

Welcome Note from the Dean of the College of Art & Design



Dr. Janon Kadhim  
Dean, CAD

Dear Students and Colleagues,

It gives me great pleasure to be addressing all our great students and members of the RUW family again through this newsletter. A new academic year in which we have all set great goals that we wish to accomplish together.

At the College of Art & Design we provide a variety of outstanding programs in the fields of Graphic Design, Interior Design, and Fashion Design. Our foundation year for Graphic, Interior, and Fashion Design is accredited by Edexcel, offering a BTEC Level 3 Diploma in Art at the end of the foundation year. The 2014-15 recipients were awarded their Edexcel Diplomas in December 2015 in a ceremony that was patroned by our President Prof. Mazin Jumaah.

We also offer two Master's degree programs, the first in Design Management and the second in Drawing & Painting. Our first group of Master's Degree students submitted their theses last May 2015, participated in the 7th RUW graduation ceremony held on June 4, 2015. This year we have 10 new DMT and 5 MDP students who joined our masters programs and we are looking forward to also having a new group of graduates in both programs by next June.

Our new program in Architectural Design which was launched last year continues to be a very successful program attracting enthusiastic young women interested in the field. We continue to strive to help build this new promising program at RUW with the vision that we will soon become a leading program in the region.

Our students at the College of Art and Design continue to work hard to be effective members of their college, the RUW community, and the local community. A group of our esteemed students played a great role in working with the team that created the Art Bahrain art exhibition in October 2015. (15) of our CAD students from various levels and majors volunteered for the duration of the exhibition with the organizing team. They assisted in many supporting activities, as reception and registration, exhibit booth set-up and supervision, and other supporting activities. They were highly spoken of by the exhibition organizers and they were awarded with letters of appreciation from Art Bahrain and from RUW for their outstanding support and professionalism.

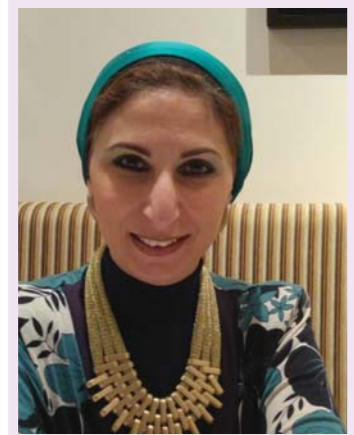
Our CAD students continue to be enthusiastic and full of energy, achieving outstanding accomplishments. During summer internships many of our students received very high appraisals from employers who found them dedicated, professional, and passionate about their work. A good number of our CAD alumnae are playing great roles in the workplace whether by holding good positions in local and regional entities or as entrepreneurs creating their own businesses. Many of our alumnae have been visiting our classrooms delivering lectures and workshops to our students, sharing their experiences and success stories with our students.

As RUW celebrates its 10th anniversary, CAD is proud to be part of this great achievement and we are planning a number of activities to celebrate this event, and we look forward to sharing our success and accomplishments with the community in any way possible. We are proud of all our students, faculty and staff and we look forward to achieving great things together. Best of luck to all

Dr. Janon Kadhim, Associate Professor of Architecture, AIA Associate  
Dean – College of Art and Design

**Faculty Of The Month**

**Dr. Nehal El Naggar, Assistant Professor,  
College of Business & Financial Sciences**



Dr. Nehal El Naggar

Dr. Nehal El Naggar received her a Bachelor Degree in Business Administration from Ain Shams University, Egypt. She completed her MBA majoring in Globalization and International Business with a thesis titled "A Critical Appraisal of the UN eGovernment Readiness Report, A Case Study on Egypt" from Maastricht School of Management (MSM), The Netherlands. She holds a Doctorate Degree in Business Administration in Human Resources Management with a research titled "Measuring the Employability Gap, The Managers' Vs. The Employees' Perspectives" from the Arab Academy for Science and Technology.

