

## Wednesday Research Seminars 2017-2018

4<sup>th</sup> October 2017

### The Effect of Resilience, Culture, and Employment Status on Happiness among Married Expatriate Women Residing in Dubai

Anita Shrivastava Kashi

Middlesex University Dubai

#### **Abstract**

Happiness has been reported to influence, and be influenced by, internal and external factors. Among expatriate women of different cultural backgrounds, employment status and ability to cope with stressors seem to have an influence on happiness. In the present study we investigated the effects of culture and employment status on happiness, whilst controlling for self-reported resilience in 127 married expatriate women living with their families in Dubai. These expatriate women were assessed using the Resilience Scale, the Oxford Happiness Questionnaire, and a questionnaire containing an open-ended question regarding reasons for participants' current employment status. Responses to the open-ended question were thematically analyzed. ANCOVA analysis found resilience to be significantly related to happiness. However no significant differences emerged in happiness between individualistic/ collectivistic cultures and between employed/ unemployed status. The reported frequency of qualitative themes did not differ with regards to employment status. Our results indicate resilience as a main driver of happiness within this population.

Keywords: Resilience; Individualistic culture; Collectivist culture; Happiness; Employment

#### **Biography**

Dr. Anita Shrivastava Kashi is the Programme Head for undergraduate and postgraduate psychology programmes at Middlesex University Dubai. A clinical psychologist, she has several years of experience in teaching, research, and clinical practice. She is life member of the Indian Association of Clinical Psychology. Her research interests include schizotypy, social aspects of mental illness, humor, and individual differences.

11<sup>th</sup> October 2017

Current issues in global and local gender:  
Why feminism is important again and why it's for men too

Dr. Carol Webb

Middlesex University Dubai

#### **Abstract**

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This seminar will outline current developments in society at the global and local level pertaining to current issues in gender. Principally, this equates to a resurgence in activities and movements which could once more be labelled feminist, in seeking to continually strive to achieve the UN goal of #Planet5050 in harmony with the global sustainability goal of gender equality. Obstacles and challenges in achieving these goals differ from country to country, social group and culture – as always, diversity abounds. Of key relevance locally are some strong case studies of initiatives led by HH Sheikh Mohammed bin Rashid Al Maktoum, where in particular, his Leadership Development Programme is helping to even up lack of female representation at senior levels of Emirati leadership and decision making, seeing women break into hitherto male dominated industries and sectors such as oil and gas in the desert, high profile legal case work, and cabinet membership. In the UK, Minister Justine Greening has led the initiative requiring all organisations to reveal gender pay gaps by latest April 2018. As a result, we have already seen the backlash from high profile female BBC presenters who have discovered how much less they are paid than their male counterparts. It is stated that by eliminating the gender pay gap in the UK that GDP could be boosted by 150 billion GBP yearly. In a post Brexit world this is a key economic driver that will now no doubt be addressed. The UN has launched a variety of initiatives such as #HeForShe to make the issue one for both men and women in global society. However, many challenges exist that make gender equality, as most social inequalities, a systemic and structural issue. This seminar will explore the topic further and raise questions about what interventions could be led to make further advancements in this arena.

### **Biography**

Dr. Webb obtained her Ph.D. in management learning in 2006 from Cranfield University and is now employed as a lecturer on the International Foundation Programme and MA Education at Middlesex University Dubai. She has worked in education as a teacher in a variety of roles and at a variety of levels since 1996. This has brought her a significant breadth and depth of knowledge and experience in both adult and secondary education in a wide range of national and international settings, including: HE, FE, government-funded training establishments, offender learning environments, LA/academy status secondary schools, and a private, independent international all-through school. Dr. Webb has more than 6 years of experience as an active researcher working across multidisciplinary fields and has supervised the completion of more than 15 masters level dissertations. She has also lectured on undergraduate, masters, and MBA courses, and led many Ph.D. level workshops and contributed to Ph.D. level supervision activities having had the benefit of Ph.D. supervision training. See her giving a 6 minute presentation at the 2014 SLT Teachmeet in Stratford: <https://vimeo.com/100649496>

18<sup>th</sup> October 2017

An investigation in using Audio Psycho Phonology (APP) as a foundational tool in treating individuals with learning challenges

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Damian A. Riviez, Ph.D.

Middlesex University Dubai

### **Abstract**

The development of language, communication and literacy is at the heart of human development. The acquisition of language skills in early childhood development and the growth and retention of those skills over a lifetime, serve as the barometer for diagnosis in addressing variances of ability and use. Moreover, these skills serve as a critical value in providing tangible proof of perceptual cognitive performance, action and behavior. The purpose of this project is to investigate the use of Audio Psycho Phonology (APP) as a foundational tool for individuals with learning challenges. A literature review was conducted in determining the viability of APP as an effective intervention for those with learning difficulties. Results indicate moderate success, albeit, variable in diverse cases. Further, a discussion on a relevant case study will be presented.

### **Biography**

Damian Riviez is a Senior Lecturer at Middlesex University Dubai. His research interests include innovative platforms of human learning and development in business, communities, and education. Damian has a passion for studying new applications for learning to address diversity in human development.

