

Curriculum Vitae`



Dr. Ayda Succarie

Lecturer | Human Resources and Management

Academic Program Advisor | First Year Undergraduate and Students at-risk

School of Business

Western Sydney University

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Google Scholar: <https://scholar.google.com/citations?user=5Qcj7xgAAAAJ&hl=en>.

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***Referees available upon request**

Employment Summary

Academic Qualifications

Year	Qualification	University/Institution
2022	Doctor of Philosophy	Western Sydney University
2012	Graduate Certificate in Research Studies	Western Sydney University
2011	Master of Business Administration	Western Sydney University

Other Qualifications

Year	Qualification	University/Institution
2017	Inspire Leadership Program	Western Sydney University
2015	Foundations of University Learning and Teaching (FULT)	Western Sydney University

Current Appointment

Year	Position	University/Institution
2022-2026	Academic Program Advisor (First year undergraduate and students at-risk)	Western Sydney University
2022-2025	International Academic Lead (Middle East and Gulf)	Western Sydney University
2015-ongoing	Lecturer, Human Resources and Management	Western Sydney University

Previous Appointments

Year	Position	University/Institution
2014-2015	Lecturer (12 months Fixed Term Contract)	Western Sydney University
2014	Research Assistant and Project Coordinator	Western Sydney University
2011-2014	Sessional Academic	Western Sydney University
2008-2011	Senior Administration Officer	Unity Grammar College, NSW
2000-2008	Business Manager	Rissalah College, NSW

Membership of Learned and Professional Associations

Year	Name of Association	Position within Association (if applicable)
2024-ongoing	Council of Islamic Schools in North America (CISNA)	Member/Advisor
2024 - ongoing	Islamic Schools League of America	Member/Advisor
2023-ongoing	Islamic Schools Association of Australia	Honorary Member
2022-ongoing	Global Association of Islamic Schools (GAIS)	Honorary Member/Committee Advisor
2017-2019	Malek Fahed Islamic School	Voluntary Board Director
2018-ongoing	Centre for Islamic Thought and Education (CITE), University of South Australia	Member
2015-ongoing	Islamic Sciences and Research Academy (ISRA Academy), Charles Sturt University	Member
2015-ongoing	Australian Collaborative Education Network (ACEN)	Member
2012-ongoing	Australian and New Zealand Academy of Management (ANZAM)	Member
2011-ongoing	Association for Tertiary Education Management (ATEM)	Member

Teaching and Learning

Undergraduate and postgraduate coursework

Year & Semester (Last 5 years)	Unit Name & Code	Teaching Type	Mode of Delivery	Academic Role	Percentage Contribution	SFT Provided
2025, Spring	Organisational Learning and Development [BUSM3052]	F2F Tutorials	Face to Face	Teaching Academic	50%	N/A
2025, Quarter 3	Leading Contemporary Organisations [BUSM7058]	Teaching Seminars (Lecture and Tutorial)	Face to Face	Subject Coordinator and Teaching Academic	100%	N/A
2025	Doctor of Philosophy	HDR Supervision - 1	Face to Face	Supervisor Panel	20%	N/A
2025, Quarter 2	Governance, Ethics & Social Entrepreneurship [BUSM7040]	Engaged Teaching Seminars (Lecture and Tutorial)	Face to Face (F2F)	Subject Coordinator and Teaching Academic	100%	N/A
2024	Doctor of Philosophy	HDR Supervision - 1	Face to Face	Supervisor Panel	20%	N/A
2024, Quarter 1	Business Internship [BUSM 7055]	Supervision	Online	Student Supervisor	10%	N/A
2024, Quarter 1	Business Project [BUSM 7012]	Seminar and student consultation	Online	Student Supervisor and academic consultant	10%	N/A
2024, Quarter 2	Governance, Ethics & Social Entrepreneurship [BUSM 7040]	Engaged Teaching Seminars (Lecture and Tutorial)	Face to Face (F2F)	Subject Coordinator and Teaching Academic	100%	N/A

