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2020

Annual Program Report

Program Name:	Bachelor Science in Emergency Medical Sciences (BS-EMS)
Qualification Level:	Bachelor
Department:	
College:	Prince Sultan College for EMS / EMS Department
Institution:	KING SAUD UNIVERSITY
Academic Year:	2022-23 (1444 H)
Main Location:	Al Malaz Riyadh 12642
Branches offering the Program:	• ……None…………………………………….. • ……………………………………………….. • ………………………………………………..

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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
1. The university determined to have 3 semesters next academic year	VD Academic	May 2023		√	The University changed the academic education system to 2 semesters	We follow the University system
2. The skills of practical final exams must be hidden from all students before the exam and inform them the exam will be one of the skills that they have learned during the semester	Program director and main instructor	May 2023	√			
3. Enhancement of skill tracking capability utilizing the software FISDAP for all students in clinical and field exposures	Field training Unit	May 2023	√			
4. Emergency Vehicle Operations Course (EVOC)	Community Unit	May 2023		√	The course is planned and under processing	We will follow our plan for next year
5. Students should have their training with SRCA	Field training Unit	May 2023	√			

B. Program Statistics

1. Students Statistics (in the year concerned)

No.	Item	Results
1	Number of students who started the program	66
2	Number of students who graduated	52
3	Number of students who completed major tracks within the program (if applicable)	
	a.	-
	b	-
	c.	-
4	a. Number of students who completed the program in the minimal time	52
5	a. Percentage of students who completed the program in the minimal time (Completion rate)	78.8%
6	Number of students who completed an intermediate award specified as an early exit point (if any)	
7	Percentage of students who completed an intermediate award specified as an early exit point (if any)	
Comment on any special or unusual factors that might have affected the completion rates:		

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Student Categories / Years		Total cohort enrollment	Withdrawn	Retained till year end	Not passed	Passed	Passing rate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	M	66	7		7	52	
	F	0	0		0	0	
	Total	66	7	59	7	52	78.8%
Two Years Ago	M	52	0			52	
	F	0	0			0	
	Total	52	0	52		52	100%
Last Year	M	52	0			52	
	F	0	0			0	
	Total	52	0	52		52	100%
Current Year	M	52	0			52	100%
	F	0	0			0	0
	Total	52	0	52		52	100%

Comments on the results:
- University provides flexibility for the students to move during the second year from one specialty to another, so the students move to other colleges
- All students in the second year faced a lots of challenges during the pandemic of COVID and distance learning which may affected in their results.
- Results look satisfactory as we are able to retain all the students from 2ndyear onwards

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

3.Analysis of Program Statistics
(including strengths, areas for improvement, and priorities for improvement)

Strengths :
- Since the curriculum is promising, excellent and accredited by national and international bodies which strengthens the theoretical knowledge and the practical skills
- The Clinical and field training is excellent, which also strengthens the learning of the students
- The College has excellent faculty team to support the students learning along with the student club to outreach for the community training
-

Areas for Improvement:
- Improvisation of the building infrastructure, and the facility
- To procure new equipment at skill labs
- Student services for printing, copying and binding

Priorities for Improvement:
- Procure pediatric equipment for the skill labs
- Student services for printing, copying and binding

