

SUSTAINABLE DEVELOPMENT GOALS



SDG 5: GENDER EQUALITY

Al Ain University



جامعة العين
AL AIN UNIVERSITY

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SUSTAINABLE DEVELOPMENT GOAL 5

Women's Access Schemes

Mentoring | Scholarships | Other Targeted Support

DIRECT RESPONSE: YES - ALL THREE COMPONENTS ARE PROVIDED

Al Ain University provides women with mentoring, scholarship access and additional targeted support. The framework combines academic advising and counselling, a dedicated Women Leadership Forum with mentor and mentee pathways, documented scholarship awards to women, current tuition grants and humanitarian assistance, entrepreneurship and career-development platforms, health and family support, and women-led access administration.

Public evidence reviewed 24 August 2026

INSTITUTIONAL RESPONSE

1. AAU meets THE Indicator 5.3.3

THE's 2026 methodology identifies this question as Indicator 5.3.3, Women's access schemes, with 2024 as the evidence year. The indicator recognises three forms of provision: mentoring, scholarships and other targeted support. AAU's public evidence demonstrates an institution-wide access pathway that addresses each component and supports women from admission through study, personal development, career preparation, entrepreneurship and transition to employment.

THE component			
Mentoring	0.4	Academic advising and counselling, SDG mentoring evidence, and the Women Leadership Forum's mentor/mentee model	AAU 5.3.3 and 5.6.6 evidence; WLF platform
Scholarships	0.4	Documented awards to women plus current academic, honours, graduate, family and humanitarian financial support	AAU 5.3.3 evidence; Financial Aid and Scholarships
Other targeted provision	0.2	Leadership, entrepreneurship, innovation, career, health, family-support and women-led access services	AAU women-focused programmes and institutional support
Evidence quality	1.0	Specific, self-contained institutional explanation with dated implementation and current continuity	Official AAU and independent public sources
Public availability	1.0	AAU's evidence pages, policies, service pages and dated news remain publicly accessible	Public institutional evidence register

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E16](#) | [E20](#)

Women Leadership Forum

Introducing Women Leadership Forum (WLF)

The College of Business, through its Women's Leadership Forum, aims to empower and support women to become influential leaders and entrepreneurs. This dedicated space serves as a resource hub for female students, professionals, and aspiring leaders, nurturing the next generation of empowered women across our Abu Dhabi and Al Ain campuses.

Mission

Our mission is to empower and inspire women leaders by cultivating an inclusive environment that promotes growth and success.

Values

Empower. Cultivate. Inspire

Empower women with leadership skills, career development opportunities, and industry exposure.

Cultivate an inclusive environment that promotes diversity, mentorship, and networking for women in leadership.

Inspire women to take on impactful leadership roles.

Scope of Activities

Empowerment through Skill Development:

Offering workshops, seminars, and training sessions on leadership, negotiation, and career growth, ensuring women are well-equipped to excel in business and leadership roles.

Mentorship:

Establishing mentorship programs that connect students with successful women leaders from various sectors, providing guidance and real-world insights.

Application form-Mentor Application form-Mentee

Community Building:

Creating a strong community where women leaders can network, share experiences, and offer mutual support as they grow in their careers.

Key Benefits of the Women's Leadership Forum



Leadership Development & Economic Empowerment:

The forum offers targeted leadership development initiatives that enhance women's confidence and expertise in navigating the complex business world and becoming economically viable and empowered.



Diversity, Equity, & Inclusion:

Our forum embodies our commitment to diversity, ensuring an inclusive academic and professional environment that celebrates different perspectives, experiences, and talents.



Academia-Industry Partnerships:

The forum collaborates with industry leaders and organizations to provide internships, mentorships, and networking opportunities, creating synergies between academia and industry.



Social Impact and Sustainability:

We prepare women to lead with ethical practices, responsible decision-making, and a focus on sustainable business strategies.

Collective Leadership

The Women Leadership Forum at Al Ain University embodies a collective leadership model, emphasizing shared purpose, distributed responsibilities, and inclusive decision-making. This approach recognizes leadership as a dynamic, collaborative process rather than a top-down structure, aligning with our mission to empower women as change-makers across sectors.

Key Components of the Collective Leadership Structure:

1. Steering Committee

Comprised of senior faculty, strategic partners, alumni, and student leads, the Steering Committee provides overall direction and strategic oversight and ensures alignment with the university's vision and SDG commitments. It champions policy integration, resource mobilization, and long-term planning.

Interested in joining the Steering Committee? [Submit Your Request here](#)

2. Student Board

This board represents the voice of current students and plays a critical role in identifying needs, co-designing activities, and leading peer engagement initiatives. It fosters youth-led innovation, agency, and accountability within the Forum.

Interested in joining the Student Board? [Register here](#)

3. Alumni Board

The Alumni Board brings continuity, mentorship, and a real-world perspective to WLF activities. Alumni leaders serve as role models, contribute to mentorship programs, and bridge the Forum with broader professional networks.

Interested in joining the Alumni Board? [Register here](#)

4. Industry Advisory Board

Composed of professionals and entrepreneurs from various sectors, this board ensures that the Forum remains relevant to market needs and industry trends. It also supports collaboration, internships, and leadership pathways for women in business and other fields.

Interested in joining the Industry Advisory Board? [Register here](#)

Collaboration

The forum collaborates with successful entrepreneurs, industry leaders, and organizations dedicated to empowering women.

1.1 Evidence-year discipline

The 2024 institutional record is treated as the formal evidence-year foundation. Later activity is presented only as continuity: it shows that the access system did not end after the evidence year and has become more explicit through permanent women-focused mentoring, leadership, entrepreneurship and partnership platforms.

Public evidence: [E01](#) | [E06](#) | [E22](#) | [E23](#) | [E25](#)

Industry Business Day and Women Leadership Forum Launched



The College of Business at Abu Dhabi Campus organized the 4th Industry Business Day, a milestone event that emphasized the vital connection between academia and industry while promoting inclusive leadership across genders. One of the key highlights was the official launch of the Women Leadership Forum (WLF) a transformative platform dedicated to nurturing leadership, professional development, and peer mentorship among female students.

Under the leadership of Dr. Iffat Sabir and Dr. Mariam Farooq, the WLF launch included an inspiring panel discussion titled “Women Leaders: Overcoming Barriers and Shaping the Future,” moderated by Dr. Wejdan Farhan. The panel featured a group of distinguished female leaders who shared personal stories of resilience, achievement, and mentorship. Among the speakers were Dr. Yasmin Sajjad, Medical Director at Fakeeh Healthcare Group; H.E. Raba’a Baniyas, Chief Executive Director at the Statistical Centre Abu Dhabi; Ms. Aisha Legge, Senior Manager of HR & Support Services at Etimad Holding LLC; Ms. Noha Awartani, former Head of Corporate Credit Risk Control at BNP Paribas (UAE & KSA); and Dr. Noura Al Khaily, dermatologist and entrepreneur.

In parallel, the Internship Fair, coordinated by Mr. Sajjad from the College of Business, brought together field supervisors from more than 35 leading companies across the UAE. These professionals met with graduating students to recognize their internship contributions and explore potential employment opportunities. Students also presented reflections from their internship journeys, showcasing how practical experiences enriched their understanding of academic theories and enhanced their career preparedness.

With the participation of over 200 students, faculty members, and industry experts, the event served as a dynamic platform for networking, learning, and empowerment. Industry Business Day reaffirmed the College's ongoing commitment to quality education, gender equality, and collaborative engagement advancing the goals of SDGs 5 (Gender Equality), 8 (Decent Work and Economic Growth), and 17 (Partnerships for the Goals).

The event had a strong impact on attendees, creating a sense of motivation and inspiration among the students. Many expressed eagerness to engage in upcoming WLF activities such as workshops, training sessions, and networking events. The forum's focus on supporting women in leadership roles resonated deeply with the audience and set the tone for future initiatives.

The successful launch of the Women Leadership Forum marks an important step in fostering a culture of empowerment and advancement for female students. It is expected to grow into a vital platform for student engagement, leadership development, and broader societal change.

Empowering Women, Building Futures



The College of Business at Al Ain University, in cooperation with the Innovation & Entrepreneurship Center, successfully organized a community focused forum titled “She Leads, We Collaborate: Women Entrepreneurs & Partnerships” at the Abu Dhabi Campus.

The event celebrated women's leadership, innovation, and entrepreneurship, and highlighted strategic partnerships with the Jordanian-Emirati Women Business Council (JEWBC) and the Arab International Women's Forum (AIWF), marking a key milestone in fostering impactful regional and international collaboration.

The forum commenced with welcoming remarks by Dr. Amer Qasim, Vice President of Al Ain University, followed by opening words from Dr. Iffat Sabir, who expressed appreciation to distinguished guests and

emphasized the university's commitment to advancing women's participation in business and leadership.

The event was graced by the presence of Her Excellency Dr. Amal Abdullah Al Hadabi, Chairperson of JEWBC, accompanied by Board Members and leading women entrepreneurs, along with Dr. Haifa Al Kaylani, OBE, President and Founder of AIWF. Both leaders shared inspiring insights from their leadership journeys, underscoring the vital role of innovation, partnerships, and collaboration in driving sustainable development and empowering women across various sectors.

A Memorandum of Understanding (MoU) was later signed with both JEWBC and AIWF, reinforcing a shared mission to support women's leadership growth and entrepreneurial excellence. The signing ceremony was followed by a presentation of commemorative shields by Dr. Amer Qasim and Certificates of Appreciation recognizing outstanding women entrepreneurs from the community.

The forum concluded with a visit to the AAU Student Bazaar, where attendees explored creative business projects by women entrepreneurs and Al Ain University students. The bazaar served as an inspiring platform for networking, collaboration, and celebrating the innovation, resilience, and entrepreneurial spirit of emerging female leaders.

AIWF and Al Ain University sign MoU at keynote ceremony on Abu Dhabi Campus



Haifa Al Kaylani OBE, 28 October 2025 – It was a great honour to be at the Al Ain University Abu Dhabi campus to participate at the outstanding Women Leadership Forum “She Leads, We Collaborate”, hosted by the Al Ain University College of Business and the Innovation & Entrepreneurship Centre. This very special occasion marked the signing of an MoU between the Arab International Women's Forum and Al Ain University, to advance women's opportunities for entrepreneurship and economic inclusion in the UAE and the broader MENA region.