2024 Spring	Organisational Learning and Development [BUSM 3052]	Online lectures and F2F tutorials	Face to Face	Subject Coordinator and Teaching Academic	100%	N/A
2023	Master of Research	HDR Supervision	Face to Face	Principal supervisor	80%	N/A
2023, Quarter 2	Governance, Ethics & Social Entrepreneurship [BUSM7040]	Engaged Teaching Seminars (Lecture and Tutorial)	Face to Face (F2F)	Subject Coordinator and Teaching Academic	100%	Available
2023, Autumn	Enterprise Leadership [BUSM1008]	Online Lectures and F2F Tutorials	F2F & Online (Flipped)	Subject Coordinator, lecturer & tutor	Subject coordination (50%), teaching (25%) and marking (25%)	Available
2022, Spring	Enterprise Leadership [BUSM1008]	Online Lectures and F2F Tutorials	F2F & Online (Flipped)	Subject Coordinator, lecturer & tutor	Subject coordination (50%), teaching (25%) and marking (25%)	Insufficient student responses
2022, Autumn	Enterprise Leadership [BUSM1008]	Online Lectures and F2F Tutorials	F2F & Online (Flipped)	Subject Coordinator, lecturer & tutor	Subject coordination (100%), teaching (25%) and marking (25%)	Available
2022, Quarter 2	Governance, Ethics & Social Entrepreneurship [BUSM7040]	Engaged Teaching Seminars – including Hybrid (Lectures and Tutorials)	F2F and Hybrid	Subject Coordinator and Teaching Academic	100%	Available
2021 Spring	Enterprise Leadership [BUSM1008]	Online Lectures and Online Tutorials	Flipped	Subject Coordinator, lecturer & tutor	Subject coordination (100%), teaching (25%) and marking (25%)	Available

2021, Autumn	Enterprise Leadership [BUSM1008]	Online Lectures and Online Tutorials	Flipped	Subject Coordinator, lecturer & tutor	Subject coordination (100%), teaching (25%) and marking (25%)	<i>Av aila ble</i>
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Professional Development Activities in Teaching and Learning

Year	Description of activities
2025	Self-Learning – Creating interactive case studies using AI
2024	Self-Learning – Design Thinking and Engaged Learning
2023	Attended the Introduction to Cultural Safety Webinar
2023	Attended the Learning Futures presentation on: Ensuring teaching is relevant in challenging and changing times
2022	Attended the Design Thinking Workshop
2018	Completed the on-campus AACSB, Assurance of Learning Seminar

Research and Scholarship

Publications

1. **Succarie, A**, Lyne, I & Kishor, N 2025, 'Partnership pedagogy in social entrepreneurship teaching and practice: towards Western Sydney's regional identity', *Transform: The Journal of Engaged Scholarship* [peer-reviewed, open access, for engaged scholars – the primary journal for Engagement Australia] – **forthcoming**
2. **Succarie, A** 2025, 'Islamic worldview, teacher education and professional learning: towards the renewal of professional identity in Islamic schools', in Abdallah, M, Memon, NA & Chown, D (eds), *Islamic Schools of Distinction*, Cham - **forthcoming**.
3. **Succarie, A**, 2025, 'Hidden Truths' about Boards and Barriers in the Boardroom: School Climate and Community Wellbeing', in M Abdalla, NA Memon, D Chown (eds), *Wellbeing in Islamic Schools: Nurturing the Mind, Body and Soul*, Springer, Cham. – *Forthcoming, January 2025*.
4. **Succarie, A**, 2024, 'Examining the implications of Islamic Teacher Education and Professional Learning: Towards Professional Identity Renewal in Islamic Schools', *Education Sciences*, vol.14, no.11, 1192. <https://doi.org/10.3390/educsci14111192>.
5. **Succarie, A** 2021, *Understanding the influence of the professional identity of directors on the governance of Islamic schools in New South Wales*, thesis, Western Sydney University.
6. **Succarie, A**, Fallon, W & Coronado, G 2018, 'Towards a hybrid approach to the governance of Islamic schools', in M Abdalla, D Chown & M Abdullah (eds), *Islamic schooling in the west: pathways to renewal*, Springer, Cham, pp.63-96.

