

Abdul-Nasser El-Kassar

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I. Education

July, 2015	University of Florida <i>Post-Doctorate, PDBP in Management & Marketing</i>
Dec, 1991	University of Louisiana, Lafayette <i>Ph.D. in Mathematics</i>
Dec, 1987	University of Louisiana, Lafayette <i>MSc in Mathematics</i>
Dec, 1986	University of Louisiana, Lafayette <i>MSc in Engineering Management</i>
Dec, 1982	University of Louisiana, Lafayette <i>B.Sc. in Mathematics</i>

II. Academic Experience

September 2023 – Present	Lebanese American University , Beirut, Lebanon <i>Professor, Adnan Kassar School of Business</i>
Feb 2008 –August 2023	Lebanese American University , Beirut, Lebanon <i>Associate Professor, Adnan Kassar School of Business</i>
Sep 1994 – Feb 2008	Lebanese American University , Beirut, Lebanon <i>Part-time Assistant/Associate Professor, School of Business and Division of Computer Science and Mathematics</i>
Oct 2005– Oct 2007	Beirut Arab University , Beirut, Lebanon <i>Full Professor Beirut Arab University, Faculty of Science P.O. Box 11-5020, Beirut – LEBANON</i>

Tel 01300110

Oct 1999– Sep 2005

Beirut Arab University, Beirut, Lebanon
Associate Professor
Beirut Arab University, Faculty of Science
P.O. Box 11-5020, Beirut – LEBANON
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Sep 1994– Oct1999

Beirut Arab University, Beirut, Lebanon
Assistant Professor
Beirut Arab University, Faculty of Science
P.O. Box 11-5020, Beirut – LEBANON
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Oct 1996– Feb 2008

American University of Beirut, Beirut, Lebanon
Part-time Lecturer, Engineering Management Department,
Faculty of Engineering and Architecture, and the Olayan
American University of Beirut
P.O. Box 11-0263, Riyad El Soleh Beirut – 1107 2020,
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Oct 1998– Feb 2008

Haigazian University, Beirut, Lebanon
Part-time Lecturer, Faculty of Business Administration and
Economics, and the Division of Mathematical Sciences
P.O.Box: 11-1748, Riad el Solh, 11072090 Beirut, Lebanon
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Aug 1991– Dec 1991

University of Louisiana, Lafayette, USA
Adjunct Professor of Engineering Management
College of Engineering
University of Louisiana at Lafayette
104 University Circle, Lafayette LA 70504
Tel: 337/482-1000

Aug 1985– May 1991

University of Louisiana, Lafayette, USA
Teaching Assistant
Mathematics Department
University of Louisiana at Lafayette
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III. Faculty Development Activities

- Completed the Instructional Design for E-Learning (IDEL) Faculty Intensive Training workshop November 14-18, 2022 (organized by UNESCO, UNHRC, MEHE, Univ. Assoc. of Leb., and Connected Learning in Crisis Consortium).
- SAP S/4HANA virtual training workshop organized by SAP Next-Gen/University Alliances, SAP University Competence Center Magdeburg. November 30-December 3, 2020.
- The First SAP Academic Community Conference in the Middle East and North Africa region 2020, October 25, 2020.
- SAP Analytics Cloud training course, SAP Dual Study Program at LAU, June 08-June 12, 2020.
- Summer 2020 Faculty Fellows Program, May 18 – June 12, 2020, Center of Innovavtive Learning. Workshops:
 - Designing an Online Course for Meaningful Learning.
 - Components that Compose an Online Course.
 - Active Learning Tools in Online Teaching and Learning.
 - Best Practices in Asynchronous and Synchronous Learning.
 - Gamification.
 - Multimedia in Online Teaching and Learning.
 - Online Testing and Assessment.
 - Virtual Reality in Education Industry.
 - MOOCs, Blended and Online Learning: Combining Conventional and Digital Methods.
- AACSB Business Accreditation Seminar, 6–7 November 2017 | Beirut, Lebanon
- Attended a professional course on “Getting your research published in journals: exploring the recent world trends and disclosing the major formal and informal rules”, ISTE, Paris, May 21, 2015, ISTE
- Attended a professional course on Information Security: “Deep Walk on the Dark Side of Information Security” organized by the Software Institute at LAU, Jan 2015.
- Attended a forum on Strategic Corporate Social Responsibility: ”*CSR: The Business of Making a Difference*”, organized by CSR Lebanon in collaboration with the European Union, Dec 2014.
- Attended a workshop on the “Mathematics of Social Learning” organized by the Institute of Pure and Applied Mathematics, UCLA, Jan 2014.
- Attended a Forum “Lebanese Economic Prospect” organized by General Union of Arab Chambers, June 2014.
- Attended the AACSB “Teaching Effectiveness Seminar”, Tampa, March 2013.
- Attended the AACSB “Department Chairs Seminar”, San Diego, April 2012.
- Attended a conference on “The Cooperation Between European Union and Arab World in the Fields of Joint Investments, Commerce, and Financials” organized by The General Union of Arab Chambers, Sep 2012.
- Attended Mathematica workshop, organized by LAU and Wolfram Research, December 2009

IV. Professional Seminars, Consultation and Training Programs:

- Presented in several CIL workshops 2020-2022
- Statistician/Data Analyst for the UNDP Project No. LEB/CO RFP/60/16:"Supporting Lebanese Communities, Promoting Stabilization and Social Cohesion in Lebanon - Access to Renewable Energy Applications in Akkar Lebanon".
- Offered the SA/SP Bridging Program designed to support LAU Business School full-time instructors' research activities and help maintain or attain their SA/SP (AQ/PQ) status, June 2013-Present.
- Executive Education Project Manager, LAU, 2012-2013.
- Offered a seminar on Research using Mathematica at the Middle East Mathematica Conference, LAU, 2009.

