

OSMAN YUSSUF, PH.D.

Grambling State University • College of Business • Department of Management and Marketing
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PROFESSIONAL PROFILE/OBJECTIVE

- I am a passionate, experienced, and knowledgeable Assistant Professor, with a desire for teaching and research.
- Engage in research and Scholarly activities: Conferences, Publication, Advising and Paper review in International Journals.
- Utilizes creative teaching strategies to engage students fully in the learning process.

EDUCATION

- **Ph.D. in Business Administration**, International Islamic University at Kuala Lumpur, Malaysia (IIUM) August 2014. (U.S. Equivalency Earned Doctorate – Ph.D.).
- **SUPPORT AREA: Human Resources Management**
- **DISSERTATION: Expatriation.**
- **Master of Business Administration**, International Islamic University at Kuala Lumpur, Malaysia (IIUM) August 2006. M. Sc. in Management, (U.S. Equivalency Earned Master's Degree).
- **Bachelor of B.A. (Honors) in Management Information Systems**, International Islamic University at Kuala Lumpur, Malaysia (IIUM) October 2004. (U.S. Equivalency Earned bachelor's degree).

PROFESSIONAL CERTIFICATION

- **Malaysian Institute of Human Resources Management May 2015.**
Advanced Certificate in Training and Development. (Intensive course on: (Introduction to HR & Learning and Development, Managing Learning and Development Function, Training Process & Theories, Approaches & Techniques Need Analysis, Learning Design & Development, Learning Delivery & and Evaluation, Monitoring Learning Effectiveness & Measuring Returns on Investment, Action learning).

- **Malaysian Institute of Human Resources Management May 2014.**
Professional Certificate in Human Resources Management.
Intensive course on: (Principle & Practice of HR management, Organizational Behavior, Employment, Compensation Benefits & Appraisals, Training & Development, The Employment Act 1955, Trade Unions & Employers' Organizations, Industrial Relations, Health, Safety & Environment, Social Security Act).

- **Certification: Arizona State University (ASU) continuing and Professional Education.**
Master Class for Teaching Online.
Completed the two weeks asynchronous online Course on effective Pedagogy on the online teaching and learning space, July 17th, 2020.

- **Certification: Grambling State University (GSU) continuing and Professional Education. QM professional development: Developing Activities to Engage Your Learners (DAEL) June 29, 2023.**

- **Certification: Grambling State University (ACUE) Creating an Inclusive and Supportive Online Learning Environment: Cohort E, Fall 2024.**

- **Quality Matters: Using Instructional Materials and Technology to Promote Learner Engagement (Virtual) (UMTE) Fall 2024.**

- **QM Success Stories: Sorting Out Usability and Accessibility in General Standard 8 : (Virtual) Wednesday, December 18 2024.**

ACADEMIC HONORS AND AWARDS

- 2004 Best Event Organizer Director.
- 2004 Best Undergraduate Final year Project
- 2005 Best Soccer Manager award
- 2007 Best Soccer Manager award
- 2013 Best Soccer Manager Award
- 2015 Post-graduate Studies (CPS) best PHD thesis award.
- 2016 Best Employee award (Saudi Cultural Mission Kuala Lumpur, Malaysia).
- 2019 Employee of the Month Award (Wiley College)
- 2020 Employee of the Month Award (Wiley College)
- 2021 Employee of the Month Award (Wiley College)

ACADEMIC/TEACHING EXPERIENCE

Assistant Professor of Management & Marketing, Grambling State University, College of Business, Grambling, LA, 2022 to Present.

- Teaching, Advising, mentoring students' Academic Progressing & Engage in research and Scholarly.
- Taught Management classes to bachelor's degree students in class size average 30 students.
- Currently teaches Management classes to lower and upper-level students in class size averaging 35 students.
- Was hired by GSU on August 12, 2022.

Head of Department, Management, Wiley College, School of Business & Technology, TX, 2019 to 2022.

- Work with unit faculty to develop and maintain component Standards of Performance & Promote respectful ethical climate & participates in students' Recruitment and retention activities.
- Subordinate to the Dean of the School of Business (Annually evaluate faculty & Hires qualified Full-time faculty & adjuncts when needed. Engage in Accreditation, Program reviews and Assessments).
- I have fully accomplished for School of Business Wiley College (Management Concentration) Annual outcomes. Assessment plan and report for: Year 2017/18 – 2018/19 -2019/20 & 2020/2021 & (2021/22).
- Schedule and preside at faculty meeting & prepare the annual Plan and report for the department.