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				
1.1	**Describes** the Anatomy, Physiology and Pathophysiology of the human body	• Multiple Choice Questions	75 %	90.19
1.2	**Defines** the principles of public health, safety, epidemiology and statistics	• Descriptive Essays • Viva Voce Examination	75 %	85.24
1.3	**Discusses** the responsibilities of an emergency medical professional in EMS operations, rescue, mass gathering, and disaster events	• Multiple Choice Questions • Descriptive Essays	75 %	91.23
1.4	**Describes** the fundamentals of prehospital critical and intensive care practice	• Viva Voce Examination • Simulated scenarios	75 %	84.53
Cognitive Skills				
2.1	**Formulates** a working clinical impression based on patient assessment findings, anatomy, physiology, pathophysiology, and nature of illness/mechanism of trauma	• FISDAP Skill tracking • Multiple Choice Questions • Descriptive Essays • Viva Voce Examination • Simulated Scenarios • OSCE	75 %	85.08
2.2	**Analyzes** the knowledge of infant and child anatomy, physiology, pathophysiology, and epidemiology to the assessment, management of neonatal and pediatric patients	• Multiple Choice Questions • Descriptive Essays • Viva Voce Examination • Simulated scenarios	75 %	84.14
2.3	**Applies** the fundamentals of education, research, and leadership to teach, mentor and manage EMS professionals based on recent evidences.	• Multiple Choice Questions • Descriptive Essays • Viva Voce Examination • Research Project • Seminar presentation	75 %	90.54
2.4	**Integrates** the principles of geriatric, female and psychiatric emergency care to the assessment and management of neonatal and pediatric patients	• Multiple Choice Questions • Descriptive Essays • Viva Voce Examination • Simulated scenarios	75 %	84.00
2.5	**Formulates** a working clinical impression based on patient assessment findings, anatomy, physiology, pathophysiology, and nature of illness/mechanism of trauma	• FISDAP Skill tracking • Multiple Choice Questions • Descriptive Essays • Viva Voce Examination • Simulated Scenarios • OSCE	75 %	93.82
Interpersonal Skills and Responsibility				
3.1	**Practices** as an autonomous Emergency Care Professional within the framework of scope of practice, legal, and ethical requirements.	• Multiple Choice Questions • Descriptive Essays • OSCE • Simulated Scenarios • Direct observation	75 %	90.13
3.2	**Displays** the professional behavior including but not limited to integrity, empathy, self-motivation, appearance, personal hygiene, self-confidence, communications, time management, teamwork, diplomacy, respect, patient	• FISDAP Skill tracking • Seminar Presentation • Multiple Choice Questions • Descriptive Essays • OSCE	75 %	96.17

	advocacy, and careful delivery of service	• Simulated Scenarios • Direct observation		
3.3	**Serves** as a role model in personal wellness and safety in EMS practice	• FISDAP Skill tracking • Multiple Choice Questions • Descriptive Essays • Viva Voce Examination • Simulated Scenarios • OSCE	75 %	91.54
Communication, Information Technology, Numerical				
4.1	**Communicates** effectively with patients, relatives, and health care provider's in order to improve the health of patient, EMS personal and the community	• Direct observation • Seminar Presentation • Multiple Choice Questions • Descriptive Essays • OSCE • Simulated Scenarios • FISDAP Skill tracking	75 %	81.43
4.2	**Calculates** the drug doses, drug volume, and infusion rate of pharmacological agents in a given situation	• Multiple Choice Questions • Descriptive Essays • OSCE • Simulated Scenarios • Direct observation	75 %	81.65
4.3	**Documents** professionally the patient assessment, treatment, and transport	• Multiple Choice Questions • Patient care report writing • OSCE • Simulated Scenarios • FISDAP Skill tracking • Direct observation	75 %	86.83
Psychomotor				
5.1	**Demonstrates** proficiency to perform a comprehensive history taking and patient assessment to form clinical impression and treatment, disposition plan in a given patient scenario	• Viva Voce Examination • Simulation Based • Assessment • OSCEs • Direct Observation • FISDAP Skill Tracking	75 %	99.35
5.2	**Provides** emergency medical care and safe transport to appropriate facility for the sick and injured, based on an assessment and the formulated field impression in order to reduce morbidity and mortality and improve overall health of the patient	• Viva Voce Examination • Simulation Based • Assessment • OSCEs • Direct Observation • FISDAP Skill Tracking	75 %	84.38
5.3	**Demonstrates** advanced airway management, oxygenation, and ventilation and trauma care skills while performing assessment and management of all age groups	• Viva Voce Examination • Simulation Based • Assessment • OSCEs • Direct Observation • FISDAP Skill Tracking	75 %	88.20
5.4	**Performs** advanced cardiovascular life support skills, 12 lead ECG interpretation and appropriate management	• FISDAP Skill Tracking • Viva Voce Examination • Simulation Based • Assessment	75 %	83.50

5.5	**Administers** emergency medications in a safe and aseptic method through enteral and parenteral routes	• Viva Voce Examination • Simulation Based Assessment • OSCEs • Direct Observation • FISDAP Skill Tracking	**75 %**	**71.83**

Comments on the Program Learning Outcome Assessment results.