Our MoU partnership with Al Ain University marks a significant step forward in our shared commitment to empowering and advancing young female entrepreneurial talent in the UAE and across the wider MENA region. Together, AIWF and Al Ain University aim to create a dynamic platform that nurtures innovation, leadership, and opportunity for the next generation of women leaders.

I extend my sincere appreciation to Professor Ghaleb Awad El Refae, President of Al Ain University, Professor Amer (Mohammad Jaser) Qasem, Vice President of AAU Abu Dhabi Campus, and Dr Iffat Sabir, Deputy Dean of the College of Business, for facilitating this valued partnership between AIWF and Al Ain University. I also share my heartfelt congratulations to Al Ain University on its remarkable recent achievement of being ranked among the top 500 global institutions in the Times Higher Education World University Rankings 2026.

In my keynote before the MoU signing, I reflected on the tremendous progress women have made across the Arab world, in education, business, and leadership, and the continuing journey towards full economic empowerment. Today, women in the MENA region are driving innovation and entrepreneurship, leading family businesses, founding tech startups, and advancing sustainability across every sector. Here in the UAE, the progress has been nothing short of remarkable. Emirati women are role models globally, representing 66% of the public sector workforce, 30% in leadership roles, and 50% of the Federal National Council, a true reflection of the UAE's vision for gender equality and inclusion.

At AIWF, our mission for nearly 25 years has been to empower women and young leaders through education, entrepreneurship and economic inclusion and to build bridges of partnership and understanding between the Arab world and the global community. We have worked with governments, the private sector, civil society actors and importantly with universities and young people themselves to promote progress and create valuable new links and opportunities for young women leaders.

At this very special MoU signing and keynote event, it was a pleasure to meet Her Excellency Dr Amal Abdullah Al Haddabi, Chairperson of the UAE-Jordanian Businesswomen Council, and the distinguished faculty, students, and guests of Al Ain University. As we head into our 25th anniversary in 2026, the Board and Partners of AIWF look forward to deepening our collaboration with one of the UAE's foremost institutes of learning and research, supporting innovation and entrepreneurship, and championing women's leadership as a powerful engine of sustainable growth and social progress.

ACCESS ARCHITECTURE

2. Women's access is supported across the full student journey

AAU's model is not confined to a single event or office. Women can enter through gender-equal admission and scholarship routes; receive academic advising, counselling and mentoring while enrolled; develop innovation, leadership and entrepreneurial capability; connect with employers and women leaders; and obtain health, family and wellbeing support that protects continued participation. Public women role models in student-facing administration reinforce trust and visibility at the point of access.

Student-journey stage	AAU access mechanism	Benefit for women	Evidence channel
Application and entry	Admission, registration, online application and equal eligibility	Women enter programmes through the same published standards	Admissions policy and unit
Financial access	Academic grants, honours awards, graduate discounts and humanitarian assistance	Tuition barriers are reduced and continuation is supported	5.3.3 evidence and scholarship pages
Academic progression	Academic advising, counselling and student-rights framework	Individual guidance, problem resolution and referral	Policies and Student Affairs
Leadership and mentoring	Women Leadership Forum, women mentors, networking and peer support	Confidence, role models, leadership and career direction	Permanent WLF platform
Innovation and enterprise	Innovation and Entrepreneurship Center, women-focused forums and bazaars	Ideas can progress toward projects, enterprises and economic participation	Center and dated activity
Career transition	Career development, professional-readiness programmes, internships and employer engagement	Women can translate qualifications into labour-market participation	Career and alumni services
Retention and wellbeing	Health, counselling, maternity and childcare support	Personal or family circumstances need not become barriers to study	Policies and support services

Public evidence: [E02](#) | [E08](#) | [E12](#) | [E18](#) | [E19](#) | [E20](#) | [E26](#) | [E27](#) | [E41](#) | [E46](#) | [E47](#)

Financial Aid and Scholarships

The university aims, through scholarships offered to students, to reward them for their excellence both academically and non-academically. Additionally, the university has focused on providing humanitarian aid to students whose financial circumstances hinder their completion of their first university degree.

Firstly: Academic Grants

1. High School Excellence Grants (All Bachelor programs, excluding Bachelor of Dental Surgery):

Students are granted a discount on the tuition fees of registered credit hours for the first semester upon enrollment, according to the following criteria:

Grant percentage	Eligible category for this grant	Conditions for continuing the grant
100%	Top Five Students in the UAE.	The student achieves a semester GPA of at least 3.8 based on registering for a minimum of 15 credit hours.
50%	The student achieved a secondary school grade of 99% and above.	The student achieving a semester GPA of at least 3.8 as a result of registering for no fewer than 15 credit hours.
40%	The student achieved a secondary school grade of 98% and above.	The student achieves a semester GPA of at least 3.8 by enrolling in a minimum of 15 credit hours.
30%	The student achieved a secondary school grade ranging between 94% and 97.99%.	The student achieves a semester GPA of at least 3.6 by enrolling in a minimum of 15 credit hours.
20%	The student achieved a secondary school grade ranging between 90% and 93.99%.	The 30% discount continues into the next semester if the student achieves a semester GPA of at least 3.6 by registering for a minimum of 15 credit hours.

Undergraduate Admissions

6.a. Undergraduate Admissions

<i>Subject</i>	Students	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	6.a.	<i>Latest Revision</i>	Dec - 2024
<i>Title of The Policy</i>	Undergraduate Admissions	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	Colleges Councils, Admission and Registration Unit	<i>Policy Pages</i>	3
Definitions	<p>University: Al Ain University.</p> <p>Bachelor's degree: Educational stage that follows the High school stage and estimated as four years.</p> <p>Academic program: specialties offered by each college.</p> <p>Student ID: The student's official University number. It indicates the academic year and semester when the student joined the University. The last four digits indicate the student's unique serial number at AAU.</p> <p>Study plan: A group of compulsory and elective courses that a student has to successfully complete in order to obtain a degree in his/her major.</p>		
Purpose	Criteria for accepting students according to the academic standards set by the Ministry of Education in the United Arab Emirates.		
Scope	The policy applies to students who wish to enroll in the University in undergraduate academic programs leading to a Bachelor's degree.		
Statement	This policy outlines the criteria for admitting students to academic programs leading to a Bachelor's degree, in accordance with Ministerial Decision No. 19 for the year 2024 regarding admission criteria of higher education institution in the UAE issued by the Ministry of Higher Education and Scientific Research - UAE. To be eligible for admission to an undergraduate program, students must possess a high school certificate or equivalent. Additionally, for specific academic programs, students who do not meet the required proficiency levels in English, Mathematics, Chemistry, Biology, or Physics will be required to complete intensive remedial courses. Students are given a maximum of two semesters to complete these remedial courses. If they fail to successfully finish the courses within this period, they will be dismissed from the program.		
Procedures	<ul style="list-style-type: none"> A student who wishes to enroll at AAU fills out an application form from the Admission and Registration Unit, pays the non-refundable application fee at the Financial Department, and submits the application according to the dates announced by AAU. A student will be accepted at AAU after his/her academic file is completed. This file includes an application form that is to be signed by the applicant as well as the documents mentioned in "required documents section". In certain cases, conditional acceptance could be granted for student with some missing documents. Given that student with conditional acceptance should sign undertaking letter. Admissions staff will verify the submitted papers and ensure achieving criteria for admission to the academic program. 		

	<ul style="list-style-type: none"> • If eligible, the applicant should fill the university admission file accompanied with all the required papers and their educational qualifications. • Handle the university admission file to admission staff. • After verifying that all student data and papers exist, admission file are given a "request number". • The student will review the finance unit to pay fees for enrollment by using "request number". • Confirming the enrollment of admitted students at the university after the acceptance of admission request and giving them an AAU ID number and study plan for the program they joined. • The students will be notified regarding their admission decision through their student email id and they will also get an SMS to their registered mobile number. • The student deadline for admission would be exactly two months from the admission open date, the details are as follows; <table border="1"> <thead> <tr> <th>Event</th><th>Date</th></tr> </thead> <tbody> <tr> <td>Admissions Open</td><td>2 months before the beginning of the semester</td></tr> <tr> <td>Classes begin</td><td rowspan="2">Week #1</td></tr> <tr> <td>Add and Drop period</td></tr> <tr> <td>Last date for dropping courses or semester postponement with a refund of 100%</td><td>Week #1</td></tr> <tr> <td>Late registration and withdrawal period with a 40% fine</td><td>Week #2</td></tr> <tr> <td>Withdrawal/drop with 100% fine starts</td><td>Week #3</td></tr> <tr> <td>Incomplete examinations period (from previous semester)</td><td>Week #3</td></tr> <tr> <td>Beginning of withdraw/drop without failure (W)</td><td>Week #4</td></tr> <tr> <td>Mid-term examinations period</td><td>Week #9, Week #10</td></tr> <tr> <td>Beginning of withdraw/drop with failure (F)</td><td>Week #14</td></tr> <tr> <td>Final examinations period</td><td>Week #16</td></tr> <tr> <td>Deadline for Incomplete Requests</td><td>Five working days since final exam date of the course</td></tr> <tr> <td>Deadline for Total Course Mark and Grades Appealing</td><td>Five working days from grades announcement</td></tr> </tbody> </table>	Event	Date	Admissions Open	2 months before the beginning of the semester	Classes begin	Week #1	Add and Drop period	Last date for dropping courses or semester postponement with a refund of 100%	Week #1	Late registration and withdrawal period with a 40% fine	Week #2	Withdrawal/drop with 100% fine starts	Week #3	Incomplete examinations period (from previous semester)	Week #3	Beginning of withdraw/drop without failure (W)	Week #4	Mid-term examinations period	Week #9, Week #10	Beginning of withdraw/drop with failure (F)	Week #14	Final examinations period	Week #16	Deadline for Incomplete Requests	Five working days since final exam date of the course	Deadline for Total Course Mark and Grades Appealing	Five working days from grades announcement
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Recent Changes	<p>June 2024: This policy has been revised & updated as per the CAA ERT requirements (Renewal- B.Sc. in Computer Engineering and B.Sc. in Networks and Communication Engineering).</p> <p>December 2024: This policy has been revised & updated as per the ministerial Decision No. 19 for the year 2024 issued by the Ministry of higher education and Scientific Research - UAE. (See</p>																											

