University: Jadara University

Country: Jordan

Gender Equity in Student Success, Graduation Outcomes, & Student Support Services
Academic Year 2025-2026 Report

1. Introduction

Jadara University is committed to ensuring equitable educational outcomes through systematic monitoring of entry, Participation, progression, retention and graduation outcomes.

2. Institutional Commitment to Equitable Student Entry & Participation

Jadara University is committed to ensuring equitable access to higher education through the systematic monitoring of women's application, admission, enrolment, and progression rates, supported by evidence-based policies that promote gender equality across all academic disciplines.

Through targeted mentoring programs, financial support initiatives, first-generation student assistance, and STEM outreach activities, the University actively encourages and supports women's participation and success, particularly in fields where women have traditionally been underrepresented.

2.1 Women's Access, Application and Admission Monitoring System

Jadara University systematically measures and tracks women's participation throughout the student recruitment and admissions cycle. The Admissions and Registration Department maintains gender-disaggregated records on applications, admission offers, acceptance rates, enrolment rates, and program choice and faculty distribution. Data are reviewed annually by the University Council, Quality Assurance Directorate and Sustainability Committee to identify barriers to access and ensure equitable opportunities for women across all academic disciplines.

The University monitors:

- Number and percentage of female applicants.
- Number and percentage of female admitted students.
- Female admission and acceptance rates.
- Female enrolment rates by faculty and program
- Women's participation in STEM and other underrepresented disciplines.
- Trends in female recruitment, retention and graduation.

This monitoring framework enables evidence-based decision-making and targeted interventions to increase women's access to higher education and improve gender balance across academic programs.

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2.2 KPI of Access, Application and Admission Monitoring System

KP	Monitoring Frequency	Target
Female Application Rate	Annual	Increase annually
Female Admission Rate	Annual	Equal to or higher than male rate
Female Enrolment Rate	Annual	Maintain gender equity
Female Applicants to STEM Programs	Annual	Increase annually
Women Participation in Outreach Activities	Annual	Increase annually

2.3 Proportion of first-generation female students

Figure 1. Women represented **54.7% (2,419 of 4,423)** of all students commencing degree programs at Jadara University during 2025-2026, demonstrating strong female participation in higher education access.

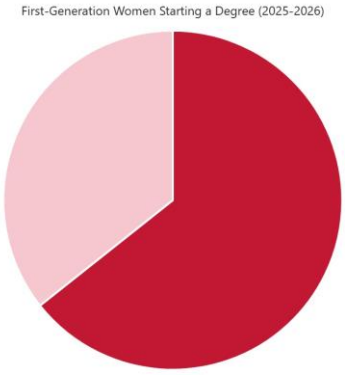
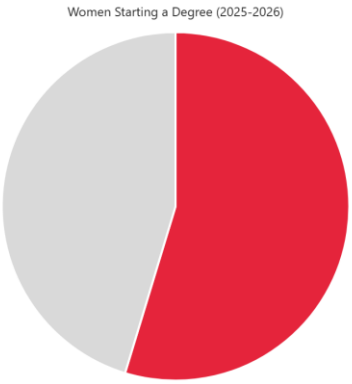


Figure 2. First-generation women represented **64.3% (1,282 of 1,993)** of all first-generation students commencing degree programs, highlighting Jadara University's success in widening participation among women from non-university family backgrounds.



2.3 Responsibility and Oversight

The Deanship of Student Affairs leads the implementation of women's access and participation schemes in collaboration with the Admissions and Registration Department, Financial Aid Unit, and academic faculties.

Oversight is provided by the Quality Assurance Directorate, University Council, and Sustainability Committee, which annually monitor participation rates, outcomes, and progress toward institutional gender-equity goals.

Findings are incorporated into university planning and continuous improvement processes to strengthen women's access, participation, and success across all academic programs.