V. Services

Intramural

Administrative duties

- Director of Graduate Business Online Programs Fall 2023 - Present
- Coordinator of the Online Global MBA program Spring 2021- September 2023
- Coordinator of the MBA in Business Analytics program Summer 2022- Present
- Chair of the Information Technology and Operations Management Department Fall 2012.
- Chair of the General Business Department Spring 2012-Fall 2012.

University Councils/Committees

- Vice Chair of Faculty Senate, AY 2023-24.
- Chair of Faculty Senate, AY 2022-23.
- Chair of Strategic Research Review Committee, AY 2022-23.
- University Graduate and Research Council, Fall 2022 – Present.
- University Budget Committee, Fall 2022 – Present.
- ASHA /USAID grant 2022, report in progress.
- Member of the University Graduate and Research Council, AY 2022-23.
- ASHA /USAID grant 2021, Awarded “Business Innovation Lab”.
- Faculty Welfare and Promotion Council (Chair), 2020-2021.
- Faculty Senate, 2020-2021.
- University Council for Financial Aid, 2020-2021.
- Faculty Welfare and Promotion Council (Chair), 2019-2020.
- Post-Tenure Review Committee (Chair), 2019-2020.
- Faculty Senate, 2019-2020.
- Faculty Welfare and Promotion Council, 2019-2020.
- ASHA /USAID grant 2018. Awarded “Smart Trading Room”.
- Faculty Senate, 2018-2019.
- University Council for Financial Aid, 2018-2019.
- ASHA /USAID grant 2017. Awarded “Business Analytics Simulation Lab”.
- Faculty Research Excellence Award Selection Committee (Chair), 2016-2017.
- Faculty Teaching Excellence Award Selection Committee (Chair), 2015-2016.
- Faculty Research Excellence Award Selection Committee (Chair), 2015-2016.
- University Admission Council (Chair), 2013-2014.
- University Admission Council, 2014-2015.

School Councils/Committees

- Committee for the development of the Online MBA in Business Data Analytics (Chair), 2020-2021.
- MBA Assessment and Examination Committees, (Chair), 2020-2021.
- School Continuous Improvement Report (CIR) for AACSB accreditation, 2020-2021.
- CIR for AACSB accreditation, Standard 8: Impact of Scholarship (Chair), 2020-2021.
- School Research and Development Council, 2020-2021.
- MBA Assessment and Examination Committees, 2019-2020.
- School Research and Development Council, 2018-2019.

- MBA Assessment and Examination Committees, 2019-2020.
- School Research and Development Council (Chair), 2017-2018.
- School Peer Review Committee (Chair), 2017-2018.
- School Strategic Planning Committee, 2016-2017.
- School Research and Development Council (Chair), 2016-2017.
- School Peer Review Committee (Chair), 2016-2017.
- MBA Assessment and Examination Committee, 2016-2017.
- School Research and Development Council (Chair), 2015-2016.
- School Peer Review Committee (Secretary), 2015-2016.
- MBA Assessment and Examination Committee, 2015-2016.
- School Research and Development Council (Chair), 2014-2015.
- School Peer Review Committee (Chair), 2014-2015.
- School Research and Development Council (Chair), 2013-2014.
- School Peer Review Committee (Chair), 2013-2014.
- School Research and Development Council (Chair), 2012-2013.
- School Advisory Council (Secretary), 2011-2012.
- Secretary of the Hiring Committee, Fall 2011-Spring 2012
- Member, AACSB faculty participants standards committee for 2011-2012
- Member, Graduate Curriculum Committee for 2011-2012
- Business School Council, 2009-2011.
- University Graduate Council, 2008-2009.
- University Graduate Council, 2009-2010.
- Served on a University Standing Committee for Commission on Institutions of Higher Education of NEASC.
- Served on numerous School Standing Committees for: various AACSB Standards, Campus, Graduate Assistance Council, School Undergraduate Admissions Council, as well as other ad hoc committees.

Extramural

Academic

- DBA Examination Committee member for the Candidate Amna Abdallah Ali, Abu Dhabi University, UAE 2022
- DBA Examination Committee member for the Candidate Aya El Mir, Grenoble University France 2022
- Organized a Paper Development Workshop on the Impact of New Technologies on Sustainability and Innovations, May 08, 2019.
<https://sb.lau.edu.lb/news/general/2019/the-impact-of-new-technologies-o-1.php>
- Organized and Chaired the second LCIS2017 conference, themed “Advancing Business Innovations, Competitiveness, and Progressiveness: the Role of ICT toward Smart Organizations”, April 27 – 29, 2017 at LAU’s Beirut Campus and New York Academic Center. <https://sb.lau.edu.lb/news/2017/aksob-organizes-second-lcis2017-.php>

- PhD Examination Committee member for the Candidate Rania Koleilat, Grenoble University France 2017
- PhD Examination Committee member for the Candidate Hani Al-Naghi, American University of Beirut, Faculty of Engineering, Engineering Management Program, 2015
- PhD Examination Committee member for the Candidate Nabil Nehmeh, American University of Beirut, Faculty of Engineering, Engineering Management Program, 2013

Industry

- SAP-LAU partnership coordinator, 2018-present. Organized three awareness sessions and three training workshops for the SAP Dual-Study Program at LAU.
<https://news.lau.edu.lb/2019/bridging-the-gap-between-university-and-the-workplace.php>
<https://news.lau.edu.lb/2020/sap-dual-study-program-boosts-career-prospects-for-lau-students.php>
- Offered the Data Analytics course to Sanofi employees, Continuing Education Program, 19, 21, and 23 October 2020.
- Offered the HR Data Analytics Workshop, The Institute of Human Resources at LAU, February 29 and March 7, 2020. <https://news.lau.edu.lb/2020/hr-data-analytics-the-key-to-strategic-business-decisions.php>
- Statistician/Data Analyst for the UNDP Project No. LEB/CO RFP/60/16:"Supporting Lebanese Communities, Promoting Stabilization and Social Cohesion in Lebanon - Access to Renewable Energy Applications in Akkar Lebanon".

