

CV



General Information:

Name: Raed Ismail Mousa Ababneh

Title: Full Professor **Department:** Public Administration

College: Economics and Administrative Sciences

University: Yarmouk University

Social Statues: Married, four kids

Mobile: 962-790781984

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Education

Ph.D.		<i>2004, Saint Louis University, Missouri-USA</i>
	Dissertation Title	"Financing Higher Education in Jordan: The Costs and Benefits of Policy Innovations."
	Emphasis	Public Administration, Public Policy Administration
Master		<i>1997, Yarmouk University, Jordan</i>
	Thesis Title	Team Building in the Jordanian Public Sector: An Analytical Study of Managers' Views in the Northern Governorates."
	Emphasis	Public Administration, Organization Behavior, HRM
	Grade	average 87.1 with honor list
B.Sc.		<i>1995, Yarmouk University, Jordan</i>
	Major	Public Administration, average 84.5 with honor list

Professional Experience:

1. Professor of Public Administration (Human Resource Management and Organization Behavior), Yarmouk University, September 2018- Present.
2. Vice Dean of the College of Economic and Administrative Sciences, Yarmouk University, September 2017- May 2019.
3. Associate Professor of Public Administration (Human Resource Management and Organization Behavior), Yarmouk University, 2009-2010, 2015-2017.
4. Chairman of Public Administration Department, Yarmouk University, June 2016- June 2017.
5. Associate Professor of Management (Human Resource Management and Organization Behavior), American University of the Middle East; AUM-Kuwait, September 2010-August 2015.
6. Head of (Human Resource Management) department, American University of the Middle East; AUM-Kuwait, September 2013-2015.
7. Chairman of Public Administration Department, Yarmouk University, August 2004-August 2010.
8. Assistant professor, Department of Public Administration, Yarmouk University, 2004- February 2009.
9. Part time instructor, Health Care Program, Nursing College, Jordan University of Science and Technology (JUST), 2007.
10. Part Time instructor, Information Technology Program, Sunderland University, Amman Program, 2007.
11. Program Coordinator, New York Institute of Technology NYIT (JUST branch), 2006.
12. Part Time Instructor, the Institute of Financial Studies, Central Bank-Irbid, 2005.
13. Research Assistant, Project title: Minority Business in Saint Louis Metropolitan Area." With Professor Scott Cumming, Saint Louis University, 2003.
14. Full-time instructor, Public Administration Department, Yarmouk University, February 1999- August 2001.

15. Full-time instructor, Public Administration Department, Mut'ha University, 1998-1999.
16. Part-time instructor, Public Administration Department, Yarmouk University, September 1997.
17. Teaching Assistant, Public Administration Department, Yarmouk University 1995-1997.

Teaching and Research Interests:

Organization Behavior, Human Resources Management, Leadership, Financing Public Sector, Organization Theory and Design, Organization Learning, Team Building, Organization Assessment, and Knowledge Management.

Languages: Fluent English and Arabic (Reading, Writing, Speaking).

Publications

(Google Scholar Raed Ismail Ababneh:

<https://scholar.google.com/citations?hl=en&user=YzAAiF0AAAAJ>

1. **Ababneh, Raed**, and AlShaik, Aseel (2020) Working Women with Disabilities: Evidence from the Jordanian Public Sector. *International Journal of Organizational Analysis*, Accepted (ahead-of-print. <https://doi.org/10.1108/IJOA-12-2019-1970>).
2. **Ababneh, Raed**, Nawafleh, Sahem, and Rawabdeh, Mohammed (2019). Administrative Innovation and Organisational Justice across Municipalities in Jordan: Organisational Commitment as a Mediatory Role. **Accepted Paper** in *International Journal of Public Sector Performance Management*.

