

# Hazar Y. Hmoud

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I am a proactive academic professional with over 12 years of experience in training and coaching. Training and coaching are not only a career of choice, they are a passion that I am fulfilling throughout the years. I believe in training through charging self-confidence, encouraging team work and minding the gap between theory and practice.

## **Qualifications Highlight**

- Research skills
- Training needs assessment
- Event management
- Presentation and communication skills
- Creativity and initiative
- Supervisory skills and team work
- Critical thinking and confident decision making
- Proficient in MS project, MS office and power point
- NVivo qualitative tool

## **Professional Experience**

***University of Jordan (September 2022 – Present)***  
***Head of Management Information Systems Department/  
Business School***

***University of Jordan (September 2021 – Sept 2022)***  
***Assistant Dean of Student Affairs/ Business School***

- Provide assistant, guidance, and support to the school students during their study journey.
- Support students with their admission, enrollment, examinations, and graduation.
- Steer the different initiatives provided by school students.
- Conduct different training courses and workshops that are related to personal and interpersonal skills needed for the school students.
- Supports the different extra curricula activities provided to and from the school students.
- Chair the student committees and representatives that are elected by the school students.

**University of Jordan (August 2020 – September 2021)**  
**Director of Career Guidance and Alumni Office/ King Abdullah II Fund  
for Development**

- Bridge the gap between the university outcomes and market needs by conduct the training needs assessment for the university students.
- Hold awareness sessions and specialized lectures in the field of career guidance for the university students.
- Supervise the different training courses conducted by the office.
- Encourage and support students to engage in voluntary work and community service.
- Conduct the university career days.
- Connect the university students with local and international companies through internships.
- Connect the university with its graduates and get the benefits for all parties in terms of sharing experiences and supporting students.
- Manage and direct the mentors in the office and monitor the graduates.

**University of Jordan (July 2018 – present)**  
**Assistant professor**

- Teach courses for Bachelor Degree in Management Information Systems.
- Contribute to quality control as a quality officer in the department.
- Participate to the development of the new curriculum for the MIS program.
- Conduct and Publish research.
- Contribute to community service.

**University of Jordan (July 2018 – October 2020)**  
**Quality Assurance Coordinator**

- Work in and monitor all issues related to local accreditation for the undergraduate program offered by the management information systems department.
- Work in and monitor all issues related to international accreditation; namely AACSB for the undergraduate program offered by the management information systems department.
- Review and update the Program Learning Objectives (PLOs) for the undergraduate program offered by the management information systems department.
- Review and update the study plan for the undergraduate program offered by the management information systems department.
- Review and update all courses' portfolios and syllabus.

**University of Jordan (August 2008 – August 2013)**  
**Lecturer**

- Teach courses for Bachelor Degree in Management Information Systems.
- Prepare syllabus, Exams and Class projects.
- Deliver technical contents in computer labs.

***The Housing Bank for Trade and Finance (July 2005 – July 2008)  
Information Security Officer / Group Risk Management***

- Coordinate the development and delivery of an educational program on information security and privacy matters for employees, authorized users and outsourcing personnel.
- Development of information security policies and standards.
- Conduct compliance and risk assessment for the different bank activities against security policies and standards.
- Keep abreast of latest security and privacy legislation, regulation, advice series, alerts and vulnerabilities.
- Develop and provide timely report of compliance result for follow up an appropriate corrective action.
- Develop key performance indicators for the team members.
- Assist the information security manager in assessing information technology security risk and recommending appropriate compliance and monitoring mechanism.
- Insure all technical control and security hardening controls are implemented across the bank network devices, servers and databases.
- Review new technologies in order to assess information security control structures, capabilities, strengths and weaknesses.

***E-Dimension (March – May 2005)***

Internship - Voice over IP billing system and SAGA800 Call centers.

**Education**

***Nottingham University, Doctor of Philosophy PhD in Information Systems management (2013- 2018)***

The 'private-collective' innovation model under permissive licensing: a case study of OpenNebula open source software. The Thesis aims for understanding how the private collective model of innovation works in permissive open software. This thesis investigated the research questions:

- How can the private actors invest and share in permissive open source software without experiencing a business dilemma?
- Why private actors chose to invest and share rather than to free ride in permissive open source software?

