

College of Administrative Sciences

Strategic Plan 2020 – 2025

Progress Report

Action to Date on Strategic Plan Goals

For time period
September 2023 – July 2024



Dean's Message

Dr Ramzi Nekhili

I am delighted to share with you the progress we have made on our strategic plan here at the College. Over the past year, our dedicated community has worked tirelessly to implement key strategic initiatives that align with our mission.

As part of our strategic plan, we have implemented several key initiatives aimed at enhancing our college's overall performance and impact. Notably, we continued review of our curriculum to ensure it remains relevant and aligned with the evolving needs of the labor market; we have forged strategic partnerships with leading corporations, industry organizations, and startups to foster collaboration and provide valuable opportunities for our students. These partnerships include internships, and guest lectures from industry experts, enabling our students to gain practical experience and build strong networks within their fields of interest; we have strengthened our commitment to applied research and thought leadership by providing resources and support to our faculty members.

I look forward to continuing this journey with all of you as we strive for even greater achievements in the years to come.

Our Vision and Mission

Vision

To lead in applied learning, teaching, and research in Bahrain and the region

Mission

To contribute to the societal development by ensuring excellence in applied learning and teaching, fostering an excellent student experience, promoting applied research, and strategically engaging with stakeholders and partners

Excellence in applied learning and teaching

Applying concepts and skills to real-world problems and products, continuing improvement and reflecting practices

Goal/Enablers		Achievements to date		
1. Continue to innovate our portfolio of programs in applied learning teaching	Use learning analytics and other mechanisms to improve teaching	Key Performance Indicators	Targets and Timeline	2023-2024
	Evaluate courses and programs to ensure marketplace relevance and work-ready graduates	Course evaluation rate	85%	86%
	Enhance the quality of our programs through national and international accreditations	E-learning satisfaction rate	85%	83%
	Continue developing faculty skills and abilities	Students' satisfaction rate	85%	84.2%
		Internship evaluation rate	85%	97.5%
		Employers' satisfaction rate	85%	91%
		Number of programs with accreditation	4	1
		AACSB accreditation	By 2025	iSER
		Number of staff development workshops	5/year minimum	18

For the staff development workshops, the College has recorded the following:

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- Introduction to the Partnership with LSBU
 - Exploring the impact of peer review innovations on the Future
 - AI in Education Videos
 - Building Confidence (Writing & Speaking Workshop)
 - Academic Advisor Duties and Tasks
 - Employing the Internet In Scientific Research Using E-Library
 - ASU Community Engagement Methods and Initiatives
 - Employability- Context, scene setting, strategic
 - Employability- Advance HE Framework for Embedding Employability in HE
 - Employability- Pedagogy for Employability
 - Employability- Case Studies &debrief
 - Use of Generative AI in Higher Education
 - Integrating experiential learning in Higher Education
 - Embedding Employment- Alignment and Gap Analysis
 - Qualification Placement Application Form and Scorecard Preparation
 - Online Video System
 - English Enhancement Course
 - Introduction to UKPSF 202

Excellent student experience

Prioritizing the student experience and responding the demands of learners to commit to innovation and lifelong learning.

Goal/Enablers		Achievements to date		
2. Create a vibrant learners' experience	Build connection between learners and professionals	Key Performance Indicators	Targets and Timeline	2023-2024
	Create a culture of entrepreneurship among learners	Number of field trips	1/year per program	1/program
	Showcase and communicate learners' engagement in research	Number of student-led startups	2/year	2
		Number of students research conference presentations	5/year	14

The College has witnessed 20 faculty and 10 students' (3 MHRM, 6 MBA, and 1 BA (Hons) BM) participation in the 2024 International Conference on Emerging Technology for Sustainability and Intelligent Systems.

Proceeding	Discipline	Degree	Student	Faculty
The Influence of Food Blogger Accounts on Consumer Purchase Decisions: An Empirical Study on Instagram in Bahrain	Human Resources Management	Master	Maram Mahmood Langawi	Hatem Masri
Impact of Customer Service Centers on Housing Financing Service Decisions: An Empirical	Human Resources Management	Master	Maram Bukamal	Hatem Masri

Study in Bahrain's Ministry of Housing				
The Impact of Business Intelligence Systems on Organizational Decision-Making	Business Management	Master	Jehad Dawood Al-merbati; May Nabeel Almuhana; Maryam Khaled Almannae; and Bander Saleh Aljumai	Abdallah Shatat
Tatweer Petroleum Motivational Practice: Leveraging Technology for Employee Engagement and Productivity	Business Management	Bachelor	Badriya Alkoohaji	Saeed Aldulaimi
The role of human resources management towards psychological health in the era of digitalization	Human Resources Management	Master	Laylaa AlAradi	Khairi Omar
The Role of Management Information Systems in Achieving Competitive Advantage with Application in the Telecommunications Sector	Business Management	Master	Ayesheh Madani, and Rahif Abdulaziz Alsayed Ali	Abdallah Shatat

Promoting applied research

Supporting faculty, financially and logistically, carrying applied research that aims at addressing and solving real-world problems.

Goal/Enablers		Achievements to date		
3. Enhance intellectual contribution in quantity and quality and engage in applied research	Encourage producing research that has impact and is applied	Key Performance Indicators	Targets and Timeline	2023-2024
	Encourage and provide opportunities for joint applied research projects with other colleagues	h-index growth	30%/year	25.2%
	Engage in collaborative research regionally and internationally	Number of Applied PRJ (Scopus)	65/year	91
		Number of funded research projects	1/year	0
		Number of International conference participation	2/year	2

There is an ascending trend of the quality of peer-reviewed journal publications over the years. As per the quality of intellectual contributions, the college has identified the h-index metric as a measure. The following illustrates the quality of publication:

	PRJ Scopus indexed	Applied PRJ	h-index
2020 – 2021	65	39	52
2021 – 2022	85	51	69
2022 – 2023	82	52	130
2023 – 2024	91	56	164

Other quality indicators:

	Total Publications in Scopus	Total Publications in Q1 and Q2 Scopus	Total Publications in Q3 and Q4 Scopus
2020 – 2021	65	46	19
2021 – 2022	85	53	32
2022 – 2023	82	39	43
2023 – 2024	91	42	49

Strategically engaging with stakeholders

Engaging faculty and students with the local community and communicating and surveying our stakeholders.

Goal/Enablers		Achievements to date		
4. Network and engage with local community	Expand local relationships/opportunities for service-learning, internships, and social activities	Key Performance Indicators	Targets and Timeline	2023-2024
	Survey key stakeholders	Number of service-learning engagements	2/year	3
	Improve community's perception of college programs	Number of MOC for Internship opportunities	2/year	5
		Number of social activities	2/year	3
		Alumni satisfaction rate	85%	86.6%
		Employers' satisfaction rate	85%	91%
		Internship evaluation rate	85%	97.5%
		Advisory board satisfaction rate	85%	88%
		Graduation rate	College average above 40%	42%
		Social media engagement rate	Increase monthly by 10%	9.5%
		Growth rate of new admitted students	20%/year	8.06%

Strategically engaging with partners

Initiating activities that promote quality standards in teaching and research.

Goal/Enablers		Achievements to date		
5. Develop initiatives that promote collaboration with partners	Expand college programs through development of new programs with partnering institutions	Key Performance Indicators	Targets and Timeline	2023-2024
	Engage with regional and international partners in research-based activities	Number of new programs	3 programs by 2025	2
		Number of International conferences	1 every 2 years	1