Academic Advising

<i>Subject</i>	Students	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	6.v.	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Academic Advising	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	Colleges Councils	<i>Policy Pages</i>	2
Definitions	<ul style="list-style-type: none"> • Academic Advising: An ongoing process focused on providing academic and practical guidance to students in order to assist them in meeting their academic goals. • Academic Advisor: A faculty member from the college who works closely with the College Dean as well as the Department Head to assist students in making appropriate academic decisions while progressing toward the appropriate degree. • QAIRC: Quality Assurance and Institutional Research Center. 		
Purpose	Academic advising seeks to help the student develop a plan of action in the pursuit of academic achievement from their first day on campus until the day they receive their degree.		
Scope	This policy applies to AAU students through Colleges, Heads of departments in coordination with the Academic Advisor.		
Statement	This policy provides comprehensive guidance, counseling as well as follow-up on students' long-term academic outcomes. Additionally, it provides students with useful assistance and advice, and specialist guidance that promote their academic development and lead to academic progress. It also helps them develop their skills and encourages them to maximize their learning opportunities, and directs them towards completing degree requirements within a specified time period.		
Procedures	<p>1. Induction and Orientation: An induction or orientation session will be conducted by the college for all new students at the beginning of each semester to inform them about the advising services, including the role of academic advisors, how to contact them, and the benefits of utilizing these services.</p> <p>2. Assigning Faculty Advisors:</p> <ul style="list-style-type: none"> • Each college will assign 20-30 students to each faculty member to be their advisor. • The assignment of students to advisors will be systematic and based on the department or program requirements, ensuring that each student is assigned a consistent advisor throughout their study program, except in cases of faculty changes due to growth or replacement. • New faculty hires will be incorporated into the advising system through a structured process ensuring a smooth transition for students and faculty. <p>3. Continuous Training for Faculty Advisors:</p> <ul style="list-style-type: none"> • Faculty advisors will undergo continuous training to enhance their advising skills, focusing on professional advising practices and identifying the learning needs of 		

	<p>struggling students.</p> <ul style="list-style-type: none"> • Training sessions will utilize university resources and provide strategies for effective academic support. • Guidance and training will be provided to ensure advising practices are persistent and sustainable. <p>4. Career Guidance:</p> <ul style="list-style-type: none"> • A detailed process will be established to ensure career guidance is provided to students. • Career services will be integrated into the advising framework, and students will be regularly informed about available career resources and guidance sessions. <p>5. Access to Student Records:</p> <ul style="list-style-type: none"> • Advisors will have access to relevant student records to provide informed guidance. • Procedures will be implemented to ensure advisors can update and maintain student records securely and efficiently. <p>6. Support Services for Students with Low Grades:</p> <ul style="list-style-type: none"> • Faculty advisors will identify students with low grades and recommend appropriate support services. <p>7. Evaluation of Advising Process Effectiveness:</p> <ul style="list-style-type: none"> • The advising process will be evaluated regularly to ensure consistency and effectiveness. • An annual advising satisfaction survey will be conducted to gather comprehensive feedback from the students. • Survey results will be analyzed by the QAIRC, and the findings will be discussed with the concerned Head of Department and College Dean to implement improvements.
Recent Changes	<p>June 2024:</p> <p>This policy has been revised & updated as per the CAA ERT requirements (Renewal- B.Sc. in Computer Engineering and B.Sc. in Networks and Communication Engineering).</p>

Student Counseling

Subject	Students	Effective From	Sep - 2011
Policy #	6.L	Latest Revision	Feb - 2025
Title of The Policy	Student Counseling	Next Review	Dec - 2025
Responsible Entity	Student Affairs Deanship	Policy Pages	2
Definitions	<p>AAU: Al Ain University</p> <p><u>Student's Counseling</u></p> <p>Student counseling refers to a confidential and professional service provided within AAU to support the mental, emotional, and social well-being of students. It involves the provision of guidance, support, and therapeutic interventions to help students address personal, academic, and social challenges, and develop skills necessary for their overall growth and success.</p> <p><u>Academic Counseling</u></p> <p>Academic counseling refers to a specialized form of counseling provided to students to support their educational and academic progress. It involves assisting students in identifying and achieving their academic goals, developing effective study habits, addressing academic challenges, and making informed decisions regarding their educational pathways.</p> <p><u>Career Counseling</u></p> <p>Student career counseling refers to a process of providing guidance, support, and resources to students in exploring and making informed decisions regarding their career paths and vocational aspirations. It involves assisting students in understanding their interests, strengths, values, and skills, and aligning them with potential career options.</p> <p><u>Crisis Interventions</u></p> <p>Student crisis interventions refer to immediate and targeted actions taken by professionals, such as counselors or educators, to address and mitigate acute and urgent situations that pose a significant risk to a student's well-being, safety, or mental health. Crisis interventions aim to provide immediate support, stabilize the situation, and ensure the student's safety and emotional well-being.</p>		
Purpose	<p>The purpose of this policy is to establish a framework that promotes the availability and accessibility of student counseling services. It aims to create a safe and supportive environment that fosters the personal and academic development of students, enhances their resilience, and assists them in overcoming barriers to learning. The policy also emphasizes the importance of collaboration between students, parents/guardians, faculty, and counseling professionals to ensure the holistic well-being of students.</p>		
Scope	<p>This policy applies to all AAU students.</p>		
Statement	<p>AAU Student Counseling Services are dedicated to fostering a supportive and inclusive environment that promotes the well-being and personal growth of every student. We offer confidential, professional support to help students navigate academic, emotional, and social challenges. Through individual and group counseling, workshops, and resources,</p>		

	we aim to empower students to achieve their goals, maintain mental health, and thrive in their university experience.
Procedures	<ol style="list-style-type: none"> 1. Students can schedule counseling appointments by contacting the counseling office. 2. Efforts should be made to accommodate urgent or immediate counseling needs promptly. 3. Upon the first counseling session, the counselor conducts an initial assessment to gather relevant information about the student's concerns, background, and goals. 4. Informed consent is obtained from the student, explaining the counseling process, confidentiality, and any limitations. 5. If the student is a minor, consent from the parent/guardian may be required, unless an exception applies (e.g., legal emancipation or mature minor status). 6. Counseling sessions are conducted in a private and confidential setting, allowing students to freely express their concerns. 7. The counselor helps students develop coping strategies, problem-solving skills, and self-awareness, promoting their resilience and growth. 8. If a student's counseling needs exceed the scope of on-campus services, appropriate external referrals are provided, considering the student's preferences and available resources. 9. Collaboration may include regular communication with parents/guardians to ensure a coordinated approach to student support. 10. Counselors maintain accurate and confidential records of each counseling session, adhering to legal and ethical guidelines. 11. Students' personal information and counseling records are securely stored, and accessible only to authorized personnel. 12. Information is shared with third parties only with the student's informed consent or when legally required for the student's safety or well-being.
Recent Changes	<p>February 2025:</p> <p>Scope Section: Revised.</p> <p>Statment Section: Totally revised.</p> <p>Procedures: Totally revised.</p>



Women Leadership Forum

Introducing Women Leadership Forum (WLF)

The College of Business, through its Women's Leadership Forum, aims to empower and support women to become influential leaders and entrepreneurs. This dedicated space serves as a resource hub for female students, professionals, and aspiring leaders, nurturing the next generation of empowered women across our Abu Dhabi and Al Ain campuses.

Mission

Our mission is to empower and inspire women leaders by cultivating an inclusive environment that promotes growth and success.

Values

Empower. Cultivate. Inspire

- Empower women with leadership skills, career development opportunities, and industry exposure.
- Cultivate an inclusive environment that promotes diversity, mentorship, and networking for women in leadership.
- Inspire women to take on impactful leadership roles.

Scope of Activities

Duties and Responsibilities

Duties and Responsibilities



In order to achieve its mission and accomplish its goals and objectives, the center is entrusted to perform activities including:

- Encourage and involve students and graduates in entrepreneurial activities and motivate them to think of new and innovative ideas and start small businesses
- Identify and initiate research studies in problems and aspirations of the local young men and women in setting up small businesses on innovative ideas
- Provide incubation / basic infrastructure facilities to new start-ups
- Encourage applied research projects of AAU faculty to be converted into products or services
- Offer certificate programs to the students of AAU and other universities to help them develop entrepreneurial and innovation skills and make them think about creating jobs rather than looking for one.
- Hold and invite experts from local and international organizations successful businessmen and women to share their experiences with the young and budding entrepreneurs.
- Engage in consulting services to local government and private firms on issues related to entrepreneurship, innovation management, small business development, corporate social responsibility.

Career Development Office

The career placement services are provided by the career development office through offering several services to students which develop some skills they need for their future career. One of these services is the Work-Study program which offers part-time jobs on campus for eligible undergraduate students.

These opportunities help to refine student's personality and acquire various skills by engaging in the practical field. The office also works on organizing lectures and various workshops concerned with how to search for a job, preparing a resume, preparing for job interviews, and other matters related to the career of the student after graduation.

Student Rights and Responsibilities

Subject	Students	Effective From	Sep - 2011
Policy #	6.s.	Latest Revision	Feb - 2025
Title of The Policy	Student Rights and Responsibilities	Next Review	Dec - 2025
Responsible Entity	Student Affairs Deanship	Policy Pages	1
Definitions	AAU: Al Ain University.		
Purpose	The purpose of this policy is to clarify all rights and responsibilities related to AAU students so they are aware of all the regulations at the AAU during their study at AAU.		
Scope	This policy applies on all AAU students.		
Statement	AAU students have the right to fulfill their academic life with their personal rights without any violation of the AAU regulations.		
Procedures	<ul style="list-style-type: none"> • The AAU students' rights and responsibilities are published on the AAU website and outlined in the Student Handbook. • The University reviews and revises these rights and responsibilities annually to incorporate any necessary updates. • AAU students have the right to enjoy their privileges and are expected to uphold their responsibilities. • In cases where a student violates their responsibilities, the University will take appropriate actions in accordance with AAU regulations, involving relevant committees or deanships as needed. 		
Recent Changes	February 2025: Procedures section has been modified.		

INSTITUTION-WIDE PROVISION

The combined pathway addresses entry, affordability, progression, confidence, creativity, employability, wellbeing and retention rather than treating access as admission alone.

MENTORING

3. Women receive academic, professional and leadership mentoring

AAU provides mentoring through complementary layers. Academic advisers support programme planning and progress; counselling services address academic, social and psychological concerns and make referrals where required; the University's dedicated SDG evidence records women's mentoring provision; and the Women Leadership Forum provides a permanent women-focused platform linking female students and aspiring leaders with successful women from industry and professional practice.

