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**Mateb Tafere Gedifew (Associate Professor in Education Policy & Leadership)**  
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**Brief Personal Profile**

**A) EDUCATION BACKGROUND:**

*First Degree in Pedagogical Sciences: I laid the foundation for my educational journey by completing first degree in Pedagogical Sciences at Bahir Dar University, Ethiopia.*

*Master's Degree in Educational Planning and Management: My pursuit of knowledge continued with a master's degree in Educational Planning and Management from Addis Ababa University.*

*PhD in Educational Policy and Leadership: My dedication led me to achieve a PhD in Educational Policy and Leadership, further enhancing my expertise.*

**B) PROFESSIONAL EXPERIENCE:**

***SECONDARY SCHOOL TEACHER, VICE PRINCIPAL, and PRINCIPALA at the Ministry of National Defense (MOND):*** I served as a secondary school English teacher, and principal which were aimed at shaping the educational environment and fostering growth for 2 years.

***ACADEMIC DEAN, AND HIGHER EDUCATION COORDINATOR AT THE MINISTRY OF NATIONAL DEFENSE (MOND):***

*My practical exposure at the Ministry of National Defense for 5 years allowed me to contribute significantly to leading the teaching -learning and research activities, curriculum materials preparation, and project design and implementation. Besides, I had an opportunity to assume a position of Academic Deanship for the higher Educational Institutions at the Ministry of National Defense. In this position, I played a significant role in coordinating the different colleges under the Ministry of National Defense which were found by then at Mekele, Awash-Arba, Jan- meda, and Huleta-Genet .*

### **TEACHING CAREER AT BAHIRDAR UNIVERSITY:**

*My commitment extended to teaching at both undergraduate and postgraduate levels at Bahir Dar University over the past 17 years. My teaching career at Bahirdar University allowed me to teach different courses (research methodology, educational leadership, policy studies, economics of education, project management ,instructional leadership, change leadership, performance management ,and resource management) specially at the post graduate( MA and PhD) levels .Besides, I advised significant number of students at the post graduate level of which **more than 150 MA students and Seven PhD students** successfully completed their thesis and dissertation works under my supervision as a principal research advisor. I am also currently a principal research advisor for **six PhD students** who are working on their PhD dissertation at Bahir Dar University, and **two PhD students** at Amhara State University.*

### **LEADERSHIP ENGAGEMENTS AT BAHIR DAR UNIVERSITY:**

*I took on leadership roles as **Dean** of College of Education and Behavioral Sciences. In my experience as Dean of the college, I had the privilege to win the Best Dean of the Year Award from Bahir Dar University, which in fact paved the way for my next leadership careers at the University. Consequently, I was soon promoted to the position of Executive **Director for Academic Affairs** of Bahir Dar University in which I served for one and half years. My encouraging performance as an Executive Director of the Academic Affairs also helped me to assume a very prestigious position as the **Vice President** for Academic Affairs of Bahir Dar University which I worked for four years. All these leadership engagements at the university fortunately paved me the way for assuming higher level leadership positions at the Amahara National Regional State level.*

### **LEADERSHIP ENGAGEMENTS AT REGIONAL LEVEL:**

*My practical leadership experiences at Bahir dar University led me to assume higher level regional leadership positions at Amhara National Regional State. I served as **President of Amhara Leadership Academy** in which my main leadership roles were leading the teaching-learning, research and capacity building programs targeting at human capital development for the region in particular and for the country at large. Following this, I also served as the **Head of the Education Bureau** of the Amhara National Regional State, which was in fact one of the key leadership positions in the regional government. My fruitful leadership engagements in those two leadership positions also helped me to assume a new regional leadership role: The **Amhara Region President's principal advisor for social sectors** including Education, Health, Civil Service, Youth and women affairs, sports and tourism. All these regional leadership engagements also allowed me to assume my current leadership position as the **President of the Amhara Region State University**, which perhaps directly fits to my professional and leadership preparations so far.*

### **C) BOARD OF MANAGEMENT CHAIRMANSHIP & MEMBERSHIP EXPERIENCE:**

*A position of board chairmanship or membership is an official assignment by the regional government. The assignment also entails both professional and leadership credibility and reliability of the person to be assigned. Fortunately, the Government of the Amhara National*