3. **Ababneh, Raed**, and Athamneh, Seif (2018). Women's Leadership Styles and Followers' Commitment: The Case of the Jordanian Public Sector. *International Journal of Organizational Diversity*, 18 (2), 1-14.
4. **Ababneh, Raed**, and Rawabdeh, Mohammed (2018). Factors Affecting the Collection of Revenues as Perceived by the Employees of Local Administration in Jordan. *Management Research and Practice*, 10 (4), 46-61.
5. Al-Shyiah, Ahmed, and **Ababneh, Raed** (2018). Consequences of Workplace Violence Behaviors in Jordanian Public Hospitals, *Employee Relations: An International Journal*, 40 (3), 515-528.
6. **Ababneh, Raed** (2016). Disabled Employees in Jordanian Public Sector: An Exploratory Study. *International Journal of Public Sector Management*, 29 (2), 164-182.
7. **Ababneh, Raed** (2016). Successful Leadership Components in Kuwait Organizations: A Qualitative Approach. West East Institute International Conference, Barcelona-Spain, 7-9 March, 2016.
8. **Ababneh, Raed** and Hatamleh, Majed (2013). The Role of Organizational Culture in Supporting Knowledge Management in Public Hospitals in Jordan. (In Arabic) *Jordan University Journal of Business*, 9 (4), 651-670.
9. **Ababneh, Raed** (2013). Antecedents and Outcomes of Career Development in Public Sector. *Journal of Emerging Trends in Economics and Management Sciences (JETEMS)*, 4 (4), 417-426.
10. Nusair, Naim, **Ababneh, Raed**, and Bae, Yun Kyung (2012). The Impact of Transformational Leadership Style on Innovation As Perceived By Public Employees in Jordan. *International Journal of Commerce and Management (UK)*, 22 (3), 182-201.
11. **Ababneh, Raed**, and Nadia M. Jama'an (2010), "The Attitudes of Controlling Units' Employees toward the Role of Accountability and Administrative

- Delegation on Controlling: An Applicable Study in the Ministry of Education in Jordan". (In Arabic) *Dirasat Journal: Administrative Sciences*, 37 (2), 388-407.
12. **Ababneh, Raed.** (2010). "The Role of Organizational Culture on Practicing Quality Improvement in Jordanian Public Hospitals" *Leadership in Health Services* (UK), Vol. 23 (3), 244-259.
 13. Al-ageil, Mohamed, and **Ababneh, Raed** (2010). "Practicing Level of Social Responsibility and Obstacles Facing its Implementation in Jordanian Public Enterprises" (In Arabic) *Social Science Journal- Kuwait University*, 38 (4), 115-154.
 14. **Ababneh, Raed** and Nusair, Naim, (2009). The Extent of Implementing Teamwork Stages Development in the Public Sector of the Northern Governorates of Jordan, *Journal of King Abdel Azez University*, 23 (1), 85-128.
 15. **Ababneh, Raed**, and Abdel Al-Halem, Ahmed, (2009). "An Evaluation of Active Listening Skills of Managers in the Jordanian Public Sector" *King Saud University Journal*, 20 (2), 183-223.
 16. Abdel Al-Halem, Ahmed, and **Ababneh, Raed** (2009). "The Role of Delegation and Transparency.in Practicing Administrative Innovation in the Jordanian Public Sector: " (In Arabic) *University of Sharja Journal*, 6 (1), 25-54.
 17. **Ababneh, Raed** (2008). "A Comprehensive Performance Evaluation of the Jordanian Customs Department Using the Balanced Scorecard", *Jordan Journal of Business Administration*, 4 (4), 463-484.
 18. **Ababneh, Raed** and Adwan, Yaser (2008). Factors Influencing Organization Learning in Jordanian Municipalities, *Public Administration Journal*, 48 (3), 435-475.
 19. **Ababneh, Raed**, (2008), "The Impact of Knowledge Management and Organization Learning on Organizational Innovation: The Case of the Greater Amman Municipality in Jordan" Presented to the "Knowledge Management International Conference: KIMC, June 10-12 Malaysia.

