

# *CURRICULUM VITAE*

## *YASER M. ADWAN*

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**Amman - Jordan**  
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### **Personal Data**

Date and Place of Birth: Salihi, 1953  
Nationality: Jordan  
Marital Status: Married (2-child)  
Academic Rank: Professor

### **Education:**

University of Southern California, School of Public Administration, Los Angeles, Cal. U.S.A.	1983	PH.D
University of Southern California, School of Public Administration, Los Angeles, Cal. U.S.A.	1980	MPA
University of Jordan, Faculty of Economics and commerce, Administration and Political Science, Amman, Jordan.	1977	Bsc

### **Title of Theses:**

Public Sector Retrenchment: Experiences form 426 California Cities, PH.D  
Dissertation, University of Southern California, Los Angeles, U.S.A., 1983.

### **Teaching Experience:**

<b>Professor public administration, college of Business Jordan university</b>	<b>2015-</b>
Professor of Public administration and policy analysis , Yarmouk university	2009-
Professor of Management, Talal Abu-Gazalah Graduate Business School, German-Jordan university	2007-2009
Professor of management, Graduate school of Business &finance, Amman Arab university, Amman	2005-2006
Visiting professor, University of Arkansas, Fayetteville, U.S.A	Fall -1998
Professor of Public Administration, Yarmouk University	1994-
Visiting Professor, Faculty of Administrative Sciences and Law, Philadelphia University, Amman, Jordan.	1991-1992
Associate Professor, Department of Public Administration Yarmouk University.	1988
Visiting Professor, University of Tennessee, Knoxville	Summer1988
Assistant Professor, Dept. of Public Administration, Yarmouk University.	1983
Instructor, University of southern California-School of Public Administration, LA, U.S.A.	1981-1983

### **Research Interests:**

Human Resource management  
Public policy  
Organization Behavior

**Grants and Contracts:**

Research fellowship, "A Rare Social Experiment in California cities" School of Public Administration, University of Southern California, Los Angeles (W.B. Storm)	1984
Royal Scientific Society, Principle Investigator of "Economic- Social Survey of Baqa'a Refugee Camp", Amman, Jordan.	1987
"Socio-Economic analysis of Mafraq Region in Jordan", Funded by the Deanship of higher studies, Yarmouk University.	1988
"The Socio-Economic state of Northern Badia & Mafraq Development units",-- Bank of cities and villages Development.	1989
"Admistrative Reform in Jordan: An evaluation of performance and effectiveness", Funded by the Center for Jordanian studies/Yarmouk University.	1993
"Citizen satisfaction: Survey of Public Services", Center for Jordanian Studies.	1996
"Evaluation of Training Programs 1993-1995", Institute of public Administration	
"Applying the principles of Cultural Resource Management to Community Economic Development through sustainable Tourism", (co-PI) U.S AID, Washington (Co-Director of the project )	2003-2005

**Honors and Rewards:**

National Recognition Award for Public Management, Jordan	1999
Shooman's Prize for Arab Scientists in Social Sciences.	1988
Yarmouk University Scholarship for Ph.D.	1978

**National Committees:**

National Steering Committee, Strategy & Policy for Science &Technology, Royal Scientific Society, Jordan	2009
Higher Steering Committee, Pension & Social Security Reform.	1997
Management Council, Arab Academy of Banking & Finance.	1996
Member of the National Administrative Development Council (Civil Service Commission's Council).__2 Terms	1995,2003
Member of the Royal subcommittee on Reform & Modernization (restructuring Government administration, Civil service reform, Social Security and retirement).	1994
Vice President / the Jordanian Society of Public Administration.	1995
Member/the higher National Committee for Accreditation of Universities' Programs.	1995
Committee Member / Accreditation of Private Universities.	1993
Member/Council of Research and Post-Graduate studies.	1993
Member / Sub-committee on Higher Education Policy.	1989
Member / national "Ombudsman" Committee.	1988
Member / the Directory Committee of Yarmouk University Club.	1987