Assistant Professor of Management, Wiley College, School of Business & Technology, TX 2017 to 2022.

- Taught Management classes to lower and upper-level students in class size averaging 28 students.
- **Lecturer in Business & Management**, International Islamic University at Kuala Lumpur, Malaysia.
- Taught Management & Leadership classes to lower-level students in class size averaging 35-40 students.

COURSES TAUGHT

Undergraduate Wiley College, Texas (School of Business & Technology).

- **Fall & Spring 2017/2018 - 2021/ 2022**
Organizational Leadership, Organizational Behavior, Human Resources Management, Quality Management, Entrepreneurship, Strategic Management, Introduction to Business, Business Statistics, Principles of Marketing & Business ethics.
- **Summer 2018 – 2021:** Introduction to Business & Principles of Management.
- **Grambling State University, College of Business Management & Marketing**
- **Fall & Spring 2022/2023** Strategic Management, Entrepreneurship, Supervisory Management, Small Business.
- **Summer, 2023:** Foundation of Business & principles of Management.
- **Fall 2023:** Strategic Management, Entrepreneurship, Supervisory Management & Principles of Marketing.

TEACHING INTERESTS

- Management & Human resources Management Analysis.
 - Entrepreneurship and Small Business innovations.
 - Case study Analysis, Business plan & Marketing Plan.
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PROFESSIONAL EXPERIENCE

Other paid jobs not listed above.

- Interpreter in none profit organization 2016-2017 like UN.
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SCHOLARLY CONTRIBUTIONS

Peer Reviewed Journals

- Osman Yussuf., (2023) Paper ID: 2831176: Paper Title: The Impact of Leadership Style on an Organization's Performance. Case of the University of Buena. JHRSS Scientific research publishing).
 - Osman Yussuf., (2023) Paper ID: 2831141 Title: A Review of Research on Female Knowledge Employees' Stress in Digital Contexts. JHRSS Scientific research publishing.
 - Osman Yussuf., (2023) Paper ID: 2831061 Paper Title: resource optimization techniques and sustainability of gated community construction projects in Nairobi County, Kenya. jhrss Scientific research publishing.
 - Osman Yussuf., (2023) Paper ID: 2831013 Paper Title: Job rotation and patient waiting time in the federal medical Center in Nigeria. JHRSS Scientific research publishing.
 - Osman Yussuf., (2023) Paper ID: 831080 Title: A Virtue-Ethics Perspective on Tax Avoidance and Tax Evasion & The Role of Independent Journalism in Search of Truth. JHRSS Scientific research publishing.
 - Osman Yussuf., (2023) Paper ID: AL-469-2023 Examining the Impact of Informal Contract Between Package Delivery Agents and Their Customer on Shipping. Acta logistical www.actalogistica.eu - International Scientific Journal about Logistics - ISSN 1339-5629.
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Project papers

1. Osman Y. & Mohammad A., (2014) Development of skilled worker by 2020. Challenges and approaches. Certified Training & Development Manager MIHRM.
2. Osman Y. & Aresandiran., (2014) An Exploratory study of Training and development program toward employee's motivation and satisfaction: Case of Starbucks employees within KL Metropolitan. Certified Training & Development Manager MIHRM.
3. Osman Y. & Choong., (2013) Leaders are born not made: "every leader has a style of managing and every style has its merits and demerits". Discuss and comment on the above statements. Professional certificate in Human Resources management MIHRM.

4. Osman Y. & Choong., (2014) Discuss the benefit of training and development to the organization and to the Employee. Certified Training & Development Manager MIHRM.

Publications

1. Osman Yussuf., (2014) Factors Affecting the Success of Malaysian Expatriates on Foreign Assignments, International Review of Management and Business Research, Vol. 3, No. 2. Pp.938-948.

2. Osman Yussuf., (2015) Factors Affecting the Success of Malaysian Expatriates on Foreign Assignments, <http://ijbs.unimas.my/forthcoming-papers/item/257-vol-16-no-2-2015> .

3. Osman Yussuf., (2018) Major factors affecting the expatriate successes: The case of Malaysian Expatriates. International Journal of Management & Human Resources. Volume 6 Number 1.

4. Osman Yussuf., (2023) Examining the Hierarchical Criteria That Influence Individuals to Become Self-Initiated Expatriate in the United States of America. Journal of Human Resource and Sustainability Studies > Vol.11 No.1, March.
<https://www.scirp.org/journal/paperinformation.aspx?paperid=123566>.