Over the past Twelve Years, Dr. Nehal has been working as a Researcher, Academic Instructor and Advisor, A Business Consultant & A Management Trainer. She has been teaching both the undergraduate and graduate students in various National and International Universities in Egypt. She has been actively involved in assisting and supervising post graduate students both on the Masters and Doctorate levels in Maastricht School of Management (MSM), the Arab Academy for Science and Technology and The GUC. Dr. Nehal has the Passion for Research, Personal Development & Empowerment of Students. Dr. El Naggar won the Technology in Governments in Africa Award (TIGA) while working with the Egyptian Government as a Business Development Officer at The Ministry of State for Administrative Development (MSAD).

**RUW Mission**

To offer our students a rewarding and challenging multi-cultural learning environment that cultivates strong, well-rounded personalities, encourages leadership, and builds character, social consciousness and community. To realize our commitment to teaching, learning, research and service through the activities of all members of the University community.

**RUW Vision**

"The Royal University for Women will become the regional leader in academic excellence for women. Programmes and practices that meet international standards will prepare our graduates to become leaders who are engaged members of their society demonstrating initiative & life-long habits of learning and individual development. The RUW graduate will be creative, confident and forward thinking."

**Academic Programmes Offered at RUW**

**Centre for General Studies**

- English for Academic Success

**College of Business and Financial Sciences**

- Bachelor of Business in Banking & Finance
- Bachelor of Business in Human Resource Management
- Bachelor of Business in International Business
- Bachelor of Business in Marketing

**College of Information Technology**

- Bachelor of Science in Information Technology

**College of Law**

- Bachelor of Law

**College of Art and Design**

- Edexcel Foundation Diploma in Art & Design
- Bachelor of Arts in Fashion Design
- Bachelor of Arts in Graphic Design
- Bachelor of Arts in Interior Design
- Bachelor of Architecture in Architectural Design
- Master of Arts in Design Management
- Master of Fine Arts in Drawing and Painting

**RUW Welcomes the Newly Appointed Sri Lankan Ambassador to the Kingdom of Bahrain**



Royal University for Women President Prof. Mazin Jumaah, welcomed the newly appointed Sri Lankan Ambassador to the Kingdom of Bahrain, Dr A. Saj U. Mendis to the RUW Campus on January 12th 2016. Ambassador Mendis and Prof. Mazin discussed areas of cooperation between Royal University for Women and the Sri Lankan Embassy and community in Bahrain. His Excellency also met with Dr. Mona Suri, Vice-President Academic and Dr. Vivien Exartier, International Affairs Officer. Prof. Mazin thanked the ambassador for visiting the university and wished him success in his diplomatic mission in Bahrain.

**RUW participates in the second "Human Rights in the Gulf Cooperation Council (GCC)" Conference**



On January 23, RUW delegation composed of Dr. Amer Al-Seadi, Assistant Professor, College of Law, Dr. Aseel Zimmo, Assistant Professor (Part-time), College of Law, and a group of College of Law Students participated in the second "Human Rights in the Gulf Cooperation Council (GCC)" Conference, themed "Human Rights Systems of the National, Regional and International Challenges", hosted by the Kingdom of Bahrain and held under the patronage of the Speaker of the Council of Representatives Ahmed bin Ibrahim Al-Mulla. The conference is organized by the Arab Federation for Human Rights, in collaboration with the "Maan" Human Rights Society and the International Gulf Organization for Human Rights. The conference witnessed a wide participation from national human rights institutions, independent human rights agencies, and international human rights NGOs. Some of them showed their interest in visiting the Royal University for Women and specially the College of Law to express the partnership and framing the legal work in the human rights field.

**RUW Alumna won the Hotelier Middle East Award 2015: "Young Hotelier of the Year"**



Ms. Yasmin Al Sanea, RUW Alumna, picked up the highly contested Young Hotelier of the Year accolade at the Hotelier Middle East Awards 2015 took place at the InterContinental Dubai Festival City in October 2015.

Ms. Yasmin is currently the Personnel Manager at the InterContinental Hotel in Jubail and is the first female Manager at the InterContinental Al Jubail. Ms. Yasmin aims to become the first female General Manager in Saudi Arabia.