Mentoring layer	Delivery mechanism	Women-specific access value	Status
Institutional evidence	AAU SDG 5.3.3 and 5.6.6 evidence pages and documents	Public confirmation that mentoring is part of the University's women-support framework	Public
Academic advising	Assigned academic guidance under published advising policy	Supports informed registration, progress and early resolution of academic risk	Programmed
Counselling and referral	Academic, social and psychological counselling	Confidential support for circumstances affecting participation or continuation	Programmed
Women Leadership Forum	Workshops, seminars, networking and a dedicated resource hub across both campuses	Women build confidence, leadership capability and professional networks	Permanent
Mentor/mentee pathway	Explicit mentor and mentee application routes and links to successful women leaders	Female students can seek structured guidance and real-world insight	Targeted
Peer and industry learning	Women-leader panels, professional stories and industry exposure	Role models make leadership and entrepreneurship pathways visible	Recurring

Public evidence: [E02](#) | [E03](#) | [E16](#) | [E17](#) | [E18](#) | [E19](#) | [E20](#) | [E21](#) | [E22](#)

Academic Advising

Subject	Students	Effective From	Sep - 2011
Policy #	6.v.	Latest Revision	Feb - 2025
Title of The Policy	Academic Advising	Next Review	Dec - 2025
Responsible Entity	Colleges Councils	Policy Pages	2
Definitions	<ul style="list-style-type: none"> • Academic Advising: An ongoing process focused on providing academic and practical guidance to students in order to assist them in meeting their academic goals. • Academic Advisor: A faculty member from the college who works closely with the College Dean as well as the Department Head to assist students in making appropriate academic decisions while progressing toward the appropriate degree. • QAIRC: Quality Assurance and Institutional Research Center. 		
Purpose	Academic advising seeks to help the student develop a plan of action in the pursuit of academic achievement from their first day on campus until the day they receive their degree.		
Scope	This policy applies to AAU students through Colleges, Heads of departments in coordination with the Academic Advisor.		
Statement	This policy provides comprehensive guidance, counseling as well as follow-up on students' long-term academic outcomes. Additionally, it provides students with useful assistance and advice, and specialist guidance that promote their academic development and lead to academic progress. It also helps them develop their skills and encourages them to maximize their learning opportunities, and directs them towards completing degree requirements within a specified time period.		
Procedures	<p>1. Induction and Orientation: An induction or orientation session will be conducted by the college for all new students at the beginning of each semester to inform them about the advising services, including the role of academic advisors, how to contact them, and the benefits of utilizing these services.</p> <p>2. Assigning Faculty Advisors:</p> <ul style="list-style-type: none"> • Each college will assign 20-30 students to each faculty member to be their advisor. • The assignment of students to advisors will be systematic and based on the department or program requirements, ensuring that each student is assigned a consistent advisor throughout their study program, except in cases of faculty changes due to growth or replacement. • New faculty hires will be incorporated into the advising system through a structured process ensuring a smooth transition for students and faculty. <p>3. Continuous Training for Faculty Advisors:</p> <ul style="list-style-type: none"> • Faculty advisors will undergo continuous training to enhance their advising skills, focusing on professional advising practices and identifying the learning needs of 		

Student Counseling

Subject	Students	Effective From	Sep - 2011
Policy #	6.t.	Latest Revision	Feb - 2025
Title of The Policy	Student Counseling	Next Review	Dec - 2025
Responsible Entity	Student Affairs Deanship	Policy Pages	2
Definitions	<p>AAU: Al Ain University</p> <p><u>Student's Counseling</u> Student counseling refers to a confidential and professional service provided within AAU to support the mental, emotional, and social well-being of students. It involves the provision of guidance, support, and therapeutic interventions to help students address personal, academic, and social challenges, and develop skills necessary for their overall growth and success.</p> <p><u>Academic Counseling</u> Academic counseling refers to a specialized form of counseling provided to students to support their educational and academic progress. It involves assisting students in identifying and achieving their academic goals, developing effective study habits, addressing academic challenges, and making informed decisions regarding their educational pathways.</p> <p><u>Career Counseling</u> Student career counseling refers to a process of providing guidance, support, and resources to students in exploring and making informed decisions regarding their career paths and vocational aspirations. It involves assisting students in understanding their interests, strengths, values, and skills, and aligning them with potential career options.</p> <p><u>Crisis Interventions</u> Student crisis interventions refer to immediate and targeted actions taken by professionals, such as counselors or educators, to address and mitigate acute and urgent situations that pose a significant risk to a student's well-being, safety, or mental health. Crisis interventions aim to provide immediate support, stabilize the situation, and ensure the student's safety and emotional well-being.</p>		
Purpose	The purpose of this policy is to establish a framework that promotes the availability and accessibility of student counseling services. It aims to create a safe and supportive environment that fosters the personal and academic development of students, enhances their resilience, and assists them in overcoming barriers to learning. The policy also emphasizes the importance of collaboration between students, parents/guardians, faculty, and counseling professionals to ensure the holistic well-being of students.		
Scope	This policy applies to all AAU students.		
Statement	AAU Student Counseling Services are dedicated to fostering a supportive and inclusive environment that promotes the well-being and personal growth of every student. We offer confidential, professional support to help students navigate academic, emotional, and social challenges. Through individual and group counseling, workshops, and resources,		

3.1 Current strengthening through the Women Leadership Forum

The Forum's stated mission is to empower and inspire women leaders in an inclusive environment. Its published scope covers leadership, negotiation and career-growth training; mentorship connecting

students with women leaders; community building; networking; industry collaboration; and preparation for influential leadership and entrepreneurship. The platform therefore converts mentoring from an informal relationship into a visible access route with clear entry points for mentors and mentees.

Public evidence: [E20](#) | [E21](#) | [E22](#)

SCHOLARSHIPS AND FINANCIAL ACCESS

4. Scholarship provision reduces financial barriers for women

AAU's dedicated 5.3.3 evidence documents scholarship support received by women, while the current Financial Aid and Scholarships framework maintains multiple routes into and through higher education. Women can qualify for entry grants, academic-excellence and honours awards, graduate discounts, family-related grants, assistance following loss of a breadwinner, extracurricular awards and humanitarian aid. Published eligibility and continuation rules make the provision transparent and administrable.

4.1 Documented scholarship awards to women

Semester	All enrolled students (AED)	Women enrolled students (AED)	Women's share
Fall 2018	4,916,651	2,928,284	59.6%
Spring 2019	7,297,827	3,846,704	52.7%
Fall 2019	8,437,254	4,623,183	54.8%
Spring 2020	8,221,134	4,641,277	56.5%
Documented total	28,872,866	16,039,448	55.6%

Public evidence: [E02](#) | [E03](#)

4.2 Current scholarship and assistance routes

Current route	Published support	Access effect for eligible women
Secondary-school achievement	Full grant for the first five UAE students; 20%-50% tuition grants across published achievement bands	Reduces the financial barrier at entry
University and College honours	40% and 30% credit-hour discounts under published academic criteria	Rewards performance and supports continuation
Family circumstances	20% relative discount; 50% support after loss of a breadwinner; 50% for children of employees	Addresses household and family circumstances
Graduate study	AAU-graduate and high-achieving non-AAU graduate discounts under stated GPA rules	Supports progression into postgraduate education
Humanitarian assistance	One-semester grants and the Contribution Fund for students in severe financial difficulty	Protects continuation when affordability is at risk
Extracurricular excellence	Awards for outstanding cultural, social, athletic or other activities	Recognises women's contribution beyond academic grades

Public evidence: [E08](#) | [E09](#) | [E10](#) | [E11](#) | [E15](#)

TARGETED SUPPORT: LEADERSHIP AND EMPLOYMENT

5. Women's education is connected to labour-market participation

AAU treats access as preparation for meaningful participation in the economy. Career-development services, professional-readiness programmes, employer engagement, internships and alumni support operate alongside the women-specific leadership and mentoring platform. Together, these mechanisms help female students convert qualifications into professional confidence, networks, work experience and employment opportunity while retaining equal rights in education and work.

Provision	Practical content	Contribution to women's labour-market access	Evidence
Career Development Office	Career guidance, employer connection, training and employability services	Creates an institutional route from study to work	Current service
Professional Development Series	CV, interview, workplace and professional-readiness development	Builds capability required for recruitment and transition	2024
Industry Business Day	More than 35 participating companies, internships and employer interaction	Connects women to professional networks and work opportunities	2025
Women Leadership Forum	Leadership, negotiation, career growth, mentorship and industry exposure	Addresses confidence, role-model and network barriers	Targeted
Employment partnerships	Graduate-employment initiatives and professional-development week	Extends access beyond graduation	2025-current
AIWF partnership	Women entrepreneurship, economic inclusion, innovation and leadership	Connects AAU women to regional and international opportunity	External 2025

Public evidence: [E20](#) | [E22](#) | [E25](#) | [E27](#) | [E28](#) | [E29](#) | [E30](#) | [E31](#)

Industry Business Day and Women Leadership Forum Launched



The College of Business at Abu Dhabi Campus organized the 4th Industry Business Day, a milestone event that emphasized the vital connection between academia and industry while promoting inclusive leadership across genders. One of the key highlights was the official launch of the Women Leadership Forum (WLF) a transformative platform dedicated to nurturing leadership, professional development, and peer mentorship among female students.

Under the leadership of Dr. Iffat Sabir and Dr. Mariam Farooq, the WLF launch included an inspiring panel discussion titled “Women Leaders: Overcoming Barriers and Shaping the Future,” moderated by Dr. Wejdan Farhan. The panel featured a group of distinguished female leaders who shared personal stories of resilience, achievement, and mentorship. Among the speakers were Dr. Yasmin Sajjad, Medical Director at Fakeeh Healthcare Group; H.E. Raba’a Baniyas, Chief Executive Director at the Statistical Centre Abu Dhabi; Ms. Aisha Legge, Senior Manager of HR & Support Services at Etimad Holding LLC; Ms. Noha Awartani, former Head of Corporate Credit Risk Control at BNP Paribas (UAE & KSA); and Dr. Noura Al Khaily, dermatologist and entrepreneur.

In parallel, the Internship Fair, coordinated by Mr. Sajjad from the College of Business, brought together field supervisors from more than 35 leading companies across the UAE. These professionals met with graduating students to recognize their internship contributions and explore potential employment opportunities. Students also presented reflections from their internship journeys, showcasing how practical experiences enriched their understanding of academic theories and enhanced their career preparedness.

