

Muhsen A. Makhamreh, Ph. D.
Res. Tel. & Fax: (9626) 5688588
E-Mail: mmakamra@go.com.jo



EDUCATION:

- **Ph.D.** (Business Administration) the Ohio State University, Columbus, Ohio, USA, 1981.
- **MBA** the American University of Beirut, Lebanon, 1976.
- **B.Sc.** (Business Administration) the University of Jordan, Amman-Jordan, 1970.

FACULTY POSITIONS:

- **Professor** of Business Management, University of Jordan, 1992-until now.
- **Associate Professor** of Business Management, University of Jordan, 1987-1992.
- **Fulbright Visiting Faculty**, Oklahoma State University, Stillwater, Oklahoma, 1989-1990.
- **Assistant Professor** of Business Management, University of Jordan, 1982-1987.
- **Lecturer**, Ohio State University, Columbus, Ohio, 1978-1981.
- **Lecturer**, University of Jordan, 1976-1977.
- **Teaching Assistant**, University of Jordan, 1971-1974.

ADMINISTRATIVE POSITIONS:

Dean, Jordan Applied University of Hospitality and Tourism, 2006- Now

- **Dean**, Faculty of Business Administration (formerly, Economics and Administrative Sciences) 1993-1997.
- **Acting Vice President** for Administrative Affairs, summer 1995, and on numerous occasions during my deanship.
- **Chairman**, Business Management Department, University of Jordan. 1990-1993.
- **Acting Dean**, Faculty of Economics & Administrative Sciences, summer, 1991.
- **Director**, Health Service Management Program, University of Jordan. 1990-1993.
- **Assistant Dean**, Faculty of Economics & Administrative Sciences, University of Jordan, 1985-1986.
- **Coordinator & Supervisor**, USAID Management Development Grant, Faculty of Economics & Administrative Sciences, 1985-1991.
- **MBA Graduate Advisor**, University of Jordan, 1984-1993.

- **Chairman**, Faculty Graduate Committee, 1993-1997.

OTHER EMPLOYMENT:

- **Advisor** to the Minister of Higher Education and Scientific Research, November 2004-Now
- **Editor-in-Chief**, Jordanian Journal of Business Administration, 2004-Now
- **Editorial Board Member**, Journal of Asia Pacific Business, 2004-Now.
- **Editorial Board Member**, Dirasat Research Journal, 2002 –now.
- **Editorial Board Member**, Arab Journal for Management, 2006-now
- **Referee** to many Domestic and International Business and Management Journals.
- **Managerial Advisor** to the Board Chairman , The Jordan Phosphate Company, 1999-2000
- **Editorial Board**, Arab Bank Reviews, Geneva, 2000-until now.
- **Visiting Professor**, Groupe, ESC :Clermont Graduate school of Management, 2005 -now
- **Visiting Professor**, The Hashimite University, Jordan, 1998-1999.
- **Visiting Lecturer**, European-Arab Management School, (EAMS) Granada, Spain, 1996-until now.
- **Visiting Lecturer**, The War & Staff College, Jordanian Armed Forces, Amman, Jordan, 1988-until now.
- **Foreign Exchange Officer**, Central Bank of Jordan, January 1971-November, 1971.

COUNCILS MEMBERSHIP:

- **Prime Minister Economic Council**, 1993-1997.
- **University of Jordan Higher Council**, 1993-1997.
- **University of Jordan Deans Council**, 1993-1997.
- **Advisory Board**, Management International, New York, 1982-1990.
- **Chairman of Conciliation Boards**, Ministry of Labor, 1983-1989.
- **Board of Trustees**, Ammon Hotel College, Ministry of Tourism, Amman, 1995-1997., 2004 - Now
- **National Social and Economic Development plan**, 1998-2001.
- **Accreditation Committee of Foreign Universities**, Ministry of Higher Education, 1996-until now.
- **Academic Board Member**, EAMS, Granada, Spain, 1996-until now.
- **Universities Degrees Certification Committee**, Higher Education Council, 2000-until now.
- **Advisory Board Member**, Queen Zein Center for Development, 2000 – Now.
- **Advisory Board Member**, European-Jordanian Advanced Business Institute(EJABI), Amman, March 2004 –NOW
- **Board of Trustees Member**, Jordan Applied University, 2005-Now

UNIVERSITY ORGANIZATIONS:

- **Chief-Editor** , Jordan Journal of Business Administration , 2004-now
- **University Research Higher Council**, 2000-until now.
- **The University Selection and promotion Committee**, 1993-1996.
- **The University Financial Committee**, 1993-1997.
- **The Pension Fund Investment committee**, 1996-2000.
- **The Academic Journals Evaluation Committee**, 1993-1997.
- **The University Research Committee**, 1990-1993.