**Work Experiences:**

Board of Trustees, University of Jordan-Amman ,Jordan	2008---2014
Advisory Board, National Institute for Training	2008--2012
Director General / Social Security Corporation - Amman Jordan	1999,2000
Member/Trustees Board, al-Albiet University, Jordan	2006-2009
Member/Board of Trustees, al-Balqa applied University, Jordan	1998-2001
Member/national steering committee, Higher Education Reform.	1998-2000
Chairman/Council of Marine Station in Aqaba.	1998-1999
Vice President, Yarmouk University.	1994-1999
Vice President/Accreditation council for Higher Education Institution	1999-2001
Dean/Faculty of Administrative Sciences and Law, Philadelphia University,	1991-1992

Amman.

Assistant to the Dean/ Faculty of Economics & Administrative Sciences, 1987-1989  
Yarmouk University.

Chairman/ Department of Public Administration, Yarmouk Univ. rdan 1985-1987

Member /Board of Directors, Institute of Public Administration, Amman, 1986-1987  
Jordan.

Instructor/School of Public Administration, University of Southern 1981-1983  
California, Los Angeles, U.S.A.

**Business & Corporations Experiences:**

Board member Housing Bank For Trade and Finance.	2011-2015
Chairman Kingdom Company for Energy Investment	2011-----2015
Chairman Electricity Distribution Company	2011-----2013
Chairman Daman Corporation for Development Areas	2011,2012
Chairman, Social Security investment Fund	2011,2012
Chairman, Board of Directors, National Corporation for Tourism Development. Amman.	1999-2000
Vice Chairman, Phosphate Manufacturing corporation, Amman.	1999-2000
Member, Board of Directors, The Housing Bank for Finance and commerce.	1999-2001
Member, Board of Director, The industrial Development Bank.	1999-2000
Member, The Jordan Bromine industry, Amman.	1999-2000
Management Board committee, al-Albiet Investment Fund	2006-2009
Board representative, Jordan University investment Fund	2009---2014

**Membership in Scientific and Professional Societies:-**

- 1995- Jordan's Society for Public Administration.
- 1994-2000 Editor in Chief: Journal of Abhath -Al-Yarmouk.
- 1983 –1989 American Society for Public Administration.

**Professional and Scientific Meetings:-**

1. Society for public Administration, Honolulu, American Hawaii, 1983.
2. XXI International Summer Seminar, University of Economic Sciences, "Bruno Leuschner" Berlin, GDR June 11-19-1984. Presented a paper entitled "Retrenching Government Bureaucracy".
3. Round-Table conference, Tunis-Tunisia 16-20 September 1986 presented a paper entitled "Patterns of administration citizen's relationship: Role of Administration.
4. International Congress of project management, Rotterdam, Holland May, 12-24, 1985. Presented a paper entitled: "Design & Evaluation of non-fungible Development projects in Jordan.
5. Eastern Regional Organization of Public Administration, Bangkok, Thailand, December 8-12, 1985. Presented a paper entitled "Jordan's Experience in Administrative Reform.
6. Arab Organization for Administrative Sciences, Arab Experts meeting on Administrative Reform and Development, Amman Jordan, Feb. 16-20, 1986. Presented a paper entitled "Experiences of Administrative Reform in Arab Countries".
7. American Society for Public Administration, Anaheim, California April 14-17, 1986. Presented a paper entitled "The responsiveness of Government officials to citizen demands", a comparative study of six Arab countries.
8. The Annual meeting of international institutes and schools of Administration (IASIA), Amman-Jordan September 2-6.
9. The XX international (IAIA) conference of Administrative Sciences Amman-Jordan September 6-10, 1986. Presented a paper entitled "Approaches, Concepts and Styles of Administrative Reform in Arab Countries".
10. The Arab Center for Administrative Development, Cairo-Egypt March 24-26-1987. Presented a paper entitled, "Administrative Reform or Reform Administration: the neglected aspect in the experience of Arab Countries.
11. Institute of Public Administration, Amman-Jordan, August, 16-19, 1987 "Seminar the Role of Top Level Management Administrative Reform, Presented a paper entitled" Leaders styles in administrative Reform.
12. Eastern Regional Association for Public Administration, Manila-Philippines 22-28 November