With the participation of over 200 students, faculty members, and industry experts, the event served as a dynamic platform for networking, learning, and empowerment. Industry Business Day reaffirmed the College's ongoing commitment to quality education, gender equality, and collaborative engagement advancing the goals of SDGs 5 (Gender Equality), 8 (Decent Work and Economic Growth), and 17 (Partnerships for the Goals).

The event had a strong impact on attendees, creating a sense of motivation and inspiration among the students. Many expressed eagerness to engage in upcoming WLF activities such as workshops, training sessions, and networking events. The forum's focus on supporting women in leadership roles resonated deeply with the audience and set the tone for future initiatives.

The successful launch of the Women Leadership Forum marks an important step in fostering a culture of empowerment and advancement for female students. It is expected to grow into a vital platform for student engagement, leadership development, and broader societal change.

AIWF and Al Ain University sign MoU at keynote ceremony on Abu Dhabi Campus



Haifa Al Kaylani OBE, 28 October 2025 – It was a great honour to be at the Al Ain University Abu Dhabi campus to participate at the outstanding Women Leadership Forum “She Leads, We Collaborate”, hosted by the Al Ain University College of Business and the Innovation & Entrepreneurship Centre. This very special occasion marked the signing of an MoU between the Arab International Women’s Forum and Al Ain University, to advance women’s opportunities for entrepreneurship and economic inclusion in the UAE and the broader MENA region.

Our MoU partnership with Al Ain University marks a significant step forward in our shared commitment to empowering and advancing young female entrepreneurial talent in the UAE and across the wider

MENA region. Together, AIWF and Al Ain University aim to create a dynamic platform that nurtures innovation, leadership, and opportunity for the next generation of women leaders.

I extend my sincere appreciation to Professor Ghaleb Awad El Refae, President of Al Ain University, Professor Amer (Mohammad Jaser) Qasem, Vice President of AAU Abu Dhabi Campus, and Dr Iffat Sabir, Deputy Dean of the College of Business, for facilitating this valued partnership between AIWF and Al Ain University. I also share my heartfelt congratulations to Al Ain University on its remarkable recent achievement of being ranked among the top 500 global institutions in the Times Higher Education World University Rankings 2026.

In my keynote before the MoU signing, I reflected on the tremendous progress women have made across the Arab world, in education, business, and leadership, and the continuing journey towards full economic empowerment. Today, women in the MENA region are driving innovation and entrepreneurship, leading family businesses, founding tech startups, and advancing sustainability across every sector. Here in the UAE, the progress has been nothing short of remarkable. Emirati women are role models globally, representing 66% of the public sector workforce, 30% in leadership roles, and 50% of the Federal National Council, a true reflection of the UAE's vision for gender equality and inclusion.

At AIWF, our mission for nearly 25 years has been to empower women and young leaders through education, entrepreneurship and economic inclusion and to build bridges of partnership and understanding between the Arab world and the global community. We have worked with governments, the private sector, civil society actors and importantly with universities and young people themselves to promote progress and create valuable new links and opportunities for young women leaders.

At this very special MoU signing and keynote event, it was a pleasure to meet Her Excellency Dr Amal Abdullah Al Haddabi, Chairperson of the UAE-Jordanian Businesswomen Council, and the distinguished faculty, students, and guests of Al Ain University. As we head into our 25th anniversary in 2026, the Board and Partners of AIWF look forward to deepening our collaboration with one of the UAE's foremost institutes of learning and research, supporting innovation and entrepreneurship, and championing women's leadership as a powerful engine of sustainable growth and social progress.

Career Development Office

The career placement services are provided by the career development office through offering several services to students which develop some skills they need for their future career. One of these services is the Work-Study program which offer part-time jobs on campus for eligible undergraduate students.

These opportunities help to refine student's personality and acquire various skills by engaging in the practical field. The office also works on organizing lectures and various workshops concerned with how to search for a job, preparing a resume, preparing for job interviews, and other matters related to the career of the student after graduation.

Services

- Individual and group career counselling.
- Resume development.
- Providing training and employment opportunities for students through the "Student Employment" program inside or outside the university.
- Organizing workshops and professional lectures.

Professional Development Series at Al Ain University: Enhancing Student and Graduate Readiness for the Job Market

As part of Al Ain University's efforts to enhance the skills of graduates and students expected to graduate and develop their professional skills, the alumni office will organize a "professional development Series". The aim of this series is to provide workshops and opportunities to develop the skills of graduates and students expected to graduate in line with the requirements of the labor market, at the University's headquarters in Abu Dhabi and Al Ain.

The "Professional Development Series" will include a set of interactive workshops and seminars that will cover multiple topics such as personal skills development and resume writing.

In addition, virtual workshops and seminars will be organized remotely to ensure access to all graduates and students expected to graduate. The office will also work in cooperation with a number of government and private companies and institutions to provide workshops focused on developing practical skills. Leading companies in various fields will be invited to share their expertise and provide valuable consultations.

The alumni office at Al Ain University is committed to providing the best opportunities to develop the skills of students and graduates and enhance their readiness for the labor market.

Professional Development Week Empowering Graduates Towards a Promising Future

The Graduates Office at Al Ain and Abu Dhabi campuses organized the Professional Development Week event, aimed at empowering students and graduates through a series of training workshops designed to support their career paths and enhance their readiness for the job market.

The week included several interactive workshops held in collaboration with leading national institutions specializing in professional skills development and employment, providing an inspiring learning environment and effective networking opportunities between graduates and industry experts.

Workshops:

“Career Paths Towards Professional Success”

This workshop was presented in cooperation with Injaz UAE Foundation and focused on introducing available career options and how to make effective decisions to build a successful professional journey. It also covered the importance of early planning, self-exploration, and setting realistic and effective

career goals, this workshop has been held in both campuses (AD campus on Monday, Al Ain campus on Thursday).

“Professional Readiness – Tools, Tips, and Strategies to Land Your First Job”

In collaboration with Abu Dhabi Global Academy, this workshop provided participants with practical tools to best prepare for entering the job market.

“From CV to Employment – Mastering CV Writing and Interview Skills”

In partnership with Emirates Foundation (Dawamy platform), the workshop included tips for writing CVs, preparing for job interviews, and the importance of building a professional profile on digital platforms.

The event witnessed notable engagement from students and graduates who expressed their benefit from the presented content and their interest in applying the skills and knowledge acquired during the workshops. The Graduates Office reaffirmed its continuous commitment to offering such initiatives that contribute to supporting students' and graduates' readiness for the job market.

Al Ain University Expands Employment Opportunities for Graduates



As part of its ongoing commitment to supporting graduates and preparing them for a successful transition into the workforce, Al Ain University—through its Alumni Office—organized a series of direct employment and training interviews under the slogan “Your Job is Waiting”, held at the university’s Abu Dhabi campus. The initiative welcomed a wide range of graduates from diverse nationalities and academic disciplines.

The event saw strong engagement, with over 750 graduates from both within and outside the university participating. They were given the opportunity to conduct direct interviews with representatives from

12 leading government and private sector organizations in the UAE, including: Abu Dhabi National Hotels, Salma Rehabilitation Hospital, Emirates Takaful, A.J. Al Asmawi Group, Pivot Engineering & General Contracting, Mohammed bin Rashid Center for Special Education, Al Manara Pharmacies, Medisina Pharmacies, Trustage Financial and Accounting Consultancy, Leader Healthcare, HELP AG, and Al Manara Pharmacy. This level of participation reflects their eagerness to seize professional and training opportunities and their readiness to pursue career paths aligned with their academic aspirations.

Believing in its role in empowering national talent, Al Ain University places special emphasis on preparing Emirati graduates for the labor market by enhancing their skills and facilitating real opportunities for employment and training. This is achieved through collaborations with various institutions across the public and private sectors, in line with the UAE's vision to empower youth and build a knowledge-based, sustainable economy.

The interviews provided a valuable platform for direct engagement between graduates and recruiters from prominent institutions across the country, accelerating employment and training opportunities and opening new pathways for graduates to build strong and promising careers.

The opportunities offered covered a wide range of fields, including Business Administration, Accounting, Law, Marketing, Pharmacy, Media, Education, Psychology, Engineering, Information Technology, Cybersecurity, Human Resources, and Software Development.

This initiative is part of a broader series of efforts by the university to enhance student and graduate readiness for the job market and to strengthen the connection between academic learning and professional practice.

It also aligns with the UAE's national direction to invest in young talent, empower Emirati graduates to contribute meaningfully to the workforce, and foster a competitive, knowledge-driven economy. Al Ain University remains committed to advancing this vision through academic and professional programs focused on future skills, as well as through strategic partnerships with leading institutions across sectors to create meaningful opportunities—especially for the nation's youth.

FROM ACCESS TO ECONOMIC PARTICIPATION

Mentoring and scholarships create entry and continuity; career, industry and leadership support help women translate education into employment, entrepreneurship and public contribution.

TARGETED SUPPORT: ENTREPRENEURSHIP AND INNOVATION

6. AAU enables women to create, innovate and build enterprises

AAU's Innovation and Entrepreneurship Center and women-focused platforms provide a progression route from idea generation to skills development, mentoring, partnership and public visibility. Female students and aspiring women entrepreneurs can access workshops, expert guidance, networking, student bazaars, community exhibitions and regional partnerships. This educational environment stimulates creativity while preparing female cadres capable of strengthening community culture and economic development.

Platform or activity	Opportunity provided	Women's empowerment result
Innovation and Entrepreneurship Center	Entrepreneurial guidance, project development, institutional links and community engagement	Women can develop ideas into viable initiatives and enterprises
Women Leadership Forum	Entrepreneurship, leadership, mentoring, negotiation and industry exposure	Women gain capability, confidence and professional networks
She Leads, We Collaborate	Women-leader keynotes, strategic partnerships, recognition and a student bazaar	Female projects receive visibility, feedback and connections
AAU-AIWF memorandum	A platform for innovation, entrepreneurship and economic inclusion in the UAE and MENA	Young female entrepreneurial talent gains an international pathway
General Women's Union collaboration	Research, knowledge exchange and community partnership	Women-focused support is connected to a national institution
My Store for Productive Families	Exhibition and marketplace supporting women entrepreneurs	Practical economic participation and public recognition
Innovation and research competitions	Project presentation, academic supervision and competitive recognition	Women access the same high-expectation innovation environment

Public evidence: [E20](#) | [E23](#) | [E24](#) | [E25](#) | [E26](#) | [E32](#) | [E33](#) | [E38](#) | [E39](#)

She leads, we collaborate - Women entrepreneurs & partnerships

She leads, we collaborate

Women entrepreneurs & partnerships

Organizers:

Women Leadership Forum, College of Business & Innovation and Entrepreneurship Center

Speakers:

Her Excellency, Dr. Amal Abdullah Al Hadabi

Chairperson of The Jordanian-Emirati Women Business Council'

Dr. Haifa Al Kaylani OBE

President & Founder of 'The Arab International Women's Forum'

Day & Date:

Tuesday, 28 Oct 2025

12:00 P.M.