*Regional State granted me the trust and privilege to work in the following institutions as a aboard chairman and as a member:*

- *I served as a **Board Chairman** for the Management Board of Amhara National Regional State Leadership Academy for four years*
- *I served as a **Vice Chairman for the Management Board** of Amhara Development Association in the year 2022*
- *I served as a **Board Chairman for the Management Board** of Amhara Development Association in the year 2023*
- *I served as a **member of the Management Board** for AWSCODE from 2022 to 2023*
- *I served as a **member of the Management Board** for Rehabilitation and Reconstruction project office for the war affected areas in Amhara National Regional State in the year 2022 and 2023*
- *I served as a **board chairman for the Management Board** of Abay printing and packaging company in the year 2023*
- *I served as a **member of the Management Board** for Finoteselam Teachers college for eight yeras*
- *I served as a **member of the Management Board** for Society for Eco-turism and Biodiversity Conservation, NGO, for eight years*
- *I have been serving as a **head of the PTA** for Rispinsi International School since 2021*
- *I have been serving as a **member of the Management Board** for the Amahara Scholars' council since 2022*

#### **D) PROJECT, RESEARCH AND PUBLICATIONS EXPERIENCES**

**Projects:** *My passion for Educational Policy and Leadership led me to undertake several research projects at both national and university levels. Accordingly, I secured two international projects as a **Principal Investigator**, and one international project as a **Co- Principal Investigator**.*

#### **Published Full Length Original Articles:**

*I have authored 29 full length original **articles** in peer reviewed **international** journals, and 3 full length original articles in peer reviewed national journals. In addition to the lists below, the details of my published articles are archived at: **Matebe Tafere Gedifew's Research Gate/ORCID: 0000-0002-7151-2439***

1. **Matebe Tafere Gedifew\***& Girma Shimelis Muluneh(2022) A learning Culture in Public Universities: Improving Institution's Adaptive Capacity for Change. Journal of Higher Education Policy and Leadership Studies. Volume:3(4) DOI: <https://dx.doi.org/10.52547/johepal.3.83>
2. Girma Shimelis Muluneh and **Matebe Tafere Gedifew(2018)** Leading Changes through Adaptive Design : Change Management Practices in one of the Universities in a Developing Nation. Journal of organizational Change Management. Vol31(6). DOI: <https://doi.org/10.1108/JOCM-10-2017-0379>
3. Eshetu Kibret Emiru and **Matebe Tafere Gedifew(2024)**. The Effect of Teacher Self-Efficacy on the Learning Engagement of Secondary School Students. Cogent Education. Vol 11(1). DOI: 10.1080/2331186x2024.2308432

