



Report on GRC-MENA Regional Meeting – 26 to 27th October 2021

Hosted by the Kuwait Foundation for the Advancement of Sciences (KFAS)

Co-hosted by King Abdulaziz City for Science and Technology (KACST)

KFAS hosted this MENA regional meeting virtually on 26th and 27th October 2021, which included a side-event on Open Science that took place on the 24th of October 2021 at 5:30 pm. The meeting was co-hosted by the King Abdulaziz City for Science and Technology (KACST).

The side-event was an open event for research councils in MENA countries. It focused on the objectives of Open Science, the pillars, main principles for its application and the main challenges facing its implementation in MENA countries. It was presented by Prof. Essam Khamis Ibrahim Al Hanash: Member of the Advisory Committee for Open Science at UNESCO, Egypt and Counselor for the President of Alexandria University for International Ranking and Scientific Research.

The discussions in this regional meeting were focused on two topics mainly: “Science and Technology Workforce Development” and “Research Ethics, Integrity and Culture in the Context of Rapid Results Research”. The discussion papers on the two topics were in draft form, thus they could still benefit from the outcome of the regional meetings. Once the inputs from all regional meetings have been consolidated, the papers can then be endorsed as statements of principles at the next GRC annual meeting, which is expected to be held in Panama between the end of May and beginning of June 2022.

MENA Regional Meeting Highlights:

The discussions in the first day of the meeting focused on the science and technology workforce development while the subject of research ethics, integrity and culture was discussed on the second day of the meeting. The GRC vision and roadmap, together with reporting on the work of the Gender Working group and Responsible Research Assessment, were also addressed. Details of the full meeting agenda are included in Appendix A. The session on Research Ethics included a keynote speech delivered by Dr. Thalia Arawi from the American University of Beirut and titled “Nothing is What it Seems”.

In total, 70 attendees participated in this regional meeting, which included 4 keynote speakers. Out of those, 29 were participants, 16 observers and 25 early career researchers. The observers are either involved with the GRC activities or involved in research funding within their own institution. Full list of the attendees is included in Appendix B.

HORCs Welcoming Remarks:

Both KFAS Director General, H.E. Dr. Khaled Al-Fadhel (due to other urgent commitment, Dr. Mohammad Alramadhan, Acting Deputy Director General, delivered the speech on his behalf), and KACST President, H.E. Dr. Munir Eldesouki, gave a welcoming keynote speech that focused on the following key points:

- Research ethics, integrity, and culture in the context of rapid-research results, is at the core of the activities of research and innovation. As such, funding agencies must ensure that the research community adheres to the best practices and principles related to research ethics.
- In the context of rapid-results research, research funding organizations must not compromise the principles of research ethics and integrity.
- Science and technology workforce development is of paramount importance in the context of sustainable economic and social development and knowledge-based economies.
- Research funding organizations have the tools to steer research and innovation towards building human capacity and foster educational models that promote talent and skills needed within the STI eco-system.
- The discussions and deliberations of the regional meeting can contribute towards strengthening the needed collaboration between research communities at the regional and international level.
- With respect to the two topics that are going to be discussed in the regional meetings, KFAS and KACST and other organizations in the region can benefit from the final statements of principles by incorporating new concepts and principles to their existing activities, which leads to better value intervention to their stakeholders.

Introduction to the GRC and regional meeting expectations:

Introduction to the GRC was provided by Nia Glover and Dr. Aldo Stroebel where it was indicated that the main mission of the GRC is to work in partnership to create the conditions in which international research cooperation and collaboration can thrive. Furthermore, the benefits and purpose of holding the regional meeting was explained in addition to briefly touching on the activities of the GRC such as the working groups.

It was pointed out that this regional meeting is the second out of 5 regional meetings and the input that will be collected from the 5 regional meetings will be discussed at the ISG meeting prior to the annual meeting so that a final form of the discussion papers can be presented and hopefully endorsed at the annual meeting.

Session on Science and Technology Workforce Development

The discussion paper was presented by Ms. Andrea De Jesús and Mr. Reynaldo Lee from SENACYT (Panama). The presenters highlighted the main issues that need to be addressed in order to have an effective workforce in science and technology. The issues cut across education, training, postgraduates, gender, and national interests.

