Equipping women for leadership in higher education
Leveling the playing field

September 17 - 19, 2022
September 17: Conference Opening and Gala Dinner

September 18: Conference Day 1 (Themes 1 + 2) & Showcasing our Female Thought Leaders 1

September 19: Conference Day 2 (Themes 3 + 4) & Showcasing our Female Thought Leaders 2

September 19: Conference Closing & Networking

Saturday, September 17: Conference Opening and Gala Dinner

- Venue: Intercontinental Al Wajba Ballroom
- Time: 6:00 - 9:00 p.m.

The evening includes: Conference registration, receiving of conference packs, opening and welcome address, keynote presentation by invited speakers, dinner and networking.

Evening program:
- Brief welcome
- Opening: Amal Al-Malki, Founding Dean for College of Humanities and Social Sciences, Hamad Bin Khalifa University
- Keynote address 1: Women Leaders in Sport by Fatma Ali Al-Nuaimi, Communications Executive Director FIFA 2022 Supreme Committee for Delivery and Legacy
- Keynote address 2: Cultivating Women in Leadership by Nicola Ehlermann, Senior EU Policy Advisor & Lecturer at Sciences Po
- Keynote address 3: A Strong Foundation for a Strong Future by Fatima Al Dirbasti, CEO of Match & Style, CMU-Q alumna
- Brief closing of the evening and invitation to network
<table>
<thead>
<tr>
<th>TIME</th>
<th>EVENT</th>
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<tbody>
<tr>
<td>9:00 a.m. - 12:00 p.m.</td>
<td>THEME 1: Leaders in our Disciplines</td>
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<tr>
<td>9:00 a.m. - 9:50 a.m.</td>
<td>Keynote address: Shedding Light on Women and Engineering in the MENA Region</td>
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<tr>
<td>9:50 - 10:15 a.m.</td>
<td>Coffee break</td>
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**THEME 1**
Theme 1 addresses the significantly underrepresented female population in some industries, such as engineering companies in Qatar with only 7.8% female presence in the oil and gas industry. This theme brings together female and male constituents of various backgrounds and expertise and discusses the factors that prevent women from entering the engineering and other fields and attaining leadership roles in Qatar.

Welcome: Cesar Malavé, Dean of TAMUQ

**Keynote address: Shedding Light on Women and Engineering in the MENA Region**
Dr. Hanan Alshareef Farhat, Senior Research Director QEERI

The talk will touch on challenges women face in the Engineering sector from enrollment to career with focus on the Middle East and North Africa Region (MENA). The speaker will provide examples from women’s experience in the oil and gas industry and construction sector in Qatar and the region and touch on the cultural barriers as well as provide a comparison with work environments in the western countries (mainly North America). The speaker will touch on the need for policy changes and companies’ adaption of new procedures to make the work environment more welcoming to women engineers (with focus on oil and gas, and construction sector). Young women engineers who are starting their career and therefore need tools to deal with work challenges and cultural constraints will be introduced to strategies in this talk.