4. **Matebe Tafere Gedifew** and Destaw Amare lakew(2022). Implementations and Challenges of Sustainable Development Goals in Developing Nations: In Case of South Gondar Zone, Ethiopia. *International Journal of sustainable Development and Planning*. Vol 17(1). DOI: <https://doi.org/10.18280/ijmdp.170106>
5. Alebachew Lakie Desta **and Mateb Tafere Gedifew(2024)**. The Practice and Relationship of Servant Leadership and Trainers' Performance: The Mediating Role of Trust in Leaders in Public Technical and Vocational Education Training Colleges of Amhara Regional State, Ethiopia. *Pakistan Journal of Life and Social Sciences*. Vol 22(1). DOI: <https://doi.org/10.57239/PJLSS-2024-22.1.00204>
6. Birhan keyfalew, **Matebe Tafere**, and Meseret Ayalew(2020). Job Satisfaction among Employees of Education Offices in Assosa Zone: Implication for Intervention, Assosa, Ethiopia. *Cogent Education*. Vol.7(1). DOI: <https://doi.org/10.1080/2331186x.2020.1829804>
7. Destaw Amare lakew and **Mateb Tafere Gedifew(2024)**. The Relationship among Transformational Leadership, Job Satisfaction and Service Quality in Public Institutions of Amhara Regional State, Ethiopia. *Pakistan Journal of Life and Social Sciences*. Vol 22(1). DOI: <https://doi.org/10.57239/PJLSS-2024-22.1.00134>
8. Meseret Ayalew ; **Mateb Tafere** , and Yohannes Asmare(2018). Prevalence, Trends, and Consequences of Substance use Among University Students : Implication for Interventions. *International Quarterly of Community Health Education/ Community Health Equity Research and Policy*. Vol 38(3). DOI: 10.1177/272684x17749570
9. **Mateb Tafere Gedifew(2022)**. Exploring the Instructional Leadership Development Practices in Ethiopia. *Journal of Education and Learning ( Edu Learn)*. Vol 14(3). DOI: 10.11591/edulearn.v14i3.15375
10. **Matebe Tafere Gedifew**, and Girma Shimelis Muluneh(2020)Building a Change Adaptive University: A System of Composite Indicators to Measure and Facilitate Pervasive Changes. *Higher Education Quarterly; WILEY*. Vol 75(2). DOI: 10.1111/hequ.12279.
11. Eshetu Kibret Emiru, and **Mateb Tafere Gedifew(2024)**. Exploratory and Confirmatory Factor Analysis for validating a Distributive Leadership Inventory for Secondary Schools in Ethiopia. *Educational Management Administration and Leadership*. Vol 53 (5. DOI: 10.1177/17411432241269411
12. **Mateb Tafere Gedifew**, and Birhan keyfalew(2025). The Effect of Transformational Leadership on Teachers' Organizational Citizenship Behavior in Amhara Regional State Public Universities, Ethiopia. *Cogent Education*. Vol 12(1). DOI: 10.1080/2331186x.2025.25566894
13. **Mateb Tafere Gedifew** and Eshetu Kibret Emiru(2024). The Contribution of Teacher Organizational Commitment to Student Learning Engagement in Secondary Schools of Amhara Region. *Advanced Journal of Interdisciplinary Studies*. Vol 8(2) p 1536-1551
14. Desalegn Ejigu & **Mateb Tafere(2025)**. Assessing the Perceived Effectiveness of the School Improvement Program in Enhancing Teaching and Learning in Secondary Schools of the Amhara Region, Ethiopia. *Advanced Journal of Interdisciplinary Studies*. Vol 9(1).P 1600-1620
15. Birhan keyfalew and **Mateb Tafere(2025)**. The Influence of Learning Organization Practices on Teachers' Organizational Citizenship Behavior in Higher Education

- Institutions. Bahir Dar Journal of Education. Vol 26(1). DOI: <https://dx.doi.org/10.4314/bdje.v25i3.2>
16. Yosa Abiye and **Matebe Tafere**(2024). Challenges of Leadership in the Implementation of the National Children’s Policy of Ethiopia at Bahir Dar City Administration Women, Children and Social Affairs Department. Innovations. No 77.[www.journal-innovations.com](http://www.journal-innovations.com)
  17. **Matebe Tafere**(2024). Realizing Institutional Effectiveness of Higher Education through Servant Leadership, Good Governance and Institutional Health. Innovations. No 78. [www.journal-innovations.com](http://www.journal-innovations.com)
  18. Alebachew Lakie and **Matebe Tafere** (2024). The Practice and Relationship of Leadership Styles and Trainers’ Performance: The Mediating Role of Trust in Leaders in Public Technical and Vocational Education Training Colleges of Amhara Regional State, Ethiopia. Innovations. No 78. [www.journal-innovations.com](http://www.journal-innovations.com)
  19. Zelalem Tadese and **Matebe Tafere** (2024). Factors Affecting Leaders Turnover in Government Organizations: The Case of Addiszemen City Administration, Amhara Regional State, Ethiopia. Innovations. No 78. [www.journal-innovations.com](http://www.journal-innovations.com)
  20. Destaw Amare and **Matebe Tafere** (2024). The Mediating Role of Job Satisfaction in the Link between Transactional Leadership Style and Service Quality in the Public Sectors of Amhara Regional State, Ethiopia. Innovations. No 77.[www.journal-innovations.com](http://www.journal-innovations.com)
  21. **Matebe Tafere** (2013). Improving the Social Disabilities of Primary School Students. International Journal of Research in Computer Application & Management. Vol 3(2).<http://ijrcm.org.in/>
  22. **Matebe Tafere** (2014). Perceptions about instructional leadership: The perspectives of a principal and teachers of Birakat Primary School in focus. Journal of Educational Research and Reviews. Vol. 9(16). DOI: 10.5897/ERR2014.1841
  23. **Matebe Tafere** (2014). The information management practices of Bahirdar University. Journals of Internet and Information System. Vol 4(1). DOI: 10.5897/JIIS2014.0078
  24. **Matebe Tafere** (2014). The leadership practices of the dean of Combined Arms Academy. International Journal of Educational Administration and Policy Studies. Vol 6(5). DOI: 10.5897/IJEAPS2014.0343
  25. **Matebe Tafere**, Girma Shimelis & Fentahun Mengistu(2019) Social Justice and Social Justice Leadership in Higher Education Institutions: The Perceptions of Women and Persons with Disabilities. Journal of Public Administration Research. Vol 8(2).
  26. Fentahun Mengistu & **Matebe Tafere**(2020). Effects of Servant Leadership on Institutional Effectiveness of Public Universities in Ethiopia. International Journal of Sciences: Basic and Applied Research (IJSBAR). Vol 52(1)
  27. **Matebe Tafere** & Fentahun Mengistu(2017). Teachers’ Servant Leadership, Students’ Learning Engagement, and Academic Achievement in the Ethiopian Higher Education System. Journal of International Cooperation in Education: CICE Hiroshima University, Japan.Vol 19(2)
  28. **Matebe Tafere**&Girma Shimelis(2019). Measuring and Modeling the Adaptive Capacity of Universities: A Composite Indicators Methodology. Journal of Public Administration Research. Vol 8(2)
  29. Dibekulu Alem and **Matebe Tafere** (2022). The Abandoned Agenda: The Issue of Quality in Private Distance Education Colleges in Mertulemariam Town. Journal of Education and Research. Vol 12(1)

