

Curriculum Vitae

AIEMAN AHMAD I. AL-OMARI, Ph.D.
Professor, Higher Education Administration

- ❖ *Outstanding Intrapreneur Award: Education. Global Intrapreneurs Summit 2022, Global Intrapreneurs Institute, Australia*
- ❖ *Researcher of the year award (Social Science), 2nd International Business and Academic Excellence (IBAE) Awards 2020. GISR Foundation, INDIA*
- ❖ *Prestigious Award for Distinguished Researcher (Jordan), 2014*



PERSONAL INFORMATION



The Hashemite University
College of Educational Sciences
Department of Educational Foundations &
Administration
Zarqa, 13133, P.O.BOX 330206, JORDAN

Sultan Qaboos University, Sultanate of Oman
(August 25, 2019 – June 30, 2022)
College of Education
Dept. of Foundations & Educational
Administration
Sultanate of Oman

Umm Al-Qura University, Saudi Arabia
(Sep. 3, 2011 – Sep. 1, 2012)
Faculty of Education, Department of Educational
Administration and Planning

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aiemanomari@gmail.com

(+962)796618374

<http://staff.hu.edu.jo/aieman>

Aieman Omari
scholar.google.com/citations?user=f2KmJqgAAAAJ&hl=en
orcid.org/0000-0001-6577-7281
Scopus ID: <https://scopus.com/authid/detail.uri?authorId=25031298800>
arid.my/0001-8660
<https://publons.com/researcher/1314114/aieman-ahmad-al-omari>
ResearcherID: W-1899-2017

<https://www.linkedin.com/in/prof-aieman-ahmad-al-omari-060428a0>

https://www.researchgate.net/profile/Aieman_AI-Omari2
<https://hu-jo.academia.edu/AiemanAlOmari>
mendeley.com/profiles/aieman-al-omari

Citations

- **Google scholar: (10 OCT., 2022):** Citations 1238, h-index: 17, i10-index: 24
- **RG: (10 OCT., 2022):** h-index: 11, Citations: 600 Reads: 209425, Research Interest: 1034
- **Scopus: Citation overview: (10 OCT., 2022):** Author ID: 25031298800, Citations: 131, Author h-index: 7, publications: 22.
- **Mendeley.com:** citations: 131, h-index: 7, publications: 22.

RESEARCH INTERESTS

Leadership in Higher Education, Higher Education Administration, Strategic Planning in Higher Education, Faculty Development, Student Affairs Administration, Educational Administration, School Management, Organizational Behavior

PROFESSIONAL EXPERIENCE

- **Professor, Sultan Qaboos University, College of Education, Dept. of Foundations and Educational Administration.** August 25, 2019 – June 30, 2022.
- **Chairman of the Interim Council of the College of Strategic and Government Studies,** The Hashemite University. Feb. 2018 – Sep. 2019

Curriculum Vitae

- **Director of Admission and Registration,**
The Hashemite University. *April 17, 2017 – Sep. 2019*
- **Professor, Higher Education Administration**
Department of Educational Foundation and Administration
The Hashemite University, Zarqa, JORDAN. *April 29, 2014 - Now*
- **Associate Professor**
Department of Educational Foundation and Administration
The Hashemite University, Zarqa, JORDAN. *July 11, 2009 – April 28, 2014*
- **Assistant Professor**
Department of Educational Foundation and Administration
The Hashemite University, Zarqa, JORDAN. *July 11, 2005 – July 10, 2009*
- **Dean of Faculty of Educational Sciences**
Chairperson of Department of Educational Foundations and Administration,
The Hashemite University, Zarqa, JORDAN. *Sep. 9, 2012 – Sep. 1, 2016*
- **Sabbatical, Umm Al-Qura University, Saudi Arabia**
Faculty of Education, Department of Educational Administration and Planning
Sep. 3, 2011 – Sep. 1, 2012
- **Vice Dean's of Faculty of Educational Sciences**
Chairperson of Department of Educational Foundations and Administration,
The Hashemite University, Zarqa, JORDAN. *Sep. 13, 2010 – Sep. 2, 2011*
- **Vice Dean's of Faculty of Educational Sciences**
The Hashemite University, Zarqa, JORDAN. *Sep. 9, 2008 – Oct. 25, 2010*
- **Chairperson of Department of Educational Foundations and Administration**
The Hashemite University, Zarqa, JORDAN. *Sep. 17, 2007 – Sep. 8, 2008*
- **Dean's Assistant for Undergraduate Students**
Faculty of Educational Sciences, The Hashemite University, Zarqa, JORDAN
Sep. 17, 2006 – Sep. 16 2007

EDUCATION

- **2002 - 2005 Washington State University, College of Education**
Doctor of Philosophy, *Higher Education Administration*
Dissertation: Leadership styles and style adaptability of deans and department chairs at three public research universities.”
Advisor: Dr. Willie J. Heggins, III
- **1988 - 1991 Yarmouk University, College of Education**
Master of Education, *Educational Administration and Supervision*
Thesis: The relationship between obstacles of school decision-making and morale among teachers in public secondary schools in Jordan.
Advisor: Dr. Kayed M. Salameh
- **1984 - 1988 Yarmouk University, College of Economic and Administrative Sciences**
Bachelor of Science, *Business Administration and Computer Science*

Honors and Awards

- **Outstanding Intrapreneur Award: Education.** *Global Intrapreneurs Summit 2022, Global Intrapreneurs Institute, Australia*
- **Researcher of the year award (Social Science),** 2nd International Business and Academic Excellence (IBAE) Awards 2020. GISR Foundation, INDIA
- **Prestigious Award for distinguished Researcher 2014/** Scientific Research Support Fund, Jordan. Third Group: Humanities, social sciences and national security (Educational and Psychological Studies, Islamic, Law, Social Sciences, Literature, Languages and Arts).
- **Scholarship to get a PhD** / Faculty of Educational Sciences / Hashemite University, 2002.
- **A year's seniority** in the rank of **Associate Professor** and salary 2009.

Curriculum Vitae

- **A year's seniority** in the rank of **Professor** and salary 2014.

Academic and Administrative Memberships

○ **International and national level:**

- Member: Jordanian association for Educational Sciences, 2019-
- Member of the Management Committee of the Educational Training Center, Ministry of Education in Jordan.
- Liaison officer of the Hashemite University with Coordinator government for human rights, the Prime Ministry of Jordan.
- Committee member of training needs of a group of government for human rights, the Prime Ministry of Jordan.
- Member of Jordan National Commission for Education, Culture and Science/ Ministry of Education, Jordan, 2017.
- Liaison officer of the Hashemite University with Integrity and Anti-Corruption Commission, Jordan, 2017.
- Liaison officer of the Hashemite University with "Amman Group for Future Dialogues", 2017.
- External Reviewer for Master in Education Leadership, College of Education, Qatar University, 21-23 April 2019.
- Member of the Committee to Study the Development of a Doctor of Philosophy Program in Educational Administration at the Faculty of Educational Sciences, Mutah University, February 26, 2019.