Ms. Yasmin impressed judges with her efforts in increasing the number of Saudi nationals hired at the InterContinental Al Jubail, Saudi Arabia, since joining its HR department. She was also commended for championing its first Career Day/Job Fair held at the property, where a total of 60 candidates were interviewed.

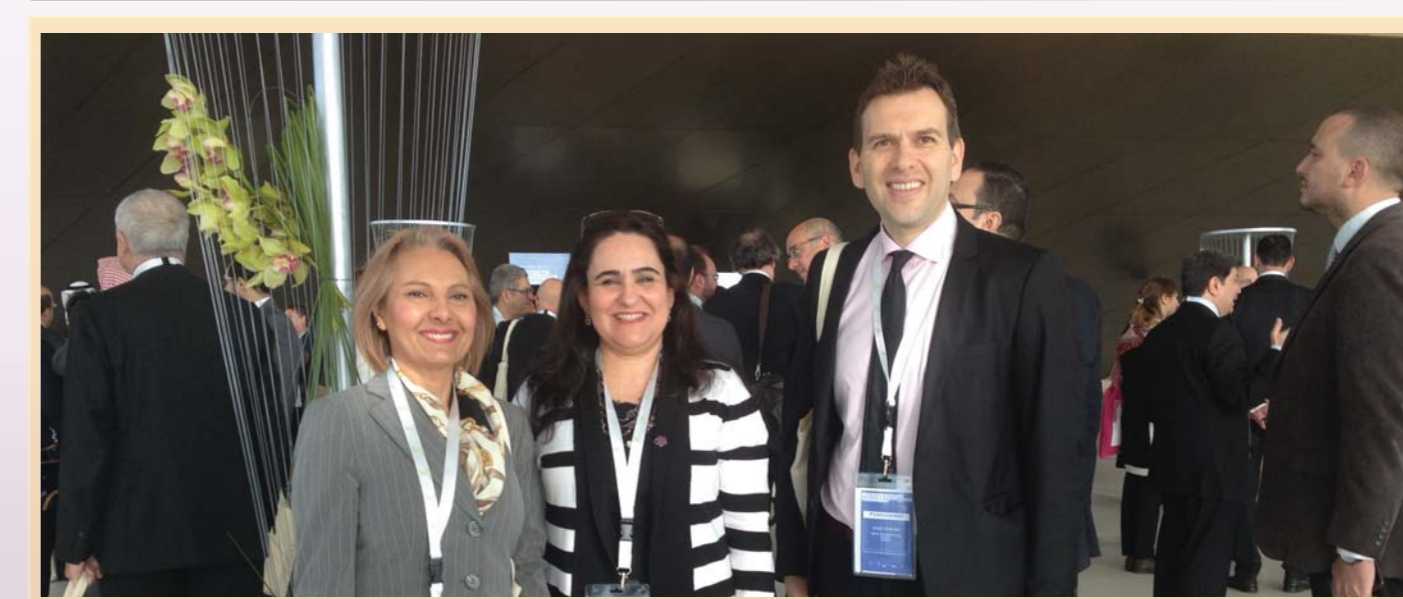
Ms. Yasmin is the first Saudi female to complete the I-Grad Future Leader Programme, which gave her great insight for the choice of her current path, Human Resources.

**RUW Delegation attends Information Session on AACSB Accreditation**



On January 24, Dr. Hala Elias, Dean of the College of Business and Financial Sciences, Dr. Arpita Mehrotra, Head of Banking and Finance in CBFS and Dr. Vivien Exartier, International Affairs Officer attended an information session about the AACSB accreditation hosted by the University College of Bahrain. AACSB, the Association to Advance Collegiate Schools of Business is one of the oldest accreditation bodies which is now in its 100th year of existence! Originally catered to US Business Schools, AACSB expanded internationally and is now present in 92 countries and counts 1445 members. Among the 1445 members, 739 of them received the accreditation. The original mission of AACSB has also diversified: it does serve as an accreditation body but also as a global network for quality assurance. Dr. Timothy S. Mescon, Senior Vice President and Chief Officer EMEA at AACSB International, and Dr. George K. Najjar, Special Advisor to the CEO and President at AACSB International, and Provost of Lebanese American University presented the benefits of membership and the challenges and opportunities for a business school to pursue AACSB accreditation. Based on achievements of CBFS, and as the university is now in its 10th year of operation and counts several AACSB members among its international partners, RUW is considering membership to AACSB.