30. Saifaldin Idris, **Matebe Tafere** , and Amare Sahile(2021). Change Leadership Practices at the University of Khartoum, Sudan. Technium Social Sciences Journal . Vol. 21.
31. Elssadig Ali, **Matebe Tafere**, and Mulugeta Yayeh(2121). Servant leadership practices among secondary schools teachers of East Darfur state Eldaien locality, Sudan. Journal of Educational and Management Studies. Vol. 11(3)
32. Zelalem Tadesse and Mateb Tafere(2025). Effect of Current Urban Land Lease Holding Policy Implementation in Amhara Regional State, Ethiopia: Journal of Digital Economy

### PHD AND MA STUDENTS ADVISING EXPERIENCE

**Table 1- PhD Students who completed their Dissertation works, and on Progress under My Supervision**

No.	Name of Advisees	Title	Status	Year of completion
1.	Girma Shimelis	Adaptive capacity, learning culture, learning leadership at public universities in Amhara Regional State, Ethiopia	Completed	June, 2020
2.	Fentahun Mengistu	Servant leadership and its correlation with good governance , organizational health and effectiveness of public universities in Ethiopia	Completed	June, 2020
3.	Elsadig Ali	Servant Leadership Behavior and teachers” job satisfaction in secondary schools in East Darfur state: EIDaein locality	Completed	August, 2021
4.	Saifaldin Indris	Change leadership and organizational commitment among academic staff: a case faculty of education university of Khartoum	Completed	August, 2021
5.	Eshetu Kibret	Teachers ‘perceptions about the role of principals’ distributed leadership on students’ engagement in the secondary schools of state of Amhara : the mediating roles of teachers’ self-efficacy and organizational commitment	Completed	October, 2024
6.	Destaw Amare	The Effect of full range leadership styles on service quality as mediated by job satisfaction in public sectors of Amhara Regional State, Ethiopia	Completed	Dec, 2024
7.	Berhan Kefyalew	The influence of leadership ,organizational culture, and learning organization on teachers’ organizational citizenship behavior in Amhara regional state public universities	Completed	October , 2025
8.	Zelalem Tadese	Practice and challenges of Urban Leadership in Amhara Regional State	On progress	2027
9.	Zelalem Alemayehu	The contribution of instructional leadership to teachers’ organizational commitment and student Academic achievement in secondary schools of Amhara regional State	On progress	2026
10	Desalegn Ejgu	Practice, challenges and opportunities of SIP implementation in Amhara Regional State secondary Schools	On progress	2025
11	Shegaw Molla	The equitability of access and quality to higher education in Ethiopia: a policy and practice analysis through a social justice framework	On progress	2027

