



Nessrin Shaya, PhD in Education
n.shaya@ajman.ac.ae, Tel: UAE (+971) 50 9034900

Personal Details

Name: Nessrin Mohammad Shaya
DOB: 28 February 1985
Visa: Golden Visa – UAE Resident

Nationality: Lebanese
Marital Status: Married

Profile

Assistant Professor in Education, I have received my PhD degree in Education, High Distinction, Masters in Mathematics Education, and Bachelors of Science in Mathematics from the American University in Beirut (AUB). A recipient of a prestigious Research Grant, I have extensive experience with pre-service teacher education and designing curricula and teacher guidelines for high schools, and supervising Master's Theses in Education. I currently teach post-graduate Education courses at Ajman University, along with developing and delivering training programs for school teachers, heads of departments and faculty members. I have extensive experience in developing bachelor degree programs, creating study plans for BED students and developed curricula for a variety of education courses, including: Principles and Methods of Teaching; Differentiation and Instruction; Universal Design of Learning (UDL); Assessment and Evaluation; Designing and Using Instructional Materials; Introduction to Early Childhood Education; Introduction to Educational Leadership and Administration. My teaching experience include delivering the following courses: School Curriculum Theory and Development; Designing and Using Instructional Materials; Introduction to Instructional Technology; Educational Measurement and Evaluation; Research Methods; Educational Administration and Leadership. My research output is highly quantitative in nature and uses complex statistical analysis techniques (such as SEM, Hayes Process, etc.), tests, and software (such as AMOS; SMART-PLS; SPSS; etc.), given my quantitative background with a Bachelor of Science in Mathematics. Research interests include topics on advanced pedagogies and instructional models in online and hybrid modes in education, mathematics education, technology innovation and integration practices among high school teachers and faculty members, implementation of inclusion policy frameworks in schooling and higher education settings and performance output of academic and teaching staff. Having more than 13 years of experience in higher education system, with outstanding record in positions filled, allowed me to successfully chair the Transition and Resilience Taskforce during my tenure AUE, during Covid-19 Pandemic, that transitioned the University into online modes of teaching and learning, becoming a role model in distant learning pedagogies and technologies practices around in the region. Delivered a number of training workshops for delegates of Ministries of Education under World Bank.

Qualifications

PhD in Education, British University in Dubai, dual degree with University of Birmingham, UK, 2018 – High Distinction Marks

Master of Arts in Education (MA) – Mathematics Ed, Lebanese American University (LAU), 2010
Bachelor of Science (BS) Mathematics, American University of Beirut (AUB), 2006

Certifications

- Teaching Diploma in Mathematics Teaching, American University in Beirut, 2006
- Foundations of Partial Least Squares Structural Equation Modeling (PLS-SEM) Using SmartPLS, November 2021, Hamburg, Germany.
- Assessment and QFEmirates, Dubai, 2022
- Blended Learning Frameworks, January 2019, QASPIR, Abu Dhabi, UAE

Highlights

- **Supervising Masters’ Theses in Education and Chairing Masters Viva**
- **Program Reviewer for National Qualifications Center (NQC)**
- **Consultancy Projects, preparing Math teachers and developing new schooling systems in UAE**
- **Assessment Manager; Chair of Curriculum Development and Revision Committee**
- **University Distance Learning Coordinator and Faculty/Head of Department PD**
- **Course Leader for Education Core Courses on Pedagogies, Curriculum and Instructional Design.**
- **Development of Education Programs and Courses**

Career History

Assistant Professor in Education Jan 2024 to Current
Education Department, College of Humanities and Sciences, Ajman University

Faculty in the College of Humanities, teaching Education courses at post-graduate levels: Research Methods – Mathematics Teaching Methods – Science Teaching Methods, along with undergraduate courses: Leadership and Team Building.

An active member in a number of Committees: Online Steering Committee; Scientific Research Committee; Internationalization Committee.

Expert in transitioning to blended learning environment, expanding programs, drafting enrollment project plans and leading research groups.

An active speaker, moderator and session chairs in a number of conferences.

