

NOURAH ALFAYEZ

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Nationality: Saudi

Gender: Female

Executive Summary

Seasoned professional with unique blend of practical industry experience and rich academic background in Management. Excel at building bridges between theory and practice, shaping organizational strategies, and leading teams toward shared goals. Drawn upon extensive banking experience to navigate complex financial landscapes and contribute to informed decision-making. Relied on deep academic understanding of Management, derived from a Ph.D., to infuse evidence-based strategies in the corporate environment. Ability to direct human resources policies and procedures, fostering high-performance culture and optimal workforce management.

Areas of Expertise

- Strategic Planning & Execution
- Leadership & Team Management
- Human Resources Strategy
- Organizational Development
- Learning & Development
- Operational Process Improvement
- Performance Metrics & Evaluation
- Business Administration & Management
- Academic Instruction
- Research
- Workforce Training
- Stakeholder Management

Academic Experience

- Collage of Business Administration | Alfaisal University, Riyadh, Saudi Arabia 2018 – Present the Management Department Head | 2021 – Present.

Shape strategic vision and planning for Management Department, fostering an innovative and engaging academic environment. Drive curriculum development and program planning, ensuring relevance to industry trends and demands. Establish robust performance metrics for faculty and students, nurturing academic excellence and achievement. Spearhead research initiatives, encouraging scholarly output that contributes significantly to the field of business administration. Champion student mentoring and support systems, boosting student success and satisfaction.

- Assistant Professor of Management | 2018 – Present

Contribute to curriculum development and enhancement, ensuring alignment with the latest industry practices and trends. Conduct impactful research in the field of Management as well as mentor and guide students toward academic and career success, offering advice and support. Collaborate with colleagues and participate in departmental and university initiatives, contributing to overall academic community. Maintain high standards of professional ethics and integrity, exemplifying university values.

- Collage of Business Administration | Prince Sultan University, Riyadh, Saudi Arabia 2017 – 2018 Assistant Professor of Management

Inspired students with dynamic and effective teaching methodologies in Management courses. Engaged in cutting-edge research in Management discipline, ensuring contributions to academic discourse and relevance to contemporary business scenarios. Facilitated student learning and development, encouraging innovative thinking and practical application of management theories. Served as an academic advisor, providing mentorship and support for student success in academic and professional pursuits.

- Collage of Business Administration | New Mexico State University, Las Cruces, New Mexico, USA 2014 – 2017 -Adjunct Professor

Taught diverse range of Business Administration courses, inspiring students with engaging methodologies. Enhanced student learning experiences by providing academic advising and mentorship, ensuring student success. Collaborated on curriculum development initiatives, aligning course content with current industry trends and practices. Upheld high standards of professional ethics and integrity, exemplifying values of New Mexico State University. Pursued continuous professional development, staying abreast of emerging educational practices and industry developments.

Industrial Experience

January 2008 – March 2011 Senior accountant/Assistant manager- Finance Department at Arab National Bank, Riyadh, Saudi Arabia

January 2007 – January 2008 Project Manager – Information Technology Department at Arab National Bank, Riyadh,

Saudi Arabia

January 2006– January 2007 Programmer & Business Analyst – Information Technology Department at Riyadh Bank, Riyadh, Saudi Arabia

July 2004– January 2006 Operations Processor at Riyadh Bank, Riyadh, Saudi Arabia

July 2004 Riyadh Bank Future Leaders Program at Riyadh Bank, Riyadh, Saudi Arabia

Education

- Ph.D., Business Administration- Management – OB/HRM (2017)
New Mexico State University, Las Cruces, New Mexico
- A LP
California State University, Fullerton, CA
- UC Extension
University of California, Davis, CA
- Master of Business Administration (2008)
King Abdul Aziz University, Jeddah, Saudi Arabia
- Bachelor of Science, Computer Science (2003)
King Saud University, Riyadh, Saudi Arabia