- 1987, presented a paper entitled "Fiscal changes in local administration: New Trends in Public Administration".
13. Western Governmental Research Association, March 16-19/1988 San Francisco, California presented a paper entitled "A rare social experiment among California cities".
  14. The XXI international conference of administrative sciences, Morocco, 1989, Presented a paper entitled "public sector alternative to privatization in developing countries"
  15. American Society for public Administration, Los Angeles, April 8-12/1990.
  16. North-South Society. Human rights in the new world order, Tripoli, Libya, April 23- 25, 1992.
  17. Union of Arab Universities, Yarmouk university representative, Khourtom, Sudan, 23-29 January, 1995.
  18. International Institute for Educational Planning, Workshop on Financial Management in Higher Education for East Mediterranean Countries, Patras, Greece, 29 May -2 June 1995.
  19. The United Arab Emirates, Al-ain, "Teaching Commerce & Management in the Arab Universities" Presented a paper entitled "Research in Public Administration".
  20. The University of Irbid, 12-14 May 1996, Presented a paper "The Role of Higher Education in Promoting Tourism in Jordan".
  21. the regional ministerial seminar on good governance & development of private sector and investment, Amman-Jordan, 7-10 September, 1996
  22. Communication and information revolution :impact on Society & State in The Arab world, Emirates center for research and strategic studies, Abu dabi, 4-7 January 1997
  23. Developing competitiveness capacity: Quality, productivity, transparency, and accountability, round table- civil service, 15-18 September, 1997.
  24. University of Carlton, Water balances and regional cooperation for water management in the eastern Mediterranean, presented a paper "Water resources management in Jordan" Ottawa, Canada, 29-30 Oct. 1998
  25. Arab Universities union, Arab council for scientific Research, Cairo 3-5 1997.
  26. German Protestant Institute of Archaeology, International symposium "Men of Dikes and Canals: The archaeology of water in the Middle East, Presented a paper "Water Resources Management" Petra, Jordan - 15-20 June 1999.
  27. International Social Security Association, "Demographic trends and globalization challenges for social security, Bratislava, Slovak republic 14-15 October 1999.
  28. International Social Security association, "Meeting of Directors of Social Security Organizations in Asia and The Pacific", Kuala Lumpur, Malaysia 16-19 Nov. 1999.
  29. Arab organization for administrative development, "Research & publishing in public administration" presented paper entitled" methods & standards of research evaluation in Public administration Muscat-Oman 3 -4 April 2001
  30. Universities partnership for Development, United States, Washington, 6-8 August 2004
  31. Higher Education Reform Forum" presented a paper Financing Higher Education Institution" 11-12 February 2007
  32. Innovation and change in organizations: Human resource perspectives, Queen Rania institute for consultations and community service, 2-5 July 2007
  33. German federal ministry of Economics Technology, " wind Energy and Technology, Berlin, sep-1-7, 2013

#### **Community Services:**

##### **(A) National & Local**

- Consultant-Reorganization of the ministry of sports and Youth, Institute of Public Administration, Amman. 1984
- Lecturer in Training programs for high level executives and middle level management, institute of Public Administration. 1984-
- Guest speaker: Bureaucratic dominance in developing Countries: myths and realities, Ibn Khaldoun community college-Irbid. 1984-
- Visiting speaker: the military Academy, Jordan. 1985-