25<sup>th</sup> October 2017

Dyslexia Awareness: Indicators of dyslexia  
and how to support students with dyslexia

Siobhan McNiff

Middlesex University Dubai

### **Abstract**

This interactive seminar will involve discussion of theories regarding potential causes of dyslexia. This seminar will further explain some key features of dyslexia and how it can affect study at university. Participants at this seminar will be encouraged to reflect upon what it would be like to have dyslexia, and to consider what can they might do to maximize students' learning potential. The Equality Act (2010) will be discussed, along with reasonable adjustments faculty can make to support learning and academic achievements of students with dyslexia.

### **Biography**

Siobhan McNiff holds a BA (Hons) English Literature from Southampton University, a Certificate in Education from the University of Warwick, and a Postgraduate OCR Diploma in Teaching Learners with Specific Learning Difficulties. Siobhan is a lecturer on the IFP programme and a member of the Centre for Academic Success.

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She is an expert study skills tutor with a clear understanding of college and university level writing skills and disability support. She is an enthusiastic staff trainer in areas of disability awareness, including legal compliance. As part of her role, she negotiates and implements individual learning plans to enhance learning potential.

1<sup>st</sup> November 2017

“Examining Granger Causality in the Behavioral Reactions of Institutional Investors:  
Evidence from India”

Rajesh Mohnot

Middlesex University Dubai

### **Abstract**

Institutional investors have played a significant role in the growth and development of capital markets. Developed countries' capital markets have a proven record of success in terms of transforming funds from surplus units to deficit units. Both domestic institutional investors (DIIs) and foreign institutional investors (FIIs) have been instrumental in establishing key functional areas of stock markets and enhancing efficiency in the operations of such markets mechanisms. Domestic institutional investors try to facilitate funds availability in the core sectors of the economy; foreign institutional investors, on the other hand, provide funds to generate economic benefits from large scale projects like infrastructure. Both investor classes use stock markets to channel their funds for investment purposes and maximize their wealth. The study examines the behavioral reactions of foreign and domestic institutional investors in the context of Indian capital markets. It poses some critical issues whether these two types of institutional investors have common investing behavior, and whether foreign institutional investors affect domestic institutional investors' strategies. Vector error correction model (VECM) is used to determine the linear interdependencies in the trading and investing behavior of these institutional investors. Granger causality test is used to check if foreign institutional investment strategy influences domestic institutional strategy or vice-versa. The results indicate that neither FIISELL affects DIISELL nor DIISELL affects FIISELL. This may have crucial policy implications that both institutional investors have independent trading strategies especially when it comes to selling stocks. But both institutional investors' sale transactions do affect their buy transactions implying that any of the institutions' selling activities should be supported by their buying activities in opposite direction.

### **Biography**

Dr. Rajesh Mohnot is a Senior Lecturer in Accounting and Finance at Middlesex University Dubai. He earned his Ph.D. and his Master's degree from JNV University, India. Since the beginning of his career, Rajesh has been actively involved in research and training, and has delivered training programmes to bankers and corporate executives in the area of financial planning and analysis. Prior to joining Middlesex University, Rajesh worked in Singapore and Malaysia. He is a member of the American Academy of Financial Management. His research interests include

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volatility in financial markets, predicting stock market returns, market efficiency, FDI and growth, and value creation in banks.

8th November 2017

Block mode teaching: challenges and strategies

Shalini Manghat

Abu Dhabi School of Management

Sreejith Balasubramanian

Middlesex University Dubai

### **Abstract**

Block mode of delivery\*, a distinct form of accelerated/intensive course, has witnessed significant increase in recent years in higher education. However, despite the increase in popularity, academic enquiry into block mode teaching is scarce. Consequently, institutions have limited understanding on the specific challenges associated with block mode teaching as well as effective strategies for successful delivery. This forms the focus of the present study where a comprehensive understanding on the challenges and effective strategies for improving block mode teaching is developed based on multiple interviews with academics involved in block mode teaching. Overall, the findings including the one-to-one mapping framework between strategies and challenges is expected to contribute significantly in improving block mode teaching.

*\*Block teaching format is long hours extending up to a full day. Students generally complete one course at a time over a duration of a week or shorter with the same number of contact hours as in regular mode.*

### **Biography**

Shalini Manghat currently holds the position of Institutional Effectiveness Manager at the Abu Dhabi School of Management. In this role, she is responsible for managing institutional research, QA and accreditation activities. Shalini has been working in the UAE higher education sector for over a decade in the area of institutional effectiveness and quality assurance and prior to joining ADSM, she served as the Head of Quality at the British University in Dubai. Shalini's qualifications include a Master of Business Administration and a Master of Quality Management from the University of Wollongong and a Bachelor of Computer Applications degree from Mahatma Gandhi University. Shalini completed both of her master degrees receiving the Top Graduate Award. Shalini is currently pursuing a Ph.D. in Higher Education at Lancaster University. Shalini's research interests include transnational higher education management, governance and quality assurance in higher education. Shalini is also a trained European Framework for Quality Management (EFQM) Assessor as well as an ISO 9001:2000 internal auditor. She has also been a Senior Assessor for the Dubai Human Development Award.

