

**Najran University, College of engineering**  
**Civil Engineering Program KPI**

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<b>S01 Mission Goals and Objectives</b>								
<b>S1.1</b>	Satisfaction rate of students, alumni, faculty members and the labour market for the vision and mission of each program separately	Overall	82%	80%	N.A	N.A	81%	▪ As listed below:  Satisfied and need to compare with benchmarks internally and externally
		a- Students	72%	80%	N.A	N.A	80%	▪ Students are easy to be reached. ▪ Electronical questionnaire ▪ High technical skills of the students  The level of satisfaction of student is below the target level. The vision and mission need to be widely distributed among the students.
		b- Alumni	70%	80%	N.A	N.A	80%	▪ Limited number of the AE alumni ▪ They are easy to be reached via social media.. ▪ Electronical questionnaire  The vision and mission need to be widely distributed among the Alumni.
		c- Faculty members	92%	80%	N.A	N.A	95%	▪ They were involved in developing the vision and mission ▪ The responded are  Satisfied and need to compare with benchmarks internally and externally

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							100%	
	d-Labour market	80%	80%	N.A	N.A	80%	▪ Electronical questionnaire	Need to conduct a survey to stand on the satisfaction rate of the labour market.
S1-2	The approval decision to adopt and document the vision and mission from program and college council.	Minutes of meeting	Minutes of meeting	N.A	N.A	Null		Completed
S1-3	The proportion of alignment between the university, college and the program mission statement	95%	90%	N.A	N.A		▪ Provided by the quality unite of the college.	Satisfied and need to compare with benchmarks internally and externally
S1-4	The number of decisions and decrees made with reference to the mission of the program	5 decrees	75%	N.A	N.A			Decrees of program council need to be related to the mission statement
<b>S02 Program Administration</b>								
S2-1	Satisfaction rate of civil engineering department teaching staff and exit graduating students for the department policies and organization (through questionnaire)	75.2%	80%	N.A	N.A	80%	Satisfaction rate of civil engineering department teaching staff for the department policies and organization is almost satisfy the targeted.	Satisfaction rate of civil engineering department exit graduating students for the department policies and organization is far to satisfy the targeted, so it needs improvement.
	Teaching staff	87. 6%	80%	N.A	N.A	80%		
	Exit graduating students	62.8%	80%	N.A	N.A	80%		
S2-2	Documents that define the policies and authorities	Documents	Documents	N.A	N.A	Not required	Ddocuments that define the policies and authorities are available	Some documents need approval from the department and faculty council

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S2-3	Satisfaction rate of faculty members and administrators for administrative and academic environment	51.9%	80%	N.A	N.A	80%	<p>Only 30% of the answers to the number of questions in the questionnaire for this indicator that were raised to the members of the faculty were higher than the target, especially those that relate to:</p> <ul style="list-style-type: none"> <li>• Academic leaders retain all powers and authorities when making decisions.</li> <li>• Academic leadership seeks to apply the instructions strictly.</li> <li>• Academic leaders encourage channels of communication with faculty members.</li> <li>• Academic leaders show flexibility in dealing with faculty members.</li> <li>• The messages of</li> </ul>	More exerted efforts needed from the academic administration to improve the weakened points that mentioned in the analysis of the questionnaire introduced from the staff.

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							academic leaders clearly distinguish the content of the information contained therein. • Academic leaders prefer to use the interview technique to communicate information and access data.	
<b>S03 Management of Program Quality Assurance</b>								
<b>S3.1</b>	Students overall evaluation on the quality of their learning experiences at the program. (Average rating of the overall quality of their program on a five-point scale in an annual survey final year students.)	76.6%	80%	N.A	N.A	87%	All students evaluate all courses through online course evaluations	Need to compare with benchmarks internally and externally
<b>S3.2</b>	Proportion of courses in which student evaluations were conducted to evaluate courses and lecturer during the year.	100%	80%	N.A	N.A	100%	As it is compulsory	Satisfied, all courses are evaluated by each students using online questioner
<b>S04 Learning and Teaching</b>								
<b>S4.1</b>	Ratio of students to teaching staff. (Based on full time equivalents) teaching based	1:12	1:25	N.A	N.A	1:15	Ratio of students to teaching staff is within the target level	Required to compare with benchmarks internally and externally.

