

## SUMMARY OF ATTRIBUTES

Leadership experience in establishing, operating and overall management of training, Learning and educational systems. Create a supportive team environment where productivity and performance standards are achieved in the areas of operations, finance, admissions, academics, student services, ICT, and administration. Lifelong learner.

## OVERVIEW OF SKILLS

### Leadership

- Held executive leadership positions in the areas of student services, registrar, ICT, student recruitment, program reviews, administrative and academic policies and procedures, student life, educational technology and campus construction and management.
- Proven record of leadership roles in Higher Education in Canada and the Middle East.
- Strategic planner and thinker.
- Build effective multicultural teams of professionals.

### Education/Training

- Curriculum design and development enriched by experience in implementing learning programs for face-to-face, blended and distance learning.
- Competent in addressing the needs of mixed generational and multicultural learning groups.
- Expert in the emerging learning technologies like connected learning, collaborative learning, social learning and learning analytics.
- Instructional designer, evaluator of curriculum and educational programs.
- Experience in creating self-sustainable extracurricular activities that add value to the learning environment.
- Facilitator of different levels of the Instructional Skills Workshop (ISW).

### Management

- Apply lean/agile management methodologies.
- Hire staff for administration and instructional purposes and manage staff decisions including recruitment, selection, mentoring, coaching, termination, orientation, training and performance management.
- Manage the overall financials by developing annual budgets, managing, maintaining and reporting financial information.
- Ensure compliance with regulatory body policies and procedures.
- Apply project management techniques to agility, collaborative planning, and execution.
- Expert in TQM, 6Sigma, and other collaborative productivity techniques.

### Multi-Cultural

- Thorough knowledge and working experience with diverse cultures and religions, especially in the Middle East, Eurasia and North America.
- Synergize multicultural teams and groups to achieve harmony through diversity by creating shared values.

### Information and Communication Technology

- Expert in designing, operating and implementing varied ICT infrastructure for learning purposes (for education as well as for organizations).
- Expert knowledge in all aspects of hardware and software implementation that aligns with vision and working competencies.
- Focus on the use of technology for collaboration, increased productivity and communication.



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**REFERENCES**  
Provided upon  
request.

## EDUCATION

### Academic Degrees

#### **Doctorate in Higher Education, University of Liverpool**

EdD— 2011-2015, in progress.

#### **Masters in Management, University of Wollongong**

Total Quality Management in Higher Education - 1996 - 1998

#### **Bachelor of Sciences, American University of Beirut**

B.S. - 1979 to 1981 then 1983 to 1985.

### Professional Certificates

- 2011: Emerging Technologies for Learning, University of Manitoba.
- 2009: Moodle Online Administration and Course Design, Remote Learner Inc.
- 2008: Business Continuity Planning, Recovery Planner Inc.
- 2007: Agile Project Methods, Berteig Consulting.
- 2006: I.T. Security, Cobit 4.0, ISACA.
- 2005: SuperNet Operation, North Alberta Institute of Technology.
- 2004: Work Health and Safety Certificate, Alberta Government.
- 2003: Global eLearning Workshop from M.I.T., Boston, Learning International Network Consortium.
- 2002: ICDL Center Manager and Assessor, UNESCO.
- 2001: Independent Learning Skills Certificate, Higher Colleges of Technology.
- 2000: Judging Quality Awards Certificate, Dubai Quality Award, Dubai Economic Department.
- 2000: Leadership in Education, Harvard Graduate School of Education.
- 1995: Facilitation Training Certificate, Instructional Skills Workshop Group, Higher Colleges of Technology. Renewed regularly. Last offered in 2014.
- 1994: Training the Trainers Certificate, Instructional Skills Workshop Group, Higher Colleges of Technology. Renewed regularly. Last offered in 2014.
- 1993: Oracle Advanced Application Building Certificate, Oracle.
- 1990: Curriculum Development, Higher Colleges of Technology.

### Networked and Connected Learning

- 2015: Learning to Learn.
- 2014: Inspiring Leadership through Emotional Intelligence
- 2013: A Brief History of Human Beings.
- 2013: Brain, Synapses, and Neurosciences.
- 2013: Computational Neurosciences.
- 2013: The Science of Gastronomy.
- 2012: Corporations and sustainability.
- 2012: Business Innovations.
- 2011: Mobile teaching and learning.
- 2010: Emerging Learning Technologies.
- 2009: Connectivism and networked knowledge.
- 2008: Connected Learning and Knowledge (the first MOOC).