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Sreejith Balasubramanian is a Lecturer in Supply Chain Management at Middlesex University, Dubai. Sreejith completed his Ph.D. from Middlesex University Business School, London. He also holds a Master's degree in International Business from University of Wollongong and a Bachelor's degree in Electronics and Communication Engineering from University of Calicut. He has more than 10 years of experience in teaching, research, consultancy and project management. Prior to joining academia, he served as an IT Consultant for leading companies in the United Arab Emirates. His main research interest are in green supply chain management, sustainability and carbon footprint modelling. His work has been published in leading international journals and conferences.

15th November 2017

Family Mediation in England and Wales: A Focus on Models and Children

Amel Ketani

BPP University

### **Abstract**

It is said that 'love is blind'. Love can also grow, develop and possibly lead to a union between two people. However when things go wrong, separation or divorce can become inevitable. It can also be said that the end of the relationship and the separation period can lead to the 'couple's deafness' where the ex-partners refuse to hear each other and only focus at times on how best to hurt each other. In every mediation, the interests and needs of the parties tend to be the focus of the mediator and the participants. However with family mediation, an additional interest and need has to be considered and that is the one that belongs to the children. Also many other participants who are physically absent during the family mediation, such as grandparents and new partners, sometimes have to be included in the overall outcome and agreement of the family mediation. This makes family mediation unique in its complexity and intricacy. This presentation will aim to consider how best to approach family mediation through models, theoretical frameworks and stages. This presentation will also include children's needs and interests in family mediation. The advantages and disadvantages of child-inclusive mediation will also be considered along with the role of the mediator in this context. This presentation will demonstrate that family mediators need to be aware of the children's wishes and concerns and that there are different ways family mediators can approach and implement this.

### **Biography**

Amel Ketani is a Barrister, a Senior Law Lecturer and a Mediator. She taught at several institutions (public and private) in the United Kingdom. Amel taught on the LLB, GDL and Diploma Programmes. She is currently the LLB Programme Leader at BPP University. She has a particular interest in Mediation. She is currently completing her PhD at the University of Surrey on the topic of family mediation. Amel has presented on national and international conferences and published on the topic of family mediation and consumer law.

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22<sup>nd</sup> November 2017

### **Sustainability Goals and BREXIT. Where to go from here?**

Stephen King

Middlesex University Dubai

#### **Abstract**

Between 2015 and this summer, I conducted workshops across the UAE and Europe related to the UN Global Goals. The most recent of these concluded in London in August. It focused on the impact of BREXIT on the SDGs. Although 'academic research' was not the objective of these workshops, the number of these events, the variety of participants as well as the geographic scope provide some interesting insights into personalities working on or around these key issues. Join us on Wednesday and help workshop how we might take this anecdotal evidence to a higher level.

#### **Biography**

Stephen is currently lecturing with the School of Media & Performing Arts where he teaches second year digital journalism and first and second year advertising and PR students. Prior to joining Middlesex he launched and operated a successful 'short-form' video practice out of twofour54 in Abu Dhabi and continues to offer ad-hoc consultancy projects. Earlier he was the group senior manager for corporate social responsibility for Etisalat supporting communication teams for the UAE telco in India, Sri Lanka, Afghanistan, Egypt, Tanzania, Sudan, Nigeria, Saudi Arabia, Pakistan, and the UAE. Before this he was the head of ASDA'A Burson-Marsteller's Etisalat team, PR director of Weber Shandwick's Abu Dhabi office, and the lead on regional communications for Nokia and Cisco amongst others at MS&L Worldwide which is part of the Leo Burnett family of companies.

29th November 2017

### **UAE National Retention - Will the introduction of the new legislation for flexible working hours for female and male UAE Nationals improve retention in the public sector?**

Janine Lau-Pope

Middlesex University Dubai

#### **Abstract**

The Abu Dhabi Government has established a key initiative for all Government Departments and Government Related Entities (GREs) to increase the level of Emiratisation across the workforce. An initiative established to both address the

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unemployment situation across the younger generation of Nationals and for security purposes; simply put the Emirate should not be reliant upon an expatriate workforce.

For the company analysed in the research assignment, and for the government sector in general, this is a challenge; driven by a number of underlying factors, including: cultural difficulties facing female citizens who are expected to run the home and accept a deferential position to their male counter-parts; UAE Nationals receive premium remuneration packages making these initiatives expensive and causing conflict with the profit motive of many GREs; despite high investment in recruitment and training (incl. university sponsorship and substantial training levels once such individuals graduate and join the workforce) many entities face high turnover levels across its UAE National employees - the simple fact being that they are 'in demand' with many entities seeking to meet their employment quotas such that a sellers-market exists - in the context of an underlying desire for material rewards such personnel will change positions and employers regularly with each new job bringing an enhancement to their profile and remuneration package.

In addition 'generational' issues have been identified wherein UAE Nationals in the 50+ age bracket tend to show immense loyalty to their employers, such individuals having 'grown up' with their nation and remember when their families had little in terms of material assets and disposable income; the situation of these individuals is in marked contrast to the younger generation who were born into a high wealth nation and have enjoyed a high standard of living throughout their lives.

The research assignment specifically considers whether the introduction of flexible working arrangements (flexi-time, part-time work etc.) could be successfully applied to redress the current problems faced and enhance the level of UAE National retention.

