examination of the Moral Development and Ethical Decision-Making of Information Technology Professionals*. Completed in 2007.
13. Wolk, Robert. *Survival Matter: Business Schools, Ubiquitous Technology and Accreditation*. Completed in 2007.

2006:

14. Bateman, William. *The Relationship between a Sense of Humor and Situational Leadership Styles, Flexibility, and Effectiveness*. Completed in 2006.
15. Freeman, William J. *Moral Maturity and the Knowledge Management Firm*. Completed in 2006.
16. Huang, Chun-Long. *A Study of Cognitive Moral Development and Moral Maturity of U.S. and Japanese Expatriate Managers in Taiwan and Taiwanese Managers*. Completed in 2006.
17. Li Chuan Chen. *The Effects of International Governance Decision Contexts on the Selection of Foreign Market Entry Strategies and Performance*. Completed in 2006.

18. Shih-Yi Clark Hsu. *Transformational Leadership, Trust, Satisfaction and Commitment in Software Development Teams: The Role of Contract versus Permanent Information Systems Professionals*. Completed in 2006.
19. Andrew E. Trumbach. *The Critical Factors Affecting the Adoption of an Internet Based Inter-Organizational Information System: An Empirical Study of the Real Estate Industry in Florida*. Completed in June 2006.
20. Dominique Halaby. *Investing in People: Measuring the economic impact of job training programs in an area with high structural unemployment through Cost-Benefit Analysis*. Completed in May 2006.

2005:

21. Robert Nieves. *The Impact of the Level of Technology and its Corresponding Level of Development on Cultural Convergence: A Study of Mexico and the United States*. Completed in December 2005.
22. Stephen Carlson: *Ethical Leadership: Influences of Ethical Climate, Perceived Organizational Support and Perceived Leader Integrity*. Completed in 2005.
23. Carrol Pickersgill: *The Impact of Corporate Governance on the Flow of Foreign Direct Investment to Developing Nations: The Case of Jamaica*. Completed in 2005.
24. Leland E. Taylor: *The Applicability of Commodity Classification Structures to Retail E-Commerce*. Completed in 2005.
25. Dennis Gentry: *The Impact of Transformational Leadership on the Commitment Level of Government Employees during a Downsizing Process*. Completed in 2005.
26. Kenroy Wedderburn: *The Role of Age, Gender and Self-Efficacy in Technology Acceptance in a Test of Cultural Robustness*. Completed in 2005.

2004:

27. Akwasi Ampofo: *An Empirical Investigation into the Relationships of Organizational Ethical Culture to Ethical Decision-Making by Accounting / Finance Professional in the Insurance Industry in the United States of America*. Completed in 2004.

PERSONAL AND PROFESSIONAL REFERENCES

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