



A'SHARQIYAH UNIVERSITY
Staff Appraisal and Personal Development Review

Confidential

Name	Einas Awad Ibrahim Osman
Job Title	Assistant professor in medical laboratories sciences
Date of Appraisal	03/06/2024
Appraiser	Professor. Emad Hussein
Appraiser Job Title	HOD of Health Sciences

This review is a means of reflecting on your work role over the last twelve months. Your reflections form the basis of discussion with your line manager or a nominated appraiser.

ASU Vision, Mission, Values and Strategic Objectives

VISION

ASU aspires to be a leading higher education institution in Oman that promotes authentic values, innovation and socio-economic development

MISSION

ASU advances knowledge through innovative learning and applied research that will contribute to the economic and social development of the region by providing a conducive environment enhanced by international collaboration.

VALUES

- Endeavour: we will seek to perform our best in everything we undertake individually and collectively.
- Respect: we will treat others with consideration and regard.
- Openness and trust: we will be honest, sincere and trustworthy.
- Integrity: we will act in accordance with principles of moral and ethical conduct with consistency between words and actions.
- Accountability: we will be accountable for and in charge of our actions.

STRATEGIC OBJECTIVES

The strategic objectives of the University are to:

- Contribute to knowledge and innovation through fundamental and applied research and scholarship in priority areas
- Strengthen the information and knowledge management systems to better decision-making processes
- Promote Innovation in all areas
- Recruit, develop and retain talented staff and provide them with an enabling and satisfying work environment
- Achieve cost optimization
- Generate maximum funds to invest in our future
- Develop a set of high value local, regional and international partnerships to leverage strategic priorities
- Provide state-of-the-art facilities, systems and infrastructure for students and staff
- Develop and maintain innovative curriculum for the University's programs
- Enhance the effectiveness of governance and management structures
- Improve participation, success and retention of students
- Develop and maintain innovative curriculum for the University's programs
- Improve quality of teaching & learning
- Contribute to the community's cultural, social and economic development
- Provide students with an accessible and supported study experience and transition to employment
- Promote values

Completing the appraisal form:

Prior to your Staff Appraisal and Personal Development Plan Review meeting with your manager or nominated appraiser, please complete the Self-Review pages below in this form. This information will help you in your appraisal discussions.

Pre-Appraisal Self Review

Section 1 – Your Work

1. In terms of your role please consider what you find more and less interesting. Some examples are included below to help prompt your thoughts.

	More interesting	Less interesting
Interaction with students	✓	
Variety of tasks	✓	
Working independently/organizing own workloads	✓	
Learning new things	✓	
Preparing lecture and practical materials	✓	
Marking student work	✓	
Problem solving	✓	
Examples may include: enabling students and/or staff members to achieve their potential, interaction with staff/students, diversity of staff/students, variety of tasks, working independently/organizing own work loads, working as part of a team, dealing with difficult customers/students, problem solving/dealing with queries, professional development activities		

Section 2 - Your Performance and Achievements

Thinking back over the last 12 months please list below your achievements?

1. teaching and learning: As an assistant professor in Medical Laboratories Sciences, I have taught a diverse range of courses to fourth and fifth- semester students. These courses include Toxicology, Genetics, Histology and Cytology, Medical Bacteriology, Molecular Biology, and Medical Parasitology. With a total of 30 students across these courses, I have been able to provide a comprehensive learning experience, covering both theoretical and practical aspects of the subjects.

One of the fundamental teaching methods I have employed is the use of interactive lectures. By incorporating engaging discussions, case studies, and problem-solving activities within the lectures, I have been able to foster active learning and encourage critical thinking among the students. This approach has proven to be effective in enhancing student participation and understanding of complex concepts.

In addition to teaching, I have also been actively involved in curriculum development. Recognizing the evolving needs of Medical Laboratory Sciences students, I have made significant modifications to the syllabus of the Molecular Biology course. These changes were aimed at aligning the course content with the specific requirements of the MDLS program, ensuring that the students receive relevant and up-to-date knowledge. Furthermore, I have also made enhancements to the practical section of the course. I also putted the course descriptive for (BIOL 108 Histology & embryology course).