Publications (working papers)

1. **Succarie, A**, Ross, P, Garlin, F & Malik, K, 'Ghost learning': conceptualising a new age of student disengagement for student participation and retention, *Academy of Management Learning and Education* [Q1, IF:5.436] – **submission December 2025**.
2. **Succarie, A** & Lyne, I, 'Blended pedagogy: perspectives on social entrepreneurship teaching and practice', *Social Enterprise Journal* [Q1, IF: 2.77] – **submission, December, 2025**.
3. **Succarie, A**, 'Towards governance renewal in Islamic school boards: the role of professional identity', *Educational Management Administration and Leadership* [Q1, IF: 3.4] – **submission, March 2026**.
4. **Succarie, A**, 'From denial to reflection...a spiritual journey: researching within Muslim communities, an insiders' perspective', *Religions* [Q1, IF:0.835] – **submission July, 2026**.
5. **Succarie, A** 2025, 'Navigating faith and professionalism: The case of Muslim educators in Islamic schools', *Journal of Professions and Organisation* [Q1 (A), IF:1.178] – **submission March 2026**.

Refereed Conference Papers

1. **Succarie, A**, Mylett, T & Fallon, W 2022, 'Towards governance renewal in Islamic school boards: the role of professional identity, Australian and New Zealand Academy of Management (ANZAM) conference, *Flourishing in the New Normal*, Griffith University, Gold Coast, Queensland, 6-7 December.
2. **Succarie, A** 2016, Governance in Islamic schools: the dilemma of stewardship and ownership in school boards, presentation to the Inaugural Australian Islamic Schooling Conference, *Continuity and Change: Envisioning the way forward for Islamic schooling in the west*, Al Siraat College, Melbourne, Victoria, 20-21 February.

Refereed Conference abstracts

1. **Succarie, A**, Lyne, I & Kishor, N 2025, 'A case study of partnership pedagogy in social entrepreneurship teaching and practice: towards developing Western Sydney's regional identity, Engagement Australia Conference, *Transformational Partnerships: Creating Lasting Impact*, University of Queensland, 22-23 July.
2. **Succarie, A** 2025, 'Navigating faith and professionalism: The case of Muslim educators in Islamic schools, Global Association of Islamic Schools 4th Annual Conference, *Tajdid: Inspiration to Impact*, Colombo, Sri Lanka, 4-8 October 2025.
3. **Succarie, A** & Hadid, M 2025, 'Towards cultivating holistic professionalism in Islamic schools: an action research project, 8th Annual Australian Islamic Schooling Conference (AAISC8), *Islamic Schooling Renewal: A Focus on Assessment*, Australian Islamic College, Perth, Western Australia, 16-17 August.
4. **Succarie, A** 2024, "Hidden truths' about boards and barriers in the boardroom: school climate and community wellbeing, 16th Biennial Conference, Australian and New Zealand Third Sector Research, *Partnerships for Stronger Communities*, Western Sydney University, 20-22 November.

5. **Succarie, A** 2024, 'Examining the implications of Islamic teacher education and professional learning: towards professional identity renewal, Global Association of Islamic Schools Conference and Retreat, *Revival Rooted in Tradition*, Shah Alam, Malaysia, 29 September-3 October.
6. **Succarie, A** 2024, 'Islamic worldview, teacher education and professional learning: towards the renewal of professional identity in Islamic schools, 7th Annual Australian Islamic Schooling Conference (AAISC7), *Islamic Worldview: Renewing Curriculum, Pedagogy and Assessment*, Islamic College of Brisbane, Karawatha, QLD, 17-18 August.
7. **Succarie, A** 2023, 'Hidden truths' about boards and barriers in the boardroom: school climate and community wellbeing, 6th Annual Australian Islamic Schooling Conference (AAISC6), *A Focus on Wellbeing – 'Afiyah* (عافيه), Minaret College, Springvale, Melbourne, Victoria, 19-20 August.
8. Ross, P & **Succarie, A** 2023, 'Ghost learners – A new breed of learners, but...are they learning?', Higher Education Research and Development Society of Australasia, *HERDSA Annual Conference*, Brisbane, Queensland, 4-7 July.
3. **Succarie, A** & Lyne, I 2022, 'Blended pedagogy: perspectives on social entrepreneurship teaching and practice', Social Enterprise World Forum Academic Symposium, *Co-creating the future*, Queensland University of Technology, Brisbane, Queensland, 27 September.

