

KARIM GINENA

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Doctoral Candidate in Management
Darden Graduate School of Business
University of Virginia

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EDUCATION

University of Virginia, Darden Graduate School of Business	Expected 2020
Ph.D. Candidate, Management (Organizational Behavior and Business Ethics)	
Hamad Bin Khalifa University (Qatar)	2011
M.Sc. in Islamic Finance	
Simon Fraser University, Beedie School of Business (Canada)	2004
Bachelor of Business Administration	

ACADEMIC POSITIONS

University of Virginia	2014 – Present
<i>Research Assistant</i>	
<i>Instructor, STS 1800: Business Fundamentals for Engineers, Spring 2017</i>	
Hamad Bin Khalifa University	2012 – 2014
<i>Senior Researcher</i>	
Qatar University	2011 – 2012
<i>Research Associate</i>	

RESEARCH INTERESTS

Loyalty tensions, meaningful work, leadership, ethical decision-making

RESEARCH IN PROGRESS

Whose Back Do You Have? How Firefighters Conceive and Manage Loyalty Tensions. *Data analysis underway.*

Am I Still a Firefighter if I Drive an Ambulance? The Impact of New Tasks on Occupational Meaning and Meaningfulness (with Michael G. Pratt). *Data collection underway.*

Team Leadership Practices in Face, Honor, and Dignity Cultures: How the Power Distance Value is Enacted by Team Leaders (with Kristin Behfar and Randall Peterson). *Data analysis underway.*

Stakeholder Theory and Perspective Taking (with Bobby Parmar and Andrew Wicks). *Manuscript under preparation.*

JOURNAL ARTICLES

Freeman, R.E. & Ginena, K. 2015. Rethinking the Purpose of the Corporation: Challenges from Stakeholder Theory. *Notizie di Politeia*, XXXI (117), 9 - 18.

PRESENTATIONS

- Ginena, K. 2018. Whose Back Do You Have? How Firefighters Conceive and Manage Loyalty Tensions. Presentation at the *78th Annual Academy of Management Conference*, Chicago, IL, USA.
- Behfar, K., Peterson, R., Ginena, K., Hu, X., Lynch, J. 2018. Team Leadership Practices in Face, Honor, and Dignity Cultures: How the Power Distance Value is Enacted by Team Leaders. Presentation at the *78th Annual Academy of Management Conference*, Chicago, IL, USA.
- Ginena, K. 2018. Whose Back Do You Have? How Firefighters Conceive and Manage Loyalty Tensions. Presentation at the *15th Annual May Meaning Meeting co-hosted by Yale University School of Management and Rice University*, Chappell Hill, TX, USA.
- Ginena, K. 2018. Whose Back Do You Have? How Firefighters Conceive and Manage Loyalty Tensions. Presentation at the *20th Annual Chicago Ethnography Conference hosted by University of Chicago*, Chicago, IL, USA.
- Ginena, K., Parmar, B. & Wicks, A. 2018. Linking Stakeholder Theory to Individual-level Outcomes: The Effect of Stakeholder Orientation on Job Satisfaction and Perspective Taking. Paper presentation at *University of Virginia's Darden "Ideas in the Rough" Seminar*, Charlottesville, VA, USA.
- Ginena, K. 2017. Loyalty Tensions: How Firefighters Conceive and Manage Loyalty Tensions. Presentation at *QRLP Annual Research Meeting*, Doha, Qatar.
- Ginena, K. 2017. The Meaning and Construction of Loyalty: An Inductive Study of Firefighting Teams. Presentation at the *14th Annual May Meaning Meeting co-hosted by Yale University School of Management and Boston College Carroll School of Management*, Boston, MA, USA.
- Ginena, K., Parmar, B. & Wicks, A. 2017. Stakeholder Orientation and its Effect on Perspective Taking and Job Satisfaction. Presentation at the *77th Annual Academy of Management Conference*, Atlanta, GA, USA.
- Ginena, K., Parmar, B. & Wicks, A. 2017. Stakeholder Orientation and its Effect on Perspective Taking and Job Satisfaction. Presentation at the *2017 Eastern Academy of Management Conference*, Baltimore, MD, USA.
- Ginena, K., Parmar, B. & Wicks, A. 2017. Stakeholder Orientation and its Effect on Perspective Taking and Job Satisfaction. Presentation at *University of Virginia's Darden Brown Bag Seminar*, Charlottesville, VA, USA.
- Ginena, K., Parmar, B. & Wicks, A. 2017. Stakeholder Orientation and its Effect on Perspective Taking and Job Satisfaction. Presentation at *Hamad Bin Khalifa University*, Doha, Qatar.
- Ginena, K., Behfar, K. & Peterson, R. 2016. Team Leadership Practices in Face, Honor, and Dignity Cultures: How the Power Distance Value is Enacted by Team Leaders. Presentation at *QRLP Annual Research Meeting*, Miami, FL, USA.
- Ginena, K., Behfar, K. & Peterson, R. 2016. Team Leadership Practices in Face, Honor, and Dignity Cultures: How the Power Distance Value is Enacted by Team Leaders. Presentation at *HEC Paris Research Conference*, Doha, Qatar.
- Ginena, K., Parmar, B. & Wicks, A. 2015. Stakeholder Theory and Perspective Taking. Presentation at *Society of Business Ethics Conference*, Vancouver, Canada.