Location:

Al Jawhara Theatre

Note: AAU Student Bazaar

Duties and Responsibilities

In order to achieve its mission and accomplish its goals and objectives, the center is entrusted to perform activities including:

- Encourage and involve students and graduates in entrepreneurial activities and motivate them to think of new and innovative ideas and start small businesses
- Identify and initiate research studies in problems and aspirations of the local young men and women in setting up small businesses on innovative ideas
- Provide incubation / basic infrastructure facilities to new start-ups
- Encourage applied research projects of AAU faculty to be converted into products or services
- Offer certificate programs to the students of AAU and other universities to help them develop entrepreneurial and innovation skills and make them think about creating jobs rather than looking for one.
- Hold and invite experts from local and international organizations successful businessmen and women to share their experiences with the young and budding entrepreneurs.
- Engage in consulting services to local government and private firms on issues related to entrepreneurship, innovation management, small business development, corporate social responsibility.

My Store for Productive Families Exhibition to Support Women Entrepreneurs



As part of its efforts to support women entrepreneurs and small businesses, the Student Affairs Department at Al Ain University, Abu Dhabi campus, in collaboration with the General Women's Union, organized the My Store for Productive Families Exhibition. The exhibition aims to highlight the innovations of women from productive families and provide a platform for showcasing their diverse products.

The event featured a range of small businesses run by talented women from various fields, including handmade crafts, homemade foods, traditional perfumes, and artistic creations. The exhibition also provided an opportunity for commercial exchange and interaction between women entrepreneurs and the university community, fostering collaboration and opening new doors for marketing and partnerships.

This event reflects the university's commitment to encouraging creativity and innovation while supporting small projects that contribute to sustainable development in society. The exhibition received significant attention from students, who expressed admiration for the products and interest in learning more about the success stories of these productive families and their outstanding work.

6.1 Creativity and community culture

Innovation Day, research and innovation competitions, student exhibitions and women-focused enterprise forums allow students to practise inquiry, design, presentation and problem solving. The women-specific mentoring and partnership layer ensures that female students can connect creative capability to visible leadership and community impact rather than participation remaining solely classroom-based.

Public evidence: [E20](#) | [E24](#) | [E38](#) | [E39](#)

Pharmacy Students Achieve Top Positions in the Undergraduate Research and Innovation Competition



Pharmacy students from the Abu Dhabi campus won first and third places in oral presentations in the Pharmaceutical Sciences category at the 11th Undergraduate Research and Innovation Competition organized by Abu Dhabi University. The first place was secured by students Mariam Al Mohammad and Mais Zourob under the supervision of Dr. Mohammad Bostanudin. The third place was secured by students Lana Boustanji and Reem Abdalla under the supervision of Prof. Mohammed Ghattas, Dean of the College of Pharmacy.

Prof. Ghattas said, "We are pleased that Al Ain University students have achieved top positions in this competition, which demonstrates the skills and knowledge our students have acquired, enabling them to work on scientific research that has achieved advanced positions among other research projects, under the supervision of an elite group of professors." He added, "We are keen to encourage students to participate in competitions that support scientific research to enhance their knowledge and prepare a generation equipped with the necessary thinking skills for scientific research, thereby enhancing their contributions to society to drive knowledge-based development."

Innovation Day: Uniting Minds to Drive Sustainable Solutions



In collaboration with the Innovation and Entrepreneurship Center, the College of Business at AAU (AD Campus) organized “Innovation Day” under the supervision of Dr. Wejdan Farhan and the faculty members of the innovation courses. AAU Vice President Prof. Amer Qasim attended the event and began with a welcoming speech from the Deputy Dean of the College of Business, Dr. Iffat Sabir. Following the opening, attendees toured an exhibition showcasing student projects in an interactive format. Each student group presented an innovative project that combined creativity with practical application, featuring physical prototypes aimed at sustainable solutions. The exhibition sought to promote creativity-based learning by highlighting AAU students’ creative solutions and demonstrating their potential to tackle real-world sustainability challenges.

The event also included a seminar led by a guest speaker from Sandoog Al Watan, who provided students with valuable insights into sustainable innovation. The seminar covered current trends, challenges, and the impact of innovative practices on sustainable development.

Through the exhibition and seminar, participants gained a deeper understanding of sustainable innovation, equipping them with actionable knowledge to apply in their fields and benefit their communities.

TARGETED SUPPORT: RIGHTS, HEALTH AND RETENTION

7. Women's participation is protected by rights and wellbeing support

Access schemes are effective only when women can remain, progress and participate safely. AAU's student-rights, non-discrimination, counselling and health frameworks establish equal educational entitlement, confidential support and referral. Maternity and childcare provision addresses family circumstances, while women-focused health and awareness activity supports informed participation. These measures protect education and health rights and reduce non-academic barriers to completion.

Support area	AAU provision	Access and retention effect
Equal educational rights	Student Rights and Responsibilities, Non-Discrimination Policy and Diversity framework	Gender cannot be used to restrict access, participation or services
Academic and personal support	Counselling, academic advising and referral	Problems affecting progress can be addressed early and confidentially
Health support	Health services plus targeted women's-health awareness and consultations	Women receive information, prevention guidance and referral
Maternity	Published maternity-policy evidence	Pregnancy and recovery need not interrupt participation unnecessarily
Childcare	Published childcare-facility evidence for students	Student parents receive practical continuation support
Equal facilities	Co-education policy guarantees equal facilities and educational opportunities for both sexes	Women receive equivalent institutional access across campuses
Recognition and belonging	Emirati Women's Day and International Women's Day activity	Women's roles and contributions are institutionally visible and valued

Public evidence: [E18](#) | [E19](#) | [E34](#) | [E35](#) | [E41](#) | [E42](#) | [E43](#) | [E44](#) | [E45](#) | [E46](#) | [E47](#) | [E48](#)

Al Ain University Spreads Hope in a Breast Cancer Awareness Campaign



The Deanship of Student Affairs at Al Ain University – Abu Dhabi Campus, in collaboration with the College of Business and the College of Pharmacy, organized an awareness event in observance of Breast Cancer Awareness Month. The initiative aimed to promote health awareness among female students and the university community about the importance of early detection.

The event was attended by a number of medical professionals from various hospitals and health centers who provided free medical check-ups and consultations for women, in addition to offering guidance on prevention methods and general health care.

The event featured several awareness activities and health corners that emphasized the importance of early screening and supporting breast cancer patients. Students also participated by distributing

informational brochures and creating posters and artworks that conveyed messages of hope and optimism.

The event was marked by a positive and engaging atmosphere, as participants gathered under the theme “The Pink Color”, symbolizing support and solidarity.

The campaign concluded with great success and strong participation from students, faculty, and staff members who praised the Deanship of Student Affairs for organizing such meaningful initiatives. The event contributed to raising awareness about the importance of early detection and reinforcing a sense of social responsibility among students in supporting health and humanitarian causes.

Diversity In the University

AAU strongly believes diversity to be fundamental to academic excellence as the values of equal opportunity to access education are deeply-rooted in the UAE diverse community. Experience has shown that the more varied the backgrounds and perspectives of students and faculty, the richer the academic experience becomes.

For faculty and professional staff, diversity reinforces ties in the workplace leading to the ultimate success and realization of goals. Similarly, for students, learning in a diverse educational environment affords students the opportunity for personal growth, instills the values of mutual respect, and builds the spirit of teamwork leading to a generation of professionals who will be able to help build a closely-knit community.

Moreover, working towards the future requires raising a generation of professionals who are able to work in a diverse, pluralistic workplace, and who deal with others on the basis of contribution and character. To that end, AAU strives to create a healthy diverse atmosphere where students and faculty from all backgrounds and origins can positively interact and effectively contribute to the exchange of information and the flow of knowledge in a way that assists each and every one of them in the pursuit of their goals hence contributing to achieving the mission of AAU.

At AAU’s diverse learning environment, faculty and students come together in a welcoming and respectful setting that allows access to education for all and offers them the maximum opportunity for a culturally diverse experience.

Health Services

6.u. Health Services

<i>Subject</i>	Students	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	6.u.	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Health Services	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	Student Affairs Deanship	<i>Policy Pages</i>	2
Definitions	<p>AAU: Al Ain University</p> <p>Clinic: A place where licensed health practitioner provides first aid to sick and injured patients.</p> <p>Registered nurse: A graduate trained nurse who has been licensed by a state authority after qualifying for registration..</p> <p>First aid: The assistance given to any person in campus suffering a sudden illness or injury.</p> <p>Health Card: A an identity card required to obtain public health insurance services.</p> <p>Medical equipment: An equipment used for the specific purposes of diagnosis and treatment of disease or rehabilitation following disease or injury; it can be used either alone or in combination with any accessory, consumable or other piece of medical equipment.</p> <p>Health education: Any combination of learning experiences designed to help individuals and communities improve their health, by increasing their knowledge or influencing their attitudes.</p>		
Purpose	<ul style="list-style-type: none"> • Providing primary health services, nursing care, in addition to handling simple emergencies, except for critical situations, a student would be transported to the nearest hospital by ambulance so that a specialized doctor would ascertain the situation and complete the necessary tests. • Issuing health insurance cards for all students and staff at AAU. • Organizing lectures and activities which help to create a safe and healthy environment. • The clinic provides general guidelines and continuing health education for students as healthy food, attention to personal hygiene and how to get enough rest and sleep to achieve greater academic results. 		
Scope	This policy applies to AAU students and staff.		
Statement	AAU is committed to provide a safe and healthy environment to AAU students and staff, this requires providing First Aid when needed, issuing insurance cards, and organizing various kinds of medical activities. All these services must be confidential and private when required.		
Procedures	<ul style="list-style-type: none"> • Responds appropriately and in time in providing assessment, care and treatment on injuries and acute illness including first aid services, emergencies and referral. • Administer medication and provide necessary treatments, then monitoring patients side effects, reaction and progress in line with the Department of health and university 		

	<p>protocols and standards.</p> <ul style="list-style-type: none"> • Maintain and securing consent, insurance card, records and reports of the university health data in line with the Al Ain University and DOH protocols. Analyses and evaluates data reports regularly in writing to the head of deanship and health concern authority in the university. • Obtains and maintain needed supplies and equipment for the school clinic as per Department of Health requirements and standards. • Helps in implementing, developing and revising school policies procedures and standing orders, including the development and evaluation of school health policies including health promotion, crisis/ disaster management, safety hazard, fire hazard, environmental hazard and school wellness policies in line with the Department of Health protocols and requirements. • Identifies and implement health promotion strategies for early detection and screening to reduce the risk of transmission of communicable diseases through applying infection control protocols. • To provide health education and health promotion that will assist to the development of positive health and practices of students, parents, and employees of Al Ain University.
Recent Changes	<p>June 2024:</p> <p>This policy has been revised & updated as per the CAA ERT requirements (Renewal- B.Sc. in Computer Engineering and B.Sc. in Networks and Communication Engineering).</p>

SUBSTANTIVE ACCESS

AAU pairs equal academic standards with practical support so that financial, health, psychological, pregnancy or childcare circumstances do not become avoidable barriers to women's education.