Conference Retreat and Consulting

1. **Succarie, A** 2024, 'Professional identity building – exploring purpose, attitude and action': board self-evaluation and succession planning, Dallas, Texas, USA, 22-28 February.

Reviewer: Journals, Conference Papers and Stimulus Papers

1. Assalihee, M, Bakoh, N, Boonsuk, Y & Songmuang, J 2024, "Transforming Islamic education through lesson study (LS): A classroom-based approach to professional development in southern Thailand", *Education Sciences*, vol. 14, no.1029. <https://doi.org/10.3390/educi14091029>.
2. Khan Suddahzai, IH 2024, 'Preparing teachers for the 'Ummah': a case study of Hayat Foundation, *Education Sciences*, vol. 14, no.1146.
3. Chown, D, Memon, N & Abdalla, M 2023, *A shared vision for Islamic schooling in Australia*, stimulus paper (v1), Centre for Islamic Thought and Education, University of South Australia, pp.1-73.
4. ANZAM conference 2022
5. ANZAM conference 2019
4. ANZAM conference 2018
5. ANZAM conference 2017
6. ANZAM conference 2016
7. COC Panel Member 2024

Current and (future) Projects

Year commencing: 2025

Project title: Towards Cultivating Holistic Teacher and Leader Professionalism in Islamic Schools.

Project Team: Dr Ayda Succarie (Chief Investigator/Project Lead), Mirna Hadid (Investigator)

Ethics approval received.

Year: 2023

Project title: Ghost learners, “is anyone out there?”: examining the transition, progression, and retention of business students, post-pandemic.

Grant submission: School of Business Research Funding, Seed Grant Funding Scheme for ECRs and MCRs 2023

Grant amount approved: \$9,000.00.

Project team: Dr Ayda Succarie (Chief Investigator/Project Lead), Dr Pauline Ross (Investigator), Dr Francine Garlin (Investigator and project mentor), Dr Khalida Malik (Research Assistant).

Ethics approval received, under the umbrella ethics approval of the START (Student TrAnsitioN and ReTention) Program of Research.

Internal Research Grant Funding

Year: 2023

Project title: Ghost learners, “is anyone out there?”: examining the progression, and retention of business students, post-pandemic.

Granting body: School of Business Research Funding, Seed Grant Funding Scheme for ECRs and MCRs 2023

Grant amount: \$9,000.00

Project team: Dr Ayda Succarie (Chief Investigator/Project Lead), Dr Pauline Ross (investigator) and Dr Francine Garlin (investigator/mentor), Dr Khalida Malik (Research Assistant)

Contribution: (80%)

Year: 2019

Project title: Infrastructure asset management and reporting in preparation for regional growth

Granting body: The Council of Camden

Grant amount: \$14,716

Project team: Dorothea Bowyer (Chief Investigator/Project Lead), Donald McNeill, Neil Perry, Connie Vitale, Ayda Succarie (Investigators), Khalida Malik (Research Assistant)

Contribution: (10%) contribution to the data analysis and presentation of preliminary findings to council.