**RUW participates in "Investing in Culture: Business & Social Impacts" Conference**



On January 19, Dr. Janon Kadhim, Dean of CAD, Dr. Mitra Hedman, Assistant Professor in CAD and Dr. Vivian Exartier, Assistant Professor, CBFS, attended the "Investing in Culture: Business & Social Impacts" conference/ forum which was co-organized by Bahrain Authority for Culture and Antiquities and the Organization of "Thinkers and Doers, Bahrain" at the Bahrain National Theatre and National Museum. The day-long event was patroned by HE Sh. Mai Bint Mohammed Al Khalifa, the President of Bahrain Authority for Culture & Antiquities and chairperson of the Arab Regional Center for World Heritage. The conference included many interesting and very valuable sessions including the opening session by Sh. Mai Al Khalifa and Mr. Jack Lang, President of the Arab World Institute. It was followed by a round table reflection session, a number of workshops, conversation sessions and inspiration session which introduced many young entrepreneurs in the field of culture. The conference was also a great opportunity to meet a diversity of experts and scholars in the field of art and culture and a good chance to network and exchange thoughts and experience.

**CBFS Advisory Committee Meeting**



On January 13, the College of Business and Financial Sciences held its College Advisory Committee (CAC) meeting for AY 2015-16. The main issues discussed were the following: Members discussed the Curriculum Review Framework for Embedding Employability Skills and in this respect one of the members recommended that CBFS can create a six months program for graduates as a placement cell. The Dean, Dr Hala Elias, informed the members about the HEC accreditation process, institutional listing and the mapping of CBFS programmes to the NQF. The Dean, Dr Hala Elias, also shared the proposal of hosting WVU MBA at RUW, with the advisory committee members. Internship was also discussed. Two of the members indicated that they will coordinate with BABPCO and some banks to provide internship opportunities for CBFS students. The advisory committee members will contact some organisations to participate in the RUW Career Fair which will take place in April 2016. The Dean also announced to the members that there will be a conference on Women and Society during the period 20-21 April 2016. The topics for CBFS include the role of women in business and leadership. The members agreed to circulate the flyer of the conference to their contacts.

**CIT Advisory Committee Meeting**



On January 31, the College of Information Technology held its first College Advisory Committee (CAC) meeting for AY 2015-16. The committee appreciated the enhancements made on the IT curriculum plan and have given more focus on the employability skills. As such, the committee suggested a number of skills that should be carefully considered during the revision of the programme such as communication, time management, and computing skills. The committee suggested to focus on the employability skills through classroom, assessments and extra curricula activities rather than making changes on the programme curriculum. Moreover, the committee gave advises about the marketing of the programme, Internship, and professional certs contents to be embedded within courses.

**CAD Advisory Committee Meeting**



On January 21, the College of Art and Design held its first College Advisory Committee (CAC) meeting for AY 2015-16. The meeting that was chaired by Dr. Janon Kadhim, Dean of Art and Design was attended by 3 returning and 5 new members from the industry in addition to representatives of all the CAD programs. RUW President Prof. Mazin Jumaah, was invited to attend the meeting to meet the CAD CAC members. He welcomed the returning and new members of the committee and emphasized the great role that this committee would play in creating a great relationship and link between the college, the industry and community.

The committee members thoroughly discussed many issues, as, linking the college with industry, employability and embedding employability skills in the curriculum. Collaboration opportunities between CAD and the industry, collaborating in providing internship opportunities for CAD students, workshops and guest lectures for our students, curriculum review and possibilities of other joint projects. The discussions were very positive and interactive and the invited members showed great interest to provide RUW with their full support.