- The President Consultative Board, 1991-1993.
- Economics and Management division, Faculty of Graduate Studies, University of Jordan, Chairman, 1990-1993.
- Research Committee, Faculty of Business Administration, 2000-until now.
- Cultural Committee, Faculty of Economics & Administrative Sciences, 1982-1990.
- Business Administration Society, Advisor, 1976-1978 & 1982-1987.
- Athletic Advisor, Faculty of Economics & Administrative Sciences, 1982-1989.
- The Computer Center Board of Directors, 1993-1997.
- The Consultative and Training Center Board of Directors, 1993-1997.
- Editorial Board Member, Dirasat Research Journal, Univ. Of Jordan, 2002-now

PROFESSIONAL MEMBERSHIP:

- The Academy of Management.
- The Academy of International Business.
- Industrial Relations Research Association.
- American Society of Personnel Administrators.
- European International Business Association.
- Jordan Association of Business Administration.
- Advisory Committee Middle East Business School, Amman.
- Al- Al Bayt University Curriculum Committee.
- American University of Beirut Alumni Club.
- Jordan National Federation of Tennis.
- International Academy of Business Disciplines.
- Jordanian Association of American Graduates.
- Network of International Business Schools (NIBS), France.
- UNCTAD Train for Trade Committee, Ministry of Trade and Industry and JID, Jordan.
- CRANET, Cranfield Network on International Human Resource Management. U.K
- Center for Creative Leadership, University of North Carolina, Greensboro.
- Jordan Human Resources Management Association (JHRMA) Founding Member.

AWARDS:

- USAID MBA Scholarship, 1974-1976.
- University of Jordan Ph.D. Scholarship, 1977-1981.
- 1ST Asian Regional Congress of Industrial Relations Appreciation Award, 1987.
- Fulbright Research Scholarship, 1989-1990.
- President Winterim Fellowship, American Graduate School of International Management, Arizona, January 1990.
- USAID Management Development Grant, Ohio State University, June-August, 1990.
- Case Writing Award, USAID, Amman, 1992.
- Case Writing Competition Award ARADO, 1994.
- NIBS Conference Award 1997.
- University of Jordan Distinguished Research Award, July, 2001.

TRAINING & DEVELOPMENT:

Designed and executed training programs in all function of *Personnel/Human Resource Management, Strategic Planning and Management, and in the Various Functional Subject of management* at:

- The Jordan Institute of Management, Amman, Jordan.
- The Business Administration Department, The American University of Beirut, Beirut, Lebanon.
- The Arab Petroleum Training Institute, Baghdad, Iraq.
- Team International: Arab Center for Management Development, Cairo, Egypt.
- Consultation and studies Center, the University of Jordan, Amman, Jordan.
- United States-Saudi Arabian Joint Commission on Economic Cooperation, Riyadh, Saudi Arabia.
- Housing Bank Training Center, Amman, Jordan.
- United Arab Emirates Banks Training Institute, Sharjah, U.A.E.
- Oman Chamber of Trade and Industry, Muscat, Oman.
- I.L.O. Training Center, Turin, Italy.
- UNCTAD, Train for Trade, MTI & JID, Amman, Jordan.
- PROJACS, Saudi Arabia, Riyadh.
- Jordan-United States Business Partnership (JUSBP), Amman, Jordan
- Euro-Jordanian Action for the development of Enterprise (EJADA), Amman – Jordan
- European –Arab Management School (EAMS) Granada, Spain.

