Title
An exploration into women’s leadership in Saudi Arabian Higher Education in relation to the Vision 2030 initiative

By: Riam Almaqrn
Why this topic?

- Involves women leadership, challenges, obstacles and enablers
- Women voices in SA to hold leadership position are increasing
- New area in Saudi: Contentious
- Obvious Impact of Social Media
Education is **segregated** in Saudi, except medicine college. Whereas some offices now are together.

- There are differences of jobs and employers offices between male and female in Saudi. However, rapid changes occurred in terms of salary, segregation and leadership positions.
Can women be equal to men?
The aim of the study is to gather the stories about Saudi women’s career paths in Higher Education and find out about women’s perceptions of Vision 2030 in Saudi Arabia. Further, the study aims to identify the obstacles, challenges, enablers and barriers that could face female leaders in Higher Education.
What are Saudi women leaders’ stories and experiences in accessing leadership positions in higher education in Saudi Arabia, including the barriers and enablers?

What status are women hoping to reach within leadership positions in light of government policy and the objectives of Vision 2030?

What can be done to support women and improve their capabilities as leaders within the higher education sector in Saudi Arabia?
Methodology

Methodological Approach (Narrative Study)
Research Design

CV

Semi-Structured Interviews
## Overview of Participants

<table>
<thead>
<tr>
<th># of participant</th>
<th>Academic title</th>
<th>Pseudonyms</th>
<th>Current position</th>
<th>Years working in HE</th>
<th>Years in leadership positions</th>
<th>Medium of interview</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Professor</td>
<td>Jawaher</td>
<td>Member of Shura Council</td>
<td>15</td>
<td>3</td>
<td>face-to-face at work</td>
</tr>
<tr>
<td>2</td>
<td>Associate professor</td>
<td>Aseel</td>
<td>Member of Shura Council</td>
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<td>face-to-face at work</td>
</tr>
<tr>
<td>3</td>
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<td>Ghada</td>
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<td>Nahla</td>
<td>Ministry of Education</td>
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<td>face-to-face at work</td>
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<tr>
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<td>Assistant professor</td>
<td>Lama</td>
<td>Ministry of Education</td>
<td>7</td>
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<tr>
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<td>Joud</td>
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<tr>
<td>8</td>
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<td>7</td>
<td>2</td>
<td>Telephone</td>
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</tbody>
</table>


Main Findings of the Pilot

- The key themes which emerged concerning women taking on management responsibilities in higher education are:

(a) *the need for an academic degree*
(b) *visibility and respect in the working environment,*
(c) *traditional societal view of gender roles and*
(d) *institutional barriers.*
Limitations
Thank you