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Links

Linkeln

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Open Researcher and Contributor ID

<https://orcid.org/0009-0005-6699-4903>

Skills

Communication Skills — Advanced

Strategic Planning Skills — Advanced

Teaching and Classroom Management

Skills — Advanced

Artificial Intelligence Skills — Advanced

Staff Evaluation Skills — Advanced

Team Management Skills — Advanced

Student Assessment and Evaluation

Skills — Advanced

Research and Proposal Writing Skills —

Advanced

Publishing Skills — Advanced

Languages

English Language — Fluent

Arabic Language — Advanced

Swahili Language — Native

My profile online



Scan the code to visit my profile on the university website.

MARJAN USAMA ISMAIL

ASSISTANT PROFESSOR IN HUMAN RESOURCE MANAGMENT

Graduate of Islamic University of Minnesota — Doctorate (PhD). 2026

Summary

An academic leader and researcher holding a Ph.D. in Human Resource Management, with over 10 years of experience in institutional leadership, organizational development, and quality assurance across Somaliland, Kenya, and Sudan.

He currently serves as the Principal of Fatih Sultan Mehmet (FSM) School in Borama, where he oversees strategic direction, academic excellence, and staff development. His research and professional expertise center on training impact, ethical leadership, governance, and the responsible application of AI in education—aiming to advance human capital and drive institutional excellence.

Work Experience

School Principal

2025–Present

Fatih Sulatn Mohamed School

School Principal with extensive leadership experience in overseeing and enhancing educational and administrative operations, as well as guiding instructional staff to boost students' academic achievement. Proficient in strategic planning, HR and financial management, and evaluating instructional tools—with a strong commitment to fostering a safe, stimulating learning environment and building effective partnerships with parents and the local community in accordance with the highest educational standards and regulations.

Lecturer & Researcher

2022–Present

Alpha University - Borama, Somaliland

A university professor specializing in teaching undergraduate and graduate courses in business administration and related administrative disciplines, with supervision of undergraduate research projects, theses, and graduate dissertations. I conduct independent and collaborative research and contribute to peer-reviewed academic publications, and I participate in curriculum review, program development, and the formulation of academic policies, as well as preparing course specifications, instructional materials, assessment tools, and educational activities in alignment with program learning outcomes. I also mentor junior faculty members and emerging researchers in research design, academic writing, data analysis, and scholarly publication, and I contribute to academic committees, institutional development initiatives, and the promotion of a strong research culture

Lecturer & Researcher

2025–Present

Borama University - Borama, Somaliland

I have been serving as a Lecturer and Researcher at Borama University in Borama, Somaliland, since 2025. My responsibilities include teaching undergraduate and postgraduate courses in Strategic Management, Public Administration, Human Resource Management, and related disciplines. I provide academic supervision and mentorship to students in research methodology, academic writing, research proposal development, and thesis preparation. I also contribute to curriculum development, course design, the preparation of teaching materials, and the development of learning-outcome-based assessment tools. In addition, I participate in faculty research committees, academic planning, and curriculum review initiatives. My research interests focus on education, governance, management, and institutional development, with a commitment to promoting academic quality, strengthening research culture, and enhancing student learning outcomes.

Director, Quality Assurance 2022–2025

Islamic online University - Borama, Somaliland

led the development, implementation, and continuous improvement of institutional quality assurance policies and systems. I coordinated accreditation processes, internal academic audits, and academic programme reviews to ensure compliance with higher education standards. I also developed institutional performance evaluation frameworks, designed and delivered capacity-building programmes in quality assurance and effective teaching, and promoted data-driven decision-making in collaboration with academic and administrative departments to strengthen accountability, continuous improvement, and institutional excellence

ESL Coordinator 2021–2022

Eelo University - Borama, Somaliland

led the design, implementation, and evaluation of undergraduate English language curricula and supervised English language instructors to ensure consistent teaching quality. I developed language assessment tools to monitor students' proficiency and progress, organized professional development programmes on effective teaching methodologies, and implemented strategies to improve learning outcomes. I also integrated digital learning technologies into teaching and contributed to the continuous improvement of English as a Second Language (ESL) programmes and institutional educational standards