CONSULTATION:

Conducted consultation work in *Strategic planning and strategy development, functional operating strategies, programs development for various business organizations as well as educational institutions in Jordan and outside Jordan* in the following areas:

- **Business Academic Programs (Graduate and Undergraduate).**
- **Business strategic Management**
- **Institutional and Organizational Development.**
- **International Business Management.**
- **Personnel/Human Resource Management Functions, Issues and Systems.**
- **General Management Functions and Systems**

COURSES TAUGHT:

Graduate

- **Human Resource Management**
- **Labor & Industrial Relations**
- **International Business**
- **Compensation Management**
- **Strategic Management**
- **Organization Theory**

Undergraduate

- **Principles of Management**
- **Fundamentals of Management**
- **Human Resource Management**

- **Manpower Planning**
- **Industrial Relations**
- **Compensation Management**
- **Entrepreneurship & Small business management**
- **Organization Theory**
- **Organization Behavior**
- **International Business**
- **Strategic Management**

THESIS COMMITTEES:

- **K.H. Kurdi**, Product Development in Jordan Business Corporations, June 1986.
- **T. Batshon**, Quality Control in Jordan Business Firms, August 1988, Advisor & Chairman.
- **H. Rihani**, Jordanian Working Women: Fact and Realities November 1988, Advisor and Chairman.
- **B. Abu-Alsoud**, Industrial Safety in Jordan Manufacturing Corporations: Analysis and Evaluation, August 1989, Advisor & Chairman.
- **M. Najjar**, Assessment of Training Needs in Jordan, Advisor & Chairman, 1992.
- **J. Dwai**, Automated Bank's Service in Jordan Systems: A study of their Application and Development. Advisor and Chairman 1993.
- **M. Olian**, Status of Social Responsibility in Jordanian Corporations and its Impact on Performance. Chairman & Advisor, 1994.
- **Azawi**, The Impact of Top Managers Characteristics on Banks Profitability in Jordan, Chairman and Advisor, 1995.
- **M. Al-Shami**, Problems Facing Business Projects Owned and Managed by Women in Jordan. Chairman and Advisor, 1995.
- **G. Abd AL-Rahman**, Crisis Management in Banks. Chairman and Advisor, 1996.
- **L. Khamash**, Problems Facing Multinational Firms in Jordan, Chairman and Advisor, 1997.
- **L. Alam**, Total Quality Management and King Abdullah Quality Award. 2002.

CONFERENCES & SEMINARS:

- **Teaching Business Policy Seminar**, Ohio State University, Columbus, Ohio 1981.
- **Chamber of Industry Productivity Seminar**, Amman, Jordan, April 1983.
- **Salzburg Seminar: New Pattern of Trade and Finance: Session 229**, Salzburg, Austria, April 1984.
- **European International Business Association (EIBA) Conference**, Glasgow, Scotland, December 1985.
- **1ST Asian Regional Congress of Industrial Relations**, Singapore, February 1987.
- **Manpower Planning Seminar**, The Polytechnic Training Association, Amman, Jordan, May 1987.
- **Business Administration Department of Arab Universities Seminar**, The University of Jordan, Amman, Jordan, June 1987.
- **Arab Association of Stock Exchange Conference**, Cairo, Egypt, November 1987.