### **Biography**

Educated at the University of Worms, Germany, with a Bachelors Degree in Business Administration, and has recently completed her Master's Degree studies in Human Resource Management at Middlesex University in Dubai, Janine is a results oriented HR professional who has worked for the Government of Abu Dhabi for more than 10 years.

Since 2006 Janine has worked for the Senaat Group of Companies; Senaat is one of the UAE's largest industrial investment holding companies, mandated by the Abu Dhabi Government to create, optimise, promote and champion capital-intensive industrial assets. As a key contributor to Abu Dhabi's Economic Vision 2030, Senaat operates in four industrial sectors: metals; oil and gas services; construction and building materials; and food and beverage manufacturing.

From October 2010 until February 2017 she has worked as VP HR with one of Senaat's largest operating companies; National Petroleum and Construction Company (NPCC) - a major EPC contractor to the oil and gas sector with a workforce of over 12,000 personnel. Prior to this she worked with Abu Dhabi Basic Industries Corporation PJSC, now merged with Senaat, an entity which was established in 2006 to drive the development of the industrial sector in Abu Dhabi.



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Janine's previous experience was established in a number of private sector companies working across a number of diverse economies, including the Middle East, Europe, the United States and the Indian sub-continent.

6<sup>th</sup> December 2017

### **Teacher Care and Motivation: A New Narrative for Teachers in the Arabian Gulf**

Nicole Shammas and Aleya James

Higher Colleges of Technology

#### **Abstract**

**Based in a UAE tertiary institution, this research explores the motivational factors which drive or deter Emirati women in Higher Education and highlights the mismatch of beliefs between expatriate faculty and local students. Findings indicate the philosophy of care is imperative in developing intrinsic motivation for Gulf female student and leads to increased academic achievement and developed self-efficacy.**

#### **Biography**

Aleya James works as General Studies Faculty at the Higher Colleges of Technology, Dubai Women's Campus where she teaches Globalization and the GCC, Global Media Trends, Intercultural Intelligence and Academic Communication Courses. She has an MA TEFL from the University of Reading, UK. She is enrolled on an Educational Doctorate program with the University of Bath, UK currently working on her dissertation entitled Space, Subjectivity and Emirati students. Her current research interests include: Motivation of Students, Ethics of Care, Gender and Identity, and methodologies of the lived experience. She has taught in Egypt, the UK and Oman and has been at Dubai Women's Campus in the UAE since 1998. Aleya's current professional teaching interests emerge from Content and Language Integrated Learning pedagogy.

Nicole Shammas teaches a range of General Studies courses from Intercultural Studies to Academic Reading and Writing at the Higher Colleges of Technology, Dubai Women's Campus. She has a Master of Arts in Language Teaching from the School for International Training, Vermont and a Doctorate in Education from the University of Southern Queensland. Her teaching interests include: Intercultural Intelligence, the use of technology in the classroom, material design, teacher training, virtual international exchanges and anything that motivates her students. She has taught in South Korea, New Zealand the Dominican Republic and has been at Dubai Women's Campus since 1999.

13<sup>th</sup> December 2017

### **The life cycle of a research project, from funding to publishing**

Martin Sposato

Middlesex University Dubai

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### **Abstract**

This presentation focusses on the life cycle of research by presenting my personal experience as an early career academic researching work-life balance. Work-life balance is currently one of the most studied areas within organisational studies and this project was based in Malaysia, a developing regional hub for Higher education, which has attracted international academics and institutions. Various stages in the research process are highlighted, such as identifying sources of funding, the application stage, creating research teams, conducting the actual research and the developing strategies for publishing in reputable academic journals (3\*), among many other things. My emphasis will not only be on the decisions that were taken but also the reasons behind those decisions, as well as potential alternatives.

### **Biography**

Born in Argentina to an Italian family Martin began life as he meant to go on, internationally. He went on to complete his bachelor's degree in Business in at the University of Technology Sydney, Australia, he then moved to China where completed his MA in Global business at City University of HK where he took an international business consultancy role before completing his Ph.D. at Middlesex in London. Martin's thesis investigated the gendered nature of leadership in Hong Kong and his main areas of interest are leadership, and gender in management. Martin has also led a funded research project as principal investigator on work-life balance and conflict in Malaysia, which was a collaborative project between several scholars at various institutes. Currently, Martin is a senior lecturer in HRM at Middlesex University in Dubai. Martin is particularly interested in evidence-based learning and teaching that stimulates engagement.

24<sup>th</sup> January 2018

Teaching and learning compatibility – an emotional intelligence approach

Shanthi Rajan

Middlesex University Dubai

### **Abstract**

Teaching is an art of imparting knowledge in a systematic manner with defined learning outcomes to optimize the attributes of inquisitiveness, conceptual understanding, logical approaches to problem solving, and motivation to learn – and all this with contagious enthusiasm. The onset of the teaching process begins by calibrating the individual and collective attitudes to learning and the inclination to become amenable to be taught. In modern class rooms, this probably is the most difficult phase. To have a perpetual, consistent, and conducive teaching delivery system, a teacher also must know the sequence and the timelines of the learning deliverables. To achieve these objectives effectively and to synergize these attributes a teacher should apply emotional intelligence to form cohesiveness and goal congruence in the learning group. This could be termed as “Learning Compatibility Quotient”. The goal of a good education process delivery should be to teach the students to think intensively and critically. Toward this, teachers should

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develop and employ emotional intelligence to complement the subject expertise and pedagogical skills offered to the learners. It is worth reflecting on the change should a teacher wish to use emotional intelligence in teaching. The purpose of this research seeks to explore the impact and importance of employing emotional intelligence in teaching and learning. The findings of this research will help educators not only understand the importance of using EI in teaching but also to develop their own personal style of teaching, and devise appropriate teaching and learning styles essential in the creation of a sustainable learning environment.