• Overall all PLOs have achieved the desired target except PLO # 5.5 because in one of CLO linked with this PLO has not achieved the target CLO# 5.5.2 is only 43%.
  ○

* 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)

2. Analysis of Program Learning Outcomes Assessment
(including strengths, Areas for Improvement:, and priorities for improvement)

Strengths :

• Out of 20 PLOs, 95% of all PLOs are achieved its target satisfactorily.

Areas for Improvement:

To track and reevaluate all the CLO# 5.5.2 that causes PLO# 5.5 dropped and not achieved its target.

Priorities for Improvement:

• Reassess all the PLOs again
• Reassess all the CLOs again especially which was not achieved

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
None			

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
None			

3. Result Analysis of Course Reports

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

Strengths :
• Good relation between the instructor and the students • Students' interactive • Smooth knowledge delivery • Effective lecture's management was noticeable
Areas for Improvement:
• Practical part in labs • Use of medications
Priorities for Improvement:
• College lectures are better than online, but students must take online sessions to be familiar with such mode of study. • Use of Black Board for assignments and grades.

E. Program Activities

1. Student Counseling and Support

Activities Implemented	Brief Description*
Academic counseling and support	A total of 33 students in all semesters got academic counseling. Academic counseling sessions with their academic supervisor, regarding academic, social and medical problems. The academic supervisors provided support and advices to solve the students obstacles. Also, 3 students were sent to head of the unit for more advising and support.
Comment on Student Counseling and Support **	
We recommend to have a counselor visit our college from the university hospital on every fortnight	

* including action time, number of participants, results and any other statistics.

** including performance evaluation on these activities

2. Professional Development Activities for Faculty and Other Staff

Activities Implemented	Brief Description*
1- Supervising of postgraduate students	This course is for senior faculty at the college to develop skills to monitor the fellowship students
2- Effective university teaching	This course is for all new faculty who joins the program after completing their PhD and rejoins the college at university
3- Evaluation of learning outcomes and electronic tests	This course is for all teaching staff as it is very important to assess and evaluate students based on the learning outcomes provided by the program

4- Using modern technologies in teaching	To understand and learn about the use and implement the modern technology
5- Program accreditation standards	This course is for the faculty and staff who are participating in national accreditation
6- Quality Surveys, KPls and Benchmarks	This course gives the knowledge about the surveys and KPIs that is helpful in preparing different types of surveys required and KPI selection criteria to assess, evaluate and analyze.
7- Course Specification and report	These courses are very helpful in preparing specifications and reports required by NCAAA
8- Assessment of learning outcomes for programs and courses	
9- Program specification and Report	
10- Preparation for Accreditation Panel Group	
11- Assessment of learning outcomes for program	
12- Self-discovery and management	
13- Self-Study Report	
14- Administrative empowerment	
Comment on Professional Development Activities for Faculty and Other Staff **	

- There are many courses have attended by most of the faculty and other staff.
The complete list is attached as an evidence. Only few activities mentioned above.
- All newly joined teaching staff should take these courses to understand the teaching and learning activities and also the criteria to get the accreditation requirement.

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

3. Research and Innovation

Activities Implemented	Brief Description*
Peer reviewed research articles	During the academic year of 1444 H (30-July-2022 till 18-July-2023): - 17 research articles published by 7 assistant professors or above - The total number of refereed and/or published research to the total number of full-time or equivalent faculty members during the year is 2.5
Citation rate in refereed journals	- The total number of citations in refereed journals from published research for full-time or equivalent faculty members to the total research published is 37
Comment on Research and Innovation **	

- The actual rate for the total number of refereed and/or published research to the total number of full-time or equivalent faculty members during the year is lower than the last academic year (2.5 in 1444 H vs. 3.3 1443 H). The reason could be contributed to the fact that 10 articles of the 17 published ones were shared by 2 or more faculty member.
- Our rate in this year is still above the targeted benchmark which is 2.