- International Human Resource Management Conference, Cranfield School of Management, Cranfield, United Kingdom, September 1988.
- Privatization Seminar, Intrado Group & George Washington University, Washington, D.C., October 1989.
- Southern Academy of Management Meeting, New Orleans, November 1989.
- Chief Executive Officers' Programs, American Graduate School of International Management, Phoenix, Arizona, January 1990.
- Case Analysis & Writing Seminar, Ohio State University, Columbus, Ohio, June-August 1990,
- Academy of Management Meeting, San Francisco, August 1990.
- Women Employment and Development in the Arab World, ILO Seminar, Amman-Jordan, December 1991.
- Chairman, International Conference, International Academy of Business Disciplines, Amman, Sept. 27-30, 1993.
- Center for International Economic Growth Regional Conference, Cairo, Egypt, June 1994.
- Academy of Management Annual Meeting, Dallas, Texas, August 1994.
- Conference on the Arab World, Challenges and Expectations. Beirut, Lebanon, 1995.
- IIRA 10th World Congress. International Industrial Relation Associations 10th World Congress, Washington, D.C. June 1995.
- Middle East and North Africa (MENA) Economic Summit, Amman, October 1995.
- The Impact of Technology and Globalization on Arab Economies, Arab Thought Forum, Amman, December 1995.
- First Arab Conference on Business Education, United Arab Emirates, March 1996.
- Academy of Management Annual meeting, Cincinnati, Ohio, August 1996.
- Network of International Business Schools Conference, Salt Lake City, Utah, 1997.
- University of International Business Seminar, Beijing, China, 1997.
- Arab States Network Meeting on Human Resource Development, Marseille, France, 1998.
- European International Business Academy (EIBA) 24th Conference, Jerusalem, 1998.
- EAMS Academic Meeting, Tunis 1999
- EAMS Annual Meeting, Granada, Spain, 1999.
- Adaptability of Scientific research to Productive Projects in the Arab Countries. Amman, October, 2000.
- Good Governance of NGO's and Participation in public policies, Amman, November, 2002
- Regional Economic Integration in the Middle East. Center of Global Ethics, Whittenberg, Germany, March, 2003.
- Pugwash conference on Peace in the Middle East, Amman, May 2003.
- Jordan Exports: Success Requirements and Challenges, JUSBP, Amman, June, 2003.
- Meeting the Future Needs of Jordanian SMEs, EJADA, Amman August, 2003.
- Regional Business Cooperation, Cyprus, September, 2003
- Current Trends in Human Resource Management, Amman March, 2004
- Regional Business cooperation, CIIM, Cyprus, July, 2004
- World Bank Developmental Workshop for Iraqi Academics, EAMS, Granada, July 2004.
- NIBES Annual meeting on Entrepreneurial Education, Ankara, Turkey, September 2004
- Emerging Issues in new Millennium: Challenges and opportunities facing Arab Business Organizations. University of Jordan, May, 2005
- World Economic Forum, Jordan, May 2005
- Euromed and the Media, Dead Sea, Jordan, September, 2005.
- Assessment of gaps between knowledge skills acquired through higher education and labor market demand in Jordan, March, 2006.
- Universities –Enterprises cooperation: Tempus project. April 2006.

- Tourism for peace, CHN, Netherlands, October 2006
- Family business conference, Amman, April 2007
- T4P, Tourism for peace, Dead sea May 2007
- Managing Tourism Growth, Dead sea June 2007
- Doing Business in the Arab countries, Lisbon, Portugal, July 2007

BOOKS:

- *Modern Managerial Concepts* (et.al.), Amman: Jordan Book Center, 1982, 1985, 1989, 1990, 1992, 1995, 1998, 2000, 2002 ,2005(in Arabic).
- *Manpower Planning and Labor Relations*, Arab League College, Damascus-Syria, 1984, (in Arabic).
- *Manpower Planning at the Macro and Micro Levels*, Arab Organization for Administrative Development, Cairo, Egypt, 1986, (in Arabic).
- *Industrial Relations in Jordan*, A Chapter in a book: Industrial Relations in the World, in Miriam Rothman, et.al, Eds. Walter de Gruyter & Co., 1993.
- *The Elderly in Jordan*, A chapter in a book: International Handbook on Sciences for the Elderly, in Jordan Kosberg, Ed. Greenwood press, 1994.
- *Management Information Systems in Business*, A Chapter in a book: Applications of Information Technology and Management, M. Maqusi, ed., *MED-CAMPUS*, 1996.
- *Corporate Performance in Jordan:A macro Analysis* ,IN Management & International Business Issues in Jordan,H.Alsaid & K.Backer Eds,International Business Press, An Imprint of Haworth Press Inc.2001.

PUBLICATIONS (SINGLE AUTHOR):

- Determinants of Absenteeism and Turnover in the Jordan Business Firms, published in *Dirasat Research Journal*, Vol. 2 No. 5, 1985, The University of Jordan, (in English).
- Employee Incentives in the Public Sector in Jordan: Analysis and Evaluation, *The Arab Organization for Administrative Sciences Journal*, Amman-Jordan, Vol. 9, No.3, 1985.
- Factors Affecting Corporate Performance in Jordan, *Dirasat Research Journal*, Vol. 12, No. 3, 1986, The University of Jordan (in English).
- Factors Affecting Corporate stock prices in Amman Financial Market, *Journal of Arab Stocks Exchange* 2nd year, No: 6, 1987.
- The Practice of Manpower Planning in the Developed and Developing Countries, *Journal of the Faculty of Economics & Management*, Vol. 4, No. 2, 1988, University of Baghdad, Iraq (in English).
- Employee Compensation in the Private /sector in Jordan: A study of the compensation systems and practices in the Jordan Business Firms, *Yarmouk Research Journal*, Volume 7, No. 4, 1991, Yarmouk University.
- Employment Interviewing in Jordan: A Study of the Interview Process in Business Firms, published in the *International Journal of Commerce and Management*, volume 1, No 3&4, 1992, USA, (in English).
- The Royal Jordanian Airline: A Case Study, published in: D. Khambata and R. Ajami: *International Business: Theory and Practice*. Macmillan Publishing Company, 1992, (in English).
- Staffing Process in Jordan Business Firms: An Exploratory and Analytical Study, *Dirasat Research Journal*, Volume 20 A, No. 1,1993, The University of Jordan.
- Training In Jordan Business Firms, Analysis For Practices and Activities, *Dirasat Research Journal*, Vol. 20 A, No 3, 1993, The University of Jordan.