2.4 Women's Access and Participation Schemes

Jadara University operates a comprehensive framework of women's access and support schemes designed to increase participation, retention and success. These provisions include targeted mentoring, academic advising, leadership development Programs, career-readiness workshops, entrepreneurship initiatives, financial aid support, childcare services, counseling services and Women in STEM activities.

Special consideration is provided through financial aid and hardship support mechanisms to ensure that economic circumstances do not prevent women from accessing and completing higher education. Participation rates and outcomes are monitored annually to assess effectiveness and improve Program delivery.

3. Institutional Commitment to Equitable Student Success & Graduation

The University disaggregates graduation and progression data by gender and discipline and implements academic advising, mentoring, peer support, financial aid, counseling, childcare support and employability interventions when gaps are identified.

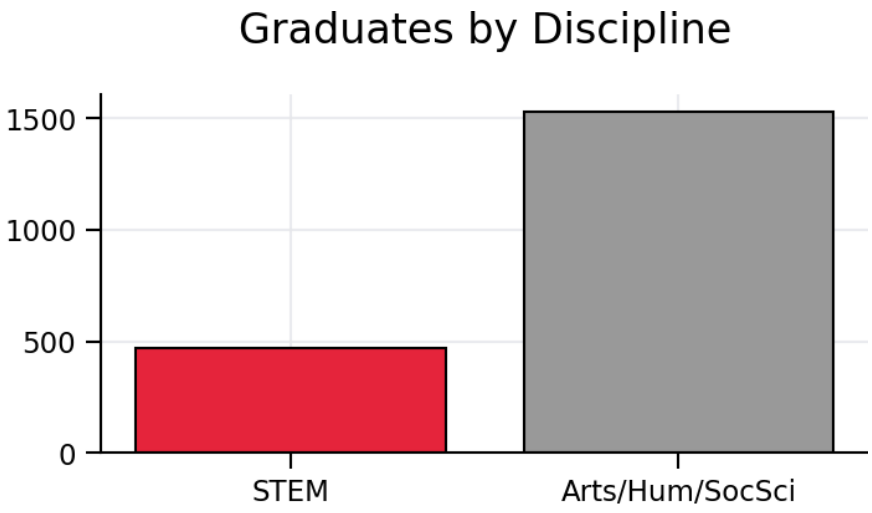
3.1 Graduate Profile

Total graduates: 2000. Female graduates: 1080 (54%). Male graduates: 920 (46%).

Category	Number	Percentage
Female	1080	54.0%
Male	920	46.0%
Total	2000	100%

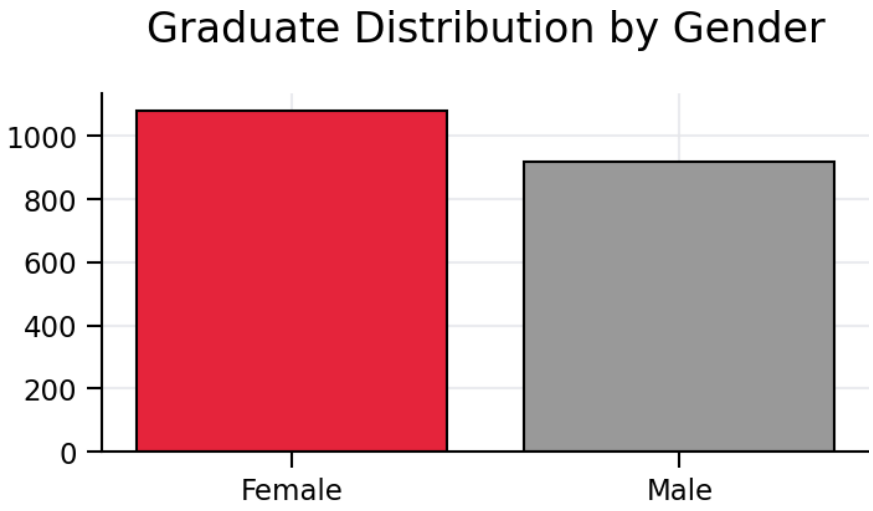
3.3 Distribution of Graduates by Academic Discipline

STEM: 471 graduate (23.6%). Arts, Humanities and Social Sciences: 1,529 graduate (76.4%).