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<b>S4.2</b>	Students overall rating on the quality of their courses. (Average rating of students on a five-point scale on overall evaluation of courses.)	76.6%	80%	N.A	N.A	82%	Students overall rating on the quality of their courses is about the target level	Encourage the staff to communicate effectively with the students
<b>S4.3</b>	Proportion of teaching staff with verified doctoral qualifications.	86%	70%	N.A	N.A	70%	The ratio of teaching staff with verified doctoral qualifications to the total teaching staff is higher than targeted.	Required to compare with benchmarks internally and externally.
<b>S4.4</b>	Percentage of students entering programs whom successfully complete first year.	100%	80%	N.A	N.A			Open first year courses in the summer semester
<b>S4.5</b>	Proportion of students entering undergraduate programs who complete those programs in minimum time.	45.5%	70%	N.A	N.A	50%		Not Satisfied, action plan should consider this point. Open more courses in the summer semester
<b>S4.6</b>	Proportion of graduates from postgraduate program:	N.A	N.A	N.A	N.A	N.A	N.A	There is NO post-graduate program provided

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<b>S4.7</b>	Proportion of graduates from undergraduate programs who within six months of graduation are: (a) employed (b) enrolled in further study (c) not seeking employment or further study	57% 0% 0%	$\geq 30\%$ $\geq 10\%$ $\geq 10\%$	N.A	N.A	60% 10% 0%	The ratio of graduates from undergraduate programs who within six months have employed is higher than targeted.	The achieved proportion is higher than the targeted one. However, it is required to compare with benchmarks internally and externally.
<b>S4.8</b>	Ratio of students to teaching staff. (Based on program)	1:12	1:15	N.A	N.A	1:15	Ratio of students to teaching staff is within the target level	
<b>S4.9</b>	Satisfaction of employment for professional and personal skills of the graduates of the program. (average)	55%	75%	N.A	N.A	57%		Improve the satisfaction rate of the employers about the professional and personal skills of the civil engineering program graduates.
<b>S05 Student Administration and Support Services</b>								
<b>S5.1</b>	Ratio of students to administrative staff	17:1	75:1	N.A	N.A	45:1		To support the program with at least two administrative staff.
<b>S5.2</b>	The percentage of students participating in non-curricular activities	62%	40%	N.A	N.A		40%	
<b>S5.3</b>	Student evaluation of academic and career counselling. (Average rating on the adequacy of	40%	80%	N.A	N.A	45%	The point of the strength is that lot off student are	In general, about 64 % of the students are satisfy with the current practices

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	academic and career counselling on a five-point scale in an annual survey of final year students..						highly satisfied with mechanism implemented by the department to help students getting the right academic advising. Another point of the strength shown with student's satisfaction on the level of helps and supports provided by their academic advisors during the registration period.	of academic and career counselling on the department and this ratio is less than targeted. Many students were not satisfy on the level of progress follow up by their academic advisors. In addition, more students answered negatively when they asked about either their academic advisors were encouraging them to develop their thought and tendencies in their field of specialization. Analysis also shows that fewer efforts made by the academic advisors to clarify students on the relation between the courses and the detail curriculum of the department.
<b>S06 Learning Resources</b>								
<b>S6.1</b>	Beneficiaries' evaluation of the library "Media Center". (Average rating of the suitability of the library "and Media Center") a- Library staff who provides assistance	68.75%	70%	N.A	N.A	70%	The library saves many copies of up-to-date editions of the important references and periodicals needed	Text books must be increased. Increase the printing services.

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	b- Current situation and the update c- Possibility of copy and print d- Equipment efficiency e- Suitability of location for study f- Availability of study spaces g- Any other quality indicators through five-point scale in an annual survey						by the departments.	
<b>S6.2</b>	Number of book titles held in the library as a proportion of the number of students.	1:20	1:10	N.A	N.A	1:15	Up-to-date international text books are devoted for program	Textbooks must be covered for all courses offered by the program.
<b>S6.3</b>	Beneficiaries' evaluation of the digital library (Average rating of the suitability of the digital library) a- Easy access to websites b- The availability of databases c- Possibility of users login d- Training in digital library use skills e- Any other quality indicators through five-point scale in an annual survey	77.76%	79%	N.A	N.A	80%		More Training on the use of digital library skills should be done
<b>S07 Facilities and Equipment</b>								
<b>S7.1</b>	Annual expenditure on information technology budget, including: a- the percentage of IT budget from the total budget of the	N.A	N.A	N.A	N.A	N.A		



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	university or college or programs of IT b- the percentage of IT budget for each program on the institutional level or for each student c- the percentage of IT budget for genuine computer software d- the percentage of IT budget for information technology maintenance							
<b>S7.2</b>	Beneficiaries' evaluation of information technology field (the general average rating is through five-point scale in an annual survey) a- Availability of IT b- Availability of websites c- E-learning services d- IT security e- Software and hardware maintenance	85%	90%			90%		
<b>S7.3</b>	Beneficiaries' evaluation of facilities and equipment: a- Classrooms b- Laboratories c- Bathrooms (maintenance and cleanliness) d- Security e- Handicapped facilities ( ramps, elevators, bathrooms) f- Infrastructure and sport facilities	70%	80%	N.A	N.A	80%		

