

# Academic Portfolio and Curriculum Vitae

## Shams al-Sadat Zahedi

### Personal Information

- **Name:** Shams al-Sadat Zahedi
- **Date of Birth:** 1944
- **Place of Birth:** Tehran, Iran
- **Nationality:** Iranian
- **Academic Title:** Professor of Management
- **Affiliation:** Allameh Tabataba'i University

### Academic Rank & Employment Status

- **Position:** Full Professor (Professor of Management)
- **Employment Type:** Tenured / Permanent Faculty Member
- **Institution:** Allameh Tabataba'i University, Tehran, Iran
- **Date of Promotion to Full Professorship:** 1994 (1373 in the Iranian calendar)
- **Academic Service Record:** Over five decades of continuous teaching, research, and academic leadership.

### Education

- **Ph.D. in Public Administration**, Claremont Graduate University, USA — 1976 (1355)
- **M.A. in Public Administration**, Claremont Graduate University, USA
- **M.A. in Administrative Sciences**, University of Southern California (USC), USA
- **M.A. in Administrative Sciences**, University of Tehran, Iran
- **B.A. in Administrative Sciences**, University of Tehran, Iran
- **High School Diploma in Mathematics**, Azarm High School, Tehran

### Academic Positions

- **Editor-in-Chief**, Journal of Organizational Behavior Management (2011–2014 approx.)
- **Member**, Central Promotion Committee, Ministry of Science (Until 2008)
- **Secretary-General**, National Association of University Faculty Members of Iran (2001–2008)
- **Editor-in-Chief**, Journal of Management Studies (1997–2001)
- **Dean**, Faculty of Management & Accounting, Allameh Tabataba'i University (1997–1998)
- **Head, Department of Public Management**, Allameh Tabataba'i University (1991–1992; 1986–1988)
- **Director-General for Educational Planning**, Allameh Tabataba'i University (1985–1986)
- **Faculty Member**, Allameh Tabataba'i University (From 1979 to present; multiple decades of academic service)

- **Member**, Management Council, National Management Education Center (1977–1979)
- **Faculty Member**, National Management Education Center (1976–1979)
- **Assistant Instructor / Teaching Assistant**, University of Southern California (USC) (1972–1973)

### Professional & Administrative Positions

- **Head, Department of Management**, Payame Noor University (1989–1993)
- **Deputy for Educational Planning**, Administrative and Recruitment Organization (1975–1976)
- **Training Expert**, Administrative and Recruitment Organization (1968–1975)
- **Teacher**, Ministry of Education (1961–1968)

### Selected Honors and Distinctions

- **First Iranian woman to earn a Ph.D. in Management** (1976).
- **Selected Author Award**, Ministry of Culture and Higher Education, for the publication of the first book *Industrial Relations: The Labor Relations System* (1992).
- **University Exemplary Professor**, Allameh Tabataba'i University (1995).
- **First Woman Elected Dean** by faculty vote in Iranian universities (1998).
- **National Exemplary Professor**, Ministry of Science, Research and Technology (1999).
- **Distinguished Woman of Iran**, selected by the Center for Women's Participation (1999).
- **Recognition from Shahid Rajaee Festival** for the book *Transnational and Global Management* (2001).
- **Outstanding Journal Director**, selected by the Ministry of Culture and Islamic Guidance for leading the best management journal in Iran (2002).
- **Distinguished Contributor to Academic Publishing**, Allameh Tabataba'i University (2002).
- **Outstanding Researcher Awards** (multiple):
  - Allameh Tabataba'i University (1995, 1998, 2003)
  - University of Tehran Women's Studies Center (2001)
  - Ministry of Culture and Islamic Guidance (2002)
  - Center for Women's Participation and University of Tehran (2003)
  - National Festival at Tarbiat Modares University (2004)
  - National Organization for Cultural Heritage & Tourism (2007)
- **Outstanding Researcher**, for the book *Foundations of Tourism and Sustainable Ecotourism* (2006).
- **Selected Book Award**, for the book *Sustainable Development*, at the Third Book-of-the-Season Festival of the Islamic Republic of Iran (2007).
- **Outstanding Thesis Supervisor**, Humanities and Social Sciences Division, selected by ACECR (2009).
- **Distinguished Thinker**, selected by the House of Humanities Scholars and the Society for Cultural Works and Luminaries of Iran (2013).
- **Distinguished Professor of the Year**, by the Iran Human Resource Empowerment Foundation (2013).
- **Outstanding Professor in Tourism**, Iran Tourism Festival (2015).