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

4. Community Partnership

Activities Implemented	Brief Description*
National day-KSU	23 Sep 2022

	The Student found the National Day an opportunity to spread its awareness message of first aid and cardiopulmonary resuscitation by participating in a special pavilion in the event organized by the students' club to raise health awareness for community members. The event was held in the main campus in the university
National day-PSCEMS	24 Sep 2023 Celebrating National Day at Prince Sultan bin Abdulaziz College for Emergency Medical Services and presenting some of the topics, including the establishment of the Kingdom of Saudi Arabia, the emergence of emergency medical services in Saudi Arabia, the need of Saudi society for emergency medical services, the global development of emergency medical services and the achievements of Prince Sultan bin Abdulaziz College for Medical Services Emergency
First aid and cardiopulmonary resuscitation course	In 2023 First aid and cardiopulmonary resuscitation course In different place for the residents of the city of Riyadh.13 first semester courses, 17 second semester courses, and one course, third semester
Induction day for 443 students	In 2023 Induction day for 443 students Day at Prince Sultan bin Abdul-Aziz College for Emergency Medical Services and presenting some of the topics.
Introductory exhibition for university faculties	In 2023 Introductory exhibition for university faculties at Prince Sultan bin Abdul-Aziz College for Emergency Medical Services and presenting some of the topics
Scientific part EMT explanation of the material	2023 the same day, a first aid and cardiopulmonary resuscitation course was held for the students
I am the best paramedic	First aid and cardiopulmonary resuscitation course
Qualifying emergency medical services specialists for the labor market	In pursuit of the student in the college to provide its services to all members of society, we had to provide a special course
Responsibility Day participate in Social	Day and date of the event: 2023 The school embraces the pioneers of the future of this country, and given the students' ability to disseminate what they learn on a larger scale, the Student Club set the goal of providing first aid and cardiopulmonary resuscitation courses among its goals to achieve the ultimate goal of spreading its awareness message and reaching all members of society
Breakfast fasting	The day and date of the event: 2023 In continuation of the student club's endeavor to go to schools to spread awareness of first aid and cardiopulmonary resuscitation, coordination was made with schools.
Sports and adventure tourism – Vision Economic	The fact that the school embraces the pioneers of the future of this country, and given the students' ability to disseminate what they learn on a larger scale, the Student Club set the goal of providing first aid and cardiopulmonary resuscitation courses among its goals to achieve the ultimate goal of spreading among specific area.
Participation in the Ibdaa Science and Engineering Exhibition, which was held at the King Abdulaziz and His Companions Foundation for Giftedness and Creativity (موهبة)	Feb 2023 In continuation of the student club's endeavor to go to schools to spread awareness of first aid and cardiopulmonary resuscitation, coordination was made with King Abdulaziz and His Companions Foundation for Giftedness and Creativity-Damam
In the Community Relations Unit	AHA Courses courses were held during the 2022-2023 academic semester

	BLS, ACLS, PALS

Comment on Community Partnership **

PSCEMS statement: the specialization of emergency medical services has a humanitarian role represented in preserving lives and preventing the deterioration of the condition of the sick and injured, the faculty and students of Prince Sultan bin Abdulaziz College for Emergency Medical Services find it their responsibility towards their community to spread the culture of health and physical safety, prevention of diseases and injuries, how to deal with emergency cases and provide first aid and cardiopulmonary resuscitation until advanced emergency services arrive.

