



Marwan A Al-Shammari

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EDUCATION

PhD in Business Administration-Strategic Management The University of Texas at Arlington AACSB	May 2017
Master of Business Administration Indiana University of Pennsylvania AACSB	July 2012
Bachelor of Managerial Sciences Yarmouk University	July 2005

RESEARCH INTERESTS

The effects of CEO/Board characteristics and experiences on corporate strategies.
CSR and firm financial performance.
Competitive dynamics
Culture and entrepreneurship.

TEACHING EXPERIENCE

Assistant Professor of Management Soules College of Business- The University of Texas at Tyler	August 2019-Present
Assistant Professor of Management Savannah State University	August 2018-June 2019
Adjunct Professor The University of Texas at Arlington	Jan 2018-August 2018
Adjunct Professor. Management Department-The Hashemite University in Jordan	2013-2014
Business Studies Instructor. International School of Chouifat-Dubai UAE	2007-2008

Google Scholar Link: <https://scholar.google.com/citations?user=zjrwBEMAAAJ&hl=en>

Research Gate Link: <https://www.researchgate.net/profile/Marwan-Al-Shammari>

LinkedIn Link: <https://www.linkedin.com/in/marwan-al-shammari-phd-989b1237/>

Rate My Professor Link: <https://www.ratemyprofessors.com/ShowRatings.jsp?tid=2553924>



PUBLICATIONS

Al-Shammari, M., Rasheed, A., & Al-Shammari, H. A. (2019). CEO narcissism and corporate social responsibility: Does CEO narcissism affect CSR focus? *Journal of Business Research*, 104, 106-117. (UT Tyler Affiliation, **A+ Journal List**).

Al-Shammari M, Rasheed AA, Banerjee SN. Are All Narcissistic CEOs Socially Responsible? An Empirical Investigation of an Inverted U-Shaped Relationship Between CEO Narcissism and Corporate Social Responsibility. *Group & Organization Management (A+ UT Tyler list)*. August 2021. doi:10.1177/10596011211040665

Kyung-Ah (Kay) Byun, Marwan Al-Shammari, When narcissistic CEOs meet power: Effects of CEO narcissism and power on the likelihood of product recalls in consumer-packaged goods, *Journal of Business Research (A+ UT Tyler list)*, Volume 128, 2021, Pages 45-60, <https://doi.org/10.1016/j.jbusres.2021.02.001>.

Al-Shammari, M. A., Banerjee, S.; Al-Shammari, H; & Doty H , A. The Effect of Board and CEO Prior CSR Experiences on the focal firm's CSR. *Frontiers in Psychology (A+ UT Tyler List)*. *UT Tyler Affiliation A+ Journal*

Al-Shammari, M.A., Banerjee, S.N. and Rasheed, A.A. (2021), "Corporate social responsibility and firm performance: a theory of dual responsibility", *Management Decision (A Journal UT Tyler list)*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/MD-12-2020-1584>

[Al-Shammari, M.A.](#), [Al-Shammari, H.](#) and [Banerjee, S.N.](#) (2022), "CSR discrepancies, firm visibility and performance: a mediated moderation analysis", *Management Decision*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/MD-01-2021-0024>. **Management Decision (A Journal UT Tyler List)**.

[Al-Shammari, M.A.](#), [Banerjee, S.](#), [Shah, T.R.](#), [Doty, H.](#) and [Al-Shammari, H.](#) (2022), "The value of expertise: how chief executive officer and board corporate social responsibility expertise enhance the financial effects of firms' corporate social responsibility initiatives", *Society and Business Review*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/SBR-10-2021-0183> (**B Journal on the ACDB List**).

Cater, J.J., Young, M., Al-Shammari, M. and James, K. (2021), "Re-exploring entrepreneurial intentions and personality attributes during a pandemic", *Journal of International Education in Business (B Journal on the UT TYLER List)*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JIEB-04-2021-0050>

Cater III, J. J., Young, M., Al-Shammari, M., & James, K. (2021). Drivers of Entrepreneurial Intentions in the Context of the Covid-19 Pandemic. *Journal of Higher Education Theory and Practice*, 21(11), 124-138.