5. Osman Yussuf., (2023) Unveiling the Key Determinants of Self-Initiated Expatriation in the United States. Global Journals Inc. (U.S.) is glad to inform you that GJMBR-A Volume 23 Issue 6 Version 1.0, is launched on Fri, 28 July.

You can access article at: <https://journalofbusiness.org/index.php/GJMBR/article/view/102846>

DOI of the article is: 10.34257/GJMBRAVOL23IS6PG1 which can be accessed at <https://doi.org/10.34257/GJMBRAVOL23IS6PG1>

6. Osman Yussuf., (2023) New Paradoxes Faced by Organizations on Self-Initiated Expatriates in the USA. Journal of Human Resource and Sustainability Studies > Vol.11 No.1, November.

7. Osman Yussuf., (2023) Exploring Opportunities and Successes: Navigating Self-Initiated Expatriates in the USA. Global Journals Inc. (U.S.) December.

8. Osman Yussuf., (2023) The Evolution of Self-Initiative Expatriates. Journal of Human Resource and Sustainability Studies > Vol.11 No.1, December.

9. Osman Yussuf., (2023) The Factors Influencing the adoption of Blockchain-based International Shipments Logistics Competence and Quality Score. The 4th National HBCU Blockchain and FinTech Conference. **October 27 & 28, 2023**, in Baltimore, Maryland. (in Progress).

10. Osman Yussuf., (2024) Conceptual Framework of the Evolution of Self-Initiative Expatriates in a Global Landscape. Journal of Human Resource and Sustainability Studies, 12, 45-80. doi: [10.4236/jhrss.2024.121004](https://doi.org/10.4236/jhrss.2024.121004).

11. Osman Yussuf., (2024) Navigating the American Dream: Unraveling the Hierarchical Influences on Self-Initiated Expatriation in the United States. *Contemporary Research in Business, Management*

and Economics Vol. 2, 6 March 2024, Page 1-26

<https://doi.org/10.9734/bpi/crbme/v2/2709G>

12. Osman Yussuf., (2024) An Empirical Evaluation of Eritrean Expatriates in the USA. Global Journals Inc. (U.S.) GJMBR-A Volume 24 Issue 4 Version 1.0 is launched on Fri, 04 Oct 24.

13. Osman Yussuf., (2024) Navigating New Horizons: Challenges and Opportunities for Eritrean Expatriates in the U.S. is included. Global Journals Inc. (U.S.) GJMBR-A Volume 24 Issue 4 Version 1.0 is launched on Fri, 04 Oct 24.

14. Osman Yussuf (2024) An empirical study of the key criteria influencing Eritrean Expatriates to build Technical Skills in the USA. Inderscience Submission. <https://www.indersciencesubmissions.com/> in progress.

15. Osman Yussuf (2024). Conceptual framework for Exploring the Challenges and Opportunities of Self-Initiative Expatriate Mind sets in The Modern World” Journal of Human Resource and Sustainability Studies, 2024, 12, ISSN Online: 2328-4870.

16. Osman Yussuf (2024) Conceptual Framework for Growth Strategies of Self-Initiated Expatriates in the Global Workforce” Journal of Human Resource and Sustainability Studies, 2024, 12, ISSN Online: 2328-4870.

Book Publication:

1. Osman Yussuf., (2014) Factors Influencing Expatriates' Success in International Assignments: An Empirical Study of Malaysian Expatriates. Kulliyah of Economics and Management Sciences, International Islamic University Malaysia.
2. Osman Yussuf., (2024) Navigating the American Dream: Unraveling the Hierarchical Influences on Self-Initiated Expatriation in the United States. Contemporary Research in Business, Management and Economics Vol. 2, 6 March 2024, Page 1-26 <https://doi.org/10.9734/bpi/crbme/v2/2709G>.
3. Osman Yussuf (2024) Emerging Paradoxes Encountered by Organizations Regarding Self-Initiated Expatriates in the USA. Published in the International Book Current Progress in Arts and Social Studies Research Vol. 7. Manuscript Title: DOI: 10.9734/bpi/cpassr/v7/3161.
4. Osman Yussuf (2024) Progression of Self-initiative Expatriates in a Global Landscape: A Conceptual Framework. Published in the International Book Current Progress in Arts and Social Studies Research Vol. 7 Manuscript Title: DOI: 10.9734/bpi/cpassr/v7/3162

