Social challenges affecting academic women's research achievements

An applied study to female staff members at the Faculty of Arts,
Imam Abdul Rahman bin Faisal University

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Abstract

Academic women are one of the elements of university work, and one of their functions is scientific research and research achievements that represent a fundamental pillar in promoting intellectual and scientific openness and community development. Despite the importance of these achievements, there may be some challenges affecting them, and the problem of current research was identifying the reality of research achievements, and the challenges affecting it to reach a suggested vision to face those challenges and activate its research achievements, which increases its participation in achieving the development of their society.

The research aimed to determine the reality of academic women's research achievements, and the social challenges affecting them, and to come up with proposals to deal with them.

The research was a descriptive and analytical type. The appropriate method was a social survey, and an electronic questionnaire was used to collect the required data.

The research was applied to a non-random sample of 120 female staff members at the Faculty of Arts, Imam Abdul Rahman bin Faisal University in the Kingdom of Saudi Arabia.

Among the most important results of the research: The lack of published research for female faculty members, and their research interests in terms of category were women's issues. In terms of the field in societal problems and issues, there are also some challenges, including: the subjectivity represented in the difficulty of reconciling between the multiple tasks of academic and family women represented in the large number of domestic and university tasks

represented in the increase in administrative burdens, the procedural burden represented in the lack of uniform standards for publication, The societal awareness represented by the lack of societal awareness of the importance of research in serving the community, and the materiality represented by the decrease in the specialized budget for scientific research.

The research also presented a proposed vision to face these social challenges to support academic women to increase the effectiveness of their research achievements.

Keywords:

social challenges, research achievements, academic women, the social role theory.

الملخص

تُعد المرأة الأكاديمية أحد عناصر العمل الجامعي، ومن إحدى وظائفها البحث العلمي والإنجازات البحثية التي تمثل ركيزة أساسية في تعزيز الانفتاح الفكري والعلمي وتنمية المجتمع، وبالرغم من أهمية هذه الإنجازات ولكن قد توجد بعض التحديات المؤثرة عليها، وتتضح مشكلة البحث الحالي في التعرف على واقع الإنجازات البحثية والتحديات المؤثرة عليها وصولاً إلى تصور مقترح لمواجهة تلك التحديات، وتفعيل إنجازاتها البحثية مما يزيد من مشاركتها في تحقيق تنمية مجتمعها.

ويهدف البحث إلى تحديد واقع الإنجازات البحثية للمرأة الأكاديمية، والتحديات الاجتماعية المؤثرة عليها، والتوصل إلى مقترحات للتعامل معها. والبحث من النوع الوصفي التحليلي. والمنهج المناسب كان المسح الاجتماعي، وتم استخدام استبيان الكتروني لجمع البيانات المطلوبة.

وتم تطبيق البحث على عينة عمدية غير عشوائية مكونة من 120 عضوة هيئة التدريس بكلية الآداب جامعة الإمام عبد الرحمن بن فيصل بالمملكة العربية السعودية.

ومن أهم نتائج البحث: قلة الأبحاث المنشورة لعضوات هيئة التدريس، كما تمثلت اهتماماتهن البحثية من حيث الفئة في قضايا المرأة؛ ومن حيث المجال في المشكلات والقضايا المجتمعية، كما أن هناك بعض التحديات، منها: الذاتية المتمثلة في صعوبة التوفيق بين المهام المتعددة للمرأة الأكاديمية، الأسرية المتمثلة في كثرة المهام المنزلية، الجامعية المتمثلة في زيادة الأعباء الإدارية، الإجرائية المتمثلة في الافتقار إلى معايير موحدة للنشر، المجتمعية المتمثلة في نقص الوعي المجتمعي بأهمية البحوث في خدمة المجتمع، والمادية المتمثلة في انخفاض الموازنة المتخصصة للبحث العلمي.

كما قدم البحث تصور مقترح لمواجهة هذه التحديات الاجتماعية لتدعيم المرأة الأكاديمية على زيادة فعالية إنجازاتها البحثية.

الكلمات المفتاحية:

التحديات الاجتماعية، الإنجازات البحثية، المرأة الأكاديمية، نظرية الدور الاجتماعي.

Introduction to the research problem:

Societies have devoted great attention to women's education, providing them with knowledge and skills, as well as providing them with suitable job opportunities. This helps her to fulfill her roles as a wife and citizen prepared to contribute to the service and development of her society by attaching her to the appropriate fields of work (Al-Fawzan, Muhammad Bin Brak, 2012, 137).

The academic field is considered one of the fields of work suitable for women, through which she achieves her research achievements as a basic pillar for promoting scientific openness and community development. This is what was confirmed by the study "Bozian, Razia" (2020), that scientific research achievements contribute effectively to community development.

Academic women have many tasks and roles in addition to their research achievements, including: administrative, teaching, family and community, and women always strive to achieve a balance between these tasks and roles through life management skills, which were referred to in the study "Mansour, Talaat & et. al." (2015), as the skills It consisted of: time management, pressure, decision-making, teamwork, and self-learning.

Despite the importance of academic women's research achievements, and their attempt to achieve a balance between their various tasks and roles; Whether on the family, work or community level, but it may face some challenges that affect its research achievements and its various roles, and this is what was confirmed by the study of "Abu Khdeir, Iman" (2012), that challenges exist Among them are: financial and personal, in addition to the lack of

rehabilitation programs for women before their administrative assignment.