### **Biography**

Shanthi Rajan is a senior HR professional with 17 years of HR corporate experience. She has worked predominantly in MNCs handling senior HR roles. Shanthi started her Academic career in 2009 and is currently teaching at Middlesex University as an adjunct faculty. She also works in the capacity of a Senior Lecturer and Flying faculty at the University of Bolton's campuses in Ras Al Khaimah and Vietnam. Her core areas of specialization includes Strategic Human Resources Management, Strategic Change Management, and Organizational Behavior. She is an affiliate member of CILT (UK). She holds a Master's degree (specialization in Strategic Human Resources Management) from the University of Wollongong, and is currently doing her Ph.D. and PG Cert from the University of Bolton. Her research interests include OB, HRM, and Emotional Intelligence.

31<sup>st</sup> January 2018

The Cottingley Fairies of 1917: An event framed by celebrity?

Louise Edensor

Middlesex University Dubai

### **Abstract**

Working from the premise that 'a celebrity always represents more than him or herself' and is 'the vehicle(s) for the creation of social meanings' (Evans and Hesmondhalgh, 2005) this seminar seeks to explore how the framing in the media of, what would become known as the 'Cottingley Fairy scandal', was driven by the elite voices that took up the case. This paper will argue that the timing, the framing, and the involvement of early 20th Century celebrities contributed toward making this incident a self-fulfilling prophecy, having now settled itself firmly within British folklore.

### **Biography**

Louise Edensor is senior lecturer in Media and Education and Campus Programme coordinator for the International Foundation Programme at Middlesex University. She is a doctoral candidate at the University of Northampton, UK and her thesis addresses issues of the self in the writings of Katherine Mansfield. Louise has contributed to volumes of essays on Katherine Mansfield's writings and has worked as Editorial Assistant for Katherine Mansfield Studies, the journal of the Katherine Mansfield Society. Louise enjoys a close relationship with the Emirates Airline

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Festival of Literature and welcomes internationally renowned authors to Middlesex each year.

7<sup>th</sup> February 2018

Book launch: 'Hotel on Shadow Lake'

Daniela Tully

Middlesex University Dubai

This afternoon's seminar will involve a reading from Daniela Tully's debut novel, *Hotel on Shadow Lake*. This will be followed by a question and answer session, facilitated by Louise Edensor. After this, there will be a book signing and media interviews. To conclude this afternoon's celebration event, refreshments will be served in Room 003.

### **Biography**

Daniela Tully has been working in the field of story-telling for decades, mainly in film and television. While completing her film studies, she began her career working with famed film director Uli Edel (known for films such as 'Last Exit to Brooklyn' and the Oscar-nominated 'Baader Meinhoff Komplex'), learning the craft of film making on sets all over the world. She then went on to work as head of script development, and later as film producer, both in television and film. She has been involved in projects such as the critically-acclaimed 'Fair Game', the box-office hits 'Contagion' and 'The Best Exotic Marigold Hotel', and the Oscar-winning 'The Help'. *Hotel on Shadow Lake* is her debut novel.

14<sup>th</sup> February 2018

The Perils of Cultural Border Crossings

Peter J. Hatherley-Greene

Emarise

### **Abstract**

I will explore the cultural, socio-economic, and political landscape that appears to hinder the uptake of male Emiratis into the country's private sector. Offering a new tool to assist young school-leavers to evaluate their preparedness to work in the private sector or study at a university where the language of instruction differs from their own, I will draw upon 22 years of working with Emiratis and other Gulf Arabs, both in the education and training sectors.

### **Biography**

Peter has lived and worked in the UAE for over 22 years, and has a Ph.D. in Middle Eastern culture and education from Curtin University, Perth, Australia. A published author, commentator and writer on local and regional issues, Peter's articles are regularly published in the local media. His consultancy company, Emarise, focuses on improving National recruitment and retention. Peter has recently presented

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papers for the German Emirati Joint Council for Industry & Commerce (October 2017) and at the World EQ Summit in Dubai (November 2017).

21st February 2018

Performance Analysis of listed companies in the UAE - using Data Envelopment Approach

Sudipa Majumdar

Middlesex University Dubai

### **Abstract**

This study involves the relative efficiency of 27 listed companies in the UAE with a focus on the impact of the financial crisis and the recovery thereafter. First, the non-financial sector companies were studied to trace their productivity changes during the 2007 - 2014 period. The efficiency factors of the companies were studied further to attribute the recovery to allocative versus technological efficiency parameters. Our study clearly reveals that the top-performing companies in the UAE during the 2007-14 period demonstrated innovation-led growth, aided by the use of better technology, investments in capital equipment, and adoption of new production processes. This research was then taken forward to study the profit efficiency parameters of the banking sector and to highlight the financial regulation norms of the Central Bank of the UAE.