Statistics for provided Activities:
- **12 - events**
- **541 - volunteers**
- **48935 - beneficiaries**
- **232 -voluntary training hours**
- **300 – visitors**
- **67 trainers**

* 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 :
- Our rate in this year is still above the targeted benchmark which is 2
- Community unit outreach program is excellent, always the top priority

Areas for Improvement:
- We recommend to have a counselor visit our college from the university hospital on every fortnight
- Faculty development program should be encouraged more

Priorities for Improvement:
- Counselor visit to council the students
- Faculty development program

F. Program Evaluation

1. Evaluation of Courses

Course Code	Course Title	Student Evaluation (Yes-No)	Other Evaluations (specify)	Developmental Recommendations
EMS 211	Emergency Medical Technician	Yes	-	• Increase labs
EMS 212	EMS Communications and Documentation	Yes	-	• Study this course in Arabic
EMS 213	Anatomy and Physiology for Emergency Care	Yes	-	• Practical part • Explaining on manikin or seeing the organs in natural reinforces the information more
EMS 221	Introduction to Advanced Emergency Care	Yes	-	• Increase the lectures
EMS 222	EMS Pulmonology and Airway Management	Yes	-	• To teach only by one instructor • More practical

Course Code	Course Title	Student Evaluation (Yes-No)	Other Evaluations (specify)	Developmental Recommendations
EMS 223	Patient Assessment	Yes	-	• The practical aspect should be given more attention than the theoretical one
EMS 224	EMS Medications	Yes	-	• Nothing
EMS 226	Pathophysiology for Emergency Care	Yes	-	• Nothing
EMS 227	Clinical Practice – 1	Yes	-	• Activate some stations with specialists and access to study schedule before choosing the training day to know the appropriate times
EMS 311	Medical Emergencies in EMS	Yes	-	• Divide this course into two semesters • Putting medicines and doses for each lecture
EMS 312	EMS Cardiology	Yes	-	• More practical • Increase time to cover the course
EMS 313	Public Health and Safety for Paramedics	Yes	-	• Providing a book or slides for the course
EMS 314	Clinical Practice – 2	Yes	-	• Improve coordination with hospital officials • Create a paper for hospital, and adjust the criteria for grading for the new term system
EMS 321	Trauma Emergencies in EMS	Yes	-	• 1 subject 1 teacher • Increase practical and interactive lectures
EMS 322	Mental Health and Special Considerations	Yes	-	• Increase labs
EMS 324	Clinical Practice – 3	Yes	-	• Make it more than one day a week • Reduce the number of patients needed
EMS 411	Neonatal and Pediatric Emergencies	Yes	-	• More practical • Adding Clinical practices in newborns sections at Hospitals
EMS 412	EMS Operations and Rescue	Yes	-	• Nothing
EMS 413	Clinical Decision Making	Yes	-	• Give more materials for this course
EMS 414	Mass Gathering and Disaster Management	Yes	-	• To have clinical hours
EMS 415	Clinical Practice – 4	Yes	-	• Application in the children's department at the tenth level
EMS 421	Critical and Intensive Care Practice	Yes	-	• You let the subject take it early, not near graduation • It's too long

Course Code	Course Title	Student Evaluation (Yes-No)	Other Evaluations (specify)	Developmental Recommendations
EMS 422	EMS Education	Yes	-	• Nothing
EMS 423	EMS Research and Evidence Based Practice	Yes	-	• Nothing
EMS 424	EMS Management and Leadership	Yes	-	• Nothing
EMS 425	Clinical Practice – 5	Yes	-	• Coordinate with the hospitals before enough period
EMS 426	Mass Gathering Field Practice	Yes	-	• Reduce the number of shifts to 10 shifts • Should focus on hajj and umrah

2. Students Evaluation of Program Quality

Evaluation Date : April 2023	Number of Participants: 37
Students Feedback	**Program Response**
Strengths: • Some lecturers • Field application at an early stage of the program	• overall all domains including quality of learning experience is more than 70% and we will try to maintain the standards in future.
Areas for Improvement:: • The internship year • The building, the appendices, the location of the college, • The facilities are worse than the bad. There are no umbrellas + there are no groceries, not even coffee.	• Will work and supervise more on internship year and facilities in upcoming year. Also will raise the issue to the higher management
Suggestions for improvement: • Improving the student's internship year • Providing a suitable environment + appointing qualified faculty members and not appointing Saudis just because they are Saudis	• Will communicate with internship unit to make sure high quality of learning during this period. • More specialized EMS faculty (PhD holders) would be joining in coming years to deal with this issue