- **First Place**, Humanities Division, First National Women in Science Award (2017).
- **Distinguished Alumna**, University of Tehran, selected over a 50-year period (2019).
- **One of the 100 Distinguished Women of Iran (1900–2000)**, selected by the Women's Affairs Office of Tehran Municipality (2022).
- **Outstanding Researcher in Women's Studies**, Farideh Mashini Women's Studies Prize (2022).
- **Distinguished Scientist**, Alborz Foundation, 62nd Annual Award Ceremony (May 2024).
- **Legacy Woman in Management**, Celebration of the 70th Anniversary of Management Education in Iran (May 2025).

### **International Biographical Listings**

- *Who's Who in the World*, Marquis Who's Who, USA (1983).
- *Who's Who in Asia: Men and Women of Achievement & Distinction*, India (1985).
- *Foremost Women of the Twentieth Century*, UK (1985).

### **Membership in Committees and Councils**

- Member, Research Council, Allameh Tabataba'i University (1989–1992; 1995–1998; 2008).
- Member, Scientific Committee, Seminar on Administrative Issues in Iran (1990).
- Member, Planning Committee for Management and Administrative Sciences, Humanities Division, Ministry of Culture and Higher Education (1990–1995).
- Member, Writers' Council, *Modiriyat-e Emrooz* Journal (1978–1980).
- Editorial Board Member, *Management Studies* Journal (1991–1992; 2001).
- Member, University Council, Allameh Tabataba'i University (1996–1999).
- Chair, Scientific Committee, Seminar on Practical Methods for Enhancing Productivity (1995–1996).
- Member, Labor Law Group, Institute of Labor and Social Security (1997–1999).
- Member, Administrative and Structural Reform Committee of the National Organization for Administrative and Employment Affairs for drafting Iran's Third Development Plan (1998–1999).
- Member, Strategic Committee for Organizational Restructuring, Ministry of Health, Treatment and Medical Education (1997–1999).
- Member, Scientific Committee, National Seminar on Administrative System and Development, National Center for Public Management Education (1999).
- Member, Scientific Committee, Seminar on "The Future of Accounting and Accountants," Iranian Association of Certified Public Accountants (1999).
- Member, Specialized Commission on Economics, Management, and Insurance, Allameh Tabataba'i University (1999–2002; 2006–2009).
- Member, Promotion Committee (Hiyat-e Momay-ezeh), Allameh Tabataba'i University (1999–2002; 2000–2009).
- Member, Central Promotion Committee, Ministry of Science, Research and Technology (1999–2003).
- Member, Specialized Commission for Humanities, Ministry of Science, Research and Technology (1999–2005).

- Member, Scientific Committee, Seminar on “Women’s Role in Dialogue Among Civilizations,” Center for Women’s Participation (2000).
- Member, Writers’ Council, *Administrative Transformation* Journal, Management and Planning Organization (1999).
- Member, Writers’ Council, *Human Sciences Journal*, Alzahra University (2000–2002).
- Member, Writers’ Council, *Danesh-e Modiriyat* Journal, University of Tehran (2005).
- Member, Productivity and Transformation Commission, Allameh Tabataba’i University (2001–2005).
- Member, Scientific Committee, National Student Conference on Management (2002).
- Member, Writers’ Council, *Human Sciences Journal*, Tarbiat Modares University (2002).
- Member, Writers’ Council, *Medical Management and Information Journal* (2001–2003; 2006).
- Member, Promotion Committee, Payame Noor University (2003–2005).
- Editorial Board Member, *Tourism Studies* Journal (2003).
- Member, Scientific Committee, Second International Quality Conference (2004).
- Member, Humanities & Arts Committee, Iran National Science Foundation (INSF), Presidential Office (2004–2007).
- Member, Council for Professional and Specialized Training, Institute for Management and Planning Studies (2004–2006).
- Member, Scientific Committee, Conference on Education and Employment in Tourism Industry (Faculty of Accounting & Management, 2004).
- Secretary, Conference on Academic Rights of University Faculty Members (2004).
- Member, Scientific Committee, Third Human Resources Development Conference (2006).
- Member, Scientific Committee, Tenth Human Sciences Learning Conference (2006).
- Member, Scientific Committee, “From Academic Development to National Development” Conference (Iranian Faculty Association, 2007).
- Member, Scientific Committee, Economics and Management Group, Farabi International Festival (2007).
- Editor-in-Chief, *Human Resource Management in Oil Industry* Journal, International Institute for Energy Studies (2009).
- Member, Scientific Committee, Conference on Human Resource Management Policies in the Oil Industry (2009).
- Editorial Board Member, *Public Administration Journal*, University of Tehran (2009).
- Editorial Board Member, *Information Technology Management Journal*, University of Tehran (2009).
- Editor-in-Chief, *Organizational Behavior Management* Journal, Iranian Scientific Association of Organizational Behavior (2010).
- Editorial Board Member, *Women’s Studies Research Quarterly* (2010).
- Editorial Board Member, *Modares Journal of Humanities — Management Studies in Iran* (2010).
- Member, Scientific Committee, First International Conference on Urban Management and Sustainable Development (Sharif University of Technology, 2010).
- Member, Scientific Committee, Seminar on Sustainable Tourism Development and Its Challenges (Allameh Tabataba’i University, 2010).

