



## Less Talk, More Action: An International Conference on Changing the Course of Women's Academic Leadership

**Date: 17th-19th October'23**

**Venue: Allama Iqbal Auditorium at Faisal Mosque Campus, International Islamic University, Islamabad**



## Scope of the Conference

This prestigious conference is a part of a project titled “Shattering the Glass Ceiling: Challenges and Opportunities for Women Academic Leaders in Pakistani Universities” funded by Pakistan’s Higher Education Commission. Our conference titled “Less Talk More Action: Changing the Course of Women’s Academic Leadership” aims to provide a platform for scholars, researchers, and professionals to share their knowledge, experiences, and perspectives on the challenges and opportunities facing women leaders in academia, and to foster discussions and collaborations around advancing gender equity and diversity in higher education. We are particularly interested in encouraging women academics from diverse cultural and professional backgrounds to participate.

## Conference's Features

- Oral/virtual sessions
- Panel Discussions
- Best paper awards
- Tea & Lunch
- Conference kit
- Certificate

## Themes

- Barriers to women's advancement in academia
- Women as enablers: Possibilities and obstacles
- Strategies for undoing abuse in academia
- Mentorship and networks in supporting women's academic careers
- The impact of intersectionality on women's academic leadership
- The influence of organizational culture on women's leadership in academia
- Governments and NGOs promoting gender equality in academic leadership
- Intersectional identities (e.g., race, ethnicity, disability) and women's academic leadership experiences
- Policies and programs aimed at improving gender equity and diversity in higher education institutions
- Challenging gas lighting of women in academia

## Contact Us

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# GUEST SPEAKERS



**Professor Penny Jane Burke**  
Director, Centre of Excellence for Equity in  
Higher Education &  
Global Innovation Chair of Equity  
College of Human and Social Futures



**Sarah Aiston**  
Professor in Public Policy, SSSH  
Department of Humanities and Social  
Sciences, Teesside University



**Robeela Bangash**  
Chief Executive Officer at Human Resource  
Development Network-HRDN, Pakistan



**Prof. Samina Amin Qadir**  
Former Vice Chancellor of Pakistan's first and  
largest women university, the Fatima Jinnah  
Women University

# STEERING COMMITTEE

- **Prof. Dr. N. B. Jumani**
- **Dr. Fouzia Ajmal**
- **Dr. Fatima Maqsood**
- **Dr. Fatima Batool**
- **Dr. Saima Yasmeen**

# CONFERENCE CHAIR

**Prof. Dr. Samina Malik**  
**Principal Investigator**  
**Rector IIUI**

# CONFERENCE CO-CHAIR

**Dr. Asma Mansoor**  
**Co-Principal Investigator**

# CONFERENCE PROGRAM

Day 1 October 17, 2023		
Time	Event	Venue
9:30 – 10:00	Registration & Guest Seating	Allama Iqbal Auditorium
10:00 – 11:30	<b>Opening Session</b> <b>Recitation of Holy Quran:</b> <b>Welcome Remarks:</b> Prof. Dr. Samina Malik <b>Scope of Conference:</b> Dr. Asma Mansoor <b>Guest of Honor:</b> Dr. Saima Hamid VC FJWU <b>Chief Guest:</b> Ms. Kashmala Tariq	Allama Iqbal Auditorium
11:30 – 12:00	<b>Tea &amp; Networking Break</b>	Outside the Hall
12:00 – 1:15	<b>Keynote Speech:</b> Prof. Penny Jane Burke (Newcastle University, UK) <b>Title:</b> Changing the Course of Women's Academic Leadership through Social Justice Praxis	Allama Iqbal Auditorium
01:15 – 02:00	<b>Lunch &amp; Prayer Break</b>	Outside the Hall
02:00 – 04:00	<b>Panel Discussion:</b> titled "Women Academic Leadership in Pakistani Academia: Mistakes and Lessons" <b>Key Panelists:</b> 1. Prof. Dr. Hamid Rafiq Khattak 2. Prof. Dr. Tamim Ahmed Khan 3. Prof. Dr. Anila Kamal 4. Ms. Sumbal Naveed	Allama Iqbal Auditorium
04:00 – 5:15	<b>Paper Presentations: Session 1 (Chair Dr. Ishrat Siddiq Lodhi)</b> 1. Pathways to leadership: A cross-cultural analysis of women leaders in Pakistan and United States (Dr. Misbah Nosheen & Patrick Mc Namarra) 2. Females as Academic Leaders Empowering Colleagues & Building Institutions: Need for Intellectual and Social Showcasing (Dr Fouzia Sadaf; Ms. Faiqa Rashid; Ms. Shermeen Bano) 3. Women's Voices: At the Crossroads of Academy and Activism (Dr. Asma Aftab) 4. Studying Intersectionality in Research on Minority and Ethnic Women's Leadership in Higher Education in Pakistan (Dr. Nashia Ajaz)	Allama Iqbal Auditorium
05:15 – 05:30	<b>Tea &amp; Networking Break</b>	Outside the Hall