20. Adwan Yaser, Abdel Al-Halem, Ahmed, and **Ababneh, Raed** (2008). "Organization Climate at the Health Care Centers in the Northern Governorates in Jordan." *The Damascus University Journal for the Arts and Humanities*, 24 (3), 399-439.
21. Al-ageil, Mohamed, and **Ababneh, Raed** (April 2007). "Practices Utilized in Estimating the Budgets of Governmental Institutions in Jordan as Perceived by Financial Analysts, *Jordan Journal of Business Administration*, 3 (2), 147-167.
22. **Ababneh, Raed**, and Al-ageil, Mohamed (2006). "Financing Specialized Charitable Organizations in Jordan: Empirical Study of the Attitudes of Employees and Volunteers, *Jordan Journal of Business Administration*, 2 (4), 530-557.
23. Abdel Al-Halem, Ahmed, and **Ababneh, Raed** (2000). "An Evaluation of Training Programs Offered by the Jordanian Institute of Public Administration." A paper presented to the Human Resources Conference, Yarmouk University.
24. Abdel Al-Halem, Ahmed, and **Ababneh, Raed** (March 1999). "An Evaluation of Family Planning Programs in Irbid." *Abhath Al-Yarmouk Journal*, 17 (1), 183-210.
25. Saryreh, Yasin, **Ababneh, Raed**, and Hussein Ahmed (December 1998). "The Island Approach in Dealing with Administrative Corruption." *The Managerial Journal*, Oman Vol. 73, pp. 57-89.
26. **Ababneh, Raed** (December 1997). "Job Enrichment in Public Sector: An Empirical Study in Irbid Governorate." *The Managerial Journal*, Oman, Vol. 71, pp. 141-170.
27. Saryreh, Yasin, and **Ababneh, Raed** (1994). "The Impact of Custom Procedures on Investment." A paper presented to the Second Economic Symposium, Yarmouk University.

Papers under Review:

- 1- **Ababneh, Raed** (2020). The Impact of Knowledge Management on Team Learning in the Jordanian Public Enterprises. Under Review: *Journal of Workplace Learning*.
- 2- Tubaishat, Rami, and **Ababneh, Raed** (2020). The Role of Human Resources Management in Enhancing Organizational Commitment: The Case of Municipality of Greater Amman in Jordan. Under Review: *International Journal of Management Practice*.
- 3- Al-Shyab, Ahmed, and **Ababneh, Raed** (2020) Causes of Workplace Violence as Perceived by Physicians and Nurses in the Jordanian Public Hospitals. Sent recently to "Leadership in Health Services".

Membership of Committees and Boards

- 1- Member of the Jordanian CIVIL SERVICE COUCIL (Headed by Minster of Labor, Members are Minister of Finance, Minster of Health, Minister of Education, Minster of Higher Education, Civil Service Bureau President, Legislation and Opinion Bureau President), 2017-2019.
- 2- Member of Advisory Committee of the Jordanian Public Administration Institute, Jordan-2019.
- 3- Member of the University Strategic Plan Committee, Yarmouk University, 2020-Present.
- 4- Member of the University Restructuring Committee, Yarmouk University, 2020-Present.
- 5- Member of the University Saving Fund, Yarmouk University, 2016-2019.
- 6- Member of the University Restructuring Committee, Yarmouk University, 2016-2017.