○ **The Hashemite University Level:**

- Chair of Information and Administrative Committee, Conference of "Education in a changing world", April 7-8, 2010.
- Member of the preparation Committee, Conference of "Education in a changing world", April 7-8, 2010.
- Member of the scientific Committee, Conference of "Education in a changing world", April 7-8, 2010.
- Member of research and assessment performance committee, Quality assurance center,
- Member of strategic plan committee,
- Member of establishing University model school committee.
- Member of Graduate Studies Council, Hashemite University, 2010/ 2011.
- Member of Scientific Research Council, Hashemite University, 2012/ 2013.
- Member of Scientific Research Council, Hashemite University, 2013/ 2014.
- Member of Hashemite University Council, Hashemite University, 2012/ 2013.
- Member of Hashemite University Council, Hashemite University, 2013/ 2014.
- Member of Hashemite University Council, Hashemite University, 2014/ 2015.
- Member of Hashemite University Council, Hashemite University, 2015/ 2016.
- Member of Dean's Council, Hashemite University, 2012/ 2013.
- Member of Dean's Council, Hashemite University, 2013/ 2014.
- Member of Dean's Council, Hashemite University, 2014/ 2015.
- Member of Dean's Council, Hashemite University, 2015/ 2016.
- Member of the Committee to prepare a document on the future vision of the Hashemite University until 2020.
- Member of the Committee to study and analyze the reports of the results of academic proficiency exam at the Hashemite University.
- Member of the Committee to study the possibility of amending the system of grades adopted at the Hashemite University with the system percentage grades 2013.
- Member of the Committee with the task of re-examining the promotion instruction (Chapter IV) of the Instructions of faculty members at the Hashemite University.

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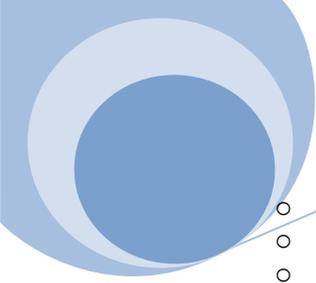
- Member of the Committee to reconsider the rewards of scientific production (publishing) and fees of publishing research in SCOPUS.
- Member of the Committee to Study the instructions and mechanisms of action for the establishment of the Office for the registration of patents, discoveries and registration of intellectual property rights within the various fields.
- Chair of the Committee to prepare instructions for Social Work Center, Hashemite University, 2014.
- Member of the Promotion and recruitment Committee, Hashemite University 2014/ 2015.
- Member of the Promotion and recruitment Committee, Hashemite University 2015/ 2016.
- Member of the technical committee (Promotion and recruitment committee), Hashemite University, 2014/ 2015.
- Member of the technical committee (Promotion and recruitment committee), Hashemite University, 2015/ 2016.
- Vice chair of Language Center Council/ Hashemite University, 2016/ 2017.
- Member of the Strategic Plan Committee in Hashemite University 2020-2025.
- Member of the Revised Strategic Plan Committee in Hashemite University 2015-2019.
- Member of ranking and evaluating the University in universal ranking institutions: QS Ranking ‘QS Stars ‘The Higher Education (THE), US News.
- Member of Hashemite University Governance Council, 2017.
- Member of the "Smart University" Committee, 2018/ 2019.
- Member of scientific research council, Deanship of scientific research, The Hashemite University, 2022/2023

- **Faculty of Educational Sciences Level, The Hashemite University:**
 - Chair of the Strategic Plan Committee,
 - Chair of equipment's and materials description committee,
 - Chair of academic advising committee,
 - Chair of graduate studies committee,
 - Chair of scientific research committee 2022/2023
 - Chair of academic promotion 2022/2023

- **Department of Educational Foundations and Administration Level, The Hashemite University:**
 - Chair of graduate studies committee,

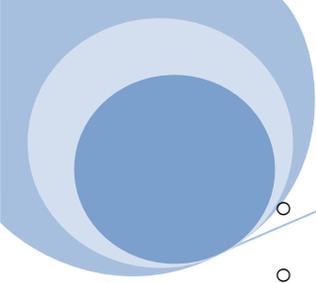
- **Umm Al-Qura University, College of Education:**
 - Member of Academic Accreditation Committee, Department of Educational Administration and Planning, College of Education, Umm Al-Qura University, Saudi Arabia, 2011-2012.
 - Member of a committee to develop a scale for the evaluation of faculty members and administrative leaders, Faculty of Education, College of Education, Umm Al-Qura University, 2011-2012.
 - Member of the Committee for the preparation of a program for the development of school administration, Department of Educational Administration and Planning, Faculty of Education, Umm Al-Qura University, 2011-2012.

- **Sultan Qaboos University, Muscat, Sultanate of Oman:**
 - Department of Educational Foundations and Administration:
 - Member of Graduate Studies Committee, 2019/ 2020
 - Member of the Committee of books and university references, 2019/ 2020.
 - Member of the Scientific and Academic Activities Committee, 2019/ 2020.
 - Member of the Community Service Committee, 2019/ 2020, 2020/2021
 - Member of the Committee of Field Experiences, 2019/ 2020, 2021/2022
 - Member of the Accreditation Committee, 2019/ 2020.
 - Member of the Promotions Committee, 2019/ 2020, 2020/2021, 2021/2022



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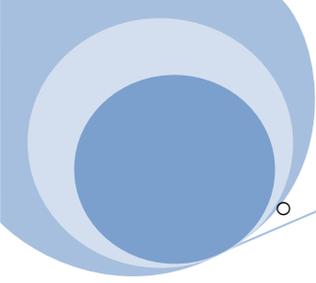
- Member of Teaching Development Committee, 2019/ 2020.
- Member of follow-up strategic planning executive, 2020/2021
- Chair of Graduate Studies Committee, 2020/2021, 2021/2022
- Member of students' communications, 2020/2021, 2021/2022
- Member of undergraduate studies, 2020/2021, 2021/2022
- College of Education:
 - Member of the Scientific Committee of the 7th International Conference of the College of Education: Education and Entrepreneurship: Opportunities and Challenges 2-4 March 2020
 - Member of the Personal Interview Committee for Science and Mathematics discipline (Female) Group 4, College of Education, 3 September 2019.
 - Member of Promotion Committee, 2020/2021
 - Member of College Council, 2020/2021
 - Member of Graduate Studies, 2020/2021
 - Member of Scientific Research, 2020/2021
 - Member of Promotion Committee, Dept. of English Literature, College of Arts, 2020/2021. Sultan Qaboos University.
 - Member of Promotion Committee, College of Law, 2021/2022. Sultan Qaboos University.
 - Member of Promotion Committee, Dept. of Physical Education, College of Education, 2021/2022, Sultan Qaboos University.
 - Chairman of the defense committee for the master's thesis for student Nema bint Salem bint Saeed Al Jaberia, in education specializing in the curriculum and instruction of teaching science, University ID 69278, 25/9/2019, College of Education, Sultan Qaboos University.
 - Chairperson of the defense committee for the master's thesis for student Sumayh bint Sulaiman Almaamariah specializing in education in Learning disability, university ID 95340, 26/7/2020, College of Education, Sultan Qaboos University.
 - Chairperson of the defense committee for the master's thesis for student Abeer AlHosni specializing in education Technology, university ID 70430, 31/8/2021, College of Education, Sultan Qaboos University.
 - Chairperson of the defense committee for the master's thesis for student Alia Alaghbari, specializing in educational psychology, university ID 108501, 28/10/2021, College of Education, Sultan Qaboos University.
 - Chairperson of the defense committee for the master's thesis for student Fardous Alsaidiah, specializing in educational psychology, university ID 121610, 8/5/2022, College of Education, Sultan Qaboos University.
 - Chairperson of the Oral Exam committee for the Ph.D. in Educational Administration for student Marhouna Muqbal, Dept. of Educational Foundations and Administration, College of Education, Sultan Qaboos University, 19 June, 2022.
- Participation in Workshops:
 - Workshop on how to use digital stories programs, college of education, 17/10/2019.
 - Workshop on academic promotion, college of education, 2/9/2019.
 - Workshop on designing educational courses by e-learning, college of education, 3/9/2019.
- Presenter in Seminars and workshops:
 - Seminar “Organizational DNA”, College of Education, SQU, 26/12/2019
- **Editor in Chief**
 - Psychology, Evaluation, and Technology in Educational Research (ISSN: 2622-5506), pettier.org (2020-2022)
- **Editorial Board Member:**
 - Jordan Journal of Educational Sciences, Yarmouk University. <http://journals.yu.edu.fo/jjes>



