

## 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), 2<sup>nd</sup> 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, JORDAN

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

**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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 **AIEMAN AHMAD IBRAHIM AL-OMARI**  
<https://staff.hu.edu.jo/default.aspx?id=kuR26zNx4LU=#Contact>  
 <https://www.facebook.com/aieman.omarischolar.google.com/citations?user=f2KmJqgAAAAJ&hl=en>  
X @aieman\_omari  
<https://www.webofscience.com/wos/author/record/AAJ-1328-2020>  
ResearcherID: AAJ-1328-2020  
Scopus ID: <https://scopus.com/authid/detail.uri?authorId=25031298800>  
<https://scholar.google.com/citations?hl=en&user=f2KmJqgAAAAJ>  
<https://orcid.org/0000-0001-6577-7281>  
**RG** [https://www.researchgate.net/profile/Aieman\\_Al-Omari2](https://www.researchgate.net/profile/Aieman_Al-Omari2)  
 <https://www.linkedin.com/in/prof-aieman-ahmad-al-omari-060428a0/?originalSubdomain=jo>  
[mendeley.com/profiles/aieman-al-omari](https://mendeley.com/profiles/aieman-al-omari)  
<https://publons.com/researcher/1314114/aieman-ahmad-al-omari>  
<https://researchid.co/aieman66>  
<http://arid.my/0001-8660>  
<https://hu-jo.academia.edu/AiemanAlOmari>

عضوية منصة افاد العلمية

<https://rashadsp.org/profile.php?id=1148>

The National Database for Researchers: ID: 90784  
<https://resn.hcst.gov.jo/GeneralInfo.aspx>

### Citations

- o **Clarivate:** Web of Science (18 April, 2026): Citations: 114, H-Index=5, Publications=13
- o **Scopus:** (18 April, 2026): Author ID: 25031298800, Citations: 194, Author h-index: 8, publications: 30.
- o **Google scholar:** (18 April, 2026): Citations 1964, h-index: 19, i10-index: 29
- o **RG:** (18 April, 2026): h-index: 14, Citations: 967, Research Interest: 1527

# Curriculum Vitae

## TEACHING STATEMENT

As a professor and higher education leader, I have dedicated my career to **promoting leadership excellence, strategic institutional development, and inclusive, student-centered pedagogy**. My academic and administrative roles—such as Dean, Vice Dean, and Director of Admission & Registration—at institutions like The Hashemite University, Sultan Qaboos University and Umm Al-Qura University have equipped me with broad experience in academic leadership and planning. **My teaching philosophy** emphasizes **critical thinking, ethical leadership, and experiential learning, encouraging students to connect theory with practical challenges through real-world case studies and collaborative work**. I have taught and developed curricula at both undergraduate and graduate levels, covering topics such as Higher Education Administration, Organizational Theory, and Educational Leadership. In service, I have played key roles in curriculum development, accreditation, and mentorship. I am **deeply committed to diversity, equity, inclusion, and belonging (DEIB)**, integrating culturally responsive practices in my teaching and administration. My work has addressed **equitable leadership, institutional culture, and access for underrepresented groups**, including leading accessibility initiatives and multicultural leadership workshops. I remain **committed to fostering inclusive academic environments that empower all learners and support their academic and personal growth. My vision is to continue advancing student success, faculty collaboration, and community engagement through impactful teaching and service.**

## RESEARCH STATEMENT

My research program is dedicated to advancing the **understanding and practice of effective leadership, strategic governance, and organizational development within educational institutions, with a particular focus on higher education in the Arab and global context**. Driven by a commitment to evidence-based improvement, my scholarship seeks to diagnose systemic challenges, identify leverage points for change, and cultivate institutional environments that foster excellence, equity, and innovation. My work is characterized by its strong theoretical grounding, methodological rigor, and direct relevance to policymakers, academic leaders, and practitioners.

My research agenda is cohesive and interconnected, organized around four primary pillars:

1. **Leadership and Governance in Higher Education:** A significant strand of my research investigates the styles, competencies, and adaptability of academic leaders—from department chairs to deans and university presidents. My foundational doctoral work on leadership adaptability has evolved into studies on ethical leadership, strategic leadership 5.0, and the impact of leadership frames on institutional performance. I explore how leadership directly influences faculty development, job satisfaction, organizational health, and the successful implementation of strategic plans, such as accreditation and international ranking initiatives.
2. **Organizational Culture, Climate, and Health:** I am deeply interested in the "internal engine" of educational institutions. My research examines the factors that constitute a healthy, ethical, and innovative organizational culture. This includes studies on organizational trust, the impact of ethical climate on performance, and the effects of disruptive events—such as the COVID-19 pandemic—on institutional norms and practices. A key contribution has been the development and validation of instruments to measure organizational health in Arab educational contexts, facilitating cross-cultural comparative studies.
3. **Strategic Planning, Quality Assurance, and Global Competitiveness:** In an era of rapid globalization, my work addresses how universities in the region can enhance their competitiveness and align with national visions. My research delves into the effectiveness of strategic planning, the drivers of successful international accreditation, and the mechanisms for improving performance in global university rankings (e.g., QS, THE). This pillar is inherently interdisciplinary, linking educational administration with policy analysis and internationalization studies.
4. **Innovation in Educational Leadership and Policy:** My most recent work proactively explores emerging frontiers in the field. This includes investigating the role of Artificial Intelligence in school management and university teaching, the principles of strategic entrepreneurship and talent management in universities, and the development of leadership self-efficacy and civic identity among undergraduate students. This forward-looking dimension ensures my research remains at the cutting edge, anticipating future challenges and opportunities for educational systems.

## 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

## Honors and Awards

- **Outstanding Intrapreneur Award: Education. Global Intrapreneurs Summit 2022, Global Intrapreneurs Institute, Australia**

## Curriculum Vitae

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

### ACADEMIC QUALIFICATIONS

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

### CERTIFICATES

- **Project Management Essentials Certificate**. May 23, 2023. Cornerstone OnDemand Foundation. Disasterready.org
- **Educational License for Teaching at the Secondary Level**, Ministry of Education, Hashemite Kingdom of Jordan, January 19, 1994.