12	Yihenew Belay	Principals' leadership styles and teachers organizational citizenship behavior in secondary schools of Amhara Regional State	On progress	2026
13	Andargachew Kassaw	Antecedents and consequences of organizational citizenship behavior among academic staff in public universities of Ethiopian	On progress	2026
14	Alebachew Lakie	The practice and relationship of leadership styles and trainers performance in TVET of West Amhara, Ethiopia.	On progress	2025

**Table 2: Some of the Masters' Students who completed their Thesis Works under My Supervision (the list goes to more than 150)**

No	Name	Title	Status	Year of completion
1.	Alehegn Melkamu	Practice and challenges of secondary school leaders in material resource management in Bahir Dar city Administration	Completed	2022
2.	Getnet Mihret	Parental involvement in the management of secondary school in Awi Zone	Completed	2022
3.	Mengistu Dagnaw	Teachers time management practice in primary schools of North Mecha Woreda	Completed	2022
4.	Tadesse Mazengia	Practice and challenges of primary school cluster supervisors in managing the teaching learning process and teachers research engagement in Enemay woreda	Completed	2022
5.	Birilie Getahun	Practices And Challenges Of Women's Leadership In Awi Zone Secondary Schools	Completed	2021
6.	Geremew Asrat	Practice and challenges' of school principals placement in primary school of Bahir Dar City Administration	Completed	2018
7.	Omer Ali	Leadership effectiveness of District education heads in managing education system from transformational leadership perspective in secondary school in Afar Region in Yallo Wereda	Completed	2018
8.	Amere Getahun	Comparative study of leadership practices b/n award & non award principals in south Gondar zone in Fogera Woreda in secondary high school	Completed	2018
9.	Kelemwork Assres	The status of instructional leadership effectiveness of principals in Awi Zone secondary school	Completed	2018
10.	Nigusie Haile	The Practice and problems of teacher performance appraisal in secondary school of Ebinat Woreda	Completed	2018
11.	Seid Mohammed	Primary school principals leadership effectiveness from the perspectives of situation leadership model in south Wollo zone ambassel woreda primary schools	Completed	2018
12.	Assaye Biru	Practice and challenges of integrated functional adult education in Mandura Woreda	Completed	2020

13.	Sintayehu Negash	Practice and problems of school based supervision in Secondary schools of \north Gondar Zone	Completed	2011
14.	Mulugeta Guadie	The study on instructional leadership practices of secondary schools principals in BDR city administration	Completed	2011
15.	Lakew Asnake	The status of community participation in the management of primary schools in Amahra Region North Shewa Zone	Completed	2011
16.	Kemal Abdurahim	Practices and challenges of instructional leadership in secondary schools of Asossa Zone	Completed	2011
17.	Wubante Yayeh	Major Causes of conflict between teachers and instructional leaders and their management strategies in West Gojjiam government TVET institutes	Completed	2010
18.	Yirga Yitayew	Practices and problems of recruitment and selection of teachers\; the case of private colleges in Amhara Region	Completed	2010
19.	Jemberu Arega	Empowering women in educational leadership: opportunities and challenges in Debre Tabour public schools	Completed	2010
20.	Abdelbagi Mohammed	Principals' Leadership behavior and Teachers Organizational Commitment in Secondary schools of Elnohud Locality	Completed	2019
21.	Zainab Esam	Practices and Challenges of Principals' Instructional Leadership in Secondary Schools of Omdurman Locality	Completed	2019
22.	Yousuf Ali	Principals' Leadership Style and School Effectiveness in Secondary schools of Wadbnda, and Dardug Localities	Completed	2019
23.	Mohammed Dowalbiet	The Implementation and Challenges of School Improvement Programs In Secondary Schools of Elnohud Locality	Completed	2019
24.	Behan Kefiyalew	Job satisfaction among employees of education bureau and woreda education offices in Asossa Zone :The case of Benishangul Gumuz State	Completed	2014