Curriculum Vitae

- Psychology, Evaluation, and Technology in Educational Research (ISSN: 2622-5506), pettier.org (2022-)
- International Journal of Teaching, Learning and Education (IJTLE), ISSN: 2583-4371
<https://www.ijtle.com>
DOI: 10.22161/ijtle
- “Educational Studies in the New Millennium” (ISSN: 2676-7376).
<https://aiajournals.com/journalpage/jpc/7021>
- "International Journal of Educational & Psychological Studies (EPS)", (ISSN 2520-4149 online)• (ISSN 2520-4130 Print). <https://www.refaad.com/views/EPSR/Home.aspx>
- “Journal of Educational and Psychological Studies” (JEPS), Sultan Qaboos University, (ISSN: 2218-6506).
- Athens Journal of Humanities and Arts, e-ISSN: 2241-7702, DOI:10.30958/ajha
<https://www.athensjournals.gr/ajha/eb>
- Advances in Higher Education. <http://ojs.usp-pl.com/index.php/Advances-in-Higher-Education/about/editorialTeam>.
- International Journal of Education and Learning (IJELE), ISSN 2684-9240.
<http://pubs2.ascee.org/index.php/ijele/about/editorialTeam>
- CPQ Medicine,
<https://www.cientperiodique.com/journal/editorboard/medicine>

- **Advisory Board Member:**
 - Advisory Board Member in: Masters International Research and Development Center MIRDEC ." <https://www.mirdec.com/advisory-board>
 - International Journal of Advance Research and Innovative Ideas in Education. <http://ijariie.com/RevieweBoard.aspx?CategoryId=71>, ISSN: 2395-4396
 - IRC Scientific and Technical Committee & Editorial Review Board on Educational and Pedagogical Sciences. <https://waset.org/committees/member/aiemanalomari-26853>
- **Referee Board Member:**
 - MIRDEC - Masters International Research & Development Center and GLOBECOS - Global Community of Social Science, Mutual Online/virtual 4th International Academic Conference, Contemporary Issues and Social Science Studies, 26-27 May 2021, Rome, Italy.
<https://www.mirdec.com/rome2021referee>
 - MIRDEC - Masters International Research & Development Center and GLOBECOS - Global Community of Social Science, Mutual Online/virtual International Academic Conference, Contemporary Issues and Social Science Studies, 16-17 December 2020, Barcelona, Spain.
<https://www.mirdec.com/barca2020referee2>
 - MIRDEC - Masters International Research & Development Center and GLOBECOS - Global Community of Social Science, Mutual Online/virtual International Academic Conference, Contemporary Discussions and Social Science Studies, 6-8 October 2020, Rome, Italy.
<https://www.mirdec.com/rome2020home2>
 - MIRDEC-17th, International Academic Conference on Economics, Business, Globalization and Social Science Studies, (Global Meeting of Social Science Community), 25-27 August 2020, Barcelona, Spain. <https://www.mirdec.com/barca2020home>
 - MIRDEC-16th, International Academic Conference Multidisciplinary Issues and Contemporary Discussions in Social Science, (Global Meeting of Social Science Community), 5-7 April 2020, Rome, Italy. <https://www.mirdec.com/rome2020referee>
 - MIRDEC-15th, International Academic Conference Economics, Business, Globalization and Social Science Studies, (Global Meeting of Social Science Community), 27-29 November 2019, Barcelona, Spain. <https://www.mirdec.com/barca2019referee>



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- MIRDEC-14th, International Academic Conference on Contemporary Trends and Multidisciplinary Issues in Social Sciences, (Global Meeting of Social Science Community), 08-10 October 2019, Istanbul, Turkey. <https://www.mirdec.com/istanbul2019referee>
- MIRDEC-13th, International Academic Conference on Social Science Discussions and Contemporary Trends in Social Science, (Global Meeting of Social Science Community), 18-20 June 2019, Madrid, Spain. <https://www.mirdec.com/madrid22019referee>
- MIRDEC-12th, International Academic Conference Multidisciplinary and Interdisciplinary Studies on Social Sciences, (Global Meeting of Social Science Community), 02-04 April 2019, Rome, Italy. <https://www.mirdec.com/rome2019referee>
- MIRDEC-11th, International Academic Conference on Social Science, Multidisciplinary and Independent Studies, (Global Meeting of Social Science Community), 05-07 February 2019, Madrid, Spain. <https://www.mirdec.com/madrid2019referee>
- MIRDEC-10th, International Academic Conference Global and Contemporary Trends in Social Science, (Global Meeting of Social Science Community), 06-08 November 2018, Barcelona, Spain. <https://www.mirdec.com/barca2018referee>
- MIRDEC-9th, International Academic Conference Multidisciplinary and Independent Studies on Social Sciences, (Global Meeting of Social Science Community), 14-16 August 2018, Rome, Italy. <https://www.mirdec.com/rome2018referee>
- MIRDEC-8th, International Academic Conference on Social Sciences, (Global Meeting of Social Science Community), Social Sciences, Multidisciplinary, Economics, Business and Finance Studies, 29-31 May 2018, Lisbon, Portugal. <https://www.mirdec.com/lisbon2018referee>
- MIRDEC-7th, International Academic Conference on Social Science, Multidisciplinary and Globalization Studies, (Global Meeting of Social Science Community), 26-29 March 2018, Madrid, Spain. <https://www.mirdec.com/madrid2018referee>
- MIRDEC-6th, International Academic Conference on Social Sciences, (Global Meeting of Social Science Community), Social Sciences, Multidisciplinary, Economics, Business and Finance Studies, 27-29 November 2017, Lisbon, Portugal. <https://www.mirdec.com/lisbonreferee>
- MIRDEC 5th VIENNA, Conference on Social Science, Multidisciplinary and European Studies, 12-14 September 2017, Vienna, Austria. <https://www.mirdec.com/viennareferee>
- MIRDEC-4th, International Academic Conference on Social Science, Multidisciplinary and Globalization Studies, 04-07 July 2017, Madrid, Spain. <https://www.mirdec.com/kopyasi-istreferee>
- MIRDEC-3rd, 2017, Conference on Social Science, Economics, Business and Education, 04-06 April 2017, Budapest, Hungary. <https://www.mirdec.com/kopyasi-pragreferee>
- MIRDEC 2016-2, Social Science Conference, Prague, 19-21 July 2016. <https://www.mirdec.com/pragreferee>
- MIRDEC 2016, Conference on Social, Economics, Business and Educational Science, Budapest, 24-26 May 2016. <https://www.mirdec.com/budapeste-2>