### CAREER DETAILS

#### (a) Academic Positions Held

- 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
- Professor, Sultan Qaboos University, College of Education, Dept. of Foundations and Educational Administration. August 25, 2019 – June 30, 2022.
- Associate professor (Sabbatical), Umm Al-Qura University, Saudi Arabia, Faculty of Education, Department of Educational Administration and Planning, Sep. 3, 2011 – Sep. 1, 2012

#### (b) Administrative Positions Held

- Dean of Faculty of Educational Sciences, the Hashemite University, Jordan, 19 Sep., 2025–Now.
- Chairperson of the Interim Council of the College of Strategic and Government Studies, the Hashemite University. Feb. 2018 – Sep. 2019
- Director of Admission and Registration, the Hashemite University. April 17, 2017 – Sep. 2019
- 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
- Vice Dean 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 of Faculty of Educational Sciences, the Hashemite University, Zarqa, JORDAN. Sep. 9, 2008 – Oct. 25, 2010

## Curriculum Vitae

- 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

### (c) Professional Positions Held

- Director of Admission and Registration, the Hashemite University. April 17, 2017 – Sep. 2019.

## SERVICES

### (a) Membership of Institutional, National, or International Scientific Boards

- Member of the Supreme Committee for the Fourth International Conference "Educational Visions and Future Aspirations: Artificial Intelligence as a Partner", May 19-20, 2026, Jadara University, Irbid, Jordan.
- Association Membership: Teaching and Education Research Association (TERA), Eurasia Research. (TERA-M110783). 2021 – Now. <https://teraweb.org/list-of-members?paged=4>
- Editor in Chief: Psychology, Evaluation, and Technology in Educational Research (ISSN: 2622-5506), [pettier.org](http://pettier.org) (2020-2022)
- 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>
- Member: Jordanian association for Educational Sciences, 2019-Now
- 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, 2017-2019.
- Committee member of training needs of a group of government for human rights, the Prime Ministry of Jordan, 2017-2019.
- 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.
- 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.

### (b) Editorial Board Member:

- Jordan Journal of Educational Sciences, Yarmouk University. August 2022-August 2025 <http://journals.yu.edu.jo/jjes>
- Psychology, Evaluation, and Technology in Educational Research (ISSN: 2622-5506), [pettier.org](http://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>



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- “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:**

- Jordan Journal of Applied Science - Humanities Series Applied Science Private University.  
2025-Now  
[https://digitalcommons.aaru.edu.jo/jjoas-h/advisory\\_board.pdf](https://digitalcommons.aaru.edu.jo/jjoas-h/advisory_board.pdf)

### **(c) Membership of Conference Committee**

- 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>
- 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>

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- 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>

### (d) Reviewer for Academic Journals:

- The Asia-Pacific Education Researcher (TAPE), 2243-7908, 0119-5646, De La Salle University. <https://www.editorialmanager.com/tape/login.asp?a=r>.
- International Journal of Leadership in Education, UK, 1360-3124, 1464-5092. Taylor and Francis. <https://www.tandfonline.com/action/journalInformation?journalCode=tedl20>
- Almanar Journal, Al albyt University, Jordan. 1026-6844
- Mutah : Humanities and Social Sciences Series, Mutah University, Jordan. 1021-6804
- Dirasat: Educational Sciences, Jordan University, Jordan. 1026-3713, 2663-6212. <https://dsr.ju.edu.jo/djournals/index.php/Edu>
- Learning, Media and Technology, UK. 1743-9884, 1743-9892. Taylor and Francis
- Jordanian Journal for Educational Sciences, 1814-9480, 2303-9574. Ministry of higher education and scientific research
- Irbid Journal for Research and Studies: Humanities and Social Sciences, 1681-3510, Irbid National University, Jordan. [https://inu.edu.jo/?page\\_id=14647&lang=en](https://inu.edu.jo/?page_id=14647&lang=en)
- International Online Journal of Educational Sciences, 1309-2707, <https://iojes.net/>
- Gender and Education, 0954-0253, 1360-0516. Taylor and Francis. <https://www.tandfonline.com/action/journalInformation?journalCode=cgee20>
- Educational Research Journal, 2026-6322. <https://www.resjournals.com/education-research-journals/>
- Athens Journal of Humanities and Arts, e-ISSN: 2241-7702, DOI:10.30958/ajha
- Journal of Educational and Psychological Sciences, Bahrain University, 1726-5231. <https://journal.uob.edu.bh/handle/123456789/34?id=about>
- Journal of Educational Sciences, Qatar University. 2706-6711, 2706-672X
- Hebron University Journal for Research-B (Humanities), Hebron. 2074-4773, 2074-4781. [https://digitalcommons.aaru.edu.jo/hujr\\_b/](https://digitalcommons.aaru.edu.jo/hujr_b/)
- Journal of The Gulf and Arabian Peninsula Studies, Kuwait University.
- Zarqa Journal for Research and Studies in Humanities, 1561-9109, 2788-8916, 2788-4732, Zarqa University, Jordan. <https://zujournal.zu.edu.jo/eng/>
- Jordan Journal of Applied Sciences-Humanities Science Series. 1605-2579, 2708-9126
- Jordanian Educational Journal, <https://digitalcommons.aaru.edu.jo/jaes>, the Jordanian Society for Educational Sciences
- International Journal of Educational and Psychological Studies (EPS), 2520-4149, 2520-4130, REFAAD for Studies and Research. <https://www.refaad.com/Journal/Index/3>

## Curriculum Vitae

- Journal of Educational Sciences, Prince Sattam Bin Abdulaziz University, Saudi Arabia, 1658-7448.  
<https://jes.psau.edu.sa/ar/content/>

### (e) **Invited Presentations at Scientific Meetings/ Workshops**

- Seminar entitled "Basic Pillars of Higher Education in Jordan", Jordanian Society for Scientific Research, Wednesday 30/3/2016, Amman, Jordan.
- Seminar entitled "Organizational DNA", College of Education, Sultan Qaboos University, 26/12/2019, Oman.

