

SANAA ASHOUR, DR. PHIL.
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As an accomplished professor with a passion for creating positive social change, I am driven to foster a dynamic and stimulating educational environment that not only inspires my students to pursue research careers, but also instills in them an enduring love of learning. With a bachelor's degree in microbiology and chemistry, a master's in social policy and planning, and a PhD in development studies, my extensive academic background has endowed me with an interdisciplinary skillset, formidable knowledge, and incisive critical thinking abilities that are essential to comprehending complex systems and understanding their interrelatedness. By applying scientific thinking to social reform, I have developed a unique perspective on how natural and social systems operate, which has been invaluable in unraveling the intricacies of modern social structures. In addition, my extensive work experience as a project manager in both industrial and academic settings have equipped me with a multifaceted understanding of societal issues, deepening my commitment to academic excellence, as evidenced by my extensive research networks and publications in high-impact international peer-reviewed journals.

EDUCATION

Ph.D. in 'Development Studies,' Rheinische Friedrich-Wilhelms-Universität Bonn (University of Bonn), Germany, 2004

M. Sc. in Social Policy and Planning in Developing Countries, London School of Economics & Political Science (LSE), United Kingdom, 1998

Bachelor's degree in Microbiology and Chemistry with honors, the Faculty of Science at Ain Shams University in Cairo, Egypt, 1987

ACADEMIC EXPERIENCE

Faculty positions

SEPT 2018– PRESENT - Professor of Sociology (Sep. 2021-present)
 - Director of Applied Sociology Program (Nov. 2019 to present)
 - Associate Professor of Sociology
*Al Ain University, College of Education, Social Sciences, and Humanities,
United Arab Emirates*

- DEC 2016 – AUG 2018 Associate Professor, Sociology
Khawarizmi International College (KIC), UAE
- APR 2013 – NOV 2016 Assistant Professor, Sociology
Khawarizmi International College (KIC), UAE
- APR. 2001- JAN. 2005 Part-time lecturer
Rheinische Friedrich-Wilhelms-Universität Bonn

Visiting Scholar

- May – 30 June 2022 Guest Research Fellow
Institute of Sociology -Technical University Dresden
- Aug. 2021 19 Remote Guest Researcher –
Deutsches Zentrum für Hochschule und Wissenschaftsforschung (DZHW) – Hannover.
- Sept. 2022 19
- 15th Jul –Aug 2021 Guest Researcher – **Forschungsinstitut für Bildungs- und Sozialökonomie (FiBS) in Berlin .**

Courses Taught in English & Arabic

Introduction to Sociology	Sociology of Education	Sociology of Development
Sociological theory	Organizational Sociology	Social Policy
Sociological Research Methods	Sociological Research Seminars	Social Change

Managerial Responsibilities

- Managing teaching loads in a fair, flexible, and productive manner.
- Managing and evaluating faculty in the areas of teaching, research and service.
- Communicate university and college policies to the faculty.
- Represent the department within university governance structures and with professionals and community.
- Initiating operational plans within the department for discussion, approval, and implementation.
- Setting up research groups with specific KPIs and timeframes in cooperation with staff and students.
- Ensure compliance with internal and external quality assurance standards.
- Reporting on the department's achievements yearly and measuring program effectiveness.
- Dealing with students' grievances and requests

National & International Accreditation

- Assuring that quality standards are maintained and preparing all documentation, including a self-study, for the final accreditation of applied sociology. Final accreditation was received on 7th June 2020.
- Coordinating the faculty team working on drafting a self-study for initial accreditation of Master of Arts in Applied Sociology to be submitted to the Commission of Academic Accreditation (CAA).
- Coordinating the work on drafting a self-study for international accreditation of the Bachelor of Arts in Applied Sociology programme by CAPACS.
- Developed interdisciplinary course syllabus on Teaching Diverse Students.
- Developed Students' Practicum Manual for Applied Sociology Program. □ Actively engaged in .CAEP international accreditation

Curriculum Development

- Developed new course syllabi on Innovation, and Entrepreneurship and Research Methods.
- Served as the lead member of the Education Curriculum Review Committee for interdisciplinary courses.
- Represented KIC for benchmarking social science course design and assessment with UMass Lowell in the USA.

