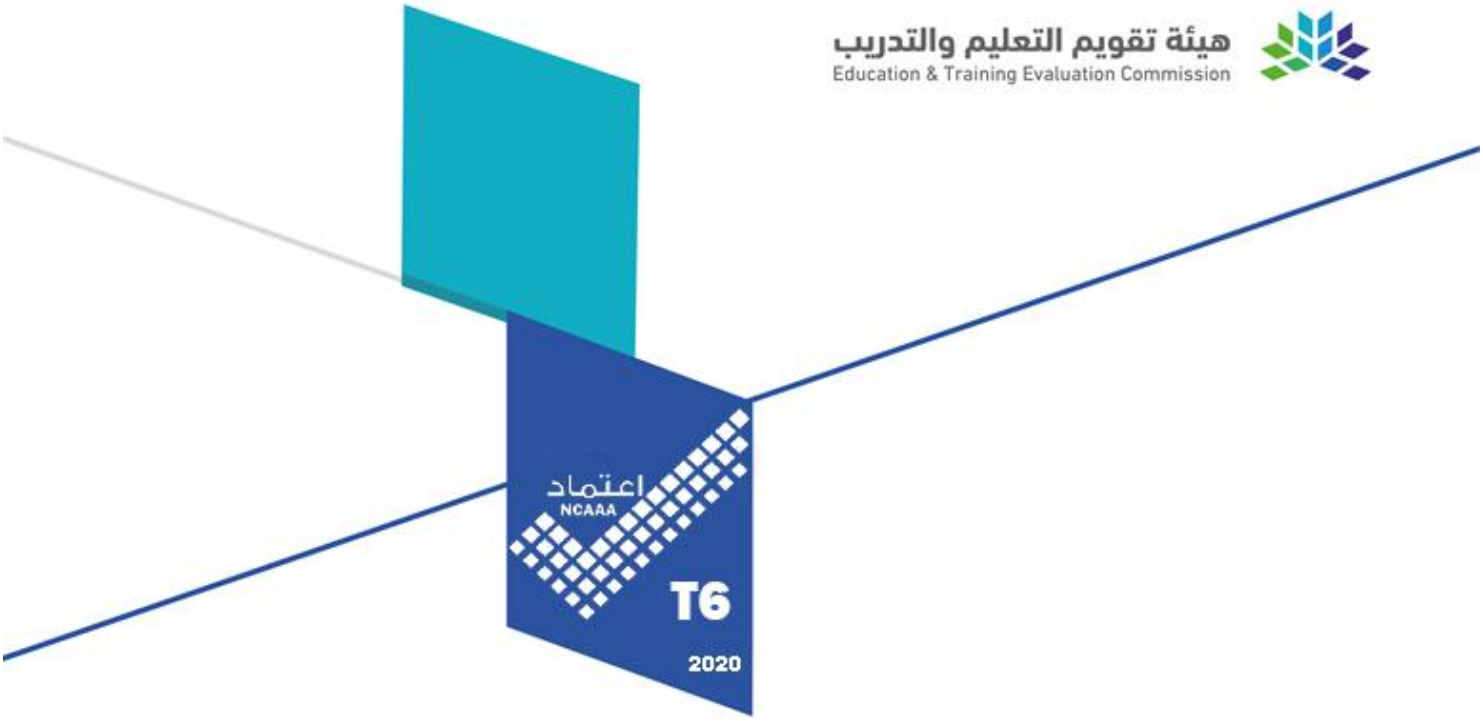
هيئة تقويم التعليم والتدريب
Education & Training Evaluation Commission



Annual Program Report

Program Name:	**Bachelor in Biology**
Qualification Level:	**6**
Department:	**Biology**
College:	**Science**
Institution:	**Jouf university**
Academic Year:	**1443**
Main Location:	**-Main Campus: Jouf University- Biology department- College of Science-Sakaka (Male Section).** **-Jouf University- Biology department- College of Science-Sakaka (Female Section) Alaqayat.**
Branches offering the Program:	**NA**

Table of Contents

A. Implementation of Previous Action Plan 3
B. Program Statistics 4
1. Students Statistics (in the year concerned) 4
2 . Cohort Analysis of Current Graduate Batch 4
3.Analysis of Program Statistics 5
C. Program Learning Outcomes Assessment 5
2. Analysis of Program Learning Outcomes Assessment 8
D. Summary of Course Reports 8
1. Teaching of Planned Courses / Units 8
2. Courses with Variations 8
3. Result Analysis of Course Reports 8
E. Program Activities 9
1. Student Counseling and Support 9
2. Professional Development Activities for Faculty and Other Staff 9
3. Research and Innovation 10
4. Community Partnership 11
5. Analysis of Program Activities 12
F. Program Evaluation 12
1. Evaluation of Courses 12
2. Students Evaluation of Program Quality 14
3. Other Evaluations 15
4. Key Performance Indicators (KPIs) 16
5. Analysis of Program Evaluation 18
G. Difficulties and Challenges Faced Program Management 19
H. Program Improvement Plan 19
I. Report Approving Authority 20
J. Attachments : 21

A. Implementation of Previous Action Plan

Considering the recommendations of previous year annual report, list the planned actions and their status.