Assistant Professor in Education, Faculty of Education Feb 2019 to Dec 2023
Assessment and Quality Assurance Manager, AUE, Dubai

Assessment and Quality Assurance Manager: Responsible for undergraduate and postgraduate academic program assessment – measures for direct and indirect assessment of student learning; internal exam moderation process (and NEA-non examination assessments); internal mark moderation process; developing and disseminating guidelines for effective assessment practices; external peer review assessment; auditing of course design and delivery; syllabus audit; ensuring compliance with CAA Standards and regional/international accreditation requirements; program accreditation; curricular design, development and revision; training and supporting faculty on the use of advanced pedagogical methods and digital tools and software such as virtual labs.

Delivering Core Education Courses: School Curriculum: Theory and Development; Designing and Using Instructional Materials; Introduction to Instructional Technology; Educational Measurement and Evaluation; Educational Administration and Leadership; Sustainability and Education, etc.

Education Curricular Development: Developing Study Plan of new Education Program and Developing curricula/syllabi of following courses Principles and Methods of Teaching; Differentiation and Instruction; Universal Design of Learning (UDL); Assessment and Evaluation; Designing and Using Instructional Materials; Introduction to Early Childhood Education; Introduction to Educational Leadership and Administration.

Distance Learning Coordinator; Chair, Assessment Design and Delivery Taskforce/University Transition and Resilience TF): Supervising, coordinating and executing the operations of distance learning among University academic administrators and University standing committees. Responding to distance learning environment challenges for faculty members, pertaining to design of syllabus, assessment and design of teaching material.

Chair, University Curriculum Committee for curricular improvements: Committee reviews all new courses, programs and specializations proposals and provide recommendations for further action; Carries out the basic functions of curriculum design, development, and evaluation through review of the current curriculum of each program and specialization and recommend revisions to Academic council for further actions; Assesses the curriculum to fulfill all requirements concerning local and international accreditation.

Training teachers and faculty, series of workshop and PD: Effective Pedagogies for Masters and Capstone Course Delivery (2023); Assessment for Excellence in Higher Education (Dec 2022); Quality Teaching and Learning (Nov 2022); Effective Assessment Practices for Deans and Academic Administrators (May 2022); Designing Assessment at the Right QF Emirates Level (Nov 2022); Hybrid Instruction (2022); Raising Attainment (March 2021); Facilitating the Online Teaching Experience (Jan 2021); Online Assessment Design and Delivery (August 2020, in Arabic and English); Best Practices in Online Teaching and Learning (March 2020, Delivered Online in English & Arabic); Responding to Challenges in Delivery and Assessment Design (June 2020); Designing Effective Grading Rubrics (April 2019); Creating Dynamic Learning Experiences and Rethinking Assessment (February 2020); Teaching Through Problem Solving and The Role of Educational Technology (February 2020); How to Structure Masters' Thesis

(February 2020); Teaching Mathematics Through Problem Solving: The Role of Instructional Design And Technology (Feb 2020).

Developing Guidelines: Guidelines for Online Teaching Success; Online Final Assessment Guidelines; Faculty Assess and Plan Model; Constructing Effective Multiple-Choice Questions; Remote Teaching Student Guidelines

Student Advising: advising Bachelor of Education students on academic and related matters, providing educational guidance and assistance for students by planning schedules, recommending courses and monitoring student progress.

Assistant Professor, General Education

Feb 2019 – Aug 2020

College of Design, Dubai

Academic Council, President Council, Board of Examiners, HoD

University Board of Examiners

Delivering Core and General Education courses: Research Methods, Statistics in Social Sciences and Engineering, Mathematics for Arts, Business and Engineering, Essential Skills for College Success and Presentation Skills for Professionals.

Rebranding and reforming of General Education Courses into areas of core content excellence, personal development and fostering of 21st century skills.

Active member of President Council and Academic Council.

Additional: Mentoring/Supporting Masters thesis dissertation completion (Southampton University, UK (2017) + Lebanese American University, Beirut (2017)).

Mentoring/Supervising students in innovative projects (semi-finals in Expo 2020 Student Innovation Programmes)

Consultancy, School Curriculum Development MISK Project

2014 – 2016

British University in Dubai

Developing new school systems and processes

Designing Math curriculum Gr. 6 – 8

Developing Best Teaching Practices in Mathematics Handbook

Developing Teacher Handbook

Developing new school systems and processes

Instructor in Math/Statistics, Faculty of Engineering

2010 – 2014

Al Hosn University – Abu Dhabi

Delivering Core and General Education courses: Statistics in Social Sciences and Engineering, Mathematics for Arts, Business and Engineering, Calculus for Business and Engineering

Continuing Education Center committee member

Chairing graduation Capstone projects

Delivering Seminar on Teaching Geometry through Dynamic Geometry Software

Head of Department and School Teacher, Mathematics**2006 – 2010****Elite Private School – Abu Dhabi**

Head of Math Department and KG – 12.