To further clarify the research problem, the two researchers tried to discuss the latest Arab and foreign previous research studies related to the topic of the research, and some of them were used while presenting the current research problem. The rest of the previous research studies will be presented in terms of its objectives and results, and according to its chronology, and it was represented as following:

Previous research studies:

1- The study of Anon, Yomou (2010): it aimed to identify the challenges facing researchers according to Thomson Reuters' analysis, and among its results: the existence of material challenges facing researchers when conducting research, insufficient funding allocated to scientific research in universities, and the high cost of publication.

2- The study of Abu Zaid, Magdy (2011): It aimed to identify issues of scientific research and researchers in university colleges, and among its results: that the most important issues affecting the research achievements of faculty members are: weak financial resources for scientific research in universities, deficiencies in scientific research requirements, and a lack of The opportunities available to them to participate in scientific missions and international conferences.

3- The study of Hadayel, Yamina (2011): It aimed to discover the relationship between the psychological pressure experienced by women working in university teaching and their marital

compatibility, and from its results: the higher the psychological pressure of the woman, the less her marital compatibility, and thus negatively affects her research, academic and administrative performance within her work.

4- The study of Hassan, Ahmed Hussein (2012): it aimed to identify the professional problems of faculty members, and among its results: the presence of many professional problems; Among them are problems related to scientific research, including: the lack of a scientific research budget, the lack of mechanisms to encourage faculty members to pursue scientific research, the unavailability of scientific journals in the field of specialization, lack of standardization of publishing standards, and members 'fear of advancement.

5- The study of Khair, Muhammad & et.al. (2012): It aimed to identify the problems facing researchers and scientific research from the point of view of faculty members, and from its results: that the most prominent problems that faculty members face in conducting scientific research are: their lack of acquisition of research skills, Increasing the teaching loads, discouraging research teams, and the lack of modern periodicals and magazines in the field of specialization.

6- The study of Mahmoud & Abdel-Razek (2012): it aimed to identify the problems faced by faculty members that most affected their research and cognitive performance, and from its results: Restlessness and the many administrative burdens in addition to the teaching tasks affect the research achievement, and

recommended the need to reduce the administrative and teaching burdens for them. .

7- The study of Al-Huwaiti, Awad (2013): It aimed to identify the academic problems facing faculty members at the University of Tabuk, and among its results: the complexity of the university's procedures in the promotion system, the lack of specialized publications in publishing, and the university's failure to meet their needs, and recommended more new studies. Associated with academic problems on other samples.

8- The study of Ibn Hamida, Hind (2014): It aimed to determine the pressures that affect women's work, and from its results: The working woman suffers from physical and psychological exhaustion resulting from the combination of domestic and external work, in addition to material problems, and the lack of sufficient time, all of these Pressures may affect her research, academic and administrative achievements.

9- The study of Najm, Munawar & et.al. (2014): It aimed to identify the most prominent obstacles that limit the scientific productivity of female faculty members, and among its results: the increase in teaching burdens ranked first as one of the obstacles affecting research achievements, followed by family and social burdens, and it recommended the need to confront these obstacles And provide them with appropriate assistance; Thus achieving more scientific production.

10- The study of Al-Qarni, Hassan & Al-Zyoud, Khaled (2015): It aimed to uncover the obstacles that prevent women from exercising their educational and leadership roles at the University

of Tabuk, and among its results: These obstacles are represented in the customs and traditions of Saudi society that still see women's leadership of men as an insult to him It is not permissible for him to be subordinate to the woman, in addition to her inability to reconcile her family responsibility with the requirements of her work, and she recommended the necessity of societal awareness of its importance and providing community support to her.

11- The study of Evans, Linda (2015): It aimed to determine the needs of faculty members necessary to carry out their leadership, academic and research tasks and the difficulties that prevent them from carrying them out, and among its results: that some faculty members are not qualified to carry out their leadership and administrative tasks; causing them confusion and psychological pressure, in addition to the many burdens assigned to them; Be it teaching, administrative or research, it all affects their research and academic achievements.

12- The study of Al-Rashidi, Sheikha (2016): It aimed to identify the reality of the academic problems facing the female faculty at the University of Hail, and among its results: that the academic problems that women suffer from academics related to scientific research include: the lack of sufficient time to conduct research, the large number of courses The study that it teaches, and the limitations of cooperation between the university and other bodies to conduct scientific research.

13- The study of Al-Saadia , Hamda (2016): It aimed to identify the academic and administrative problems facing the faculty

members in Rustaq in the Sultanate of Oman, and its results include: the weakness of the competence and skills of scientific research among many researchers, the lack of necessary scientific references, their lack of participation in seminars and scientific conferences And the multiplicity of academic and administrative roles and functional tasks, and recommended the necessity of supporting scientific research, developing their research capabilities, and reducing administrative burdens.

14- The study of Sultan, Saadia & et.al. (2016): It aimed to identify the difficulties facing women working in universities in the southern West Bank, and from its results: The working woman suffers from family, psychological, economic, administrative and health difficulties that affect her academic, administrative and research achievements, and recommended the need to provide support and care Her to face these difficulties.

15- The study of Al-Enezi & Hammoud (2016): It aimed to identify the administrative problems facing faculty members in the college, and its results include: the absence of educational qualification for them, and the weakness in the distribution of responsibilities and duties among them, which affects their performance of their tasks and other roles.

16- The study of Mawlid, Yasmina & Ibn Habboush, Nasreddin (2016): It aimed to identify psychological pressures affecting married women working at the university, and among its results: the presence of difficulties experienced by working married women that affect their performance in their work, including psychological difficulties, including feelings of anxiety and

negligence On duty towards her work and towards her home, with her suffering from social isolation or lack of participation in social life due to the large number of tasks and the lack of time.

