

**College of Dentistry**

**Academic Year: 1443-44 (2022/2023)**

<b>KPI P-01 Percentage of achieved indicators of the program operational plan objectives</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
78%	89%	81%	85.5%
<p><b><u>Analysis</u></b>            The overall target was not achieved as compared to the set target for last year, some KPIs need to be investigated for low grades and find the reason behind. The KPIs that have shown an improvement indicates the efficiency of college management in fulfilling program objectives</p>			
<p><b><u>Recommendation</u></b>            Make further improvement in all KPIs, especially in the recruitment of faculty, and accomplish the incomplete KPIs</p>			

<b>KPI P- 02 Students' evaluation of the quality of learning experience in the program</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
3.90	4.18	3.85	4.29
<b>A) Mid-program survey</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
3.60	4.29	3.9	3.96
<b>B) Program-end survey</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
3.75	4.0	3.8	4.12
<p><b><u>Analysis</u></b>            The target remained at par with last year's target and did not rise to the target benchmark.</p>			
<p><b><u>Recommendation</u></b>            Make further improvements in the KPI and identify the issues that students are facing in their learning process</p>			

<b>KPI P-03 Students' evaluation of the quality of the courses</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
4.06	4.64	4.3	4.40
<b><u>Analysis</u></b> Target slightly lower than the set target, an improvement in achievement indicator in comparison to the previous year required. An evaluation of the program course delivery may be planned.			
<b><u>Recommendation</u></b> Program learning and delivery of services shall be evaluated to achieve and maintain the target			

<b>KPI P-04 Completion rate in the program</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
100%	100%	100%	100%
<b><u>Analysis</u></b> Target fully achieved, trend demonstrates promising attitude and commitment of students.			
<b><u>Recommendation</u></b> Maintain the target and keep encouraging the students to keep up their interest in the program.			

<b>KPI P-05 First-year student's retention rate</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
100%	100%	100%	100%
<b><u>Analysis</u></b> Target fully achieved; achievement of the target shows that the program is provided with an environment that supports the student in carrying out their academic activities with full eagerness.			
<b><u>Recommendation</u></b> Maintain the target and make up all efforts to provide a supporting academic environment to students			

<b>KPI P-06 Students' performance in the professional and/or national examinations</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
100%	100%	95.5%	100%
<b><u>Analysis</u></b> Target achieved. Students' performance in the professional/national examinations has shown excellent performance.			
<b><u>Recommendation</u></b> Maintain the target and provide continuous professional and career guidance to meet the challenges of National Level Exams			

<b>KPI P-07 Graduates' employability and enrolment in postgraduate programs</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
29%	80%	67%	31.9%
<b><u>Analysis:</u></b> Graduate's performance in gaining employment and seeking admission in postgraduate programs has remained lower for graduates of batch 2022-23; the reason may be that the college graduates may lack experience in exploring the market for jobs and lack exposure to how to get admission in graduate studies.			
<b><u>Recommendation</u></b> Conduct orientation seminars and training workshops to make the graduates familiar with National and international markets for jobs and institutions offering postgraduate programs			

<b>KPI P-08 Average number of students in the class</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
29	30	27	30
<b><u>Analysis</u></b> KPI target achievement depends on the number of applicants and the institution's policy regarding the number of admission			
<b><u>Recommendation</u></b> Maintain the students' average number according to the institutional policy			

<b>KPI P-09 Employers' evaluation of the program graduates' proficiency</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
NA	4.0	NA	4.0
<b><u>Analysis</u></b> The survey was done for the academic year 2022-23, graduates were approached for their job status and inquired about their employer details. Only 20% of graduates provided details of their employer. Those employers were furnished with a questionnaire about graduates' proficiency. No one responded to the questionnaire.			
<b><u>Recommendation</u></b> Employers shall be contacted again to provide the required details.			

