

CURRICULUM VITAE

Diana Al-Fayez

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Education

Doctor of Philosophy in Public Affair, The University of Texas at Dallas, School of Economics, Politics, and Policy Science, Department of Public and Non-Profit Management, August 2020.

Master of Public Administration, The University of Jordan, School of Business, Department of Public Administration, January 2009.

Bachelor of Economics, The University of Jordan, School of Business, Department of Economics, January 2006.

Research Interest

Human Resources Management, Organizational Performance, Administrative Reforms, leadership, Comparative Public Administration, and Public Finance.

Academic Experience

Head of the Department of Public Administration- University of Jordan. September 2024-present

Assistant Professor of Public Administration

The University of Jordan, Amman -Jordan, School of Business, Department of Public administration, 2021 – Present.

Instructor for course

PA4345 Negotiation and Conflict Management, The University of Texas at Dallas, Richardson – Texas, School of Economic, Politics, and Policy, Spring 2020.

Invited Guest Lecturer

PA7320 Advanced Human Capital Research and Theory (Doctoral Level). (Topic: Privatizing Human Resources Function in the Public Sector), The University of Texas at Dallas, Richardson – Texas, School of Economic, Politics, and Policy, Fall 2019.

Professional Positions and Services

Head of the Investment Window Development Department-Jordan Investment Commission (N/K/A Ministry of Investment) Amman – Jordan, July 2015 -August 2016

Head of Human Resources Department- Jordan Investment Commission (N/K/A Ministry of Investment), Amman- Jordan, February 2011 -July 2015

Researcher- Human Resources Department-Jordan Investment Commission (N/K/A Ministry of Investment) , Amman- Jordan, January 2010 – February 2011

Awards, Honors, Letters of Appreciation, and Grants

The 2023 Garcia-Zamor Best Paper Award in International & Comparative Public Administration- The award is given by the American Society for Public Administration (ASPA)-Section on International and Comparative Administration (SICA).

Academic Excellence Award- The International Honor Society for Public Affairs and Administration, Pi Alpha Alpha by The University of Texas at Dallas Chapter, April 2020.

The University of Jordan Scholarship for Ph.D. Program (2016-2020)

Letter of Appreciation for organizing The 2nd International Conference and Forum on: Business and Digital Economy 2024 (IBDE) which was held in May 21-23, 2024 at the University of Jordan.

Letter of Appreciation for heading Conferences and Academic Activities at School of Business- the University of Jordan (2023/2024)

Letter of Appreciation from the Civil Service Bureau (K/N/A Public Service and Administration Commission) for preparing job descriptions and job classification for positions at the Jordan Investment Commission (2014)

Publications

Al-Fayez, D., Hijal-Moghrabi, I., & Sabharwal, M. (2025). The current state of public administration education in the MENA region. *Journal of Public Affairs Education*, 1-18.

- Al-Fayez, D.,** Hijal-Moghrabi, I., Yoon, Y., & Sabharwal, M. (2024) Building blocks of good governance: Fostering an ethical work climate in public sector organizations. Public Administration and Development. <https://doi.org/10.1002/pad.2054>
- Al-Fayez, D.,** & Goodman, D. (2023). Health-Related Assistance Programs, Leadership Support, and Organizational Performance: Evidence from the US Federal Agencies. Public Personnel Management, a head of print00910260231173082. <https://doi.org/10.1177/00910260231173082>
- Al-Fayez, D.,** Abraham, R., Hijal-Moghrabi, I. (2023). Achieving Sustainable Development Goals in Jordan. In: Farazmand, A. (eds) Global Encyclopedia of Public Administration, Public Policy, and Governance. Springer, Cham. https://doi.org/10.1007/978-3-319-31816-5_4376-1
- Al-Fayez D.** (2019) Financial Reforms in Jordan. In: Farazmand A. (eds) Global Encyclopedia of Public Administration, Public Policy, and Governance. Springer, Cham. https://doi.org/10.1007/978-3-319-31816-5_3727-1

Professional Conferences Presentations

- How Jordan Survived the Covid-19 Pandemic? With Dr. Doug Goodman- Paper presented at the annual meeting of American Society for Public Administration (ASPA 2025). Washington DC- USA
- Public Administration Education in the MENA Region with Dr. Meghna Sabharwal, Dr. Imane Hijal-Moghrabi- Paper presented at the annual meeting of American Society for Public Administration (ASPA 2025). Washington DC- USA
- Public Administration Education in the MENA Region with Dr. Meghna Sabharwal, Dr. Imane Hijal-Moghrabi- Paper presented at the European Group of Public Administration Conference (EGPA 2024) Greece- Athens.
- The Role of Public Service Motivation and Ethical Leadership in Promoting an Ethical Work Environment with Dr. Meghna Sabharwal, Dr. Imane Hijal-Moghrabi, and Mr. Yoon Youngseok- paper presented at SECoPA- 2023- Atlanta- Gorgia- USA.
- The Use of Social Media in Jordanian Municipalities with Dr. Abdel Hakim Akhoirshaideh. Paper presented at the IBDE 2023 Conference at the school of business at the University of Jordan.
- Public Service Motivation and Ethical Work Environment: Is this Relationship Mediated by Ethical Leadership? With Dr. Meghna Sabharwal, Dr. Imane Hijal-Moghrabi, and Mr. Yoon Youngseok. Paper presented at the annual meeting of American Society for Public Administration (ASPA 2023). Virtual Conference.
- Can Organizational Support Strategies Moderate the Relationship between COVID-19 related Job Demands and Employee Job Satisfaction? With Dr. Imane Hijal Moghrabi. Paper Presented at the annual meeting of the Korean Association of Public Administration (KAPA 2022)-Virtual Conference.