Developing Mathematics Curricula and instructional design tools for KG – 12.

Managing all Math assessments.

Managing teachers and financial resources.

Capacity building and workshops of Mathematics teachers on latest trends in pedagogies and curriculum.

Moderation of exams and marking.

Teacher appraisal and evaluation.

Publications

- Massouti, A., Shaya, N., and Qareiny, S. M. (2024). Exploring the Nexus Between Female School Leaders' Perceptions of Distributed Instructional Leadership, Socio-Cultural Dynamics, and Student Achievement in the Arab World. *International Journal of Educational Research Open*.
- Mohebi, L. and Shaya, N. (2024). Discussion Paper on the Power of Universities as Learning Organizations in Achieving ESD Competencies. In *Social and Economic Studies within the Framework of Emerging Global Developments – Volume 5*, Peter Lang.
- Shaya, N., Mohebi, L., Pillai, R. and Abu Khait., R. (2023). Illegitimate tasks, Negative affectivity, and Organizational Citizenship Behavior among Private School Teachers: A Mediated-Moderated Model. *Journal of Sustainability*.
- Abu Khait, R., Khattak, M., Shaya, N., and Ramanathan, U. (2023). The underlying mechanism between compulsory citizenship behaviors and employee innovative work behaviors and knowledge sharing: a moderated mediation model. *Frontiers in Psychology*.
- Baroudi, S. & Shaya, N. (2022). Exploring predictors of teachers' self-efficacy for online teaching in the Arab world post Covid-19, *Education and Information Technologies*
- Massouti, A., Shaya, N. & Abu Khait, R. (2023). Revisiting Leadership in Schools: Investigating the Adoption of the Dubai Inclusive Education Policy Framework. *Sustainability Journal, Sustainable Education and Approaches Section* (under publication).
- Abukhait, R., Khan, M. N., Shaya, N. & Ramanathan, U. (2023). Predictors of Innovative Behavior and Knowledge Sharing in Higher Education Institutions: A Moderated-Mediated Model. *Frontiers Psychology*.
- Mohebi, L. & Shaya, N. (2023). Discussion Paper on the Power of Universities as Learning Organizations in Achieving ESD Competencies. *Social & Economic Studies within the Framework of Emerging Global Developments - Volume 5*.
- Shaya, N., Baroudi, S., & Mohebi, L. (2023). An Application and Extension of the UTAUT Model Post-Covid 19 Pandemic: Factors Influencing Behavioral Intention to Utilize M-Learning. *Journal of Educators Online*.

- Al Kifri, B., & Shaya, N. (2023). Towards Sustainable Higher Education post COVID-19 Pandemic in the UAE. Informatics for Digital Education.
- Shaya, N., Madani, R., & Mohebi, L. (2023). Factors Influencing Usage of Mobile Learning in UAE Higher Education. Journal of Interactive Learning Research.
- Shaya, N., Abu Khait, R., Madani, R. & Khattak, N. (2022). Organizational Resilience of Higher Education Institutions: An Empirical Study During the COVID-19 Pandemic. Higher Education Policy. DOI 10.1007/s10639-022-10946-4.
- Shaya, N., Baroudi, S., & Mohebi, L. (2022). Examining Factors Determining the Behavioral Intention to Use Mobile Learning Systems: An Integrative Framework During Covid-19 Pandemic, Journal of Online Learner.
- Ming, G., Shaya, N., Chris, J., & Abu Khait, R. (2022) Students' relative attitudes and behavioral intentions towards using E-learning system-based systems. Educational Technology Research and Development.
- Shaya, N., & Mohebi, L. (2021) The Systematic Implementation of an Innovative Postgraduate Online Learning Model in the Middle East: Design and Critical Success Factors. *International Journal of Learning, Teaching and Educational Research*, vol 20(8), pp. 139-159.
- Shaya, N. (2020). Assessment of Student Readiness, Willingness and Acceptance for Effective Transitioning. Springer Journal, Advances in Science, Technology and Innovation.
- Shaya, R. & Shaya, N. (2019). "The Impact of World Bank on Alleviating Education Sectors in the Middle East within Syrian Refugees Crisis". International Development Issues Journal.
- Journal - Shaya, N. & Abu Khait, R. (2017). Feminizing leadership in the Middle East. Gender in Management: An International Journal.
- Shaya, N. (2014). Developing and Piloting a Teaching Learning Sequence on Similar Triangles Using Dynamic Geometry Software. 8th International Technology, Education and Development Conference, Spain. Pages: 5592-5599 Publication year: 2014 ISBN: 978-84-616-8412-0.