<b>KPI P-10 Students' satisfaction with the offered services</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
3.73	4.91	4.47	4.0
<b><u>Analysis</u></b> Lack of achievement of target needs to be explored necessary measures to be identified and action taken for improvement.			
<b><u>Recommendation</u></b> The target by providing a steady and upgraded level of services will improve			

<b>KPI P-11 Ratio of students to teaching staff</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
Pre-clinical 1: 9 Clinical 1: 4	Pre-clinical 1:5 Clinical 1:4	Non-clinical 1:11 Clinical 1:7	Pre-clinical 1:5 Clinical 1:4
<b><u>Analysis</u></b> The teacher-student ratio needs improvement as per the requirement of the Program and the average number of students studying at the college			
<b><u>Recommendation</u></b> Keep liaison with the administration of the institution to recruit the required faculty			

<b>KPI P-12 Percentage of teaching staff distribution</b>			
Branches: required teaching staff (47) available (40) Ranking: required ranks (Professor (P): 8, Associate Professor (AP): 8, Assistant Professor (AsP): 20, Lecturer (L): 5, Teaching Assistant (TA): 6). Available (P: 1, AP: 6, AsP: 22, L: 7, TA: 4)			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
<b>Academic ranking:</b> P: 12.5% AP: 75% AsP: 120% L: 80% TA: 0%	<b>Academic ranking-</b> P: 75% AP: 100% AsP: 100% L: 100% TA: 100%	<b>Academic ranking:</b> P: 12.5% AP: 75% AsP: 110% L: 140% TA: 50%	<b>Academic ranking:</b> P: 75% AP: 100% AsP: 100% L: 100% TA: 100%
<b><u>Analysis</u></b> Faculty distribution as per rank is disproportionate, higher-level faculty recruitment is required to provide appropriate academic support to students			
<b><u>Recommendation</u></b> Keep liaison with the administration of the institution to recruit the required culty			

<b>KPI P-13 Proportion of teaching staff leaving the program</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
8.5%	0%	0%	0%
<b><u>Analysis</u></b> Faculty retention is an important step in sustaining academic activities and the smooth running of the program. Minimum faculty attrition is considered the landmark of college policies and academic environment. There were no faculty attritions during the year 2021-22. However, attrition is again noted during the current year that was due to personal reasons by the leaving faculty.			
<b><u>Recommendation</u></b> There is a need to review and improved the "Faculty Retention" policy at the college			

<b>KPI P-14 Percentage of publications of faculty members</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
98%	92%	83%	100%
<p><b><u>Analysis</u></b>            There has been continuous improvement in the number of research publications of the college over the last academic years. Both faculty and students have contributed to enhancing research activity.</p>			
<p><b><u>Recommendation</u></b>            Maintain the target, and adopt further measures to provide researchers with a conducive research environment</p>			

<b>KPI P-15 Rate of published research per faculty member</b>			
<b>Actual Value</b>	<b>Target Benchmark (scale 1.0-5.0)</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
4.9	4.6	3.8	5.0
<p><b><u>Analysis</u></b>            KPI values show a steady rise in research publications per faculty during the previous years</p>			
<p><b><u>Recommendation</u></b>            Institutions and college administration should focus on "research incentives" for faculty</p>			

<b>KPI P-16 Citations rate in refereed journals per faculty member</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
174	223	203	191
<p><b><u>Analysis</u></b>            KPI values for citation rate have shown a slight decline as compared to the previous year, however, the college is committed to focusing on quality research activity</p>			
<p><b><u>Recommendation</u></b>            Research quality can be maintained and improved further by improving liaison with the Deanship of Research and other research grant agencies</p>			

<b>KPI P-17 Satisfaction of beneficiaries with the learning resources</b>			
<b>Actual Value</b>	<b>Target Benchmark</b>	<b>Internal Benchmark 1442-1443 (2021-22)</b>	<b>New Target Benchmark</b>
3.42	4.0	4.3	3.74
<p><b><u>Analysis</u></b>            College students (main beneficiary) of the learning resources have shown a moderate level of satisfaction that is lower than last year. Reasons for failure to achieve the target shall be explored and rectified</p>			
<p><b><u>Recommendation</u></b>            Students may be given the advantage of a variety of available and accessible services and make maximum use of those</p>			

Approved by College Council in Meeting # 2 held on 06-11-23

Head Development and Quality Assurance Committee