***University of Jordan, MBA / Management (2006- 2008)***

Dissertation studied the relationship between information quality and organizational strategic benefits.

***University of Jordan, Bachelor in Computer Engineering (2000 2005)***

Graduation project: Interactive Voice Response (IVR) that is divided into three main categories:

- DTMF IVR system based on TAPIEx ActiveX Control
- English Speech IVR System based on Microsoft Speech Application SDK 1.0.
- Research on Arabic Speech IVR Systems and the available capabilities.

## ***Islamic scientific college / Scientific branch (1999 2000)***

### **Certificates**

- Advanced Innovation and Entrepreneurship Train od Trainers
- Fundamentals of Python Programming
- AACSB Assurance of Learning
- Information Technology Infrastructure Library (ITIL)
- Security+ Certified Professional (SCP)
- Microsoft Certified Professional (MCP)
- CCNA Routing and Switching
- Emotional Intelligence (IACET certified)
- Finance for non-financial managers

### **Administrative Achievements**

- Memorandum of Understanding between the University of Jordan and Amazon international: employability of the university students in Jordan through short- and long-term contracts.
- Memorandum of Understanding between the university of Jordan and King Abdullah II Fund for Development: Financial and administrative support to develop the employability skills for the university students.
- Memorandum of Understanding between the University of Jordan and Crown Prince Foundation: "I Participate" political training.
- Integrity Week at the University of Jordan: coaching the business school students for the following integrity topics:
  - Human rights, democracy, conflict management and resolution.
  - The role of the integrity and anti-corruption commission against corruption.
  - The role of the innovation center in the integrity and anti-corruption commission.
  - Social accountability and advocacy campaigns and their importance to the society.
  - Promote integrity against corruption.
  - The importance of Scout side at the individual level.
- King Abdullah II Award for Excellence in Government Performance and Transparency at the university of Jordan: participate in producing the final document related to the operations conducted at the university.
- Set employability training plan for the University of Jordan students based on market need assessment.
- Automation of all processes and procedures for Career Guidance and Alumni Office.
- "Fakhr" program in the University of Jordan: recall success stories of the University of Jordan graduates in regular basis.
- Graduates Gift program: provide free consultations to prepare CVs and LinkedIn accounts for the university of Jordan students; namely "expected to graduate" students.
- Integrity Week: highlight major issues of integrity for the University of Jordan students such as electronic crimes, equality, diversity, and integrity and anti-corruption.

## **Committees**

- Business Analytics committee, University of Jordan (August 2022 – Present).
- Management PhD Program committee, Business school, University of Jordan (Sept 2022 – Present).
- Post Graduate committee, Business School, University of Jordan (Sept 2022 – Present).
- Electronic Learning committee, Business School, University of Jordan (Sept 2022 – Present).
- Career and academic counseling committee, Business School, University of Jordan (Sep 2021- Present).
- Programs quality assurance committee, Business School, University of Jordan (Sep 2021- Present).
- Conference committee, Business School, University of Jordan (Sep 2021- Present).
- Student violations committee, Deanship of student affairs/Business School, University of Jordan (Sep 2021- Present).
- Administrative work development committee, Deanship of scientific research, University of Jordan (Dec 2021- Present).
- University staff development committee, Deanship of scientific research, University of Jordan (Dec 2021- Present).
- King Abdullah II Award committee, University presidency office, University of Jordan (Feb 2021- Oct 2021).
- Country centennial celebration committee, Deanship of student affairs, University of Jordan (Sep 2021- Present).
- Follow up distance learning committee, Business school, University of Jordan (June 2020 - present).
- Follow up distance examination committee, Business school, University of Jordan (March 2020 – present).
- Training and employment project ,Deanship of Student Affairs, University of Jordan in cooperation with the American embassy (February 2020 - present).
- Business school alumni committee, University of Jordan (2019 –present).
- Business school quality committee, University of Jordan (2018 –present).
- MIS curriculum and study plan committee, University of Jordan (2018 –2019).
- Business school doctoral society committee, University of Nottingham (2013 –2015).