Conferences

1. Sulaiman M., Omar A., Yussuf, O, (2011) An Empirical Study on the Success of Malaysian Expatriates on Foreign Assignments. In Proceedings of 10th International Conference of the Academy of HRD (Asia Chapter), December 3 - 6.
2. Sulaiman M., Omar A., Yussuf, O, (2013) Factors Affecting the Success of Malaysian Expatriates on Foreign Assignments, 10th Asian Academy of Management International Conference 2013 (AAMC 2013).
3. Osman Yussuf., (2017) The Influence of Malaysians Expatriates' Adjustment in International Assignment. International Academy of Business and Public Administration Disciplines (IABPAD). January 2-5, 2017. Orlando, Florida.
4. Osman Yussuf., (2017) Examining Malaysians expatriates' selection for international assignment. International Academy of Business and Public Administration Disciplines (IABPAD). October 22- 25, 2017. Nevada, Las Vegas.
5. Osman Yussuf., (2018) Qualitative study on Factors Affecting the Success of Malaysian Expatriates on Foreign Assignments. International Academy of Business and Public Administration Disciplines (IABPAD). January 2-5, 2018. Orlando, Florida.
6. Osman Yussuf., (2018) HBCU Truth and Reconciliation Oral History Project. Austin Presbyterian, March 22-25, 2018, as representative of Wiley College.
7. Osman Yussuf., (2018) Expatriate successes: an Empirical study of American expatriate performance in Southeast Asia. International Academy of Business and Public Administration Disciplines (IABPAD). April 19- 22, 2018. Dallas, Texas.
8. Osman Yussuf., (2019) Expatriate successes from local perspectives: Empirical study of Eritrean Expatriates in United states of America. International Academy of Business and Public Administration Disciplines (IABPAD). April 19- 22, 2019. Dallas, Texas
9. Osman Yussuf., (2020) Multiple Intelligence's and the success of Expatriation: The role of self-initiative expatriate in United states of America. International Academy of Business and Public Administration Disciplines (IABPAD). April 19- 22, 2020. Dallas, Texas.
10. Osman Yussuf., (2021) The effects of cultural intelligence on expatriate performance: The moderating effects of international experience in United Stated of America. International Academy of Business and Public Administration Disciplines (IABPAD). January 2-5, 2021. Orlando, Florida.
11. Osman Yussuf., (2021) ACBSP Conference 2021. ACBSP Full In-Person Registration (Includes Virtual). June 17-20, 2021. Miami, Florida. Representing Wiley College.
12. Osman Yussuf., (2022) Expatriate success from local perspective: Empirical study of Eritrean Expatriates in United states of America. (proposal for 2022) (International Academy of

Business and Public Administration Disciplines (IABPAD). April 19- 22, 2022. Dallas, Texas.

13. Osman Yussuf., (2022) Multiple intelligence and the success of expatriation: The roles of self-initiative Expatriate in USA. (proposal for 2022). International Academy of Business and Public Administration Disciplines (IABPAD). October 22- 25, 2022. Nevada, Las Vegas.
 14. Osman Yussuf., (2023). Identifying the Hierarchical Criteria That Influence Individuals to Become Self-Initiated Expatriate in the United States of America. Washington Business Research Forum March 17 – 18, 2023 (Participant & Presenter).
 15. Osman Yussuf., (2023) AACSB 2023 Illinois Chicago: Societal Impact Seminar (Chicago) April 22 – 26, 2023. (Participant).
 16. Osman Yussuf., (2023) The Factors Influencing the adoption of Blockchain-based International Shipments Logistics Competence and Quality Score The 4th National HBCU Blockchain and FinTech Conference. October 27 & 28, 2023, in Baltimore, Maryland. (Participant & Presenter).
 17. Osman Yussuf., (2024) AACSB 2023 Atlanta Ga.: Societal Impact Seminar (Atlanta) April 12 – 18, 2024. (Participant).
 18. Osman Yussuf., (2024) HBCU/MI Entrepreneurship and Innovation: Annual National Business Plan Competition April 18-21, 2024, Westin Peachtree Plaza Hotel Atlanta Ga.
 19. Osman Yussuf, Zora & Felix., (2024) Empowering the Unbanked Mobile Banking & FinTech in Emerging Markets A Study on Financial Inclusion. The 5th National HBCU Blockchain and FinTech Conference. October 03 - 05, 2024, in Atlanta Ga. (Participant & Presenter).
 20. Osman Yussuf (2024) "Exploring Opportunities and Successes: Navigating Self-Initiated Expatriates in the USA" at the 1st Global Conference on Educational Development and Social Sciences (GCEDS). December 9-13, 2024. Valencia, Spain. (Speaker).
 21. Osman Yussuf (2024) LASHRM Student Case Competition. Friday, November 8th, 2024
Location: Paragon Casino in Marksville LA.
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Workshops