17- The study of Buchmann, Claudia & Diprete, Thomas A. (2016): It aimed to determine and influence the family on the research and academic achievements of women, and among its results: Family obstacles negatively affect the academic research achievements of women, especially the increase in family requirements with weak family support and cooperation for women, which leads to Due to the difficulty in carrying out her multiple accomplishments and tasks, it is necessary to restore the roles of family members to achieve cooperation with women.

18- The study of Lutter, Mark & Schroder, Martin (2016): It aimed to identify the factors affecting the research faculty promotion system, especially women, and among its results: The lack of funding and financial support affect the academic and research achievements of the faculty members, and thus affect their promotion, as well as She explained that the rate of male promotion is greater than that of females, and this may be due to the family, psychological and social circumstances of the woman.

19- The study of Financial Express (2016) : It targeted the challenges that women face at work, and among its results: that the most challenges facing women are family challenges; And manifested in her failure to achieve a balance between her roles in caring for her family and carrying out household tasks and her work outside the home, and she recommended the necessity of

providing assistance, welfare and care for women to face these challenges.

20- The study of Burney, Latifa & et.al. (2017): It aimed to identify the factors affecting the position of a university professor in her field of work and her assumption of administrative positions, and from her results: The exposure of academic women to the conflict between their academic, scientific, family and social roles, which affects her research and leadership achievements, and recommended more Studies to confront the factors affecting academic women, treat conflict between their roles, and achieve support for them.

21- The study of Lee-Cha & Mai Soua (2017): It aimed to determine the impact of subjective, social and cultural factors on the academic achievement of working women, and among its results: that women have self-efficacy such as the ability to achieve their goals and complete their tasks, but they face cultural and social factors that may affect their achievements research and academic work, and it needs to change some cultures that consider their weak status, and it is necessary to provide family and community support for them; To increase their self-efficacy.

22- The study of Targeted News Service (2017): It aimed to identify the extent of faculty members 'achievements in research and other services and the factors affecting them, and among its results: the lack of training and qualification by faculty members before joining leadership and administrative positions, and there

are other personal, family and societal factors that affect Productivity of a scientific faculty member.

23-   The study of Abu Siam, Maysar & Atari, Aref (2018): It aimed to identify the obstacles facing women's academic leaders in the universities of Jordan, and among its results: The conflict of roles for academic women is one of the most important obstacles that hinder her work and her research and academic achievements, as well as the weakness of family and social support for her. And it recommended that studies be conducted on its support mechanisms, especially when assuming leadership and administrative positions.

24-   The study of Al-Sayyad, Iman (2018): It aimed to determine the daily pressures of women working in the academic field, and among its results: There are family pressures that affect the academic woman, including: lack of reconciliation between her family duties and her work, the large number of family responsibilities, and the weakness of family cooperation, exposing her to pressures ,that limits the performance of its academic and research tasks.

25-   The study of Attia, Muhammad & Al-Qarni's, Muhammad (2018): It aimed to identify the academic and administrative problems facing faculty members, and among its results: that one of the problems that faculty members suffer from are the problems of scientific research, and includes: The lack of giving joint research its value. The truth is the difficulty of publishing in international scientific journals, the lack of specialized scientific

conferences, the large teaching burden, and the lack of time to complete research.

26- The study of Al-Howaish, Yusef (2018): It aimed to identify the obstacles that prevent women from fulfilling their roles in scientific research and its development, and among its results: There are obstacles that limit the participation of working women in conducting scientific research, including: the lack of reconciliation between their work outside the home and their family duties Lack of opportunity to participate in conferences, lack of family support for women, and failure to provide programs to qualify women to carry out their administrative tasks before assigning them.

27- The study of You, You & Xi, Yang (2018):It aimed at the factors affecting the scientific productivity of faculty members, and among its results: the influence of some factors on the research achievements of faculty members, including: subjective factors such as age and academic cooperation, factors related to the difficulty of collecting Data from the respondents, the difficulty of publishing in international journals, as well as the factors related to the extent to which the faculty member possesses scientific research skills, strategies and methodologies.

28- The study of the Education letter (2019): It aimed to determine the factors related to the university and affecting the scientific productivity of faculty members in light of globalization, and among its results: the weakness of both funding and university support, and failure to keep pace with global developments, affecting their achievements, and recommended the necessity of

supporting the university for scientific research And increase funding and keep pace with globalization and competition for international publishing.

29- The study of News Biters & Private Company (2019): It aimed to identify the mechanisms of increasing the research productivity of faculty members by facing the difficulties that prevent it from increasing, and among its results: there are factors affecting their scientific and research productivity, including: the lack of knowledge of the principles of scientific research, and the lack of availability of information related to specialization and accurate statistics, and recommended that they acquire knowledge related to scientific research, provide appropriate information and facilitate access to it, and provide accurate statistics.

Commenting on the previous research studies:

1- Previous research studies have been utilized in identifying some of the challenges and pressures affecting the academic research achievements of women, as well as identifying what they have concluded to start with in our current research.

2- The current research focuses on the reality of academic women's research achievements in order to arrive at a proposed vision to deal with the challenges that prevent or impede them in presenting these achievements, and this is not available in previous research and studies.

Formulation of the research problem:

Based on the results of previous research and studies, the current research problem was identified in identifying the research

achievements of academic women and the challenges affecting them, leading to a proposed vision to face those challenges.

Research aims:

1– Determine the reality of academic women's research achievements.

2– Identifying the social challenges affecting the academic research achievements of women.