Time: 9:00 a.m. - 9:50 a.m. followed by Q&A

Coffee break: 9:50 - 10:15 a.m.
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<tr>
<th>Session</th>
<th>Speaker</th>
<th>Description</th>
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<tr>
<td><strong>Women Leaders in STEM</strong></td>
<td>Abeer Abulhuleiqa (TAMUQ 2011) Reserves Engineer with Petroleum Resource Management and co-founder of QWEA</td>
<td>Females who pursue engineering degrees at TAMUQ make up 48% of the student population, a number approximately double the US national average. What can we do as an institution to ensure that our female graduates are successful and receive equal opportunities to work and advance in their fields when they graduate from TAMUQ?</td>
<td>10:15 a.m. - 10:45 a.m.</td>
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| **Women Leaders in STEAM**                                                                          | *Summer Bateiha, Professor of Mathematics at Virginia Commonwealth University School of the Arts in Qatar
Moderated by: Aymen Elsheikh and Naqaa Abbas                                                     | Women leaders in STEAM: Hear from a female faculty who encourages her students to rethink the learning process by combining science, technology, engineering, the arts, and math. STEAM empowers students to seek creative and effective solutions to the many problems they will face outside of academia. The discussion will explore how critical consciousness can be taught through Mathematics. | 10:45 a.m. - 11:15 a.m. |
|                                                                                                    |                                                                                                  | *Speaker will be delivering their address via asynchronous video with in-person facilitation                                                                                                                     |                    |
| **Becoming Leaders in our Disciplines**                                                            | Combined moderated discussion session on presentation insights
Moderated by Annie Ruimi and Naqaa Abbas (TAMUQ)                                                 |                                                                                                                                             | 11:15 a.m. -12:00 p.m. |
<p>| <strong>Lunch</strong>                                                                                           |                                                                                                  |                                                                                                                                             | 12:00 p.m. - 2:30 p.m. |</p>
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<td>1:00 p.m.-2:00 p.m.</td>
<td><strong>Showcasing our Female Thought Leaders Session 1</strong> &lt;br&gt;15 min. share out from thought leaders' field of research (e.g., research findings), knowledge (e.g., idea) or any product or artifact created (e.g., show and tell session). The aims are to showcase our female thought leaders and create opportunities for collaborations. Sharing can be a display or a presentation.</td>
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| 2:30 p.m.-5:30 p.m. | **THEME 2** <br>**Now is All: Conversations on Gender, Diversity, and Higher Education Leadership** <br>Join us for engaging conversations on Gender, Diversity, and Higher Education Leadership across higher education units. Georgetown University faculty and staff will share their expertise and insights and explore the various barriers and opportunities, status and strategies across academia: from leadership to the curriculum, teaching, experiential learning, global recruitment and admissions, to student co-curricular life, and wellbeing.  
**Better Together: GU-Q Welcome & Introductions** <br>Georgetown University in Qatar and The Georgetown University Women’s Alliance Qatar  
Dean Clyde Wilcox, Dean Georgetown University in Qatar and Dean Christine Schiwietz, Chair Georgetown University Women’s Alliance Qatar  
Time: 2:30 p.m. - 2:45 p.m.  
**Panel 1 Forwards: How can we tackle Gender and Diversity in Higher Education Leadership?**  
While there have been strides, gender inequalities remain at the top levels of higher education leadership. Taking a look at where we are, the barriers and opportunities to advance gender equality and diversity and what we can be doing to connect the vision to action.  
Time: 2:45 p.m. - 3:30 p.m. |
Team:
Dr. James Olson, Philosophy
Dr. Christine Schiwietz, Sociology
Ms. Shaida Sonde, Chief Operations Officer
Dr. Clyde Wilcox, Government

**Panel 2 Midfielders: Experiences from the Playing Field Curriculum, Teaching, & Experiential Learning**

Conversations on challenges and opportunities across the curriculum. Insights on the gender and diversity dynamics of teaching and experiential learning in an international classroom and beyond.

Time: 3:30 p.m. - 4:15 p.m.

Team:
Dr. Rogaia Abusharaf, Anthropology
Dr. Nadine Ghamloush, Diplomacy
Mr. Uday Rosario, Experiential Learning
Dr. Sohaira Siddqui, Theology

Coffee Break: 4:15 p.m.- 4:30 p.m.

**Panel 3 Goalkeepers: The Heart of Higher Education Admissions, Student Life, and Student Wellness**

Multi-perspective insights on gender and diversity in global student recruitment and admissions, student co-curricular life and student well-being. What can we do to build a strong foundation to cultivate potential?

Time: 4:30 p.m.- 5:15 p.m.

Team:
Ms. Mariam Lachin, Admissions
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| 9:30 a.m. - 12:30 p.m. | **Assembly area**  
**THEME 3:** Championing Female Leaders  
Evanston, IL, Chicago, IL  
Ward Circle, DC  
Carnegie Mellon University in Qatar  
| 7:00 a.m. - 5:00 p.m. | **Welcome:** Michael Trick, Dean of CMU-Q  
**Leadership Majlis Panel:**  
Discussion on male and female leaders who addressed gender gap challenges and the importance of male allyship. Aim would be to create accountability and hear from female leaders (to voice a few gaps) AND male leaders (to give strategic answers to gaps and how they have addressed it)  
**THEME 3:**  
Theme 3 addresses the need to champion female leaders. This theme includes two sessions. In a panel by senior female and male leaders, participants will hear about gender gap challenges and how these have been addressed. This theme is continued in a facilitated workshop on the importance of male allyship and strategies related to allyship. Participants will leave with increased awareness of the need to support current and emerging female leaders and practical techniques to establish allies.  
**GOAL! Thank you and Closing Remarks**  
Dr. Nadine Ghamloush, Co-Chair Georgetown University Women’s Alliance Qatar  
Time: 5:15 p.m. - 5:30 p.m.  

