

Trend Analysis

KPI-P- 01 (Percentage of achieved indicators of the program operational plan objectives).

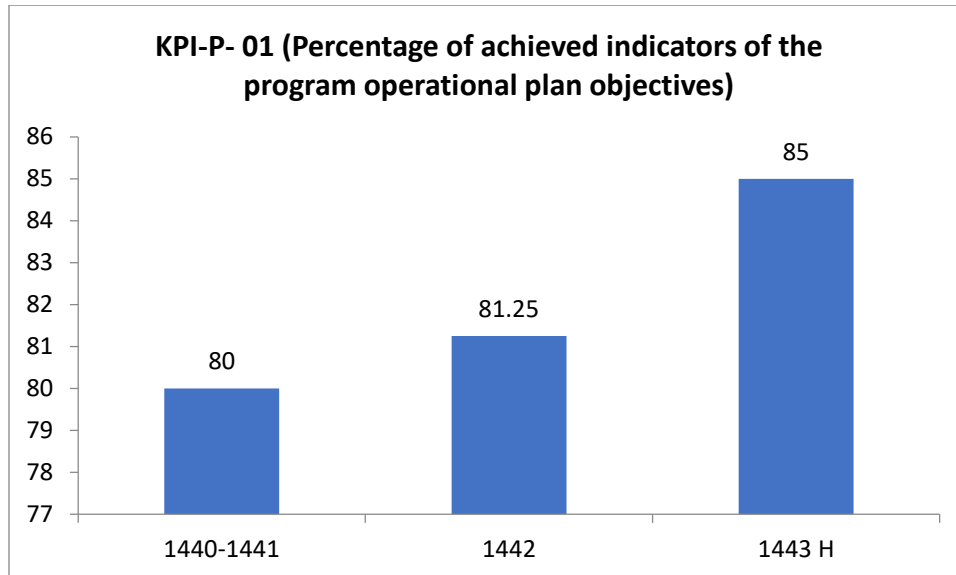


Figure 1: Percentage of achieved indicators of the program operational plan objectives

- **Analysis**

The results show an increase in the Percentage of achieved indicators of the program operational plan objectives in the academic year 43 compared to the last two years, which may be rendered to the continuous application of the program operational plan objectives.

- **Causes:** The indicators approach to archive the program plan's objectives: This is due to working hard to implement most of the program's operational plan items and increasing in some indicators mentioned in this report.
- **Effect:** The increase in some indicator's ad intensify affects the achievement of the operational plan's objectives.

Strength points

The percentage of achieving the program's operational plan for the current year has increased over the past two years

Reinforcement plan

Work to achieve more achievements included in the program's operational Plan

Weakness points Not found

Improvement plan Not found

KPI-P- 02 (Students' Evaluation of quality of learning experience in the program)

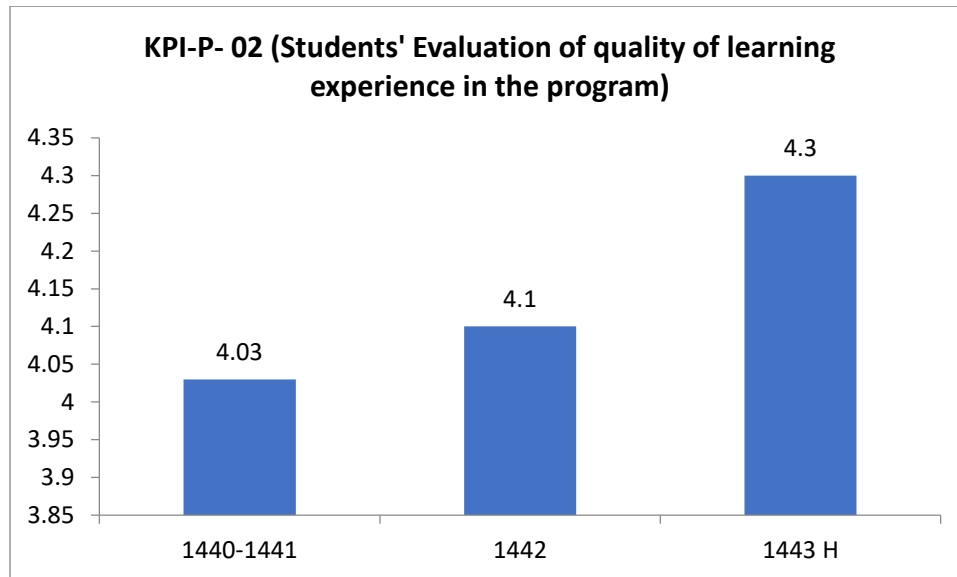


Figure 2: The Students' evaluation of quality of learning experience in the Program at the University level.

- **Analysis**

Student evaluation of the quality of learning experiences in the program is reported as 4.3 for academic year 43. The results show considerable increase in Students' overall evaluation of the quality of their learning experiences compared to the two previous years.

- **Causes:** As a result of the increase and intensification of awareness campaigns for students, it has up surged students' experience of learning outcomes in the program.
- **Effect:** Increasing students' awareness and experience of learning outcomes in the program

Strength points: The Students' Evaluation of quality of learning experience in the program for academic year 43 has increased over the last years

Reinforcement plan: Providing more educational services to program students to increase awareness of students from year to year.

Weakness points: Not Found

Improvement plan: Not Found

KPI- P- 03 (Students' evaluation of the quality of the courses)

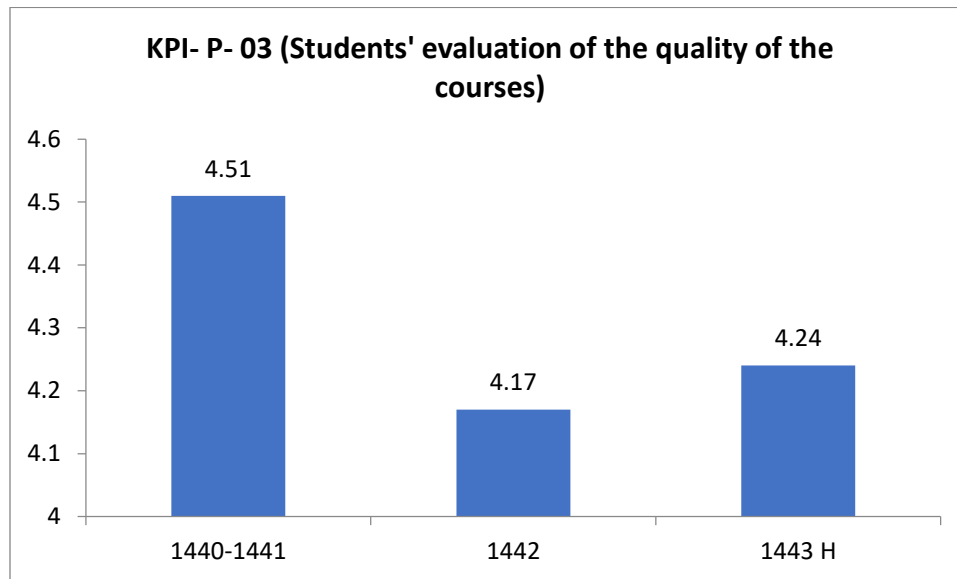


Figure 3: The Students' evaluation of the quality of the courses in the Program at the University level.

- **Analysis**

Students' evaluation of quality of course in the biology program for academic year 43 at the University level is **(4.24)**. As it clear that the students' evaluation of quality of course in the program in the University level considerably higher than the last year (4.17).

- **Causes:**

Increased student satisfaction with the quality of the curriculum and therefore higher student assessment index for the quality of the courses.

- **Effects:**

Faculty members' interest in the quality of courses offered to students, increasing student satisfaction with the quality of courses

Strength points The Students' evaluation of the quality of the courses for the current year has increased over the past years

Reinforcement plan

Faculty members continue to provide the finest and best courses to maintain the high index rate.