3– Reaching out to some useful proposals in dealing with challenges affecting the academic research achievements of women.

Research importance:

This research will give a clear picture about the reality of her research achievements and the challenges affecting them, and then provide officials with several proposals to help academic women face these challenges, and activate her research achievements ,which increases its participation in achieving the development of its community.

Key concepts of research:

- **Challenges :**

Challenging or obstacles or barriers means in the current study:

1– Self– obstacles related to women: lack of interest in attending conferences, lack of experience, lack of self–confidence and lack of scientific research skills.

2– Family obstacles: lack of family support, large number of family problems, and household tasks.

3– University obstacles: the high administrative and teaching burdens, the complexity of the promotion procedures, and the lack of moral and material motivation.

4– Procedural obstacles: the complexity of the publishing conditions, the limited publishing vessels, and the slow process of control.

5– Societal obstacles: lack of information, poor social marketing of research results, and lack of community awareness of the importance of research.

6– Financial obstacles: low budget, high costs of participating in conferences, and high publishing costs.

● **Achievements**:

Achievement or fulfillment or accomplishment means in the current study:

1– The number of published research papers for academic women.

2– Quality of research interest for academic women.

3– The timeframe for completing and publishing research.

4– The quality of the publishing vessels for their research achievements.

5– The type of research published for it.

● **The academic woman**:

The academic woman in the current study means:

1– That woman who works in the academic field.

2– She is attached to one of the jobs ranks of the college (Instructor –Lecturer –Assistant Professor– Associate Professor – Professor).

3– She has a specific major in one of the academic departments.

4– Committed to the three basic functions of a faculty member (teaching, scientific research, and community service.

5- Has one or more assignments inside or outside the department.

The theoretical basis of the research:

- **The social role theory:**

The following are the general principles of this theory:

1- The individual occupies several social and functional roles simultaneously, and these roles determine his social position in society (Al-Hassan, Ihssan Muhammad, 2015, 164-165).

2- These roles may be integrated when the individual performs his tasks well.

3- These roles may be in conflict, and this indicates the inability of the individual to play his roles in a positive manner.

4- The reason for the individual not performing his roles in a positive manner may be the presence of difficulties that prevent him from fulfilling these roles.

5- These difficulties may be due to the individual himself or to the environment around him.

The social role theory can be used to explain the research performance of academic women and the challenges that prevent it from doing, as follows:

1- Academic women have many roles in the college, including: teaching, administrative, research, and societal.

2- These roles are practiced by the academic woman by virtue of her position as a member of the faculty in the college.

3- Academic women may not be able to achieve a balance between these aforementioned roles and their social and family roles.

4- This means that women are exposed to some challenges or obstacles that affect their research roles and performance, including the subjective and the social.

Research questions:

1- What is the reality of academic women's research achievements?

2- What are the social challenges or obstacles affecting the academic research achievements of women?

3- What are the proposals to face the challenges or obstacles affecting the academic research achievements of women?

Research Methodology:

1- Research type / kind:

This research belongs to descriptive / analytical research that seeks to describe and analyze the current status of academic women's research achievements and the challenges affecting them; and then come up with proposals to deal with these challenges.

2- Research Method:

This research relied on social survey method, by a sample from female staff members of the Faculty of Arts, Imam Abdul Rahman bin Faisal University.

3- Fields of Research:

A- Spatial domain:

The research was applied to the Faculty of Arts, Imam Abdul Rahman bin Faisal University, and among the reasons for its selection are the following:

- The researchers noted the delay of some faculty members in preparing and publishing research.
- Provides the characteristics of the research sample.
- Approval of female faculty members to compile the electronic questionnaire.

B- The human field:

A non-random sample, its size was 120 female staff members at the Faculty of Arts, Imam Abdul Rahman bin Faisal University

C- The Time field:

The period of data collection from the field, which lasted for two months, from 1/5/2020 AD to 1/7/2020 AD.

4- Research Tool:

The research used an electronic questionnaire to collect the required data, in the aims to answer the research questions. the questionnaire was prepared according to the following stages:

The first stage: the initial preparation stage for the questionnaire:

 A- Determining the reality of academic women's research achievements and the challenges affecting them, and proposals to deal with these challenges.

 B- The two researchers consulted previous research studies, and the theoretical writings related to the topic to determine the

type of information and data that should be obtained from the sample. The questionnaire included the following points:

- Initial data.
- The reality of academic women's research achievements.
- Challenges affecting research achievements.
- Proposals to face challenges affecting research achievements.

The second stage: testing the validity and reliability of the questionnaire

A– **Validity the questionnaire**: The questionnaire was presented in its initial form to a number of [5] faculty members in the Department of Sociology and Social Work at the Faculty of Arts, Imam Abdul Rahman bin Faisal University, and among the most important observations was the amendment in the formulation of some questions and the addition and deletion of some other questions until it reached its final form.

B– **Reliability of the questionnaire**: The two researchers used the "Spearman Brown" correlation coefficient with the half segmentation method to measure the internal adhesion of the instrument stability. Which reached 95%.

5– **Statistical treatments**:

The research used a group of statistical treatments consistent with its nature, as follows:

A– Frequencies and percentages.

B– Spearman Brown" correlation coefficient.