The following set of questions, which were taken from the draft paper, were presented for the discussion:

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- 1) What is the role of research councils in the development of an S&T workforce, how can these councils interact with universities and other knowledge institutions?
- 2) How would you define/frame the challenges to achieving a broad S&T workforce in your country? What are the barriers?
- 3) How are funding agencies promoting diversity and inclusion in the STEM workforce regarding gender, economic status, and ethnicity?
- 4) How can research funding agencies build national capacity while balancing the need to build global collaboration?
- 5) What are policy and strategic approaches to creating more public-private partnerships to develop a vibrant S&T workforce?
- 6) How do funding agencies demonstrate the benefits and impact of investment in S&T workforce education, nationally, as well as globally?

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The presentations delivered by different MENA representatives addressing some of these questions and the ensuing discussions resulted in the following outcomes:

- Research councils in MENA countries are working towards achieving high level objectives that are aligned with their national long term development plans. These objectives include moving in the direction of knowledge based economy, and human development in STEM, including research development and innovation (RDI).

- Different approaches are followed by research councils for capacity building, gender equality, support for early career researchers etc... Countries with limited critical mass may have more challenges to adequately address equity, diversity, and inclusion.
- Some countries have in place STI programs to support young students, train teachers, support postgraduates and early startups. It is hoped that this can close the gap between public and private sectors.
- There is a clear need to diversify economies especially those that are dependent on a main source of revenue, such is the case with oil producing countries. Under such belief, there is a clear awareness to invest more in STI including workforce development.
- With some countries there is clear imbalance in the distribution of manpower between nationals and expatriates. While there will always be a need for expats for certain type of jobs, efforts and investments are needed to develop national workforce to take on jobs that require certain skills. This must include capacity building, training, retaining and involvement of the private sector.
- Many challenges remain with regards to empowering women to provide them with more STEM and RDI related job opportunities and retention even though the majority of the graduates in STEM are women.
- There appears to be a gap in the bridging between the education needs and the needs of the private sector. More efforts are needed to synchronize the STI workforce development with the needs of the private sector.
- Some countries include international partners or institutes to provide the know how in the development of specific programs tailored for the development in STEM fields. Moreover, some programs encourage competition between students to solve certain problems such as building miniature robots, coding etc. so that certain skills can be developed, or new talents explored.
- Human development reports such as those produced by the UNDP may serve to demonstrate the impact of investment in STI workforce development. Competitiveness Index and Global Innovation Index (GII) are other reports and indices that may be considered.

GRC Vision and Roadmap

With the increasing interest in the GRC role and activities, it is timely to consider the GRC's value, position, and future especially that the need for international collaboration has never been greater to tackle global challenges. Accordingly, a discussion paper was drafted on the GRC's vision and roadmap, which was presented and discussed at the 9th Annual meeting. Participants of regional meetings are expected to discuss the activities that might be pursued to deliver the vision and its objectives. Details on the vision, objectives and their potential measures of success were highlighted.

The actions and activities needed to achieve the objectives are reflected in the roadmap. This was elaborated on using one objective, which included the activities and expected milestones. The presentation closed with a set of questions pertaining to the sustainability model for the GRC (e.g., should it change to subscription-based organization?) and how regional organizations can assist the GRC to achieve its objectives and how the value from GRC's activities can be realized by the organizations.

It is expected that the roadmap for the current vision document will be presented at the next annual meeting in Panama.

Gender Working Group Report

Some background on the establishment of the group was presented together with the actions pursued by the group with respect to the statement of principles approved in 2016. The vision and mission were explained and the 2021-2022 work plan for the group was highlighted.

Responsible Research Assessment (RRA) Working Group Report

RRA was explained by highlighting some of the deficiencies of the conventional research assessment approach and that the RRA aims to alleviate the shortfalls and focuses more on current principles that support equity, diversity, and inclusion. Approval of the establishment of the RRAWG in the GRC's 2021 and the progress on the working group activities were mentioned. The goal of the RRA is to help research organizations to have the main principals of RRA embedded into their practices.

Session on Research Ethics, Integrity and Culture in the Context of Rapid-Results Research

Dr. Michael Steele from the NSF presented the discussion paper on research ethics, which is an extension of the 2013 statement of principles on research integrity. The notion of the paper is that research ethics and research integrity must not be compromised in the context of rapid-results research. At the same time, strengthening rapid-results research ethics and integrity helps researchers and funding agencies protect their research and intellectual property.