- Member, Scientific Committee, Seminar on Agile Organizations and Implementation in Oil Industry (International Energy Studies Institute, 2010).
- Member, Scientific Committee, First National Conference on Management and Development of Tourism Infrastructure (Sharif University of Technology, 2010).
- Member, Scientific Committee, Second Conference on Integrated, Knowledge-Based Sustainable Development (Pars Energy Special Economic Zone, 2010).
- Member, Jury Committee, 5th Farabi International Award (2011).
- Editorial Board Member, *Strategic Globalization Studies Quarterly* (2011).
- Editor-in-Chief, *Islam and Management* Journal, Research Institute for Hawzah and University (2012–2015).
- Editorial Board Member, *Tourism Studies* Journal, Academic Center for Education, Culture and Research (ACECR), Khorasan Razavi (2012).
- Member, Policy Council, International Conference on Tourism and Spirituality, University of Science & Culture (2015).
- Member, Specialized Council for PhD Program in Tourism, University of Science & Culture (2015).
- Editorial Board Member, *Humanities Development* Semianual Journal, Academy of Sciences of the Islamic Republic of Iran (2017).
- Editor-in-Chief, *Human Resource Excellence* Journal, Islamic Azad University – Sirjan Branch (2020).

## Membership in Scientific Societies

- Founding Member & Board Member, Iranian Academy of Management (1977–1983).
- Member, Salzburg Seminar, Austria (1988–1992).
- Advisory Member, Social Sciences Division, UNESCO National Commission (1994–1995).
- Founding Member & Board Member, Iranian Management Sciences Association (1996–1998).
- Member, Peter Drucker Nonprofit Organization Institute (1992).
- Member, APETIT – Asia-Pacific Educational Tourism Network (2000).
- Member, Board of Trustees, Society of Exemplary Professors of Iran (2006).
- Member, Iranian Scientific Development Society (2005).
- Member, International Society for Iranian Studies (2006).
- Member, The International Ecotourism Society (TIES) (2002).
- Member, Center for Responsible Travel (CREST) (2008).
- Founding Member, Iranian Association of Organizational Behavior Management (2010).
- Member, Scientific Chair of Human Resource Studies, Supreme Council for Theoretical Innovation (2008).
- Scientific Advisor, National Human Resources Culture Magazine, Academy of Sciences (2012).
- Visiting Scholar, Humanities Department, Academy of Sciences (2014).
- Member, Research Council, Institute for International Energy Studies — HR & Management Division (2015).
- Member, Terminology Committee for Management, Academy of Persian Language and Literature (2015).

- Member, Humanities Group, Academy of Sciences of the Islamic Republic of Iran (2016).
- Legal Member, Foresight Council, Academy of Sciences of the Islamic Republic of Iran (2023).