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<b>S7.4</b>	Number of accessible computer terminals per student.	1:6	1:10	N.A	N.A	1:5	satisfied	Software required for the courses must be installed in the computer Lab.
<b>S08 Financial Planning and Management</b>								
<b>S8.1</b>	The percentage of teaching staff satisfaction with financial management system and the adequacy of the available budget for the program	58%	60%	N.A	N.A	60%	The results of the questionnaire showed good satisfaction for the financial management system and the adequacy of the available budget for the program and the level of satisfaction were greater than 50%.	<ul style="list-style-type: none"> <li>Mechanisms are needed to allocate a proportion of the budget for departmental operation per academic year.</li> <li>The coordinator of department or head of department must submit annual budget proposals for the program</li> <li>Detailed annual reports on the program budget should be prepared by the program administration</li> </ul>
<b>S09 Employment Processes</b>								
<b>S9.1</b>	Proportion of teaching staff leaving the institution in the past year for reasons other than age retirement.	7%	≤ 10%	N.A	N.A	Not required	The achieved value is within the target.	<ul style="list-style-type: none"> <li>Maintain contacts with employers after job h as ended.</li> <li>Attract best high</li> </ul>

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								quality staff by giving more benefits such as giving them high salary and best recommendations.
<b>S9.2</b>	Proportion of teaching staff participating in professional development activities during the past year.	1:0.60	1:1	N.A	N.A	Not required	Some of staff has attended more than one workshop.	<ul style="list-style-type: none"> <li>All new staff members need to attend workshops.</li> <li>A plan for workshops should be declared before starting the academic year.</li> </ul> Participate in business net works.
<b>S10 Research</b>								
<b>S10.1</b>	Number of published papers in the previous year in refereed journals for all full-time faculty members	11	5	N.A	N.A	Not required	1- Presence of awareness and motivation by the head of the department and the board of college and university about the importance of the advancement of the research process. 2- The university	1-Increased public and institutional awareness about the importance of scientific research in the development. 2-The presence of local, regional, and international agencies concerned with scientific research and has a desire to be a partner with the college.
<b>S10.2</b>	Number of citations in refereed scientific journals for all full-time faculty members	50	100	N.A	N.A	200		
<b>S10.3</b>	Percent of full-time faculty members who have at least one scientific research published in a refereed journal in the previous year.	30%	100%	N.A	N.A			

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<b>S10.4</b>	Number of researches or reports submitted in academic conferences during the previous year for all full-time faculty members	0	1:1	N.A	N.A		follows a competitive policy in funding scientific research.	3-The department includes a large number of staff members who have abroad research missions, allowing them an opportunity to the international publication and the development of their scientific research capabilities.
<b>S10.5</b>	Scientific research income from outside sources (not the university's research budget) in the previous year as a proportion of full-time faculty members	N.A	N.A	N.A	N.A		3- Establishment of a mechanism for the development of local and international sources of funding for scientific research.	
<b>S10.6</b>	Number of refereed publications (journal and conferences) in the previous year per full time equivalent member of teaching staff.	1:2.2	1:1	N.A	N.A	1:1	4- The presence of researchers in the department and the College from many countries of the world. 5- Increased public and institutional awareness about the importance of scientific research in the development. 6-The presence of local, regional, and international agencies concerned with scientific research and has a desire to be a partner with the college.	

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							7-The department includes a large number of staff members who have abroad research missions, allowing them an opportunity to the international publication and the development of their scientific research capabilities.	
<b>S11 Relationships with the Community</b>								
<b>S11.1</b>	Faculty members Percentage and those in full-time job to support community service activities	0	5 Activities	N.A	N.A	5 Activities	<ol style="list-style-type: none"> <li>The intension of NU to activate the community service, which is reflected by the signing of many memorandums of understanding and cooperation with some governmental and private institutions.</li> <li>The presence of highly competitive faculty members in various disciplines and fields.</li> <li>College's ability to</li> </ol>	<ol style="list-style-type: none"> <li>Enhancing communication and mutual visits between our college and governmental organizations and community institutions.</li> </ol>
<b>S11.2</b>	Number of community education programs, consultancy, and training provided by the program.	3	3	N.A	N.A	3		<ol style="list-style-type: none"> <li>Hiring faculty members with the necessary skills to support</li> <li>Motivate faculty members financially and morally when providing services to the community.</li> <li>Allocate a certain amount of money to develop communication with the community (may be for communication and hospitality, etc.).</li> </ol>

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							<p>provide technical solutions and offering engineering consultancy in different subjects</p> <p>4. Availability of stat-of-art Lap with the necessary equipment and tools to provide training courses, research and engineering consultations.</p>	<p>5. Assigning an administrative officer to carry out some key tasks such as communication, coordination and documentation tasks</p>