- 7- Member of University Development and Planning Committee, Yarmouk University, 2016-17.
- 8- Member of the Higher Students Election Committee, Yarmouk University, 2018.
- 9- Member of Graduate Students' Investigation and Discipline Committee, Yarmouk University, 2017-2018.
- 10- Judge of Hult Prize at Jordan University of Science and Technology (JUST): The Global Challenge with Special Call to Action by the United Nations, 2018.
- 11- Member of the Students Evaluation for European Academic Exchange Program (ERASMUS) Committee, Yarmouk University, 2017.
- 12- Member of the Conference Committee: Human Capital: Opportunities and Challenges, Istanbul-Turkey, 3-6 April, 2017.
- 13- Member of the Budget Committee of Economic and Administrative Sciences Faculty, 2016-2017.
- 14- Member of the Graduate Studies Committee of Economic and Administrative Sciences Faculty, 2016-2017.
- 15- Member of the Scientific Research Committee of Economic and Administrative Sciences Faculty, 2016-2017.
- 16- Member of the Strategic Plan of Economic and Administrative Sciences Faculty, 2016-2017.
- 17- Member of the Promotion Academic Journals Committee of Economic and Administrative Sciences Faculty, 2016-2017.
- 18- Member of the Conference Committee: Current Trends in Managing and Financing Small and Medium Size Enterprises, Yarmouk University, 2016.
- 19- Member of the Committee of the Teaching Approach of (Research Project) course, Economic and Administrative Sciences Faculty, 2016.
- 20- Member of Quality Committee of Economic and Administrative Sciences Faculty, Yarmouk University, 2015-16.
- 21- Head of Social Committee of the Economic and Administrative Sciences Faculty, Yarmouk University, 2015-16.
- 22- Member of the College of Business Council, American University of the Middle East-AUM-Kuwait, 2013-August 2015.

- 23- Member of the Academic Affairs Committee (AAC), College of Business, American University of the Middle East-AUM- Kuwait, 2013-August 2015.
- 24- Member of the AACSB Accreditation Committee, American University of the Middle East-AUM-Kuwait, 2014-2015.
- 25- Member of the Yarmouk University Restructuring Committee, 2008-2009.
- 26- Chairman of Graduate Studies Committee of Public Administration Department, Yarmouk University, 2004- 2010.
- 27- Member of Graduate Studies Committee of Economic and Administrative Sciences Faculty, Yarmouk University, 2004-2010.
- 28- Member of Faculty Council of Economic and Administrative Sciences Faculty, Yarmouk University, 2004-2010.
- 29- Organizer of Human Resources Management Conference, Yarmouk University, 2000.
- 30- Organizer of Innovation and Administrative and Economic Transformation Conference, Yarmouk University, 2006.
- 31- Member of Social Committee, Faculty of Economics and Administrative Sciences, 1999.
- 32- Member of Human Resources Development Conference Committee, Yarmouk University, 2007.
- 33- Member of Human Resources Development Second Conference Committee, Yarmouk University, 2008.
- 34- Member of Public Lectures and Workshops Committee, University Level, Yarmouk University, 2007.
- 35- Member of Quality Assurance Committee of College of Economics and Administrative Sciences, 2007.
- 36- Member of Students' Investigation and Discipline Committee, 2007-2009.
- 37- Member of Public-Private Partnership Conference Committee, Yarmouk University, 2008.
- 38- Member of Human Resources Planning Committee, Yarmouk University, 2008-2009.
- 39- Member of Health Insurance Committee, Yarmouk University, 2009.

Postgraduate Thesis Supervision:

- 1- Al-Homyan, Abdullah, (2007), "Job Stress Facing Female Nurses in the Saudi Public Health Sector "A field Study in Ha'il District".
- 2- Al-Jamman Nadia, (2007), "The Practice Level of Accountability and Delegation on Administrative Controlling as Perceived by the Employees of Controlling Units in the Ministry of Education in Jordan"
- 3- Hayajnh, Amer, (2007), "The Role of Job Enrichment on Organization Learning: A Field Study from Public and Private Jordanian Health Care Sectors".
- 4- Al-Zhrani, Salem, (2008) "Implementation Degree of Total Quality Management and its Obstacles in Learning Resources Centers as Perceived by Centers' Specialists in the Kingdom of Saudia Arabia."
- 5- Al-Sheikh Ghanem, Mahmoud, (2008), "Factors Influencing Turnover As Perceived By Specialized Physicians and Supporting Medical Jobs In Jordanian Public Hospitals".
- 6- Al-Sabbagh, Shereen, (2008), "Performance Appraisal and Training Needs in Jordanian and Foreign Banking Sector in Jordan".
- 7- Al-klbany, Miriam, (2009), "Utilization of Knowledge Management in Total Quality Management at the United Arab of Emirates University and Zayed University as Perceived by Faculty Members."
- 8- Hatamleh, Majed, (2009), "Role of Organization Culture on Implementing Knowledge Management in Public Hospitals in Jordan.
- 9- Kresat, Alla, (2009), "The Impact of Information Technology on Decision Making in Jordan Corporations."
- 10- Barmawy, Ramzy, (2009), Organization structure and strategy in Jordan Public and Private Sectors."
- 11- Al-dory, Aseel, (2009), Factors Supporting the Implementation of Electronic Government in the Jordanian Public Sector.
- 12- Nemer, Mahmud, (2016). The role of team characteristics in supporting organizational citizenship behavior in Amman Greater Municipality, 2016.
- 13- Kahool, Aya, The role of organization justices in achieving Ideal Employee Prize in the Jordanian Ministry of Industry, Trade and Supply.

- 14- Nawafleh, Noor, (2016). The role of job enrichment on practicing quality of health services in public hospitals in the Northern of Jordan.
- 15- Malkawi, Othamn, (2016). The role of organizational learning on achieving administrative excellence as perceived by the employees of Irbid Greater Municipality.
- 16- AlZoubi, Jamal, (2017). The impact of organizational culture types on improving the performance of teamwork in the Jordanian ministry of public work and housing.
- 17- Alokko, Rawn, (2017). The availability level of organizational structure dimensions in public and private hospitals in Irbid governorate and its impact on organizational trust.
- 18- Hamadeneh, Reem, (2017). Occupational safety and security measures in Irbid District Electricity Company: A case study.
- 19- Ottom, Manl, (2018). The impact of organizational learning on the health quality services in Jordanian private hospitals.
- 20- Aseel Alshaik, (2018). Obstacles Facing Disabled Working Women in Jordanian Public Sector.
- 21- Khasaweneh, Bahshyeer, (2018). The impact of physical and psychological withdrawal behavior on organizational commitment as perceived by nurses in Jordanian public hospitals.
- 22- Albarkat, Munes, (2019). Evaluating of Local Revenue Collection Outsourcing Approach: Greater Irbid Municipality Case Study.
- 23- Hanandeh, Ali, (2019). The Impact of Human Resources Talent in Practicing Organizational Learning in Jordanian Public Hospital.
- 24- Alawneh, Ahmed, (2020). The Role of HRM Flexibility in Achieving Organizational Excellence in Jordanian Public Enterprises.
- 25- Alnabils, Amal, (2020). The Impact of Psychological Empowerment on Organizational Citizenship Behavior of Employees in Jordanian Pharmaceutical Companies.
- 26- Alshehabat, Walaa, (2020). The Impact of Organizational Support on Career Success of Employees Working in Public Enterprises in Jordan.

- 27- Khasawneh, Odai, (2020). The Impact of Transformational Leadership on Team Performance Using Team Cohesion as a Moderator Factor: Greater Irbid Municipality as a Case Study.
- 28- Abo-Hamdeh, Walaa, (2020). Bullying Practice in Jordanian Public Hospitals: An Exploratory Study.
- 29- Abdullha Jalabneh, (2020). Factors Affecting the Selection of Candidates for the Employment during the Interview for First Class Jobs in the Jordanian Public Sector.

Awards

- 1- Undergraduate Honor List, Yarmouk University, 1992-1993.
- 2- Undergraduate Honor List, Yarmouk University, 1993-1994.
- 3- Undergraduate Honor List, Yarmouk University, 1994-1995.
- 4- Undergraduate Honor List, Yarmouk University Alumni, 1995.
- 5- Undergraduate Honor List, Yarmouk University Alumni, 1997.
- 6- Excellence of training, Ministry of Municipalities, Sultanate of Oman, 2006-2007
- 7-Award for Excellence: Highly Commended Award-Emerald Research, 2011.Paper:
"The Role of Organizational Culture on Practicing Quality Improvement in Jordanian Public Hospitals."