### **Participation in Seminars, Conferences, and Training Programs**

- Training in Behavioral Sciences, University of Southern California (1972).
- Management Training Program, Iranian Management Association (1976).
- Educational Methods, National Center for Public Management Education (1977).
- International Congress on Ethics (paper submitted to Ivory Coast, 1978).
- Gender and Humanities, Salzburg, Austria (1988).
- Seminar on Administrative Issues in Iran, Faculty of Management & Accounting (1990).
- Stock Exchange Studies, Faculty of Management & Accounting (1991).
- Administrative System Review, Tarbiat Modares University (1992).
- Administrative Transformation, National Organization for Administrative and Employment Affairs (1992).
- Management of Nonprofit Organizations, Salzburg, Austria (1992).
- The Immortality of the Soul, Faculty of Philosophy, University of Bristol, UK (1993).
- Iranian Women in History, Faculty of Social Sciences, University of Bristol, UK (1993).
- Information Technology and Education, Faculty of Education, University of Bristol, UK (1993).
- Higher Education in Small Countries, Faculty of Education, University of Bristol, UK (1993).
- New Trends in Management Education in U.S. Universities, Business School, University of the West of England (1993).
- Theoretical Prejudices in Industrial Relations, Cardiff University, UK (1993).
- Public Administration and Sustainable Development, EROPA / National Organization for Administrative Affairs (1993).
- General Management Issues, National Iranian Gas Company – Khuzestan Operational Region (1994).
- Labor Relations in Production Units, Iranian Center for Management Studies and Productivity (1995).
- Women and Work Conference, Sistan & Baluchestan Governor's Office (1996).
- Seminar on Improving Labor Relations, Ministry of Industry (1996).
- Systems Thinking Perspectives, Social Security Organization – Shiraz (1996).
- Positive and Negative Impacts of Tourism Development with a Systems Approach, Ministry of Culture – Third Tourism Meeting (1996).
- Mental Health in Organizations, National Center for Public Management Education – Urmia (1997).
- Systems-oriented Approaches to Tourism, Allameh Tabataba'i University (1997).
- Islamic Labor Councils and Public Participation, Ministry of Interior (1997).
- Congress on "Women, University, and a Better Tomorrow," University of Tehran & Center for Women's Participation (1998).
- Asian Ombudsman International Conference, State Inspectorate Organization (1999).
- Administrative System and Development, National Center for Management Education (1999).

- The Future of Accounting and Accountants, Iranian Association of Certified Public Accountants (1999).
- Culture and Natural Heritage Conference, University of Tehran – Faculty of Environment (1999).
- National Conference on Northern Forests and Sustainable Development, Iran Forests, Rangelands & Watershed Organization (1999).
- Women and the Dialogue of Civilizations, Center for Women's Participation (2000).
- Regional Seminar on ICT for West and Central Asia, UNESCO (2001).
- Diplomacy and Political Teachings, Ministry of Foreign Affairs (2001).
- Oversight and Inspection Systems in Iran, University of Tehran & State Inspectorate Organization (2001).
- Entrepreneurship and Advanced Technologies, Iran Knowledge Development Institute (2001).
- National Conference on Iranian Studies, Iranology Foundation (2002).
- Iranian Women Seminar, Claremont Graduate University, USA (2002).
- Seminar on Tourism Development Policies and Programs, Allameh Tabataba'i University (2003).
- International Caspian Sea Conference, University of Mazandaran (2003).
- Challenges Facing Women Managers, Management & Planning Organization (2003).
- Sustainable Tourism Seminar, Wessex Institute of Technology, UK (2004).
- Regional Review of Beijing+10 Implementation – ESCAP, United Nations, Bangkok (2004).
- Women's Social Participation and Education, West Azerbaijan Governor's Office (2004).
- International Seminar on NGOs and Dialogue of Civilizations, University of Tehran (2004).
- University Role in Educating Women Managers, University of Ardabil (2005).
- Business Process Reengineering Workshop, Sheikh Baha'i University, Isfahan (2005).
- UNESCO International Symposium on Gender Issues in Information Society, South Korea (2005).
- 9th International Congress of Women of the World, Ewha Womans University, Seoul (2005).
- 50th–53rd Annual Meetings of University Presidents and Research Centers (Tehran, 2004–2005).
- 16th International Conference of the Foundation for Iranian Studies, Vienna, Austria (2005).
- 2nd World Congress for Middle Eastern Studies (WOCMES), Amman, Jordan (2006).
- 2nd International Women's Conference, San Antonio, Texas, USA (2006).
- Ethics in Management Seminar, Imam Reza University, Mashhad (2006).
- UNESCO International Workshop on Entrepreneurship and Higher Education, University of Tehran (2006).
- 2nd International Women's Conference, Arizona State University, USA (2006).
- Specialized Seminar on Management, Institute for Humanities (2006).
- 3rd International Conference on Planning and Sustainable Development, University of Algarve & Wessex Institute of Technology, Portugal (2007).
- Keynote Speech, First National Elites Conference, Tehran (2007).
- 1st National Conference on Entrepreneurship, Creativity & Future Organizations (2007).