- Providing more guidance to educate students about the quality of the courses in the program

Weakness points Not Found

Improvement plan Not Found
KPI- P – 04 (Completion rate)

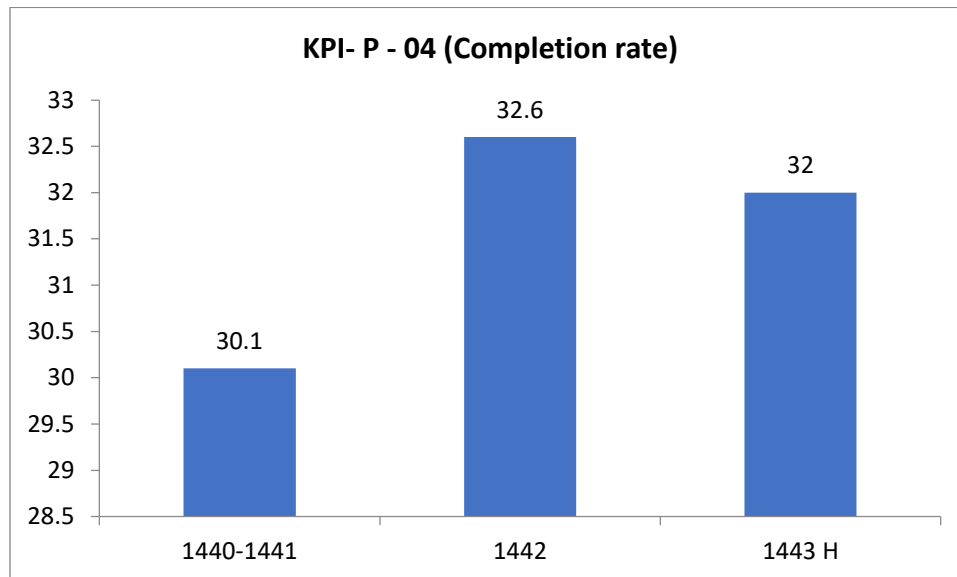


Figure 4: Students' evaluation of the quality of scientific supervision in the Program

- **Analysis**

The results show that the number of students who entering the undergraduate program and successfully complete in minimum time for academic year 43 (32) are slightly decreased compared to the last academic year (32.6).

- **Causes:** Some students stumbled into the program and did not complete the program within the prescribed period. Indeed, the study on line during the coronavirus pandemic (year 42) contributed to higher success for students.
- **Effect:** Students hardly pass all level courses and decrease of the completion rate index

Strength points: Not Found

Reinforcement plan: Not Found

Weakness points The Percentage of undergraduate students who completed the program in the minimum period for the current year has decreased over the past two years

Improvement plan

- Motivate students to study and take the necessary measures to raise the level of students and activate the role of the academic advisor.
- Encouraging students to progress and complete their studies within the specified time

KPI- P – 05 (First-year students retention rate)

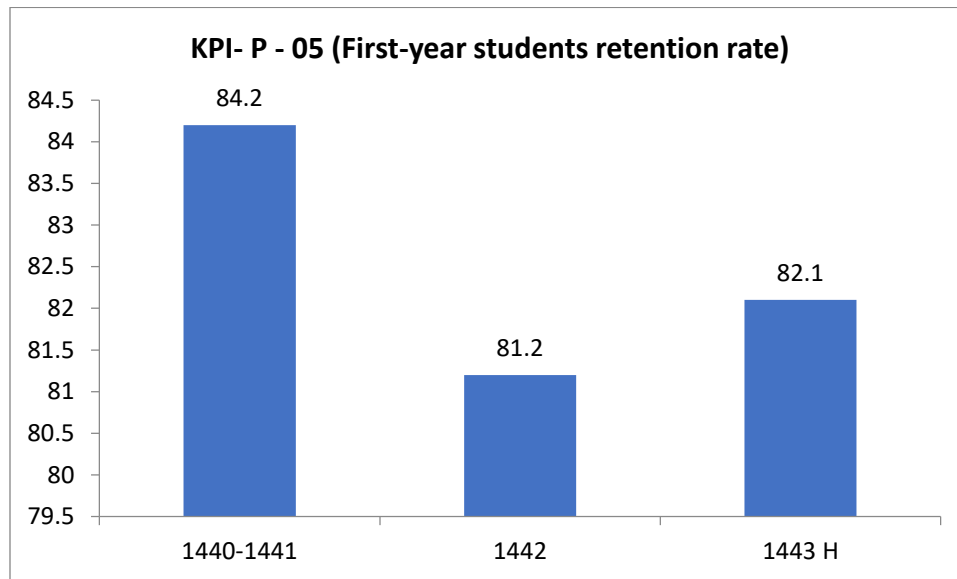


Figure 5: First-year student's retention rate.

- **Analysis**

The results show that the number of students who enter the program and successfully complete first year increased for academic year 43 (82.1) compared to the last academic year (81.2). However, the number of students who enter the program and successfully complete first year was high for academic year 41 (84.2)

- **Causes:**

- Increasing the interest of faculty members and academic advisors in encouraging students to study diligently, succeed, and complete the First-year within the prescribed period, which led to an increase in students' awareness and diligence. Indeed, the study on line during the coronavirus pandemic (year 41) contributed to higher success for students.

- **Effects:**

Increase of the index of number of first-year students who continue in program for the academic year 43.

Strength points: The average number of students who successfully completed the first year for the academic year 43 has improved over the past year.

Reinforcement plan: More encouraging students to enroll in English courses to improve their level and facilitate their study.

Weakness points: Not found

Improvement plan; Not found

KPI- P – 06 (Students' performance in the professional and/or national examinations).

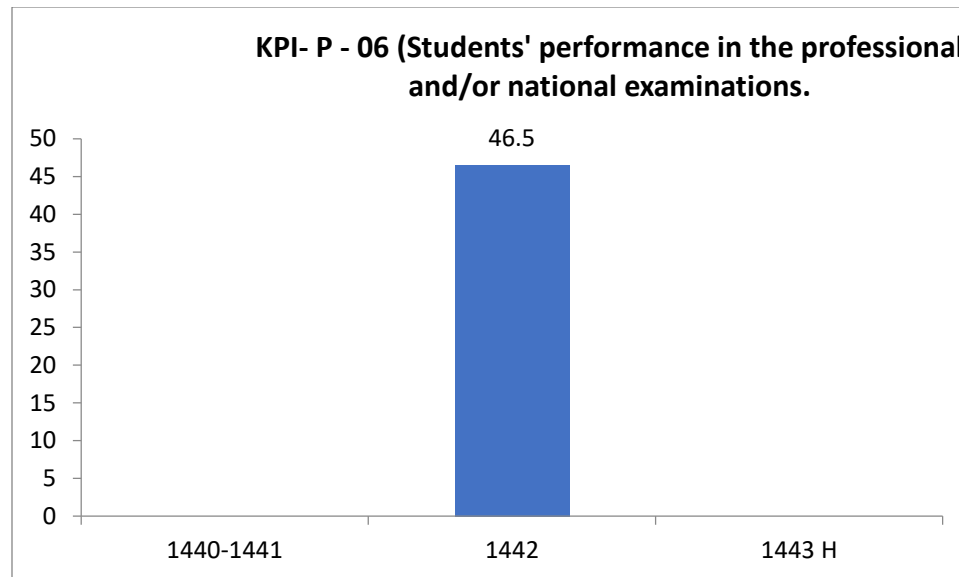


Figure 6: Students' Performance in the professional and/or national examinations

- **Analysis**

The results show the proportion of graduates from undergraduate programs who are enrolled in the national exams, the indicator was registered for the academic year 42 only, and its value was (46.5). The value of the indicator measurement for academic year 41 is not available. As for the academic year 43, the data about employment and professional national exams have not been recorded yet, and we are waiting to be sent and added to calculate the indicator for the academic year 43.

- **Cause:** Lack of awareness among students of the importance of professional national exams.
- **Effect:** The students will not be able to enrols in the national exams.

Strength points; Not found

Reinforcement plan; Not found

Weakness points: The Students' performance in the professional national examinations for the academic year 41& 43 has not detected.

Improvement plan

- Develop and enhance student performance in professional national examinations

- Develop an alumni unit to support them and follow up on their activities.
- Support the graduated student with some specialized high-level training courses that help to raise the employment opportunities for our graduated students.