C– Weighted weights and weighted mean

Tabular and analytical display of research data:

Description of the research community:

Table No. (1)

Distribution of the respondents according to the age category

No.	The age category	F	%
1	Less than 30 years old	36	30%
2	From 30 to less than 35 years old	38	23.3%
3	From 35 to less than 40 years old	25	20.8%
4	From 40 to less than 45 years old	4	3.3%
5	From 45 to less than 50 years old	13	10.9%
6	From 50 to less than 55 years old	13	10.9%
7	From 55 to less than 60 years old	1	0.8%
Total		120	100%

It is clear from the previous table that the largest percentage of respondents (30.0%) were in the "less than 30 years" category, while the lowest percentage (0.8%) were in the "55 years to less than 60 years" category.

By explaining this, we find that the greater percentage of the age category of the respondents is proportional to the percentage of repeaters in the college, and this will be clear in the following table.

Table No. (2)

Distribution of respondents according to the job degree or rank

No.	The job degree or rank	F	%
1	The job degree or rank	44	36.7%
2	Instructor	41	34.2%
3	Lecturer	23	19.2%
4	Assistant professor	10	8.3%
5	Associate professor	2	1.7%
	Total	120	100%

It appears from the previous table that the largest percentage of respondents (36.7%) had an instructor job, while the lowest percentage (1.7%) had a "professor" job.

By explaining this, we find that the largest percentage of the sample is on the job grade "instructor" and this is consistent with the annual report of the Faculty of Arts, where it indicated that the highest percentage of Saudi female faculty members has the rank of "instructor", and the lowest percentage is on the degree of "professor." (Faculty of Arts, report 2019/2020).

There is also a diversity of job grades, which indicates a diversity of knowledge among the members of the faculty.

Table No. (3)

Distribution of the respondents according to the academic / scientific department

No.	the academic/ scientific department	F	%
1	Islamic studies	38	31.7%
2	Arabic language	12	10.0%
3	English language	11	9.2%

4	Geography	13	10.8%
5	History	10	8.3%
6	Libraries	13	10.8%
7	Sociology and social work	10	8.3%
8	Media	13	10.8%
Total		120	100%

It is clear from the previous table that: The largest percentage of the respondents are (31.7%) from the Islamic Studies department, while the lowest percentage is (8.3%) from the two departments (History, Sociology and Social Work).

By explaining this, we find that the highest percentage of Saudi female faculty members in the Department of Islamic Studies, as it is one of the oldest departments at the Faculty, and the Faculty includes many human and social disciplines that can be used in conducting joint inter-research studies, as this joint research is of real value, and they motivate them to carry out their research achievements, as confirmed by the study "Attia, Muhammad Abdul-Karim" & "Al-Qarni, Muhammad Subay" (2018).

Table No. (4)

Distribution of respondents according to years of experience

No.	Years of experience	F	%
1	Less than 5 years	41	34.2%
2	From 5 to less than 10 years	44	36.7%
3	From 10 to less than 15 years old	5	4.1%
4	From 15 to less than 20	19	15.8%

	years old		
5	20 years and more	11	9.2%
	Total	120	100%

It is clear from the previous table that the largest percentage of respondents is (36.7%), whose years of experience are in the category "from 5 to less than 10 years", while the lowest percentage (9.2%) is their years of experience in the category "20 years and more".

By explaining this, we find that diversity in years of experience among faculty members leads to a diversity of their knowledge, skills, teaching strategy and research achievements, and this is what was confirmed by the study "You, You & Xi, Yang" (2018).

Table No. (5)

Distribution of respondents according to the number of administrative assignments

No.	Number of administrative assignments	F	%
1	Non	3	2.5%
2	from 1 to less than 3	54	45.0%
3	from 3 to less than 5	38	31.7%
4	More than 5	25	20.8%
	Total	120	100%

It is evident from the previous table that the largest percentage of respondents (45%) have administrative assignments in the category "between 1 to less than 3", while the lowest percentage is (2.5%) who do not have administrative assignments.

By explaining this, we find that the faculty members are bound by many administrative assignments, in addition to their other tasks, with the lack of time that affects their research achievements, and this is confirmed by the study of "Al-Rashidi, Sheikh Bint Thari Al-Nafi" (2016).

Table No. (6)

Distribution of respondents according to the span of administrative assignments

No.	span of administrative assignments	F	%
1	Department	79	65.8%
2	Faculty	31	25.8%
3	University	5	4.1%
4	Society	2	1.7%
5	There is no	3	2.5%
Total		120	100%

It is clear from the previous table that the largest percentage of respondents (65.8%) are their administrative assignments at the department level, while the lowest percentage (1.7%) are their assignments at the society level.

By explaining this, we find that there are administrative tasks for female faculty members at the department level, and this is consistent with the nature of the department's work, and this is done through the administrative committees and the organizational structure of the department, and there is a diversity in the span of administrative assignments between the department, the faculty, the university and the society. One of the challenges affecting the

academic achievements of women's research, and this is what was confirmed by the study of "Muhammad and Abd al–Raziq Salih" (2012).

Results related to the answer to the first question (Research achievements):

Table No. (7)

Distribution of respondents according to the number of published researches

No.	number of published researches	F	%
1	There is no	48	40.0%
2	Less than 3	22	18.3%
3	3 to less than 5	32	26.7%
4	5 to less than 7	1	0.8%
5	7 to less than 9	13	10.8%
6	9 and more	4	3.3%
	Total	120	100%

It is clear from the previous table that the largest proportion (40.0%) of the respondents do not have published research, while the lowest percentage (0.8%) is the number of their studies ranging from 5 to less than 7 research.

By explaining this, we find that the research achievements of the faculty members are few, and it indicates the presence of obstacles and challenges affecting them, and this is what was confirmed by the study of "Najm, Munawar Adnan Muhammad and others" (2014).