Dr. Steele explained that the discussion paper was framed around eight principles and practices, which were derived from the GRC's 2013 paper on research integrity but expanded to cover the new concepts associated with rapid-results research. The eight principles and practices were elaborated on, and it was made clear that they must not be excluded in the context of rapid-results research. One important take away is that rapid-results research requires flexibility but within the bounds of the principles and practices.

In addition to the questions presented in the discussion document, the presentation ended with the following question offered to the audience to reflect on:

“How does your agency self-rate with respect to the challenges and opportunities for rapid-results research ethics?”

Based on the discussions that took place and the presentations made by several MENA countries representatives, the following outcomes are drawn:

- Research funding agencies in MENA countries recognize the importance of ensuring research integrity and many have taken measures and formulated policies to ensure research ethics principles are implemented even in the context of rapid-results research.
- Private and government funding agencies have diverse attitude and reference, but the principles and practices on rapid-results research should be similarly applied to both government and private funding agencies.
- Research funding agencies can work on fostering research ethics and integrity culture so that research and academic institutions are aware of the expected practices in dealing with the issue.
- Incentives can be considered to encourage researchers to work within the research ethics principles and to report on situations where research misconduct might occur. Availability of guidelines can assist funding agencies in dealing with such misconduct.
- With respect to rapid-results research, some allowances were made to accelerate the review process while maintaining basic practices concerned with peer merit reviews. For instance, during the pandemic some countries had to rely on national and regional reviewers to expedite the review process without compromising the quality of the review. Some countries have appointed a panel per research theme to evaluate and rank submitted proposals based on scientific merit and relevance and importance reviews. Other countries developed rapid-response research programs and opted to consider proposals that are extensions of existing projects that have already gone through the rigorous evaluation process.
- Some countries accommodated to the pandemic situation by establishing guidelines for research in epidemics/pandemics and emergencies to be applied by the existing ethical committees for research on living creatures. Although the purpose of such programs is to respond rapidly through research to address national emergencies, it did not compromise the scientific value and integrity. The approach was not limited to local research but was extended to address the international collaboration component.
- Researcher’s dishonesty and lack of transparency are looked at by some countries as the most critical threat to research ethics. This calls for transparency from the part of the researchers to share the source of the information contributing to the research particularly if several individuals are involved in conducting the research.

- Cultural and demographic issues in MENA countries introduce additional challenges when dealing with research conduct and ethics without compromising international principles and practices.
- Ethics and integrity guidelines could be extended to ensure appropriate dissemination of scientific research output.
- Rapid-Results research can work in the presence of secure and high quality data availability that is accessible, provided that the ethical standards and ethics are maintained.

Link to recorded video for the meeting

26th October 2021

[Global Research Council \(GRC\)-MENA Regional Meeting - Zoom](#)

Access Passcode: *kHqF94\$

27th October 2021

https://us02web.zoom.us/rec/share/boB7CC0qFX5HWcTt3l8Cd3irIJiE3QCDDlZnroJ15p47dqF_b2kve

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Appendix A

Meeting Agenda (3 pages)

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Sunday, 24th October 2021 - Side Event (Virtual)

17:00 – 18:30	Open Science: Its Basic Pillars and Operationalization in the Middle East and North Africa Region Prof. Essam Khamis Ibrahim Al Hanash Member of the Advisory Committee for Open Science at UNESCO, Egypt. Counselor for the President of Alexandria University for International Ranking and Scientific Research
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**Presentation delivered in Arabic with slides presented in English.*

For those who wish to attend kindly register @ <http://www.kfas.org/open-science>

Tuesday, 26th October 2021 (Virtual)

09:30 - 09:45	Welcome Note: <ul style="list-style-type: none">• H.E. Dr. Khaled Al-Fadhel, Director General, KFAS• H.E. Dr. Munir Eldesouki, President, KACST and MENA Representative at the GRC Governing Board
09:45 - 10:00	Participant's Introduction
10:00 - 10:15	Introduction to the GRC Expected Meeting Outcomes <ul style="list-style-type: none">• Nia Glover, Deputy Executive Secretary, GRC• Aldo Stroebel, ESG Co-chair, National Research Foundation, South Africa
10:15 - 12:00	Topic 1: Science and Technology Workforce Development Moderator: Dr. Mohammad Alramadhan, Director, Research Directorate, KFAS <ul style="list-style-type: none">• Introduction and Background Paper: (40 Mins) Ms. Andrea De Jesús F. and Mr. Reynaldo Lee, International Affair Analysts, SENACYT, Panama• Presentations/Discussions by MENA countries representatives (65 Mins)<ul style="list-style-type: none">➤ Dr. Malak Althaqafi, Director, General Directorate for National RDI Coordination, KACST➤ Dr. Hisham Sabir, Director Technical, Qatar National Research Fund (QNRF). Qatar➤ Dr Obaid Al Saidy, Advisor at the Research and Innovation Sector, Ministry of Higher Education, Research and Innovation, Oman➤ Dr. Lobna Okashah, Program Manager, Scientific Culture Directorate, KFAS
12:00 - 12:30	Virtual Break
12:30 - 13:30	GRC Roadmap and Vision <ul style="list-style-type: none">• Nia Glover, Deputy Executive Secretary, GRC• Aldo Stroebel, ESG Co-chair, NRF (South Africa)