**DAY 2: Monday, September 19**  
Location: Carnegie Mellon University in Qatar
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<th>Time: 9:30 a.m. - 10:30 a.m.</th>
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<td>Panelists:</td>
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<tr>
<td>- Brendan L. Hill, Senior Associate Dean for Students, GU-Q</td>
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<td>- Cristina Porumb, Human Capital Business Partner at Qatar Foundation and Director of Career Affairs at HBKU Law Society</td>
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<td>- Edward J. Kolla, Associate Professor and Faculty Chairperson, GU-Q</td>
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<td>- Ghada Salama, Dean's Fellow for Diversity and ADVANCE Administrative Fellow, TAMUQ</td>
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<td>- George Mikros, Professor MA Program of Digital Humanities at the Department of Middle Eastern Studies, HBKU</td>
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<td>- Mariamma Thomas, Director of the Academic Resource Center, CMU-Q</td>
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<td>Moderator: Guido Gianasso; Professor of Leadership HEC Paris in Qatar</td>
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<th>Coffee break: 10:30 a.m. - 11:00 a.m.</th>
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**Aspirations and Allyship: Unleashing young female talent in MENA**

Norma Taki, Inclusion & Diversity Leader, PwC Middle East and Bassam Hajhamad, Country Senior Partner of PwC Qatar

Moderated by: Asma Al Kuwari, CMU-Q Alumni, Women Certified Executive Coach

Time: 11:00 a.m. - 12:30 p.m.

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<th>Lunch: 12:30 p.m. - 2:00 p.m.</th>
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<td>East walkway</td>
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15 min. share out about thought leaders' field of research (e.g., research findings), knowledge (e.g., idea) or any product or artifact created (e.g., show and tell session). The aims are to showcase our female thought leaders and create opportunities for collaborations. Sharing can be a display or a presentation
**THEME 4: Action on the Field: Policies, Strategies, and Social Media**

2:00 p.m.-5:45 p.m.
Moot boardroom

**THEME 4:** Theme 4 addresses the need for female leaders to take action. This theme includes three sessions about hand-on techniques that female leaders can use daily. In the first session, the need for policies will be discussed and suggested recommendations will be generated to support female leaders in higher education. Participants will then hear about helpful strategies to accept tasks to advance them, and about the potentials and pitfalls that social media offers female leaders. Overall, participants will learn how to navigate their daily decision-making to advance as leaders.

**Roundtable discussion: Policies and proposal**
Luigia Ingianni, Commissioner of Employment Standards Office, QFC
Susan Karamanian, Dean of the College of Law, HBKU
Khalid Al Naama, Director of Family Research and Policy, QF

Outcome: White paper proposal and recommendations

Time: 2:00 p.m. - 3:00 p.m.

Coffee break: 3:00 p.m. - 3:15 p.m.

**Keynote address: The No Club**
*Laurie Weingart Richard M. and Margaret S. Cyert Professor of Organizational Behavior and Theory at the Tepper School of Business, Carnegie Mellon University. Co-author of The No Club: Putting a Stop to Women’s Dead-End Work*

Time: 3:15 p.m. - 4:00 p.m.

*Speaker will be delivering their address via live video conference/asynchronously*

**Roundtable discussion: Women, Social Media, and Leadership: Potentials and Pitfalls**

Social media can be a powerful platform to elevate the voice of women leaders and particularly powerful for global connections. In this session we explore the importance for women to build a strong presence online to enhance their leadership and how to navigate the
challenges around the dark side of online presence. The panelists will share research on the topic, institutional practices and policies, as well as women's experience online.

Panelists:
- Marc Owen Jones, Associate Professor of Middle East Studies, Hamad Bin Khalifa University
- Anjala S. Krishen, Professor, Marketing & International Business, University of Nevada
- Asma Al Kuwari, CMU-Q and HBKU Alumna, Women Certified Executive Coach
- Hanan El Basha, Founder - The Business Doctor, Empowering Business Strategist

Moderator: Shaheena Janjuha-Jivraj, Associate Professor in Entrepreneurial Leadership and Diversity, HEC Paris in Qatar

*Speaker will be delivering their address via live video conference/asynchronously*

Time: 4:15 p.m. - 5:45 p.m.

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<thead>
<tr>
<th>Conference Closing &amp; Networking - Theme: “Connected Women”</th>
<th>Conference closing and networking at CMU-Q</th>
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<tbody>
<tr>
<td>6:30 - 9:00 p.m. Assembly area and east/west walkways</td>
<td>Refreshments, connections (‘bring your business card’), and commitments (what now actions!)</td>
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<td>6:30 p.m. Arrive and welcome by Student MC</td>
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<td></td>
<td>6:45 - 7:10 p.m. Closing address: The Power of Networking, Maryam Al-Naemi, CMU-Q Alumna</td>
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<td>7:15 p.m. - 8:00 p.m. Connected women are committed women! Interactive session to network and make commitments</td>
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<td>8:00 p.m. - 8:10 p.m. Student MC to close</td>
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<tr>
<td></td>
<td>8:15 p.m. - 9:00 p.m. Networking</td>
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