



# RUW SCIENTIFIC RESEARCH COUNCIL

## MONTHLY NEWSLETTER



### RUW SCIENTIFIC RESEARCH COUNCIL NEWS

Royal University for Women, has obtained ISSN 2535-9738 to publish the Conference Proceedings for 2016 and (upcoming) 2018 Women and Society Conference Proceedings. The 2016 Proceedings are now officially published under this ISSN; you may find a copy on the Conference website:

[http://www.ruw.edu.bh/conference/conference\\_proceedings\\_2016.php](http://www.ruw.edu.bh/conference/conference_proceedings_2016.php)

Furthermore, full preparations are underway for the upcoming RUW 2<sup>nd</sup> conference on Women and Society, in collaboration with Gulf Corporation Council Please refer to the last page of this newsletter for date extensions and suggested themes.

### EVENTS:

- March 4<sup>th</sup> at 11:00, Representatives from the Supreme Council for Women will visit RUW for a lecturer/workshop regarding Gender Responsive Budgeting
- March 27<sup>th</sup> at 11:30, eScientia workshop titled, "Tips to Write a Research Paper" in combination with "How to Select the Right Journal." (To be held in place of the Research Forum) Both Faculty and Students are requested to attend.

### HIGHLIGHTS:

RUW Scientific Research Council recommends worthy reads related to Women's Studies:

- 1) *Fifty Million Rising* by Saadia Zahidi, Nation Books, January 2018
- 2) *The Queue* by Basma Abdel Aziz, translated by Elisabeth Jaquette, Melville House, May 2016
- 3) *Maryam, Keeper of Stories* by Alawiyya Sobh, translated by Nirvana Tanoukhi, Seagull Books, 2016

## RUW RESEARCH FORUM

Presented on 20/02/2018:

الرقم بدل الأسم الرقم بدلاً للأسم

### The Number Instead of the Name, The Number Replaces the Name

Numbers have always been prevalent in my work, initially based on my study of Ancient Mesopotamian scripts, as well as hidden as mathematical ideas within the compositions of artworks. The tradition of codifying letters as numbers has a deep-rooted history which is well-understood in the Arab speaking world. Each letter of the Arabic alphabet is assigned a numerical code under what is known as the Abjad System. The system allows letters and words to be analysed as if they were numbers. It also has a deep spiritual significance in the Arab world and has been later used for the purposes of divination, magic and conjuring. Wittgenstein rejected the idea “language is somehow separate and corresponding to reality,” and he argued concepts do not need to be clearly defined to be meaningful. Wittgenstein used the term “language-game” to designate forms of language simpler than the entirety of language itself.

Since leaving Iraq in 2006, I have developed a numerical signature based on the Abjad system, in which each number corresponds to an Arabic letter. 5.50.1.1.40.1.30.1.30.30.5 is my name in numbers. I first used it to sign a work in 2007, the year I moved to London. I also used numbers to encode the name of the work – Baghdad. At the time, it seemed appropriate to the aesthetics of the artwork, yet there were other reasons too. The switch to using the ancient Abjad System of codification was not a random or sudden decision. It marked the culmination of three decades of study with my mentor, Shakir Hassan Al Said, a master’s degree in semiotics, a PhD in logic, and much reading and introspection. It also marked my move to freedom, from living in Baghdad under the Ba’ath regime, to living and producing art in London. There, I no longer needed to hide mathematical ideas in the composition of the artworks. In 2013, I woke up with a sudden impulse to tattoo my numerical signature, my personal code, on my left forearm. I consider the number a work of art, and my arm a ‘found object’. I use the same signature in all my artwork. Occasionally, I introduce other words and phrases similarly encoded.



Dr. Hanaa Malallah,  
Associate Professor,  
College of Art and  
Design

Presented on 27/02/2018:

### New Trends in Interior Design

A multimedia slideshow highlighting recent and near-future developments in the American interior design industry. Subjects covered include the structure of the industry and income sectors as well as developing technologies in the field as they affect materials sourcing, production, lighting, and consumer/client interactions. Visual and functional trajectories in hospitality, healthcare, and workplace are discussed, and the presentation concludes with a few of the most recent trends in residential design.