- **Reviewer for different Academic Journals:**
 - The Asia-Pacific Education Researcher (TAPE), <https://www.editorialmanager.com/tape/login.asp?a=r>.
 - International Journal of Leadership in Education, UK
 - Almanar Journal, Al albyt University, Jordan
 - Mutah Journal for research, Mutah University, Jordan
 - Dirasat, Jordan University, Jordan
 - Learning, Media and Technology, UK
 - Jordanian Journal for Educational Sciences

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- Irbid Journal for Research and Studies, Irbid National University, Jordan
 - International Online Journal of Educational Sciences
 - Gender and Education
 - Educational Research Journal, <http://www.resjournals.com>
 - Athens Journal of Humanities and Arts, e-ISSN: 2241-7702, DOI:10.30958/ajha
 - Journal of Educational and Psychological Sciences, Bahrain University.
 - Journal of Educational Sciences, Qatar University.
 - Hebron University Journal for Research, Hebron.
 - Journal of The Gulf and Arabian Peninsula Studies, Kuwait University
- **Association Membership:**
- Teaching and Education Research Association (TERA), Eurasia Research. 2021 – Now. www.eurasiaresearch.org.

EXPERIENCE AS TRAINER

- **Ministry of Education (Kurdistan – Iraq) and Birmingham College (UK).**
Master Teacher Training Programme (Erbil 2013) Module I: Methods of Teaching and Learning.
Oct. 27-31, 2013.
The programme is sponsored by Ministry of Education. The main purpose of the programme is to develop teaching skills and enhance subject knowledge.
- **Umm Al-Qura University, College of Community Service and Continuing Education.**
Time Management (Personnel in Public Security in Makkah),
14/4 – 17/4/2012 (22/5/ - 25/5/1433H).
- **Umm Al-Qura University, College of Community Service and Continuing Education.**
Skills with Supervisors (Personnel in Makkah District),
21/4 – 22/4/2012 (29/5 -1/6/1433H).
- **Ministry of Education.**
The schools plan for facing crises and emergency, April 26-28, 1994.

Participations in Workshops

- **"Good governance program",**
the government coordinator of the human rights office - the presidency of the Jordanian minister, and the National Democratic Institute - United States of America. 5/11 - 17/12/2015, *Jeneva Hotel, Amman, Jordan.*
- **"Communication and openness in order to achieve political reform and the promotion of democracy and sustainable development",**
the government coordinator of the human rights office - the presidency of the Jordanian minister, and the National Democratic Institute - United States of America, 13-16 May 2015, *Sheraton Hotel, Amman, Jordan.*
- **Teaching, Learning and Assessment in Higher Education (Training Workshop),**
AlHussein Fund for Excellence, 28-29 November 2010, *Le Royal Hotel, Amman- Jordan.*
- **Writing the international scientific projects,**
23/2/2010, *the Hashemite University.*
- **School Principal's Certificate.**
Paper presented at Seminar of Teachers Education Programs, Faculty of Educational Sciences, The Hashemite University, 6/5/2008.
- **Blackboard for faculty members at the Hashemite University,**
Center of Academic Quality Assurance, the Hashemite University. 4/2/2007 – 8/2/2007.
- **Education Technology and University Evaluation,**
Center of Academic Quality Assurance, the Hashemite University. 19/11/2005 – 26/11/2005.
- **The schools plan for facing crises and emergency (attended),**

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Ministry of Education

The Schools plans prepared for crisis and emergency situations as; train staff on school security and emergency planning issues, assess and refine school security and emergency preparedness plans, and exercise school emergency/crisis plans.

Dec 21-23, 1993.

○ **The schools plan for facing crises and emergency (Trainers),**

Ministry of Education

As a trainer, the schools plan for facing crises and emergency can enhance crisis preparedness by taking practical steps as: Train staff on early warning signs of crises and school crisis management, form crisis teams and guidelines for manmade and natural crises, assess and enhance school communications capabilities, create and test evacuation, lockdown, and other school safety drills, coordinate school emergency planning with police, fire, and other public safety agencies.

April 26-28, 1994, Jordan

○ **Educational counselor training,**

Ministry of Education. March 22, 1994 – May 24, 1994.

○ **Uneconomic evaluation process of projects, Social indicators the effects on evaluation process of projects.**

Ministry of Education. Arab Institute for Planning, KUWAIT, April 18-22, 1998.

○ **Open and distance education,**

Ministry of Education. Arab Network for Open and Distance Education, joined with Al-Quds Open University, May 15-20, 2000.

○ **Job description and analysis,**

Ministry of Education

Team Group **Engineering and Management Consultants**, Amman,

The fundamental purpose of job analysis is to understand and define the requirements of a job. Since job analysis results in providing the description of tasks and common duties that are performed for completing a task or to carry out a job and defines the skills, abilities and knowledge required it forms the basis of team formation, as the right people can be selected for the appropriate tasks

July 17-19, 2000.

TEACHING EXPERIENCE

The Hashemite University (July 11, 2005 – Present)

- **Developing Ph.D. program in Educational Leadership and Policy,**

Dept. of Educational Foundations and Administration, Hashemite University, 2014.

- **Developing Master program in Educational Administration,**

Dept. of Educational Foundations and Administration, Hashemite University.

- **Developing a professional diploma in school leadership,**

Dept. of Educational Foundations and Administration, Hashemite University.

- **Developing a professional diploma in school management,**

Dept. of Educational Foundations and Administration, Hashemite University.

- **Teaching Courses:**

○ **Graduate Students:**

Master Program: Higher Education Administration, Organizational Theory, Human Resources Development, Educational Policies, Economics of Education, Educational Leadership, Research Project

High and Professional Diploma: School Management, Introduction to Educational Administration, Educational System in Jordan, School leadership and organizational behavior, Practical, workshops, and case studies, Crisis Management, Managerial Training.

