

Nora S. Junaid

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EDUCATION:

- 2011-2018** **BENTLEY UNIVERSITY** - PhD in Business
- Committee Members: Professors Marcus Stewart, Monica Garfield, and Anne Beaudry.
 - Dissertation Title: “*The Proactive Technological Disposition: Scale Development, Construct Validation, and Initial Test*”
 - External Courses:
 - Harvard Business School** - DBA Research Workshop (HBS 2006)
 - Harvard Business School** - Experimental Methods (HBS 2006)
- 2008-2010** **LEBANESE AMERICAN UNIVERSITY** – Master of Business Administration
- 2004-2008** **LEBANESE AMERICAN UNIVERSITY** – Bachelor of Science in Management Information Systems ~ Magna Cum Laude* (GPA: 3.8/4).

CERTIFICATES:

- Cornell Certificate Program: Business Analytics.
- ISO 9001: 2008 Quality Management Series Foundation Course
- ISO 1400 Environmental Management Course
- Data Mining and Business Applications
- Microsoft Dynamics NAV trade & Dynamics CRM 3.0
- Collaborative Institutional Training Initiative - Social and Behavioral Research Investigators Curriculum
- From Koala to Kangaroo: Getting Your Students Hopping with Active Learning – Cengage Learning
- Lecture Light Shine: High Wattage (and Low-Stress) Ideas to Engage Any Student! – Cengage Learning
- Reasons Students Hate Group Work and Why I Assign It Anyway – Cengage Learning
- Engaging Today’s Students: Maximizing the Potential of each Learner - McGraw Hill
- Online Learning: Are Students Adequately Setup for Success? - McGraw Hill
- Addressing Affordability with an Unlimited Love of Learning – Cengage Learning

CURRENT POSITIONS HELD:

- Full Time Lecturer for a core business course taught in the Operations and Information Systems Department at UMass, Amherst.
- Subject Matter Expert and Course Developer for the Head Start General Business Studies Certificate Program, a partnership certificate with Isenberg’s School of Management.
- Technical editor for Pearson and Cengage. My main responsibilities include reviewing content for two web-based applications (MyLab IT and SAM) that measure student proficiency in Microsoft Office.
- Software consultant for GMZ Ship Management Co Hellas, Piraeus, Greece. My main responsibilities include extending advice on how to use information technology to meet business objectives.

PUBLICATIONS:

Founder NorasCorner App, iTunes App Store & Google Play (<https://www.norajunaid.com/blog>)

Founder Excel.Ninja, Instagram (<https://www.instagram.com/excel.ninja/>)

Junaid, N., Leung, O., Buono, A. F. (2015). Institutionalization or Decoupling? An Exploratory Analysis of the UN Global Compact LEAD Initiative (2015). *Business and Society Review*. Vol. 120, Issue 4, pp. 491-518.

Dagher, G., [Chapa, O.](#), Junaid, N. (2015). The historical evolution of employee engagement and self-efficacy constructs: An empirical examination in a non-western country. *Journal of Management History*. Vol. 21, Issue 2, pp. 232 – 256.

Dagher, G., and Junaid, N. (2010) Emotional Intelligence, Employee Engagement and Job Stress: An Empirical Investigation. *Academy for Studies in Business*.

CONFERENCES:

Junaid, N. (2020). "Women in Technology", Presented at Women of Isenberg Conference, UMass, Amherst, Massachusetts.

Junaid, N. (2015). "Implications of Big Data", Presented at Bentley Research Colloquium, Bentley University, Waltham, Massachusetts.

Junaid, N. (2014). "Proactive Personality and New Technology Adoption: Framing, Emotion, and Feedback." Presented at the EMONET IX's *Doctoral Student Consortium*, Fox School of Business, Philadelphia, Pennsylvania.

Leung, O., Larson, B., Maynard, T., Junaid, N. (2015). "Large-scale virtual team simulations: A road map for implementation." Presented at the *AOM Conference (TLC Session); Vancouver, Canada*.