Committees

2019-Present	Chair of the Academic Research and Scientific Conference Committee
2018-Present	Member in the College of Education's Council
2018-2020	Chair of the College's Academic Advisory Committee
2018-2019	Member of CAEP international accreditation committee
2014-2017	Lead member of the Curriculum Review Committee of interdisciplinary courses
2014-2017	Member of the Research Committee

Selected Presentations

JUNE 19-22, 2023	A Study of Students' Knowledge, Skills, and Attitudes toward the Use of Infographics as a Teaching Tool	The International Conference on Multimedia Applications (MCNA2023) VALENCIA, SPAIN
3 August 2022	Higher Education landscape and governance in United Arab Emirates	Wittenberg, Germany
20 June 2022	Access for Syrian refugees into higher education in Germany	TU-Dresden, Germany
19 June 2022	The reverse gender divide in the United Arab Emirates	TU-Dresden, Germany
14 June 2022	Structure and Societal Role of Education in United Arab Emirates	TU-Dresden, Germany

19 May 2022	Systematic literature review: Access of refugees into higher education	Al Ain University into
21 Feb. 2022	Access for Syrian refugees into higher education in Science Germany: A systematic literature review	Leibniz Research Centre and Society (LCSS), Germany
30 Sept. 2021	Higher Education landscape and governance in the United Arab Emirates	Deutsches Zentrum für Hochschul- und Wissenschaftsforschung GmbH (DZHW), Germany

Professional Development Workshops

Organized and delivered the following workshops

5 May 2018	Academic Advisory: Strategy and Implementation	Al Ain University, UAE
25 March 2015	Integrating Critical Thinking in Classroom Environment	Khawarizmi International College, UAE
March 2014	Research methods to promote research-based internships in the college	Khawarizmi International College, UAE
July 2013	Best Practices for Quality Teaching: Where KIC stands?"	Khawarizmi International College, UAE

Supervision of PhD Students

- "Emotional Intelligence and Academic Achievement"
- "Service Quality and Students' Satisfaction"
- "Unveiling the Face of Social Capital"

Peer Reviewer

- Quality in Higher Education; Taylor & Francis Group
- Journal of Cogent Education, Taylor & Francis Group
- Journal of Studies in Higher Education, Taylor & Francis Group
- Globalization, Societies and Education

Professional Membership

- Society for Research into Higher Education. <https://srhe.ac.uk>
- Deutscher Hochschulverband

External Consultancies

Conducted consultancy to the UNESCO's project Skills and Employment in Mediterranean countries; <https://unevoc.unesco.org/yem/YEM+Skills+Panorama>; "Analytical draft- MENA countries with a focus on Lebanon, Jordan, Israel, Palestine, Morocco, Libya, Algeria and Tunisia"
https://unevoc.unesco.org/up/MENA_SkillsPanorama_Analysis.pdf from August-September 2021.

GRANTS & AWARDS

- Received of a grant from UAE University for a research project titled "Navigating support services and expectations of working mothers with special needs children in the UAE". Leading a team of six undergraduate students, collaborating with two principal investigators, to delve into critical issues and suggest viable solutions for working mothers.
- Developed a grant proposal with the Institute for Hochschulforschung (HOF) at the University of Halle-Wittenberg in Germany, worth one million euros, to be funded by the German Ministry of Education. The three-year research project, scheduled from January 2024 to December 2026, aims to investigate the communication techniques of German transnational research/higher education institutions in Latin America and the Middle East.
- Developed a grant proposal in collaboration with the Forschungsinstitut für Bildungs- und Sozialökonomie (fibs) in Berlin aimed at identifying potential avenues for research cooperation between Germany and the Middle East in the domains of education, research, and innovation.
- Received award from Deutscher Akademischer Austausch Dienst (DAAD) (German Academic Exchange Service) for authoring the book "Ethnic Politics and Policy Making Process in Lebanon and Malaysia", 2004
- Received award from Deutscher Akademischer Austausch Dienst (DAAD) (German Academic Exchange Service), 2001
- Received award from the British Council, London, UK, 1997.