VI. Published Research/Scholarly Work

Publications in Refereed Journals (PRJ)

- El-Kassar, A. N., Makki, D., Gonzalez-Perez, M. A., & Cathro, V. (2023). Doing well by doing good: why is investing in university social responsibility a good business for higher education institutions cross culturally? *Cross Cultural & Strategic Management*, 30(1), 142-165.
- Kassar, A. N., Lythreatis, S., & Fakhouri, T. (2023). The Political Environment in the Middle East. Doing Business in the Middle East: A Research-Based Practitioners' Guide.
- El-Kassar, A. N., Dagher, G. K., Lythreatis, S., & Azakir, M. (2022). Antecedents and consequences of knowledge hiding: The roles of HR practices, organizational support for creativity, creativity, innovative work behavior, and task performance. *Journal of Business Research*, 140, 1-10.
- Lythreatis, S., El-Kassar, A. N., Smart, P., & Ferraris, A. (2022). Participative leadership, ethical climate and responsible innovation perceptions: evidence from South Korea. *Asia Pacific Journal of Management*, 1-28.
- Zakhem, N. B., Farmanesh, P., Zargar, P., & Kassar, A. (2022). Wellbeing during a pandemic: An empirical research examining autonomy, work-family conflict and informational support among SME employees. *Frontiers in Psychology*, 13, 890265.
- Lythreatis, S., Singh, S. K., & El-Kassar, A. N. (2021). The digital divide: A review and future research agenda. *Technological Forecasting and Social Change*, 121359.
- El-Kassar, A. N., Yunis, M., Alsagheer, A., Tarhini, A., & Ishizaka, A. (2021). Effect of corporate ethics and social responsibility on OCB: the role of employee identification and perceived CSR significance. *International Studies of Management & Organization*, 51(3), 218-236.
- El-Kassar, A. N., Ishizaka, A., Temouri, Y., Al Sagheer, A., & Vaz, D. (2020). An economic production model with imperfect quality components and probabilistic lead times. The *International Journal of Logistics Management*.
- Jaafar, R., Pereira, V., Saab, S. S., & El-Kassar, A. N. (2020). Which journal ranking list? A case study in business and economics. *EuroMed Journal of Business*.
- El Gammal, W., Yassine, N., Fakih, K., & El-Kassar, A. N. (2020). The relationship between CSR and corporate governance moderated by performance and board of directors' characteristics. *Journal of Management and Governance*, 24(2), 411-430.
- Singh, S. K., Chen, J., Del Giudice, M., & El-Kassar, A. N. (2019). Environmental ethics, environmental performance, and competitive advantage: role of environmental training. *Technological Forecasting and Social Change*, 146, 203-211.
- Itani, O. S., Kassar, A. N., & Loureiro, S. M. C. (2019). Value get, value give: The relationships among perceived value, relationship quality, customer engagement, and value consciousness. *International Journal of Hospitality Management*, 80, 78-90.
- El-Kassar, A. N., & Singh, S. K. (2019). Green innovation and organizational performance: the influence of big data and the moderating role of management commitment and HR practices. *Technological Forecasting and Social Change*, 144, 483-498.
- Singh, S. K., & El-Kassar, A. N. (2019). Role of big data analytics in developing sustainable capabilities. *Journal of cleaner production*, 213, 1264-1273.

- El-Kassar, A. N., Makki, D., & Gonzalez-Perez, M. A. (2019). Student–university identification and loyalty through social responsibility. *International Journal of Educational Management*, 33 (1), 45-64.
- Fahd-Sreih, J., & El-Kassar, A. N. (2018). HRM and Innovative Capabilities of Family Businesses. *Journal of promotion management*, 24(5), 637-659.
- El-Khalil, R., & El-Kassar, A. N. (2018). Effects of corporate sustainability practices on performance: the case of the MENA region. *Benchmarking: An International Journal*.
- Yunis, M., Tarhini, A., & Kassar, A. (2018). The role of ICT and innovation in enhancing organizational performance: The catalysing effect of corporate entrepreneurship. *Journal of Business Research*, 88, 344-356.
- El-Kassar, A. N., ElGammal, W., & Fahed-Sreih, J. (2018). Engagement of family members, corporate governance and social responsibility in family-owned enterprises. *Journal of Organizational Change Management*, 31(1), 215-229.
- ElGammal, W., El-Kassar, A. N., & Canaan Messarra, L. (2018). Corporate ethics, governance and social responsibility in MENA countries. *Management Decision*, 56(1), 273-291.
- El-Kassar, A. N., Gammal, W. E., Trabelsi, S., & Kchouri, B. (2018). Corporate governance in Lebanese banks: focus on board of directors. *International Journal of Corporate Governance*, 9(3), 260-299.
- Fahed-Sreih, J., & El-Kassar, A. N. (2017). Strategic Planning, Performance And Innovative Capabilities Of Non-Family Members In Family Businesses. *International Journal of Innovation Management*, 21(07), 1750052.