Consultations:

- 1- Economic, Social, and Legal Reality of Iraqi Refugees in Jordan (2009). Conducted in cooperation with Refugees and Displaced Center and UNHCR, Yarmouk University (30,000 \$).
- 2- The Practice of "Wasta" and Nepotism in the Jordanian Public Sector (2020). A consultative study for Integrity and Anticorruption Commission-Jordan (23,000 \$).

- 3- The Extent of Applying the Standards of Corporate Governance and National Integrity in the Jordanian Public Sector (30,000 \$). (Continued).

Editorship and Refereeing Activities

A- Referee for several journals mainly:

Local Journal and Institutions:

- 1- Jordan Journal of Business Administration, Jordan University.
- 2- Dirassat Journal, Jordan University.
- 3- Almanara Journal, Al-Albayt University.
- 4- The World Islamic Sciences and Education University, Al-mthgal Journal, Jordan.
- 5- Social Science Journal, Yarmouk University.
- 6- Civil Service Bureau, Amman-Jordan.
- 7- Alzarqa University Journal of Quality.

Regional Journals and Institutions:

- 1- University of Sharja Journal, UAE.
- 2- Arab Planning Institute- Kuwait.
- 3- Islamic University Journal, Palestine.
- 4- Institute of Public Administration, Kingdom of Saudi Arabia.
- 5- Journal of Social Affairs, Alsharja, UAE.
- 6- King Saud University Journal- Administrative Sciences.

International Journal:

- 1--International Journal of Managing Public Sector Information and Communication Technologies (IJMPICT).
- 2- The International Journal of Human Resources Management.

- 3- International Journal of Public Sector Management.
- 4- International Journal of Health Care Quality Assurance
- 5-International Interdisciplinary Business-Economics Advancement Journal (Editorial Board).

B- External examiner of graduate thesis on the following Departments:

- 1- Business administration Department, Yarmouk University.
- 2- Education and management Department, Yarmouk University.
- 3- Business administration Department, Al-Hashemite University.
- 4- Health Care Services Department, Jordan University of Science and Technology.
- 5- Public Administration Department, Al-Albayte University.
- 6- Business administration Department, Al-Albayte University.
- 7- Business administration Department, Al-Balqa University-Jordan.
- 8- Business Administration, PhD Program, The World Islamic Sciences and Education University

Teaching Experience:

A-Undergraduate Courses -Yarmouk University:

1. Principles of Management (BA 101)
2. Principles of Management (BA 102)
3. Management and Society (PA 100).
4. Introduction to Public Administration (PA 160).
5. Research Methodology (PA 200)
6. Organization Behavior (PA 201).
7. Fundamentals of Public Administration (PA 260).
8. Fundamentals of Public Finance (PA 270).
9. Human Resource Management (PA 351)
10. Islamic and Arab Administration (PA 363).
11. Public Budgeting Administration (PA 364).
12. Public Policy Analysis (PA 370).

13. Project Management and Evaluation (PA 371).
14. Electronic Government and Public Services (PA 373).
15. Public-Private Partnership (PA 414).
16. Local Administration (PA 463).
17. Organizational Theory and Design (PA 465).
18. Public Relations in Public Administration (PA 469).
19. Public Enterprises Administration (PA 463)
20. Decision Making Theory (PA 470).
21. Graduation Project (PA 494).

B- Graduate Courses- Yarmouk University:

1. Organization Behavior (PA 601).
2. Research Methods (PA 603)
3. Public Administration Theory (PA 660).
4. Human Resource Management (PA 661)
5. Organization Design and Theory (PA 665)
6. Public Finance (PA 670).
7. Leadership and Administrative Innovation (PA 674).
8. Special Topics in Public Administration (PA 690).