PROFESSIONAL EXPERIENCE

Positions

JAN 2012 – APR 2013	Head of International Development Projects Department at the International Relief Deutschland (IRD E.V.), Cologne, Germany
JUN 2005 – DEC 2011	Institutional Development Manager International Relief Deutschland (IRD E.V.), Cologne, Germany
2004 – 2003	United Nations Volunteers (UNV), Bonn, Germany
2001 – 1995	TOKTEN Consultant – Director of Development Planning Unit United Nations Development Program (UNDP)
1989 – 1995	Project Manager/Coordinator/ Palestine Red Crescent Society, Egypt

Key Achievements

- Built institutional funding unit from scratch, starting by networking and building partnerships, ending by raising five figures' funds.
- Expanded the unit into the projects department and managed a team of 6+ coordinators monitoring institutionally funded projects in the field and liaising with donors.

Organizational Development Strategy

- Developed and executed a five-year strategy to acquire new and nourish current partnerships.
- Consistently met deadlines and strategy's KPIs according to the annual funding cycle of each institutional donor and call for proposals.
- Led the process of producing and updating the five-year national development plan for Palestine, which draws development policies for various social and economic sectors.
- Directed the team in translating the Plan's policy directives into feasible project proposals.
- Reviewed policy papers from line ministries (social affairs, health, education), local government, and UNESCO.
- Completed the Palestinian Public Investment Program (PIIP) in coordination with the line ministries, local government and the United Nations Special Coordinator Office (UNSCO).

Grant Acquisition/ Institutional Funding

- Secured two Framework Partnership Agreements (2006-7) and (2008-2012) with European Commission Humanitarian Aid Office (ECHO).
- Raised €500K fund from ECHO for resettling Palestinian returnees to Nahr el Barid refugee camp in Lebanon after the recent conflict.
- Raised 5-6 figures of funds per project by writing winning proposals for the German Federal Foreign Office FFO (Bundesministerium der Zusammenarbeit- BMZ) and Stern Stiftung, Hilfe für die Menschen.
- Raised \$2M for the USAID project to upgrade the institutional capacity of the Palestinian Authority in policy design.

Built a Network of Communication with institutional donors

- Developed relationships with institutions including the German Ministry of Foreign Affairs, Ministry of Development Cooperation (BMZ), (Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH, German Development Cooperation (DED), Institute für Ausland Beziehungen (ZIVIK), OPEC Fund for International Development (OFID), World Food Program, and UNV, etc., which resulted in granting humanitarian projects in Pakistan and Palestine.

Developed Organizational Capacity to meet Donors' criteria

- Developed organisational and governance manuals to meet donors' guidelines.
- Obtained the status of a guest member at the FFO Coordination Committee for Humanitarian assistance (Koordinierungsausschuss Humanitäre Hilfe) for three years.
- Arranged for signing the International Red Cross and Red Crescent's Code of Conduct and membership with NGO networks in Germany such as VENRO, Aktion Deutschland Hilft, und Gemeinsam für Afrika.
- Revitalized the organization's brand and website by benchmarking with other international NGOs.

- Coordinated with the headquarters and field offices on needs assessment, project design and implementation, ensuring adherence to donors' guidelines.
- Achieved People in Aid membership and followed on the survey and analysis of human resources data.

Project management

- Reviewed and appraised project proposals drafted by country offices in adherence to UNV criteria.
- Produced a document on volunteerism as an integral concept related to governance based on extensive research and internal discussions.
- Coordinated field visits to assess needs in the Kasala region, Ethiopia, and the Palestinian refugee camps in Lebanon, Syria, and Jordan.
- Conducted field visits for evaluation of IRD's humanitarian projects in Bosnia, South Africa, and Zimbabwe and established contacts with field offices of GiZ, DED, and Friedrich Neumann Foundation.