○ **Undergraduate Students:**

Classroom Management, Educational Culture, Educational Systems in Jordan and other countries, Principles of Management (Faculty of Economic & Administrative Sciences), Management of Childhood Centers (Faculty of Childhood), PreSchool Classroom Management (Faculty of Childhood).

Curriculum Vitae

Umm Al-Qura University- Saudi Arabia (Sep. 3, 2011 – Sep. 1, 2012)

- Teaching Courses through Sabbatical at Umm Al-Qura University- Saudi Arabia

Educational Planning (Ph.D. Program), Operations Research and computer usage (Ph.D. Program), Administration Theory in Education (Master Program), Personnel Administration (Master Program)

Sultan Qaboos University (25 August, 2019- Now)

Contemporary school administration (Master Program), Introduction to school administration (undergraduate), Education Foundations (Undergraduate), Education on Global citizenship (undergraduate), Introduction to education (Undergraduate), Education system in Oman and Gulf region (undergraduate).

○ **Teaching and research assistant** (Sep. 2000 – Sep. 2002)

Department of Educational Foundations and Administration, Faculty of Educational Sciences, The Hashemite University, Zarqa, JORDAN.

Teaching Courses: Educational Systems in Jordan and Other Countries, Classroom Management, Foundations of Education.

MINISTRY OF EDUCATION EXPERIENCE

○ **Working at Ministry of Education** (April 1993 – Sep. 2000)

○ **Computer Unit Office, Secretary General Office,**

Ministry of Education, Amman, Jordan. 1999 – Sep. 2000

○ **Educational Planning Member, Educational Planning Department,**

Ministry of Education, Amman, Jordan

Functions and duties: (1) Educational policy analysis, development and adoption. (2) The development of the Strategic Plan of the Ministry. (3) The preparation of predictive scenarios for the needs of human resources and financial resources. (4) The development of indicators for the educational system to support educational decision. (4) The development of a gender strategy and strategic partnerships. (6) Decision support to address the educational issues and problems to improve the educational level of the educational process. (7) Applied the follow-up results of educational research and developments to support the decision to serve the educational system. (8) Spreading awareness of educational issuing publications and the translation of documents and reports. And (9) meet the needs of the educational field of land and school buildings and additions of classroom and administrative buildings. Sep. 1995 – 1999

○ **Teaching 5th, 6th, & 7th grades,**

Educational Directorate of North Aghwar, Sharhabeel Bin Hasnah Elementary School, ALMashare', Irbid, JORDAN. Sep. 1994 – Sep. 1995

○ **Educational Counselor, Educational Directorate of North Aghwar,**

Sharhabeel Bin Hasnah Elementary School, ALMashare', Irbid, JORDAN. April 1993 – Sep. 1994

○ **Research Assistant**

Faculty of Education, Yarmouk University, Irbid, JORDAN. 1989 – 1991

PERSONAL SKILLS

○ **Mother tongue: ARABIC**

○ **Other languages: ENGLISH**

Understanding: Proficient User, Speaking: Proficient, Writing: Proficient

○ **Communication Skills**

* Good communication skills gained through my experience as professor in higher education institution, and as a teacher in Ministry of Education

○ **Organizational/ Managerial Skills**

* Leadership (Currently responsible for a team of 45 people).

* Educational leadership (Gained through my experience as a Dean of Faculty of Educational Sciences, vice dean, department chair of educational foundations and administration, and dean's assistant)

○ **Job-related skills**

* Good command of admission and registration process (currently Director of Admissions and Registration Unit).

○ **Digital skills**

Microsoft Office, Information processing, SPSS, educational technology.

○ **Other Skills**

Curriculum Vitae

Educational research, action research, organizational behavior, college teaching

Projects

- **Project Manager of “TEMPUS Project”, “Developing Service Learning and Civic Engagement Partners Across Curricula”, 2010-2012.**
 - **Role purpose**
 - To take responsibility for providing project management services across the whole of the programme
 - To ensure that the project deadlines and project activities are understood and adhered to across the partner institutions
 - To maintain excellent communications with the project partners
 - To manage and oversee project events and meetings
 - To oversee the budget and its allocations to institutions
 - **Principal duties:**
 - To provide management for the Tawasol activities over the 3-year period
 - To build relationships with key contacts and project partners, e.g. university contacts and other important stakeholders
 - Adopt best practice in approach to project management, in particular to ensuring that activities are defined, feasibility checked, negotiated with relevant stakeholders, initiated, delivered and reviewed.
 - Ensuring that all project activities are assessed for their feasibility and possible risk
 - Prepare detailed project plans for discussion and presentation to the Co-Directors.
 - To maintain records of the highest standard to assist in the reporting and evaluation process of the project.
 - To advise on the production of publicity and marketing materials
 - To monitor all project activities
 - To take responsibility for the arrangements for meetings and training with respect to Jordan and Lebanon and to advise on events and meetings in Europe.
- **Internal Grant, Sultan Qaboos University, Deanship of Research, Project Code: IG/EDU/DEFA/21/01, “The Impact of international accreditation on organizational performance of Sultan Qaboos University”, 2021-2022.**

Publications

Refereed Journal Articles

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- (10) Almughairi, Y., **Al-Omari, A.**, Hashem, O. (2021, June). The reality of talent management practice in public universities in the Sultanate of Oman in light of the Fourth Industrial Revolution. The Industrial Revolution Four (IR4) Virtual Conference, 8th June 2021. University of Technology and Applied Sciences - Ibra, Sultanate of Oman.
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Thesis & Dissertations Supervisor:

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- (2) Abu – Jabeen, Maha Ya`aqob Abed – AlDayem. (2007). *The degree of Application of Educational leadership from Islamic Perspective among Basic School Principals*. Unpublished Thesis, the Hashemite University, Jordan.
- (3) Alsyouf, Ahmad. (2007). *The degree of faculty members' practice of academic freedom at Jordanian Universities and its relation to their job satisfaction*. Unpublished Thesis, the Hashemite University, Jordan.
- (4) Issa, R. (2009). *Organizational Models Applied in Jordanian Universities and its Relation to Organizational Justice as Perceived by Faculty Members*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (5) Kamal, N. (2009). *The role of the school principals' in teachers' empowerment and its relationship with the organizational commitment from teachers' point of view*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (6) Barbour, M. (2009). *Administrative and academic problems face females' faculty members in Jordanian universities*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (7) Abu Sukar, M. (2009). *The impact of the educational leader upon the educational achievement for high school students in Zarqa governorate from the teachers' point of view*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (8) El-Rimawi, K. (2009). *Leadership styles of principals of King Abdullah II schools for Excellence and their relation with teachers' creative behavior*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (9) Rahmeh, O. (2010). *The problems of educational research to the faculty members and graduate students in the department of educational administration at the universities of Jordan*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