Al-Shammari M.A; Hammoudeh, M. CEO Social Capital and The focus of CSR. (2022) **the International Journal of Finance. (C on the ACDB list)**



- Al-Shammari, M. A. & Al Shammari, H. A. (2018). Biculturalism and Entrepreneurship: An Introductory Research Note. *International Journal of Entrepreneurship*, 22(1). (B)
- Al-Shammari, M. A. & Al Shammari, H. A. (2018). The Impact of Bicultural Skills, Knowledge, Abilities, and Other Experiences on Entrepreneurial Orientation and Behavior: The Context of Opportunity Discovery, Opportunity Evaluation, and Opportunity Exploitation. *International Journal of Entrepreneurship*, 22(2). (B)
- Alshammari, M. A., Al Qaied, B. A., Hamzah, A. M., & Matalqa, M. (2016). What drives employee's involvement and turnover intentions: Empirical investigation of factors influencing employee involvement and turnover intentions?. *International Review of Management and Marketing*, 6(2), 298-306.
- Al-Tarawneh, K. I., Al-Madi, F., Alshammari, M., & Alzugaiby, B. (2016). Corporate Social Responsibility in Family Firms: Does Industry Matter?. *European Journal of Economics, Finance and Administrative Sciences (B Journal on the UT Tyler list)*, (86).
- Al-Tarawneh, K. I., Al-Madi, F., Alshammari, M., & Matalqa, M. (2016). Corporate Governance and CSR: The Role of Industry Competitiveness, Women on Board, and Outside Directors. *European Journal of Economics, Finance and Administrative Sciences*, (85). (B Journal on the UT Tyler list).
- Alshammari, M. A., Hammoudeh, M. A., & Pavlovic, M. (2015). Governance, regulations, trade openness and FDI inflows: Empirical study. *International Journal of Economics and Finance*, 7(12), 44-58.
- Alshammari, M., Pavlovic, M., & Qaied, B. A. A. (2016). Chaos theory in strategy research. *American Journal of Business and Management*, 5(1), 1-13.

UNDER REVIEW

- Al-Shammari, M. A., Banerjee, S.; Al-Shammari, H; & Swimberghe, K. Sameness and/or Otherness: What Matters More for Narcissistic CEOs in the Context of Non-Market Strategy. *Strategic Organization (Revise and Resubmit). A+ across ranking outlets.*
- Al-Shammari, M.A., Brown, Lee., Banerjee, S. Who Needs the Government? An Analysis of Managerial Ability and Corporate Political Activity. *Under Review. Strategic Management Journal. (A+).*
- Al-Shammari, M. A; Shin K; Kyung-Ah (Kay) Byun. The Effects of Innovation Capability and Industry Competitiveness on the Product Recall Likelihood. *Journal of Product Innovation Management (A* on the ACDB list).*
- Al-Shammari, M. A., Dadanlar, H. Banerjee, S. Doty, H. Do female CEOs promote behavioral consistency in firm's nonmarket strategy: The moderating effect of board gender diversity. *Gender, Work, and Organization. Under Review. (A+ Journal).*



Wang, P. Al-Shammari, M. Banerjee, S. "CEO Compensation Structure and CSR Practice: The Role of CEO Turnover". **Under Review. Journal of Business Ethics. (A+).**

Al-Shammari, M. A., Banerjee, S.; Dadanlar, H. Firm Performance Feedback and Organizational Impression Management: The Moderating Role of CEO Overconfidence. **Human Relations. (A+ Journal).**

Al-Shammari, M.A; Caldas, M.; Banerjee, S.; Swimberghe, K. The Differential Impact of CEO Tenure on the Firm's external and internal CSR: The Moderating Effects of Firm's Visibility and Slack. **Revise and Resubmit Business Ethics, Environment, and Responsibility. (A Journal ACDB list IF: 6.96, ACDB, ABS, and SSCI).**