## Alumna of the Month



### Background Information

**Name:** Ms. Amal Moosa

**Graduation Year:** 2010

### Professional Occupation:

Latest position held; HR & Admin Officer at Cemena Holding Company (Managed the HR & Admin Department until December 2015)

### Involvement at RUW:

Graduated from the College of Business and Financial Sciences holding a Bachelor's Degree in Human Resources Management with High Distinction

### Her Words:

"I can proudly say that I am an extraordinary successful person who graduated from a university that believes in delivering fine education and strive for women's excellence and empowerment. During my four years in RUW I have been friend with amazing and ambitious people, and with the efforts of the management we have received fine education through a group of dedicated competent faculty members. My experience at RUW has been empowering, as it is the essential building block for my future! I have learnt to be a hard worker, an efficient team member who is alert to initiative and competitiveness, and to be a dependable person who manages time and obstacles proficiently. My degree has provided the necessary tools to analyze, craft, and practice such mannerism in my profession and its essentiality for all industries. But, most importantly I have learnt to pursue more from life, and constantly reignite my passion. I look forward to pursuing higher education through obtaining a doctoral degree in human resources management; in order to seek education as a profession. All the knowledge, skills, and fine education cannot be of little use; I need to share it with others and benefit young generations providing the solid foundation for their personal and professional development. As Buddha said "All that we are is the result of what we have thought. The mind is everything. What you think, you become." I think and truly believe that I am capable of succeeding and utterly committed; brain, heart, and soul, to turning my dreams into realities. And, I will not stop there; as soon as I accomplish my goals, I will be heading for new, bigger, and more challenging ones."

### Achievements:

- Recent voluntary involvement with INJAZ Bahrain.
- 5 years of field experience in Human Resources Management.
- Holding a Diploma in HR practice as an Associate CIPD from The Chartered Institute of Personnel and Development, UK.

### CAD External Examiners examine Final Projects – Semester 1 AY 2015-16



On January 14, Dr. Ali Alkhalifa, Mr. Qasim Haider, Dr. Rashid Aljalalma, Ms. Sara Suri and Ms. Dina Abdulla came as external examiners and verifiers to the University for examining the courses in the final semester project work for Fashion Design, Graphic Design, Interior Design and Master courses - Sem 1, 2015-16. They joined Dr. Janon .Kadhim Dr. Shweta Kinra Kalra, Dr. Hazem Taha Hussain, Ms. Khadija Saeed, at RUW. The examiners gave critical comments/ feedback on the students work and also verified the courses by looking at the folders prepared for each course. Students from both the specialization displayed their work and successfully completed their final project. Examiners appreciated the work and interacted with the students to get the feedback regarding the courses at the University. It was adequate interacting with the examiners and we are all ready to welcome them once again to the university.

### CAD participates in the 42nd Annual Fine Arts "Sail Art" Competition and Exhibition



On January 20, The 42nd Bahrain Annual Fine Arts Exhibition was held in the National Arts Museum. As part of the exhibition the "Sails Art" competition was held. RUW Senior Graphic Design student Ms. Aysha Khalid Mohammed was one of the 15 artists who were chosen as finalists for this competition. Ms. Aysha entered the competition with her hand drawn artwork. Bahraini theme was the topic of the competition. Ms. Aysha then attended a workshop with Mr. Patrick Harris an international artist, who gave the participants the full knowledge about Sail's painting. The workshop was from 6 December - 9 December at the Art Centre in Manama.

Ms. Aysha attended the opening ceremony that was under patronage of Sheikh Khalifa Al Khalifa the prime minister and attended by all the ministers, and a number of international artists. Ms. Aysha enjoyed the great experience of showcasing her art in grand size, where the sail dimensions were 5m by 2.5 m. Visitors now can see the sail showcasing in the Art Centre near the Bahrain national museum. Congratulations Ms. Aysha!