As an academic advisor, I have been dedicated to providing guidance and support to 38 students throughout their academic career. I have held regular meetings with my advisees, assistance in course selection, career planning, and addressing any concerns or challenges they may have faced. Through these

interactions, I have been able to build strong relationships with the students and contribute to their overall growth and development.

Moreover, I have had serving as a supervisor for two student groups participating in different events. The first group participated in the Medad Science Festival, held at A' Sharqiyah University in the College of Applied and Health Sciences on April 30, 2024. The second group represented our department at the Biomedical Sciences Day (BMS Day) at Sultan Qaboos University on May 1, 2024. As a supervisor, I provided guidance and mentorship to these students, helping them prepare their oral presentations, and research projects. Their successful participation in these events is a testament to their hard work and dedication, and I am proud to have been a part of their achievements.

2. Projects and Research achievements: in last 12 months, I applied for a Research Grant from the Block Funding Programme from the Ministry of Higher Education, Research, and Innovation (MOHERI), under title: **Prevalence of Multi-Drugs Resistant Gram-Negative Bacteria in Ibra, North of Al-Sharqiyah, Oman**. Demonstrating my commitment to securing funding for impactful research projects.

In addition, I collaborated with a colleague from the chemistry department to write a proposal titled "Frankincense Oil Nanoemulsion to Suppress Breast Cancer" as extension of previous study done in my collage where the active ingredient was extracted from Omani gum and tested in vitro. The current proposal aims to evaluate the stability, pharmacokinetics, and in vivo efficacy of the optimized frankincense oil nanoformulation developed in the previous project phase for targeted delivery of anti-breast cancer components. We are actively seeking funding and grants to finance this promising research.

One of my notable achievements was the publication of an article titled "Antibiotic resistance in Sudan: assessing the knowledge and practices of healthcare workers in Khartoum" (Osman et al., 2024) in the Journal of Antimicrobial Chemotherapy.

I had presented an oral presentation at the University Research Day at A' Sharqiyah University on May 8th, 2024. This platform allowed me to share my research findings with the academic community and engage in meaningful discussions with fellow researchers.

Furthermore, I served as a co-supervisor for a student group that participated in the University Research Day on May 8th, 2024. The group presented a poster titled "Development and Assessment of stickREMs: Innovative Medical Dressings Derived from Omani Nature." these students won first place for the best poster submitted on the university's Research Day. This achievement not only showcases the quality of research conducted by our students but also highlights the effectiveness of my mentorship in guiding them towards excellence.

3. University Service and Administration: I have been actively in virous committees and initiatives at the university, contributing to the growth and development of academic programs and research activities. Some of my key roles and responsibilities include:

A. Program development committee: I am a member of the program development committee tasked with developing a new program entitled "Bachelor of Science in Nursing" for the upcoming academic year 2024/25. This involvement highlights my commitment to expanding educational opportunities and enhancing the university's academic offerings.

B. College Research and Enterprise Committee (CREC): College As a member of CREC, I contribute to the development and implementation of research policies, promote research activities, and foster a culture of innovation within the college.

C. College Teaching and Learning Committee: I am a member of this committee, which focuses on enhancing teaching practices, promoting effective learning strategies, and ensuring the quality of educational programs within the college.

D. Coordination with the Head of Department: I serve as a coordinator between the Head of the Department of Health and Sciences and the Medical Laboratory Sciences (MDLS) program. This role involves facilitating communication, coordinating activities, and ensuring the smooth operation of the MDLS program.

E. Summer Training Course Development: In collaboration with colleagues from the MDLS department, I actively contributed to the development of a summer training course for our students. This course is designed to provide hands-on experience in various MDLS laboratories before students embark on their first training practicum in hospitals. My involvement in this initiative demonstrates my commitment to enhancing students' practical skills and preparing them for real-medical laboratories challenges in hospitals.