Shah, T., Al-Shammari, M.A; & Doty, H. Yin-Yang of Organizational Theories Influencing Mgmt. and Strategy Literature in The New Millennium. Revised and submitted. **Organization Studies (A+). first round Reject and Resubmit**

Al-Shammari, M. A., & Doty, H. The Interplay of CEO Ability, CEO Ownership, And Board Monitoring on The CSR – Firm Performance Relationship. **Under Review Management Decision. (A Journal on the ACDB List).**

Al-Shammari, M. Shah, T. Banerjee, S. Performance Feedback and Strategic Change: The moderating effects of firm visibility and firm slack. **Under Review. Strategic Organization. (A+).**

WORKING PAPERS

Al-Shammari, M. A., & Rasheed, A. Board Gender Diversity and CSR: Do Outside Directors and Women Directors Have Preferences? Final stage

Al-Shammari, M. A., & Caldas, M., Swimberghe, K., & S Baranje. The Differential Impact of CEO Tenure on the Focus of the Firm's Social Engagements. **ACCEPTED to WEAC.**

Al-Shammari, M. A., & Rasheed, A. CEO Networks and Corporate Social Responsibility: A Relational Perspective on CSR. Final Stage

Al-Shammari, M. A., & Rasheed, A. R&D and CSR: Complementary or Substitute Strategies?

Al-Shammari, M. A., & Rasheed, A. The Dark Side of Corporate Social Responsibility: Does Better CSR Lead to a Declining Interests in Competitive Actions? In progress

Al-Shammari, M. A. CEO Stock Ownership and CSR: The Differential Impact of CEO Stock Ownership on CSR Focus. In Progress

Al-Shammari, M. A. The Duality of CEO Personality: The Impact of CEO Big Five Personality Traits on Firm's Strategic Social Change. Final Stage

Al-Shammari, M. A. The Impact of CEO Prior Success/Failure, CEO Career Horizon on the Firm-Level Effects of CEO Narcissism. In progress



CONFERENCE PRESENTATION

Marwan Ahmad Alshammari, Hazel Husne Dadanlar, Soumendra Banerjee, and D Harold Doty, 2022: [Do Female CEOs Promote Behavioral Consistency in Firm's Nonmarket Strategy?](https://doi.org/10.5465/AMBPP.2022.10925abstract). **AOM Proceedings, 2022**, <https://doi.org/10.5465/AMBPP.2022.10925abstract>

Marwan Al-Shammari; Lee Brown; Soumendra Banerjee; Christopher Harris, 2022: Who Needs the Government? An Analysis of Managerial Ability and Corporate Political Activity. **Southern Management Association 2022. Little Rock.**

Marwan Al-Shammari; Kilho Shin; Kyung-Ah (Kay) Byun: Managing Product Recalls: The Effect of Innovation Capability on the Likelihood of Product Recalls under Different Industry Competitiveness. **Southern Management Association 2022. Little Rock.**

Marwan Al-Shammari. The Interplay of CEO Ability and Governance Robustness on the Performance Effects of Corporate Social Responsibility. **Southern Management Association 2022. Little Rock**

Marwan Ahmad Alshammari, Miguel Caldas, Krist Swimberghe, and Soumendra Banerjee, 2021: [The effect of CEO tenure on external vs. internal CSR: The moderating effect of visibility and slack](https://doi.org/10.5465/AMBPP.2021.11046abstract). **AOM Proceedings, 2021**, <https://doi.org/10.5465/AMBPP.2021.11046abstract>

Marwan Ahmad Alshammari, Soumendra Banerjee, and Tushar Ravindra Shah, 2021: [The Value of Expertise: How CEO and Board CSR Expertise Enhance the Financial Effects of Firm's CSR](https://doi.org/10.5465/AMBPP.2021.10180abstract). **AOM Proceedings, 2021**, <https://doi.org/10.5465/AMBPP.2021.10180abstract>