Wednesday, 27th October 2021 (Virtual)

<p>10:45 - 11:15</p>	<p>Gender Working Group Report Dr Maryam Alnabhani, Research and Innovation Sector, Ministry of Higher Education, Research and Innovation, Oman</p>
<p>11:15 – 11:30</p>	<p>Responsible Research Assessment Report Claire Fraser, Senior Policy Adviser, Research England, UK Research and Innovation (UKRI)</p>
<p>11:30 – 13:30</p>	<p>Topic 2: Research Ethics, Integrity and Culture in the Context of Rapid Results Research Moderator: Professor Ahmed M. Alabdulkader, Director, General Directorate for Regulatory Frameworks, KACST</p> <ul style="list-style-type: none"> • Introduction and Background Paper: (40 Mins) Dr. Mike Steele, Program Officer, Division of Research on Learning, NSF, U.S.A. • Keynote speech: (20 Mins) Dr. Thalia Arawi, American University of Beirut & Medical Center • Presentations/Discussions by MENA countries representatives (60 Mins) <ul style="list-style-type: none"> ➤ Ms. Tamara Amin, Program Officer-Research Grants, Research Directorate, KFAS ➤ Dr Obaid Al Saigy, Advisor at the Research and Innovation Sector, Ministry of Higher Education, Research and Innovation, Oman ➤ Dr. Hisham Sabir, Director Technical, Qatar National Research Fund (QNRF). Qatar ➤ Dr. Mohammed Alkawi, Director Research Ethics Monitoring Office, KACST, Saudi Arabia
<p>13:30 - 14:00</p>	<p>Next steps Closing Remarks from Host and Co-Host HORCS</p>

Appendix B: List of Participants (In alphabetical order by country, international first)

S.no	Country	Name	Organization	email	Role
1	Panama	Ms. Andrea De Jesús F.	Secretaría Nacional de Ciencia, Tecnología e Innovación (SENACYT)	adejesus@senacyt.gob.pa	2022 GRC Annual meeting host
2		Mr. Reynaldo Lee	Secretaría Nacional de Ciencia, Tecnología e Innovación (SENACYT)	rlee@senacyt.gob.pa	2022 GRC Annual meeting host
3	South Africa	Dr Aldo Stroebel	National Research Foundation, (NRF)	aldo.stroebel@nrf.ac.za	Co-Chair GRC Executive Support Group
4	United Kingdom	Nia Glover	UK Research and Innovation, (UKRI)	nia.glover@ukri.org	On behalf of Michael Bright (Co-Chair and Executive Secretary)
5		Claire Fraser	UK Research and Innovation, (UKRI)	claire.fraser@re.ukri.org	Co-Chair, Responsible Research Assessment work group
6	United States of America	Mr Keith Chanon	National Science Foundation (NSF)	kchanon@nsf.gov ; jhahm@nsf.gov	2022 GRC Annual meeting co-host
7		Dr. Michael Steele	National Science Foundation (NSF)	msteele@nsf.gov	2022 GRC Annual meeting co-host
8		Jong-on N-A Hahm	National Science Foundation (NSF)	jhahm@nsf.gov	2022 GRC Annual meeting co-host
9	Egypt	Professor Essam Khamis Ibrahim AlHanash	UNESCO	essam_khamis@yahoo.com	Presenter at the Side-event
10		Professor Gina El-Feky	Academy of Scientific Research and Technology (ASRT)	gelfeky@hotmail.com	Participant (Did not attend due to family emergency)
11		Dr. Khaled Al-Fadhel	Kuwait Foundation for the Advancement of Sciences (KFAS)	kalfadhel@kfas.org.kw	HORC Regional meeting host