RESEARCH PROFILE

ORCID NO: <https://orcid.org/0000-0002-3326-4702>

ACCESS TO PUBLICATIONS ON: [Scopus](#) & [Google Scholar](#)

No. of publications over the last five years:

Q1	Q2	Q3	Q4	Book Chapter
8	7	1	-	1

Citations as per Google Scholar

	All	Since 2018
Citations	362	307
h-index	11	9
i10-index	11	9

ACADEMIC PUBLICATIONS

Scholarly work (in progress)

Rehim, M., Ashour, S., Al Bloushi, M. (2023). Exploring Fertility Determinants in the United Arab Emirates: An Empirical Analysis of Emirati Female University Students' Perspectives". *Under Review*

Ashour, S., Al Ameri, S., Gamil, S., Al Ameri R. (2023) Navigating support services and expectations: the lived experiences of working mothers with special needs children in the UAE. *Under Review*

Ashour, Sanaa (2023). Exploring the Boundless Frontier of Research: Unleashing the Power and Perils of AI through ChatGPT, GooGPT, and Microsoft Bing on the society. *Under Preparation*

Zaitoun, E., Taha, S., Ashour, S., Rawagha, H. (2023). A Study of Students' Knowledge, Skills, and Attitudes toward the Use of Infographics as a Teaching Tool. The International Conference on Multimedia, Computing and Networking Applications (MCNA2023), VALENCIA, SPAIN

Scholarly work (under review)

Opoku, M., Ashour, S; Samah Alameri; Noora Anwahi; Asma Gamil; Reem Alsumaiti; Siham Alharballeh; Ashraf Moustafa (2023). Towards Developing a New Model for Enhancing Parental Involvement in the Education of Children with Disabilities.

Ashour, Sanaa (2023). An analysis of the trajectory and outcomes of policy transfer in higher education in the United Arab Emirates. Book Chapter. *Under review*

Ashour, S. & Kleimann, B. (2022). An examination of neo-institutionalism for understanding private higher education in Germany and the United Arab Emirates. *Under Review*

Published work

Pineda, P. & Ashour, S. (2021). *Student Evaluation of Teaching, Student Centeredness and Students as Clients in the Humboldtian and Emirati Tribal Traditions. Higher Education Research and Development.*
<https://www.tandfonline.com/doi/full/10.1080/07294360.2022.2156483>

Q1, CiteScore 5.6 92% (108/1406); 3.656 (2021)

Ashour, S., Al-Tkhayneh, K. M., El Refae, G. A., & Kaba, A. (2022). Factors Affecting Attitudes Toward the COVID-19 Vaccine: Empirical Evidence from the United Arab Emirates. *Journal of Population and Social Studies [JPSS]*, 30, 764-777. <https://pesquisa.bvsalud.org/global-literature-on-novel-coronavirus2019-ncov/resource/pt/covidwho-1964994>

Ashour, S. (2021). How COVID-19 is reshaping the role and modes of higher education. *Open Learning: The Journal of Open and Distance Learning.*
<https://www.tandfonline.com/doi/full/10.1080/02680513.2021.1930526>

Q2; SJR: 0.48; CiteScore 2022: 6.5; 88% 159/1254

Ashour, S., El-Refae, G. A., Zaitoun E. A. (2021). Post-pandemic Higher Education: Perspectives from University Leaders and Educational Experts in the United Arab Emirates. *Higher Education for the Future*. 8(2). <https://doi.org/10.1177%2F23476311211007261>

Q1; SJR: 0.48; CiteScore 2022: 11.7; 81% 257/1406

Ashour, S. (2021). Access for Syrian refugees into higher education in Germany: a systematic literature review. *European Journal of Higher Education*. <https://doi.org/10.1080/21568235.2020.1871392>

Q2, CiteScore 2022 4.1 SJR 2021; 0.576

Ashour, S. (2020). Quality Higher Education is the Foundation of Knowledge Society: Where does UAE stands? *Quality in Higher Education*, [DOI: 10.1080/13538322.2020.1769263](https://doi.org/10.1080/13538322.2020.1769263)

Q1; SJR 0.71; CiteScore 1.8; 64%; 448/1254

Ashour, S. (2020). The reverse gender divide in the United Arab Emirates. *Journal of Applied Research in Higher Education*. <https://doi.org/10.1108/JARHE-08-2019-0211>