- Simendinger, E., El-Kassar, A. N., Gonzalez-Perez, M. A., Crawford, J., Thomason, S., Reynet, P., ... & Edwards, J. (2017). Teaching effectiveness attributes in business schools. *International Journal of Educational Management*, 31(6), 780-800.
- El-Kassar, A.N., Yunis, M., El-Khalil, R., (2017), “The Mediating Effects of Employee- Company Identification on the Relationship between Ethics, Corporate Social Responsibility, and Organizational Citizenship Behavior”, *Journal of Promotion Management*, 23(3), 1-18.
- Yunis, M., El-Kassar, A. N., & Tarhini, A. (2017). Impact of ICT-based innovations on organizational performance: The role of corporate entrepreneurship. *Journal of Enterprise Information Management*, 30(1), 122-141.
- Baalbaki, A. M., Azzam, N. J., & El-Kassar, A. N. (2017). The influence of social media behavior of university students in Lebanon on their purchasing habits: The mediating effect of e-Word-of-Mouth. *Marketing and Branding Research*, 4(4), 303.
- El-Kassar, A. N., Messarra, L. C., & El-Khalil, R. (2017). CSR, organizational identification, normative commitment, and the moderating effect of the importance of CSR. *The Journal of Developing Areas*, 51(3), 409-424.
- El-Khalil, R., and El-Kassar, A. N., (2016). “Managing Span of Control Efficiency and Effectiveness: A Case Study”, *Benchmarking: an International Journal*, 23(7).
- Kadri, T., & El-Kassar, A. N. (2016). THE THIRD GROUP OF UNITS OF THE RING Z^n sub n^4 . *JP Journal of Algebra, Number Theory and Applications*, 38(4), 385.
- Messarra, L., Karkoulian, S., El-Kassar, A. N., (2016), “Conflict resolution styles and personality, the moderating effect of generation X and Y in a non-Western context”, *International journal of productivity and performance management*, 65 (6), 792-810.
- ElGammal, W., Zakka, J. S., El-Kassar, A. N., & Dandash, G. (2016). Reasons behind the non-application of the activity based costing system in developing countries, case of Lebanon. *The Journal of Developing Areas*, 50(3), 417-435.
- El-Kassar, A. N., Rouhana, A., and Lythreatis, S., (2016). “Cross-cultural Training and the Satisfaction and Project-Turnover of Expatriate Employees”, *SAM Advanced Management Journal*.
- Grace Dagher, Omar Itani, and Abdul-Nasser Kassar (2015). “The Impact of Environment Concern and Attitude on Green Purchasing Behavior: Gender as the Moderator”, *Contemporary Management Research*.
- El-Kassar, A. N., Messarra, L. C., and Elgammal, W. (2015). “Effects of ethical practices on corporate governance In developing countries: evidence from Lebanon and Egypt ”, *Corporate Ownership & Control*, 12 (3), 494-504.
- El-Kassar, A. N., Elgammal, W., & Bayoud, M. M. (2014). Effect of internal audit function on corporate governance quality: evidence from Lebanon. *International Journal of Corporate Governance*, 5(1), 103-117.
- Haraty, R., El-Kassar, A. N., & Fanous, S. (2014). Hardening the ElGamal Cryptosystem in the Setting of the Second Group of Units. *International Arab Journal of Information Technology (IAJIT)*, 11(5) 514-520.
- Kassar, A. N., Karkoulian, S., Finlay, J. L., & Pellegrino, B. (2014). Expectations vs. Reality: A Potential for Conflicts in the Lebanese Workplace. *4D International Journal of Mgt. And Science*, 4(2) 1-17.
- Beyrouti, N., El-Kassar, A. N., & Jarrar, T. (2014). Ecologically Conscious Consumer and Consumption Behavior: The Lebanese Context. *Advances in Management*, 7(3).

- Finlay Jim & Kassar Abdul-Nassar & Neal Mark (2013). Can Business Education Change Management Practices In Non-Western Societies: Lessons From Lebanon. University of Oradea, Faculty of Economics, Annals of Faculty of Economics, 1(1), 113-122.
- Mikdashi, T., El-Kassar, A. N., & Joudi, A. (2012). Effects of probabilistic imperfect quality items of raw material on the optimal production lot size. Journal of the Academy of Business and Economics, 12(3), 75-84.
- Messarra, L. C., & El-Kassar, A. N. (2013). Identifying organizational climate affecting learning organization. Business Studies Academy, 4(1), 19-28.
- El Haj Chehade, Eva A; El Tannir, Akram; El-Kassar, A.N. The Technical Implementation of the New Generation of the RFID System, Global Review of Business and Economic Research. Volume 8, Number 1 pages 35-51, 2012.
- El-Kassar, A.N., Salameh, M., and Bitar, M., EPQ Model with Imperfect Quality Raw Material, Math. Balkanica, Vol. 26, 123-132, 2012.
- El-Kassar, A.N., Chams, N., and Karkoulian, S., Organizational Climate and its Effects on the Employees' Commitment, The Business Review, Cambridge, December 2011
- Messarra, L. and El-Kassar, A. N., Effects of Religious Diversity on the Employees' Perception and Reaction, The Business Review, Cambridge, Vol. 15, No.1, pp. 159-163, 2010.
- Habre, S. S., Awad, Y. A., El-Kassar, A. N., GCD Matrices Defined on gcd-Closed Sets in a PID, Inter. J. App. Math., Vol.23, No. 4, pp. 571-581, 2010.
- El-Kassar, A. N., Yassin, N., and Maknieh, K., Lot Sizing a Multistage Production Process, The Business Review, Cambridge, Vol. 14, No. 2, pp. 265-273, 2010.
- El Haj Chehade, E., Tannir, A., El-Kassar, A. N., The Business Value Of The New Generation Of The RFID System, RBR Volume 9, Number 1, pages 56-67, 2009.
- A. N. El-Kassar, S. S. Habre, Y. A. Awad," Greatest Common Divisor and Least Common Multiple Matrices on Factor Closed Sets in a Principal Ideal Domain", Journal of Mathematics and Statistics, 5 (4): 342-347, 2009.
- El-Kassar, A. N., Dah, Abdallah, Effect of Time Discounting and Cost of Raw Material on the Economic Production Model, accepted for publication in Global Review of Business and Economic Research Journal, Vol. 5, No. 1, pp. 113-124,2009.
- El-Kassar, A. N., Dah, Abdallah, Salameh, M. K., Optimal Lot Size for EPQ Inventory Model For Items of Different Qualities, J. Acad. Bus. Econ., 2008, Vol. 8, No. 4, pp. 34-44.
- Dah, Abdallah, El-Kassar, A. N., The Uniform Replenishment Inventory Model With Payment Credit Facilities, Int. J. Appl. Math., 2008, Vol. 21, No. 4, pp. 637-644.
- Dah, Abdallah, El-Kassar, A. N., Dah, Moustafa, Using Logit Regression to Test the "Glass Ceiling Hypothesis"; New Evidence from the Lebanese Banking Sector, J. Int. Bus. Econ., 2008.
- El-Kassar, A. N., Optimal Order Quantity For Imperfect Quality Items, Academy of Information and Management Sciences Journal (AIMSJ), to appear.
- El-Kassar, A. N. and Yassin, Noura, The Discounted Cash Flows Of Multistage And Multicycle Production Models, Global Journal of Business Research(GJBR), to appear.
- El-Kassar, A. N., H. Y. Chehade, "Generalized Group Of Units", Math. Balkanica 20 (2006), no. 3-4, 275--286.
- Haraty, Ramzi, El-Kassar, A. N., Shibaro, Bilal, A Comparative Study of El Gamalbased Digital Signature Algorithms. Journal of Computational Methods in Sciences and Engineering (JCMSE). ISSN: 1472-7978. Volume 6, Numbers 5,6. Supplement IOS Press. 2006.