- Organizational Performance in Time of Crisis. With Dr. Dough Goodman- proposal accepted for presentation at the annual meeting of American Society for Public Administration (ASPA 2022). Jacksonville-Florida
- Jordan's Response to the COVID-19: Does the Government Restore the Public Trust? proposal accepted for presentation at the annual meeting of American Society for Public Administration (ASPA 2022). Jacksonville-Florida
- Organizational Performance During the Pandemic: Does Occupational Health and Safety management Matter? With Dr. Doug Goodman. Paper Presented at the annual meeting of American Society for Public Administration (ASPA 2021 Virtual Conference).
- The Contribution of Sustainability in Ameliorating Shocks from Natural Disasters at the Local Government Level with Dr. Romeo Abraham- Paper Presented at the annual meeting of American Society for Public Administration (ASPA 2019) Washington, DC
- Predicting Organizational performance in the U.S. Federal Agencies: Can Family Friendly Policies Make A Difference?”, with Dr. Doug Goodman. Paper presented at the annual meeting of Western Social Science Association (WSSA 2019). San Diego, California.
- “Managing Financial Crisis: Exploring the Impact of Municipal forms of Government” with Dr. Evgenia Gorina. Paper presented at the annual meeting of Western Social Science Association (WSSA 2019). San Diego, California.

Professional Memberships

- American Society for Public Administration (ASPA) (2016, 2019-Present)
- Board member at large- Section on Professional and Organizational Development (SPOD)- American Society for Public Administration (ASPA)
- International Research Society for Public Management (IRSPM) (2024- Present)
- The International Honor Society for Public Affairs and Administration Pi Alpha Alpha (PAA)- April 2020-Present.
- Western Social Sciences Association (WSSA) (2019)

Courses Taught or Currently Teaching

Negotiation and Conflict Management- University of Texas at Dallas

Public Finance – University of Jordan

Organization Theory- University of Jordan

Public Management- University of Jordan

Leadership- University of Jordan

Public Human Resources Management- University of Jordan

Decision Making- University of Jordan

Administrative Training- University of Jordan

Professional and University Services

- Chair, Executive Committee of the 2nd International Conference and Forum on: Business and Digital Economy 2024 (IBDE) which was held in May 21-23, 2024 at the University of Jordan.
- Chair, Conferences and Academic Activities Committee- School of Business- University of Jordan, Fall 2023- fall 2024
- Chair, Curriculum Development Committee- Department of the Public Administration. 2024-present
- Chair, Higher Education Committee- Department of Public Administration. 2024-present.
- Member, University of Jordan Council. 2024- present.
- Committee member- Ideal Employee Selection Committee- University of Jordan, Summer 2023.
- Committee member- the University of Jordan' Strategic Plan and Organizational Performance committee- Spring 2022- Present
- Committee member- International Accreditation Committee, Fall 2020-Present- University of Jordan- School of Business, Department pf Public Administration
- Committee member- Learning Quality Assurance Committee, Fall 2020- Present- University of Jordan- School of Business, Department pf Public Administration
- Committee member-Hiring and Promotion Committee, 2010-2015- Jordan Investment Commission.
- Committee member-The Jordan Investment Board 2011-2015 Strategic Plan, and its action plan for each Department- 2011

Ad-hoc Journal Reviewer

- Review of Public Personnel Administration (ROPPA)
- Jordan Journal of Business Administration (JJBA)
- Public Administration Quarterly (PAQ)
- Journal of Public Integrity
- Journal of Public Personnel Management (PPM)

Workshops & Seminars

- How to publish in Scopus and Web of Science- University of Jordan- March 2022
- Blended Learning: Forms and Applications- University of Jordan-June 2021
- “Council-Manager Relations and the Legal Side of City Management.” Speak provided by Dr. Ted Benavides the former city manager of Dallas and Associate Professor of Practice. University of Texas at Dallas in collaboration with ICMA (UTD ICMA chapter meetings). September 2019
- Writing literature review workshop by Dr. Meghna Sabharwal, Dr. Evgenia Gorina, and Dr. Galia Cohen. University of Texas at Dallas. 2017
- Economic Development Workshop – USAID (Amman, Jordan) – May 2010
- Seminar by Lord Digby Jones– Jordan Strategy Forum (Amman, Jordan) May 2013

- The Fifth Arab HR Conference “HR Matrix XCBM, Driving your employee’s performance to organizational effectiveness” (Amman, Jordan) May 2011
- HR Management as a Strategic Business partner in Organization Workshop” (Amman, Jordan) May 2012
- Strategic Planning for the Institutional Development and Change Management workshop” (Amman, Jordan) June 2011