

Dhuha “Dee” Abdulsalam
Darla Moore School of Business
University of South Carolina
1014 Greene Street, Columbia, SC 29208
dhuha.abdulsalam@grad.moore.sc.edu

EDUCATION

- 08/2014- Current University of South Carolina, SC, USA
Darla Moore School of Business
Ph.D. Candidate, Business Administration
Management concentration
- 08/2012- 12/2013 University of South Carolina, SC, USA
Darla Moore School of Business
Master of Human Resources
- 08/2006-04/2010 Florida International University, FL, USA
School of Business
B.B.A. International Business

RESEARCH INTERESTS

Strategic Human Resource Management; Compensation; Strategic Human Capital;
International Human Resource Management

PEER REVIEWED PUBLICATIONS

Maltarich, M., Nyberg, A.J., Reilly, G.P., Abdulsalam, D. & Martin, M. (In press). Pay-For-Performance, Sometimes: An Interdisciplinary Approach to Integrating Economic Rationality with Psychological Emotion to Predict Individual Performance. *Academy of Management Journal*.

CHAPTERS, PROCEEDINGS & INVITED ON-LINE ARTICLES

Nyberg, Anthony; Abdulsalam, "Dee" Dhuha; Weller, Ingo. "Human Capital Pipelines." In Oxford Bibliographies in Management. Ed. Ricky Griffin. New York: Oxford University Press, forthcoming.

MANUSCRIPTS UNDER REVIEW

Nyberg, A.J., Abdulsalam, D., Essman, S., Maltarich, & M., Cragun, O. Collective Pay: A Cross-Disciplinary, Cross-level Theoretical and Empirical Integration. R&R Round 2 in *Journal of Management*.

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WORKS IN PROGRESS

Abdulsalam, D., Maltarich, M., Nyberg, A.J., Reilly, G.P., & Martin, M. Unintended Consequences of Pay-For-No-Performance: The Role of Individual Pay Decisions on Unit Performance and the Reactions of Human Capital Resources. Preparing for submission to *Academy of Management Journal*.

Abdulsalam, D., Bliese, P., & Nyberg, A.J. The Role of Managerial Human Capital in Predicting Aspect of Engagement: Leveraging Multilevel Data to Inform Practice. Preparing for submission to *Academy of Management Journal*.

Weller, I., Nyberg, A.J., Abdulsalam, D., & Ebert, Julia. The Strategic Value of Dynamic Matching Processes: Reviewing and Integrating Psychology and Economics Based Matching Literatures. Preparing for submission to *Academy of Management Annals*.

Abdulsalam, D. Paying for A, Praising for B. Target journal: *Journal of Applied Psychology*

Cragun, O., Nyberg, A.J, Maltarich, M., Abdulsalam, D., Essman, S. Leadership Pay and Team Performance. Target journal: *Academy of Management Journal*.

Nyberg, A.J., Maltarich, M., Abdulsalam, D., & Cragun, O. Multilevel Pay Theory: A Dynamic, Cross-Level Theory of Strategic Pay Systems. Rejected after first R&R in *Academy of Management Journal*.

Nyberg, A.J., Maltarich, M., Cragun, O, & Abdulsalam, D. Personality and Pay Matching. Target journal: *Academy of Management Discoveries*.

Abdulsalam D., Devers, C., McNamara, G. & Nyberg, A.J. Human Capital and Self-Regulation: Using a microfoundations lens to propose a dynamic Behavioral Agency Model. Target journal: *Strategic Management Journal*.

PRESENTATIONS

Abdulsalam, D., Maltarich, M., Nyberg, A.J., Reilly, G.P., & Martin, M. 2017. Unintended Consequences of Pay-For-No-Performance: The Role of Individual Pay Decisions on Unit Performance and the Reactions of Human Capital Resources. Planning to be presented at the Academy of Management Meeting, Atlanta, GA.

Abdulsalam, D., Bliese, P., & Nyberg, A.J. 2017. The Role of Managerial Human Capital in Predicting Aspect of Engagement: Leveraging Multilevel Data to Inform Practice. Planning to be presented at the Academy of Management Meeting, Atlanta, GA.

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Nyberg, A.J., Maltarich, M., Abdulsalam, D., & Cragun, O. 2016. Multilevel Pay Theory: A Dynamic, Cross-Level Theory of Strategic Pay Systems. Presented at the Academy of Management Meeting, Anaheim, CA.