WOMEN IN ACCESS-FACING ADMINISTRATION

8. Women are visible in the services that govern entry and student support

AAU's public staffing pages show women working in the Admission and Registration Unit, the institutional service responsible for core access-facing processes. Public profiles include Shaikha Saeed Salem Alshamsi, Fatena M. M. Rabei, Hiyam Saleh and Raghad Shadi Altiti. Their presence gives applicants and students visible female professional contacts within the unit that manages admission and registration functions, while scholarship and Student Affairs services provide the financial and developmental routes described in this report.

Institutional area	Public evidence of women's participation	Access significance
Admission and Registration Unit	Current staff page and individual profiles publicly list women in the unit	Women applicants and students encounter female professionals in a central access service
Scholarship administration	Public scholarship criteria, application rules and Deanship scholarship channel	Financial support is visible, rule-based and accessible through institutional services
Student Affairs	A woman serves as Vice President for Development and Follow-up and Dean of Student Affairs	Women are represented in senior leadership of student support and development
University Council	Women participate in senior management, HR and student representation	Women's perspectives are present in institutional decision-making
Women Leadership Forum	Women academics lead a platform dedicated to female leadership and mentoring	Women design and deliver targeted access support for other women

Public evidence: [E08](#) | [E13](#) | [E14](#) | [E15](#) | [E20](#) | [E49](#) | [E50](#) | [E51](#) | [E52](#) | [E53](#)

Financial Aid and Scholarships

The university aims, through scholarships offered to students, to reward them for their excellence both academically and non-academically. Additionally, the university has focused on providing humanitarian aid to students whose financial circumstances hinder their completion of their first university degree.

Firstly: Academic Grants

1. High School Excellence Grants (All Bachelor programs, excluding Bachelor of Dental Surgery):

Students are granted a discount on the tuition fees of registered credit hours for the first semester upon enrollment, according to the following criteria:

Grant percentage	Eligible category for this grant	Conditions for continuing the grant
100%	Top Five Students in the UAE.	The student achieves a semester GPA of at least 3.8 based on registering for a minimum of 15 credit hours.
50%	The student achieved a secondary school grade of 99% and above.	The student achieving a semester GPA of at least 3.8 as a result of registering for no fewer than 15 credit hours.
40%	The student achieved a secondary school grade of 98% and above.	The student achieves a semester GPA of at least 3.8 by enrolling in a minimum of 15 credit hours.
30%	The student achieved a secondary school grade ranging between 94% and 97.99%.	The student achieves a semester GPA of at least 3.6 by enrolling in a minimum of 15 credit hours.
20%	The student achieved a secondary school grade ranging between 90% and 93.99%.	The 30% discount continues into the next semester if the student achieves a semester GPA of at least 3.6 by registering for a minimum of 15 credit hours.

2. High School Excellence Grants (Bachelor of Dental Surgery):

Grant percentage	Eligible category for this grant	Conditions for continuing the grant
30%	The student achieving a secondary school grade of 98% and above	The student achieves a semester GPA of at least 3.6 by enrolling in a minimum of 15 credit hours.
20%	The student achieving a secondary school grade ranging between 95% and 97.99%	The 30% discount continues into the next semester if the student achieves a semester GPA of at least 3.6 by registering for a minimum of 15 credit hours.

3. Academic Excellence grants for Bachelor's Degree (All Bachelor programs, excluding Bachelor of Dental Surgery):

Students receive the following grants in the semester following the fulfillment of the conditions, as follows:

Type of Superiority	Discount percentage	Discount terms
Dean's List	30%	The student achieves a semester GPA of at least 3.6 by registering for a minimum of 15 credit hours.
University Honor Roll	40%	The student continued to receive the Dean's List scholarship for three consecutive semesters.

Staff

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<p>Islam Nazzal Admission Supervisor +971 2 6133590 islam.nazzal@aaau.ac.ae</p> 	<p>Randa Abujarad Senior Admission Officer +971 3 7024738 randa.abujarad@aaau.ac.ae</p> 	<p>Dalia Al Asadi Senior Registration Officer +971 3 7024735 dalia.alasadi@aaau.ac.ae</p> 
		
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Duties and Responsibilities

- Student admission in accordance with the accepted requirements at AAU.
- Preparing and updating student records.
- Announcing timetables in accordance with the Academic Calendar.
- Taking all necessary arrangements for students' course registration, adding, and dropping.
- Issuing AAU student ID cards.

- Following up and the implementation of all study plans.
- Following up and the implementation of AAU's regulations of conferring academic degrees.
- Receiving, checking, and keeping final exam results.
- Calculating CGPA and SGPA as well as announcing students' results.
- Providing students with transcripts and relevant documents.
- When students are close to graduation, checking their files, study plans, and CGPA.
- Preparing graduation documents in both Arabic and English.
- Preparing student-related statistics for the AAU as well as cultural attachés and the Ministry of Higher Education and Scientific Research.

Women Leadership Forum

Introducing Women Leadership Forum (WLF)

The College of Business, through its Women's Leadership Forum, aims to empower and support women to become influential leaders and entrepreneurs. This dedicated space serves as a resource hub for female students, professionals, and aspiring leaders, nurturing the next generation of empowered women across our Abu Dhabi and Al Ain campuses.

Mission

Our mission is to empower and inspire women leaders by cultivating an inclusive environment that promotes growth and success.

Values

Empower. Cultivate. Inspire

- Empower women with leadership skills, career development opportunities, and industry exposure.
- Cultivate an inclusive environment that promotes diversity, mentorship, and networking for women in leadership.
- Inspire women to take on impactful leadership roles.

Scope of Activities

Empowerment through Skill Development:

Offering workshops, seminars, and training sessions on leadership, negotiation, and career growth, ensuring women are well-equipped to excel in business and leadership roles.

Mentorship:

Establishing mentorship programs that connect students with successful women leaders from various sectors, providing guidance and real-world insights.

[Application form-Mentor](#) [Application form-Mentee](#)

Councils

Board of Trustees ×

Name	Membership
Sheikh Theyab bin Tahnoon bin Mohammad Al Nahyan	Chairman of the Board
Dr. Noor Al Deen Subhi Atatreh	Vice Chairman
HE. Dr. Abdul Rahim Ibrahim Al Nuaimi	Member
HE. Dr. Abdallah Salah Mograby	Member
HE. Dr. Abdul Rahman Mahmoud Al Afifi	Member
Dr. Abdul Aziz Abdul Latif	Member
Mr. Ahmed Mohammad Fathi Al Kilani	Member
Prof. Amer Mohammad Jaser Qasem	Ex-officio Member



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8.1 Women as role models and access navigators

Female representation in student-facing services has practical as well as symbolic value. It makes professional progression visible, strengthens an inclusive service culture and gives female applicants and students identifiable institutional contacts who understand admissions, registration, support and development pathways.

Public evidence: [E13](#) | [E49](#) | [E50](#) | [E51](#) | [E52](#) | [E53](#)

DATED 2024 IMPLEMENTATION

9. Evidence-year activity demonstrates an operational support environment

AAU's 2024 record places the formal access scheme within an active institutional environment. Women-focused partnership activity developed capability and wellbeing, while programmed academic, career, innovation and recognition activities strengthened the wider educational conditions in which women study and progress. The dedicated 5.3.3 evidence page remains the primary proof for the indicator; the dated record below demonstrates implementation around it.

2024 evidence	Provision delivered	Relevance to women's access
AAU 5.3.3 evidence page and document	Institutional women-access evidence covering mentoring, scholarships and support	Direct evidence for the indicator's three components
AAU Annual Report 2023-2024	Institutional record of student development, services and activity	Corroborates that provision operated during the accepted cycle
AAU and Burjeel Hospital celebrate Emirati women	Recognition, engagement and women-focused institutional partnership	Affirms women's contribution and connects education with professional sectors
My Farming, My Self-Sufficiency	Capability-building with the General Women's Union	Supports women with practical knowledge and self-sufficiency
Professional Development Series	Career-readiness and transition-to-work development	Improves the employability environment available to female students and graduates
Innovation Day	Student creativity, sustainable ideas and public presentation	Provides an innovation platform accessible to women
Research and Innovation Competition	Academic supervision and competitive recognition	Demonstrates high-level research and innovation opportunity
Dean's List recognition	Public acknowledgement of academic excellence	Links achievement to honours and scholarship routes

Public evidence: [E02](#) | [E03](#) | [E06](#) | [E29](#) | [E36](#) | [E37](#) | [E38](#) | [E39](#) | [E40](#)

EVIDENCE-YEAR FOUNDATION

The 2024 record demonstrates that women's access sits within operating scholarship, support, skills, innovation, recognition and partnership systems rather than being a stand-alone statement.

CURRENT CONTINUITY AND STRENGTHENING

10. AAU expanded women-focused access in 2025-2026

After the evidence year, AAU made the women-specific layer more visible and structured. The Women Leadership Forum created a permanent mentoring and leadership platform; women-focused enterprise forums and bazaars supported economic participation; new partnerships connected AAU with national and international women's organisations; and current career, health and recognition activity sustained women's development and wellbeing.