### CIT participates in Bahrain MEET ICT and BITEC 2016



On January 4 & 5, College of Information Technology has participated in Bahrain MEET ICT and BITEC 2016. The event was a spectacular event of the year as this is an annual platform bringing together key industry players who discussed the need for a regional strategy towards a sustainable ICT development in the region.

### RUW Student Orientation for Semester 2 AY 2015-16



On January 31, Office of Student Affairs organised Student Orientation for Semester 2 AY 2015-16 at Royal University for Women. A total of 10 new students and 25 Faculty members attended the event. The main purpose of Orientation Day was to establish personal contact with students in order to initiate a strong relationship and provide assistance to the new students during their transition to the University. The Orientation program covered important topics as Student Affairs, Student Council, Registration and Library which was followed by the refreshments and campus tour.

## Project of the Semester

### College of Business and Financial Sciences



**Student:** Ms. Donya AbdulJabbar Hammad

**Programme:** Human Resources Management

### Project Title:

New Trends of Recruitment in Family Businesses of Bahrain, FYP, Semester 1, AY 15-16

**Supervisor:** Dr. Georgios Palaologos

### Project Description:

The aim of this project is to develop studies about the new trends used in recruitment in family businesses of Bahrain. This research is representing family business in Bahrain status, strategic planning and governance, as well as the recruitment process, the new trends of recruitment in family businesses and family members' recruitment criteria in the business. The researcher adapts quantitative approach and the data was collected by using questionnaire method distributed to family members and people involve in targeted family businesses in Bahrain. Responses were collected from different family firms in Bahrain stated the majority is moving toward technology in recruitment practices, recruitment agencies; advertising and online applications are some of the popular recruitment techniques. The result from this study that family businesses in Bahrain with the new generations involved in the business are looking for growth and development by recruiting and hiring the best candidates either family member or non-family members using recruitment trends. However, the lack of strict rules, procedures and employment policies in family members involved.

### Value to Business (Impact / Contribution):

This research shows how the new trends of recruitment has an effect in the family business of Bahrain. As known, that most of family business tend to manage their companies traditionally according to the business owner how is in most cases the father of the family, however this research paper shows that business human management is changing especially recruitment function as they tend to adopt technology according to the variety of advantages in reflect to the company and the candidates. Moreover, the involvement of family new well-educated developed generations in the business operation help to update the management practices for the best of the company.

## Project of the Semester

### College of Art and Design



**Student:** Ms. Ameera Al Hammadi

**Programme:** Interior Design

### Project Title:

Interior Design for Gulf Air Terminal Departure Building, FYP, Semester 2, AY 14-15

### Supervisor:

Professor Mustafa Othman, IIDA

### Project Description:

The project submitted by Ms. Ameera Al Hammadi is the Interior Design of the departure terminal of Bahrain International airport, Gulf Air terminal. This project was conducted as the requirement of the IDN 497, Interior Design Final Year Project. Her project was to propose a re-design t the interior space of the terminal. Ms. Ameera with the help and support from Bahrain Airport company team and her project supervisor managed to identify the areas of development needed for the terminal. She then developed and proposed a creative solution to the problems and weakness and provide the service needed to a real client. CAD, as part of it mission to engage students with the industry were encouraged to develop real-life projects with actual clients, addressing actual design issues and submitting designs that are inspired form from the particular culture of Bahrain. Ms. Ameera was very successful in this aspect, being inspired by the characteristics of Islamic Architecture and Bahraini traditions that were well expressed in her design.

### Value to Business (Impact / Contribution):

This course is organized to develop a global perspective and approach to thinking and problem solving, viewing design with awareness and respect for the community issues through a Service Learning project with a 'real' client (community partner) and design project. Intensive research is done to aid students to develop the design. Students focus on a project that includes research, development of a concept statement, space-planning, interior design elements, and communication skills.