CONTRIBUTED TO:

Cragun, O., Nyberg, A.J., & Wright, P.M. 2016. "CEO Succession: What we know and where to go?" *Journal of Organizational Effectiveness: People and Performance*.

Call, M., Nyberg, A.J., Ployhart, R.E., & Weekley, J. 2015. "The Dynamic nature of collective turnover and unit performance: The impact of time, quality, and replacements." *Academy of Management Journal*.

Weller, I. & Nyberg, A.J. 2015. Talent Matching as a Dynamic Capability: Integrating Economic and Strategic Human Resource Management Perspectives. 2015 Strategic Management Society, Denver. (Won "Best Interdisciplinary Paper" award).

Korsgaard, A., Brower, H. H., & Lester, S. 2013. "It isn't always mutual: A review of dyadic trust in the management literature with a focus on asymmetrical patterns and implications for further research" *Journal of Management* (conditional acceptance).

Korsgaard, A., Call, M., & Ulrich, M. "The Consequences of Trust Asymmetry and Noise in Dyadic Exchanges" (Preparing a manuscript for *Journal of Applied Psychology*).

Korsgaard, A. & Kim, Y. "Business negotiations: How power effects behaviors" (Preparing a manuscript).

OTHER RESEARCH EXPERIENCE

10/2012- 06/2014 University of South Carolina, Darla Moore School of Business, SC, USA
Research Assistant

10/2011- 07/2012 Kuwait University, School of Business, Kuwait
Research Assistant

TEACHING EXPERIENCE:

08/2016- 12/2016 University of South Carolina, Darla Moore School of Business, USA
Teaching Assistant, Business Consulting (Masters level)

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- 02/2015- 03/2015 University of South Carolina, Darla Moore School of Business, USA
Teaching Assistant, Business Negotiations Class (Masters level)
- 08/2015- 12/2015 University of South Carolina, Darla Moore School of Business, USA
Teaching Assistant, Labor Relations Class (Masters level)
- 08/2014- 12/2014 University of South Carolina, Darla Moore School of Business, USA
Teaching Assistant, Labor Relations Class (Masters level)
- 10/2011- 07/2012 Kuwait University, School of Business, Kuwait
Teaching Assistant, Intro to Management Class (Undergrad level)

WORK EXPERIENCE:

- 10/2010- 05/2011 Kuwait Stock Exchange, Kuwait
Trainee, Newly Graduates Training & Development Program

AWARDS AND HONORS

- 2012 University of South Carolina's Moore School of Business Fellowship Award, SC
- 2012 First place for *Dana Petroleum PLC*'s "International cultural integration" consulting project competition, SC
- 2010 Prince of Kuwait's High Honor Award for Educational Excellence, KWT
- 2010 Florida International University's Career Services Office "Employee of the Year" award, FL
- 2006 Kuwait Ministry of Higher Education's Academic Excellence Scholarship to pursue an undergraduate degree, KWT

RELAVENT PROJECTS

- 2013 Consulting project: 'Generational differences & learning styles' for *Dana Petroleum PLC*
- 2013 Consulting project: 'Millennial turnover in the workforce' for *The Kroger Co.*
- 2012 Consulting project: "International cultural integration" for *Dana Petroleum PLC*

CERTIFICATES:

- 02/2011 *Corporate Finance*, Corner Stone, Dubai, UAE
- 02/2011 *Portfolio Management*, 7City Learning, London, UK
- 02/2011 *Certified International Project Manager (CIPM)*, AAFM, Kuwait
- 01/2011 *Islamic Investment Tools*, IED International, Kuwait
- 12/2010 *Selling & Negotiation Skills*, Corner Stone, Dubai, UAE
- 12/2010 *Technical Trading Indicators*, ISI, Kuwait
- 12/2010 *Financial Statements Analysis*, IED International, Kuwait
- 11/2010 *Financial Accounting*, Skills F & L Training, Bahrain

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LANGUAGES

ARABIC: native

ENGLISH: fluent

SOFTWARE PROFICIENCY

R statistical software, Quicken Financial Software, PeopleSoft, Microsoft Office (Word, Excel and its data analysis package, PowerPoint, Outlook