***E) INTERNATIONAL TRAINING CERTIFICATES AWARDED (via Face to Face trainings):***

- **Certificate Awarded** for Higher Education Leadership Training in the **USA** in 2012 GC
- **Certificate Awarded** for higher education leadership and management training in **Germany** by 2017 GC
- **Certificate Awarded** for higher education leadership, and Project Management Training in **China**, in 2018 GC
- **Certificate Awarded** for Project management training at **Uganda Management Institute** in 2020 GC
- **Certificate Awarded** for Advanced Research Methodology and Doctoral Colloquium training In Dubai in 2023 G.C
- **Certificate Awarded** for project management and implementation training at **Dubai** in 2023 GC

**F) COUNTRIES VISITED FOR EXPERINCE SHARING :**

Foreign Countries visited for experience sharing and internationalization include:

USA (five times), **Japan, Israel, India (five times), Germany, China, Uganda, Dubai, England, Norway, Sweden, Finland, Denmark,**

***G) CURRENT POSITION***

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I, Mateb Tafere (PhD), am working as the President of Amhara Region State University. Besides, I have assumed the esteemed position of Associate Professor in Educational Policy and Leadership at Bahir Dar University as **Home Base staff** in the Department of Educational Planning and management. As an Associate Professor, I am currently working as a principal research advisor for **six PhD students** who are working on their PhD dissertation at Bahir Dar University, and **two PhD students** at Amhara Region State University.

Generally, my dedication to education, research, and leadership exemplifies my profound impact on the field of Educational Policy and Leadership. Consequently, **I have already completed the requirements for full professorship position**, and my application for promotion to a full professor has been submitted to Bahir Dar University since Sep2025.

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***H) PERSONAL DETAILS***

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**Nationality:** *An Ethiopian*

**Birth Place:**

- **Country:** *Ethiopia*
- **Town:** *Birakat/North Gojam*
- **Birth Date:** *Jan 31, 1979 G.C*
- **Marital Status:** *Married*
- **Sex:** *Male*

***Educational Background***

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- **Higher Level Education,**  
**First Degree:**

- *Name of Institute: Bahir Dar University*
- *Department: Pedagogical Sciences and English Composite Major*
- *Year of Graduation: June 30, 2001 G. C.,*
- *Degree Awarded: **BED in Pedagogical Sciences and English***

**Second Degree:**

- *Name of Institute: AAU*
- *Department: Educational Planning and Management*
- *Year of Graduation: June 30, 2005G. C.,*

▪ *Degree Awarded: MA in Educational Planning and Mangement*  
**Terminal Degree:**

- *Name of Institute: AAU*
- *Department: Educational Planning and Management*
- *Year of Graduation: July 30, 2013 G. C.,*
- *Degree Awarded: **PhD in Educational Policy and Leadership***

**Research interests**

- *Education Policy and Leadership, Supervision and Instruction, Instructional Leadership, Project Management, Public Leadership and Governance, Economics and financing of Education and related areas are the basic research areas I delve with*

**Work Experience**

- *Worked as an English teacher, a secondary school principal, college dean, academic executive director, university vice president, president of the leadership academy, Head for Education Bureau, Amahara Region President's advisor, President of the Amahara Region State University, and Associate professor of Education Policy and Leadership for the last 24 years.*

**Articles Published**

- *Published 32full length original articles in reputable international and national journals*

**HDP Certified & participated as a co-trainer at AAU( while attending my PhD studies)**

**Personal Award**

- *Won the 2002G.C. **Best Dean Award** for the leadership excellence at Bahir Dar University*

**Hobbies**

- *Reading historical books, research reports, magazines, participating in voluntary services, enjoying with family members and friends*

**References:**

- *H.E Mr Arega Kebede, President of Amahara Regional State*
- *Prof. Reda Darge, CEBS, BDU, email: [reda\\_darge@yahoo.com](mailto:reda_darge@yahoo.com), Tel: 0918 76 92 44*
- *Prof. Solomon Melese, CEBS, BDU, email: [btlhmslmn1997@gmail.com](mailto:btlhmslmn1997@gmail.com), Tel. +251918784190*
- *Prof. Amera Seifu CEBS, BDU, email: [amera1960ec@gmail.com](mailto:amera1960ec@gmail.com), Tel. 0911977075*