- 6th International Conference on Risk Analysis, Greece (2008).
- 7th International Coastal Environment Conference, UK (2008).
- Indigenous Humanities Conference, Allameh Tabataba'i University (2008).
- 3rd International Urban Environment Conference, Malaysia (2009).
- International Symposium on Innovation in Coastal Tourism, Stanford University, USA (2010).
- National Conference on Public Oversight, Tehran Municipality (2010).
- National Conference on Knowledge-Based Integrated Sustainable Development, Pars Energy Zone (2010).
- International Symposium on Ecology & Transportation, Travnik International University, Bosnia & Herzegovina (2011).
- International Management Conference, Business Research Institute, Orlando, USA (2011).
- National Conference on Good Governance and Sustainable Development, Islamic Azad University – Qazvin (2012).
- International Conference on Management Education & ICT, Istanbul, Turkey (2012).
- International Conference on Forests, UNESCO–Joensuu University, Finland (2012).
- Keynote Speech, Administrative Issues in Iran, House of Humanities Scholars (2012).
- National Conference on Values & Ethics in Management, Islamic Azad University – Bonab (2012).
- 2nd Humanities Scholars Meeting, “Role of Academia in Development” (2012).
- National Conference on Managerial Creativity & Customer Satisfaction (2013).
- Strategic Business & High-Risk Organizations Conference (2013).
- Women’s Rights Demands from the President of Iran – Women’s Day Speech (2014).
- 3rd National Conference on Social & Cultural Research in Iran, Iranian Sociological Association (2014).
- Green Management & Sustainable Development – National Petrochemical Company (2014).
- Green Behavior Seminar, Iranian Organizational Behavior Association (2015).
- Ecotourism & Sustainable Development, Ferdowsi University of Mashhad (2015).
- Sustainable Development, Tourism & Environment Seminar, Shahid Beheshti University (2015).
- Green Management & Sustainable Development, UN Studies Association of Iran (2015).
- Comprehensive Integrated Sustainable Development Model – Keynote Lecture (2016).
- Manager, Theoretical Innovation Session on Psychology in Organizational Behavior, Allameh Tabataba'i University (2022).
- Referee, Innovation Session: “Matrix Management in Organizational Development,” University of Tehran (2024).
- Speaker, National Meeting of Iranian Faculty Association, University of Tehran (2024).

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### Study and Research Fellowships

- **Information Systems Development**, University of Bristol, UK (1992–1993).
- **Systems Analysis**, University of the West of England (1992–1993).
- **Practical Strategies for Ecotourism Development**, Claremont Graduate University, USA (2002).

## Commendations and Certificates of Appreciation

- Certificate of Appreciation from the Minister of Culture and Higher Education for being selected as the **Outstanding Author** for the book *Industrial Relations* (1992).
- Certificate of Appreciation from the President of Allameh Tabataba'i University for participation in the Seminar on Administrative Issues in Iran (1990).
- Certificate of Appreciation from the President of Allameh Tabataba'i University for receiving the title of **University Exemplary Professor** (1995).
- Certificate of Appreciation from the President of Allameh Tabataba'i University for achieving the title of **Outstanding Researcher** (1995).
- Certificate of Appreciation from the Governor of Sistan & Baluchestan for delivering a keynote speech at the Seminar on Women and Work (1996).
- Certificate of Appreciation from the Deputy Minister of Industry for speaking at the Seminar on Human Resources and Industrial Development (1996).

## International Biographical Recognitions

- Certificate from **Marquis Who's Who**, USA, for being listed in *Who's Who in the World* (1983).
- Certificate from **Rifacimento International**, India, for inclusion in *Who's Who in Asia: Men and Women of Achievement & Distinction* (1985).
- Certificate from **Biographical Publications**, UK, for being listed in *Foremost Women of the Twentieth Century* (1985).
- Certificate of Appreciation from the Secretary of the Seminar on Productivity Improvement for chairing the Scientific Committee and participating in the event (1996).
- Certificate of Appreciation from the Secretary of the Congress on “Women, University, and a Better Tomorrow” for participation and moderating the panel “Women, Family, and Social Growth” (1998).
- Certificate of Appreciation from the Minister of Interior for delivering a speech at the Seminar on Islamic Councils and Public Participation (1998).
- Certificate of Appreciation from the Minister of Culture and Higher Education for receiving the title **National Exemplary Professor** (1999).
- Certificate of Appreciation from the Director of Chabahar Free Trade Zone for delivering a lecture at the regional seminar (1999).
- Certificate of Appreciation from the Vice President for being selected as a **Distinguished Woman of Iran** (1999).
- Certificate of Appreciation from the Shahid Rajaee Festival for the authorship of *Transnational and Global Management* (2001).
- Certificate of Appreciation from the Women's Studies Center, University of Tehran, for being selected as **Outstanding Researcher** (2001).
- Certificate of Appreciation from the State Inspectorate Organization for submitting the selected paper at the National Oversight and Inspection Conference (2001).
- Certificate of Appreciation from the Minister of Culture and Islamic Guidance for being selected as **Distinguished Researcher** (2002).