Planned Actions	Responsibility of Action	Planned Completion Date	Level of Completion		If Not Completed	
			Completed	Not Completed	Reasons	Proposed Actions
Completion rate	Staff members and students	1443H		YES	Less than target	A plan to improve completion rate was prepared
Activities for applied skills	Program committee	1443H	YES			
Assessment of LOs	Staff members and students	1443H	YES			
Percentage of publications by faculty members	Staff members	1443H	YES			
Community service	Staff members	1443H	YES			
Effectiveness of field training	Program committee	1443H	YES			
Updating study plans	Program committee	1443H	YES			

B. Program Statistics

1. Students Statistics (in the year concerned)

No.	Item	Results
1	Number of students who started the program	**36m+83f= 119**
2	Number of students who graduated	**112**
3	Number of students who completed major tracks within the program (if applicable)	
	Non applicable	**NA**
4	**a.** Number of students who completed the program in the minimal time	**38**
5	**a.** Percentage of students who completed the program in the minimal time (Completion rate)	**32%**
6	Number of students who completed an intermediate award specified as an early exit point (if any)	**NA**
7	Percentage of students who completed an intermediate award specified as an early exit point (if any)	**NA**

Comment on any special or unusual factors that might have affected the completion rates:
On the year 1440-1441AH, 119students have started the program. Four years later 38 students have graduated from the program on the year 1443 AH . The completion rate recorded 32%.

2 . Cohort Analysis of Current Graduate Batch

Student Categories / Years		Total cohort enrollment	Withdrawn	Retained till year end	Not passed	Passed	Passing rate
Three Years Ago (1440-1441)	M	56	2	45	9	36	67%
	F	61	0	61	0	61	100%
	Total	117	2	106	9	97	82.5%
Two Years Ago (1441-1442)	M	36	1	33	3	32	91%
	F	61	0	60	2	59	97%
	Total	97	1	93	5	91	94%
Last Year (1442-1443)	M	32	1	30	4	27	87%
	F	59	0	58	2	57	97%
	Total	91	1	88	6	84	92%
Current Year (1443)	M	27	1	18	19	7	27%
	F	57	0	33	36	21	37%
	Total	84	1	51	55	28	33%

Comments on the results:
The passing rate on the first year (1440-1441) was 82.5% passing rate is higher in female students than male students. On the second year passing rate has increased 94.0% and ratio in male students close to ratio of female students. On the third year, passing rate slightly increased 92.0% and ratio in female students higher than that in male students.. On the current, graduation, year (1443) 7 males out of 26 have been graduated on time with 27% ratio while females 21 out of 57 have been graduated on time with 37% ratio. In total, 28 students out of 84 enrolled students have been graduated on time with 33% ratio.

* add more rows for further years (if needed)
** attach separate cohort analysis report for each branch (Annex)

3.Analysis of Program Statistics

(including strengths, areas for improvement, and priorities for improvement)

Strengths :
Strengths: ● Provision of the necessary facilities in the laboratories and resources of the educational support. ● Program instructions and students exchange information and instructions using robust technological tools (Blackboard).
Areas for Improvement:
1. More increase in the passing rate. 2. Data base for graduates to increase communication with graduates to know their employment status.
Priorities for Improvement:
Increase the Employment opportunities for Biology graduates by studying needs of labor market.

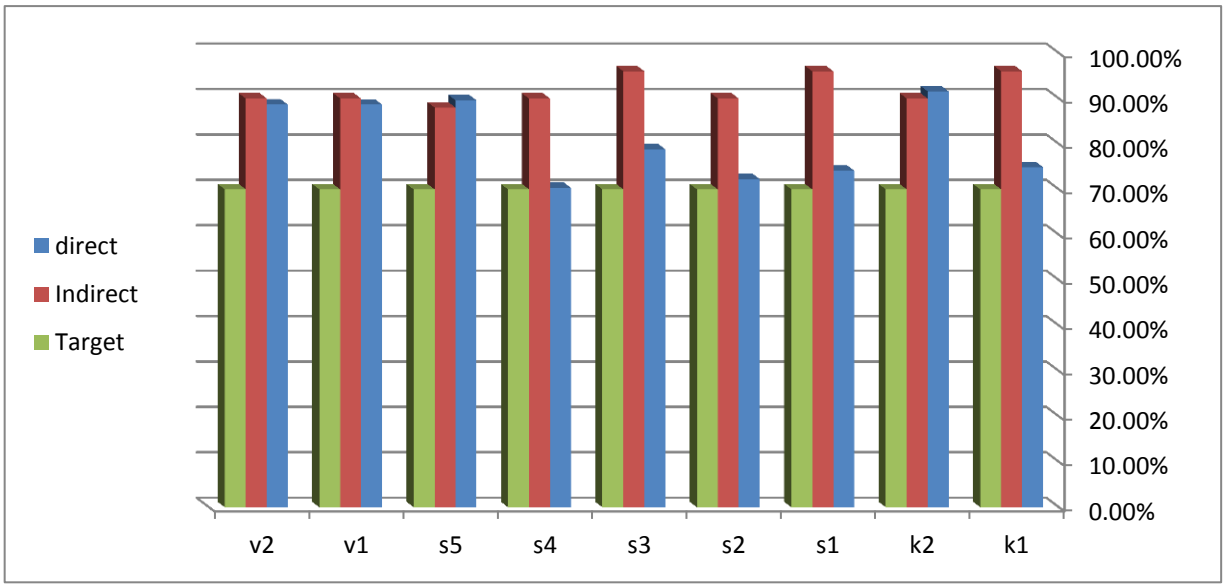
C. Program Learning Outcomes Assessment

1- Program Learning Outcomes Assessment Results:

#	Program Learning Outcomes	Assessment Methods (Direct and Indirect)	Performance Target	Results
Knowledge and Understanding				
K1	Demonstrate integrated the principles, main concepts, theories and terminology of Biology disciplines	**Direct Assessment** -Written exams - Written and oral quizzes. -- Homework -Assignments, Practical exam Written presentation (essay, reflective paper, etc.) /Oral presentation [Rubrics-based] -Final training report [Rubrics-based] - Attendance and participation - weekly report **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**74.86%** **Indirect 96%**
K2	Demonstrate the recent scientific developments in the fields of biology including techniques and applications of advanced fields of biology.	**Direct Assessment** -Written exams - Written and oral quizzes Practical exam . -- Homework -Assignments, Reports [Rubrics-based] - Attendance and participation	**70.0 %**	**91.57%** **Indirect 90%**
Skills				

S1	Formulate, and solve broadly defined scientific problems by applying knowledge of science to areas relevant to Biology.	-Written exams - Written and oral quizzes. -- Homework - Assignments - Practical tests. Written presentation (essay, reflective paper, etc.) /Oral presentation [Rubrics-based] Final training report [Rubrics-based] - weekly report **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**74.1%** **Indirect 96%**
S2	Formulate or design a system, process, procedure or program to meet desired needs in biology.	**Direct Assessment** -Written exams - Written and oral quizzes. -- Homework Practical tests. -Observations **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**72.27%** **Indirect 90%**
S3	Evaluate, develop and conduct biological experiments or test hypotheses, analyze and interpret data and use scientific judgment to draw conclusions and make a criticism.	**Direct Assessment** Written exams - Practical tests. -Quizzes (Written and oral quizzes) -Final training report [Rubrics-based] - Attendance and participation - weekly report -Final presentation **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**78.8%** **Indirect 96%**
S4	Examine microscopic specimens in laboratories basic experiments of biology in safe and effective way.	**Direct Assessment** -Written exams - Quizzes (Written and oral quizzes) - Practical tests. -Observations **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**70.35%** **Indirect 90%**
S5	Communicate effectively with a range of audiences, work effectively with information	**Direct Assessment** Reports (Rubrics-based)	**70.0 %**	**89.6%**

	technology, and library resources in related to the required biology disciplines.	Projects [Rubrics-based] -Final presentation **Indirect Assessment** alumni Evaluation Survey		**Indirect 88%**
Values				
V1	Sustain effectively Islamic values, ethical and professional responsibilities and the impact of scientific solutions in global, economic, environmental, and societal contexts.	**Direct Assessment** -Practical exam. Reports [Rubrics-based] Projects [Rubrics-based] **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**88.66%** **Indirect 90%**
V2	Collaborate effectively within teams via establishing goals, planning tasks, meeting deadlines, and analyzing risk and uncertainty.	**Direct Assessment** Reports [Rubrics-based] Projects [Rubrics-based] Presentation Practical exam. **Indirect Assessment** alumni Evaluation Survey	**70.0 %**	**88.68%** **Indirect 90%**



Program Learning Outcomes Assessment Results

Comments on the Program Learning Outcome Assessment results.

The learning outcome results were all above the target value so the level for this target value could be elevated.

* Include the results of measured learning outcomes during the year of the report according to the program plan for measuring learning outcomes

** Attach a separate report on the program learning outcomes assessment results for male and female sections and for each branch (if any) (PLO 1443)

2. Analysis of Program Learning Outcomes Assessment

(including strengths, Areas for Improvement:, and priorities for improvement)

Strengths :

- The learning outcome is satisfactory.
- **used teaching strategies and assessment methods of values CLOs are effectively successful**

Areas for Improvement:

Increase activities for applied skills

- update teaching strategies to increase the student capability to Communicate effectively with a range of audiences, work effectively with information technology, and library resources in related to the required biology disciplines.

Priorities for Improvement:

- update teaching strategies to increase the student capability to Communicate effectively with a range of audiences, work effectively with information technology, and library resources in related to the required biology disciplines

D. Summary of Course Reports

1. Teaching of Planned Courses / Units

List the courses / units that were planned and not taught during the academic year, indicating the reasons and compensating actions.

Course	Units/Topics	Reasons	Compensating Actions
All courses were taught as planned	-	-	-

2. Courses with Variations

List courses with marked variations in results that are stated in the course reports, including: (completion rate, grade distribution, student results, etc.), and giving reasons for these variations and actions taken for improvement.

Course Name &Code	variation	Reasons for variation	Actions taken
No specific variation	-	-	-

3. Result Analysis of Course Reports

(including strengths, Areas for Improvement:, and priorities for improvement)

Strengths :

All potentials are directed towards improving the learning outcomes of the program.
The results show an increase of students' overall evaluation on the quality of their learning experiences in the academic year 1443 which may be rendered to effective feedback ,the continuous improvement of the teaching strategies, topics and facilities

Areas for Improvement:

Improve the teaching strategies and assessment methods.
Motivate students participation and discussion during lectures.
Improvement of student-training conditions by choosing training places that contribute to improving their experiences.
Improving the skill of scientific writing and getting rid of plagiarism as well as Speech training in front of the group

Priorities for Improvement:

Adding special educational activities to suit the nature of each course and the students as well as assessment tasks to improve the academic performance of students .