Ashour, S. (2019). Analysis of the attrition phenomenon through the lens of university dropouts in the United Arab Emirates. *Journal of Applied Research in Higher Education*. <https://doi.org/10.1108/JARHE-05-2019-0110>

Ashour, S. (2019). How Technology has Shaped University Students' Perceptions and Expectations around Higher Education. *Journal of Studies in Higher Education*. <https://doi.org/10.1080/03075079.2019.1617683>

Q1; SJR 0.71; CiteScore 7.2; 96%; 51/1406

Ashour, S. (2018). Branding of Germany's transnational education and its potential in the Arabian Gulf Region. *Cogent Education*, 5(1), 1463936. <https://doi.org/10.1080/2331186X.2018.1463936>

Ashour, S. (2017) "One or multiple paths to quality assurance of higher education institutions in the United Arab Emirates. *Journal of Quality in Higher Education*. <https://doi.org/10.1080/13538322.2017.1407393>.

Q1; SJR 0.71; CiteScore 1.8; 64%; 448/1254

Ashour, S., Ghonim, A. S., & Sabol, F. R. (2017). The quest for regional accreditation of art and design education in the Arab Countries. *Cogent Arts & Humanities*, 4(1), 1361639. <https://doi.org/10.1080/23311983.2017.1361639>

Ashour, S., & Fatima, S. K. (2016). Factors favouring or impeding building a stronger higher education system in the United Arab Emirates. *Journal of Higher Education Policy and Management*, 38(5), 576-591. <http://doi.org/10.1080/1360080X.2016.1196925>

Q1; SJR 20210.894 CiteScore (2022) 5.3 79% 282/1406

Ashour, S. (2016). Social and business entrepreneurship as career options for university students in the United Arab Emirates: The drive–preparedness gap. *Cogent Education*, 3(1), 1234425. <https://doi.org/10.1080/2331186X.2016.1234425>

Bromfield, N. F., Ashour, S., & Rider, K. (2016). Divorce from Arranged Marriages: An Exploration of Lived Experiences. *Journal of Divorce & Remarriage*, 57(4), 280-297.

<http://doi.org/10.1080/10502556.2016.1160482> commented on by The National

Newspaper <http://www.thenational.ae/uae/emiratis-divorce-for-same-reasons-as-couples-around-the-world>

Q1; SJR 2021 0.491 CiteScore (2021): 1.9 77% 181/801

Ashour, S. (2015) "Survey of UAE University Students' Interests and Attitudes towards Social and Business Entrepreneurship ", *Journal of International Business Management*

Ashour, S. (2017) "ICT and Stress Amongst Academics in Higher Education in the United Arab Emirates: An Exploratory Study." (with Syeda Kauser Fatima)

Ashour, S. (2017) "Influence of ICT on students' academic achievement". *Qualitative Advancement in Teaching and Learning with digital technology.* Book Chapter (with Syeda Kauser Fatima)

Ashour, S. (2016). "Music during exams: Will students score better." (with Syeda Kauser Fatima) *International Journal of Social Sciences, Language and Linguistics*, Vol.41, Issue.1.

Ashour, S. (2015) "Development of the United Arab Emirates" Higher Education Sector to global competitive level "; submitted to Emirate Centre for Research and Strategic Studies, UAE: Abu Dhabi.

Ashour, S. (2004). "Ethnic Politics and Policymaking in Lebanon and Malaysia: Comparative Analysis of the Health Sector ", Germany: Göttingen, Cuvillier Verlag, Göttingen. (Book)

Ashour, S. (2005). "Governance and Multi-ethnic Political Culture: The Cases of Lebanon and Malaysia." Working Paper No. 3. Research Group Governance and Conflict. Centre for Development Studies. Germany: Bonn.

Ashour, S. (2001), Reuter, M. "Socio-economic and Ecological Aspects of Diving Tourism in Coral Reefs in Developing Countries.". Centre for Development Studies. Germany: Bonn.

Ashour, S. (1998). "Public Participation in Planning: A review of the Planning for Primary Health Care in Gaza Strip and the West Bank". UK: London School of Economics and Political Science

LANGUAGES

Fluent in English & Arabic and possess B+ command of the German language