F. Training Program Planning: I played a key role in planning and organizing the training program for students in hospitals. This involved coordinating with hospital staff, designing the training curriculum, and ensuring that students receive a comprehensive and valuable learning experience.

G. Infection Prevention and Control Workshop: I conducted an infection prevention and control workshop for students in the Applied Human Nutrition and Dietetics department (AHND) before their hospital placements. This workshop aimed to equip students with essential knowledge and skills to maintain a safe and hygienic environment in healthcare settings.

H. Proposal Evaluation: I provided my expertise in evaluating a proposal for a master's program in haematology from SQU. This contribution highlights my recognition as a subject matter expert and my ability to provide constructive feedback to enhance the quality of academic programs.

4. Community Service: I am committed to extending my expertise and knowledge to benefit the wider community and foster scientific curiosity among young students. Some of my notable community service activities include:

a. **Tharmad Plant Juice Extraction Project:** I supervised a group of secondary school students who worked on extracting the juice of the Tharmad plant and experimenting with its potential to eliminate *Helicobacter pylori* bacteria, which is known to cause stomach acidity. This project aimed to explore the medicinal properties of a local plant and engage students in hands-on scientific research. By guiding and mentoring these students, I contributed to nurturing their interest in science and promoting the exploration of natural remedies.

b. **Flavonoids and Sickle Cell Anaemia Project:** I provided supervision to another group of secondary school students who focused on identifying plant sources of flavonoids and investigating their role as a potential aid in the treatment of sickle cell anaemia. This project allowed students to delve into the therapeutic potential of natural compounds and understand the significance of research in addressing medical conditions prevalent in the community. Through my guidance, the students gained valuable insights into the scientific process and the importance of exploring alternative treatment options.

Section A – Review of Past Year

* Appraisal meetings can be an opportunity for you to raise with your line manager any work life balance matters or other issues (e.g. disability or health matters) that are affecting your performance at work.

1 What were the key job role activities/work related objectives for the review period?

Based on my performance and achievements, my key job role activities and work-related objectives for the review period included:

- Teaching a diverse range of courses to fourth and fifth-semester students, covering subjects like Toxicology, Genetics, Histology and Cytology, Medical Bacteriology, Molecular Biology, and Medical Parasitology.
- Employing interactive teaching methods, such as engaging discussions, case studies, and problem-solving activities to foster active learning and critical thinking.
- Actively participating in curriculum development, particularly for the Molecular Biology course, to align content with the specific requirements of the MDLS program.
- Providing academic advising and support to 38 students, guiding them in course selection, career planning, and addressing any challenges they faced.
- Supervising student groups participating in various events, such as the Medad Science Festival and Biomedical Sciences Day.
- Conducting research and applying for grants, including the Block Funding Program from MOHERI and collaborating on the "Frankincense Oil "Nanoemulsion to Suppress Breast Cancer" proposal.
- Publishing research findings in the Journal of Antimicrobial Chemotherapy and presenting at the University Research Day.
- Actively participating in university committees and initiatives, such as the Program Development Committee, College Research and Enterprise Committee (CREC), and College Teaching and Learning Committee.
- Developing and planning summer training courses and programs for students.
- Providing community service by supervising secondary school students in research projects related to local plants and their medicinal properties.

2 Please comment below on whether the objectives were achieved during the period.

Based on my accomplishments described in Section 2, it appears that I successfully achieved my goals during the review period. I have demonstrated excellence in teaching, research, university service, and community engagement. My involvement in curriculum development, student advising, research publications, and grant applications demonstrates my commitment to my role and the mission of the university.

3 What significant barriers or obstacles hindered progress during the review period?

Balancing my teaching responsibilities with research, administrative duties, and community service can be challenging and may have limited my ability to dedicate more time to other objectives.