- Haraty, Ramzi, El-Kassar, A. N., Shibaro, Bilal, A Comparative Study of RSA-based Digital Signature Algorithms. *Journal of Mathematics and Statistics*. ISSN: 1549-3644. Volume 2, Number 1. 2006.
- Haraty, Ramzi, El-Kassar, A. N., *RSA-Based Cryptographic Algorithms*. International Journal of Infonomics. ISSN: 1742-4712. November 2005.
- El-Kassar, A. N., Haraty, Ramzi, El Gamal Public-Key Cryptosystem in Multiplicative Groups of Quotient Rings of Polynomials over Finite Fields. *Journal of Computer Science and Information Systems*. Volume 2, Number 1. June 2005.
- Haraty, Ramzi, El-Kassar, A. N., Otrok, Hadi, *A Comparative Study of El Gamal Based Cryptographic Algorithms*. *Journal of Theoretical and Applied Computing*. ISSN: 0103-3408. Volume 12, Number 1. June 2005.
- El-Kassar, A. N., *On the Congruences $a^{n+L} \equiv a \pmod{n}$ and $a^{\phi(n)+L} \equiv a \pmod{n}$* , *Int. J. Pure & Appl. Math.* 19 (2005), no. 4, 421--434.
- Kojok, Badrie, El-Kassar, A.N., "On equations involving the number of reducible elements in \mathbf{Z}_n ", *Int. J. Pure & Appl. Math.* 14 (2004), no. 2, 213--224.
- El-Kassar, A.N.; Hamdan, May, "A combinatorial Approach to a Scheduling Problem", *Math. Sci. Res. J.* 8, No.2, 47-54 (2004).
- El-Kassar, A. N., *Large Solutions to the Equation $\phi(n) = \phi(n+1)$* , *Int. J. Appl. Math.* 16 (2004), no. 4, 461--476.
- Salameh, M. K., N.E.Abboud, A. N. El-Kassar and R.E.Ghattas, "Continuous Review Inventory Model With Delay In Payments", *Int. J. Production Economics*, 85 (2003) 91 --95
- El-Kassar, A.N.; Kojok, Badrie, "The number of irreducible elements in \mathbf{Z}_n ", *Math. Sci. Res. J.* 6, No.10, 515-519 (2002).
- El-Kassar, A. N.; Rizk, Mohamed; Mirza, N. M.; Awad, Y. A., "El-Gamal public key cryptosystem in the domain of Gaussian integers", *Int. J. Appl.Math.* 7 (2001), no. 4, 405--412.
- Salameh, M.; El-Kassar, A. N.; Ghattas, R. E.; Maddah, B. S., "The continuous review inventory model, a modified approach", TMSF, AUBG'99, Part B (Blagoevgrad). Fract. Calc. Appl. Anal. 2 (1999), no. 5, 699--710.
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- Moghrabi, I. A., El-Kassar, A. N., "New Parameterizations For Multi-Step Unconstrained Optimization", *J. KSIAM* Vol.3, No. 1, 71-79, 1999.
- El-Kassar, A. N., "Extending Carmichael's numbers and L-numbers to finite rings with identity", *Int. J. Appl. Math.* 1 (1999), no. 3, 333--343.
- El-Kassar, A. N., "On values of n for which $\phi(n+2) = \phi(n)$ ", *Int. J. Appl. Math.* 1 (1999), no. 7, 829--838.
- Beslin, Scott; el-Kassar, Nasser. "GCD matrices and Smith's determinant for a U.F.D.", *Bull. Number Theory Related Topics* 13 (1989), 17--22.

Publications in Refereed Conference Proceedings:

- Singh, S. K., El-Kassar, A. N., & Abdul Khalek, E. (2020). CSR, Entrepreneurial Orientation, Citizenship, and Innovative Work Behavior. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 22108). Briarcliff Manor, NY 10510: Academy of Management.
- Markarian, C., Kassar, A.-N., Online deterministic algorithms for connected dominating set & set cover leasing problems. *ICORES 2020 - Proceedings of the 9th International Conference on Operations Research and Enterprise Systems*, 2020, pp. 121–128.
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- El-Kassar, A.-N., Yunis, M., El Dine, M.N., A production model with continuous demand for imperfect finished items resulting from the quality of raw material. *ICORES 2020 - Proceedings of the 9th International Conference on Operations Research and Enterprise Systems*, 2020, pp. 263–269
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- El-Kassar, A.N., Salameh, M., and Bitar, M., EPQ Model with Imperfect Quality Raw Material, *Transform Methods and Special Functions' 2011 6th International Conference*, Sofia, October 2011
- El-Kassar, A.N., Chams, N., and Karkoulian, S., Organizational Climate and its Effects on the Employees' Commitment, *The International Business, Finance & Economics Research Conference*, Los Angeles (2011)
- El-Kassar, A. N. and Yassin, Noura, The Discounted Cash Flows Of Multistage And Multicycle Production Models, *Global Conference On Business And Finance (GCBF)*, The Institute for Business and Finance Research (IBFR), Las Vegas (2011)
- El-Kassar, A. N. and Messarra, Leila, Organizational Climate And Its Effect On Strategic Leadership Within A Learning Organization, *Global Mindset Development in Leadership and Management Conference*, Riverside, CA, September 2010.
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- El-Kassar A. N. and Yehia Awad, "Modified RSA in the Domain of Gaussian Integers and Rings of Polynomials Over Finite Fields", First International Conference on Current Issues in Business and Information Technology.
- Mohamed R. M. Rizk, A. N. El-Kassar, and Nabil Mirza, "Investigation And Comparison Between Elgamal Public-Key Cryptosystem And Its Extension To The Gaussian Integers Domain", First International Conference on Current Issues in Business and Information Technology.
- Salameh M. K., El-Kassar, A. N. ,and Yassine, N., "Effect of Credit Facilities on the Uniform Replenishment Model", First International Conference on Current Issues in Business and Information Technology.
- Salameh M. K., El-Kassar A. N., Ghattas R. E., "Safety Stock Analysis for JIT Operations", Proceedings of the International Conference on Research Trends in Science and Technology, RTST 2000, Lebanese American University, Beirut Lebanon, 535-547.
- El-Kassar, A. N., Shehadeh, H., Zantout, D., "Factor Rings Of Polynomials Over Finite Fields With Cyclic Group Of Units", Proceedings of the International Conference on Research Trends in Science and Technology, RTST 2002, Lebanese American University, Beirut Lebanon, 257-265, (2002).
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- El-Kassar,A.N., Hamzeh, A.N., Jaber, S., “Some New Number-Theoretic Equations”, Proceedings of the International Conference on Research Trends in Science and Technology, RTST 2000, Lebanese American University, Beirut Lebanon, 563-579.
- El-Kassar, A. N., “Generalizations of Carmichael Numbers”, Proceedings of the International Conference on Scientific Computations, ICSC99, Lebanese American University, Beirut Lebanon, (1999), 127-139.
- El-Kassar, A. N., “A Generalization of Lehmer’s Equations”, Proceedings of the International Conference on Scientific Computations, ICSC99, Lebanese American University, Beirut Lebanon, (1999), 141-151.

VII. Research/Scholarly Work In Progress

- Working on numerous research projects with local and international collaboration

VIII. Learning /pedagogical Contributions

Teaching Effectiveness:

- Very high student evaluation in each and every course taught at each level (undergraduate, masters, and PhD) and at various schools (Adnan Kassar School of Business, School of Art and Science, Faculty of Engineering and Architecture at AUB, Olayan School of Business, Faculty of Business Administration and Economics at Haigazian University, Faculty of Mathematical Sciences at Haigazian University, Faculty of Sciences at Beirut Arab University, College of Sciences at University of Louisiana Lafayette, and College of Engineering at University of Louisiana Lafayette).
- Very high enrollment in almost all courses taught.
- Taught a multitude of courses from various fields (Mathematics, Statistics, Quantitative Methods in Business, Operations Research, Operations Management, Engineering Management, Marketing, Computer Science, and Information Systems) and within disciplines. Taught almost all Mathematics courses offered at the Mathematics department at LAU and most of these courses were taught multiple times: Basic Math, Calculus I, II, III and IV, Differential Equations, Linear Algebra, Numerical Analysis, Discrete Mathematics I and II, Probability and Statistics, Statistics, Abstract Algebra, Topology, real Analysis I and II). Taught almost all pure Mathematics courses offered at the Mathematics department at BAU at the Bachelor, Masters and PhD levels, as well as courses in Computer Science and information systems. Taught undergraduate courses at Faculty of Engineering and Architecture at AUB (Mathematics for Engineering I and II, Analytical Methods for Engineering I and II, Numerical Analysis, Probability and statistics for Engineering, and Engineering Economics) as well as graduate courses (Forecasting, Production Planning and Inventory Control, and Network Optimization). Taught undergraduate courses in Quantitative Methods in Business at AKSOB (Business Statistics, Intermediate Business Statistics, Managerial Statistics, and Intermediate Managerial Statistics) and Marketing (Marketing Research). The graduate courses taught at AKSOB in the MBA and EMBA programs include: Quantitative Methods in Business, Multivariate Analysis, Marketing Research, Marketing Communications, Competitive Advantage of Operations Management, Production Planning & Inventory Control, Statistical Thinking for Executives, Executive Decision Making, and Business Analytics for Executives).