Therefore, it is necessary to confront these obstacles affecting their research achievements, and to know the reasons their lack of

publishing of scientific research, in addition to motivating them to complete research, and through this research we will reach a proposed vision to confront these obstacles and support female faculty members in the completion, preparation and publication of scientific research.

Table No. (8)

Distribution of respondents according to the fields of research interests

No.	Fields	total weights	weighted mean	Rank
1	Childhood	167	1.39	6
2	Youth	189	1.57	4
3	Women	274	2.28	1
4	Elderly	217	1.81	2
5	Workers	149	1.24	8
6	Entrepreneurs	172	1.43	5
7	Prisoners	158	1.32	7
8	Patients	131	1.09	9
9	Students	195	1.63	3
Total		1652	13.77	–

It is clear from the previous table that women's field got the first rank or order with a weighted mean (2.28) as one of the research interests, while the patients' field got the last rank or order with a weighted mean (1.09).

By explaining this, we find that there is a difference and disparity in the research interests, and this is consistent with the exact specialization of the respondents and their research tendencies, as

well as their interest in women's field may be due to keep up with society's interest in women and their position in society and to strengthen their self-efficacy, and this is confirmed by the study of "Lee-Cha & Mai, Soua" (2017) which emphasized the need for societal support for women in order to raise the level of their self-efficacy.

Table No. (9)

Distribution of respondents according to the research interests

No.	Research interests	total weights	weighted mean	Rank
1	family and childhood	142	1.18	8
2	Technology and Information Technology	167	1.39	6
3	Societal problems and issues	254	2.12	1
4	jurisprudence Islamic	224	1.87	2
5	Tourism	194	1.62	3
6	Development	194	1.62	3
7	Civilization	188	1.57	4
8	Culture	149	1.24	7
9	Languages	174	1.45	5
10	Environment	124	1.03	9
Total		1810	15.08	–

It is evident from the previous table that the area of societal problems and issues got the first rank with a weighted average (2.12) as one of the subjects of the research interests of the respondents, while the topic of environment got the last rank with a weighted mean (1.02).

By explaining this, we find that research interests are multiple and varied among the respondents, and it is important that they have knowledge of the fundamentals of scientific research, how to choose the topic of research, and how to collect information because they are among the factors affecting research achievements, and this was confirmed by the study of "News Biters−Private Company" (2019).

Table No. (10)

Distribution of respondents according to the timeframe for completing and publishing research

No.	timeframe for completing and publishing research	F	%
1	Less than 2 years	25	20.8%
2	2 to less than 4 years	42	35.0%
3	4 to less than 6 years	4	3.3%
4	6 years and more	3	2.5%
5	There is no	46	38.3%
Total		120	100%

It is evident from the previous table that the largest percentage (38.3%) of the respondents do not complete their research, while the lowest percentage (2.5%) is the timeframe for publishing their research in the category "6 years and more."

By explaining this, we find that failure to complete research for some members of the faculty indicates the existence of challenges affecting their research achievements, such as difficulties in publishing research and high costs, and this is consistent with the study of "Anon, Yomon" (2010).

Table No. (11)

Distribution of respondents according to the research publishing

places

No.	research publishing places	F	%
1	Local	39	32.5%
2	International	15	12.5%
3	Two together	20	16.7%
4	There is no	46	38.3%
	Total	120	100%

It is evident from the previous table that the largest percentage of respondents (38.3%) did not publish any research studies, while the lowest percentage (12.5%) published their research in international journals.

By explaining this, we find that the largest proportion of the sample did not publish research, and therefore it is necessary to motivate them to publish, especially international publishing, to keep pace with globalization, and this is what was confirmed by the study of Letter Education (2019).

Table No. (12)

Distribution of respondents according to the type of research

No.	Type of research	F	%
1	Individual	17	14.2%
2	Joint	16	13.3%
3	Both together	39	32.5%
4	There is no	48	40.0%
	Total	120	100%

It is clear from the previous table that the largest percentage of female respondents has no research (40.0%), while the lowest percentage (13.3%) has joint research.

By explaining this, we find that the largest percentage do not have research, and this may be due to some challenges affecting them, such as : the lack of specialized journals in publishing or the university's failure to meet their needs, and this is consistent with the study of "Al-Huwaiti, Awad bin Jamal bin Hassan" (2013), which It recommended more studies on these challenges to face.

Results related to the answer to the second question (social challenges):

Table No. (13)

Self-challenges (associated with the academic women)

No.	Self-challenges	total weights	weighted mean	Rank
1	Lack of ambition for scientific advancement	131	1.09	8
2	Lack of scientific research skills	194	1.62	4
3	Being busy with specialized work outside the university	123	1.03	9
4	Lack of self-confidence in the ability to achieve scientific achievement	155	1.29	6
5	Preference to do teaching work	258	2.15	2
6	Difficulty in reconciling administrative, teaching and research tasks	288	2.40	1
7	Lack of interest in attending scientific conferences	232	1.93	3

8	lack of familiarity with the methods of searching information bases	146	1.22	7
9	Lack of experience in the field of scientific publishing	172	1.43	5
	Total	1699	14.16	–

It is evident from the previous table that the phrase "difficulty in reconciling administrative, teaching and research tasks" ranked first with a weighted average (2.4), while the phrase "preoccupation with specialized work outside the university" ranked last with a weighted average (1.03) as one of the subjective challenges associated with the academic women.

By explaining this, we find that the multitasking of an academic woman with difficulty in reconciling these tasks may expose her to psychological pressure and physical exhaustion, which affects her achievements and research, teaching and administrative tasks, and this is confirmed by the study of "Ibn Hamida, Hind" (2014), as the academic woman always seeks to carry out its administrative and teaching functions at the expense of research tasks; this leads to a lack of research achievements and scientific and career advancement.