- Certificate of Appreciation from the Minister of Culture and Islamic Guidance for being selected as **Outstanding Journal Director** (2002).
- Certificate of Appreciation from the President of Allameh Tabataba'i University at the "Honoring Academic Publishers" Ceremony for contributions to scientific authorship and publishing (2002).
- Certificate of Appreciation for being selected as **Outstanding Researcher** by the Center for Women's Participation and the University of Tehran (2003).
- Certificate of Appreciation from the Dean of the Faculty of Management & Accounting, Allameh Tabataba'i University, for being selected as **Distinguished Researcher** (2003).
- Certificate of Appreciation from the Head of the National Youth Organization for the research project on "Enhancing Women's Participation in Managerial Levels," selected as a **Top National Research Project** (2003).
- Honored as **Pioneer Researcher** at the National Festival of Women and Research; awarded trophy, certificate, and the Women Researchers Medal, Tarbiat Modares University (2004).
- Certificate of Appreciation from the President of Allameh Tabataba'i University for the selected article in *Management Studies Quarterly* (2004).
- Certificate of Appreciation from the Secretary of the Conference on Education and Employment in Tourism & Hospitality (2004).
- Certificate of Appreciation from Sheikh Baha'i University for delivering a lecture at the Process Reengineering Seminar (2005).
- Certificate of Appreciation from the Secretary of the Conference on Women and the Internet in the Third Millennium as **Best Paper Award Recipient** (2006).
- Certificate of Appreciation from the Vice President of the Persian Gulf University for a lecture at the Seminar on Ethics in Management (2006).
- **Exemplary Professor**, Department of Public Administration, Allameh Tabataba'i University (2007).
- Certificate of Appreciation from the Dean of the Faculty of Management & Accounting for noteworthy contributions to authoring and advancing tourism studies (2007).
- Certificate of Appreciation as **Outstanding Researcher and Author**, Faculty of Management & Accounting, Allameh Tabataba'i University (2007).
- Certificate of Appreciation from the Minister of Culture and Islamic Guidance for being named **Outstanding Author** (2007).
- Awarded **Two Academic Excellence Incentives** by the President of Allameh Tabataba'i University for distinguished scholarly performance (2007).
- Certificate of Appreciation from the Vice President and Head of the Cultural Heritage Organization for being selected as **Outstanding Researcher** and for authoring *Foundations of Tourism and Sustainable Ecotourism* (2007).
- Certificate of Appreciation from the President of Allameh Tabataba'i University for being selected as **University Outstanding Researcher** (2008).
- Certificate of Appreciation as **Distinguished Veteran Professor**, Faculty of Management & Accounting (2009).
- Certificate of Appreciation from the Vice President for Science and Technology for being selected as **Top Thesis Supervisor** in Humanities–Social Sciences (2009).
- Certificate of Appreciation as **Outstanding Author**, Faculty of Management & Accounting, Allameh Tabataba'i University (2009).

- Certificate of Appreciation from the Mayor of Tehran at the Humanities Thinkers' Ceremony for lifelong dedication to scholarly mentorship and scientific dissemination (2013).
- Certificate of Appreciation from the President of the Society for Cultural Works and Luminaries of Iran for innovation in academic thought and research (2013).
- Certificate of Appreciation from the Research Institute for Hawzah and University for a lifetime of scholarly contribution (2013).
- Certificates of Appreciation from the Minister of Science, Research and Technology and from the Secretary-General of UNESCO–Iran for achieving **First Place in Humanities** at the inaugural “Women in Science Award” (2017).
- Certificate of Appreciation from the Command and Staff University (AJA) for delivering advanced workshops for Army commanders on:
  - “Systems Thinking” (2021)
  - “Sustainable Development and the Role of Citizens” (2022)

### **Supervision of Theses**

- **Supervised more than 200 master's and doctoral theses** across leading universities and higher education institutions in Iran, covering fields such as public administration, management, organizational behavior, human resource development, women's studies, sustainable development, and tourism management.