KPI- P – 07 (Graduates’ employability and enrolment in postgraduate programs)

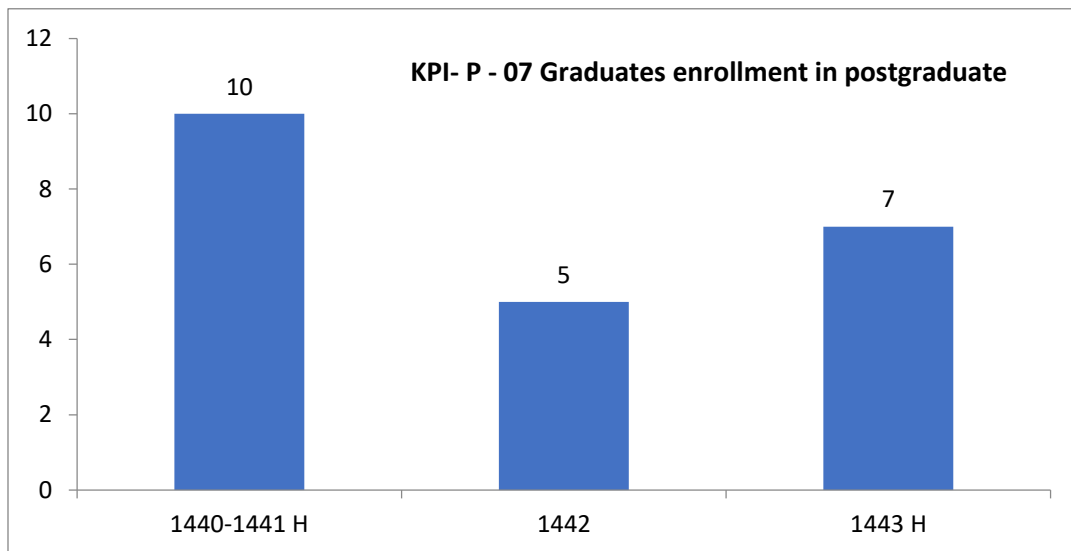
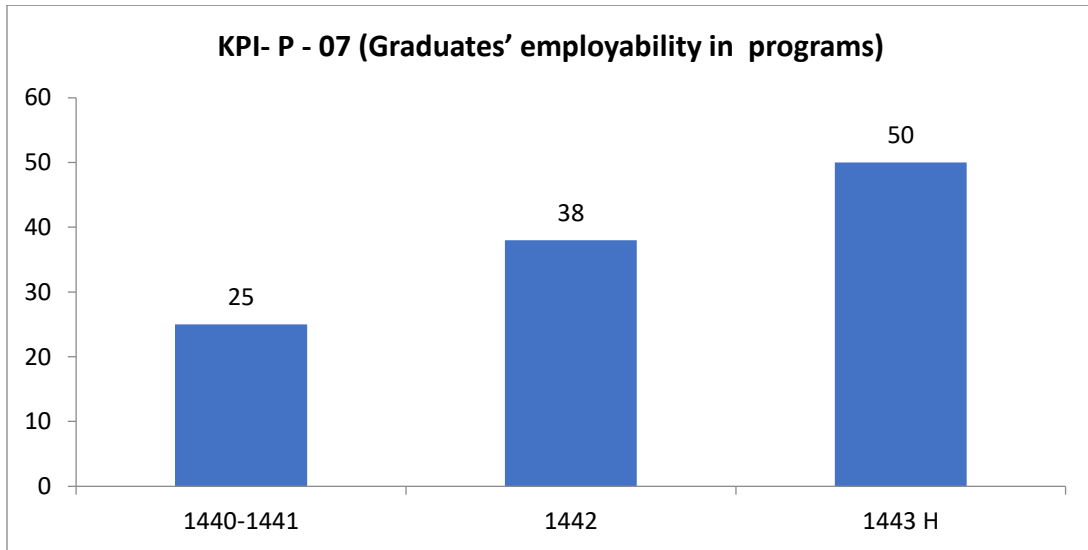


Figure 7: Graduates’ employability and enrolment in postgraduate programs.

- **Analysis**

The results show that the proportion of graduates from undergraduate programs who are employed (50% in academic year 43) increased compared to the last year 42 & 41 (38 &

25). The graduate number enrolled in the graduate program of the program increased (7%) in academic year 43 compared to 5% of the last year.

The graduate's enrollment in postgraduate recorded 7% for academic year 43, which higher than the last year (5%).

Causes: The proportion of employment increases is an accordance with the KSA vision 2030 and the Kingdom is moving towards the settlement of many jobs, especially the government.

- The high number of males employed is due to the fact that many companies and institutions rely more on the male component and avoid employing women because they have family commitments that may be hampered by their working fully.

- The postgraduate study is available in the Department of Biology only in female section to provide sufficient female students that is unavailable in male section.

Effect : Increase the number of graduate students who are employed and the increase in the enrollment in postgraduate studies.

Strength points:

- High number of males and females employed in many companies and institutions.
- The Graduates' enrolment in postgraduate programs has encouraged and increased.

Reinforcement plan

- Invite more companies and business-persons in the employment forum
- Opening the postgraduate program and enrolling students in male section.

Weakness points Not found

Improvement plan Not found

KPI- P – 08 (Average number of students in the class)

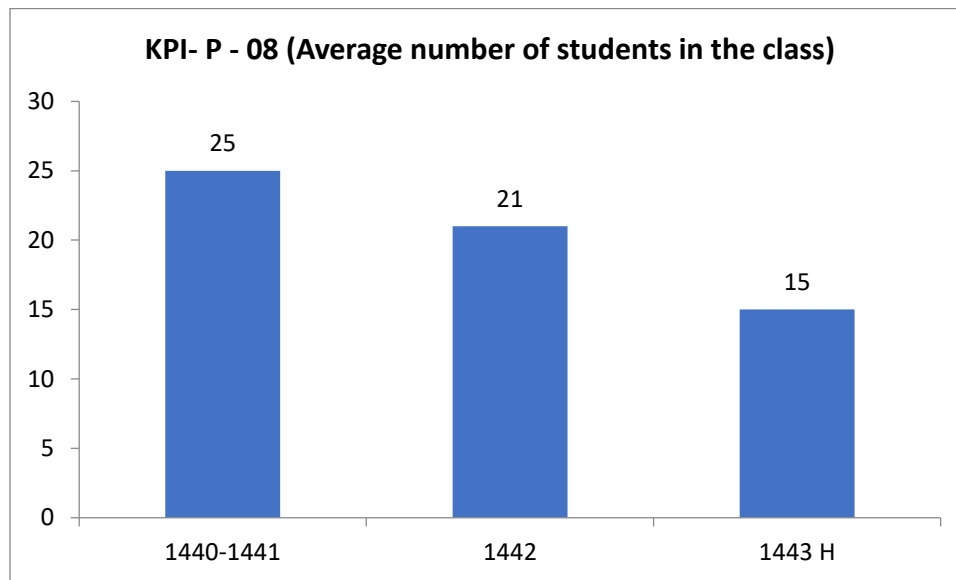


Figure 8: Average number of students in the class

Analysis

- The results of the index of the average number of students per class recorded a significant decrease for the academic year 43 compared to the previous two years 42 and 41, and this is good evidence because the fewer the number of students in the classroom, the lower the density of students, the better the ventilation, and the better the accommodation of students.
- **Causes:** With the increase in the number of students for the academic year 43, the number of classrooms has also increased, and hence the average number of students per classroom has decreased
- **Effect:** Increase the number of students enrolled in the program and the number of classrooms thus decrease the average number of students in the classrooms.

Strength points

The average number of students in the class for the academic year 43 has decreased over the past year.

Reinforcement plan

Decreasing the number of students in the class.

Weakness points Not found

Improvement plan Not found

KPI- P – 09 (Employers' evaluation of the program graduate's proficiency)

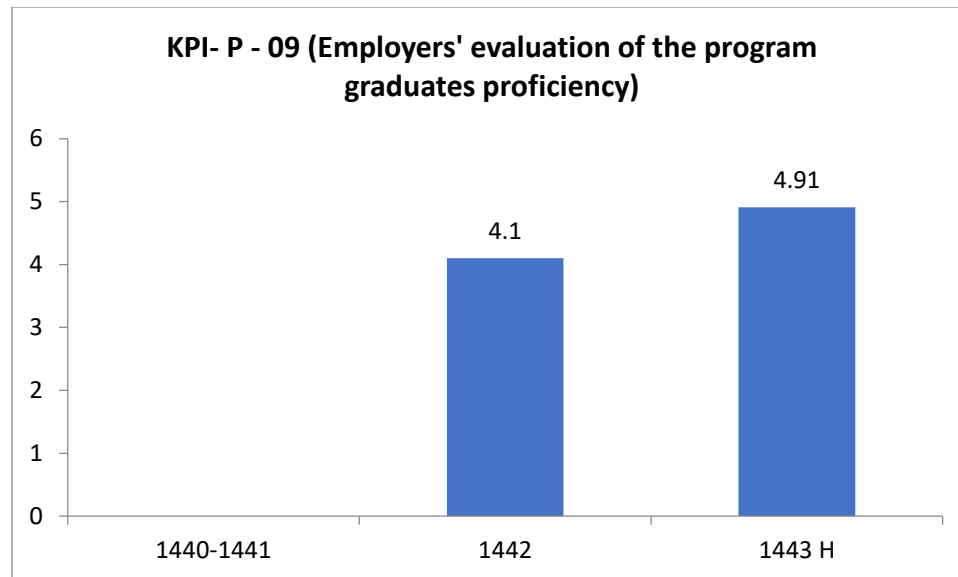


Figure 9: Employers' evaluation of the program graduate's proficiency.