Visiting speaker: The air Force Academy, Jordan	1986
Trainer: Programs for executive management, the Housing Bank, Amman-Jordan	1986-1988
Guest Speaker: seminar for undersecretaries and General Directors, on "The Role of government leaders in Administrative Reform.	1987
Consultant: reorganization of the ministry of supply, Amman.	1988-
Consultant: reorganization of the ministry of Finance, Amman-Jordan.	1990-
Consultant: Job Classification & Description for the social security corporation, Amman, Jordan.	1990-
TV Guest Speaker" Seminar on Administration Reform in Jordan".	1991
Job description and classification for Philadelphia University, Amman, Jordan.	1992-
Consultant, Development and Reform of the culture, Youth and Social Development Sector, Institute of Public Administration, Amman.	1992
Reorganization of Irbid Electricity Corporation, Institute of Public Administration, Amman.	1993
Restructuring Policy & Training Directorate, Housing & Urban Development Corporation, Amman-Jordan.	1995
The effectiveness of JIPA Training Programs, 1990-1995: An evaluative Study Institute of Public Administration, Amman, Jordan.	1996
Guest Speaker: Administrative Reform in Jordan, Showman's cultural forum, Amman, Oct.13, 1997	1997
Project Director, The central university Library-Yarmouk, In collaboration with The Islamic Development Bank-Jedda	1997

**(B) Regional**

**5/1/1985-14/5/1985**

Visiting Professor: The National School of Administration, Mauritania-  
Lectured on Public Finance & budgeting.

**28/11/1985-12/10/1985**

Visiting Professor: Personnel management in government, The Civil Service commission,  
Qatar.

**16/11/1985-12/8/1986**

Visiting Professor: determining training needs for public Employees,  
Ministry of Petroleum & Finance, Qatar.

2/12/1995-6/12/1995

Management Development Expert: Leadership and change in the public sector,  
Ministry of Civil Service, Yemen.

**(C) International:**

1986 U.N. consultant, A Comparative Study of the performance of public Enterprises:  
NorthYemen, Morocco, and Jordan.

1988 U.S. Aid, Privatization in Jordan Research Project.

1990 UNDP- consultants, project for Administrative Reform in Jordan

1992-.Afmemco International, Human Resources Management, Cyprus

1997- Cultural Resource management project, with University of Arkansas

2003- Co Director & principal investigator, applying cultural resource management for  
Economic Development of local communities through tourism,-partnership  
Project with Arkansas University, funded by U.S.AID, Washington

**Published Research: (in Arabic)**

**A) Books in Arabic:**

- 1) Analysis of the Socio-Economic State of Baqa's Refugee Camp: A Field Study,  
Royal scientific society , Amman , Jordan, 1988.
- 2) The Socio-Economic State of Mafraq Governorate: An empirical survey,  
Development Bank for Cities and Villages , Amman , Jordan, 1990.
- 3) The State of Development Units in Northern Badia and Mafraq Regions,  
Yarmouk University Press, 1991.

**B) Articles in Arabic:**

- 1) "Target cuts in public organizations: Budget as means for administrative improvements": *The Arab*