* Attach report on the students evaluation of program quality

3. Other Evaluations

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

Evaluation method : Employer Survey Online	Date: Oct 2023	Number of Participants : 4
Summary of Evaluator Review		**Program Response**
Strengths: • 100% the graduates meet the competencies of entry level paramedic cognitive, psychomotor and affective domain.		Will continue monitor and keep tracking students

Points for Improvements::	The program work in aspect of solving
• One response from employer pointed for need of improvement in documentation and in the area of pharmacology •	any issue raised by the employer. This will be raised in departmental meeting to overcome.
Suggestions for improvement • Start clinical training in early level •	The program has already starting students clinical shifts starting from first year of the program

* Attach independent reviewer's report and stakeholders' survey reports (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	Percentage of achieved indicators of the program operational plan objectives	100%	92.6	–	This was the last year in 5 years strategic planned objectives of the operational plan and we achieved satisfactorily. The things which not completed yet are under process to complete it soon and we may achieved all 100% by the end of new academic year.	100%
2	Students' Evaluation of quality of learning experience in the program	90%	4 (79%)	–	As compare to previous year this year got reduced in the level of achieving the target. May be because students have not got sufficient opportunity to fulfil their expectations because of three semesters made by the university. We will keep the same target for the next year.	90%
3	Students' evaluation of the quality of the courses	90%	4 (80%)	–	This year we lacked behind in achieving the target but it is minimal. The main reason for this is three semesters made by the university and students have not got sufficient time to learn the courses.	90%

					Before what the students were learning in 16 week, because of three semesters they have completed in 11 weeks. Will keep the same target for next year.	
4	Completion rate	90%	89.66%	–	As compare to last year result, this year we have similar percentage of students graduating in the minimum required time without any failure or delay. We will keep the same target to monitor and maintain it in upcoming year.	90%
5	First-year students retention rate	90%	78%	–	This year we got declined by 10% because some of the students dropped out and not completed the courses completely and few students have transferred to the other health care profession in the university. We will keep monitoring the same target in next.	90%
6	Students' performance in the professional and/or national examinations	100%	96.6%	–	This year we declined the achieved target around 3% because of two students have not attended the examination. we would keep the same target for next year.	100%
7	Graduates' employability and enrolment in postgraduate programs	a.100% b.0	a.69% b.2.2	–	We noticed a significant drop in this KPI this year as compared to last year. Because this achievement is only in three months after the graduation, actually it is quit satisfactory that around 70% students have got the job opportunity.	a.100% b.0

8	Average number of students in the class	Theory class 1:30 Laboratories: 1:15	Theory class 1:30 Laboratories: 1:6	–	As previous year the current ratio achieved the target both in theory classes and the laboratories. Next year we are planning to increase the target from 1:6 to 1:15 because of new policy of the university.	Theory class 1:30 Laboratories: 1:15
9	Employers' evaluation of the program graduates proficiency	100%	5 (100%)	–	Based on the employer survey 100% of our students meet the proficiency of the program in all the domains and we will keep the target benchmark as 100% for the future	100%
10	Students' satisfaction with the offered services	85%	3.7 (73.5%)	–	As compare to last year, this year as well we achieved the same level. But we would like to see more improvement in future to fulfill all requirement to satisfy student's needs.	85%
11	Ratio of students to teaching staff	Theory: 30:1 Practical: 15:1	Theory: 11:1 Practical: 6:1	–	The current ratio shows the same level of achievement but as per the new policy from the university we might increase the target from 11:1 to 15:1 in the next academic year.	Theory: 30:1 Practical: 15:1
12	Percentage of teaching staff distribution	a. Male-100% b. N/A c. Prof: 5%, Asst.P 15% Asso.P 30% Lecturer 40% Researcher 10%	a. Male-100% b. N/A c. Prof: 11.1% Asso Prof- 27.8% Asst.Prof- 16.7% Lecturer -33.3%		This year the percentage of teaching staff distribution, the number of assistant and associate professors based on the number of PhD holders are increased. And some associate professors got promoted to professor and some assistant Professor got promoted to	a. Male-100% b. N/A c. Prof: 5%, Asst.P 15% Asso.P 30% Lecturer 40% Researcher 10%