Ms. Lee Mullett is at RUW as a visiting professor from West Virginia University. She is the Program Coordinator of the WVU Interior Design program. During her week-long visit she participated in the RUW Research Forum, taught a lighting workshop and history lecture, and contributed in Interior Design program curriculum review. RUW was privileged to host Ms. Lee and gain from her respected teaching and field experience in Interior Design. She holds an M.S. in Multidisciplinary Studies, concentrating on teaching, design, and B.S. in Interior Design both from WVU, along with a B.A. in English from Duke University. She has owned and operated a residential interior design business since 2005 while simultaneously teaching.



Ms. Lee Mullett,  
Interior Design  
Assistant Professor,  
WVU

**Announcement: Next Research Forum to be held on 20/03/2018**

## RUW RESEARCH ACCOMPLISHMENTS

### Publications:



Dr. Gulnur Coskuner Jasim, Associate Professor, WVU Civil Engineering hosted at RUW

Dr. Gulnur Coskuner Jasim holds a PhD from Civil Engineering Department from Newcastle upon Tyne University (UK) and she had post-doctorate research experience at the University of Texas at Austin (USA). She is currently working as Associate Professor at West Virginia University Civil Engineering Programme, College of Engineering hosted by Royal University for Women. She has many publications in peer reviewed international journals with more than 197 citations. She has presented conference papers at different occasions in USA, UK, Turkey and Bahrain.

Dr. Gulnur Coskuner Jasim recently co-authored a research journal paper titled **“Temporal analysis of air pollution and its relationship with meteorological parameters in Bahrain, 2006 – 2012. *Arabian Journal of Geosciences*, 11:62, 1-15, (2018)”**. *Arabian Journal of Geosciences* is a Springer publication and indexed under Scopus and Science Citation Index Expanded. This paper in co-operation with researchers from University of Bahrain and The University of Sheffield (UK) analysed both temporal and seasonal trends of air pollution in Bahrain between 2006 and 2012 by utilizing datasets from five air quality monitoring stations. The non-parametric and robust Theil-Sen approach is employed to study quantitatively temporal variations of particulate matter (PM<sub>10</sub> and PM<sub>2.5</sub>), nitrogen dioxide (NO<sub>2</sub>), sulphur dioxide (SO<sub>2</sub>) and ozone (O<sub>3</sub>). Results showed increasing trends for PM<sub>10</sub>, PM<sub>2.5</sub> and SO<sub>2</sub> whereas O<sub>3</sub> and its precursor NO<sub>2</sub> showed decreasing behaviour.

### Book Publications:



Dr. Hanaa Malallah, Associate Professor, College of Art and Design

**Hanaa Malallah 5.50.1.1.40.1.30.1.30.30.5** –The first full and authoritative monograph of Hanaa Malallah's work, published by Struktur Editions, United Kingdom, 2018, ISSN 978-8-9568807-2-7.

The book can be ordered online at: [www.hanaa-malallah.com](http://www.hanaa-malallah.com)

Format consists of interviews with Mo Thorp, associate researcher, CCW Graduate School, Chelsea Collage of Arts, University of the Arts, London; Christa Paula and DOLPH Projects. The book features over 200 full colour reproductions of her work, spanning archival work from Baghdad to her current output from London. Including sections on Wall Art, Object Art, Drawings, Photography, Films and Installations.

“An artist, theorist and academic, Hanaa Malallah is a leading contemporary artist and one of Iraq's most prominent today. Intensely present, essentially non-narrative, and capable of evoking powerful aesthetic experiences, a deep encounter with Hanaa Malallah's art is not for the faint hearted.”



Dr. Raed Alnimer, Assistant Professor, College of Law

Dr. Raed Alnimer recently published a book: *The Mechanisms of Implementing the General Basic Principles of Trips Agreement According to Artistic & Authorship Rights*. Published in Jordan by Darwael publishing, 2018 in the field of Intellectual Property. The book is published in Arabic under the title:

آلية اعمال المبادئ العامة الاساسيه لاتفاقية تربس في مجال حقوق الملكية الادبية والفنية "دراسة مقارنه"

## STUDENT RESEARCH

**Masters' Thesis:**

**Master of Design Management, December 2016**

**The Impact of Effective Induction Program on Employees' Job Satisfaction**

**By: Aysha Jasim Al bin Jassim**

**Abstract:**

Induction is the process by which employees are provided knowledge of the organisation's objectives, policies, procedures and values; in addition, introduced to their co-workers (Kleynhans et al., 2006). This research focuses on the impact of an effective induction program on employee satisfaction for all academic employees at the Royal University for Women (RUW) in Bahrain. The research intends to investigate the effectiveness of the induction program in RUW on new and current academic employees' satisfaction. The objective of the research is in a three-fold process: to understand the effectiveness of the induction program within RUW; to measure the impact of induction program effectiveness on employee satisfaction at RUW; and, to propose an induction program design for RUW which could be applied in other educational institutions.