Year	Current public evidence	Access scheme strengthened	Institutional result
2025	Industry Business Day and WLF launch	Mentoring, leadership, industry exposure and internships	Permanent women-focused platform linked to employers
2025	Empowering Women, Building Futures	Women entrepreneurship, innovation and leadership	Female students and entrepreneurs gain visibility and networks
2025	AAU-AIWF and women-business partnership	Regional and international entrepreneurship and economic inclusion	External partner confirms a formal opportunity pathway
2025	General Women's Union collaboration	Women-focused research and community knowledge exchange	National partnership deepens institutional reach
2025	My Store for Productive Families	Market access and support for women entrepreneurs	Economic participation becomes practical and public
2025	Professional Development Week	Career paths, first-job preparation, CV and interview capability	Employment readiness continues beyond the evidence year
2025	Breast cancer awareness campaign	Free checks, consultation and women's-health guidance	Health support reinforces educational participation
2026	International Women's Day programme	Recognition of women's roles and contributions	Gender-equality culture remains current

Public evidence: [E22](#) | [E23](#) | [E24](#) | [E25](#) | [E30](#) | [E32](#) | [E33](#) | [E35](#) | [E45](#)

10.1 Independent corroboration

The Arab International Women's Forum independently confirms that its 2025 memorandum with AAU is intended to advance women's entrepreneurship and economic inclusion in the UAE and wider MENA region and to nurture innovation, leadership and opportunity for the next generation of women leaders. QAA's 2024 International Quality Review additionally records equitable student support across both campuses, extensive professional development, the University's Non-Discrimination Policy and women representing 35% of full-time faculty, providing visible academic role models.

Public evidence: [E25](#) | [E54](#)

INSTITUTIONAL CONCLUSION

11. AAU provides comprehensive women's access schemes

Al Ain University provides all three forms of provision recognised by THE Indicator 5.3.3. Mentoring is delivered through academic advising, counselling, public SDG mentoring evidence and a dedicated Women Leadership Forum with mentor and mentee pathways. Scholarship access is demonstrated by gender-disaggregated awards to women and sustained through current academic, honours, graduate, family and humanitarian financial-assistance routes. Other targeted provision connects women to leadership, innovation, entrepreneurship, career development, industry, health, family support and visible female role models in access-facing administration.

The access system recognises women's essential role in local, national and international development. It invests in women's knowledge, confidence, creativity and professional networks; supports their contribution to the labour market and entrepreneurship; protects education, health and participation rights; and prepares female cadres capable of advancing community culture and sustainable economic development. Dated 2024 evidence establishes the formal submission-year foundation, while 2025-2026 public activity demonstrates that the provision is current and expanding.

FINAL RESPONSE: YES

AAU provides mentoring, scholarships and other targeted support for women through a documented, public and institution-wide access pathway.

11.1 Submission evidence summary

THE evidence theme	AAU evidence	Institutional result
Mentoring	AAU 5.3.3 and 5.6.6 evidence; academic advising; counselling; WLF mentor/mentee pathway	Women receive academic, personal, leadership and professional guidance
Scholarships	Women-recipient scholarship data; current tuition grants, honours awards, graduate discounts and humanitarian aid	Financial barriers to entry and continuation are reduced
Other targeted support	Leadership, entrepreneurship, innovation, career, health, maternity and childcare provision	Women can progress, participate, create enterprises and enter employment
Development role	Women-focused forums, national and international partnerships and public recognition	Women's local, national and international contribution is activated
Creative female cadres	Innovation Center, research competitions, bazaars, mentoring and industry exposure	Female students develop creativity, confidence and community leadership
Access administration	Women publicly represented in Admission and Registration, Student Affairs and University governance	Female applicants and students see women leading institutional services
Evidence year and continuity	2024 institutional record plus 2025-2026 permanent platforms and partnerships	Provision is operational, public and current

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E08](#) | [E16](#) | [E20](#) | [E25](#) | [E49](#) | [E54](#)

PUBLIC EVIDENCE

12. Evidence register

The following public sources support the mentoring, scholarship, targeted-support, evidence-year implementation and current-continuity claims presented in this submission.

ID	Year/type	Public source	Evidence supported
E01	THE 2026	THE Sustainability Impact Ratings Methodology 2026	Current indicator number, evidence year and component scoring
E02	AAU SDG	AAU public SDG 5.3.3 evidence page	Public institutional SDG 5.3.3 evidence page
E03	AAU SDG	AAU SDG 5.3.3 public evidence document	Downloadable public SDG 5.3.3 evidence document
E04	AAU current	AAU SDG 5: Gender Equality	Public SDG 5 institutional framework
E05	AAU current	AAU Gender Equality overview	Gender Equality institutional overview
E06	AAU 2024	AAU Annual Report 2023-2024	Evidence-year institutional annual report
E07	AAU 2024-25	AAU Fact Book 2024-2025	Current institutional data and student profile
E08	AAU current	AAU Financial Aid and Scholarships	Academic, graduate, family and humanitarian scholarship routes
E09	AAU policy	AAU Grants and Financial Aid Policy	Rules and administration for grants and financial aid
E10	AAU policy	AAU Student Finance Policy	Student-finance governance
E11	AAU current	AAU Academic Honours	Academic honours and achievement recognition
E12	AAU policy	AAU Undergraduate Admissions Policy	Published undergraduate admissions framework
E13	AAU current	AAU Admission and Registration Unit staff	Admission and Registration Unit staff
E14	AAU current	AAU Admission and Registration duties and responsibilities	Admission and Registration responsibilities

PUBLIC EVIDENCE CONTINUED

12.1 Mentoring, career and entrepreneurship

ID	Year/type	Public source	Evidence supported
E15	AAU current	AAU Deanship of Student Affairs scholarships	Deanship scholarship access channel
E16	AAU SDG	AAU SDG 5.6.6 women's mentoring schemes	Women's mentoring schemes evidence page
E17	AAU SDG	AAU SDG 5.6.6 public mentoring evidence	Downloadable women's mentoring evidence
E18	AAU policy	AAU Academic Advising Policy	Academic advising and progression support
E19	AAU policy	AAU Student Counseling Policy	Academic, social and psychological counselling
E20	AAU current	AAU Women Leadership Forum	Permanent Women Leadership Forum platform
E21	AAU current	AAU Women Leadership Forum public document	Women Leadership Forum public document
E22	AAU 2025	Industry Business Day and Women Leadership Forum launched - 2025	WLF launch, mentoring, industry and internship engagement
E23	AAU 2025	Empowering Women, Building Futures - 2025	Women entrepreneurship, innovation and leadership forum
E24	AAU 2025	She Leads, We Collaborate - Women Entrepreneurs and Partnerships - 2025	Women entrepreneurs, partnerships and student bazaar
E25	External 2025	Arab International Women's Forum and AAU memorandum of understanding - 2025	Independent confirmation of entrepreneurship and economic-inclusion partnership
E26	AAU current	AAU Innovation and Entrepreneurship Center duties	Innovation and Entrepreneurship Center provision
E27	AAU current	AAU Career Development Office	Career Development Office
E28	AAU current	AAU Career Development Office services	Career-development services

PUBLIC EVIDENCE CONTINUED

12.2 Implementation and women's development

ID	Year/type	Public source	Evidence supported
E29	AAU 2024	Professional Development Series for job-market readiness - 2024	Professional development and job-market readiness
E30	AAU 2025	Professional Development Week for graduates - 2025	Graduate career paths, first-job, CV and interview development
E31	AAU 2025	AAU expands employment opportunities for graduates - 2025	Expanded graduate-employment opportunities
E32	AAU 2025	My Store for Productive Families supports women entrepreneurs - 2025	Market access for women entrepreneurs
E33	AAU 2025	AAU and General Women's Union research and community collaboration - 2025	Women-focused national research and community collaboration
E34	AAU 2025	AAU participation in Emirati Women's Day celebrations - 2025	Recognition of Emirati women's achievement
E35	AAU 2026	International Women's Day highlights women's role and contributions - 2026	Current recognition of women's roles and contributions
E36	AAU 2024	AAU and Burjeel Hospital celebrate Emirati women - 2024	Women-focused partnership and professional recognition
E37	AAU 2024	My Farming, My Self-Sufficiency with the General Women's Union - 2024	Practical capability and self-sufficiency for women
E38	AAU 2024	Innovation Day: Uniting Minds to Drive Sustainable Solutions - 2024	Student creativity and innovation environment
E39	AAU 2024	Pharmacy students in the Undergraduate Research and Innovation Competition - 2024	Research and innovation competition opportunity
E40	AAU 2024	AAU celebrates Dean's List students - 2024	Academic-excellence recognition linked to honours
E41	AAU policy	AAU Student Rights and Responsibilities	Equal student rights and responsibilities
E42	AAU policy	AAU Non-Discrimination Policy	Gender non-discrimination and equal treatment

PUBLIC EVIDENCE CONTINUED

12.3 Retention, administration and independent corroboration

ID	Year/type	Public source	Evidence supported
E43	AAU current	AAU Diversity	Diversity, equal opportunity and respect
E44	AAU policy	AAU Health Services	Health care, support and referral
E45	AAU 2025	AAU breast cancer awareness campaign - 2025	Women's-health awareness, free checks and consultation
E46	AAU SDG	AAU SDG 5.6.3 maternity policy	Maternity support for continued participation
E47	AAU SDG	AAU SDG 5.6.4 childcare facilities for students	Childcare facilities supporting student parents
E48	AAU policy	AAU Co-education Policy	Equal facilities and educational opportunity for both sexes
E49	AAU current	AAU University Council	Women represented in senior management and University Council
E50	AAU current	Shaikha Saeed Salem Alshamsi - Admission and Registration Unit	Woman publicly listed in Admission and Registration Unit
E51	AAU current	Fatena M. M. Rabei - Admission and Registration Unit	Woman publicly listed in Admission and Registration Unit
E52	AAU current	Hivam Saleh - Admission and Registration Unit	Woman publicly listed in Admission and Registration Unit
E53	AAU current	Raghad Shadi Altiti - Admission and Registration Unit	Woman publicly listed in Admission and Registration Unit
E54	Independent 2024	QAA International Quality Review of Al Ain University - February 2024	Equitable support, professional development and women faculty role models