- **Analysis**

The results show that the evaluation of the employers' efficiency of the program's graduates at the academic year 43 (4.91) is higher than the previous academic year 42 (4.1). The value of the indicator for academic year 41 is not measured.

- **Causes:** Increase the efficiency of program graduates and their coverage of most requirements and areas of the labor market and increase employers' satisfaction with the efficiency of program graduates.
- **Effect:** High employer satisfaction rate for program graduates

Strength points

The Employers' evaluation of the program graduate's proficiency for the academic year 43 has high value, in the last year was low and year 41 was not recorded.

Reinforcement plan

Work to increase the efficiency of the graduates of the program to match the requirements of employers.

Form a committee from the unit to follow the graduates in their jobs and find out the extent the institution's satisfaction with the graduate level.

Increase the number of meetings with students, even those who did not graduate to encourage them Communication with school owners and factories in the fields of graduate work.

Weakness points Not found

Improvement plan Not found

KPI- P – 10 (Students' satisfaction with the offered services)

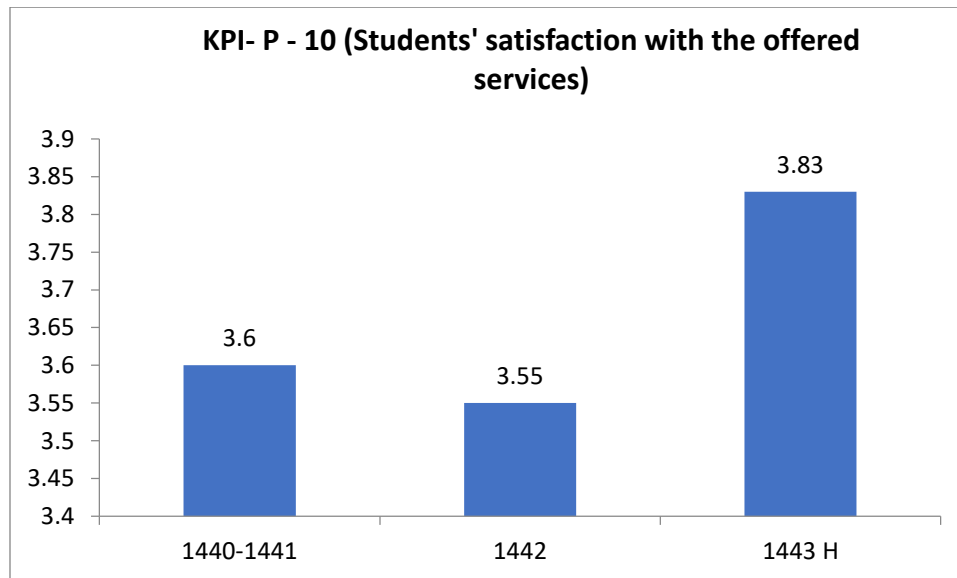


Figure 10: Students' satisfaction with the offered services.

- **Analysis**

The results show adequacy of the student's evaluation of offered services increase in the rating during the academic year 43 (3.83) compared to 42 (3.55), that may be rendered to the continuous improvement in the provided services.

- **Causes:** As a result of the further improvement of the quality of services provided to students and therefore higher student satisfaction with the services provided to them.
- **Effect:** High level of student satisfaction with the program's student services. Most service requirements that help the student to move forward in the program are available, the quality of service helps me to move forward effectively in the program

Strength points

The students' satisfaction with the offered services for the academic year 43 has increased over the past two years

Reinforcement plan

Increasing the quality of student services provided to increase student satisfaction with them.

Weakness points Not found

Improvement plan Not found

KPI- P – 11 (Ratio of students to teaching staff)

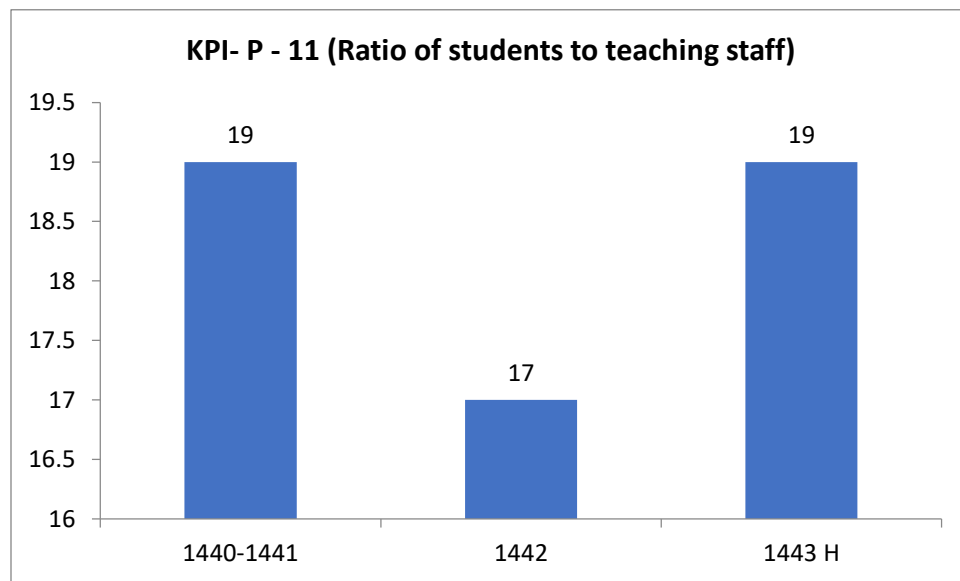


Figure 11: Ratio of students to teaching staff.

- **Analysis**

The actual result (in academic year 43 performance) indicates that the ratio of students to teaching staff at Biology program is **19:1**. Specifically, it is recorded as one teaching staff for 19 students in the department. While observing the last year (42), it is recorded that the ratio of students to teaching staff is recorded as 17:1.

- **Causes:** Increased number of students enrolled in the program and termination of contract with a number of faculty members resulting in higher indicator.
- **Effect:** Higher student ratio indicator relative to the number of teaching staff
- **Strength points** Not found