Engagement, Governance and Service

Engagement within the community

Length of Service	Committee/worki ng party	Nature of the role	Your contribution
2024	beforeYou Consulting	Presenter	I presented a lecture and workshop to a group of young women in the Muslim community on Critical Thinking and Entrepreneurship in October 2024.
2024	Global Association of Islamic Schools	MC Gala Dinner	I was the MC for the 2024 GAIS Gala Dinner at the 2024 GAIS retreat in Shah Alam, Malaysia.
2024	Islamic Schools Association of Australia (ISAA)	Member and Advisor	I have been invited to attend the ISAA Annual Islamic Schools Leadership Retreat in Sydney on 8-9 March 2024.
2024	Global Association of Islamic Schools	Member of the Board of Trustees	I have been nominated to join as a member of the Board of Trustees.
2024	Council of Islamic Schools in North America (CISNA)	Advisor	I have been invited to advise and present to board members of 16 Islamic schools across North America on board self-evaluation and succession planning in Dallas, Texas in February 2024.
2023	Crescent Foundation	Crescent Awards Chair – Judging Panel for Educator Awards	I was invited to chair the 2023 Educator awards for the Crescent Awards. I was also a speaker at the awards gala dinner held in Melbourne on 19 August, 2023.
2023	Centre for Islamic Thought and Education, University of South Australia, 6 th Annual Islamic schooling Conference	Presenter	I have been invited to present on the role of governance in developing school community wellbeing. I am also part of the panel discussion at this conference and am presenting a paper at this conference.
2023	Global Association of Islamic Schools (GAIS)	Member	I have presented a paper at their monthly academic seminar series and continue to collaborate with members of the GAIS and its committees.
2022	Centre for Islamic Thought (CITE), University of South Australia	Presenter – Islam, Muslims and Schooling, HDR momentum meetings.	I presented to a panel of HDR students at the University of South Australia on: Reflections of my PhD journey. Following the presentation, I addressed questions from the HDR panel, providing ideas about methodology when researching in Muslim communities.

2022	Global Association of Islamic Schools (GAIS)	Presentation: Teamwork: Applying Tuckman's model of team formation	I was invited to present to the GAIS annual retreat [online]. This presentation is available on the GAIS YouTube channel with limited access.
2022	Global Association of Islamic Schools (GAIS)	Guest Speaker at the Scholarly Seminar Series	I was invited to present to the GAIS members on: The role of professional identity in Islamic school boards. This presentation was recorded on YouTube and is available in the public domain.
2022	Crescent Foundation	Crescent Awards Judging Panel of Best Schools Awards	I was invited to participate on the judging panel of the Crescent Foundation Schools, Educators and Learners awards. I participated in several panel discussions with esteemed academic colleagues and provided recommendations for outstanding achievement in best Islamic school structure and organisational practice.
2016-2025	Unity Grammar College	Speaker/Workshop facilitator for high school students	I have been invited to present to high school students in years 10 to 12 on leadership, social entrepreneurship and critical and reflective thinking. I have facilitated several workshops for these students and provided mentorship advice in preparation for their journey beyond schooling. I have been a guest presenter at several career expo events and provided career advice and university selection– assisting students in applying for further study at Western Sydney University.

Service to School/Institute

Length of Service	Committee/activity	Nature of the role	Your contribution
2023	Crescent Foundation – Crescent Awards	Honourable Guest	As a judge of the 2023 Crescent Awards for Islamic Learners, Educators and Leaders, I was invited to the awards presentation dinner where I was honoured for my contribution as Judging Panel Chair for the Learner in Secondary Education: All rounder, Sports Award and Learner Award.