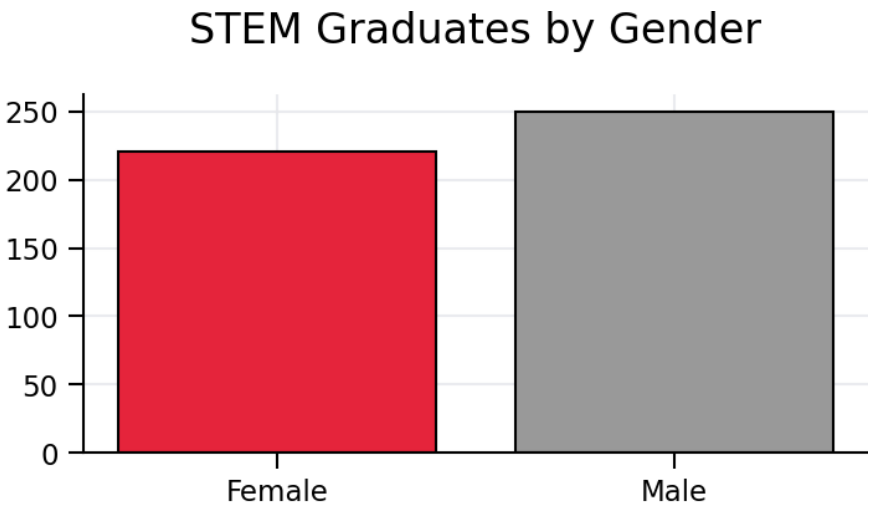


3.4 Female Graduate Distribution

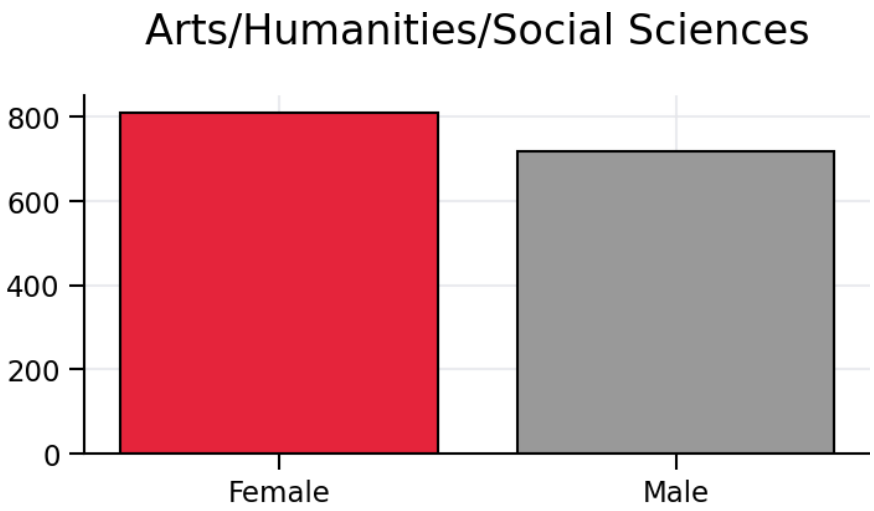
Female STEM graduates: 221 (21.4%). Female Arts, Humanities and Social Sciences graduates: 810 (78.6%).



3.5 Gender Representation within STEM



3.6 Gender Representation in Arts, Humanities and Social Sciences



3.7 Gender Graduation Gap Monitoring Framework

3.7.1 Women's Graduation, Retention and Success Monitoring System

Jadara University maintains a gender-disaggregated student success monitoring system that tracks enrolment, progression, retention, academic performance, withdrawal rates, graduation rates, and time-to-degree completion for female and male students across all faculties. Results are reviewed annually by academic leadership and the Quality Assurance Directorate to identify any gender-based disparities and implement corrective actions where required.