- Journal for Administration*, Vol. 10, No. 3, 1986 PP: 39.
- 2) "Models of Administrative Reform in Arab countries" in Nasir Sayeg (ed) *Public Administration and Administrative Reform in The Arab World*, Amman, 1986 PP: 785-806.
  - 3) "The management of public Enterprises in Arab Countries: A comparative study", *The Arab organization for Administrative Sciences*, Amman, 1986.
  - 4) "The Role of Administration in determining its relationship with citizens" *Journal of Administrative Affairs*, No. 7, June 1987.
  - 5) "Administrative Reform or Reform Administration: A neglected Aspect of Arab Experiences"; *Journal of Social Affairs*, Vol. 19, No. 39, 1993.
  - 6) "Organization and Management of Public Enterprises in Arab Countries: A comparative Study", *Journal of Rafidyn Development*, Vol. 12, No. 30, 1990, PP: 9-
  - 7) "Incentives and Disincentives in Public Enterprises in Arab Countries", *Journal of Economics and Administrative Studies*, Vol. 14, No. 35, 1992.
  - 8) "Control and Accountability in Public Enterprises in Arab Countries: A comparative Study", *Journal of Rafidyn Development*, Vol. 14, No. 38, 1993
  - 9) "Human resources planning on the organization level", In *Human Resources Management* (ed), Alquds open University, Amman, 1993.
  - 10) "Motivating employees", in *Human Resources Management* (ed) Alquds open University, Amman, 1993.
  - 11) "Leadership & the new trends in Management", *Institute of Public Administration*, Amman, Jordan, 1992.
  - 12) "Job satisfaction among Heads of Academic and Administrative Departments at Yarmouk University", *Journal of Abhath Al- Yarmouk*, Vol. 10, No. 1-4, 1994.
  - 13) "Towards a method for Reorganizing and Reforming organization", *Journal of Public Administration*, Vol. 34, No. 3, 1994.
  - 14) "Students' Motives for selecting/changing public Administration as A field of study", *Journal of Abhath Al-Yarmouk*, Vol. 10, No 4, 1994.
  - 16) Job satisfaction among mid-level management in The Jordanian Civil Service", *Abhath- Al-Yarmouk*, Vol. 11, No. 1, 1995.
  - 17) "Effectiveness of Training Program in the Jordanian Public sector 1990-1995:An evaluative study", *Institute of Public Administration*, Amman, Jordan, 1996.
  - 18) "Factors affecting Patients' Satisfaction in Jordanian Hospitals", *Abhath Al-Yarmouk*, vol, 13.no1, 1997.
  - 19) "Analysis of Municipalities Finance in Jordan" , *Abhath Al-Yarmouk*,vol.13,No.3,1997
  - 20) "Performance &effectiveness of Public Relation units in the Public Sector in Jordan: An evaluation study" , *Dirasat*, Vol. 23, No. 1, 1996.
  - 21) "Citizens' Satisfaction with Public Services in Jordan", *Center for Jordanian Studies*, Yarmouk University - Irbid, 1996.
  - 22) "Administrative Reform in Jordan... An evaluation of performance and effectiveness", *Centre for Jordanian Studies*, Yarmouk University, August 1994.
  - 22) The Leadership Role of Municipalities Mayors In Jordan :An analytical study"
  - 23) *Journal of Abhath Alyarmouk*,Vol.12,No.2,1996
  - 24) "Research in Public Administration: Analytical Review of the Published Research in Arab Journals", *Aledari Journal*, Vol. No. 96, 1997.
  - 25) "The impact of Service level of Health Care Centers on Recipients satisfaction in Northern Jordan", *Journal of economics & management*, university of Qatar, No.9, 1998.
  - 26) "Methods and standards of Evaluating administrative research" In, *Administrative Research and publications*, Arab organization for administrative development,cairo,2001
  - 27) "Financing policies of public universities in Jordan: A conjoining Strategy" *Yarmouk university Publication*, Irbid ,Jordan, 1999
  - 28) "Administrative Reform in Theory and practice" In Ibrahim Izzeddine, (ed) *Economic and Administrative Reform in Jordan*, Shooman,A Enterprise publication, Amman 2000
  - 29) " The Prevalent Organizational climate in Jordanian Health Centers" *The Journal of Damascus University*, Vol.24, no.3+4, 2008
  - 30) "Factors effecting organizational Learning practices in Jordanian Municipalities" *Journal*

*Of Public Administration*, Vol.48, No.3, 2008

- 31) "Analysis of Human Resource policies in the Public Sector Reform program in Jordan" *Business Research Center-King Saud university* ,2009
- 32) "Effects of change in ownership, competitiveness, and organizational change on the performance of the privatized companies in Jordan",-- Accepted 2010
- 33) "Justice, participation and teamwork impact on organizational citizenship behavior in Municipalities in Jordan ,"Under review-*Journal of Public administration*,2013.