### **Courses Taught**

*A selection of graduate (Master's) and doctoral-level courses taught over more than three decades in Iranian universities and higher education institutions:*

- Development Management and Sustainable Development
- Behavioral Analysis in Administrative Organizations
- Individual–Organization Relations
- Industrial Relations
- Systems Theory
- Seminar on Administrative Issues in Iran
- Systems Analysis and Design
- Foundations of Management Information Systems
- Human Resource Management
- Advanced Organizational Behavior
- Organization Theory and Management
- Work Psychology
- Research Methods and Bibliography
- Budgeting
- Organizational Structure and Methods
- Public Management in Iranian Government Organizations
- Public Sector Productivity Seminar
- International Economics and Development Seminar
- Bureaucracy and Society Seminar
- Philosophical Foundations of Organizational Behavior

- Strategic Environmental Studies
- Philosophical Foundations of Organization Theory
- Globalization and International Business Management
- Theoretical Analysis of Socio-Cultural and Spatial-Geographical Development
- Comparative Study of Social Systems
- International Organizational Behavior

## Publications and Scholarly Works

### Authored Books

- **Industrial Relations: The Labor Relations System** (Author). Center for Academic Publishing, 1987.
- **Systems and Methods Analysis** (Author). Payame Noor University Press, 1991.
- **Foundations of Information Systems: Systems Analysis and Design** (Author). Allameh Tabataba'i University Press, 1997.
- **Special Topics in Public Administration** (Co-author with Dr. Seyed Mehdi Alvani). SAMT Organization for Research and Textbook Development, 1997.
- **Comprehensive Dictionary of Management** (Co-author with Dr. Seyed Mehdi Alvani & Dr. Abolhasan Faghihi). Allameh Tabataba'i University Press, 1997.
- **Comparative Study of Labor and Employer Organizations** (Author). Institute of Labor and Social Security, 1998.
- **Transnational and Global Management** (Author). SAMT Organization, 2000.
- **Foundations of Tourism and Sustainable Ecotourism** (Author). Allameh Tabataba'i University Press, 2006.
- **Women's Occupational Status in Universities** (Author). Pooyand Publishing, from 2006 onward.
- **Women and Development** (Author). Cultural Research Bureau, 2006.
- **Sustainable Development** (Author). SAMT Organization, 2007.
- **Women & Dynamics of Development** (Author). Jangal Publishing, 2008.
- **Women in Management** (Author). Center for Academic Publishing, 2009.
- **Governance Based on Sustainability** (Co-author with Dr. Habib Ebrahimpour). SAMT Organization, 2012.
- **Typology of Managerial and Governmental Systems** (Author). Mahkameh Publishing, 2013.
- **Green Management** (Author). ACECR (Academic Center for Education, Culture and Research), 2013.
- **Integrated Sustainable Development with Emphasis on Green Management and Entrepreneurship** (Author). Allameh Tabataba'i University Press, 2016.
- **Transnational and Global Management with Emphasis on International Organizational Behavior** (Author). SAMT Organization, 2023.

### Translated / Edited Works

- **International Management** (Translator, with Hassan Danaeefard). Safar Publishing House, 2001.

- **Legal and Ethical Rights of University Faculty Members** (Editor, Conference Proceedings). University of Tehran Press, 2005.
- **The Distinguished University in Iran's 20-Year Vision** (Editor, Conference Proceedings). Institute for Economic Studies Press, 2009.