3.7.2 Annual KPIs

KPI	Monitoring Frequency	Target
Female Graduation Rate	Annual	Equal to or higher than male rate
Female Retention Rate	Semester	≥ Male retention rate
Female Academic Warning Rate	Semester	Reduction year-on-year
Female Withdrawal Rate	Annual	No gender gap exceeding 3%
Female Participation in Mentoring	Semester	Minimum 30% of female students
Female Participation in Leadership Programs	Annual	Increase annually
Female Utilization of Childcare Services	Semester	Monitored and reported
Female Participation in STEM Support Activities	Annual	Increase annually

Data source: Registrar, Student Affairs, Quality Assurance Directorate, and Women's Mentoring Program record, from Sustainability Office and Compliance Office.

3.7.3 Schemes Used to Close Any Gender Gap and

3.7.3. A. Academic Support Interventions

If monitoring identifies lower female progression, retention, or graduation rates, Jadara University implements:

1. **Women Mentoring Program** (faculty mentoring, peer mentoring, alumni mentoring and Women in STEM mentoring circles).
2. **Leadership and Career Development Workshops** designed for female students. **Women Entrepreneurship and Employability Training Programs**.
3. **Academic Advising and Early Alert System** for female students at risk of academic withdrawal.*(add as institutional procedure)*
4. **Psychological and Social Counseling Services** for female students experiencing academic or personal challenges.*(already implemented through Student Affairs and counseling activities)*

5. **Financial Aid Priority Review** for female students facing financial hardship that may affect degree completion.
6. **Women in STEM Participation and Retention Initiatives** to encourage persistence in STEM disciplines.

3.7.3. B. Family-Friendly Retention Measures

The University recognizes that childcare responsibilities may disproportionately affect women's ability to complete their studies .These services are monitored as retention-support measures and contribute directly to improving female student persistence and graduation outcomes.

. To mitigate this risk, Jadara University provides:

- On-campus nursery.
- Breastfeeding room.
- Child sleeping rooms.
- Indoor and outdoor childcare facilities.
- Parenting support services.
- Maternity and reproductive health consultations.

3.8 Gender Graduation & Success Monitoring Methodology

3.8.1 Gender Graduation Gap

Gender Graduation Gap = Female Graduation Rate−Male Graduation Rate

3.8.2 Annual Monitoring, Gender Gap Analysis and Review Process

Jadara University conducts an annual review of gender-disaggregated student data extracted from institutional information systems to assess application, admission, retention, progression, and graduation outcomes. The review includes faculty-level comparisons of female and male student performance, identification of gender gaps and disparities, monitoring participation in mentoring and support programs, and evaluation of student-support services, including childcare provisions.

Where gender gaps or areas for improvement are identified, targeted interventions and corrective action plans are developed and monitored. Findings are reported to the University Council and Quality Assurance Committee and are published annually as part of the University's gender equality, quality assurance, and sustainability reporting framework to ensure transparency, accountability, and continuous improvement.

4. Conclusion

This report demonstrates evidence-based commitment to advancing United Nations Sustainable Development Goal 5 (Gender Equality) through the systematic monitoring of women's access, academic progression, and retention, graduation, and success outcomes. Women represent 54% of all graduates, reflecting strong educational attainment and equitable opportunities for academic achievement across the University.

Through gender-disaggregated performance monitoring, annual gender gap analysis, targeted mentoring programs, financial support mechanisms, leadership development initiatives, Women in STEM interventions, and family-friendly support services, Jadara University actively promotes women's success and degree completion while addressing barriers that may affect academic outcomes.

The University's commitment to continuous improvement, transparency, and data-driven decision-making ensures that gender-related disparities are identified, evaluated, and addressed through institutional action. By integrating gender equality into quality assurance, student success frameworks, and sustainability reporting processes, Jadara University contributes meaningfully to SDG 5 and reinforces its role as an inclusive institution that empowers women to achieve their full educational and professional potential.