The limitation of this research arises from a lack of understanding and insufficiency of studies on the impact of effective induction programs on employee satisfaction, specifically in the Kingdom of Bahrain with a focus on the education sector, represented by RUW.

This is a deductive description, cross sectional research with applied outcomes. This research adopted mixed quantitative and qualitative methods through in-depth interviews and pre-coded close ended questions. The researcher used a survey method which utilized a structured pretested questionnaire distributed to all academic employees at RUW. There were 46 responders with a response rate of 100%. Collected data was analysed using Statistical Package for the Social Sciences (SPSS) version 20.

Research found a proper induction program should provide the opportunity to new employees to display their knowledge and strengths to their new organisation through the implementation of an effective induction program.

The research recommendation is to develop a staff manual which will include all necessary information for new employees, along with the proposal of an induction program which could be used to develop an effective induction program for RUW. The research is concluded which such proposed design for an induction program for RUW.

**Research in Progress – Graduation Projects****College of Art & Design**

Alaa Al-Areqi, senior Graphic Design student completed her graduation project titled: "GCC Electrical Testing Laboratory, advised by Dr. Abuelainin Mohammed Hussain. She chose the company GCC Lab by determining their logo did not adequately convey the values of their company. Alaa set her project to give the company an overall revamping of its graphic image. She divided the research portion of her project into 6 chapters: introduction (overview, aims, objectives, problem statement and questions), literature review (terminologies, similar local and international case studies), methodology, data collection and analysis, field study (project concept design) analysis and concept design, sketching and logo design, project implementation and prototyping (print design, packaging design, multimedia design and web design), recommendation, references and conclusion. When Alaa interviewed the company they informed her of a design issue they had with their company stamping, so she created a new stamp design and sent it to them, which they are now using. She hopes the company will adopt all the graphic designs she has created for them upon final submission of her project. Alaa learned from the project experience, "Sometimes it's really hard to satisfy the client, you may find a great idea, but then they don't accept your proposal. Therefore, you must keep recreating until both you, the designer, and the client agree."

**College of Law**

**Noor Alawi and Sara Abdulla**, senior law students, are actively working on research titled, "Cyber Security as Raising Commercial Law Concern within and beyond the Kingdom of Bahrain," advised by Dr. Maria Casoria. The students are focusing on five main topics in regards to cyber security: 1. Interference between law and technology; 2. Cyber security and intellectual property rights, 3. Cyber security and e-commerce; 4. Cyber security and the banking sector; 5. Cyber security and personal privacy. They have chosen this topic because they believe cyber security is "what the future should be." In terms of laws, they've discovered laws mostly only cover cyber security crimes. Hence, their decision to concentrate on combining both technology and the legal aspect. After analysing all literary sources, they will generate a conclusion on how to develop law and regulations which will fill legislations gaps. Then, they will reflect their findings into the Bahrain law.

## IN THE REGION

### RUW Student Presents Thesis to the Undersecretary, Ministry of Interior



Najla Mahmood Almousawi, a postgraduate student of Fine Arts in Drawing and Painting completed her master degree thesis titled, "Artistic Transformations of the Works of Shaikh Rashid bin Khalifa Al Khalifa: An Analytical Study for the period 1968-2013." Najla, along with Royal University for Women president, Prof. Mazin Jumaa, and Dean of Art and Design and Thesis Supervisor, Dr. Janon Kadhim visited Shaikh Rashid bin Khalifa Al Khalifa, the Ministry of Interior (MOI)'s Undersecretary for Nationality, Passports and Residence Affairs (NPRA) on February 11, in his office. There, they presented the Undersecretary a copy of Najla's thesis which he found to be impressive. The meeting continued with active interaction and discussion on issues related to art and art

education. Furthermore, he recognised the role of Royal University for Women, specifically, the College of Art and Design in promoting Art and Design Education for Women in the Kingdom of Bahrain, as well as the continuous accomplishments of all faculty and students.