### (f) **University Services**

#### ○ **The Hashemite University:**

- ❖ 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, Deanship of scientific research, The Hashemite University, 2012/ 2013, 2013/ 2014, 2022/2023, 2025/ 2026.
- ❖ Member of Hashemite University Council, The Hashemite University, 2012/ 2013, 2013/ 2014, 2014/ 2015, 2015/ 2016.
- ❖ Member of Dean's Council, The Hashemite University, 2012/ 2013, 2013/ 2014, 2014/ 2015, 2015/ 2016, 2025/ 2026.
- ❖ 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.
- ❖ 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, 2015/ 2016, 2025/ 2026.
- ❖ Member of the technical committee (Promotion and recruitment committee), Hashemite University, 2014/ 2015, 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.
- **Faculty of Educational Sciences, The Hashemite University:**
- ❖ Chair of the Strategic Plan Committee, 2012-2016.

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- ❖ Chair of equipment's and materials description committee.
- ❖ Chair of academic advising committee, 2008-2011.
- ❖ Chair of graduate studies committee, 2008-2011.
- ❖ Chair of scientific research committee, 2022/2023, 2023/2024, 20024/2025.
- ❖ Chair of academic promotion, 2022/2023, 2023/2024, 20024/2025.
- ***Department of Educational Foundations and Administration, The Hashemite University:***
- ❖ Chair of graduate studies committee, 2007-2008, 2010-2011, 2012-2016.
  
- ❖ **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
    - 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.

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- 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 Muqbali, 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

### 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 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

- ❖ Workshop on how to use digital stories programs, college of education, Sultan Qaboos University, 17/10/2019.
- ❖ Workshop on academic promotion, college of education, Sultan Qaboos University, 2/9/2019.
- ❖ Workshop on designing educational courses by e-learning, college of education, Sultan Qaboos University, 3/9/2019.
- ❖ **"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.**

## Curriculum Vitae

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

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- **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).
- ❖ **Umm Al-Qura University- Saudi Arabia (Sep. 3, 2011 – Sep. 1, 2012)**
  - Teaching Courses: 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- 30 June, 2022)**
  - Teaching Courses: 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: 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**  
\* 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)

## Curriculum Vitae

### ❖ Job-related skills

\* Good command of admission and registration process (As a Director of Admissions and Registration Unit).

### ❖ Digital skills

Microsoft Office, Information processing, SPSS, educational technology.

### ❖ Other Skills

Educational research, action research, organizational behavior, and 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 (111)

- (111) AL-OMARI, A. (2026). Strategic leadership 5.0 practices among principals in Jordan. *Journal of Interdisciplinary Studies in Education*, 15(1), 273-296. <https://doi.org/10.32674/nf54xq21>
- (110) Al-Mughairi, Y.; Alzoubi, S.; Al-Omari, A.; & ALhadabiah, B. (2025). The reality of using artificial intelligence applications in university teaching according to the estimates of academically outstanding students at Sultan Qaboos University. *Jordan Journal of Educational Sciences*, 21(2), 175-188. <https://doi.org/10.47015/21.2.2>
- (109) AbuShindi, Y., Alkharusi, H., Shebani, Z., Kazem, A., Alsoudi, S., Al Maqbali, A., Al-Bahrani, M., Al Fahdi, R., AL-Omari, A., & Alabri, K. (2024). Rasch Analysis and Differential Item Functioning of the Time Management Questionnaire among University Students. *Journal of Posthumanism*, 4(3), 560–579. <https://doi.org/10.63332/joph.v4i3.2581>
- (108) AL-OMARI, A., Al-Omari, M., & Al-Omari, H. (2025). Undergraduate students' perceptions of their friendship and interpersonal leadership skills at Hashemite University. *Al-Zaytoonah University of Jordan Journal for Educational Sciences*, 2(1), 1-16. <https://doi.org/10.15849/ZJJES.250330.01>
- (107) Al-Omari, A. A. (2024). Schools' Principals' Implementation of Institutional Talent Management for Teachers. *International Journal of Education and Learning*, 6(2), 84-92. <http://dx.doi.org/10.31763/ijelev.v6i2.1559> <https://pubs2.ascee.org/index.php/ijelev/article/view/1559/pdf>
- (106) Odeh, A. J., & Al-Omari, A. A. (2024). Total quality management and its relationship to the creative leadership of school principals at Zarqa Governorate. *International Journal of Educational and Psychological Studies*. *International Journal of Educational and Psychological Studies*, 13(3), 446-492. <https://doi.org/10.31559/EPS2024.13.3.7>