12	Kuwait	Dr. Mohammad Al-Ramadhan	Kuwait Foundation for the Advancement of Sciences (KFAS)	malramadhan@kfas.org.kw	Participant/Moderator
13		Dr. Lobna Okashah	Kuwait Foundation for the Advancement of Sciences (KFAS)	lokashah@kfas.org.kw	Participant
14		Tamara Amin	Kuwait Foundation for the Advancement of Sciences (KFAS)	tamin@kfas.org.kw	Participant
15		Dina AlNakib	Kuwait Foundation for the Advancement of Sciences (KFAS)	dalnakib@kfas.org.kw	Participant Organizer for the side-event and coordinator
16		Dr. Essam Omar Asem	Kuwait Foundation for the Advancement of Sciences (KFAS)	eomar@kfas.org.kw	Participant Organizer and contact person
17		Dr. Maitham Safar	Kuwait Foundation for the Advancement of Sciences (KFAS)	msafar@kfas.org.kw	Attendee/ Observer
18		Dr. Ibtisam Hasan	Kuwait Foundation for the Advancement of Sciences (KFAS)	ihasan@kfas.org.kw	Attendee/ Observer
19		Anwar Binamer	Kuwait Foundation for the Advancement of Sciences (KFAS)	aomar@kfas.org.kw	Attendee/ Observer
20		Dana AlKandari	Kuwait Foundation for the Advancement of Sciences (KFAS)	dalkandari@kfas.org.kw	Attendee/ Observer
21		Sumaya AlKandari	Kuwait Foundation for the Advancement of Sciences (KFAS)	Salkandari@kfas.org.edu	Attendee/ Observer
22		Noura Al-Damkhi	Kuwait Foundation for the Advancement of Sciences (KFAS)	naldamkhi@kfas.org.kw	Attendee/ Observer
23	Bahareh Azizi	Kuwait Foundation for the Advancement of Sciences (KFAS)	bazizi@kfas.org.kw	Attendee/ Observer	

24		Dr. Khalid Kisswani	Gulf University for Science and Technology, (GUST)	Kisswani.K@gust.edu.kw	Attendee/ Observer
25		Prof. Thorsten Botz,	Gulf University for Science and Technology, (GUST)	Botz.T@gust.edu.kw	Attendee/ Observer
26		Prof. Iyad Abu Doush	American University of Kuwait, (AUK)	iodoush@auk.edu.kw	Attendee/ Observer
27	Lebanon	Dr. Thalia Arawi	American University of Beirut & Medical Center	ta16@aub.edu.lb	<u>Keynote Speaker</u>
28		Dr Elise Noujeim	National Council for Scientific Research Lebanon (CNRS-L)	enjeim@cnrs.edu.lb	Participant
29		Dr. Tamara El Zein	National Council for Scientific Research Lebanon (CNRS-L)	tamara.elzein@cnrs.edu.lb	Participant
30	Oman	Dr. Saif Al-Hiddabi	Ministry of Higher Education, Research and Innovation	hiddabi@trc.gov.om ; sg.office@trc.gov.om	<u>HORC</u>
31		Dr. Obaid Al Saidy	Ministry of Higher Education, Research and Innovation	obaid.alsaeedi@trc.gov.om	Participant
32		Dr. Maryam Al-Nabhani	Ministry of Higher Education, Research and Innovation	maryam.alnabhani@trc.gov.om	Participant
33	Qatar	Dr. Hisham M. Sabir	Qatar National Research Fund (QNRF)	hsabir@qnr.org	Participant
34		Ms. Riham Daher	Qatar National Research Fund (QNRF)	rdaher@qnr.org	Participant
35	Saudi Arabia	Dr. Munir Eldesouki	King Abdulaziz City for Science and Technology (KACST)	president@kacst.edu.sa ,	HORC MENA representative at the GRC Governing Board Regional meeting co-host