C- A-Undergraduate Courses –American University of the Middle East-Kuwait:

1. Academic, Character and Skills Development (BUS 100).
2. Technology and Research Methods (BUS 230).
3. Professional Work Values in Islam (BUS 240).
4. Business Organization and Management (BUS 250).
5. Organizational Behavior (HRM 300).
6. Leadership and Character Skills Development (BUS 310).
7. Human Resource Management (HRM 340).

8. Techniques of Selection and Recruitment (HRM 410)
9. Training and Development (HRM 420).
10. Compensation and Benefits (HRM 430).
11. -Performance Management System (HRM 460).
12. Negotiation and Conflict Management (HRM 470).
13. Seminar in Human Resources Management (HRM 480).
14. Strategic Management (MGT 450).

D- A-Graduate Courses MBA–American University of the Middle East-Kuwait:

- 1- Leadership (MGT 571)
- 2- General Management Project Course (PRJ 570).
- 3-Competency Assessment and Planning I (BUS 551).
- 4-Organizational Behavior (HRM 567).
- 5- Managing Organizations (MGT577).
- 6- Competency Assessment and Planning III (BUS 553).
- 7- Strategic Management I /Business Level Strategy/ (MGT 575)
- 8-Strategic Management II /Corporate Level Strategy/ (MGT 575)
- 9- New Ventures Project (PRJ 600)
- 10-New Venture: Final Project (PRJ 601)
- 11- Competency Assessment and Planning 4 (BUS 554)

Training Programs

Several training programs have been offered to Private, Public and Charitable organizations in Jordan as well as in some Arab countries, in the main following topics:

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|--|------------------------------|
| 1-Team Building | 2- Job Stress Management |
| 3- Clients and Customers Relation Management | 4- Communication Management |
| 5- Reports Writing and Management | 6- Human Resource Management |
| 7- Performance Appraisal Management | 8- Time Management |

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|---|--------------------------------|
| 9- Boss Management | 10- Excellence Management |
| 11- Feasibility Study | 12- Evaluation and Controlling |
| 13- Leadership | 14- Change Management |
| 15- Work Planning | 16- Commitment Management |
| 17- Conflict Management | 18- Delegation Management |
| 19- Innovation Management and Creative Thinking | 20- Transparency |
| 21- Decision Making | 21- Organization Climate |
- 22- Innovative leadership (Public Administration Institute- Women Empowerment program-2016).

References

1. Almomani, Ryad, Vice President of Administrative Affairs, Yarmouk University, (Mobile 00962-799311123, email Almomani_r@yu.edu.jo)
2. Tammneh, Mohammed, Former Professor (Dean of Faculty of Economics and Administrative Sciences, Yarmouk University), Currently, Vice president of Jadara University-Jordan (Phone 00962-777065300, e-mail Taamnh@jadara.edu.jo, or m.taamneh@yahoo.com).
3. Rawabdeh, Mohammed, Professor, Dean of Faculty of Economics and Administrative Sciences, Yarmouk University, (Phone 00962-799431043, e-mail rawabdeh@yu.edu.jo, or muhrawabdeh@yahoo.com).
4. Ahmed, Abdel Halem Al-Shiyab, Professor, Department of Public Administration, Yarmouk University, (phone 00962-795003168, e-mail Shiyab@yu.edu.jo).
5. Cummings, Scott, Professor, Department of Public Policy, Saint Louis University, USA, (phone 314- 977-3931, e-mail sbcumm01@slu.edu).
6. Gilsinan James, Dean of Public Policy College, Saint Louis University, USA, (phone (314) 977-3285, e-mail gilsinanjf@slu.edu).
7. Nusair, Naim, Professor, Retired–Former professor, Department of Public Administration, Yarmouk University (phone: 00962-777307210, e-mail Naim@yu.edu.jo).