## PROFESSIONAL MEMBERSHIPS

**SIETR:** Society for Intercultural Education, Training and Research

**CSTD:** Canadian Society for Training and Development

**IAIR:** International Academy for Intercultural Research

**SoLAR:** Society of Learning Analytics and Research.

**CANHEIT:** Canada Higher Education and Information Technology Consortium

**EduCause:** [www.educause.edu](http://www.educause.edu)

**ISACA:** The Information Systems Audit and Control Association ([www.isaca.org](http://www.isaca.org))

**IATHA:** Institute for the Advancement of Teaching in Higher Education ([www.iathe.org](http://www.iathe.org))

**CIOCAN:** Chief Information Officer Association of Canada: ([www.ciocan.ca](http://www.ciocan.ca))

## CHRONOLOGY OF WORK EXPERIENCE

### February 2015 - Present:

Provider Head, Rancho Capability Building Partnership.

### March 2012 - Present

Co-owner, Silalink Enterprises, Ltd., Alberta

Freelance Consultant in training and intercultural integration in organizations, communities and higher education.

### January 2009 to September 2011

Director of Learning Innovation, Keyano College, Alberta

### September 2004 to January 2009

Chief Information Officer and member of the Executive Team, Keyano College, Alberta

### June 2000 to September 2004

Member of the Executive Team, Dean of Educational Technology, Higher Colleges of Technology, U.A.E

### May 1992 to June 2000

Dean of Students and Computer Services, Higher Colleges of Technology, U.A.E

### August 1989 to May 1992

Faculty of Business Information Systems, Higher Colleges of Technology, U.A.E

### September 1988 to July 1989

Instructor, Computer and Sciences, Ibn Khaldoun National School, Manama, Bahrain

### October 1983 to September 1988

1. Instructor, Computer Science, American Community School, Beirut, Lebanon
2. Free Lancer in ICT implementations.
3. Instructor and IT Graduate Assistant, American University of Beirut.

### March 1982 to April 1983

Industrial Trainer and Training Designer - Operations and Maintenance of Desalination Plant, Mitsubishi Heavy Industries

## **BRIEF RECORD OF ACHIEVEMENT**

### **2015 to Present: Provider Head, Rancho Capability Building Partnership**

Consortium executive and campus CEO for a multinational consortium of education institutions assisting the Kingdom of Saudi Arabia with comprehensive improvements in technical and vocational training. Planned and led academic, student-services, campus-operations, and community-outreach innovation and improvement efforts for vocational training colleges in Western Saudi Arabia. P/L responsibilities for one of the Colleges. Coordinated efforts of consortial partners including Rancho Santiago Community College (Santa Ana, CA, USA) fiveDlearning, Inc. (Princeton, NJ, USA), and Al Khaleej Training and Education, Inc. (Riyadh, KSA).

### **2012 to Present: Co-owner of Silalink Enterprises, Ltd.**

#### **Ongoing Projects**

- a. Provider Head at Al Baha Technical College, Campus CEO on behalf of Rancho Santiago Community College in Saudi Arabia (Jan 2014 - Present)
- b. Wikipedia facilitation to editors in Canada and the Middle East. (2005 - Present).
- c. Active participant in online initiatives like Learning Analytics movement, Coursera and learning neurosciences. (2014 - Present).

#### **Completed Projects:**

- a. Educational research and consultancy work for South Alberta Institute of Technology project in Kazakhstan. (2012 - Present).
- b. Developed a knowledge-based working environment for Emirates Technologies in Dubai, U.A.E.
- c. Implemented cloud technologies for small to medium organizations (Different organizations in Fort McMurray and Dubai.)
- d. Consultation on IT and curriculum framework for K-12 reform committees for Ministries of Education in Kuwait and UAE.
- e. Organizational optimization consultation for YMCA in Fort McMurray, Alberta.
- f. Instructional Facilitation Training for Keyano College.
- g. Visioning and strategic planning for Leadership Wood Buffalo Alumni group.
- h. IT infrastructure for a learning organizations: Istdama, Domus and Scope Engineering, UAE.
- i. Digital Nomad Project: investigating the impact of technology on a traveller in the US. Part of my EdD global research project.
- j. Consultation work with SAIT on implementing online teaching and learning in their AIC Kazakhstan project.
- k. Engineering Technologist Demand in Oil Sands, Market Analysis, A research for Keyano College.
- l. Feasibility study for Chestcham International about Recruitment market in Fort McMurray. Alberta.
- m. Developing knowledge workers for the Municipality of Wood Buffalo, Alberta in collaboration with Keyano College.
- n. IT learning infrastructure consultancy (Smart Learning Project in Dubai, UAE).
- o. Developing Educational Technology strategies in postsecondary institutions in Kuwait, Dubai, Saudi Arabia, and Kazakhstan.