## Curriculum Vitae

- (105) **Al-Omari, A.**, Al-Omari, A., Al-Omari, A., Al-Omari, M., & Tammony, R. (2023). Leadership Skills of Undergraduate Students at Hashemite University in Jordan. *International Journal of Research in Educational Sciences.*, 6(4), 125- 143. <https://iafh.net/index.php/IJRES/article/view/419>  
<http://dx.doi.org/10.29009/ijres.6.4.4>
- (104) Al-Hatali, M., Al'Abri, Kh., **Al-Omari, A.**, & Al-fahdi, R. (2023). The degree of availability of indicators of international rankings of universities, and their importance in improving the performance of Omani universities from the point of view of academics. *Journal of the Arabian Gulf Message*, 44(169), 65-92. <https://journal.abegs.org/issues/169>
- (103) Nuryana, Z., Xu, W., Fajaruddin, S., **Al-Omari, A.**, Tasir, Z., & Hamami, T. (2023). Mapping global research on hidden curriculum: The potential benefits for future agenda in educational developments. *SN Social Sciences*, 3(8), 1-21. <https://doi.org/10.1007/s43545-023-00714-7>
- (102) Al-Hatali, M., Al'Abri, Kh., **Al-Omari, A.**, & Al-fahdi, R. (2023). Proposed mechanisms for enhancing the performance of Omani universities in the global rankings. *The Arab Journal for Quality Assurance in Higher Education*, 15(53), 23-46. <https://doi.org/10.20428/ajqahe.v15i53.2107>
- (101) Ismail, O., Lashin, M., Al-Omari, A. (2023). Employing leadership practices in educational institutions according to the structure of DNA. *Journal of Educational Psychological Researches*, University of Baghdad, 20(78), 122-150. <https://doi.org/10.10.52839/0111-000-078-004>
- (100) **Al-Omari, A.** & Al-Mughairi, Y. (2023). Leadership Skills of Undergraduate Students at the Hashemite University and Sultan Qaboos University: Comparative Study. *Journal of Higher Education Policy and Leadership Studies*, 4(2), 58-72. <https://doi.org/10.61186/johepal.4.2.58>
- (99) Al'Abri, K., Ismail, O., & **Al-Omari, A.** (2023). Teacher Recruitment and the Right Career Choice: Parents' Perceptions of the Teaching Profession in Oman. *International Journal of Learning, Teaching and Educational Research*, 22(6), 679-693. <https://doi.org/10.26803/ijlter.22.6.34>
- (98) Al-Khanbashi, Kh., & **Al-Omari, A.** (2023). The value chain as an input root knowledge in higher education institutions. *International Journal of Educational and Psychological Studies*, 12(2), 322-341. <https://doi.org/10.31559/EPS2023.12.2.7>
- (97) **Al-Omari, Aieman.**, Al-Omari, Ahmad, & Al-Omari, Ayham (2022). Leadership Self-Efficacy of Medical Students in Sultan Qaboos University. *Multicultural Education*, 8(3), 199-206. <https://mc-caddogap.com/wp-content/uploads/paper-25-of-vol-8-issue-3-1.pdf>
- (96) Abu-Shindi, Y.; **Al-Omari, A.** (2022). Factorial validity of short version of organizational health inventory scale among Omani teachers: Invariance across gender. *International Journal of Evaluation and Research in Education (IJERE)*, 11(4), 1657-1663. <https://doi.org/10.11591/ijere.v11i4.22081>
- (95) Almughairi, Y., **Al-Omari, A.**, & Ismail, O. (2022). The role of talent management in achieving strategic entrepreneurship at Sultan Qaboos University. *International Journal of Educational and Psychological Studies*, 11(4), 839-855. DOI: <https://doi.org/10.31559/EPS2022.11.4.8>
- (94) **Al-Omari, A.**, & Hilal, Y. (2022). Trust levels of Omani public school principals and their distributive leadership as perceived by their teachers. *International Journal of Education and Learning (IJELE)*, 4(2). <https://doi.org/10.31763/ijelev4i2.663>
- (93) **Al-Omari, A.**, Al-Harathi, A., Al'abri, K., & Hashim, O. (2022). Distance leadership use and faculty members job satisfaction at sultan qaboos university during pandemic covid-19. *International Journal of Research in Educational Sciences (ijres)*, 5(3), 105-130. <http://dx.doi.org/10.29009/ijres.5.3.x>
- (92) Alzuhli, H., **Al-Omari, A.**, & Ismail, O. (2022). The degree of school administration's practice of its role in developing the values of citizenship among students in Batinah South Governorate at Sultanate of Oman from the perspective of teachers. *International Journal of Educational and Psychological Studies*, 11(2), 332-353. <https://doi.org/10.31559/EPS2022.11.2.6>
- (91) Almughairi, Y., **Al-Omari, A.**, Hashem, O. (2022). The Role of Talent Management in Achieving Organizational Creativity in Public Universities in the Sultanate of Oman. *Journal of Arts and Social Sciences*, Sultan Qaboos University, 13(1), 97-113. <https://doi.org/10.24200/jass.vol13iss1pp97-113>  
<https://journals.squ.edu.om/index.php/jass/issue/view/297>
- (90) **Al-Omari, A.**, & Al'Abri, K. (2021). The Impact of Covid-19 on Organizational Culture: Sultan Qaboos University Case Study. *Journal of Higher Education Policy and Leadership Studies*, 2(4), 141-153. <https://dx.doi.org/10.52547/johepal.2.4.141>
- (89) **Al-Omari, A.**, Hammad, W., & Al-fahadi, R. (2021). Organizational climate and its relationship with love of leader as perceived by Omani school teachers. *International Journal of Educational and Psychological Studies*, 15, 506-525.

## Curriculum Vitae

<https://democraticac.de/wp-content/uploads/2021/12/-الاول-عشر-كانون-الاول-2021-ديسمبر-.pdf>