Blancero, D., Cotton-Nessler, N. C., Marron, G. F., Berdrow, I., Fukami, C., Junaid, N., Kellogg, D. M., Mullane, K., Nurick, A. J., Spelman, D. H., Stewart, M. M. (2015). "Playing in the Same Sandbox: Coordinated Teaching in a Required Undergraduate Management Course." Presented at the *Management Faculty of Color Association Meeting*, Bridgewater, MA.

Junaid, N. (2014). "The Role of Proactive Personality, Framing, Emotions, and Feedback in New Technology Adoption." Presented at the Bentley University's *Pre-proposal Presentation*.

Junaid, N., Leung, O., Buono, A. F. (2014). "INSTITUTIONALIZATION or DECOUPLING?: An Exploratory Analysis of the UN Global Compact LEAD Initiative" Presented at the Eastern Academy of Management's *Eastern Academy of Management*, Newport, RI. (Nominated for Best Paper Award).

Leung, O., Adams, S., Mullane, K., & Junaid, N. (2012). "Stop the Weather Reports" (video case finalist), *Academy of Management International Online Teaching Resource Library*.

Dagher, G., Junaid, N. (2011). "The relation between self-efficacy and the three dimensions of employee engagement: an empirical investigation in a non-western country." Presented at the *Decision Science Institute Conference*.

Dagher, G., Junaid, N. (2011). "Employee engagement and Constructive Deviant Behavior at the workplace: an empirical investigation." Presented at the *Institute of Behavioral and Applied Management*.

Dagher, G., Junaid, N. (2010). "Emotional Intelligence, Employee Engagement and Job Stress: An Empirical Investigation." Presented at the *Allied Academies*, Las Vegas, Nevada.

RESEARCH EXPERIENCE:

- 2014-2017** Professor Marcus M. Stewart, Bentley University, Waltham, MA
Research Assistant • Data analysis for “Goal orientation and cross-cultural competence”
- 2013-2014** Professor Anthony Buono, Bentley University, Waltham, MA
Research Assistant • Literature review, data collection and analysis for “Institutionalization or Decoupling?: An Exploratory Analysis of the UN Global Compact LEAD Initiative”
- 2009-2010** Professor Grace Dagher, Lebanese American University, Beirut, Lebanon
Research Assistant • Literature review for “The Historical Evolution of Employee Engagement and Self-Efficacy Constructs: An Empirical Examination in a Non-Western Country.”

WORKS IN PROGRESS:

- Stewart, M. M., & Junaid, N. Goal orientation and cross-cultural competence.
- Junaid, N., & Marabelli M. Personality Differences and Technology Use: a meta-analysis.
- Junaid, N., Stewart, M. M., Garfield M., & Beaudry A. The Proactive Technological Disposition.

ACADEMIC ACTIVITIES:

- 2019** **Cengage Computing Experience** held on the Microsoft Campus in Redmond, WA
- 2018** **Kahn Institute short-term project** Data, Knowledge, Pedagogy: The Age of Machine Learning
- 2018** **McGraw-Hill Education** Computer Information Technology Symposium in Ft. Lauderdale, Florida
- 2017** **McGraw-Hill Education** Computer Information Technology Symposium in La Jolla, CA
- 2014** **[UN Global Compact LEAD Project](#)** – Member of the North American research team of the UNCG-EABIS-Ashridge Business School research project on “Assessing the UN Global Compact LEAD Initiative Pilot Phase.”
- 2012** **Academy of Management Video Case Teaching Competition** – Writer and actor for the award-winning video case “Stop the weather reports!” for the Video Case Competition, sponsored by the Academy of Management and Emerald Publishing.
- 2011** **Academy of Management** - Organizer of the New Doctoral Student Consortium:
<http://group.aomonline.org/ndsc/>

PREVIOUS TEACHING ACTIVITIES:

- Fall 2013 – Fall 2015** Adjunct Professor, Management Department – Bentley University
Courses Taught: Human Behavior and Organizations (GB215)
 - Average evaluations: 5.18/6.0 in Fall 2015 (100% response rate)
- Summer 2013** Attended a Developmental Teaching Program - Bentley University

2007-2009 COOP Instructor, Management Department - Lebanese American University
Courses Taught: Management Information Systems

COOP Instructor, Management Department - Lebanese American University
Courses Taught: Introduction to Business

AWARDS:

2018 Nominated for the Fall 2018 Distinguished Teaching Award (DTA), a student-driven recognition of teaching on campus.
2018 Finalist for the 2017-2018 Distinguished Teaching Award (DTA).
2017 Nominated for the Fall 2017 Distinguished Teaching Award (DTA), a student-driven recognition of teaching on campus.
2016 Scholarship, OBTC 2016, Early Educator Institute and Teaching Conference.
2016 Scholarship, OBTC 2016, Doctoral Institute.
2015 Bentley University Research Expense Pool Grant, Amount: \$1,800
2014 Eastern Academy of Management 2014 - Nominated for Outstanding Theoretical Paper Award
2012 Teaching Resource Library Video Competition, Academy of Management
2011 **Five** Year Doctoral Fellowship, Lebanese American University, Amount \$48,000 per year
2011 **Full** PhD Tuition Waiver, Bentley University
2010 Graduated with Honors (GPA: 3.62/4.00), Lebanese American University
2009 Adnan Kassar Fellowship, Lebanese American University, Amount: \$7,560 per year
2008 Graduated with High Distinction (GPA: 3.79/4.00), Lebanese American University
2004 Tuition Scholarship, Lebanese American University, Amount: \$11,344 per year

SERVICE AND PROFESSIONAL AFFILIATIONS:

Fall 2018 Committee Member for hiring a Full-Time Lecturer in the Operations and Information Management Department at UMass, Amherst

Fall 2018 Faculty initiate for Delta Sigma Pi

Spring 2018 Honors Research Project: Creating Responsive Layouts: One Step Back for Two Steps Forward

Spring 2018 Committee Member for hiring a Full-Time Lecturer in the Operations and Information Management Department at UMass, Amherst

Spring 2018 Curriculum Committee Member for the Educational Effectiveness Plan in the Operations and Information Management Department at UMass, Amherst

- Ad-hoc reviewer for:
Academy of Management
Eastern Academy of Management
Organizational Behavior Teaching Conference
The Journal of Strategic Information Systems
International Conference on Information Systems
Computers in Human Behavior
- Memberships in Professional Organizations:
Academy of Management
Organizational Behavior Teaching Society

PROFESSIONAL EXPERIENCE:

- 2009-2011** **Continuing Education Program Coordinator** - *Lebanese American University*
- Developing program/course descriptions that accurately reflect content, goals and objectives of the course for tabloid and website
 - Developing marketing plans to increase awareness of programs whereby increasing student enrollment
 - Preparing and maintaining the master schedule for every semester and having it approved
 - Monitoring instructor performance, reviewing student evaluations, and maintaining information
 - Communicating course offerings, completions and passing of exams

- 2007-2009** **Internal/Compliance Auditor for ISO 9001: 2008 and ISO 1400 Quality Management System**
-*Pro-Services SAL*
- Ensuring adherence to quality standards ISO 9001 & 1400, maintaining all related documents.
 - Identifying areas of quality failures and taking steps to rectify the system
 - Practicing quality standards with key emphasis on improving quality
 - Maintaining supreme quality while delivering the same to the clients
 - Assuring authenticity and no compromises on quality status

- 2005-2006** **Software Administrator** - *ASAM Holding*
- Assisting in setting up an enterprise resource planning software: “CAFM”.
 - Enhancing database performance, performing restores, implementing recovery procedures, handling performance tuning and conducting regular system backups.
 - Ensuing technical and functional designs meet business requirements.