Reinforcement plan Not found

Weakness points

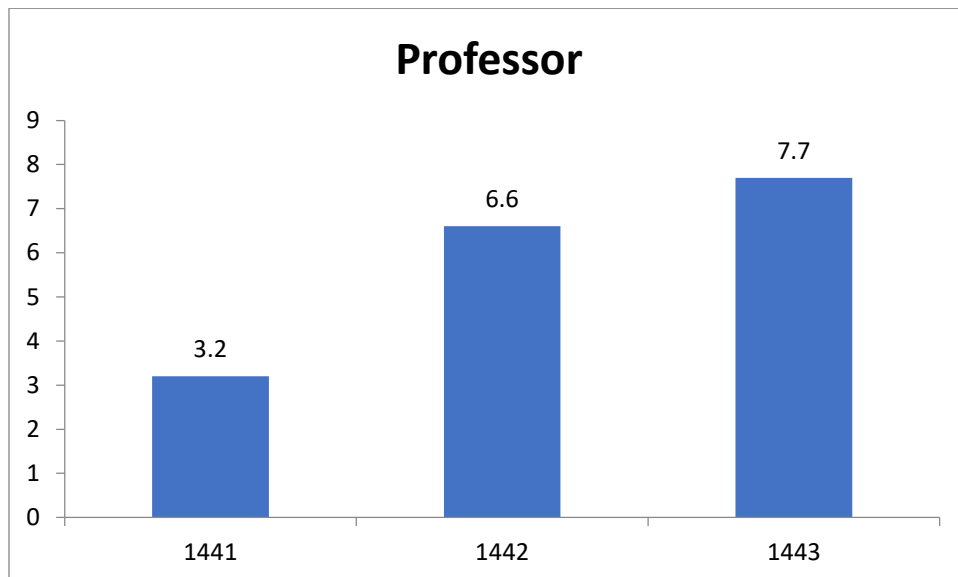
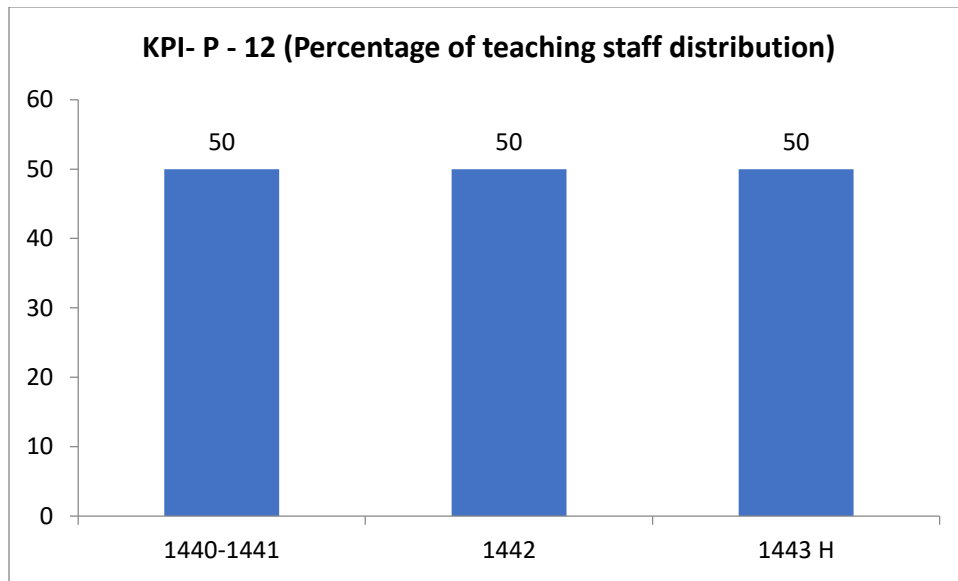
The ratio of students to teaching staff for the current year has increased above the past two years

Improvement plan

- The college management needs to plan an appropriate students-teaching staff ratio depending on the students' admission rate especially in the Female section of Biology department.

- It is recommended to sign a contract with external benchmark partner to compare actual results of the biology department with similar programs both at the national or international level.
- The availability of a sufficient number of faculty members and the diversity of their academic ranks to suit the needs of the program” is considered an opportunity for improvement.

KPI- P - 12 (Percentage of teaching staff distribution)



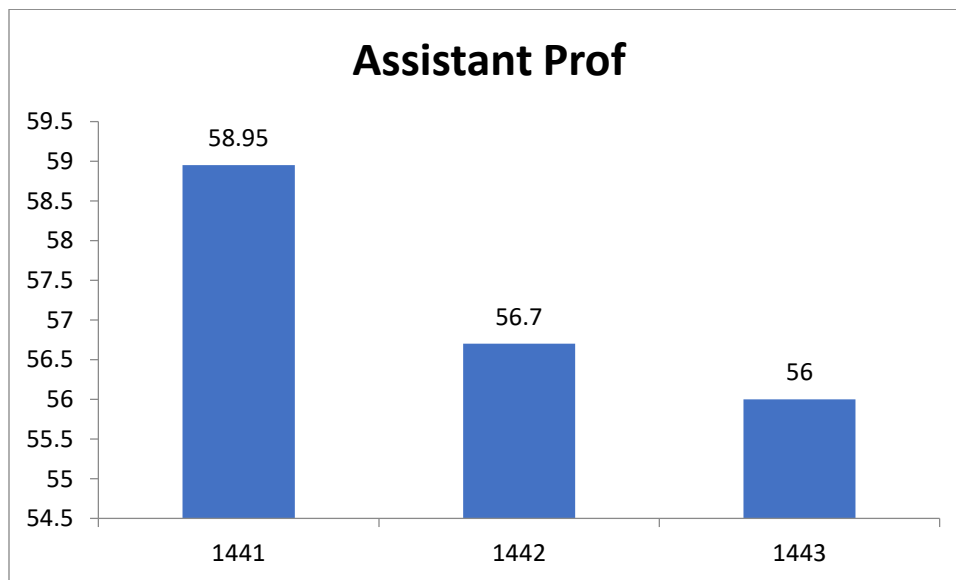
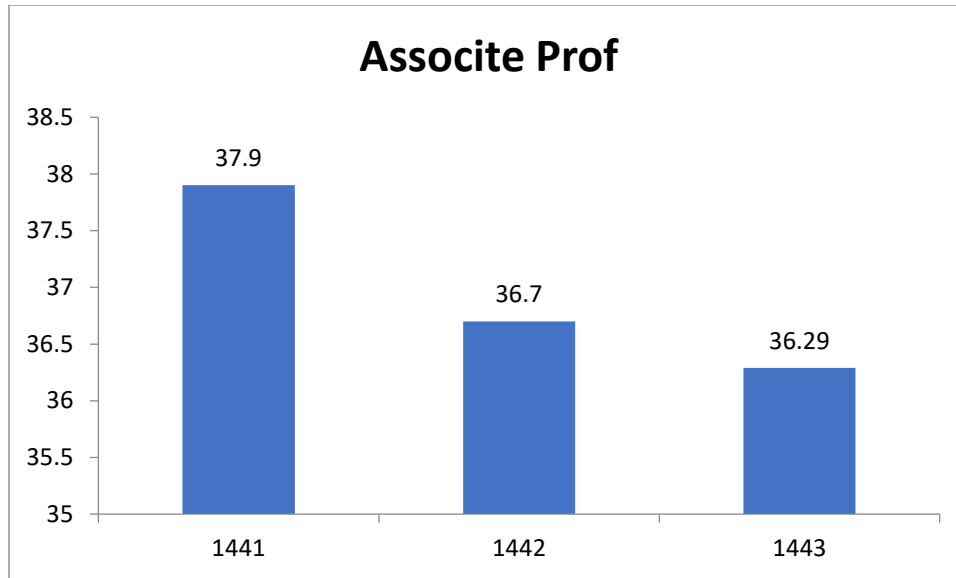


Figure 12: Percentage of teaching staff distribution.

- **Analysis**

The results of the distribution percentage of faculty member in term of scientific rank, especially in Professor (7.7%) show an increase in academic year 43 comparing to the last year 42 (6.6%). However, it shows a decrease in percentage of Associate professor (36.9) and assistant Professor (56%) to the academic year 43.

- **Causes:** As a result of the departure of a number of faculty members, the percentage of professors has increased, and the percentage of assistant professors has decreased as a result of the departure of number of assistant professors, thus decreasing the proportion of associate professors.
- **Effect:** An increase in the distribution of faculty staff in term of scientific rank especially in Professors.

Strength point

The Percentage of teaching staff distribution for the academic year 43 has nearly equaled the past two years.

Reinforcement plan

Many assistant professors should be encouraged to be associate professors. Some Associated professors should also be promoted to be professors to get balanced pyramid for the ranks of the staff members. It is also advised to recruit professors when new recruitment is considered. However, the collective percent of staff ranks in the program looks somehow balanced.

Weakness points Not found

Improvement plan Not found

KPI- P - 13 (Proportion of teaching staff leaving the program)

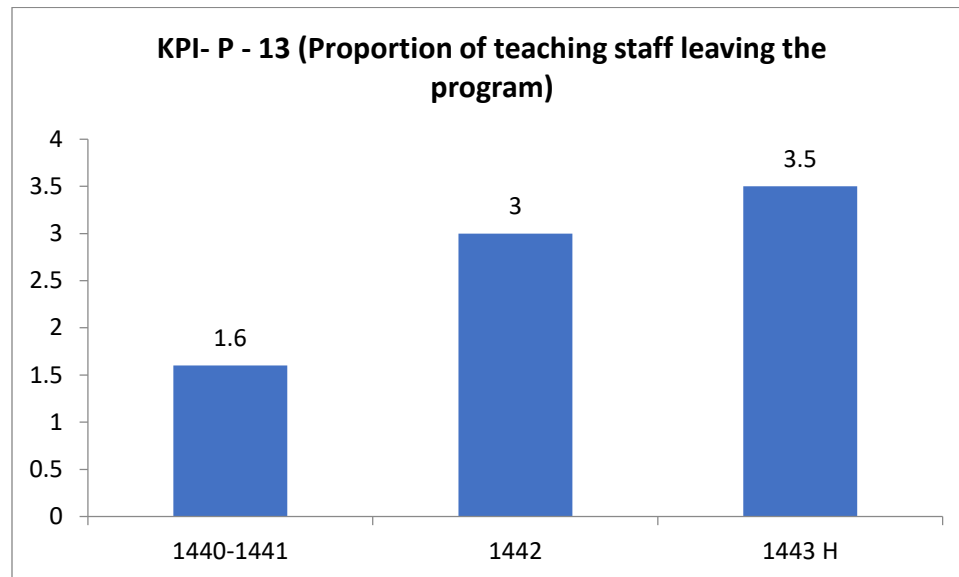


Figure 13: Proportion of teaching staff leaving the program.