SYMPOSIA AND WORKSHOPS ORGANIZED

Ginena, K. 2018. "Feeling Conflicted: Tensions at the Individual Level within Organizations" Symposium at the 78th Annual Academy of Management Conference, Chicago, IL, USA.

Tong, N., Ginena, K., Jiang, W. 2018. "Navigating Qualitative Dissertations" Professional Development Workshop at the 78th Annual Academy of Management Conference, Chicago, IL, USA.

OTHER RESEARCH

Journal Articles

Ginena, K. 2014. Shariah Risk and Corporate Governance of Islamic Banks. *Corporate Governance*, 14(1), 86-103.

Ginena, K. & Truby, J. 2013. Deutsche Bank and the Use of Promises in Islamic Finance Contracts. *Virginia Law & Business Review*, 7(4), 620 – 649.

Books

Ginena, K. & Hamid, A. 2015. *Foundations of Shariah Governance of Islamic Banks*. West Sussex: John Wiley & Sons (383 pages).

Book Chapters

Ginena, K., 2015. Ethics, Governance and Regulation in Islamic Finance: An Introduction to the Issues and Papers. In El-Karanshawy et al. (Eds.), *Ethics, Governance and Regulation in Islamic Finance*. Doha, Qatar: Bloomsbury Qatar Foundation.

Peer Reviewed Conference Proceedings

Ginena, K. 2013. Understanding Shariah Risk and its Relevance to Corporate Governance of Islamic Banks. *Proceedings of the 27th Annual Meeting of the British Academy of Management*.

Sobh, R., Belk, R., Wilson, J. & Ginena, K. 2012. Home and Commercial Hospitality Rituals in Arab Gulf Countries. *Advances in Consumer Research*, eds. Zeynep Gurhan-Canli, Cele Otnes, and Juliet Rui Zhu, Duluth, MN: Association for Consumer Research, 40, 5-8.

Presentations

Ginena, K. 2014. Contemporary Approaches to Governing the Islamic Banking Industry. Paper presentation at *Harvard Law School's Heterodox Approaches to Islamic Law and Policy Conference*, Cambridge, MA, USA.

Ginena, K. 2014. Governing Shariah Aspects of Islamic Banks: An Exploration of Legal and Regulatory Dimensions Across Jurisdictions. Paper presentation at *Harvard Law School's Institute for Global Law & Policy's Workshop*, Doha, Qatar.

Ginena, K. 2013. Corporate Governance of Islamic Banks: Toward an Understanding of Shariah Considerations. Paper presentation at the *First American University of Sharjah Symposium on Islamic Banking and Finance*, Sharjah, United Arab Emirates.

Ginena, K. 2013. Understanding Shariah Risk and its Relevance to Corporate Governance of Islamic Banks. Paper presentation at the *27th Annual Meeting of the British Academy of Management*, Liverpool, UK.

Sobh, R., Belk, R., Wilson, J. & Ginena, K. 2012. Home and Commercial Hospitality Rituals in Arab

Gulf Countries. Paper presentation at the *Association for Consumer Research North American Conference*, Vancouver, Canada.

AWARDS AND DISTINCTIONS

London Business School Leadership Institute Grant (£8,000)	2016
• Co-grantees: Kristin Behfar and Randall Peterson	
Founders' Award, Society of Business Ethics	2015
Emerging Scholar, Society of Business Ethics	2015
Ph.D. Fellowship, Qatar Research Leadership Program	2014 – 2020
Young Policy Professional, Harvard Law School's Institute for Global Law and Policy	2013
Master's Scholarship, Sh. Hamad Al-Thani Merit Scholarship	2008 – 2011
United Parcel Service (UPS) Gold Shield Award	2006
General Electric (GE) <i>Leadershape</i> Program	2000
Dulce Huscroft Scholarship	1999
Coquitlam Optimist Club Scholarship	1999
British Columbia Passport to Education	1999

INDUSTRY EXPERIENCE

Doha Bank (Qatar)	2008 – 2012
United Parcel Service (Canada)	2005 – 2007
Terry Fox Foundation (Canada)	Summer 2001
Statistics Canada (Canada)	Summer 2001
General Electric Aviation (US)	Summer 2000

PROFESSIONAL AFFILIATION AND ACADEMIC SERVICE

Academy of Management	2014 – Present
Society of Business Ethics	2015 – Present
<i>Panelist</i> , The Service Society Conference, UVA	2016
<i>Chair</i> , "Organizations and Individuals" session at Society of Business Ethics Conference	2016
<i>Participant</i> , "Works and Research of Patricia Werhane" Conference, Darden, UVA	2016
<i>Co-organizer</i> , The 9 th International Conference on Islamic Economics & Finance, Turkey	2013

INVITED TALKS

2016

University of Virginia Center for Politics

2013

Hamad Bin Khalifa University

2010

Qatar Finance and Business Academy

Latham & Watkins LLP.

2009

Georgetown University SFSS students

Carnegie Mellon Executive MBA students

Doha Bank