Teaching Innovation: Development of new courses, redesigning courses, development of programs and curriculum

- Developed the MBA in Global Business Administration program at LAU and its curriculum, 2021.
- Developed the MBA in Business Analytics program at LAU and its curriculum, 2022.
- Developing the BUS 898O Business Research Project course for the MBA in Global Business Administration program at LAU.
- Developing the MS in Applied Artificial Intelligence course for the Online MS in Applied Artificial Intelligence program at LAU.
- Developing the QBA 810O Core Business Analytics and Statistics course for the MBA in Global Business Administration program at LAU.
- Developing the QBA 851O Quantitative Methods in Business course for the MBA in Global Business Administration program at LAU.
- Faculty Fellow, Center of Innovative Learning, Joined Summer 2020. <https://cil.lau.edu.lb/programs/> . Awarded a grant to redesign and convert the graduate course “Quantitative Methods in Business” to an online/hybrid course. Demo is available.
- Member of the committee for developing the minor in Data Analytics. 2019.
- Member of the committee for the proposed Operations and Production Management Emphasis within the BS in Business Program, 2017-2018.
- Member of the committee for the proposed Business Analytics Emphasis within the BS in Business Program, 2017-2018.
- Developed an Online/Blended MBA program to be offered by the Adnan Kassar School of Business starting Fall 2016.
- Developed a ITM curriculum for an Emphasis in ITM within the BS in Business Program, 2011-2012.
- Member of the committee for redesigning the MBA and EMBA programs, 2011-2012.
- Developed and taught a series of new regular and special topics courses in the MBA and EMBA programs. New graduate courses developed include: Production Planning , Statistics, Decision Making, and Business Analytics for Executives, (BUS 871, ECO780, MGT 780)
- Developed and taught the redesigned undergraduate courses “Managerial Statistics” and “Intermediate Managerial Statistics”
- Played the leading role in converting all curriculums at BAU from the traditional system to the credit hour system at BAU.
- Played the leading role in developing the curriculum of the Mathematics, Computer Science and Information Systems programs at BAU.
- Introduced several new undergraduate and graduate courses in Mathematics and Information Systems at BAU.

Other Teaching Effectiveness Items

- Introduced new instructional methods of course delivery for the Managerial Statistics and Intermediate Managerial Statistics using computer aided technologies, use of ebooks and online support material and assignments, as well as case study and industry based projects.
- Supervised a number of graduate theses and projects in the MBA and LLM programs.
- Played an active role in coordinating courses across sections.

- Continuous involvement in academic quality assurance assessments.
- Attended the AACSB “Teaching Effectiveness Seminar”, Tampa, March 2013.
- Coauthored two award winning papers on Teaching Effectiveness with a team of researchers from seven leading universities located in various regions of the world: Universidad EAFIT (Colombia), Kedge Business School, Lebanese American University (LAU), Jonkoping University (Sweden), Troy University (United States), University of Tampa (United States), and Lipscomb University (United States).
- Conducted a seminar on research methods as part of the SA/SP program

IX. Contribution to Practice

Practitioners Conference Presentations:

- El-Kassar, A. N. et al. "Attributes That Might Increase Perceived Teaching Effectiveness In Business Schools: An International Comparative Study", International Conference on Organizations and Management, Abu Dhabi University, November 22-23, 2015
- El-Kassar, A. N. et al. "The Effects of Employee-Company Identification and Importance of CSR on the Relationship between CSR and Normative Commitment", International Conference on Organizations and Management, Abu Dhabi University, November 22-23, 2015
- Messarra, L., Karkoulian, and El-Kassar, A. N. "Conflict Resolution Styles and Personality: The Moderating Effect of Generations X and Y in a Non-Western Context", International Conference on Organizations and Management, Abu Dhabi University, November 22-23, 2015
- El-Kassar, A. N., Rouhana, A., and Lythreatis, S., (2015). "Cross-cultural Training and the Satisfaction and Project-Turnover of Expatriate Employees", SAM Advanced Management Journal.
- El-Kassar, A. N., Elgammal, W., Fahed-Sreih, J., Corporate governance and corporate social responsibility in Lebanese foes: is there a link? International conference "Corporate and Institutional Innovations in Finance and Governance" Paris, May 21, 2015, ISTEC
- El-Kassar, A.N., Samko, F., Use of self-service technology in the Lebanese banking sector: convenience, reliability, and suitability, to be presented at the Academic and Business Research Institute Conference Orlando 2012.
- El-Kassar, A.N., Salameh, M., and Bitar, M., EPQ Model with Imperfect Quality Raw Material, Transform Methods and Special Functions' 2011 6th International Conference, Sofia, October 2011
- El-Kassar, A.N., Chams, N., and Karkoulian, S., Organizational Climate and its Effects on the Employees' Commitment, The International Business, Finance & Economics Research Conference, Los Angeles (2011)
- El-Kassar, A. N. and Yassin, Noura, The Discounted Cash Flows Of Multistage And Multicycle Production Models, Global Conference On Business And Finance (GCBF), The Institute for Business and Finance Research (IBFR), Las Vegas (2011)
- El-Kassar, A. N. and Messarra, Leila, Organizational Climate And Its Effect On Strategic Leadership Within A Learning Organization, Global Mindset Development in Leadership and Management Conference, Riverside, CA, September 2010.
- El-Kassar, A. N., Dah, Abdallah, Salameh, M. K., Optimal Lot Size for EPQ Inventory Model For Items of Different Qualities, IABE Annual Conference, Las Vegas, October, 2008.
- Salameh, M. K. and El-Kassar, A. N., "Accounting for the holding cost of raw material in the finite production model", Proceedings, BIMA Inaugural Conference, Sharjah, 2007
- El-Kassar, A. N., "Mathematica as a Research Tool", Middle East Mathematica Conference, LAU November (2009).
- El-Kassar, A. N., "Optimal Order Quantity For Imperfect Quality Items", Allied Academies International Conference, New Orleans (2009)