36	Professor Ahmed M. Alabdulkader	King Abdulaziz City for Science and Technology (KACST)	akader@kacst.edu.sa ; GRC-MENA@kacst.edu.sa	Participant/Moderator MENA representative at the GRC Executive Support Group
37	Dr. Maha M. Khayyat	King Abdulaziz City for Science and Technology (KACST)	mkhayyat@kacst.edu.sa	Participant
38	Dr. Malak Althaqafi	King Abdulaziz City for Science and Technology (KACST)	malthagafi@kacst.edu.sa	Participant
39	Dr. Mohammed Alkawi	King Abdulaziz City for Science and Technology (KACST)	malkawi@kacst.edu.sa	Participant
40	Dr. Abdulaziz Almalik	King Abdulaziz City for Science and Technology (KACST)	aalmalik@kacst.edu.sa	Attendee/ Observer
41	Dr. Sultan Alshimiri	King Abdulaziz City for Science and Technology (KACST)	sshmimri@kacst.edu.sa	Attendee/ Observer
42	Dr. Rashid Altmami	King Abdulaziz City for Science and Technology (KACST)	rtamimi@kacst.edu.sa	Attendee/ Observer
43	Mr. Moath AlTmimi	King Abdulaziz City for Science and Technology (KACST)	mtmimi@kacst.edu.sa	Attendee/ Observer
44	Mr. Khalid Alsomali	King Abdulaziz City for Science and Technology (KACST)	kalsomali@kacst.edu.sa	Attendee/ Observer
45	Mr. Mohammed Alsubyl	King Abdulaziz City for Science and Technology (KACST)	malsubyl@kacst.edu.sa	Attendee/ Observer

List of young researchers attending the meeting

S.no	Country	Name	Affiliation	email
1	Kuwait	Ibtisam Ghaloum	Kuwait Institute for Scientific Research (KISR)	efolad@kisir.edu.kw
2		Abdullah Al-Dabbous	Kuwait Institute for Scientific Research, (KISR)	adabbous@kisir.edu.kw
3		Dr. Ali Abdulraheem	Kuwait Institute for Scientific Research, (KISR)	aabdulrahim@kisir.edu.kw
4		Dr. Ayyoub Taher	Kuwait Institute for Scientific Research, (KISR)	aktaher@kisir.edu.kw
5		Dr. Hussain Safar	Kuwait Institute for Scientific Research, (KISR)	hsafar@kisir.edu.kw
6		Dr. Badreya Allahou	Kuwait Institute for Scientific Research, (KISR)	blahou@kisir.edu.kw
7		Dr. Jasim Alkandari	Kuwait Institute for Scientific Research, (KISR)	jkandari@kisir.edu.kw
8		Dr. Mariam Albahouh	Kuwait Institute for Scientific Research, (KISR)	mrbahouh@kisir.edu.kw
9		Dr. Mohammad Abdulsalam	Kuwait Institute for Scientific Research, (KISR)	mabdulsalam@kisir.edu.kw
10		Dr. Sarah Alhamli	Kuwait Institute for Scientific Research, (KISR)	shamli@kisir.edu.kw
11		Dr. Latifa Alenezi	Kuwait University (KU)	latifah.alenezi@ku.edu.kw
12		Dr. Nourah Almutairi	Kuwait University (KU)	noura.almutairi@ku.edu.kw
13		Dr. Ola Maghniya	Kuwait University (KU)	ola.maghnia@ku.edu.kw
14		Dr. Asseel Khalaf	Kuwait University (KU)	asseel.khalaf@HSC.EDU.KW
15		Dr. Bader Alkhazi	Kuwait University (KU)	bader.alkhazi@ku.edu.kw
16		Dr. Esra Jamal	Kuwait University (KU)	e.a.jamal@hotmail.com

17		Dr. Ismaeel AlRidhawi	Kuwait College of Science and Technology (KCST)	i.alridhawi@kcst.edu.kw
18		Dr. Nour El Islam Boukortt	Kuwait College of Science and Technology (KCST)	n.boukortt@kcst.edu.kw
19		Dr. Randa Diab	Kuwait College of Science and Technology (KCST)	r.diab@kcst.edu.kw
20		Dr. Shahad Al Shammari	Gulf University for Science and Technology, (GUST)	alshammari.s@gust.edu.kw
21		Dr. Nourah Al-Jeri,	Gulf University for Science and Technology, (GUST)	Aljeri.n@gust.edu.kw
22		Dr. Dhoha Alsaleh	Gulf University for Science and Technology, (GUST)	alsaleh.d@gust.edu.kw
23		Dr. Khalil Nimr	Gulf University for Science and Technology, (GUST)	Ahmadnimer.K@gust.edu.kw
24		Dr. Taha Ahmed	Australian College of Kuwait, (ACK)	t.ahmed@ack.edu.kw
25		Dr. Abeer A. Al Anazi	Australian College of Kuwait, (ACK)	a.alanazi@ack.edu.kw