Reviewer in following Journals:

- Education and Information Technologies, Q1 Journal
- Gender in Management, Q2 Journal
- International Academic Forum, IAFOR Journals

Conference Proceedings

- The ERL2022 International Symposium on Educational Research, Revisiting leadership in schools: investigating the adoption of the Dubai inclusive education policy framework, KSA.
- European Conference in Education, ECE 19, UCL, University College of London, "Online Education in Middle East Higher Education Institutions".
- BDRC 2017, British University in Dubai, UAE, Optimizing Instructional Design and Development of E-learning Programmes in UAE Higher Education: A Potential Design for Math Education E-Learning Graduate Program.
- Future of Digital Transformation, AUEIRC 2022, American University in the Emirates, "Towards Sustainable Higher Education post the COVID-19 Pandemic in the UAE".
- UAEGSRC 2018, American University of Sharjah, UAE, "Adopting Online Education Systems in Lebanon: Prospects and Barriers".

- BDRC 2017, British University in Dubai, UAE, “An Exploratory Analysis on The Influence of Organizational Climate on Employee’s Job Satisfaction in Higher Educational Institutions in UAE”.

Conference Presentations

- Conclave on Education Conference (2023). Moderating and Chairing a session on Trends in Teacher Education.
- The Middle East Maths Teachers Conference 2020, MCMTE 2020, “Teaching Mathematics Through Problem Solving: The Role Of Instructional Design And Technology”.
- AUE IRC 2020, UAE, Assessment of Student Readiness, “Willingness and Acceptance for Effective Transitioning”.
- European Conference in Education, ECE 19, University of London, on Online Education in Middle East Higher Education Institutions
- UAEGSRC 2018, American University of Sharjah, UAE, “Adopting Online Education Systems in Lebanon: Prospects and Barriers”.
- ICTBM 2017, CFD Dubai, “The Influence of Transformational and Transactional Leadership on Innovation in Multicultural Organizations in UAE”. 19th International Conference on Technology and Business Management.
- BDRC 2017, British University in Dubai, UAE, “An Exploratory Analysis on The Influence of Organizational Climate on Employee’s Job Satisfaction in Higher Educational Institutions in UAE”.
- BDRC 2017, British University in Dubai, UAE, Optimizing Instructional Design and Development of E-learning Programmes in UAE Higher Education: A Potential Design for Math Education E-Learning Graduate Program.
- Al Hosn 2010, 8th Seminar of Faculty of Engineering and Applied Sciences. “Developing and Piloting a Teaching Learning Sequence on Similar Triangles Using Dynamic Geometry Software”.

Technology Skills

Expert in: LMS, including Moodle/Blackboard – SMART-PLS – SPSS – Dynamic Geometry Software (2D + 3D) – Microsoft Office (Excel + PowerPoint + Word).

Expertise in Online Digital Learning Tools: Augmentative and Alternative Communication Software and Apps; Padlet, Plickers, Blogs, Podcasts, web design, Google Classroom.

Languages

English /Arabic (Fluent: Reading/Writing)

Community Service/Leisure Interests

- Mentoring Student Community Service/Volunteering
- Avid reader, particularly research papers in Education and Management

References:

- Prof. Vian Ahmed – Professor, American University in Sharjah +971 54 320 1756
- Dr. Solomon David – Director of Masters’ Program, BUID, +971 55 221 0658

- Dr. Rawan Abu Khait – Associate Professor, Ajman University +971 56 685 4610

Awards/Achievements

- Award for Institutional Distance Learning Readiness, AUE, 2020
- Award for Institutional Resilience and Transition Management Task Force, AUE, 2020
- Award of Valuable Contributions, Al Hosn University, Abu Dhabi, UAE, 2014.
- Research nominated for best Paper Award – BDRC 2017, Dubai.