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- (11) Hardan, L. (2011). *The reality of practice change leadership among academic administrators at the Hashemite University and its relationship to innovation management among them*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (12) Mahmoud, S. (2011). *The work stress and its relation with managerial creativity among schools' principals' in Amman Governorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (15) Lababneh, O. (2013). *Develop a program for the improvement of administrative competencies for workers in the organizations of special education in the capital, Amman, in the light of their training needs*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (16) Alomoush, A. (2014). *The degree of practice administrative communication skills for academic administrators and its relationship with organizational identification level among faculty members in the public Jordanian universities*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (17) Mashaqbh, Z. (2014). *Techniques of organizational conflict management and its relationship to level of job performance among public secondary school principals at Rusaiifa directorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (18) Alomoush, L. (2014). *The degree of practice of future leadership skills among school principals' in Zarqa governorate and its relationship with organizational health level from teachers' point of view*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (19) Alghweireen, Y. (2014). *The degree of practice of faculty members' academic freedom and its relation to the level of organizational health at Jordanian universities*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (20) Albazari, W. (2014, Dec.). *Emotional intelligence and its relationship with ability of problem solving among public schools' principals in Russaifa education district from their teachers' perspectives*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (21) Abu Alaya, M. (2015, Dec.) *The Degree of Importance and practice Leadership Styles of School Principals in Zarqa Governorate Regarding to "Leadership DNA" Model as Perceived by Teachers*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (22) Almashagbeh, O. (2016, April). *The degree of administrative transparency practice and its relationship to job satisfaction level among faculty members at the Jordanian Universities*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (24) Alrimawi, D. (2016, April). *The Degree of secondary schools' principals' practice of transformational leadership in Amman and its relation to the level of teachers' use of communication skills*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (29) Salameh, Gh. (2017, June). *The degree of secondary school principals' anger management effectiveness and its relation to job performance level of teachers at Zarqa governorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

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- (31) Alhaj-Ali, S. (2017, August). Time management and its relationship with effectiveness of decision-making among secondary schools' principals at Amman as perceived by teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (32) Alzyoud, S. (2017, Dec.). The degree of secondary school principals' change management effectiveness and its relation to administrative creativity level in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (33) Bani Salameh, D. (2018, April). The Degree of management by Objectives Practice among Schools' Principals and its Relation to their Effectiveness Level in Solving School Problems in Zarka Governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (34) Abu Hammor, R. (2018, April). The degree of leadership effectiveness of secondary school principals and its relation to teachers' organizational behavior in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (35) Almashagbeh, A. (2018, June). The degree of principals' openness to experience and its relation to the level of teachers' organizational loyalty in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (37) Alhilo, S. (2018, Oct.). The degree of secondary school principals' practice of autocratic leadership and its relation to the level of organizational silence among teachers in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

In process Supervision (Master Thesis)

- (38) Abu Ghaith, Y. A. (2022 in process). The degree of green leadership practice and its relationship to the level of organizational health among basic schools' principals in Russaifah district. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (39) AbdAlhafez, H. S. (2022 in process). The degree of innovative leadership practice and its relationship to the level of digital entrepreneurship among secondary schools' principals in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (40) Naser, N. M. (2022 in process). The degree of social intelligence practice among secondary schools' principals and its relationship to teachers work motivation in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (41) Alkhazaleh, R. M. (2022 in process). The degree of practice leadership styles regarding to Reddin theory among secondary schools' principals in Mafraq district and its relationship to teachers' job performance level. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (42) Mustafa, H. M. (2022 in process). The authentic leadership among secondary school principals and its relationship to competitive advantage in Zarqa Governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

Umm AlQura University, Makkah, Saudia Arabia

- (1) ALghamdy, S.A.B. (2012). *The organizational and technical obstacles faced by principals of public schools in Jeddah as perceived by themselves*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (2) Alzahrani, Sh. (2013). *The contribution of school management in encouraging students to voluntary work from the point of view of students, teachers and principals of public secondary schools in Jeddah*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (3) Alradadi, A. S. (2013). *The administrative Empowerment to strengthen the ability decision making for educational supervisors in the department of education in Makka Al-Mukarama*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (4) Alrizgy, M. (2013). *The academic freedom and its relationship with communication skills and decision making for the graduate students in the education colleges of Saudi Arabia*. Unpublished Dissertation, Umm Al-Qura University, Makkah, Saudi Arabia.

AlAlbayt University, Mafraq, Jordan

- (1) Almutairi, N. (2014, Dec.). Practice Degree of leadership patterns According to Track Theory and its Relationship with Employment Performance of Kuwait Principals. Unpublished Thesis, Al albyt University, Mafraq, Jordan.

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- (2) Alanzi, A. (2014, Dec.). The organizational cognition and its relationship to the level of job performance among workers in the Ministry of Education in Kuwait State. Unpublished Thesis, Al albyt University, Mafraq, Jordan.
- (3) Aldalmani, M. (2014, Dec.). The degree of commitment of middle stage teachers' in Kuwait State by International standards for teachers. Unpublished Thesis, Al albyt University, Mafraq, Jordan.

Sultan Qaboos University, Muscat, Sultanate of Oman

- (1) Al-shukeiry, M. (2020, July). An Evaluation of the Education Supervision Experts Program at the Specialized Institute for Professional Training of Teachers in the Sultanate of Oman. Unpublished Thesis, Sultan Qaboos, University, Muscat, Oman. (Co-supervisor)
- (2) AlAbri, N. (2021, April). The reality of activating the school administration for community partnership according to the requirements of educational crisis management in the Sultanate of Oman. Unpublished Thesis, Sultan Qaboos, University, Muscat, Oman.
- (3) Althuhli, H. (2021, April). The degree of school management practice in developing the values of citizenship among students in the Batinah South Governorate from the perspective of teachers and students. Unpublished Thesis, Sultan Qaboos, University, Muscat, Oman.
- (4) Alhaimalyah, B. (2021, May). The degree of practicing transformational leadership for primary school principals in the Sultanate of Oman and its relationship to enabling the intellectual capital of its workers. Unpublished Thesis, Sultan Qaboos University, Oman.
- (5) Alyahmadi, A. (2021, May). The degree of effectiveness of graduate studies programs at Sultan Qaboos University in directing students to community service. Unpublished Thesis, Sultan Qaboos University, Oman. (Associate Supervisor)

In Process Supervision Ph.D. Sultan Qaboos University (Oman):

- (6) Alhatali, M. (In process). A proposed vision to enhance the international rankings of Omani universities in light of the requirements of internationalizing higher education. PhD thesis, Sultan Qaboos University, Sultanate of Oman. Unpublished Dissertation, Sultan Qaboos University, Oman.
- (7) Almughairyah, Y. (In process). A proposed strategy for talent management at Sultan Qaboos University in light of strategic leadership. Unpublished Dissertation, Sultan Qaboos University, Oman.