- Employees' Performance Appraisal in the Jordan Business Firms: An Exploratory and Analytical Study. *Dirasat Research Journal*, Vol., 20 A, No 4, 1993, the University of Jordan.
- The Practices of Human Resource Management in an Arab Country: the Case of Jordan. *Proceedings of the IABD Conference*, Amman Sept., 1993, (in English).
- The Potential Impact of Peace on Jordan, *Proceedings of the Conference: the Arab World; Challenges and Expectations*, Beirut, Lebanon, 1995.
- Jordan Experience in Higher Business Education. *Proceedings of the First Arab Conference on business Education*, United Arab Emirate University, March 1996.
- The Prospects of Trade between Jordan, Israel and the PNA. *IPCRI*, Jerusalem, 1997, (in English).
- Corporate Performance in Jordan: A Study of the Banking Sector. *Arab Bank Review*, vol.2, No.2, 2000.
- Corporate Performance in Jordan: Analysis and Evaluation. *Dirasat Research Journal*, Vol., 28, No.1, 2001.
- Corporate Performance in Jordan: A Macro Analysis. *Journal of Transnational Management Development*, vol. 6, number 1&2, 2001
- Business Education in the Arab countries: Toward a strategic direction in 21st century. *Proceedings of the conference on: Emerging issues in the third Millinun*, University of Jordan, May 2005

CO-AUTHORD PUBLICATIONS:

- Makhamreh, Muhsen, & O. Dahhan, Business Education between Theory and Practice: An Analytical Study of the University of Jordan Graduates. *Dirasat Research Journal*, vol. XIV, No. 2, 1987, the University of Jordan.
- Makhamreh, Muhsen & O. Dahhan, Factors Affecting Employees Innovation in Jordan Business Corporation, Published in *Dirasat Research Journal*, vol XV, No. 2, 1988, the University of Jordan.
- Makhamreh, Muhsen & O. Dahhan, The Impact of Computer on Work Activities in Banks in Jordan, *Dirasat Research Journal*, vol. 17 A, No. 1, 1990, the University of Jordan.
- Makhamreh, Muhsen, & Amal Farhan, Factors Affecting Employee Motivation in Jordan, *Dirasat Research Journal*, Vol. 17 A, No, 2, 1990, the University of Jordan.
- Makhamreh, Muhsen & B. Curtis Hamm, Mentorship in an Arab Culture: A study of mentoring in Jordan, *Mentoring International Journal*, volume 5, Nos.2/3-Spring/Summer 1991 Vancouver, Canada, (in English).
- Makhamreh, Muhsen & M. El-Faleh, The State of Labour Unions and Their Role in the Industrial Relations System in Jordan, *Dirasat Research Journal*, Volume 18A, NO.1 1991, the University of Jordan, (in English).
- Makhamreh, Muhsen & M. Malallah, The Potential Impact of Peace on Business in Jordan, *Proceedings of the IABD Conference*, Amman, Sept. 27-30, 1993, (in English).
- Makhamreh, Muhsen & Lara Khamash, Factors Affecting MNC in Jordan. *Proceedings of the 24th Annual Conference of the European International Business Academy (EIBA)*, Jerusalem, December 13-15, 1998, (in English).

MARITAL STATUS:

Married, Three Children

Birth Date: July 12, 1947

LANGUAGES:

English & Arabic

INTERNATIONAL EXPERIENCE:

Conducted Conferences, Training, Consulting and Teaching in more than 16 countries

RECOMMENDATIONS: will be furnished upon request.