E. Program Activities

1. Student Counseling and Support

Activities Implemented	Brief Description*
At the first week of the term we are welcoming new students	New students are welcomed and introduced to the classrooms, laboratories, Library and all the most important student services offices and places.
Preparing for linking students with academic advisors	Students are divided and are linked to academic advisors and faculty members.
introductory programs for students to the university system	conducting lectures and workshops to build students' skills, Introduce new students to the study plan of the program, the program's vision, mission and goals, as well as introducing them to faculty members introduce them to the electronic portal and blackboard, and introduce them to the university study system Helping students create their study schedules
Activating student academic advising services	Activating indicative forms for different student cases Activating office hours and academic guidance Identifying defaulting students and students who excel academically and providing them with counseling services
Student Counseling and Support	Encouraging outstanding and outstanding students in the department Motivating struggling students
Comment on Student Counseling and Support **	
Majority of the students not communicate with their academic advisors so they are not aware with counseling services. Students must contact their academic advisors and faculty members during academic guidance schedule and office hours.	

* including action time, number of participants, results and any other statistics.
** including performance evaluation on these activities (Evaluation counseling)

2. Professional Development Activities for Faculty and Other Staff

Activities Implemented	Brief Description*
Preparing the course report	University Vice Presidency for Development and Quality with the Academic Skills Development Center
Scientific publishing in WOS and Scopus	
The Ten Habits of a Successful Person	
Models and applications in e-learning	
Illustrations using visio	
The nature of the researcher and scientific research and its ethics	
Academic Accreditation Reviewer	Education & Training Evaluation Commission
Training Quality practitioner	
Academic Quality Practitioner	

Search and retrieval in the databases of the Dar organization	Saudi Digital Library
The basics of scientific research	
Overview on Acland's Anatomy, Bates Visual Guide and Stedman dictionary	
Mendeley Reference Management: Easy Storing & Citation	
Way and methods of searching in digital knowledge databases	
Writing Professional Responses to Reviewers	
EBSCO Information Resources	
JOVE: BRING TEXT TO LIFE	
Nature Research Academies workshop Effective Grant Writing 21 March 2022	Egyptian Knowledge Bank
Review how to deal with software database	Training Committee of the Quality Unit, Faculty of Science - Al-Azhar University for Girls
The annual conference of the Faculty of Science, Al-Azhar University	Faculty of Science, Al-Azhar University
Comment on Professional Development Activities for Faculty and Other Staff **	
During the current academic year program staff members shared in about 20 scientific lectures in Jouf university and outside. program staff members improve their skills by sharing in these activities	

* including action time, number of participants, results and any other statistics. Annex 4
** including performance evaluation on these activities

3. Research and Innovation

Activities Implemented	Brief Description*
Published articles in journal indexed by Web of science and/ or Scopus	Biology Program members published 106 articles
Research published in cooperation with the top 200 universities	Published 14 article cooperation with the top 200 universities.
Research published in cooperation with the top 100 universities	Biology Program members published 13 articles
Number of members	The number of members who published research is 13 members in the male section, and 16 members in the female section
Group Research	The biology Program members got 5 Group Research funded deanship of scientific Research the total budget 600.000 SR
Reviewers and editors in scientific journals	There are 8 reviewers in 16 scientific journals
Publish a book or book chapter	Biology Program members published 6 book or book chapter.
Al-Jouf Award for	One program member received the Al-Jouf Award for Creativity

Excellence and Creativity in the Field of Scientific Research	and Excellence in the Field of Scientific Research
Members in scientific committees	There are 8 members of the Scientific Committee in the 4 male section and 4 female members in the female section
Proven track record	There are 7 member have proven track record 5 in male section and 2 in female section
Funding project: The Deanship of Scientific Research supports faculty members every academic year	Any biology faculty member can receive one funding project per semester, The number of research projects that were funded reached 14 project.
Scientific lectures	The biology program presented 9 lectures on different scientific topics.
Seminars	The biology program presented 5 Seminars on different scientific topics.
Comment on Research and Innovation **	
University support scientific research, Biology program got 14 funded research project and 5 research groups that will increase the publication rate .	

* including action time, number of participants, results and any other statistics. (Research 1443)
** including performance evaluation on these activities

4. Community Partnership

Activities Implemented	Brief Description
Workshop entitled: Modern techniques for olive oil extraction	Explaining new techniques to extract olive oil with excellent quality.
Scientific lecture entitled: My environment is my responsibility	Increasing awareness of the surrounding environment and biodiversity. Explain the future challenges threaten the ecosystem
Scientific lecture entitled: Proper nutrition to strengthen the immune system	Increase the awareness about the importance of healthy food for maintaining the immune response and body status.
Scientific lecture entitled: Sterilization: types and methods	Explaining modern technologies in Sterilization and its application
Scientific lecture entitled: water resources in Aljouf	Exploring water resources in Aljouf province and how to maximize the benefits from the natural resources
Activating international biological days in the department,	Activating international days in the department, such as World Environment Day and World

	Wetlands Day

Comment on Community Partnership **
The biology program has actively participated in the community services which ensures his leading role in the developing plans.