- (88) **Al-Omari, A.**, & Al-Kioumi, A. (2021). Time management Skills of Sultan Qaboos University Students during COVID19 pandemic. *International Journal of Innovative Research and Knowledge*, 6(10), 1-7. <http://ijirk.com/issue-details/627>
- (87) Alabri, N., **Al-Omari, A.**, & Alkioumi, A. (2021). The reality of activating the school administration for community partnership according to the requirements of educational crisis management in the Sultanate of Oman. *International Journal of Educational & Psychological Studies*, 10(2), 418-439. <https://doi.org/10.31559/EPS2021.10.2.9> <https://www.refaad.com/Files/EPSR/EPS-10-2-9.pdf>
- (86) **Al-Omari, A.**, & Jazmawi, A. (2021). Public school principals' practice of knowledge management and its relationship with their ability of solving problems from teachers' perspective in Rusaifa directorate of education. *Humanities and Social Sciences Series, Mutah Lil-Buhuth wad-Dirasat*, 36(2), 51-92. <https://doi.org/10.35682/0062-036-002-002>
- (85) Alganbousi, S.; & **Al-Omari, A.** (2021). Entrepreneurial intentions among students of Sultan Qaboos University. *International Journal of Educational & Psychological Studies*, 9(3), 968-976. <https://doi.org/10.31559/EPS2021.9.3.15>
- (84) Al-Fahdi, R., **Al-Omari, A.**, & Al-Mahdy, Y. (2021). Assessing the possession of action research skills by administrators and supervisors in Omani schools. *Asian Journal of Management Sciences and Education (AJMSE)*, 10(1), 75-84. [http://www.ajmse.leena-luna.co.jp/AJMSEPDFs/Vol.10\(1\)/AJMSE2021\(10.1-08\).pdf](http://www.ajmse.leena-luna.co.jp/AJMSEPDFs/Vol.10(1)/AJMSE2021(10.1-08).pdf)
- (83) **Al-Omari, A.** (2021). The Destructive Leadership of Schools Principal's and its relation to Teacher's Job Satisfaction in Jordan. *International Journal of Educational Policy Research and Review*, 8(2), 62-73. <https://doi.org/10.15739/IJEP RR.21.009>
- (82) **Al-Omari, A.** (2021). Civic identity among undergraduate students at Hashemite University in Jordan. *International Journal of Educational Policy Research and Review*, 8(2), 54-61. <https://doi.org/10.15739/IJEP RR.21.008>
- (81) AlGuariy, S.; & **Al-Omari, A.** (2020). The degree of practice transformational leadership of public school principals in Zarqa governorate and its relation to the level of teachers' organizational trust. *Arab Studies in Education and Psychology*, 126(126), 384-351. [https://saep.journals.ekb.eg/article\\_116605\\_31912685b427a81a47f3c987040c7820.pdf](https://saep.journals.ekb.eg/article_116605_31912685b427a81a47f3c987040c7820.pdf)
- (80) **Al-Omari, A.**, Alabri, Kh., & Hashim, O. (2020). Ethical Leadership among Omani School principals' and its relation to organizational health as perceived by teachers. *International Interdisciplinary Journal of Education*, 9(4), 213-219. [ijoe.org/IIJOE\\_14\\_04\\_09\\_2020.pdf](http://ijoe.org/IIJOE_14_04_09_2020.pdf)
- (79) **Al-Omari, A. A.**, & Algaseem, M. M. (2020). The relationship between ethical Leadership and organizational health among Jordanian School principals. *International Journal of Education and Research*, 8(12), 75-92. [www.ijern.com/journal/2020/December-2020/08.pdf](http://www.ijern.com/journal/2020/December-2020/08.pdf)
- (78) Olaimat, A., & **Al-Omari, A.** (2020). The degree of kindergarten principals' practice of leadership skills in Jordan. *Educational Studies in the New Millennium*, 3(4), 19-31. [aiajournals.com/ESM/Article/2020.12.25/Dr. Ali Mustafa Olaimat.pdf](http://aiajournals.com/ESM/Article/2020.12.25/Dr. Ali Mustafa Olaimat.pdf)
- (77) Alshykairiah, M., Al-Kiyumi, A., **Al-Omari, A.**, & Kazem, A. (2020). An Evaluation of the Education Supervision Experts Program in the Specialized Institute for Training in the Sultanate of Oman, in light of the Stufflebeam Model. *International Journal of Educational Psychological Studies (EPS)*, 8(3), 669-696. <https://doi.org/10.31559/EPS2020.8.3.8>
- (76) **Al-Omari, A.** (2020). Teacher Leadership Competencies in Omani Schools. *The International Journal of Humanities Education*, 18(2), 1-16. <https://doi.org/10.18848/2327-0063/CGP/v18i02/1-16>
- (75) Alfahdi, R., Hamed, W., & **Al-Omari, A.** (2020). The Organizational Climate as Perceived by the teachers' at Omani's schools. *The International Interdisciplinary Journal of Education*, 9(3), 212-218. [ijoe.org/v9/IIJOE\\_15\\_03\\_09\\_2020.pdf](http://ijoe.org/v9/IIJOE_15_03_09_2020.pdf)
- (74) **Al-Omari, A.**, & Abu Shindi, Y. (2020). Organizational health of Jordanian and Omani public schools from teachers' viewpoints: A cross cultural study. *Journal of Critical Reviews*, 7(19), 5859-5874. <https://doi.org/10.31838/jcr.07.19.679> <https://drive.google.com/file/d/1dF1J0TyfzGDiyepZk4BCIYy-EjdX893/view>
- (73) Al-Kiyumi, A., Al-Zoubi, S.M., Bakkar, B.S., Al-Mamari, K.H., Al-Gaseem, M.M., & **Al-Omari, A.A.** (2020). The role of Sultan Qaboos University in promoting entrepreneurial culture among students with disabilities. *Journal of Entrepreneurship Education*, 23(5), 1-6. <https://www.abacademies.org/articles/the-role-of-sultan-qaboos-university-in-promoting-entrepreneurial-culture-among-students-with-disabilities-9471.html>
- (72) **Al-Omari, A.** (2020). The impact of disciplinarity on the cognitive leadership frames of academic deans in Jordan. *International Journal of Education and Learning IJELE*, 2(2), 58-66. <https://doi.org/10.31763/ijelev2i2.112>