Day 2 October 18, 2023		
Time	Event	Venue
10:00 – 10:30	Registration	Allama Iqbal Auditorium
10:30 – 11:20	<b>Keynote Speech:</b> Ms. Robeela Bangash Chief Executive Officer at Human Resource Development Network-HRDN, Pakistan	Allama Iqbal Auditorium
11:20 – 11:40	<b>Tea &amp; Networking Break</b>	Outside the Hall
11:40 – 01:15	<b>Round Table Discussion:</b> titled "Uneasy Lies the Head that Wears the Academic Crown: What is Expected of Women Academic Leaders"	Allama Iqbal Auditorium
01:15 – 02:00	<b>Lunch &amp;Prayer Break</b>	Outside the Hall
02:00 – 03:00	<b>Paper Presentations: Session 2 (Chair Dr. Sadaf Zamir)</b> 1. Women's Participation in Academia: A Linguistic Analysis of Mansplaining in Discussion-Oriented Classrooms at University Level (Sumayyah Malik, Sham Haider, Adil Khan) 2. Shattering the Glass Ceiling: Understanding the Role of Muslim Women in Intellectual Growth of Society during the Early Period of Islam (Dr. Musferah Mehfooz, Huma Ejaz) 3. Pashtunwali and Pashtun Women Academic Leadership: Examining Academic Spaces as Avenues of Agency and Empowerment (Dr. Fasih ur Rahman Khattak)	Allama Iqbal Auditorium
03:15 – 04:15	<b>Keynote Speech:</b> Prof. Sarah Aiston (Teesside University, UK) <b>Title:</b> The Silence/ing of Academic Women	Allama Iqbal Auditorium
04:15 – 05:15	<b>Paper Presentations: Session 3 (Chair Dr. Rukhsana Durrani)</b> 1. Exploring Workplace Harassment Experiences among University Teachers: A Comprehensive Examination with Emphasis on Academic Women Leadership (Dr. Fatima Kamran, Prof. Dr. Nashi Khan, Ms. Iqra Nazar, Ms. Hajira Fareed) 2. Challenging Gaslighting of Women in Academia: A Call for Gender Equality and Inclusive Environment (Syeda Tahira Hussain) 3. Overcoming Gender Bias and Stereotypes: Experiences and Perspectives of Faculty Members and Graduate Students in Promoting Gender Equity in Academic Leadership (Shiza Zawar, Dr Asma Seemi Malik, Kiran Ikram)	Allama Iqbal Auditorium
05:15 – 05:30	<b>Tea &amp; Networking Break</b>	Outside the Hall

Day 3 October 19, 2023		
Time	Event	Venue
10:00 – 10:20	Seating Arrangements	Allama Iqbal Auditorium
10:20 – 11:10	<b>Keynote Speech:</b> Dr. Samina Amin Qadir (Former Vice Chancellor of the Fatima Jinnah Women University)	Allama Iqbal Auditorium
11:10 – 11:30	<b>Tea &amp; Networking Break</b>	Outside the Hall
11:30 –12:30	<b>Paper Presentations: Session 4 (Chair Ms. Tahira Rafiq)</b> 1. Perception of Male Faculty about Administrative Practices of Female Chairpersons in Universities of KP (Dr. Bibi Asia Naz, Dr. Javed Iqbal, Prof. Dr. Umar Ali Khan) 2. Impact of Digital HRM Practices on Organizational Effectiveness with Moderating Role of Employee Analytical Capability and leadership: A view of Academic leadership in Pakistan. (Ms. Asifa Faiz; Munibah Munir; Noreen Aamir; Shumaila Parveen) 3. From Tolerance to Transformation: Unraveling the Impact of Organizational Culture and Policies on Addressing Gaslighting in Academia (Queen Bannerjee) 4. Analyzing the Role of Women Academic Leaders In Bringing Digital Transformation in Universities (Dr. Aysha Khalil)	Allama Iqbal Auditorium
12:30 – 01:30	Presentation on Wo-mentoring Policy	Allama Iqbal Auditorium
01:30 – 02:30	<b>Lunch &amp;Prayer Break</b>	Outside the Hall
02:30 – 4:30	<b>Closing Ceremony</b> <b>Report of Conference:</b> Dr. Asma Mansoor <b>Guest of Honor:</b> <b>Chief Guest:</b> Ms. Nilofer Bakhtiar <b>Vote of Thanks:</b> Prof. Dr. Samina Malik	Allama Iqbal Auditorium
4:30 – 5:00	<b>Tea &amp; Networking Break</b>	Outside the Hall