* including action time, number of participants, results and any other statistics.
** including performance evaluation on these activities

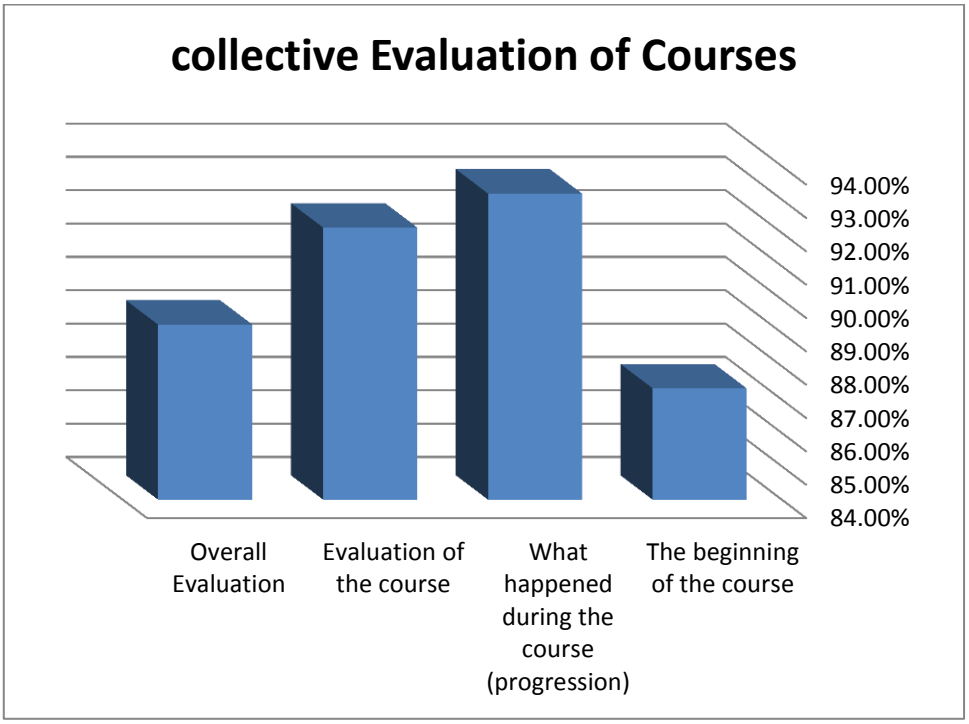
5. Analysis of Program Activities

(including strengths, Areas for Improvement:, and priorities for improvement)

Strengths :
• Program staff members has published 106 articles in ISI journals with high impact. • Program staff members have attended many workshops and training course in various disciplines.
Areas for Improvement:
Community Partnership should be increased Increase publication rate, workshop and seminars
Priorities for Improvement:
Students must contact their academic advisors and faculty members during academic guidance schedule and office hours.

F. Program Evaluation

1. Evaluation of Courses

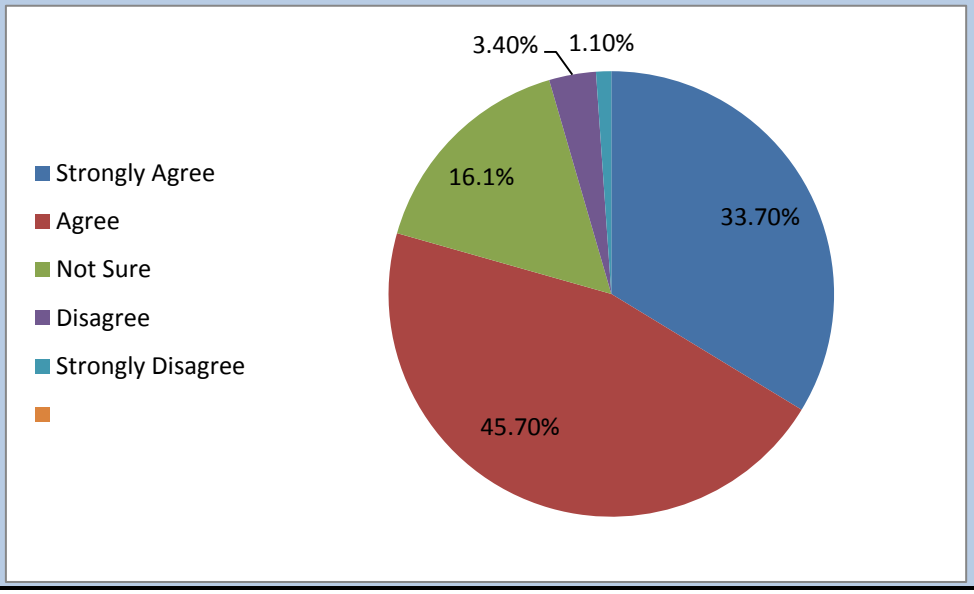


Course Code	Course Title	Student Evaluation (Yes-No)	Other Evaluations (specify)	Developmental Recommendations
BIO101	General Biology	Yes	Internal Peer reviewer	1-Maintain help and support that is given by program staff members to students 2-Sustain resources for educational support 3- announce The basic guidelines (including the information and skills that the course and the accompanying activities will n the blackboard and discussing it with the students to ensure their understanding and the possibility of its implementation At the beginning of the course, 4- Increasing students' training in oral presentation 5- Improve the English scientific language of the students
BIO211	General Zoology	Yes	Internal Peer reviewer	
BIO221	General Botany	Yes	Internal Peer reviewer	
BIO231	Microbiology	Yes	Internal Peer reviewer	
BIO212	Chordata	Yes	Internal Peer reviewer	
BIO222	Plant Morphology and Anatomy	Yes	Internal Peer reviewer	
BIO241	Fundamental Ecology	Yes	Internal Peer reviewer	
BIO251	Cell Biology	Yes	Internal Peer reviewer	
CHM342	Biochemistry	Yes	Internal Peer reviewer	
BIO313	Invertebrates	Yes	Internal Peer reviewer	
BIO314	Animal Physiology	Yes	Internal Peer reviewer	
BIO315	Animal Histology	Yes	Internal Peer reviewer	
BIO323	Plant Physiology	Yes	Internal Peer reviewer	
BIO352	Microtechniques	Yes	Internal Peer reviewer	
BIO 316	Entomology	Yes	Internal Peer reviewer	
BIO317	Embryology	Yes	Internal Peer reviewer	
BIO324	Taxonomy of Flowering plants	Yes	Internal Peer reviewer	
BIO342	Pollution and Environment Protection	Yes	Internal Peer reviewer	
BIO 353	Genetics	Yes	Internal Peer reviewer	
BIO 363	Elective course (List A) Immunology	Yes	Internal Peer reviewer	
BIO433	Phycology	Yes	Internal Peer reviewer	
BIO434	Mycology	Yes	Internal Peer reviewer	