Al-Shammari, M. A. Al-Shammari, M.A. Internal and External Corporate Social Responsibility, Firm Visibility, and Firm Performance. **Academy of Management Annual Conference-Virtual. August 2020**

Al-Shammari, M. A., & Rasheed, A. McFadyen, A. The Effect of Board and CEO Prior CSR Experiences on the focal firm's CSR. **Southern Management Association Annual Conference. Norfolk-VA – October 2019** UT Tyler Affiliation

Shah, T., & Al-Shammari, M.A. Yin-Yang of Organizational Theories Influencing Mgmt. and Strategy Literature in The New Millennium. **Academy of Management Annual Conference. Boston-USA August 2019** UT Tyler Affiliation

Al-Shammari, M. A; Shah, T. **Social Media and Entrepreneurial Opportunities. Ethics, Sustainability, and Entrepreneurship Conference. Miami-March 2019**

Al-Shammari, M. A. CSR and Firm Financial Performance: The Moderating Effects of Unequal Emphasis on Firm's Stakeholders. **Southern Management Association Annual Conference. Kentucky-USA-November 2018.**

Al-Shammari, M. A. Does CEO Narcissism Affect the Focus of CSR? **SMA Annual Conference. Kentucky USA- November 2018.**



Al-Shammari, M. A. The future of CSR. **5th International Conference on CSR, Sustainability, Ethics and Governance. Spain-2018**

PROFESSIONAL EXPERIENCE

Supervisor Amman International Airport, Jordan	2006-2007
Supervisor Americana Inc, Amman, Jordan	2005-2006

COURSES TAUGHT

Below are the courses taught at UT Tyler (MANA 4395= Strategic Management, MANA 5395= Formulating and Implementing Strategy).

Course	Item 1	item 2	item 3	item 4	item 5	Average rating out of 5
MANA 4395 FALL 2019	4	4.27	4.3	4.5	4.4	4.294
MANA 4395 SPRING 2020	4.69	4.8	4.83	4.89	4.89	4.82
MANA 5395 FALL 2020	4.54	4.62	4.5	4.65	4.85	4.632
MANA 4395 FALL 2020	4.69	4.77	4.77	4.69	4.69	4.722
MANA 4395.001-FALL 2020	5	5	5	5	5	5
MANA 4395 SPRING 2021	4.8	5	5	4.8	5	4.92
MANA 4395 SPRING 2021	4.38	4.5	4.31	4.5	4.69	4.476
MANA 4395 SUMMER 2021	4.75	4.88	4.88	4.88	4.88	4.854
MANA 4395 FALL 2021	4.56	4.63	4.44	4.52	4.63	4.556
MANA 4395.001-FALL 2021	5	5	5	5	5	5
MANA 4395 SPRING 2022	4.43	4.57	4.43	4.71	4.71	4.57
MANA 4395 SPRING 2022	3.83	3.83	3.5	3.83	4.22	3.842
MANA 4395 Summer 2022	4.5	4.5	4.4	4.6	4.6	4.52

1. Strategic Management (MBA, Savannah State University)
2. Management Process Theory (Undergraduate, The University of Texas at Arlington)
3. Principles of Management (Undergraduate, Hashemite University)
4. Principles of Marketing (Undergraduate, Hashemite University)
5. International Business (Undergraduate, Hashemite University)
6. Business Policy (Undergraduate, Savannah State University, Hashemite University)
7. Business Ethics (Undergraduate, Hashemite University)

HONORS AND AWARDS

- “I am a lifetime member of Beta Gamma Sigma. BGS has chapters at only the top 5% of business programs, and only the top performing scholars from those programs are invited.”
- Jordanian Government’s Full Scholarship Award to pursue a PhD in Strategic Management. 2014
- Selected by the finance and the management departments to participate in the American Corporate Growth Conference at Carnegie Mellon University in 2012.
- Indiana University of Pennsylvania GTA. 2010-2012