- **Analysis**

The results show increase of this performance indicator of the academic year 43 (3.5), compared to the last academic year 42 (3).

- **Causes:** The departure of the faculty is due to the expiration of the period allowed to be contracted by their original universities.
- **Effect:** Increase the number of departures from the program and therefore must be compensated with a new teaching staff

Strength point Not found

Reinforcement plan Not found

Weakness points: The percentage of Proportion of teaching staff leaving the program for academic year 43 has increased over the last two years.

Improvement plan

Work on reducing the percentage of faculty members who use the program only by increasing members and explaining the program's features operational Plan.

No termination of contracting with faculty members and work to attract distinguished talent.

KPI- P - 14 (Percentage of publications of faculty members)

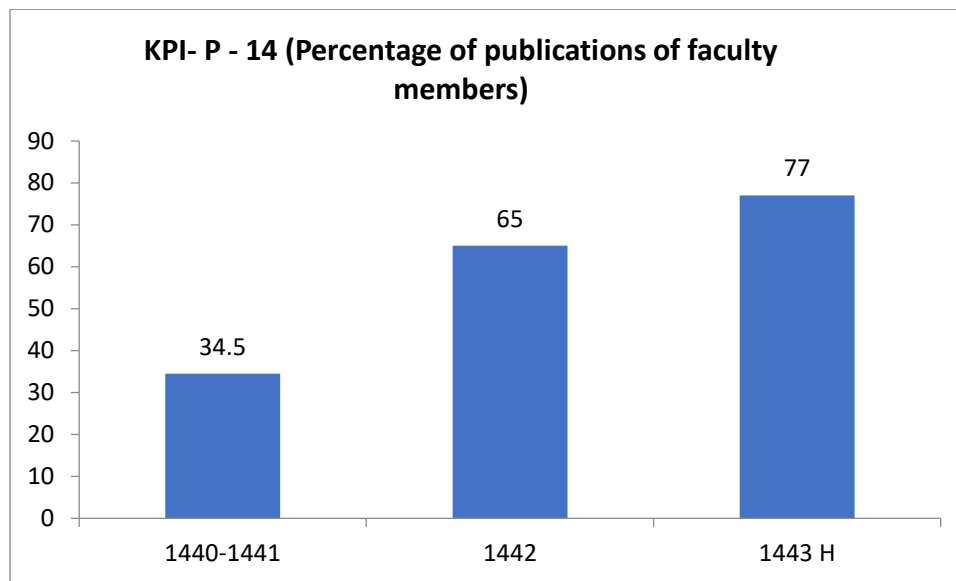


Figure 14: Percentage of publications of faculty members

- **Analysis**

The academic year 43 showed the highest percentage of publications of faculty members (77%), However, the years 42 and 41 showed the percentage of 65% & 34.5%.

- **Causes:** As a result of the continuous encouragement from the college and the program for scientific research and international publishing and the presentation of excellence awards and supported research projects, this has led to an increase in the percentage of research and scientific publishing.
- **Effect:** Increase of average percentage of research publication in international tribunal journals.

Strength point The Percentage of publications of faculty members for the academic year 43 has increased over the last years.

Reinforcement plan Work to encourage an increase in the rate of issuance of members of the tribunal and offer rewarding rewards for that.

Weakness points: Not found

Improvement plan: Not found

KPI- P - 15 (Rate of published research per faculty member).

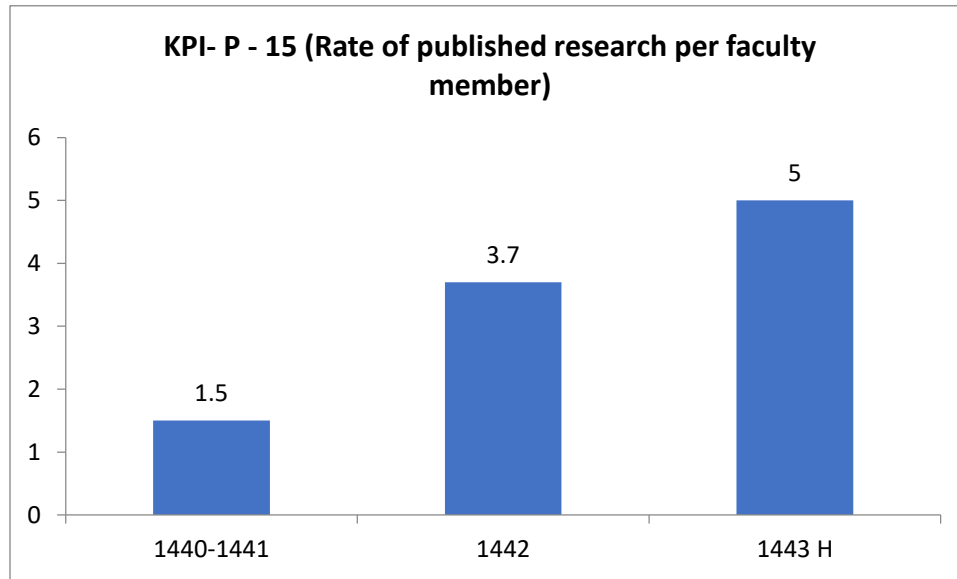


Figure 15: Rate of published research per faculty member

- **Analysis**

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 (5) compared to 42 (3.7) and 41(1.5).

- **Causes:** As a result of the continuous encouragement from the college and the program for scientific research and international publishing and the presentation of excellence awards and supported research projects, this has led to an increase in the percentage of research and scientific publishing.
- **Effect:** Increase of average percentage of research publication in international tribunal journals.

Strength point: The Rate of published research per faculty member for the academic year 43 has increased over the last years.

Reinforcement plan: Work to encourage an increase in the rate of issuance of members of the tribunal and offer rewarding rewards for that.

Weakness points Not found

Improvement plan Not found

KPI- P - 16 (Citation's rate in refereed journals per faculty member)

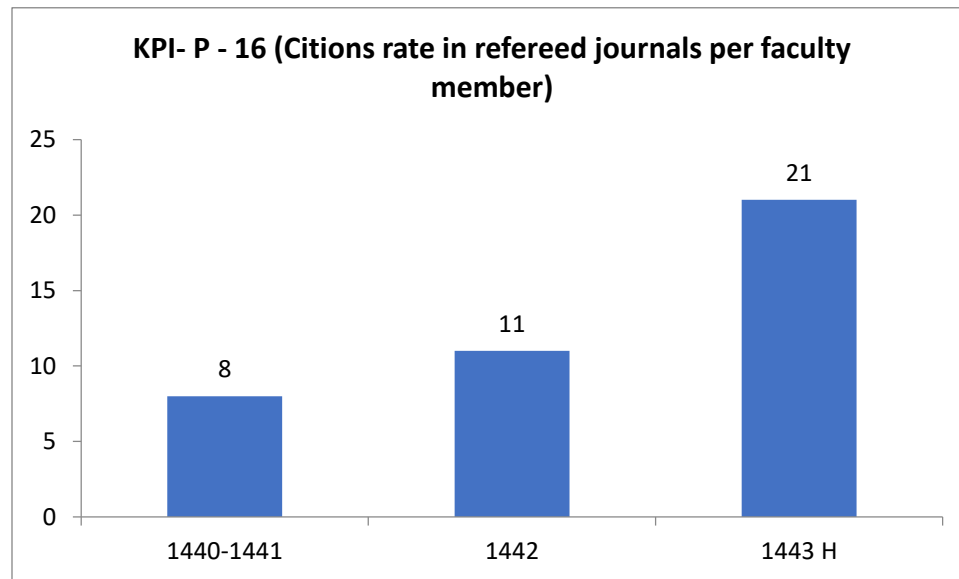


Figure 16: Citations rate in refereed journals per faculty member.