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- (71) **Al-Omari, A.**, Alzoubi, Z., & Mahasneh, A. (2020). The relationship between faculty members' perception of emotional blackmail and their organizational trust in Jordanian Universities. *International Journal of Innovation, Creativity and Change*, 13(10), 994-1011. [https://www.ijicc.net/images/vol\\_13/Iss\\_10/131047\\_Omari\\_2020\\_E\\_R.pdf](https://www.ijicc.net/images/vol_13/Iss_10/131047_Omari_2020_E_R.pdf)
- (70) **Al-Omari, A.** (2020). The Sultan Qaboos University Faculty members' perceptions of strategic planning effectiveness that helped to improve their department chairperson practice as instructional leaders. *Educational Studies in the New Millennium*, 3(2), 46-57. <https://aiajournals.com/Resources/Uploaded/Articles/d66ceb5c4d5541288d359046fb4542cd/202006230849534.pdf>
- (69) **Al-Omari, A.**; & Gwaireen, Y. (2020). The Degree of Academic Freedom Practice among Faculty Members and its Relation to the Level of Organizational Health at Jordanian Universities. *Dirasat, Educational Sciences*, 47(1), 1-19. <https://journals.ju.edu.jo/DirasatEdu/issue/view/711>
- (68) **Al-Omari, A.**; and Alganbousi, S. (2020). The entrepreneurial intentions among undergraduate students of Sultan Qaboos University and its relationship with their proactive personality. *International Journal of Educational Science and Research*, 10(3), 37-48. <https://doi.org/10.24247/ijesrjun20206>
- (67) Abu Shind, Y., **Al-Omari, A.**, & Alabri, Kh. (2020). Omani short version of Organizational Health Inventory: An application of item response theory. *OPCION, Revista de Ciencias Humanas y Sociales Journal*, 36(27), 1529-1542. <http://produccioncientificaluz.org/index.php/opcion/article/view/32057/33294>
- (66) Algaseem, M., & **Al-Omari, A.** (2020). The curricula developed in light of the NGSS according to teachers' estimates in Oman. *International Journal of Educational Science and Research*, 10(2), 29-42. <https://doi.org/10.24247/ijesrapr20204>
- (65) **Al-Omari, A.**, Alabri, Kh., & Hashim, O. (2020). Ethical Leadership among Omani and Jordanian School principals' and its relation to organizational health as perceived by teachers: A comparative Study. *International Review of Humanities and Scientific Research*, 5(2), 182-195. <http://irhsr.org/papers/1579948878.pdf>
- (64) **Al-Omari, A.**, & Bazari, W. (2019). Emotional intelligence and its relationship with ability to solve problems among school principals' at Rusaifa Directorate of Education from the standpoint of their teachers. *Almanara Journal for Research and Studies*, Al al-Bayt University, 25(3), 241-281. <http://hdl.handle.net/123456789/1894>
- (63) **Al-Omari, A.**, & Bani-Hani, K. (2018). Medical Leadership Competencies among medical students at Hashemite University in Jordan. *International Journal of Leadership in Education*, 23(3), 315-329. <https://doi.org/10.1080/13603124.2018.1508752>
- (62) Al-Zoubi, Z.; & **Al-Omari, A.** (2018). The system of values prevailing among undergraduate students in the faculties of educational sciences in the Jordanian universities. *Journal of Education and social Policy*, 5(3), 48-59. <https://doi.org/10.30845/jesp.v5n3p6>
- (61) **Al-Omari, A.** (2017). The relationships between personal resilience and leadership practices of school principals in Jordan. *Advance in Social Sciences Research Journal*, 4(15), 149-163. <https://doi.org/10.14738/assrj.415.3536>
- (60) **Al-Omari, A.**, & Alomoush, A. (2017). The degree of practice administrative communication skills among faculty deans and its relationship with organizational identification level among faculty members in the public Jordanian universities. *Journal of the Association of Arab Universities for Research in Higher Education*, 37(1), 17-38.
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- (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.
- (60) Dawood, I. (2018, July). The degree of administrative delegation practice and its relation to the level of organizational resilience among secondary schools' principals in Zarqa governorate from the teachers' point of view. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (61) Shebli, A. (2018, Oct.). The degree of organizational health at secondary schools in Amman and its relation to the level of principals' psychological burnout. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (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.
- (64) Al-Rababah, A. (2019, June). The degree of kindergarten principals' practice of wandering around management and its relation to female teachers' level of organizational loyalty in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (65) Al safarty, Y. (2022, Oct.). The degree of strategic leadership practice and its relationship to the level of solving administrative problems among private school principals in Madaba governorate from the teachers' point of view. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (66) Al\_Banna, M. (2022, Oct.). The degree of narcissistic management practice among secondary schools' principals and its relation to teachers' job alienation level in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (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.
- (68) Bali, T. M. (2023, March). Strategic leadership and its relation to administrative creativity among secondary schools' principals in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (69) AlZawahreh, M. W. (2023, March). The degree of effectiveness of leadership and its relationship to achieving competitive advantage at the Hashemite University from the point of view of faculty members. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

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- (70) Al-Mashaqbeh, A. (2023, March). The degree of leadership flexibility practice among department shairs and its relationship to career maturity of faculty members at the Hashemite University. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (71) Alraqad, A. (2023, April). Leadership by values among department heads and its relationship tp faculty members job satisfaction at the Hashemite University. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (72) Al-Mashaqbeh, E. (2023, April). The gap between perceptions and expectations of the quality organizational services in the light of green leadership axes at the Hashemite University. . Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (73) Edais, S. (2023, July). Distributed eadership and its relationship to the development of administrative organizations among secondary schools' principals in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (74) Aljboor, M. (2023, August). The democratic leadership of public school principals and its relationship to job satisfaction for teachers in the Muwaqqar district. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (75) Al-Mashaqba, Y. (2023, August). The effectiveness of professional training and its relationship to job empowerment among secondary school teachers in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (76) Hammoudah, H. (2023, August). The strategic intelligence of the public schools' principals and its relationship with the participation in decision making from the perspective of teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (77) Al-Khateeb, Sh. (2024, March). Leadership with love and its relation to the professional efficiency of school principals in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (78) Badawe, A. (2024, April). The proactive leadership and its relationship with an administrative empowerment among secondary school principals in Zarqa Governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (79) Alslaihat, S. (2024, April). Mindfulness and its relation to the effectiveness of decision-making among school principals in the governorate of Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (80) Aldwaikh, D. (2024, Augst). Leading with Love among Primary School Principals and Its Relationship to Teachers' Skills in Dealing with Students with Learning Difficulties. Unpublished Thesis, the Hashemite University, Zarqa, Jordan. A
- (81) Elmissnid, A. (2024, August). The degree of technology utilization among public school principals and its relationship with teachers' performance motivation in Al-Muwaqqr district. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (82) Almashaqbeh, B. (2024, August). Organizational support among secondary school principals and its relationship to teachers' achievement motivation in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (83) Alaghawani, A. (2024, Oct.). The narcissistic leadership of school secondary principals and its relationship with organizational cynicism among teachers in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (84) Albasyuni, D. (2024, Nov.). Servant leadership among secondary schools' principals and its relation to teachers' readiness to crisis management in the capital Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (85) Al-Zawahra, E. A. (2025, March). Creative leadership and its relationship with job performance among secondary school principals in Zarqa governorate from the perspective of teachers. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (86) Abu Siam, S. (2025, April). Organizational agility and its relation to information technology application at the Hashemite University from the points of faculty members. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (87) Al-Ghuwairi, A. K. (2025, April). Distributed Leadership Among Secondary School Principals and Its Relationship to the Organizational Commitment of Teachers in Zarqa Governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (88) Barakat, R. (2025, August). Toxic leadership of secondary schools' principals and its relationship to morale of teachers in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (89) Al-Bisharat, I. R. (2025, August). Inspirational leadership of secondary schools' principals and its relation to teachers' organizational trust in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (90) Al-Bayayda, H. (2025, August). Attractive leadership among public school principals and its relationship to crisis management from the perspective of teachers in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (91) Alquran, M. (2025, Oct.). Transcendent leadership and its relationship to administrative creativity among secondary schools' principals in Jerash governorate from teachers' perspective. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

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- (92) Khair, H. (2025, Nov.). Strategic vigilance and its relation to sustainability of education of school principals in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (93) Al-Da'ja, A. (2026, April). Narcissistic leadership among secondary school principals and its relationship to teachers' workplace deviance in Zarqa governorate. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.
- (94) Al-Hassan, D. (2026, April). Aesthetic leadership of secondary schools' principals and its relation to teachers' organizational loyalty in Amman. Unpublished Thesis, the Hashemite University, Zarqa, Jordan.