### Bahraini Women's Day 2018 Theme

Her Royal Highness, Princess Sabeeka Bint Ibrahim Al-Khalifa, wife of His Majesty the King of Bahrain and President of the Supreme Council for Women, announced the theme of the Bahraini Women's Day 2018. This year's theme will be dedicated to honouring women in the legislative field and municipal work. In the 1920s, Bahraini women took part in the first maniple elections held, since then they have been their involvement in maniple work has progressed. In addition, the theme was chosen in celebration of 20 years since Bahraini women have entered the appointed Shura Council, and 15 years since they have had access to elected Representatives Council and maniple courts.

The 2001 Nation Action Charter and 2002 Constitution enabled Bahrain women to fully enjoy political rights. HRH Princess Sabeeka acknowledge this year's theme is intended to reflect upon the political achievements of Bahraini women and their effective presence in the legislative and municipal councils. Furthermore, to recognise the enhancements and contributions to public affairs.

HRH Princess Sabeeka views honouring Bahraini women in the legislative field and municipal work coincides with the upcoming municipal and parliamentary elections to be held later this year. The theme will highlight the milestone achievements of women in these fields.

### L'Oréal-UNESCO for Women in Science

L'Oréal-UNESCO for Women in Science, Middle East Fellowship is searching for worthy candidates for this year's program. The initiative awards valuable fellowships which aim to "recognise and promote women pursuing science in the region" through supporting Arab female scientists and researchers to pursue scientific research. This year the fellowship is in the amount of \$103,780 and will be rewarded to six Arab female scientists. Those eligible to apply should be holding, or studying for, a Ph.D. and working in the life sciences or physical sciences fields in the UAE, Bahrain, Kuwait, Oman, Qatar, Saudi Arabia or Yemen.

Since 2014, the fellowship has been awarded to 18 remarkable women scientists from the region, four of whom were recognized at an international level. "Our primary focus is to enable women to pursue an education and a dynamic career in science in the GCC and Yemen," said Remi Chadapaux, managing director of L'Oréal Middle East.

To apply and for more details, researchers should visit [www.fwis.fr](http://www.fwis.fr) and submit the required documents and details between Feb. 18 and May 17



**RUW 2<sup>nd</sup> Women and Society Conference**  
**In collaboration with Gulf Education Conference**  
**Empowering Women through Higher Education**  
**(18-19 April 2018)**

Please visit the updated Conference webpage:  
[www.ruw.edu.bh/conference](http://www.ruw.edu.bh/conference)

**IMPORTANT DATES: (Please note date extensions)**

**Submission of abstracts: 10th March 2018**  
**Acceptance notification: 15th March 2018**  
**Submission of full papers: 31st March 2018**

**Featured Key Topics:**

**Generation Z: Women's Advancement**

Today, more than ever, the power of women is emerging forcefully through the pursuit of education and the robust interest in technology. Moreover, to meet the demands of global citizenship, women of Generation Z are advancing their credentials through leadership roles, entrepreneurship, the acquisition of second languages and first-hand experiences in their fields of interest. Societal growth and advancement are inextricably linked to innovation and adaptability to an ever-changing environment that is influenced by Psycho-Social factors present through all times. Therefore, for optimal development and sustainability, informative academic research is needed to support a balanced society.

The call for papers is addressed to the scholars, researchers, professionals, and practitioners interested in issues related to women studies, education enhancement, and innovation, to share their findings in the following sub-themes which include, but are not limited to:

- Women, Society, and Advancement
- Psycho- Social Aspects of Language Acquisition and Learning Higher Education and Quality Enhancement
- Science, Technology, and Innovation
- Women's Leadership Development
- Women Entrepreneurship

**Empowering Women in Art and Design Education**

As Scottish sociologist Robert Morisson Malver (1882-1970) quoted, "If you educate a man, you educate an individual, but if you educate a woman, you educate a nation". In this light women empowerment through education has become a global quest and challenge. Inspiring women to become pacesetters in education, will result in them taking to the forefront of leadership in all fields. Art and design education has a transformative role in achieving more just, sustainable and equal communities at large. For many years' women have played a major role in various fields of art and design by implementing their strong artistic expressions, critiques, and techniques. Women enrolled in Art and Design education are able to express themselves as individuals while simultaneously creating works which their communities and societies may benefit from.

The call for papers is addressed to the scholars, researchers, professionals and practitioners interested in issues related to women in art and design education to share their findings in the following sub-themes which include, but are not limited to:

- Leading and Professional Women in Architecture and Architecture education
- Women's role in Art and Art's education
- Gender Issues in Design Education for women
- Inspiring and empowering women in Design
- Leading women in Design profession and Design Education