- **Analysis**

Results show respectable increase in the number of citations in refereed journals per full time equivalent faculty members in the academic year 43 (21) compared to 42 (11) and 41(8).

- **Causes:** As the scientific research published is of high scientific quality and published in Open access journals with a high impact factor, leading to a higher index.
- **Effect:** Faculty members are interested in conducting research and publishing it in refereed and international journals

Strength point

The percentage of Citation's rate in refereed journals per faculty member for the current year has increased over the past two years.

Reinforcement plan

Motivate the faculty members to improve more and more the citation rate in refereed journals by encouraging them to participate in projects and research groups supported by the University.

Weakness points Not found

Improvement plan Not found

KPI- P - 17 (Satisfaction of beneficiaries with the learning resources)

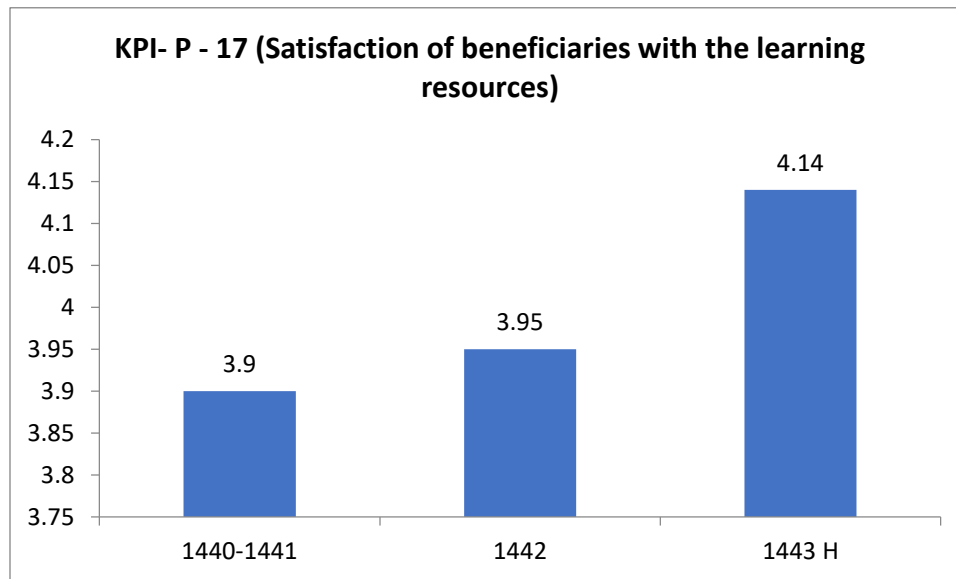


Figure 17: Satisfaction of beneficiaries with the learning resources.

- **Analysis**

The results show increase rate of the beneficiaries' evaluation with learning resources during the academic year 43 (4.14), which may be rendered to the continuous improvement in the provided services and increasing the accessible database/content.

- **Causes:** Reflects beneficiaries' awareness of learning sources and facilitate interaction with the digital library and various learning resources of the program.
- **Effect:** Increase the satisfaction of beneficiary with the program's learning resources

Strength point

The Satisfaction of beneficiaries with the learning resources for the academic year 43 has raised.

Reinforcement plan

Working to more increase the satisfaction of the beneficiaries about the learning resources and to provide suggestions and programs for the educational process.

Weakness points Not found

Improvement plan Not found

KPI-P-018 (Number of research groups).

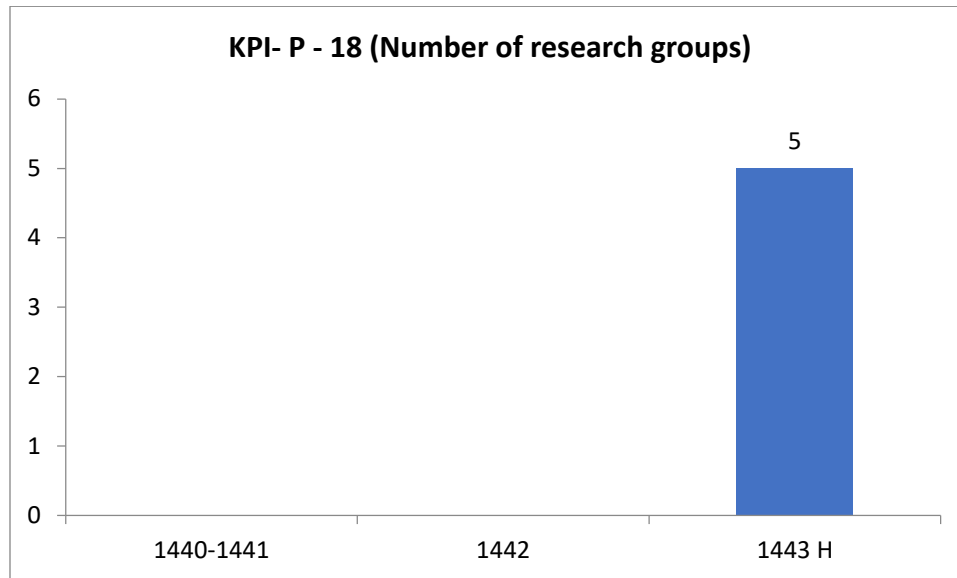


Figure 18: Number of research groups.

- **Analysis**

These groups allow the exchange of ideas through teamwork, as each research group contains more than one member who comes from a different school. In the academic year 43 number of research groups was 5. Comparing the two last years (41 and 42) there is no research groups in Biology program.

- **Causes**: Encouraging faculty members to form research groups

- **Effect** :Increase of research groups in program.

- **Strengths**

1. Exchange of ideas among members of the research group
2. Generate new ideas through discussions

- **Recommendations**

Increasing the number of research groups to include all members of the department.

Weakness points Not found

Improvement plan Not found

KPI- P - 19 (Number of research projects)

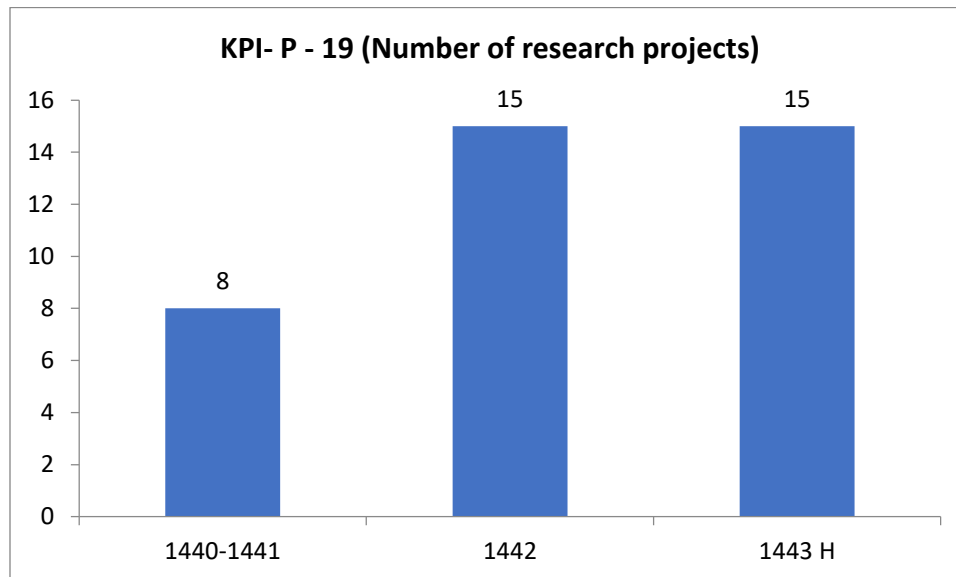


Figure 19: Number of research projects.

- **Analysis**

It is clear that most of the faculty members have obtained financially supported research projects from Jouf University. The results show that the number of research projects hasn't changed during the last two academic years 43 & 42 (15 in biology program). But the number of research projects increased over the academic year 41(8).

- **Causes:** Continuous encouragement for faculty members to participate in research projects in program. It seems that this number is specified by the Deanship of Scientific Research by budget allocated for Biology program.
- **Effect:** Increase the number of research project in the program.