### **Biography**

Dr. Sudipa Majumdar holds a Ph.D. in Economics from IGIDR, Mumbai and has held faculty positions at prestigious institutions around the globe including Symbiosis Institute, India; Solbridge School of Business, South Korea; Dubai Women's College, and Middlesex University Dubai. She also served as Research Analyst at organizations including The Confederation of Indian Industries; Newel Consultants; Moody's Investors Services and Euromonitor Plc. Singapore. Sudipa was awarded the prestigious Wharton Business Research Grant from Wharton School, University of Pennsylvania in 2010 for her research on "Ownership Structure and Family Business in the UAE". She has presented her research studies at several international conferences and won 'Best Researcher' awards at the ACBSP Annual Conference at Baltimore, USA in 2012; World Business Institute conference in 2013; INSEAD Business Conference in Abu Dhabi in 2014; and IMT International conference with University of Texas in 2016. Sudipa is on the Reviewer Board of "Contemporary Middle Eastern issues" (Emerald) and "Journal of Quantitative Economics" (Springer).

28<sup>th</sup> February 2018

The Interbank Market Puzzle

Oskar Kowalewski

IÉSEG School of Management and the Polish Academy of Science

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### **Abstract**

This study documents significant differences in the interbank market lending and borrowing levels across countries. We argue that the existing differences in interbank market usage can be explained by the trust of the market participants in the stability of the country's banking sector and counterparties. We test our assumptions by employing different proxies for trust in the countries' banking sectors and by controlling for bank-specific risk. We find that banks originating from a country that has experienced longer periods of banking crises or more bank failures are able to attract less interbank deposits. However, we find that the quality of legal regulations and institutions can help mitigate the adverse impact of the low level of trust in the banking system. Hence, institutional factors might partially substitute for the limited trust and enhance interbank activity.

### **Biography**

Dr. Oskar Kowalewski is Associate Professor in Finance at IÉSEG School of Management in Paris and Fellow of the Wharton Financial Institutions Center at the University of Pennsylvania. He was previously Associate Professor at the Warsaw School of Economics, Kozminski University and the Polish Academy of Science. In the years 2004-2005 he was Kosciuszko Fellow at the Wharton School at the University of Pennsylvania, where he was again a Visiting Researcher in the years 2009-2011. In the years 2012-14 he was DAAD Visiting Professor at the European University Viadrina (Frankfurt), Germany. His primary research areas include financial system development, banking, and corporate governance. Currently, he works on a research study on the interbank markets and performance of multinational banks as well governance of family firms. Oskar received his habilitation in finance from the Warsaw School of Economics in 2014. He holds Ph.D. and M.S. degrees from the Kozminski University (Warsaw) and an LLM degree from the Maria Curie-Skłodowska University in Lublin.

7<sup>th</sup> March 2018

Reflections of an outsider

Heather Jeffrey

Middlesex University Dubai

### **Abstract**

The significance of the role of the researcher in creating knowledge has long been acknowledged in qualitative research. Yet, surprisingly little attention has been given to the topic of interpreters be they cultural or linguistic, due to worries of loss of meaning (Krzywoszynska, 2015). This worry of a loss of meaning and lack of a space dedicated to the role of interpreting insiders within the research process can also be said to reflect an ongoing bias of positivist thinking even in qualitative research when the 'truth' is sought about the 'other'. Whilst, even though the concept of transparent language has been problematised in recent years, researchers still fail to engage with interpretation due to concerns of credibility. In this short presentation, I explore the process of interviewing 15 Tunisian women, my positionality and the role of interpreters and translators. I exemplify the messy nature of qualitative

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research and investigate understandings, misunderstandings and the ethical situations that can occur when working with translators. Ultimately I argue that we must acknowledge the process of translation and that rather than leading to a loss of credibility it can enrich the data collected.

### **Biography**

Dr. Heather Jeffrey completed her Ph.D. entitled A Discursive Analysis of Women's Femininities within the Context of Tunisian Tourism at Middlesex University, London. Heather joined Middlesex University, Dubai after having held faculty positions at the University of Bedfordshire, Middlesex University London, and the University of East London. Heather's research interests centre on social inequality, qualitative methods, and gender studies and she was pleased to have been invited to become a member of the European Commission funded International Network for Comparative Analysis of Social Inequalities in 2016. *More recently Heather has become an associate for the non-profit organisation Equality in Tourism, she is the treasurer of the Geographies of Leisure and Tourism Research Group and dissertation reviewer for the Gender and Feminist Geographies Research Group at the Royal Geographical Society. In addition to creating scholarly outputs, Heather also writes for the Huffington Post in issues related to tourism, gender and academia.*

14<sup>th</sup> March 2018

Student Engagement and Emotional Intelligence in Higher Education:  
Challenges and Opportunities