## Project of the Semester

### College of Information Technology



**Student:** Ms. Amina Mohammed Alkaabi & Ms. Amina Salah BuAli

**Programme:** Information Technology

### Project Title:

RUW Web based Recruitment Management System, FYP, Semester 1, AY 15-16

### Supervisor:

Dr. Humam Al Agha

### Project Description:

This project is aimed at developing a web-based and central recruitment Process system for the Royal University for Women Human Resources department. Recruitment is important for organizations since it performs the essential function of drawing an important resource into the organization. It has a strategic aim as it focuses on the need to attract high-quality people in order to gain a competitive advantage. RUW Web based Recruitment Management System provides a powerful, effective and efficient recruitment process. The proposed web based system provides an opportunity to facilitate and shorten the time of the recruitment process. Earlier RUW recruitment process was done manually and it was all at a time consuming work. Now, it is all done online without much time consuming. RUW Web based Recruitment Management System is designed to do a whole lot more than just reduces paperwork. It makes a significant contribution to RUW's reputation.

### Value to Business (Impact / Contribution):

The RUW Web based Recruitment Management System contributes to developing RUW premises. It was recommended by the external examiner to use this system for improving RUW HR Recruitment Management System. Web based Recruitment Management Systems have revolutionized the recruitment landscape for both employers and job seekers and largely increased the efficiency with which hiring decisions can take place. The most immediately apparent benefit of Web based Recruitment Management System is the vastly improved degree of recruitment process management this approach offers. Throughout every phase of the recruitment process, an online system facilitates a much more streamlined, standardized approach than traditional, paper-based recruitment.

## What R U saying?

### Entrepreneurship and Leadership – SEEDS Leadership Program

In this article, I will briefly talk about my experience during the three days Training Program "Entrepreneurship and Leadership - SEEDS Leadership Program" held in Seef District, Bahrain, December 2015 ,10-8. The Entrepreneurship and Leadership Training Program aims to equip recent university graduates interested in entrepreneurship with the necessary tools and knowledge to start and grow a business.

In the first day we started the lecture by having a general introduction about entrepreneurs. The lecture was supported by visuals (presentation slides and videos). We also had an idea about very famous leaders that were disrespected when they were kids, but refused to fail. This part was given by Mr. Osama, it was pretty much close to what I know about the subject. We had breakfast, coffee breaks, lunch break. Then Dr. Angi started to explain more in deep, it was boring somehow as its all text.

The next day was exciting we started with an introduction about the business plan given by Mr. Osama. Then another speaker came and gave us more explanation and let us think about business ideas, creative solutions and answer a business canvas. We also did a business model which was a lot of fun with Dr. Angi.

The third and last day was also introduced by Mr. Osama, we had oral discussion with another speaker about entrepreneurs and pioneering businesses. We also met with representatives from Ebdaa Bank and UNIDO.

To sum up, this experience was great as we had fun and met new people, worked as groups and learned new things. The place was comfortable and the staff were very kind caring. The instructors were also very experienced and professional.

Ms. Mai Majed Sultan Bakheet  
Graphic Design, College of Art & Design  
may1921@ruw.edu.bh

## MABROOK!!

### CONGRATULATIONS!

- Ms. Yasmin Al Sanea, RUW Alumna, won the Hotelier Middle East Award 2015: "Young Hotelier of the Year".
- Ms. Aysha Khalid Mohammed, RUW Senior Graphic Design student was one of the 15 artists who were chosen as finalists in the 42nd Annual Fine Arts "Sail Art" Competition held in January 2016.

### RESEARCH FORUM PRESENTATIONS

- On January 19, Ms. Norhan A. Rahman, English Lecturer, Centre for General Studies, presented a topic on "Intrinsically Motivating Adult Learners."
- On January 19, Dr. Riyadh Al-Abdullah, Professor, College of Business & Financial Sciences, presented a topic on "The Ideological Mentality of an Accounting Student at a Crossroads (The Case of Bahrain)".

### RUW JOINERS

- Ms. Farah Abdelaal, PR Officer, PR & Marketing
- Dr. Mushfiqur Rahman – Assistant Professor, College of Business & Financial Sciences

### WEDDING BELLS

Ms. Lulwa Al Sulaiti - Admission Officer - Engaged in January 2016.