Strength point

Encouraging researchers to put more effort into scientific production

Reinforcement plan

Working on increasing the number of research projects, submitting proposals to them, establishing a proposal bank, and implementing the appropriate ones.

Increasing financial support for research projects to match the costs of chemicals and analysis.

Weakness points Not found

Improvement plan Not found

KPI- P - 20 (Student activities).

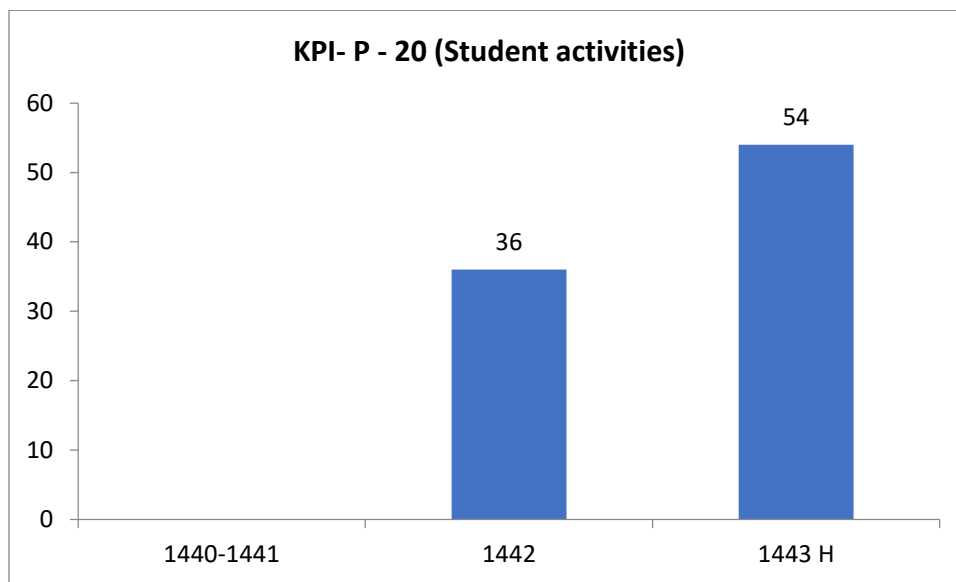


Figure 20: Student activities

- **Analysis**

It is clear that the percentage of student's activities increased in the academic year 43 (54) comparing to the last year 42 (36), but the percentage of student's activities not recorded for academic year 41.

- **Causes:** According to the traditions and customs of the Al Jouf city, male students are allowed to go to the field and participate in extra curricula activities, while not allowed for female students.
- **Effect:** Increase of the participation rate of students in extra-curricular activities.

Strength point

Encouraging students especially in female section to participate in extra-curricular activities.

Reinforcement plan

1- Establishing many student extracurricular activities within the program and encouraging students to participate in them

2- Announcing these activities to students in different ways to increase the number of participating students.

3- Educating students about the importance of participating in various activities in their public life

Weakness points Not found

Improvement plan Not found

KPI- P - 21 (Satisfaction of beneficiaries with the vision, mission, and targets of the program)

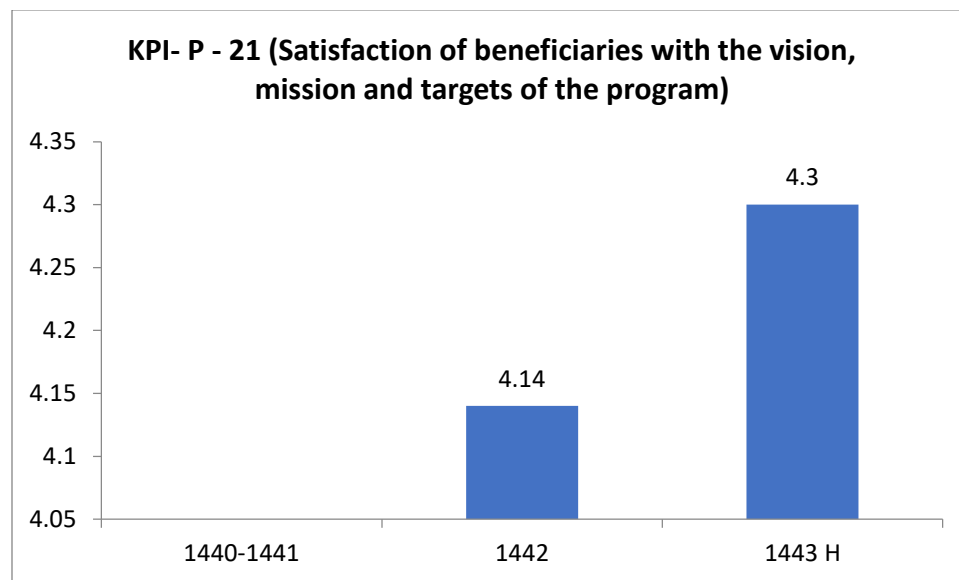


Figure 21: Satisfaction of beneficiaries with the vision, mission and targets of the program

- **Analysis**
- The results of this KPI were collected from the survey related to the Employers, this indicator was achieved by a good enough percentage. It is clear that this percentage of satisfaction of beneficiaries with the vision, mission of the Biology program increased in the academic year 43 (4.3) comparing to the last year 42 (4.14), but not recorded for academic year 41.
- **Causes**: Due to the full knowledge of the Employers on the program's target, vision and mission.
- **Effect**: Increased beneficiary satisfaction of the employers on the program's target, vision and mission.

Strength point

The percentage of Satisfaction of beneficiaries with the vision, mission of the Biology program for the academic year 43 has highly increased over the past two years

Reinforcement plan

Work to increase the satisfaction of the beneficiaries of the vision, mission, and objectives of the program in order to make questionnaires to assess the percentage of their satisfaction.

Weakness points Not found

Improvement plan Not found

KPI- P - 22 (Percentage of student' graduation projects that are related to the environment)

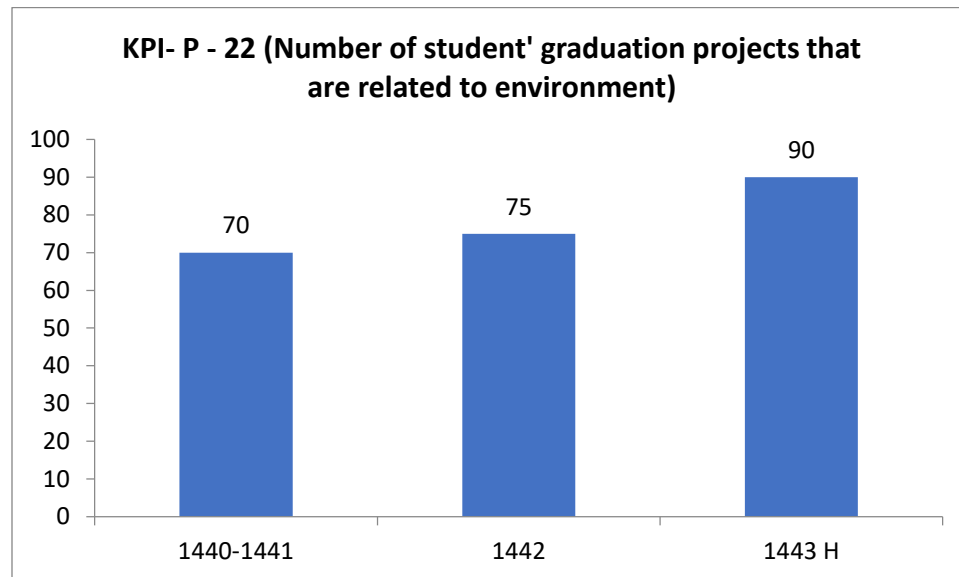


Figure 22: Percentage of student's graduation projects that are related to environment.

- **Analysis**

The percentage of students' graduation projects that are related to the environment for the academic year 43 has high value (90), the last two years 41 & 42 have values of 70 & 75.

- **Causes:** Due to the interest of supervisors of graduate projects in the need to align student projects with the environment.
- **Effect:** Increase of the graduate project related to the environment.

Strength point

The percentage of students' graduation projects that are related to the environment for the academic year 43 has high value that equal to the past two years.

Reinforcement plan

Working on increasing the number of students' graduation projects related to the environment, presenting proposals to them, establishing a proposal bank, and implementing the appropriate ones.

Weakness points Not found

Improvement plan Not found