Thesis Committee member:

- (1) Flyeh, O. (2010). *The degree of democratic management practice by youth centers chiefs in Jordan and its relationship to employees' commitment.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (2) Khatab, F. (2010). *Causes, results and remedies of violence against teachers in the secondary schools of Amman as perceived by schools' principals.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (3) Al-Temah, G. (2010). *The degree of using situational leadership theory among women academic leaders in Jordanian universities and its relation to their subordinates' burnout.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (4) Al Smadi, T. (2010). *Implementation degree of school principals in the north region of Jordan in the activation of health competence initiative as perceived by the principals themselves and their teachers.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (5) Alashqar, A. (2010). *The public and private partnership in education in Jordan: Justifications and obstacles.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (6) Frehat, H. (2010). *Attitudes of directors and department heads of directorates of education in Zarqa governorate towards the implementation of total quality management system.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (7) Yasin, L. (2009). *The Role of Non-Governmental Organizations in Supporting Kindergarten and Basic Education in Jordan.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (8) Al-Orimi, J. (2009). *The degree of using information technology among the ministry of education employees in Jordan and its relation to their performance.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (10) Rawashdeh, A. (2009). *Administrational patterns followed in public secondary schools in Zarqa governorate according to the managerial grid theory from the point of view of teachers and its relation with their job.* Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

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- (12) Bani Khaled, Khalaf. (2007). *The degree of the educational administrators' commitment to the teaching profession ethics in the educational directorates of the Mafraq governorate as perceived by the high school principals*. Unpublished Thesis, the Hashemite University, Jordan.
- (13) Alkhudairat, Amina. (2007). *Spiritual leadership among school leaders and its relation to organizational commitment*. Unpublished Thesis, the Hashemite University, Jordan.
- (14) AlFawaz, Ahmad. (2007). *The organizational climate in military culture secondary schools and its relationship with student academic achievement as perceived by administrators, teachers, and students*. Unpublished Thesis, the Hashemite University, Jordan.
- (15) Al-Zyood, Hashem. (2007). *The degree of participation of faculty members at the Hashemite University in academic and administrative decision making*. Unpublished Thesis, the Hashemite University, Jordan.
- (16) Abu Hwaidi, Ali. (2007). *Transformational leadership as perceived by principals and its relation to their emotional intelligence*. Unpublished Thesis, the Hashemite University, Jordan.
- (17) Bashiwa, Hussein. (2006). *The perception of secondary school teachers in Bajaia governorate (Algeria) of their principals' administrative style and its effect on their job satisfaction*. Unpublished Thesis, the Hashemite University, Jordan.
- (18) Hadad, Ruba. (2006). *The patterns leadership of basic schools' principals in the governorate of Ajloun and its relation to job satisfaction of employees from principals' point of view*. Unpublished Thesis, the Hashemite University, Jordan.
- (19) Alhaqil, M. (2012). *The degree of having leadership competencies by international and public school principals and its relation to their schools' productivity level*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (20) Dabbour, M. (2012). *The degree of using service learning approach in developing leadership skills and civic engagement of the Hashemite University student's*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (21) Treiq, I. (2012). *The role of educational administration in Jordan in the care of the disabled students in terms of integration and segregation*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (22) Abu-Awwad, A. (2013). *Authoritarian practices of schools' principals and its relation to the teacher's motivation from the perspective of teachers of public basic schools at the 3rd Amman education directorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (24) Al-Mashaqbeh, N. (2014). *Obstacles that prevent Jordanian female faculty members reaching to administrative positions at Jordanian universities and ways of overcoming from their point of view*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (25) AbuKaraki, S. (2014). *Organizational power types of basic stage schools' principals and their relation to teachers' occupational alienation degree*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (26) Hafez, H. (2014). *The public schools' principals' practice degree of information technology skills in the first education directorate in Zarqa and its relation with their decision making ability level*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (31) Hassan, S. (2015). *The efficiency degree of school development programs, its improvement possibility according to the principals in Zarqa governorate*. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (35) AlSawaeir, M. (2015, Nov.). Organizational climate predominant at secondary schools in Amman and its relationship to effective decision taking of school principals. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (36) Ehdaiab, I. (2015, Dec.). The degree of social tolerance at Jordanian universities, and its relation to the level of faculty members' organizational loyalty. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (37) Abu-Aqlean, N. (2015, Dec.). Change management strategies and their relationship to the level of secondary schools' principals' leadership effectiveness in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (38) Al-qaryoti, F. (2016, April). Degree of private school principals' job security and its relation to their level of job alienation in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (39) Musalam, A. (2016, April). The degree of organizational resilience of private secondary schools' principals in Amman and its relation to the level of teachers' organizational commitment. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (40) Aladela, S. (2016, April). Leadership skills among secondary school principals in Zarqa governorate and their relationship to achievement motivation among teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (41) Al-shkhoot, F. (2016, April). The degree of effectiveness of the administrative accountability of the secondary school principals' and its relation with job performance level among teachers in the education directorate of Zarqa the second region. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (42) Shalabi, S. (2016, June). The degree of applying strategic management by kindergarten principals' and its relation to the level of teachers' job performance in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (43) Hamdan, Sh. (2016, June). The relationship between the work environment and the administrative creativity level among the academic administrators in the Jordanian universities. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (44) Abu-Ghosh, M. (2016, Dec.) The degree of cultural intelligence for school principals in Zarqa Governorate and its relationship to the level of job satisfaction for teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (45) Samarah, S. (2016, Dec.) The future expectations for the role of faculty members in the development of educational outcomes at public Jordanian universities. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (46) Hussein, B. (2017, April). The degree of possession of Arabic language teachers of the value of volunteerism and its relationship to the life skills among the students of the tenth grade basic in Jordan. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (47) Bino, H. (2017, April). The degree of Jordanian universities openness to change and its relation to the level of faculty members' community service. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (49) Almahanyh, A. (2017, June). The degree of emotional stability among secondary school principals and their relation to the level of organizational loyalty among teachers in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (56) Al-Murafi, A. (2017, Dec.). Organizational culture prevailing in nursing colleges in Jordanian universities and its relationship to job performance level among faculty members. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (57) Kanaan, E. (2018, Feb.). The practice degree of the Hashemite University academic leaders of strategic intelligence and its relation to job satisfaction from faculty members' perspective. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (58) Hamash, H. (2018, March). The degree of effectiveness of administrative communication and its relation to the level of hesitation in decision making among high school principals in Irbid Governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (59) Bani Khalaf, S. (2018, June). The degree of practice of the prevailing leadership styles among public secondary schools' principals and its relation to teachers' organizational slack level in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (62) Obaid, A. (2019, Feb.). The situational leadership and its relation to problem solving ability among schools' principals in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (63) AbuDayak, M. (2019, March). The degree of organizational citizenship and its relation to the level of academic freedom among faculty members in the Hashemite University. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
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- (67) Alaraqbeh, H. A. (2022, Nov.). The degree of practicing spiritual leadership among secondary school principals and its relationship to the level of job commitment among teachers in capital Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

Dissertation & Thesis Committee Member Outside Hashemite University:

(A) Dissertations:

- (1) Al-Mashagbeh, N. (2011). *Human resources management and its relationship with staff members job performance at Jordanian universities*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (2) Al-Meslt, M. (2011). *The degree of implementing total quality management in the departments of education in Saudi Arabia and its application impediments "proposals for development"*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (3) Al-Gamely, M. M. (2011). *The role of the secondary stage female principals in enhancing the national belongings among the female students from the point of view of the female teachers in Al-Riad region in the Kingdom of Saudi Arabia*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (4) Radaydeh, L. (2011). *Job Satisfaction among faculty members at Yarmouk University to their career achievement from their point of view*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (5) Hamdan, O. (2010). *The degree of the application of strategic planning of human resources among the academic leaders at the Jordanian universities, the difficulties they encounter and the proposed solutions from their perspectives*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.