**C) Book Review (In Arabic):**

- 1) "The new science of organizations" by Alberto Ramos, the *Arab Journal for Administration*, Vol. 6, 1982, PP: 88-93.
- 2) "Theories of public organizations" by Robert Denhardt, the *Arab Journal for Administration* Vol. 9, No. 2, 1985 PP: 123.

**Published Research (In English)**

- 1) "Social systems Delimitation: Strategies for Developing Countries" *Asian Affairs* Vol. V. No. 111, 1983, PP: 253-274.
- 2) Design & Evaluation of Non Fungible Development Projects in Jordan", In W. Vriethoff, Covisser & H. Boerma (ed) *Project Management: Clarity for the 90's Elsevier Science-North Hall*, Rotterdam, 1985. PP: 153.
- 3) "Jordan's Experience in Administrative Reform", *Asian Affairs*, Vol. VIII, No 1, January-March 1986, PP: 40-57.
- 4) "Patterns of Administration-citizens Relationship: Administrators' view", *Journal of Studies in Development*. 13(3-4) 1986, PP: 325-338.
- 5) "Concepts, Approaches and Styles of Administrative Reform in the Arab Countries", In Nasir Sayig (ed) *Administrative Reform in the Arab world*, Arab organization for Administrative sciences, Amman, 1986. PP: 166-201.
- 6) "Economic changes and Administrative Reform in the Arab World", In Nasir Sayig (ed) *Administrative Reform in the Arab world*, Arab Organization for Administrative Sciences, 1986, PP. 330-379.
- 7) "Road Maintenance Management in Jordan", *PTRC Summer Annual Meeting*, University of Sussex, England, July 1985.
- 8) "The responsiveness of Government officials to public Demands: A comparative study of six Arab countries", *Asian Affairs*, Vol. x, No. 11, 1988.
- 9) "Changes in Local Administration: New Trends for Public Administration" *Proceedings of the VI Eastern Regional Organization for Public Administration*, Manila, Philippines, 1987.
- 10) "A Public Sector alternative to privatization in Developing Countries" in Ali Farazmand (ed), *Handbook of comparative & Development Administration*, Dekker Inc., U.S.A. 1991, PP: 641-656.
- 11) "Campfire Decision making and strategic management:A Politics and leadership approach to Economic Development", *Journal of Public Administration & Development* Vol. II,1991, PP: 511-520.
- 12) "Beyond Budget Specifics: Policies of Municipal Adjustments to Fiscal Stress", *Asian Affairs*, Vol. XI, No. VI, Oct-Dec 1989, PP: 27-55.
- 13) The cost of education and financial adjustment to fiscal stress: Experiences from Yarmouk University, *IIEP Publication*, Paris, 1995.
- 14) "Jordanian Public Enterprises... small steps Toward Privatization", In A. Farazmand (ed). *International Handbook of Public Enterprises Management*, Greenwood Press.N.Y, 1996.
- 15) "Financial policies of Higher education institutions in Jordan: A conjoining strategy *Ministry of Higher Education publication*-Jordan 2000
- 16) "Evaluating Water balances in Jordan", in David B. Brook& Ozay Mehmet (ed) *Water Balances in the Mediterranean* ,International Development Research Centre, Ottawa, Canada,2000
- 17) "Water Resources management in Jordan", In Petre Hanz, *Dikes and canals, the Archaeology of water in Middle East*, German Institute of archaeology, Berlin 2000
- 18) "Challenges to privatization in developing countries: A new look", in Farazmad,A.(ed) *Privatization or Public enterprises Reform*, Greenwood press, N.Y 2001
- 19) "Transforming Danger into Opportunity: Jordan and the refugee crisis of 1990", In Farazmand, A. *Emergency management*, Marcel Dekker, inc, N.Y.2001

- 20) "Applying the principles of Cultural Resources management to Economic Development of Local Communities through sustainable Tourism", *Proceeding of the conference, Synergy in Development*, Higher Education Partnerships: connecting the world, Washington D.C, 2004