AWARDS

- College of Business Outstanding Graduate Teaching award – Alfaisal University (2023)
- College of Business Outstanding Faculty Service award – Alfaisal University (2022)
- College of Business Outstanding Undergraduate Teaching award – Alfaisal University (2021)
- College of Business Outstanding Graduate Teaching award – Alfaisal University (April 2020)
- Eng. Mohammed Alagil Scientific Conference Award, (2019 and 2022)
- New Mexico State University -graduate college conference award May 2017
- Outstanding student achievement- SACM spring 2015
- New Mexico state university – graduate school assistantship 2015-2017
- Saudi Arabian culture mission: merit- based scholarship 2011- 2017

SERVICE

- Chair of the Management Department Recruitment Committee (2021–present)
- Chair of the College of Business Graduation Committee (2023–present)
- Member of the College of Business Council (2021–present)
- Member of the Accreditation Committee (2021–present)
- Chair of the Accreditation AACSB Subcommittee (Standard 6) (2021–present)
- Chair of the Accreditation NCAAA Subcommittee (Standard 4) (2024–present)
- Member of the undergrad program committee (2018-2019)
- Member of the MBA program committee (2019-2021)

RESEARCH PUBLICATIONS

1. Alammam F, Alfayez N , Fallatah M (in press) Employers' Perspectives on Disability Inclusion: Exploring the Dynamics between Professed Beliefs and Actual Practices *Employee Relations* (Q1),
2. Shahriari, E., Abassi, H, Torres, I. M., Zúñiga, M. A., & Alfayez, N. (2023) A cultural perspective on the effects of comprehension and comprehension and slogan meaning types on AAD Abrand. *Journal of Consumer Marketing*(Q1)
3. Almazroua, H., Zacca, R. and Alfayez, N. (2021). The Counterintuitive Effect of Team Potency on Expatriate Creative Work Involvement. *Journal of Global Mobility BitBlog*.
4. Almazrouei, H. S., Zacca, R., & Alfayez, N. (2020). The impact of team potency and leadership member exchange on expatriate creative work involvement. *Journal of Global Mobility: The Home of Expatriate Management Research/SCIMAGOJR*. (Q1)
5. Shahriari, E., Torres, I. M., Zúñiga, M. A., & Alfayez, N. (2019). Picture this: the role of mental imagery in induction of food craving—a theoretical framework based on the elaborated intrusion theory. *Journal of Consumer Marketing*. (Q1)
6. Zare, M., Ross, J., Strevel, H., & Alfayez, N. (2017) Down But Not Out: The Role of Narrative Identity and Resources in Transitioning Through Homelessness, *Tamara Journal of Critical Organisation Inquiry*.ABS1

Conference Presentations

6. Alfayez N & Alammam F Remote Working as a Source of Stress: A Stress and Coping Perspective - British Academy of Management 2023 Sussex, UK, (in the conference proceedings)

7. Alfayez N Why do managers distort performance appraisal British Academy of Management 2023 Sussex UK. (in the conference proceedings)
8. Alfayez N Exploring expatriates' behavioral reaction to institutional injustice on host country: A social exchange perspective – European Academy of management (2023) Dublin, Ireland (in the conference proceedings)
9. Alfayez N Exploring Whom Employees Target their Reactions to Organizational Injustice/ conference proceedings. (2022), British Academy of Management proceedings. Manchester, UK, September 2022 (in conference proceedings)
10. Alfayez N I Cannot Afford to Quit: The Moderation Role of Continuous Commitment in Reactions to Organizational Injustice, British Academy of Management proceedings. Birmingham, UK, September 2019(in the conference proceedings)
11. Alfayez N. The Buffering Role of Employee Commitment in Reducing the Outcomes of Procedural Injustice: A Moderated Mediation Approach, Western Academy of Management. Palm springs, CA, March 2017. * WAMMY Award Recipient (2017)
12. (2017) Alfayez N. Organizational Justice and individual differences Eastern Academy of Management. Baltimore, MD, May 2017.
13. Alfayez N. Perceived Organizational Justice Assessment. When is it holistic? When is it multidimensional? Eastern Academy of Management. New Haven, CT, May 2016.

Work in progress.

1. Disability in the workplace from accommodation to empowerment
2. Entrepreneurial Intention Among University Students in Saudi Arabia