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- (6) AlHazaymeh, A. (2010). *Graduate student's perceptions in Jordan public universities, regarding self-learning and research methodology, practice level in their graduate studies and proposing a development plan*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (7) Aldosary, O. (2010). *Internal efficiency for the college of education at Umm Alqura University in the Kingdom of Saudi Arabia as perceived by faculty members and students*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (8) Al-Sraihin, M. (2012). *Problems of preparing theses and dissertations in colleges of education in Jordanian universities and proposed solutions*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (9) Bani Hani, M. (2013). *The degree of using information technology in teaching performance for faculty members at Yarmouk and Jordan Science and Technology Universities: Problems and solutions*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (10) Almomani, R. (2013). *Effectiveness of the diploma program of information and communication technology in the development of professional competencies among school teachers in Ajloun governorate*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (11) Jaradat, Kh. (2013). *Suggested training program to improve kindergarten principals' competencies in light of educational reform for knowledge economy project*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (12) Al-Shboul, R. (2014). *The degree of applying interactive partnership between Ramtha schools' governorate and the local community on the basis of community schools' principles and suggested development*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (13) Taya, A. (2014). *Principals' administrative practices of special needs schools within the green line region and its relationship to teachers' job satisfaction, suggestions for improvement*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (14) Shakah, M. (2014). *Criteria of admission at Jordanian public universities and students' violence and the perceptions of academic leaders for improvement*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
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- (16) Alzghoul, E. (2014). *The effectiveness of the educational supervisors training programs in practicing educational mentoring-coaching in the Jordanian Ministry of Education from the mentor-coach supervisors' perspective and their suggestions for developing such training programs*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
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- (18) Maghayreh, N. (2014). *Professional development of faculty members in Jordanian public universities in the light of the accreditation criteria and quality assurance in Jordan: Conceived proposal*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
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- (22) Nusair, N. (2016K April). *A proposed perception to activate the educational endowment in funding the Jordanian public universities*. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (23) Shagloof, A. (2016, May). *Proposed administrative system to transform the government Libyan universities from classical universities into productive universities*. Unpublished Dissertation, Jordan University, Amman, Jordan.
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- (31) Allmrani, F. (2017, Oct.). Problems faced by teachers in the Negev secondary schools and their relationship to organizational loyalty from the perspective of school principals and teachers themselves and suggested solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
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- (2) AL-Hersh, I. (2010). *The degree of using the electronic technology by secondary school principals in Mafraq Education Directorate from their teachers' perspective.* Unpublished Thesis, AL-Bayt University.
- (3) AlFaiez, F. (2010). *Practice level of quality management in middle schools in Kuwait and its relation with teachers' job performance from principals' perceptions.* Unpublished Thesis, Middle East University, Amman, Jordan.
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 - (8) Al Rasheedi, A. (2011). *The degree of practicing administrative communication skills by middle school principals' and its relationship with their participation in administrative decision making from teachers' point of view in the State of Kuwait.* Unpublished Thesis, Middle East University, Amman, Jordan.
 - (9) Al-Ajmi, K. (2011). *Conflict management strategies that used by public secondary principals and its relation to teachers' motivation in Kuwait State.* Unpublished Thesis, Middle East University, Amman, Jordan.
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 - (11) Soboh, N. (2011). *The degree of availability of internal efficiency indicators in the nursing colleges of Jordanian universities.* Unpublished Thesis, Middle East University, Amman, Jordan.
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 - (13) Al-Sharif, S. (2012). *Activation of the roles of elementary schools' principals in achieving the goals of active learning.* Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
 - (14) Albladi, F. (2012). *The administration levels which capable to take decisions in some educational tasks as perceived by principals of secondary schools in Makkah.* Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
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- (31) Al-slali, M. (2014). *Educational planning and its relation to the level of the administrative and technical tasks practiced by the secondary school principals from teachers' point of view in Kuwait.* Unpublished Thesis, Middle East University, Amman, Jordan.
- (32) Aldvera, M. (2014). *The degree of practice supervision by objectives among departments heads of sciences and its relationship to the teachers' performance improvement in the state of Kuwait.* Unpublished Thesis, AL-Bayt University, Mafraq, Jordan.
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- (34) Al-Mutiri, M. (2014, December). *The degree of practicing human relations by Kuwait schools' principals and its relation to decision efficiency.* Unpublished Thesis, AL-Bayt University, Mafraq, Jordan.
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- (45) Al-Mraziq, A. (2015, Dec.) *Efficiency of public school principals for Jerash governorate in applying of quality standards and its relationship with teachers' job performance from teachers' point of view.* Unpublished Thesis, Jerash University, Jerash, Jordan.
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- (77) AlHawamdeh, W. (May 2021). The practice of crisis management among the heads of academic departments at Jerash University from the perspective of the faculty members. Unpublished Thesis, Jerash University, Jordan.
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- (79) Alrabkhi, A. (July 2021). The Management of scientific and research activities of postgraduate students at Sultan Qaboos University, and its challenges. Unpublished Thesis, Sultan Qaboos University, Sultanate of Oman.
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- (81) AlFarsiah, H. (August 2021). The degree of achieving institutional excellence in public and private universities in the Sultanate of Oman from the point of view of faculty members. Unpublished Thesis, Sultan Qaboos University, Sultanate of Oman.
- (82) Al Rashidi, R. (Dec. 2021). The role of Omani universities in developing scientific research competencies among master's students from their point of view. Unpublished Thesis, University of Nizwa, Sultanate of Oman.
- (83) Alzobi, A. (January 2022). Administrative creativity among public school principals in Al-Maarad region in Jerash governorate and its relationship to teachers; professional development from their point of view. Unpublished Thesis, Jerash University, Jerash, Jordan.
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- (85) Al-Yatim, S. (Jan., 2022). The degree of leadership competencies availability among graduates of Jordanian nursing colleges and its relation to their readiness for practice from clinical nursing leader's perspective. Unpublished Thesis, Middle East University, Amman, Jordan.
- (86) Al-Humiti, A. S. (May, 2022). The ethical leadership of public school principals and its relationship to the organizational climate from the teacher's perspective in AlRusaifa district. . Unpublished Thesis, Middle East University, Amman, Jordan.
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Seminars

- **Seminar entitled "Basic Pillars of Higher Education in Jordan",**
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Curriculum Vitae

- **Seminar entitled “Organizational DNA”,**
College of Education, Sultan Qaboos University, 26/12/2019, Oman.