### Articles (Persian)

- "A Study of Mary Parker Follett's Theories," *Administrative Techniques Journal*, 1969.
- "Technocracy," *Administrative Techniques Journal*, 1970.
- "Population and Its Role in Economic Development" (Translation), *Management Journal*, 1976.
- "An Inquiry into Corruption and Its Impacts," *Danesh-e Modiriyat*, 1978.
- "Foundations of Foresight and Futures-Making," *Management Today*, 1979.
- "Education and Development," *Management Today*, 1979.
- "How to Reduce Corruption," *Management Today*, 1979.
- "Introduction to General Systems Theory," *Management Today*, 1979.
- "Public Sector Management at the Macro Level," *Public Administration Quarterly*, 1990.
- "Organization and Technology," *Management Studies*, 1991.
- "Adhocracy," *Management Studies*, 1991.
- "The Role of Women in the Development of Management Science," *Management Studies*, 1991.
- "A Report on Women's Status in Iranian Academia," *Administrative Transformation*, 1993.
- "Establishment and Expansion of Management Information Systems," *Management Studies*, 1993.
- "Modeling Tools in MIS," *Management Studies*, 1993.
- "Structural Approaches in MIS Design," *Management Studies*, 1993.
- "A Key to Planning in General and MIS in Particular," *Management Studies*, 1995.
- "Determining Quality Awards: A Tool for Productivity Improvement" (with Dr. Behnam Nakhai), *Public Management*, 1995.
- "A Comprehensive Quality Management Model for Iran" (with Dr. Behnam Nakhai), *Management Studies*, 1995.
- "Improving Industrial Relations for Economic Development," *HRD Conference Proceedings*, 1996.
- "Islamic Labor Councils as Joint Labor Organizations in Iran," *Council & Popular Participation Conference*, 1997.
- "Sustainable Development and the Iron Law of Self-Interest," *Public Management*, 1997.
- "Sustainable Development and Changes in Consumption Patterns," *Women & Environment Conference*, 1997.
- "A Critical Review of Tourism Development Effects," *Management Studies*, 1998.
- "Considerations in Detailed Systems Design," *Administrative Transformation*, 1998.
- "The Necessity of Tourism Development in Chabahar," *Chabahar Free Zone Conference Proceedings*, 1999.
- "Comparative Analysis of Negotiation Styles," *Management Studies*, 1999.

- “Information Systems and Effective Decision-Making,” *Administrative System and Development Conference*, 1999.
- “Accounting Information Systems,” *Future of Accounting Conference*, 1999.
- “Tourism Industry and Its Environmental Impacts,” *Culture & Natural Heritage Conference*, 1999.
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## Research Projects

### Principal Investigator (PI) / Project Director

- Research Project on the Role of City Councils in Municipal Affairs (1970).
- Research Project on the Status of Women in Iranian Academia (1991).
- Comprehensive Dictionary of Management – Research and Compilation Project, Allameh Tabataba'i University (1991).
- Investigation of Occupational Accidents and Proposed Solutions for Reduction (1998).
- Enhancing Women's Participation in Managerial Positions (2001).
- Occupational Status of Academic Women in Iran Over the Past Decade (2002).
- Research Project on Motivation Enhancement in South Pars Gas Complex Based on Motivational Theories (2009).
- Evaluation of University Websites and Development of a Model for Improvement, Allameh Tabataba'i University (2009).
- Study of Academic Women's Occupational Position over a Twenty-Year Period (2012).
- Development of a Model for National Identity Management, Allameh Tabataba'i University (2013).
- Designing a Learning Organization Model for State-Owned Enterprises; Case Study: Iran Water Resources Management Company (2015).

### **Co-Investigator / Collaborator**

- Training Staff in Western European Countries (1972).
- Identifying Pre-Service and In-Service Training Needs of Civil Service Employees under the National Employment Law (1972).
- Contribution of Sociology to the Development of Public Administration, Claremont University, USA (1976).
- Determining the Organizational Structure and Planning System for Management Training in the Water and Electricity Industry (1987).
- Study on Work Ethic, Social Discipline, and Their Relationship with Productivity Improvement (1995).
- Study of Gender Issues in Iran's Fourth Development Plan (2002).
- Revision of the Undergraduate Curriculum in Public Administration (2003).
- Collaboration in Developing the Master's Program in Law and Management (2007).

### **Curriculum Development (Graduate Programs) – Project Director**

- Master's Program in Water Resources Management (2006).
- Master's Program in Aviation Management (2006).
- Master's Program in National Transportation & Communication Development (2006).
- Master's Program in Labor Relations Management (2006).
- Master's Program in Waste Management (2006).

### **Supervision of National Research Projects**

- Supervisory Role in the Research Project "Dynamics of Strategic Management and the Role of Technology," National Defense University (2008).
- Supervisory Role in Research Project "Women and Higher Education," Ministry of Science, Research and Technology (2008).
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- Supervisory Role in the Tehran Eco-Park Project, Municipality of Tehran (2017).

### **International Research**

- *Systems Analysis in Management*, Bristol University, UK (1993)