### Dissertation & Thesis Committee Member Outside Hashemite University: (160)

#### (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.
- (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.
- (15) AlKhalidi, A. (2014). Secondary school principals' organizational justice and its relationship with the organizational loyalty in Al-Mafraq governorate. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (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.
- (17) Badarneh, N. (2014). The effectiveness of secondary schools' administration affiliated with the educational networks in implementing educational program across green line. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (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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- (19) Rasheedi, A. (2015). The degree of organizational trust at Kuwait public and private universities and its relation with faculty members' motivation from their point of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (20) Alhaiyaf, H. (2015, Nov.). A proposed program to improve the administrative performance of department chairpersons of the educational directorates in Northern Kingdom of Saudi Arabia in the light of their training needs. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (21) Bani Miqdad, N. (2015, Dec.) The role of university administration at Yarmouk University in implementing productive university concept: Obstacles and solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (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.
- (24) Abu-Shaqra, R. (2016, May). The degree to which administrative transparency is practiced at Jordanian public and private universities in Northern region and its relationship with faculty members' motivation from their points of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (25) Hatamleh, A. (2016, June). Administrative accountability and its relationship with organizational governance in educational directorates in Jordan from the viewpoint of its superintendents, heads of departments, and educational supervisors. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (26) Jaradat, L. (2016, August). The role of training courses in raising kindergarten teachers' competencies in Irbid school governorate from the point of view of principals and teachers. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (27) Shurrab, Sh. (2017, May). Development of educational administrative duties for human resources in the ministry of education in Jordan based on management by values. Unpublished Dissertation, Jordan University, Amman, Jordan.
- (28) Alqrinawi, B. (2017, May). The degree of participation educational administrators in the Ministry of Education in Jordan in making educational policies and its relationship to their organizational loyalty from their point of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (29) Aldiriah, L. (2017, August 1). The degree of practice of the principals of the exploratory schools in the capital governorate for the servant leadership from the point of view of teachers and their relationship to motivation towards their work. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (30) Abu Qwyder, W. (2017, Sep.). The role of the Arabic community centers principals within the green line in enhancing Arabic culture between centers crowds of local community: reality, challenges, solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (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.
- (32) Fraihat, H. (2017, Nov.) The school administration role in achieving social justice for basic school students of Mafraq governorate, the challenges and the suggested solutions from teachers' point of view. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (33) Abu-Alqaian, J. (2017, Dec.). The degree to which extracurricular activities' managers practice their roles, and its relation to secondary school students' commitment to prevailing values system in Al-Naqab region. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (34) Abu Jamaa, Z. (2018, Nov.). The degree of effectiveness of the parents' councils in Arab schools in the Negev region as it seen by principals, teachers and parents, the obstacles and proposed solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (35) Bazadough, D. (2018, Nov.). Proposed standards to improve the administrative performance of the academic leaders at Jordanian public universities based on leadership personal power model. Unpublished Dissertation, Jordan University, Amman, Jordan.
- (36) Al-Bahdhi, Gh. (2019, March). Proposed educational administrative perspective for developing the social responsibility for Kuwait University based on productive university principles. Unpublished Dissertation, Jordan University, Amman, Jordan.
- (37) Daradkah, M. (2019, May). The degree of practicing human relationship by secondary school principals at Irbid governorate and its relations to their performance as perceived by teachers. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (38) Hebebk, W. A. (2019, August). The degree of effectiveness of the quality of education and accountability unit in the ministry of education from the point of view of superintendents, principals, and teachers in the north region in Jordan (Difficulties and proposed solutions). Unpublished Dissertation, Yarmouk University, Irbid, Jordan.

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- (39) Al-Siyabia, R. (2020, Dec. 24). Developing the performance of basic education schools in the Sultanate of Oman in light of the organizational loyalty dimensions: A proposed strategy. Unpublished Dissertation, Tunis University, Faculty of Humanities at Tunis, Tunis
- (40) Al-Hooti, N. (2021, April). Strategic leadership practices and their role in continuous improvement in the post-accreditation phase at Sultan Qaboos University. Unpublished Dissertation, Sultan Qaboos University, Oman.
- (41) Atrouz, A. (2023, May). Excellence management of school principals in Irbid governorate and its relationship to the teaching performance of teachers as perceived by principals and teachers. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (42) Abu Saif, M. (2023, July). The degree of practicing learning management systems for "Blended learning" in some Jordanian universities and its relationship to achieving quality standards: A proposed model. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (43) Jabareen, A. (2023, Sep.). The role of school principals within the green line in creating the organizational climate and its relationship to crisis management: Problems and solutions. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (44) Abu Mulhem, I. (2023, Sep.). Human relations among public school principals in Jarash governorate and its relationship to the development of professional creativity among teachers from their point of view. Unpublished Dissertation, International American University, LA: CA, USA.
- (45) Suleiman, M. (2023). Modernization and knowledge production by female faculty: The case of Qatar University. Unpublished dissertation, Qatar University, College of Arts and Sciences, Doctor of Philosophy in PhD in Gulf Studies, Qatar.
- (46) Abu Shabab, H. (2023, Dec.). The effectiveness of training programs for faculty members at Yarmouk University and its role in their scientific production. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (47) Alzatymah, A. (2023, Dec.). The leadership styles and their relationship to organizational performance among secondary school principals in the northern provinces of Jordan from the teachers' perspective. Unpublished Dissertation, International American University, LA: CA, USA.
- (48) Khudere, R. (2024, June). The role of school principals within the green line in integrating people with special needs into schools and its relationship to their school adjustment. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (49) Abu Hijleh, A. (2024, July). Administrative flexibility of Arab school principals within the green line and its relationship to school performance: Obstacles and ways to confront them. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (50) Sawaed, S. (2024, Nov.). Administrative requirements for achieve green school standards within the Green Line from the point of view of principals and teachers: A proposed training program. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (51) Batayneh, M. (2024, Dec.). The performance of educational supervisors in Irbid governorate schools and its relationship to teachers' organizational affiliation from their point of view: Suggestions for improvement. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (52) Al-Jamaan, D. (2025, Jan.). Practice dimensions of entrepreneurial leadership among school principals in Mafraq governorate and its relationship to the functional empowerment of teachers. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.
- (53) Alazami, A. B. (2025, May). Strategic planning for human resources management in universities in northern Saudi Arabia and its relationship to their organizational performance according to Vision 2030. Unpublished Dissertation, Yarmouk University, Irbid, Jordan
- (54) AL-Hanai, S. S. (2025, August). A proposed strategy for the digital economy activation at Sultanate of Oman education sector in view of Oman vision 2040. Unpublished Dissertation, Sultan Qaboos University, Muscat, Sultanate of Oman.
- (55) Ibsharat, I. (2026, March). Creativity in islamic educational thought among school teachers in Al-Koura school district. Unpublished Dissertation, Yarmouk University, Irbid, Jordan
- (56) Farah, E. (2026, April). The use of educational platforms at private secondary schools in Irbid governorate and its relationship to improving teachers' performance. Unpublished Dissertation, Yarmouk University, Irbid, Jordan.