- 2009 Time management: *Student learning and Enhancement Unit (SLEU) IIUM.*
- 2010 Research Methodology: *Student Learning and Enhancement Unit (SLEU) IIUM.*
- 2010 Quantitative Methods: *Student Learning and Enhancement Unit (SLEU) IIUM.*
- 2012 SPSS: *Student Learning and Enhancement Unit (SLEU) IIUM.*
- 2012 Structure Equation Modelling: *Student Learning and Enhancement Unit (SLEU) IIUM.*
- 2017 Overview to JICS and Canvas Workshop (School of Business, Wiley College).
- 2018 Enthusiasm beyond the Curriculum to gain specialized skills. (School of Education, Wiley College).
- 2019 Advanced Case study analysis & Effective measurement and Presentations (School of Business).
- 2020 *elusion 2020: Moving the needle on diversity & inclusion starts with goal Clarity (SHRM).*
- 2021 *eloping Business Leaders for a better tomorrow. Miami, Florida & online June,*

2020 Arizona State University (ASU) continuing and Professional Education. Master Class for Teaching Online. Completed the two weeks asynchronous online Course on effective Pedagogy on the online teaching and learning space, **July 17th, 2020**.

2023QM professional development: Developing Activities to Engage Your Learners (DAEL) **June 29, 2023**.

2023AACSB Free Training: Teaching with a Responsible Management Simulation virtual **August 1st, 2023**.

2023: AACSB Discussions: Independent Variables and possible Dependent Variables of Strategic Leadership. **July 5th, 2023**.

2023: AACSB Discussions: Transformational Learning Experiences? **June 28th, 2023**.

2023: AACSB Discussions: Asynchronous online courses. **June 23-25, 2023**.

Presentation

Osman Yussuf, (2014) *Development of skilled workers by 2020. Challenges and approaches. Certified Training & Development Management (Annual conference at MIHRM).*

Osman Yussuf, (2018) *Factors associated with the successful use of teams in work diversity. (Student council, Wiley College)*

Osman Yussuf, (2019) *What are the Management Action needed for Empowerment. (School of Business, International Week)*

Osman Yussuf, (2020) *The emergence of globalization and cross-cultural differences and similarities. (Batch 2020)*

Osman Yussuf, (2021) *The nature of stress, identify the basic causes and consequences of stress, and how stress can be managed.*

National Elected/Appointed Leadership and Committee Positions

2005 President of Eritrean Students Society Malaysia

2009 Head of the Committee members (African Students Society Malaysia).

2012 Head of Academic Advisor (Saudi Cultural Mission Malaysia)

2014 Assistant Director of Cultural attaché (Saudi Cultural Mission Malaysia)

Memberships in Professional and Honorary Societies

2013 Associate Member MIHRM & SHRM

Institutional Committees & College Service Activities

(Major committees only. Services activities may include supervising student teachers, interns, travel study groups, advising recognized student organizations, etc.)

2002 - 2004 International Student Society (IIUM)

2005 - 2007 Eritrean Society in Malaysia (president)

2008 - 2009 African Students Society in Malaysia (Committee member)

2010 - 2014 Malaysian Institution of Human Resources management (Association Member)

2018 - 2022 Annual outcomes Assessment plan and report (School of Business).

2020 -2022 Accreditation (School of Business).

2021 - 2022 Care team (Wiley College).

2021- 2022 HR Committee: Salary Committee (Faculty assembly)

2021- 2022 Program reviews (School of Business).

2022 -2023: Accreditation (School of Business).

2023 -2024: Research enquiry in progress.

RESEARCH INTERESTS

- Expatriation, Human capital & Entrepreneurship

PROFESSIONAL SERVICE

None (In progress)

UNIVERSITY SERVICE

Faculty Grievance Committee.

DEPARTMENT or ACADEMIC PROGRAM SERVICE

- Assessment
- Accreditation
- Curriculum committee

COMMUNITY SERVICE

Islamic Center of North Louisiana.

PROFESSIONAL AFFILIATIONS

Malysian institution of Human Resources Management. 2015 till present.

PROFESSIONAL DEVELOPMENT

GRANTS

Sponsored

- None

Non-sponsored

- None