2023	Minaret College, Springvale, Melbourne, Victoria	Guest	I was invited to attend the 30 th Anniversary dinner for Minaret College in Melbourne, where I viewed a showcase of the schools' achievements throughout the years.
2023	Australian Arab Business Council	Attendee	I was invited to attend the AABC dinner event, Federal budget review, where I heard a presentation by Mr Radwan Hamdan present his findings on the May Federal Budget.
2023	Canterbury Bankstown Chamber of Commerce (CBCC)	Attendee	I attended the CBCC, Western Sydney International Airport (WSI) event with colleagues, where I learned about the impact of (WSI) on the greater western Sydney region.
2023	Campbelltown Chamber of Commerce (CBCC)	Attendee	I attended the Campbelltown Chamber of Commerce Dinner event.
2023	Canterbury Bankstown Chamber of Commerce (CBCC)	Attendee	I attended the International Women's Day event with colleagues from SBus, and WSU, including our Deputy Vice Chancellor, Claire Pollock.
2022	Campbelltown Chamber of Commerce dinner event	Attendee	I attended the Campbelltown Chamber of Commerce Dinner Event with Guest speaker Dr Laurel Jackson (Director Postgraduate Education, SBus) and Dr Michelle Cull (Associate Dean, Engagement, SBus), where I networked with industry partners from the Campbelltown chambers.
2023	American University of Beirut (AUB) and SBus, WSU.	MOU Facilitator as International Academic Lead – Middle East and Gulf	As an International Academic Lead for the Middle East and Gulf, I facilitated developing a partnership agreement (MOU) between WSU and the AUB. The signing ceremony was attended by our VC, SBus Dean, AD, International and delegates from the AUB including Provost, Dean and other executives.
2022-ongoing	School of Business SAC committee	Member	As a member of the School of Business SAC committee, I assist in monitoring and assuring the academic quality of the school's curriculum, approve academic results for coursework subjects, authorise the conferral of coursework degrees and awards, and make recommendations about proposals for new or amended programs, field of study, coursework subjects and articulation proposals.
2022	School of Business Thank you reception	Presenter	As the Project Lead of the Mateship Australia project, I was invited to present (with our students) on the research completed by our MBA students – developing a social enterprise business plan (digital application)

			that connects rural and regional communities with city and suburban dwellers.
2022	Mateship Australia Presentation and Lunch – NSW Parliament House	Presentation	As the project lead of the Mateship Australia initiative, I presented (with our students) to a panel of politicians of the NSW parliament and industry leaders the student-based research project that aims to build a city to country link through the development of a digital application using a social enterprise business plan.
2021-2024	Student Transition, Retention and Success (StaRS) network	Member	As the Academic Program Advisor of first year and at-risk students at the SBuss, I am part of the STaRS network and regularly attend meetings to discuss issues relevant to transition and retention at WSU.
2021-2025	Undergraduate program open days and graduation ceremonies	Academic Program Advisor for first year and at-risk students	I have represented the Undergraduate Program at a variety of university events, including at open days and graduation ceremonies. My role at these events includes speaking to prospective students about the University, studying at Western, their program of study and the pathways into our undergraduate offerings. My engagement and ongoing support of potential students at these events has led to helping them select the right degree and explore options for further study at Western.

Service to the University (such as University-level committees)

Length of Service	Committee/activity	Nature of the role	Your contribution
2022-2023	School Academic Committee	Committee Member	I was the Level B committee member of SAC.
2022-2023	Academic Senate	Committee member	I was elected as the Level B academic senate committee member by my colleagues at the SBuss. My role as a member of the senate is to monitor, advise, promote and decide on multiple issues relevant to academic standards, values, and quality assurance. This included policy development, academic collaborations and partnerships.
2022	Book Launch	MC	I was invited to MC the book launch of Dr Jan Ali & Rizwan Sahib, at the School of Humanities and Communications Arts, WSU, on the book titled – <i>A sociological</i>

			<i>study of the Tabligh Jama 'at: Working for Allah.</i>
2022	Minister's Iftar Dinner	MC	I was invited to MC the 2022 Ramadan Iftar dinner at WSU hosted by the Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs – The Honourable Alex Hawke MP.

Other Service-related work (any work for which you received no personal remuneration)

Length of Service	Activity	Nature of the role	Your contribution
2015-2019	Schools Engagement Academic Speaker	Academic Speaker	I have presented at several schools to students in years 10-13 as an academic speaker on topics in HRM and business studies. I have also presented and facilitated several workshops to careers advisors and teachers from the NSW Department of Education on Business Studies curriculum development and career advice.
2014-2015	Schools Engagement – The Academy USW Year 11 Scholarship Awards	Presenter	I presented at several schools in Sydney the UWS Year 11 Scholarship Awards on behalf of the UWS Academy.