



02/14/2018

**Jamal Al Dhubaibi**

has successfully completed

**The Factors that Influence the Effectiveness of  
Boards and the Governance Process**

an online non-credit course authorized by The State University of New York and Luther  
College at the University of Regina and offered through Coursera

A handwritten signature in black ink, appearing to read "Yvonne D. Harrison", written over a horizontal dotted line.

Professor Yvonne D. Harrison, PhD  
Associate Professor and Director,  
Voluntary Sector Studies Network (VSSN),  
Luther College at the University of Regina

A handwritten signature in black ink, appearing to read "Vic Murray", written over a horizontal dotted line.

Professor Vic Murray, PhD  
School of Public Administration  
University of Victoria

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