- American Corporate Growth Conference Award. 2012
- Honor Society Organization-2014-Present

INVITED TALKS

- Key speaker at Erasmus (European Union) Panel “Bridging the Gap between Academia and Industry” at the Royal Hotel, Amman. (2017, October).
- Speaker in the annual Panel Discussion at the University of Texas at Arlington: Strategic Humanitarian and Economic Perspectives: The Conflict in the Middle East. (2015, March).
- Speaker: Strategic Management and Societies: The need for active CSR initiatives in Jordan considering the Syrian Crisis and the increasing Refugee Burden on Jordan. Yarmouk University. (2013, March)

NON-ACADEMIC and PRESS CONTRIBUTIONS

<https://www.wikistrat.com/post/expert-q-a-interview-with-dr-marwan-a-al-shammari-on-jordan-s-political-challenges> UT Tyler Affiliation

Al-Shammari, M. A., (2016, February). Jordan Deserves the World Support. *The Huffington Post*.

Al-Shammari, M. A., (2016, July). The Chaotic Middle East: Reform is the Only Solution. *The Huffington Post*.

Al-Shammari, M. A., (2016, October). King Abdullah II: True Representation of Islamic Modesty. *The Huffington Post*.

Al-Shammari, M. A., (2017, January). Towards New Economic Models in Jordan. *The Jordan Times*.

Al-Shammari, M. A., (2017, February). To Regain Public Trust. *The Jordan Times*.

Al-Shammari, M. A., (2017, March). Promoting the culture of acceptance. *The Jordan Times*.

Al-Shammari, M. A., (2017, April). Effective and Moderate Social Systems in the Middle East Countries. *The Swamp Media*.

Al-Shammari, M. A., (2017, April). Strong alliance gets stronger. *The Jordan Times*.

Al-Shammari, M. A., (2017, May). Towards Greater CSR by Jordanian Firms. *The Jordan Times*.

Al-Shammari, M. A., (2017, June). Need for effective governance of public firms. *The Jordan Times*.

Al-Shammari, M. A., (2017, September). Towards a knowledge-creation learning process. *The Jordan Times*.

Al-Shammari, M. A., (2017, October). Participative approach for true reforms. *The Jordan Times*.

Al-Shammari, M. A., (2017, November). To ensure competitiveness. *The Jordan Times*.



PROFESSIONAL SERVICE

- Academy of Management Conference. 2017-Present
- Southern Management Association Annual Conference. 2015-Present
- Management Decision. (2016-Present)
- Family Enterprise Research Conference. (2016)
- Global Journal of Entrepreneurship. 2017-Present
- Cogent of Business and Management Journal 2017-Present
- Session chair-Academy of Management Annual Conference – Boston-USA 2019
- Session Chair- Southern Management Association Conference – Norfolk USA- 2019

UNIVERSITY SERVICE

- Business Policy Course Coordinator, Hashemite University, 2013-2014
- Principles of Management Course Coordinator, Hashemite University, 2013-2014
- Hiring Committee July 2017-December 2017
- Scientific Journals Committee Co-Chair 2013-2014, 2017.

VOLUNTARY SERVICE

- Executive Committee Member, Academic Affairs, International School of Chouifat, Dubai 2007
- Curriculum Committee Member, Management Department, Hashemite University, Jordan, Fall 2013
- Committee Member, Strategic Planning, Irbid Governorate, Jordan, 2012-2013
- Consultant, Strategic Planning Committee, Prince Sumaiyah University, Jordan.

PROFESSIONAL AFFILIATIONS

- Academy of Management USA
- Southern Management Association USA
- International Society for Development and Sustainability JAPAN
- Association for Integrity and Responsible Leadership in Economics and Associated Professions
- Wikistrat community of experts -Washington DC USA

REFERENCES

Dr. Abdul Rasheed
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Dr. Wendy Casper



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