Course Code	Course Title	Student Evaluation (Yes-No)	Other Evaluations (specify)	Developmental Recommendations
BIO443	Desert Ecology	Yes	Internal Peer reviewer	
BIO454	Molecular Biology	Yes	Internal Peer reviewer	
BIO498	Field Training	Yes	**discussing committee**	
BIO 476	Elective course (List B) Biotechnology	Yes	Internal Peer reviewer	
BIO 473	Elective course (List B) Plant tissue culture	Yes	Internal Peer reviewer	
BIO 475	Elective course (List B) Plant Diseases	Yes	Internal Peer reviewer	
BIO418	Parasitology	Yes	Internal Peer reviewer	
BIO419	Comparative Anatomy	Yes	Internal Peer reviewer	
BIO444	Flora of KSA	Yes	Internal Peer reviewer	
BIO499	Research Project	Yes	**discussing committee**	
BIO 483	Elective course (List C) Economic Plants in KSA	Yes	Internal Peer reviewer	
BIO 486	Elective course (List C) Microbial Ecology	Yes	Internal Peer reviewer	

2. Students Evaluation of Program Quality

Evaluation Date : 1443H.	**Number of Participants:**175



Students Evaluation of quality of their educational experience in the program	
Students Feedback	**Program Response**
79.3% of students are satisfied with the help and support provided to their education. 78.5% of students are satisfied with the resources for educational support. 79.9% of students are satisfied with "evaluate your education 79.4% of students are satisfied with the quality of their educational experience in the program	Increase the educational activity Sustain resources for educational support
Areas for Improvement The program faculty encouraged me to do my best. developed the knowledge and skills necessary for my chosen profession.	The program faculty will encourage student to do their best by honoring the geniuses and outstanding students The program faculty will provide feedback on student work and the student obtaining field training in multiple places serving the specialization

* Attach report on the students evaluation of program quality (Evaluation)

3. Other Evaluations

(e.g. Evaluations by independent reviewer, program advisory committee, and stakeholders (e.g., faculty members, alumni, and employers)

Evaluation method: indirect (alumni')	**Date:** 1443 AH
Evaluator(s) Comments	**Course Coordinator/Instructor Comments/Response**
Strengths: This analysis measure the opinions of alumni with the Biology program show that(95.2%) of students are satisfied with Educational skills that students have gained while studying in a biology program and The overall weighted average is(4.8) that means that the grade of satisfaction is "Very High". As well as (90%) of students are satisfied with ". Learning outcomes that targeted by the study in the biology program and The overall weighted average is (4.45) which means that the grade of satisfaction is "Very High	
Areas for improvement: Support Initiative and adventure as Educational Skills	Organizing field trips as extra-curricular activities Encourage Initiative and adventure of student by Organizing competitions for the best initiative update teaching strategies to increase the

Examine and draw different microscopic specimens . -	student capability to examine of microscopic specimens and conduct biological experiments in in safe and effective way . Increasing the microscopic samples in the assigned courses, urging students to draw microscopic samples , and exam questions especially practical exam include draw microscopic specimens
Suggestions for Improvement: -	-

* Attach independent reviewer's report and stakeholders' survey reports (Evaluation alumni, employers) (if any)

4. Key Performance Indicators (KPIs)

List the results of the program key performance indicators (including the key performance indicators required by the National Center for Academic Accreditation and evaluation)

No	KPI		Target Benchmark	Actual Value	Internal Benchmark	Analysis	New Target Benchmark
1	KPI-P-01	Percentage of achieved indicators of the program operational plan objectives.	**83 %**	**85 %**	**81.25 %**	The results show an increase in the percentage of achieved indicators of the program operational plan objectives in the academic year 43 (85%) compared to the last year 42 (81%), which may be rendered to the continuous application of the program operational plan objectives. Furthermore, the actual benchmark reached to the target one and was higher than external one (77.80%).	**87%**
2	KPI-P-02	Students' Evaluation of quality of learning experience in the program	**4.2**	**4.03**	**4.1**	Student evaluation of the quality of learning experiences in the program is reported as 4.03. Compared to the previous year, students' learning quality experience in the program is still low. Furthermore, the actual KPI did not reach the target and the external one.	**4.2**
3	KPI-P-03	Students' evaluation of the quality of the courses.	**4.6**	**4.24**	**4.17**	Students' evaluation of quality of course in the Biology program is **(4.24).** The actual Benchmark was higher than the last year 42. However is lower than the target value and the external KPI (4.5).	**4.6**
4	KPI-P-04	Completion rate.	**70%**	**32 %**	**32.6 %**	The results show that the number of student who entering the undergraduate program and successfully complete in minimum time for the present academic year is similar to the last academic year of 42. The actual Benchmark is less than the target and also the external benchmark.	**70%**
5	KPI-P-05	First-year students retention rate	**90 %**	**82.1 %**	**81.2 %**	The results show that the number of students who enter the program and successfully complete first year increased compared to the last academic year. Furthermore, the actual KPI value is not reached to the target one.	**90**
6	KPI-P-06	Students' performance in the professional and/or national examinations.	**70 %**	**ND**	**46.5 %**	The Students' performance in the professional national examinations for the academic year 43 has not detected. In addition, we are waiting to be sent and added to calculate the indicator for the academic year 43.	**70%**
7	KPI-P-07	Graduates' employability and enrolment in	**45%** **20%**	**50 %** **7 %**	**38%** **5%**	The results show that the proportion of graduates from undergraduate programs who are employed (50%) increased compared to the last year and also to the	**60%** 20%

