

Siham Lekchiri- PhD (ABD)

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ACADEMIC PREPARATION

PhD in Technology Management – with Specialization in **Human Resource Development & Industrial Training**
Indiana State University – Terre Haute, Indiana, USA – Fall 2013 – Present

Dissertation Title: Perceived Managerial Effectiveness Within Moroccan Public and Private Higher Education Institutions.

M.S in Human Resources Development – August 2012

Indiana State University – Terre Haute, Indiana, USA

Major Project Title: Elaboration of a Procedures Manual for a Medical Supplies Distribution Company.

B.S in Business Administration - May 2008

Major: Management

Minor: Human Resources Development

Al Akhawayn University in Ifrane, Morocco

TEACHING EXPERIENCE

Adjunct Faculty, Texas A&M Commerce, Spring 2016

Teaching: **TMGT 411-01W** - Risk Management

Instructor of record for, Indiana State University, Fall 2013- Present.

Teaching the following Bachelor's and Master's level courses- On-Campus and Online, LMS used- Blackboard

- **HRD 394** – Occupational Liability and Safety - Safety Introduction for HRD Majors.
- **HRD 670** - Strategic HRD.

Doctoral Teaching Assistant, Indiana State University, Fall 2013- Present.

Teaching and lecturing the following Bachelor's and Master's level courses- On- Campus and Online, LMS used- Blackboard.

Also assist in the classroom, grade projects and prepare assessment questions.

- **HRD 276:** Characteristics of Human Resource Development
- **HRD 420/520:** Career Development & Employee Appraisals
- **HRD 425/525:** Organizational Development
- **HRD 450/550:** Consulting & Coaching for HRD
- **HRD 489:** Adult Learners in Higher Education and Training
- **TMGT 495:** Abstracting, Inferencing, & Technological Thinking

ESL Instructor – Interlink Language Centers, Indiana State University, March – July 2013: Teaching English as a Second Language (Writing, Reading and Communication)

RESEARCH ACTIVITIES

PhD Fellow, HRDPT Department – Indiana State University- Fall 2013- Present

Assisted Dr. Barbara Eversole (Advisor and Committee Chair) with one publication on Enabling Favorable Managerial Work/Life Policy Allowance Decisions and one ISU internal project (Exit Interviews Research).

PUBLICATIONS

Eversole, B.A.W., **Lekchiri, S.**, Clark, A., Crowder, C.L. & Zimmerman, T.S. (in press). Mothering and professing in the ivory tower: Supporting graduate student mothers. *Journal of the Motherhood Initiative*.

Lekchiri.s. (2015). The impact of technology on workforce development. *The Association of Technology, Management & Applied Engineering*, White Papers. (**Awarded Top White Paper in 2015**)

PEER-REVIEWED CONFERENCE PROCEEDINGS & PRESENTATIONS

Lekchiri, S., Eversole, B.A.W., & Graham, C. M. (2015). Behavioral Indicators of Perceived Managerial Efficacy in Moroccan Private and Public Sector Organizations. *Proceedings from the 2015 Academy of Human Resource Development Conference*. St. Louis, MO: AHRD.

Lekchiri, S. & Graham, C. M. (2014). Identifying Communication as a Critical Aspect of Intercultural Training and Development. *Proceedings from the 2014 Academy of Human Resource Development Conference*. Houston, TX: AHRD.

GRANTS SUBMITTED/AWARDED

- PhD Fellowship, Technology Management Department – Indiana State University- 2013/ 2014/2015.
- Graduate Students Research Fund. Indiana State University – 2015 - Awarded for \$ 595.
- Graduate Students Research Fund. Indiana State University – 2014 - Awarded for \$ 600.

CERTIFICATIONS

- Facilitation Skills Certification – Maximizing the Power of Participation to Enhance Leadership Skills.

PROFESSIONAL SERVICE

- Co-Editor and Writer of the Technology Management Consortium PhD program professional newsletter - 2013/2014/2015.
- Reviewer for the Academy of Human Resource Development 2015 Conference.
- Worked at the AHRD booth (2014).

INDUSTRIAL EXPERIENCE

Internship, September 2011 – May 2012

Union Hospital (Healthcare – Terre Haute, IN): Working with the contract service providers to coordinate their hiring experience with what is expected at Union Hospital.

HR Consultant in Casablanca Capital Consulting, June 2008 – August 2010

Casablanca, Morocco

Worked as a full time Human Resources Consultant providing strategic and organizational support to the following institutions:

- **Stokvis (Construction Equipment Distribution Company – Morocco):** Elaboration of the job descriptions of the company as part of jobs and competencies dictionary
- **Senré (Reinsurance Company – Sénégal):** Elaboration of jobs and competencies dictionary for the company. (Job descriptions and competencies dictionary)
- **Cosumar (Sugar Manufacturing Company – Morocco):** Implementation of a Human Resources Management Succession Planning System (Jobs and skills management)
- **Marjane Group (National Retail Stores – Morocco):** Participation in the implementation plan of an E-learning platform for the Group branches (**Marjane, Acima, and Electroplanet**)
- **Ministry of Youth and Sports – Morocco:** Elaboration of the strategic plan (roadmap) to the new appointed minister (Sports and youth Strategy 2010-2016)
- **ONMT(National Moroccan Office of Tourism):** Review of the organization and staff statuses
- **Ministry of Agriculture – Morocco:** Elaboration of a procedures manual for the ministry and its related branches.
- **WAFASALAF (Consumer Credit Banking Firm – Morocco):** Reorganization of the Human Resources Department by developing a procedures manual.
- **CDG Développement (Financial Management institution – Morocco):** Participated in the implementation of a new Human Resources pay system
- **CASAVET (Veterinary Medicine Retail Company):** Elaboration of a procedures manual in order to improve and facilitate the workflow and operational processes of the company.

SPOKEN AND WRITTEN LANGUAGES

- English, French & Arabic