## **Social Activities**

- Support the Jordanian Engineers Association in its voluntary activities (2006 –present).
- Plan and participate for Global Land Forum conducted in Jordan 2022.
- Act as a team member at Lenton Drive & Neighbour Association/ UK (2013 –2018).
- Conduct emotional intelligence workshops designed for university students at Zinc/ Jordan (2019 –present).

## **Teaching experience**

- Systems analysis and design
- Graduation project
- Full stack Web development

- Computer networks
- Databases
- Principles of MIS
- Office automation

## **Publications**

- Yaseen, H., Al-Adwan, A.S., Nofal, M., Hmoud, H. and Abujassar, R.S., 2022. Factors Influencing Cloud Computing Adoption Among SMEs: The Jordanian Context. *Information Development*, p.02666669211047916.
- Hmoud, H.Y., Qasem, Z., Hajawi, D.S. and Zoubi, J.Z.A., 2022. Open Source Software Governance: Towards a Link to the Business World. In *International Working Conference on Transfer and Diffusion of IT* (pp. 137-141). Springer, Cham.
- Qasem, Z., Hmoud, H.Y., Hajawi, D. and Al Zoubi, J.Z., 2022. The Effect of Technostress on Cyberbullying in Metaverse Social Platforms. In *International Working Conference on Transfer and Diffusion of IT* (pp. 291-296). Springer, Cham.
- Hmoud, H., Nofal, M., Yaseen, H., Al-Masaeed, S. and AlFawwaz, B., 2022. The effects of social media attributes on customer purchase intention: The mediation role of brand attitude. *International Journal of Data and Network Science*, 6(4), pp.1543-1556.
- Maqableh, M., Hmoud, H.Y. and Jaradat, M., 2021. Integrating an information systems success model with perceived privacy, perceived security, and trust: the moderating role of Facebook addiction. *Heliyon*, 7(9), p.e07899.
- Shishan, F., Hmoud, H., Zaidan, H. and Qasem, Z., 2021, September. The Innovation Resistance Theory: The Case of Cryptocurrencies. In *The International Conference On Global Economic Revolutions* (pp. 459-465). Springer, Cham.
- Khalaf, R.K.A., Hmoud, H.Y. and Obeidat, B., 2019. Reviewing the Mediating Role of Job Satisfaction on the Effect of Employee Engagement on Organizational Performance. *Journal of Social Sciences (COES&RJ-JSS)*, 8(1), pp.7-23.
- Ashal, N.M., Obeidat, B.Y. and Alhmoud, H., 2019. Theoretical Study on the Impact of Strategic Orientation on Organizational Performance: Examining the Mediating Role of Learning Culture in Jordanian Telecommunication Companies. *Journal of Social Sciences (COES&RJ-JSS)*, 8(1), pp.24-40.
- HMOUD, H., KUK, G. & CURCHOD, C. (2016) From Restrictive to Permissive Licensing: The Governance of Appropriation in Open Source Software Project. British Academy of Management, 2016 Newcastle, United Kingdom.

## **Conferences**

- **The International Conference on Emerging Trends in Digital Business, Jordan (2022):** Chair of the panel "Innovation and Entrepreneurship".
- **IFIP 8.6 Working Conference, Co-creating for Context in Prospective Transfer & Diffusion of IT, Ireland (2022):** Open Source Software Governance: Towards a Link to the Business World.
- **IFIP 8.6 Working Conference, Co-creating for Context in Prospective Transfer & Diffusion of IT, Ireland (2022):** The Effect of Technostress on Cyberbullying in Metaverse Social Platforms.
- **The International Conference on Global Economic Revolution (ICGER), Bahrain (2021):** The Innovation Resistance Theory: The Case of Cryptocurrencies.
- **British Academy of Management (BAM), United Kingdom (2016):** Presenting full paper under the title of "From Restrictive to Permissive Licensing: The Governance of Appropriation in Open Source Software Project"

## **References**

Available upon request