Table No. (14)

Family challenges (related to the woman's family)

No.	Family challenges	total weights	weighted mean	Rank
1	Frequent household tasks	265	2.21	1
2	Preoccupation with raising	203	1.69	4

	children			
3	Weak family support	261	2.18	2
4	Many family problems	252	2.10	3
5	Weak financial potential of the family	117	0.98	5
	Total	1098	9.15	–

It is clear from the previous table that the phrase "too many household tasks" got the first rank with a weighted average (2.21), while the phrase "weak financial capabilities of the family" got the last rank with a weighted average (0.98), as one of the family challenges related to the woman's family.

By explaining this, we find that the large number of household and family tasks represents one of the daily pressures of the academic woman, which affects her research achievements, and this is consistent with the study of "Al-Sayyad, Iman" (2018), and the large number of household tasks along with the lack of family support hinders her carrying out her academic tasks including research, and it is known that failure to reconcile all these tasks leads to exposure to anxiety, psychological tension, despair and failure to complete the tasks properly.

Table No. (15)

University challenges (workplace)

No.	University challenges (workplace)	total weights	weighted mean	Rank
1	Difficulty obtaining scientific vacation	189	1.58	6
2	Lack of moral and material	232	1.93	4

	incentives			
3	Increased teaching hours	296	2.47	2
4	Increased administrative burden	324	2.70	1
5	Lack of encouraging university leaderships to conduct scientific research.	212	1.77	5
6	The complexity of the promotion procedures for higher academic degrees.	244	2.03	3
	Total	14978	12.48	−

It is evident from the previous table that the phrase "increasing administrative burdens" ranked first with a weighted average (2.7), while the phrase "difficulty in obtaining scientific vacation" got the last rank with a weighted average (1.77), as one of the university challenges related to the workplace.

By explaining this, we find that the increase in administrative burdens, in addition to the lack of qualification of academic women to do them, are among the challenges affecting their research achievements, in line with the study of "Evans, Linda" (2015).

Table No. (16)

Procedural challenges (associated with publication)

No.	Procedural challenges	total weights	weighted mean	Rank
1	Complicated terms of publication	253	2.11	2
2	Slow review and publication process	207	1.73	4

3	Limited suitable publication places	246	2.05	3
4	Lack of unified publishing standards	294	2.45	1
	Total	1000	8.33	–

It is evident from the previous table that the phrase "lack of unified publishing standards" ranked first with a weighted mean (2.45), while the phrase "slow review and publishing process" got the last rank with a weighted average (1.73), as one of the procedural challenges associated with publication.

By explaining this, we find that the lack of unified standards for publishing leads to slow and hindrance to the publishing process, which affects the research achievements of academic women. Therefore, it is necessary to standardize publishing standards and make them aware of them, and this is consistent with the study of "Hassan, Ahmed Hussein Muhammad" (2012).

Table No. (17)

Societal challenges (institutions and society)

No.	Societal challenges	total weights	weighted mean	Rank
1	Some institutions hesitating to give information	218	1.82	5
2	Lack of sufficient information for some institutions	229	1.91	4
3	The absence of mechanisms for exchanging research between scientific and academic institutions.	254	2.12	3

4	Poor social marketing of research results	266	2.22	2
5	Lack of community awareness of the importance of scientific research in serving the community	288	2.40	1
	Total	1255	10.46	–

It is evident from the previous table that the phrase "lack of community awareness of the importance of scientific research in serving the community" ranked first with a weighted average (2.40), while the phrase "some institutions hesitating to give information" got the last rank with a weighted average (1.82), as one of the challenges of community related institutions and society.

By explaining this, we find that the lack of societal awareness of the importance of research in serving the community negatively affects the academic woman and her research achievements, and therefore it is necessary to raise awareness and community support for scientific research in general and for women in particular, and this is consistent with the study of "Al−Qarni, Hassan bin Abdullah" & Al−Zyoud, Khaled Mahmoud "(2015).

Table No. (18)

Material challenges (resources and budget)

No.	Material challenges	total weights	weighted mean	Rank
1	Reduction in the budget allocated to scientific research	311	2.59	1
2	High expenses for	245	2.04	3

	participation in scientific conferences			
3	Weak financial return for research High publishing costs	262	2.18	2
4	High publishing costs	240	2.00	4
	Total	1058	8.82	−

It is evident from the previous table that the phrase "low budget allocated to scientific research" got the first rank with a weighted average (2.59), while the phrase "high publishing costs" got the last rank with a weighted average (2.00), as one of the material challenges associated with resources and budget.

By explaining this, we find that the decrease in the budget allocated to scientific research affects the achievement and publication of research. This is consistent with the study of "Abu Zaid, Majdi Muhammad Ibrahim" (2011), which confirmed that the weakness of financial resources for scientific research affects the research achievements.