Lecturer 2017–2018

Ummah University – Nairobi, Kenya

I taught undergraduate courses in Business Administration, Management, and related disciplines, developing teaching materials, lesson plans, and assessment tools aligned with programme requirements. I supervised student research and graduation projects, evaluated academic performance, maintained accurate academic records, and participated in departmental meetings, academic planning, and curriculum development. I also provided academic advising and career guidance to support students' academic progress and professional growth while promoting student-centred learning and academic excellence

Lecturer 2014–2016

International University of Africa – Khartoum, Sudan

I taught undergraduate courses in Public Administration, Business Administration, and related management disciplines, supervising student research, graduation projects, and other academic assignments. I contributed to curriculum review, course development, and the preparation of teaching and learning materials, while participating in faculty research activities, academic publications, and scholarly initiatives. I also provided academic advising and mentorship to support students' academic, professional, and personal development, contributed to improving teaching quality and academic performance, and represented the institution in community engagement, outreach, and academic collaboration initiatives.

Education

Doctorate (PhD) 2026

Islamic University of Minnesota [University verified](#)

Economics and Business Administration · Human Resource Management

Grade: **EXCELLENT**

Masters in Public Administration 2016

International University of Africa, Sudan, Khartoum

Masters in Business Administration 2016

Sudan International University, Sudan, Khartoum

Postgraduate Diploma in Education 2015

International University of Africa, Sudan, Khartoum

Bachelor's Degree in Administration 2013

International University of Africa, Sudan, Khartoum

Diploma in Arabic Language 2009

International University of Africa, Sudan, Khartoum

Certifications & Courses

Information Security and Cybersecurity Islamic University of Minnesota - Main Center 2026

Effective Assessment of Team Performance	Islamic University of Minnesota - Main Center	2026
Practical Steps for Conducting a Feasibility Study	Islamic University of Minnesota - Main Center	2026
Manager's Catalog: Leadership and Field Control Skills	Islamic University of Minnesota - Main Center	2026
Preparing Students for Effective Assessments and Learning Strategies	Islamic University of Minnesota - Main Center	2026
Professional Legal Consulting Skills: Analytical Foundations and Professional Responsibility	Islamic University of Minnesota - Main Center	2026
Techniques for Solving Complex Problems	Islamic University of Minnesota - Main Center	2026
New Research Directions in Artificial Intelligence for Cybersecurity	Islamic University of Minnesota - Main Center	2026
Communication Skills for Personal Growth	Islamic University of Minnesota - Main Center	2026
How to Think Critically and Systematically	Islamic University of Minnesota - Main Center	2026
The Art of Self-Change	Islamic University of Minnesota - Main Center	2026
Excellence in Academic Quality: From Standards to Innovation and Continuous Improvement	Islamic University of Minnesota - Main Center	2026
Employing Research Skills Using Artificial Intelligence Techniques	Islamic University of Minnesota - Main Center	2026
Foundations of Curriculum Development	Islamic University of Minnesota - Main Center	2026
Data Analysis Tools and Skills	Islamic University of Minnesota - Main Center	2026
File Management and Electronic Archiving	Islamic University of Minnesota - Main Center	2026
Gifted Student Teacher: Characteristics and Competencies	Islamic University of Minnesota - Main Center	2026
Introduction to Managerial Accounting	Islamic University of Minnesota - Main Center	2026
Moral Education and the Horizon of Social Communication	Islamic University of Minnesota - Main Center	2026
Engineering the Quality of Educational Performance and Its Impact on Scientific Leadership and Academic Achievement	Islamic University of Minnesota - Main Center	2026
Preparing a Questionnaire	Islamic University of Minnesota - Main Center	2026
Scientific Research for the College of Economics and Business	Islamic University of Minnesota - Main Center	2026