		postgraduate programs.				external benchmark (13%). The actual benchmark is reached the target. The graduate number enrolled in the postgraduate program of the program increased (7%) in actual year compared to 3.65% of the last year. Furthermore, the actual KPI value is not reached to the target one, therefore the latter is taken to be the new benchmark. The external one is not determined.	
8	KPI-P-08	Average number of students in the class (rooms).	**20**	**15**	**21**	The results show that the average number of students in the class of the academic year 43 (**15**) is less than of the last year 42 (**21**). The value is acceptable. Furthermore, the actual KPI value is less than to the target one and also to the external benchmark (28).	**20**
9	KPI-P-09	Employers' evaluation of the program graduates proficiency.	**4.2**	**4.91**	**4.1**	The results show that the evaluation of the employers' evaluation of the program's graduates at the present academic year 43 is higher than the previous academic year 42. Furthermore, the actual KPI value is higher than the target one; therefore it is decided to increase the value of the new target for the next academic year 1444. The external Benchmark of IAU is not available.	**4.2**
10	KPI-P-10	Students' satisfaction with the offered services.	**3.7**	**3.83**	**3.52**	The results show the adequacy of the Student's evaluation of offered services increases in the rating during the academic year 43 compared to 42. The actual KPI reached the target but is less than External Benchmark.	**3.9**
11	KPI-P-11	Ratio of students to teaching staff.	**12:1**	**19:1**	**17:1**	The actual ratio of students to teaching staffs in current year is **19:1.** Specifically, it is recorded as one teaching staff for 19 students in the department. In addition, it is clear that in female section the Benchmark is higher (22:1) than the target. While observing the last year, it is observed that the ratio of students to teaching staff is recorded as 17:1. In comparing with the target value, it is observed that the actual value is slightly higher than the target one (12:1). It is decided to retain the current target as the new target benchmark for the next academic year. The actual benchmark is higher than the external one (13:1).	**12:1**
12	KPI-P-12	Percentage of teaching staff distribution.	**A: M. 45%, F. 55% C: Assist. P:47 %Assoc. P:41 % Prof.: 12 %**	**A: - C: Assist. Prof.: 56.0% Assoc. Prof: 36.29% Prof.: 7.7%**	**A: M. . 50% , F 50 % C: Assist. Prof.: 56.7%Assoc. Prof: 36.7% Prof.: 6.6%**	Regarding the percentage of teaching staff distribution based on gender, the actual values are balanced. The results of the distribution percentage of faculty member in term of scientific rank, especially in Professor (7.7%) to the current academic year 43, show an increase comparing to the last year 42. However, it retain stable in percentage of Associate and assistant professor. However, not all the benchmark reached the target. The actual benchmark show an increase in rank of professor and associate professor and a decrease in assistant professor in comparing to the external benchmark of IAU.	**A: M. 45 %, F 55% Assist. P:47 %Assoc. P:41 % Prof.: 12 %**
13	KPI-P-13	Proportion of teaching staff leaving the program.	0 %	3.5 %	3 %	The results show increase of this performance indicator of the present year 43, compared to the last academic year 42. This KPI is higher than the target and lower the external one.	**0 %**
14	KPI-P-14	Percentage of publications of faculty members.	70 %	77.0 %	65.0 %	Results show an increase in the number of members of teaching staff having at least one refereed publication during the actual year. As well as, the number is higher than the target and also to the external benchmark.	**80%**
15	KPI-P-15	Rate of published research per faculty member.	1:4	1:5	1:3.7	Results show clearly increase in the number of refereed publications in international impacted journals per full time equivalent teaching staff in the academic year 43 compared to 42. Furthermore, the actual value is higher than the target (4) and external benchmark (1.6).	**1:5.5**
16	KPI-P-16	Citations rate in refereed journals per faculty member.	12:1	21:1	11:1	Results show highly increase in the number of citations in refereed journals per full time equivalent faculty members in the academic year 43 compared to 42. Furthermore, the actual KPI No. is higher than the	25:1