- El-Kassar, A. N., Dah, Abdallah, "Effect Of Time Discounting And Cost Of Raw Material On The Economic Production Model", Global Review of Business and Economic Research (GRBER) conference, Orlando, Florida (2008)
- El-Kassar, A. N., Dah, Abdallah, Salameh, M. K., "Optimal Lot Size for EPQ Inventory Model For Items of Different Qualities", International Academy of Business and Economics (IABE) Las Vegas Annual Conference (2008)
- Salameh, M. K. and El-Kassar, A. N., "Accounting for the holding cost of raw material in the finite production model", The Business, Information and Management Academy (BIMA) inaugural conference, American University of Sharjah (2007).
- El-Kassar, A. N., Haraty, Ramzi, Awad, Yehia, Modified RSA in the Domain of Gaussian Integers. Proceedings of the International Conference on Computer Science, Software Engineering, Information Technology, e-Business, and Applications (CSITeA'04). Cairo, Egypt. December 2004.
- El-Kassar, A. N., Haraty, Ramzi, Awad, Yehia, Rabin Public Key Cryptosystem in Rings of Polynomials over Finite Fields. Proceedings of the International Conference on Computer Science, Software Engineering, Information Technology, e-Business, and Applications (CSITeA'04). Cairo, Egypt. December 2004.
- Salameh M. K. and A. N. El-Kassar , "Effect of Credit Facilities on the Instantaneous Replenishment Model", European Conference on Optimization, ECCO 2004, American University of Beirut.
- A. N. El-Kassar; Salameh, M. K., "Safety Buffer for preventive maintenance and breakdown", The 6th International Conference on Industrial Engineering and Production Management Conference, Porto, Portogal (2003).

Board Member:

- Member of the editorial advisory board of the Journal of Asia Business Studies, 2021-present.
- Member of the editorial board of the MD-Minister, 2020-present.
- Member of the editorial board of the journal "Corporate Board: role, duties and composition", 2016-present
- International Advisory board member: The International Conference of Organizational Management, 2016-Present
- International Legate: the Global Innovation and Knowledge Academy Conference, 2017-present

Editorial Reviewer:

- Co-Editor for the proceedings of :
 - International Conference on Research Trends in Science and Technology, RTST 2005.
 - International Conference on Research Trends in Science and Technology, RTST 2002.
 - International Conference on Research Trends in Science and Technology, RTST 2000.
 - International Conference on Scientific Computations, ICSC 1999.

Journal Reviewer:

- European Management Review (Wiley) 2020-present
- Asia Pacific Journal of Management (Springer) 2020-present
- Journal of Business Research (Elsevier) 2017-present
- Journal of Business Ethics (Springer) 2016-date
- Journal of Promotion Management (Taylor Francis) 2016-date
- Journal of Organizational Change Management (Emerald) 2017-date,
- Management Decision (Emerald) 2017-date
- Applied Mathematical Modelling (Elsevier) 2013-date
- Computers & Industrial Engineering (Elsevier) 2010-date
- International Journal of Production and Economics (Elsevier) 2005

Reviewer for Refereed Conferences:

- Global Innovation and Knowledge Academy 2016-date
- International Conference on Organizational Management 2015-date
- Global Mindset Development in Leadership and Management Conference, 2010-date
- Reviewer International Academy of Business and Economics, 2008-date
- Reviewer, the 20th ACM Symposium on Applied Computing (SAC 2005) Conference, Santa Fe, New Mexico

Discussant for Refereed Conferences:

- Session Chair: the 2018 Joint Mathematics Meetings of the American Mathematics Society and the Mathematical American Association.

- Session Chair: ICOM 2016
- Session Chair: 7th International Conference on Computational Methods, August 2016, University of California at Berkeley , Berkeley, CA, USA
- Session Chair: ICOM 2015
- Session Chair: International Conference on Research Trends in Science and Technology, RTST 2005.

Participation/Attendance in Executive Programs and professional Designation Programs:

- Taught several courses at the Executive MBA program at LAU

X. Research Supervision

Number of Supervised MBA Projects/theses:

- In the last 10 years at LAU: over 20

Number of Supervised PhD Dissertations:

- In the last 5 years at BAU: 4

Supervised several MS theses in Mathematics and Information Systems at BAU

XI. Grants

- Several travel grants awards, University Research Council, LAU.

XII. Professional Honors, Prizes and Fellowships

- Best Paper Award, International Conference on Organizations and Management, Abu Dhabi University, November, 2017.
- Best Paper Award, International Conference on Organizations and Management, Abu Dhabi University, November, 2016.
- Best Paper Award, International Conference on Organizations and Management, Abu Dhabi University, November 22-23, 2015.
- Distinguished Research Award, Academy of Information and Management Sciences, Allied Academy Conference, New Orleans, 2012: The Effects of Time Value of Money on the EPQ Model with Imperfect Quality Raw Material
- Best Presenter Award, The International Business, Finance & Economics Research Conference, Los Angeles (2011): “Organizational Climate and its Effects on the Employees’ Commitment”
- Best Paper Award, Global Academy of Business and Research Conference, Las Vegas, 2011: “Optimal Lot Size for EPQ Inventory Model For Items of Different Qualities”
- Distinguished Research Award, Academy of Information and Management Sciences, Allied Academy Conference, New Orleans, 2009: “Optimal Order Quantity For Imperfect Quality Items”

- Outstanding Research Award, The institute for Business and Finance Research , Orlando Conference, 2008: “The Discounted Cash Flows Of Multistage And Multi-cycle Production Models”

XIII. Professional Activities and Public Service

Organization and Promotion of Research

- Chair for the second LCIS2017 conference, themed “Advancing Business Innovations, Competitiveness, and Progressiveness: the Role of ICT toward Smart Organizations”, April 27 – 29, 2017, LAU’s Beirut Campus and New York Academic Center.
- Executive Administrator for International Conference on Research Trends in Science and Technology, RTST 2005.
- Member of the Organizing Committee for International Conference on Research Trends in Science and Technology, RTST 2002.
- Member of the Organizing Committee for International Conference on Research Trends in Science and Technology, RTST 2000.
- Member of the Organizing Committee for International Conference on Scientific Computations, ICSC 1999.

Service for Learned Societies

- Presented a talk at The Math Orbit Club, Computer Science and Mathematics Department, LAU, (2008)

Membership in Learned Societies

- Member of the Asian Academy of Management
- AACSB Membership
- Member of Academy of Information and Management Sciences (AIMS), US

XIV. Personal

Languages

- Fluent in English and Arabic, Basic knowledge of French