Sandra Stephenson

Middlesex University Dubai

### **Abstract**

Studies into motivation and student learning identify emotion as an "integral part of the interpersonal processes that create classroom contexts" (Meyer and Turner, in Mortiboys, 2012:2). Emotional Intelligence, defined as "the capacity for recognizing our own feelings and those of others, motivating ourselves, and for managing emotions well in ourselves and in our relationships" (Goleman, 1995: *ibid*) is seen by Mortiboys as an unrecognized, third aspect of what a teacher should offer learners – in addition to the teacher's subject expertise and knowledge of pedagogy (*ibid*: 3). This "unrecognized, third aspect" of teaching was the focus of an action research project undertaken by the author from 2015-2017. The research explored the feelings of over 450 first-year business school students at Middlesex University, Dubai (three cohorts, over the course of two academic years) with regard to their experience of their lecturer, and attempted to identify and share strategies for increasing student engagement using an emotionally intelligent approach. The research specifically aimed to explore ways of enhancing the lecturer's own EQ in order to create an environment conducive to deep learning. Focused interventions included flipping from a teacher-centred to a student-centred approach, adjusting teaching goals from good student pass rates and 100% attendance to deeper learning and engaged students, and developing the qualities of an emotionally

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intelligent teacher. Both the qualitative and quantitative outcomes of the subsequent interventions were overwhelmingly positive, with lecture attendance increasing significantly over the period researched. Whilst expecting 100% engagement 100% of the time remains an elusive and probably idealistic goal in teaching, perhaps the most valuable outcome of this study was that adopting an EQ approach vastly improved the lecturer's experience of, and personal attitude towards, her students as well as her own teaching practices.

### **Biography**

Sandra Stephenson is a lecturer in MDX Dubai's Business School. She graduated from Rhodes University in Grahamstown, South Africa with a Bachelor of Journalism and Media Studies degree. Following this, she worked in the University's Human Resources Division in the field of recruitment and selection for seven years before being appointed as the University's first Academic Planning Officer. Sandra was promoted to Director of Academic Planning and Quality Assurance in 2001, and appointed as Director of Institutional Planning in 2010. As a member of Rhodes University's senior management team, Sandra represented the University on national QA and institutional planning bodies. She was involved in policy development in the field of planning and QA at the institutional, regional and national levels and has delivered papers at nine international conferences and published in international journals. She has undertaken research into international recognition of higher education institutions and has also assisted other South African universities in developing and implementing strategic plans and institutional policies. She completed a Management Development Programme (mini-MBA) in 2000, a Master's degree in Higher Education in 2014, and a PGCHE in 2016.

28<sup>th</sup> March 2018

The Corporate Governance–Performance Puzzle: New Insights

Mohammed Zakriya and Ariadna Dumitrescu

ESADE Business School, Ramon Llull University

### **Abstract**

This paper presents “nG (new Governance) Index”, an unequal weighted measure of corporate governance that dynamically captures the heterogeneity of its individual anti-takeover components, as an alternative to equal weighted G-Index, E-Index and Gov-Score proposed in the related literature. Our findings show that all anti-takeover provisions do not equally influence firms' corporate governance quality and therefore, our proposed nG-Index traces governance – performance relationship more persistently than an equal-weighted measure. Further analysis reveals that an nG-Index based zero-investment hedge, going long on poor governance portfolio and shorting the good governance one, would have generated an abnormal return of over 1.33% per month or about 16% per year. This hedge is completely opposite to the long good governance – short poor governance strategy suggested in prior literature. We posit that such hedge reversal is an indication that, in recent years, investors underreact to good governance signals and/or seek compensation for high riskiness associated with poorly governed firms.



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### **Biography**

Mohammed Zakriya (Zack), is currently a Ph.D. candidate in Management Sciences and Student President of ESADE Doctoral Society at ESADE Business School (Ramon Llull University), Barcelona. He is currently working on empirically testing investor behavior towards firms' governance structures. His research broadly focuses on the interplay between corporate policies (through the lens of corporate finance theories) and the stock prices (using multiple asset pricing models). He has presented his research in several conferences and seminars across the globe including FMCG 2017 Conference, Wellington, New Zealand; Multinational Finance Society Annual Conference 2017, Bucharest Romania; and 25th Finance Forum of Spanish Finance Association.

4<sup>th</sup> April 2018

Minimal models of collective motion from the engineering, statistical physics, and biological perspective

Dr. Eliseo Ferrante

Middlesex University Dubai

### **Abstract**

Swarm robotics studies the design of collective behaviours for swarms of robots by the development of controllers that only use local sensing and communication. One of the fundamental questions we ask in swarm robotics is how can we reduce the individual robot capabilities as much as possible and still obtain the desired collective behaviour. This is very important if we want to use robots with limited sensing capabilities, such as drones with payload restrictions. In this talk, I will describe a minimal swarm robotics model we developed to reproduce coordinated motion behaviour as seen in birds and fish.

This model required robots equipped with sensors able only to detect the relative position and angle of neighbours, and did not require the relative orientation of neighbours as in the classical Reynolds model. We showed that it achieved collective motion even in cases when no robot had a preferred direction of motion. Subsequently, we converted this mechanism into a novel statistical physics model which we called AES (Active Elastic Sheet). AES is based only on attraction-repulsion interactions as opposed to alignment-only interactions that characterize the standard statistical physics model of collective motion (the Vicsek model). In contrast with the Vicsek model, in a follow up work we also showed that AES is able to reproduce the same type of scale-free correlations as observed in natural starling flocks.