#	Indicator	Benchmark	Actual		Analysis	New Benchmark
			Reseacher-11.1%		Associated professors based on the rules abide the university for promotion	
13	Proportion of teaching staff leaving the program	0	0	–	The program is always retaining faculty to the maximum and this year we achieved the required target and we would keep the target benchmark to the same as previous year.	0
14	Percentage of publications of faculty members	100%	100%	–	The university benchmark for teaching staff is 1 publication per year however; it is also a faculty Evaluation criterion from the university and we would like our faculty to be active and to publish at least one research per year.	100%
15	Rate of published research per faculty member	2	2.5 Assistant professor and above	–	There are 17 research articles published by 7 assistant professor or above. Of which, 10 research articles were shared by 2 or more faculty members. Keeping the same benchmark target is considered again excellent target to ensure rapid participation of staff in the research activities.	2
16	Citations rate in refereed journals per faculty member	10	37	–	The actual number of benchmark achieved this year reached (37) this is based on all full time teaching staff. We would keep the same target benchmark to maintain the status.	10
17	Satisfaction of beneficiaries with the learning resources	90%	4.3 (86%)	–	During this year as well we achieved the same target as	90%

				before. We would increase The benchmark 90% and to continue the annual orientation and training.	

Comments on the Program KPIs and Benchmarks results :

- Most of the KPIs are at the same level as of previous year and seen much improvement. It may be because of three semester period abide by the university and all students have not got sufficient time work on including teaching and non-teaching staff.
- The percentage of teaching staff distribution; the number of assistant and associate professors based on the number of PhD holders are increased and some faculty got promoted as per rules and regulation from the university.
- This year no faculty left the program and the program retained all the faculty to the maximum to maintain the target benchmark
- The research center in the college encourage the faculty to be active and to publish at least one research or publication per year and we always have achieved it
- The Quality committee trying their best to maintaining the overall the target benchmark of 90% and above
- Based on the employer survey 100% of our students meet the proficiency of the program in all the domains and we will keep the target benchmark as 100% for the future

5. Analysis of Program Evaluation
(including strengths, Areas for Improvement:, and priorities for improvement)

Strengths :
- Everything
- Some lecturers and field application at an early stage

Areas for Improvement:
- The internship areas, students didn't get much benefits during their training
- The building, and the location of the college no facilities like grocery store or a coffee shop
- The quality of some of the lecturers, and dealing with students

Priorities for Improvement:
- Improving the student's internship area
- Providing a suitable environment for learning
- Appointing qualified faculty members

G. Difficulties and Challenges Faced Program Management

Difficulties and Challenges	Implications on the Program	Actions Taken
None		

*Internal and external difficulties and challenges

H. Program Improvement Plan

No.	Priorities for Improvement	Actions	Action Responsibility	Date Start	Date End	Achievement Indicators	Target Benchmark
1	Implementing a structured preceptor program to guide	Internship unit	Unit head, PD, VD of	Oct 2023	May 2023	-	100%

	students during their internship, ensuring they receive proper guidance and support throughout their learning journey.		Academics and Dean				
2	Establishing partnerships with local businesses and organizations to create more internship opportunities for students, enabling them to gain practical experience in real-world settings.	Internship unit	Unit head, PD, VD of Academics and Dean	Oct 2023	May 2023	-	100%
3	Providing a suitable requirement like cafeteria and grocery store is essential for creating a conducive and convenient environment for students	College administr ation	Administrat ive head, PD and Dean	Oct 2023	May 2023	-	100%
4							
5							

I. Report Approving Authority

Council / Committee	
Reference No.	
Date	

J. Attachments :

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