Results related to the answer to the third question (proposals to meet the challenges):

Table No. (19)

The respondents' proposals to face the challenges

No.	proposals to face the challenges	total weights	weighted mean	Rank
1	Facilitating the participation of a faculty member in conferences	236	1.96	7
2	Facilitating procedures for obtaining	267	2.23	4

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	sabbatical leave			
3	Organizing courses to develop scientific research skills	253	2.11	6
4	Activating family support for women	274	2.28	2
5	Reducing the teaching hours	253	2.11	6
6	Reducing administrative burdens	306	2.55	1
7	Raising community awareness of the importance of scientific research in serving the community	270	2.25	3
8	Increasing the moral and material incentives to conduct scientific research	225	1.88	8
9	Activation of social marketing for research	194	1.62	12
10	Establishing mechanisms for exchanging research between scientific and academic institutions	222	1.85	9
11	Increasing the budget allocated to scientific research standardization of publication	213	1.78	10
12	Standardization of publication	205	1.71	11
13	Facilitating and expediting publication procedures	186	1.55	13
14	Diversification of suitable publishing places	227	1.89	9
15	Increasing awareness of the importance of attending scientific	258	2.15	5

conferences			
Total	3589	29.91	–

It is clear from the previous table that : "Reducing administrative burdens" got the first rank with a weighted average (2.55), while the phrase "facilitating and accelerating publishing procedures" got the last rank with a weighted mean (1.55), as one of the respondents' proposals.

By explaining this, we find that : Reducing administrative burdens is one of the most important proposals from the viewpoint of the respondents to help them achieve research achievements and their other tasks, and this is consistent with the study of "Al-Saadia, Hamda bint Hamad" (2016).

Main research results:

The results associated with the first question were:

1- The largest percentage (40.0%) did not have published research.

2- Women's field was the most important category of research interests, and it ranked first with a weighted average (2.28).

3- Societal problems and issues were the most important area of research interests, and they ranked first with a weighted average (2.12).

4- 38.3% did not have research achievements, and 40.0% do not had joint or individual research.

The results associated with the second question were:

1- The most difficult challenge affecting academic women's research achievements was the difficulty of adapting between administrative, teaching, research, and family tasks, and it ranked first with a weighted average (2.40).

2– Family challenges represented by the large number of household tasks, and it ranked first with a weighted average (2.21).

3– University challenges represented in increasing the administrative burden, with a weighted average (2.70).

4– Procedural challenges represented in the lack of unified standards for publication with a weighted medium (2.45).

5– Societal challenges representing in the lack of community awareness of the importance of research in serving community with a weighted medium (2.40).

6– Material challenges represented in the decrease in the specialized budget for scientific research, with a weighted average (2.59).

The results associated with the third question were:

The respondents mainly suggested reducing administrative burdens, it ranked first with a weighted average (2.55).

A proposed vision for dealing with challenges affecting academic women's research achievements:

1–The foundations on which the vision is based:

    a– Results of previous studies and research.

    b– The theoretical framework of the current research.

    c– Current research results.

    d– The respondents' proposals.

2–Aims of the proposed vision:

    a– Determining strategies to face challenges affecting academic women's research achievements.

b- Defining the roles of interaction modalities in the face of challenges affecting the academic research achievements of women.

c- Determining the tools used to meet the challenges affecting the academic research achievements of women.

The previous aims are achieved through the following:

3-Strategies on which the proposed vision is based:

a- Continuous training strategy: as some of the faculty members need to be trained in the skills and mechanisms of scientific research, through seminars, workshops and courses, as well as qualifying them to achieve a balance between their multiple tasks and roles.

b- Cooperative work strategy: by urging and motivating female faculty members to participate in joint research, especially interdisciplinary ones.

c- Creative thinking strategy: through the academic woman's attempt to look at the challenges from a new perspective and develop some creative solutions to them, as well as trying to achieve adaptations between their multiple tasks and roles to alleviate these challenges, especially the self-related challenges.

4-Roles of interaction patterns in facing challenges affecting academic women's research achievements:

• **The Women's Academic system:**

a- Attending local and international scientific conferences to gain scientific expertise.

b– Attending training courses and workshops to develop their skills.

c– Constant access to local and international publishing places and ways to deal with them.

d– Keeping pace with recent developments in scientific research curricula and methods.

e– Applying time management skill to achieve a balance between their various tasks and roles.

- **The Academic Woman's Family Coordination:**

  a– Continuous moral support for academic women.

  b– Helping academic women to accomplish household tasks and roles.

  c– Financial support for academic women with regard to the completion and publication of research.

  d– Helping women face family problems.

  e– Defining roles clearly between family members, which reduces the burden on academic women.

- **Workplace system:**

  a– Achieving justice when distributing administrative tasks and roles among female members of the faculty.

  b– Moral and material stimulation for female faculty members when completing and publishing research.

  c– Facilitating procedures for obtaining scientific vacation.

  d– Assisting female faculty members in identifying local and international publishing places and ways to deal with them.

  e– Paying attention to training courses related to scientific research skills, methods, and urging members to join them.

- **Community system:**

a- Interesting in social marketing of research results.

b- Urging institutions to cooperate with researchers in obtaining the required information.

c- Activating the mechanisms of exchanging research between scientific and academic institutions.

d- The interest of the media in raising community awareness of the importance of scientific research in serving community.

e- Modernizing community-based institutions for statistics and data in all fields and ensuring their accuracy to facilitate the task of researchers.

5- **Tools used to face challenges:**

a- Training courses: should design to provide faculty members with skills and methods of scientific research, especially those with recent experiences.

b- Seminars: should organize to exchange information about everything related to scientific research, its scientific steps, the difficulties that researchers may face and ways to confront them, as well as to identify the mechanisms of publishing methods.

c- Conferences: should organize to enrich experiences and knowledge among faculty members, while attending local, regional and international conferences, which will polish their experiences.

d- The scientific seminar : at the level of the scientific department to discuss research issues, especially with instructors and lecturers, and a scientific seminar can be made at the faculty level to discuss inter-research and the diversity of experiences

according to specializations, which motivates faculty members to do joint research.

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