### **(B) Thesis:**

- (1) Al-Dhafiri, Y. (2010). *The multiple intelligences level of secondary school principals and teachers in the State of Kuwait and their relation to the organizational climate in their schools as perceived by principals and teachers.* Unpublished Thesis, Middle East University, Amman, Jordan.
- (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.

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- (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.
- (4) AlHadad, J. (2010). *Developing a proposed training program to promote administrative competencies among educational leaders in Kuwait educational directorates in light of their training needs*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (5) Switi, F. (2010). *The degree of applying information technology in the communication process between educational directorates and the administrations of public and private secondary schools in Amman from principal point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (6) El-Kamaly, A. (2011). *The level of organizational health in educational centers of Al-Seraj Al-Moneer administration in the State of Kuwait and its relationship with the degree of practicing administrative skills by the educational center heads from teachers' point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (7) Ansralla, S. (2011). *The administrative creativity level of academic department heads and its relationship to administrative development from faculty members point of view in Kuwait university*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (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.
- (10) Mashaqba, B. (2011). *The level of using the administrator to technological methods in Al Albet University and the problems, which they face it from their viewpoint*. Unpublished Thesis, AL-Bayt University.
- (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.
- (12) Al-Qallab, H. (2011). *The extent of applying the transformational leadership approach by the academic leaders and the relationship with the innovation behavior of the academic staff at Al al-Bayt University*. Unpublished Thesis, AL-Bayt University, Mafraq, Jordan.
- (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.
- (15) Al-Jabri, S. (2012). *The training needs required for school principals who run schools that have classes for students with special needs in Makkah region from the perspective of the principals and teachers of these schools*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (16) Wassabi, T. (2012). *The collaboration between school principals and supervisors of the English language to the development of professional performance for teachers of English in secondary schools at Taif governorate*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (17) Althubaiti, T. (2012). *Leadership skills and their relationship with the level of morale among secondary school teachers in Taif from their point of view*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (18) Al-Surihy, M. A. H. (2012). *The degree of providing permanent techniques for professional development of government school principals in Jeddah, and difficulties they are facing according to their point of view*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (19) AlHuthaly, S. O. (2012). *The degree of contribution of school management in achieving security education objectives for secondary schools' students in Makkah from principals and deputies' point of view*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (20) Altalhi, M. M. (2012). *The required planning competencies for secondary schools' principals in Taif as perceived by educational supervisors*. Unpublished Thesis, Umm Al-Qura University, Makkah, Saudi Arabia.
- (21) Qatham, J. (2012). *The level of organizational trust among principals of ministry of education in northern western Badia from teachers' perspectives*. Unpublished Thesis, AL-Bayt University, Mafraq, Jordan.
- (22) Al-Serhan, H. (2012). *The degree of academic leaders practice strategic leadership and its relationship to job performance among faculty members at Al albayt University in Jordan*. Unpublished Thesis, AL-Bayt University, Mafraq, Jordan.
- (23) Abusiam, M. (2013). *The degree of the availability dimensions of of organizational health in the schools of Mafraq directorate of education and the relation with teachers' distinguished performance*. Unpublished Thesis, AL-Bayt University, Mafraq, Jordan.

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- (24) Al-Hourani, T. (2013). *Secondary school principal's delegation of authority in the city of Madaba and its relationship to organizational loyalty of teachers from their point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (25) Ibrahim, M. (2013). *The degree of practicing servant leadership by private principals in Amman governorate and its relation to the level of prevailing organizational trust in their schools from teachers' point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (26) Al-Flehat, Y. (2013). *The degree of practicing ethical leadership by school principals at AlMafrq borough directorate of education and its relationship with organizational justice*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (27) Alali, A. (2014). *Strategic thinking among heads of department in the college of applied in the State of Kuwait and its relationship with re-engineering of administrative processes from the point of view of faculty members*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (28) Fahad, A. (2014). *The relationship between the level of practicing administrative and leadership roles by secondary school principals and the level of human relations from teachers' point of view in the State of Kuwait*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (29) Oliamat, A. (2014). *Organizational culture prevalent among school principals at directorate of education of Almafrq borough and its relationship with teachers' professional development*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (30) Al-Shorfat, M. (2014). *Practice degree of knowledge management and its relationship with administration empowerment of academics and administrative leaders at Al al-Bayt University*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (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, Mafrq, Jordan.
- (33) Ararawi, Gh. (2014, Dec.). *The prevailing organizational climate and its relation to the level of human relations between secondary school teachers and their principals in the Capital Amman*. Unpublished Thesis, Middle East University, Amman, Jordan.
- (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, Mafrq, Jordan.
- (35) Alenezi, M. (2014, Dec.). *Degree of practicing the leadership styles according to the managerial grid theory by educational supervisors from teachers' point of view in the State of Kuwait*. Unpublished Thesis, AL-Bayt University, Mafrq, Jordan.
- (36) Bazadough, D. (2015). *The level of administrative creativity of academic department heads in Jordanian universities and its relation to the achievement level of competitive advantage from faculty staff members' point of view*. Unpublished Thesis, Middle East University, Amman, Jordan.
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