### **2009 to 2011: Director of Learning Innovations at Keyano College, Alberta**

Reporting to VP Academics, established a learning innovation department at Keyano College that introduced online and remote learning technologies for classroom delivery, blended and remote learning. Integrated Moodle in the learning process and with the existing IT infrastructure. Provided appropriate teacher training programs. Established the policies and procedures for academic program reviews that involve external stakeholders.

### **2004 to 2009: CIO (Chief Information Officer) at Keyano College, Alberta**

Immigrated to Canada. Reporting to VP Administration and Finance, I was member of Keyano College Executive Committee representing Facilities and IT operation. I have revamped Keyano College IT&C infrastructure from coaxial to robust structured and WIFI technologies. Implemented cloud-based operation with multi location data centers. Integrated rural campuses with the main campus. Implemented a "work from home" infrastructure. Upgraded Classroom technology to enhance face-to-face and remote learning.

Introduced cloud computing environment through Sharepoint. Integrated and synchronized a wide spectrum of managerial software. Set, developed and managed different college procedures and policies.

### **2000 to 2004: Manager of Educational Technology at Dubai Men's College**

Reporting to the College Director I have achieved the following:

- a) Served on a 5 member Executive Team that overlooked the operation of the college. I was responsible for the student services and registrar, IT services, student recruitment, program reviews, academic and administrative policies and procedures, student success initiatives, library services, student life and independent learning centers.
- b) Led civil engineers, architects, IT staff, IBM and different government stakeholders on the construction of an ICT enhanced college campus that provided high level learning technologies which included mobile learning, Citrix servers, laptops for students, video on demand and smart classrooms. The project was successfully completed, within budget and ahead of the set completion date.
- c) Set up an educational technology framework that focuses on the use of laptops in the learning process.
- d) Set up the infrastructure for Internet based learning environment.

### **1992 to 2000: Manager of Student and Computer Services at Dubai Men's College**

- a) Designed, implemented and managed the IT infrastructure for a system of 15 colleges.
- b) Designed, Developed and implemented IT policies and systems for academic management which included Student Information Systems (Banner), Student Tracking Systems (Strack) and Graduation Tracking System (GTrack). Most of these systems were developed in-house.
- c) Participated in setting the framework of Student Services and Registrar function which included developing policies, procedures, operations, standards and systems.
- d) Managed the student recruitment processes that increased enrollment from 350 to 1100 students.
- e) Implemented a placement and tracking systems that manage and enhance student success.

### **1989 to 1992: Faculty of Management Information Systems at Dubai Men's College**

Participated with a Canadian team from Sheridan College to establish the Dubai Men's College which is part of the Higher Colleges of Technology in the UAE. My role included creating and delivering the IT programs (curriculum, courses, and assessment), setting IT infrastructure and electronic communication medium, establishing student services function and creating a self sustainable student life/extracurricular activities.

### **1985 to 1988:**

#### **1) Graduate Assistant at the American University of Beirut:**

- a) Responsible for introducing structured IT infrastructure for the Department of Mathematics.
- b) Implemented and managed a Unix based computing environment.
- c) Member of the committee mandated to create the Computer Science program at the American University of Beirut.

#### **2) Math and Computer Science Teacher at the American Community School:**

- a) Created, taught and supported Computer Courses for Grades 10, 11 and Advanced Placement studies.
- b) Managed the first Computer Summer Camp for children under the age of 7.

#### **3) Software Development Freelancer:**

- a) Created the basic database operation for the United Nations Interim Forces in Lebanon (UNIFIL).
- b) Developed the IT curriculum for Grades 3 to 5 using Logo programming language (Hariri Foundation).
- c) Established and operated a comprehensive medical library for a hospital (Research Center for Injuries).

### **1991 to 1993: Control Room and Maintenance Trainer at Al Jubail Desalination Plant, Kingdom of Saudi Arabia**

Created and delivered the Operation and Maintenance training programs for Mitsubishi Heavy Industries Al Jubail desalination plant in Saudi Arabia.