						target one (12), while is less than the external benchmark (74).	
17	KPI-P-17	Satisfaction of beneficiaries with the learning resources.	4.0	4.14	3.95	The results show an increased rate (4.14) of the beneficiaries' evaluation with learning resources during the academic year 43 compared to 42 and reached the target (4) and external benchmark (4.15).	4.2
18	KPI-P-18	Number of research groups	2	5	0	The actual value surpassed the previous year and target value.	**5**
19	KPI-P-19	Number of research projects	17	15	15	Total Number of research projects supported annually is 15 (10 in male and 5 and female sections). The results show that the number of research projects that close the target and that of the last year 42. It is clear that most of the faculty members have obtained funding research projects from Jouf University.	**17**
20	KPI-P-20	Student activities	40 %	54 %	36 %	It is clear that about the percentage of students increased in the actual year comparing to the last year and the target one. The number of participants is higher in male section (73%) than in female section (34%).	**55%**
21	KPI-P-21	Satisfaction of beneficiaries with the vision, mission and targets of the program	4.2	4.3	4.14	The results of this KPI were collected from the survey related to the beneficiaries, this indicator was achieved by a good enough percentage as the actual benchmark was **4.3** which is higher than the target and the last year 42.	**4.4**
22	KPI-P-22	Percentage of student' graduation projects that are related to environment	80 %	90 %	75 %	High number of student's graduation projects are related to environmental issues (90%). The number increased compared to the previous year 42 and to the target.	**95%**

Comments on the Program KPIs and Benchmarks results :

Among the evaluated 22 KPIs, 15 KPIs were exceeded the internal Benchmark values with the percentage of 68.1% of the KPIs. The exceeded KPIs were related to the program's operation plan objectives (KPI-P-01) and student evaluation and satisfactory with the courses (KPI-P-03) and learning resources (KPI-P-17) in addition to the satisfaction with the mission and vision of the program (KPI-P-21) and student activities (KPI-P-20) as well as the satisfaction of the employers with the graduates proficiency (KPI-P-09). The KPIs related to the scientific research were also exceeded the Benchmark such as the KPIs of the citation rate in the referred journals (KPI-P-16) and the number of the research groups in the program (KPI-P-18).

-Generally KPIs show general improvement in program performance. The KPIs which was not achieved the target will be given special attention to overcome the defects.(more details explained in attached KPIs report1443).

5. Analysis of Program Evaluation

(including strengths, Areas for Improvement:, and priorities for improvement)

Strengths :

students are satisfied with the help and support provided to their education.
students are satisfied with the resources for educational support.

Areas for Improvement:

- ✓ Encourage students to participate in professional and/or national exams by intensifying the workshops and training courses.
- ✓ Establishing many student extracurricular activities within the program and encouraging students to participate in them.

Priorities for Improvement:

- ✓ Improve Alumni committee to support the graduate's student employment and follow up their feedback.
- ✓ Invite more companies and business-persons in the employment forum

G. Difficulties and Challenges Faced Program Management

Difficulties and Challenges	Implications on the Program	Actions Taken
Female faculty rooms are few in the female student campus	The effect on the reception of students during office hours and counsel	Using a meeting room to receive students for academic counseling and using electronic counseling and the Blackboard program to answer students' questions
Some higher ranking need urgent in female section	Work overload on current faculty	Requesting increment of female faculty from higher ranking (full professor)
Some difficulties in mentorship for excellent as well as struggling students in addition to the usual academic support and supervision.	Weakness in specific mentorship for excellent students like to the usual academic support and supervision for struggling students.	Training faculty on mentorship skills system
Some nonfunctioning tools i.e., projectors, screens.. as a result of naturally using in class rooms	Nonfunctioning tools i.e., projectors, screens lead to weakness in class activities	Supporting the teaching process by improving audiovisual tools (projectors, screens..) and improving faculty personal tools (computers, laptops..)

*Internal and external difficulties and challenges

H. Program Improvement Plan

No.	Priorities for Improvement	Actions	Action Responsibility	Date		Achievement Indicators	Target Benchmark
				Start	End		
1	**Improve** Completion rate.	Increase the success rate of students as well as improve rank categories for students	**Staff members and students**	September 2022	June 2023	**Results and ranks reports each semester**	75%
2	LOs Target value	Elevate LOs Target value, Use effective learning strategies and appropriate assessment methods.	**Staff members and students**	September 2022	June 2023	Program LOs Report	75%
3	Development activities of staff	Increase participation in	Program committee	September 2022	June 2023	Annual development	70%

	members	scientific lectures, workshop and seminars improving staff members skills				activities report	
4	Scientific Publication rate	Increase publication per program staff member	**Staff members**	September 2022	June 2023	Publication rate	80%
5	Community service	Increase participation in workshop and seminars serving the community	Program committee	September 2022	contin uously	Annual Community service Plan application report	75%
6	Increase the Employment opportunities for Biology graduates.	studying needs of labor market.	Program committee	September 2022	June 2023	Annual report	60%
7	update teaching strategies in lab.	Improve the student skills in lab.	**Staff members**	September 2022	June 2023	Program LOs Report	70%
8	Students must contact their academic advisors and faculty members during academic guidance schedule and office hours**.**	Increase the success rate of students as well as improve rank categories for students	academic advisors, Staff members	September 2022	June 2023	Results and ranks reports each semester	80%
9	Improve Alumni committee to support the graduate's student employment and follow up their feedback.	Invite more companies and business-persons in the employment forum	Program committee	September 2022	June 2023	Annual report	60%

I. Report Approving Authority

Council / Committee	Dr. Barakat AlRashidi
Reference No.	3rd Council/ 1444
Date	Held on Monday 16/2/1444 AH

J. Attachments :

- **A separate cohort analysis report for male and female sections and for each branch** Annex
- **A report on the program learning outcomes assessment results for male and female sections and for each branch (if any** PLO 1443 **)**
- **A report on the students evaluation of program quality** (Evaluation)
- **Independent reviewer's report and other survey reports ((**Evaluation alumni, employers) **if any)**