### **Biography**

Dr. Eliseo Ferrante holds a senior lecturer position at the Middlesex University Dubai. He owns a Ph.D. in Applied Sciences awarded by the Université Libre de Bruxelles (ULB) in 2013. Dr. Ferrante has authored more than 30 peer-reviewed publications, among which 17 publications in international journals with peer review,

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and 20 articles between peer-reviewed conference, workshops, and video proceedings. Some of Dr. Ferrante journal articles have been published in prestigious journals with high impact factor, including Physical Review Letters (IF 2016: 8.46), IEEE Transactions in Cybernetics (IF 2016: 7.38), and Plos Computational Biology (IF 2016: 4.59). He also authored a survey article with around 500 citations since 2013. His Google Scholar H-index is 16, and the total number of citations is over 1500. Dr. Ferrante's research was featured on international and national magazines, including Science Magazine, IEEE Spectrum, Sciences et Avenir (France), the Italian National News Agency (ANSA), and La Repubblica (Italy). According to the Altmetric website, Dr. Ferrante's Plos Computational Biology article has scored very high in terms of impact, being among the top 40 articles published in the same journal and in the 99th percentile of all articles ever tracked by the website.

11<sup>th</sup> April 2018

Celebrity Humanitarianism: Contamination of Capitalism

Najmeh Mohammadkhani

Freelance Journalist

### **Abstract**

Celebrity humanitarianism refers to the rise of celebrity forms of charities and humanitarian works around the world. Since two decades ago, many stars, billionaires, royal family members and media activists are running charities in order to help people in need. Slavoj Zizek, Slovenian philosopher has criticized this phenomenon. He claims these charities are not just self-promoting, but also justifying and worsening the global inequality created by capitalism. He claimed, celebrity humanitarianism is at the service of western nations. They all are instrumentalizing the poor and acting ideologically. At the same time, they are depoliticizing, in a way that they focus on symptoms rather than core problems. The rise of celebrity humanitarianism termed as post-political and post-democratic order, so that everything is on show and can be solved by objectifying problems. This presentation, as solely theoretical discussion will elaborately investigate the Slovenian philosopher's reading of celebrity humanitarianism.

### **Biography**

Ms Najmeh Mohammadkhani earned her bachelor's degree in sociology and master's degree in American Studies both from University of Tehran. As a freelance Journalist, she has been a columnist in *Modern Times Review*, Norway's largest monthly international oriented newspaper, published every mid-month since 2006. She regularly writes about Iran's social and cultural issues. She worked as managing editor of a quarterly journal of Iranian Cultural Research from 2007 to 2012. Her area of specialization is media and communication. She has been working on social networks in Iran and UAE for last couple of years. She aspires to pursue Ph.D. in Media.

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18<sup>th</sup> April 2018

### **The HR Scorecard measures in a service firm in the UAE**

Neelofer Mashood and Rhoderick Romano

Middlesex University Dubai

#### **Abstract**

All organizations have an obligation to their stakeholders to perform well. They depend on the quality, dedication, enthusiasm, expertise, and skills of the people working with them at every level. Research shows that good HR practice and firm performance are correlated. The HR policies created by an organization affect HR practice and these in turn influence employee attitudes and behaviors which will, in turn again impact on service offerings and customer perceptions of value. Hence it becomes imperative that organizations develop and implement HR strategies that are integrated with business strategies and support their achievement. This study aims to explore how a strategy-focused HR impacts an organization with measurable results, i.e., the bottom-line. The study identifies what HR measures are monitored and which of these are linked to strategy. The study makes an attempt to fill the gap in the literature that focuses on firms in the United Arab Emirates.

#### **Biography**

**Neelofer Mashood** is a lecturer at Middlesex University Dubai. She teaches Human Resource Management and Services Management at the University's Business School. She has a BSc and an MBA degree from Aligarh Muslim University, in India; an MA in Education in leadership Management and Change and a PG CertHE from Middlesex University. Neelofer has been teaching for the last 17 years and has research interests in Cross Culture Management; Localization policy; Entrepreneurial Research and Best Practice in Higher Education.

**Rhoderick Romano** is a lecturer at Middlesex University Dubai teaching modules like Services Marketing Management, International Management & Ethics, and Enterprise & Small Business. He is an MBA graduate from Middlesex University Dubai and did his Bachelors Majoring in Philosophy with The University of Santo Tomas, Philippines. He is a founding member of The Institute for Entrepreneurship and Business Excellence (IEBE) in Middlesex University Dubai. His research interests include Strategic Human Resource Management (SHRM) in the UAE, Antecedents of SME success in the UAE, and Developments of Social Entrepreneurship in the UAE.

25<sup>th</sup> April 2018

### **Supporting Students with Autism**

Siobhan McNiff

Middlesex University Dubai

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### **Abstract**

This seminar will help you understand what autism is and how it can affect life and study at university. It will consider barriers, challenges and positives; identify *possible* support requirements and help develop good practice. Support offered by CAS at MDX will be explained.

### **Biography**

Siobhan is an expert study skills tutor with a clear understanding of college and university level writing skills and disability support. She is qualified to diagnose specific learning difficulties including dyslexia, dyspraxia and dyscalculia for educational purposes, and is an enthusiastic staff trainer in areas of disability awareness, including legal compliance. She works to promote inclusion and her expertise and experience help negotiate and implement individual learning plans to enhance learning potential.