4. Can you suggest any improvements for the way your work is done?

Performance Score by the Appraisee based on Self-Appraisal

Please provide a self-evaluation of your performance in each of the three areas of service and provide reasons of your rating for superior or under-performance where applicable.

Activity	Score out of 100	Justification for the Score
Teaching	60	My dedication to providing a comprehensive learning experience through interactive teaching methods, curriculum development, and academic advising demonstrates my strong commitment to teaching excellence. I have actively engaged students in various events and provided mentorship to support their growth and development. My efforts in developing summer training courses and programs further highlight my dedication to enhancing students' practical skills and preparing them for real-world challenges.
Research	30	I have shown significant progress in research activities, including applying for grants from the Block Funding Program (MOHERI) and collaborating on the "Frankincense Oil Nanoemulsion to Suppress Breast Cancer" proposal. My publication in the Journal of Antimicrobial Chemotherapy and oral presentation at the University Research Day showcase my ability to disseminate research findings and contribute to the scientific community. However, there is still room for improvement in terms of securing more research grants and increasing my publication output.
University and Community Service		my active involvement in various university committees and initiatives, such as the Program Development Committee, College Research and Enterprise Committee (CREC), and College Teaching and

	10	Learning Committee, demonstrates my strong commitment to university service. My role in developing and planning summer training courses and programs, as well as your coordination with the Head of Department, highlights my dedication to the smooth operation and growth of the MDLS program. Additionally, my community service activities, including supervising secondary school students in research projects related to local plants and their medicinal properties, showcase my efforts in extending my expertise to benefit the wider community and foster scientific curiosity among young students.
Overall Weighted Score	100	

Weighting

Depending on the academic rank, the proportion of time spent on each activity may vary. The following table provides a guide on the proportion of time that each member of academic staff is expected to spend on each activity. This weighting should therefore be used in arriving at the overall performance score.

Activity	Lecturer	Assistant Professor	Associate Professor	Professor
Teaching	80	60	50	40
Research	10	30	40	50
University and Community Service	10	10	10	10
Total	100	100	100	100

Section B - Evaluation

Corporate Development Evaluation

Please list below any training and development activities that you have undertaken in the last 12 months?

How would you rate the transfer of learning from the event to your workplace?

Activity attended	How would you rate the activity out of 10	Specific learning
Workshop on Interactive Teaching Methods	9	Learned new techniques for engaging students and

		promoting active learning in the classroom
Seminar on Grant Writing and Research Funding	8	Gained insights into effective grant writing strategies and potential funding sources
Online Course on Bioinformatics and Data Analysis	7	Acquired basic skills in bioinformatics tools and data analysis techniques relevant to my research
Leadership and Management Training Program	8	Developed leadership skills and learned strategies for effective team management and communication

Line Manager's comments

Performance Score given by the Appraiser

Please provide an evaluation of the performance of the member of academic staff using the above scales in each of the three areas of service and provide reasons of your rating for superior or under-performance where applicable.

Activity	Score	Justification for the Score
Teaching	58	Possesses great teaching and communication skills, consistently demonstrated through exceptional student evaluations across all courses.
Research	27	Demonstrated notable success in publishing research in highly cited journals. In her first year at ASU, she submitted an RG grant proposal through the TRC system. Her active engagement is evident through her participation in numerous events and workshops.
University and Community Service	9	Member of several committees. Active participation inside and outside ASU. Collaboration with various national and international organizations.
Overall Score	94	

Performance Score Agreed by the Appraiser and the Appraisee

Please provide below the performance score agreed between the appraiser and the appraisee in each of the three areas of service and the overall score using the above scales and provide reasons of your rating for superior or under-performance where applicable.

Activity	Score	Justification for the Score
Teaching	58	Possesses great teaching and communication skills, consistently demonstrated through exceptional student evaluations across all courses.
Research	27	Demonstrated notable success in publishing research in highly cited journals. In her first year at ASU, she submitted an RG grant proposal through the TRC system. Her active engagement is evident through her participation in numerous events and workshops.
University and Community Service	9	Member of several committees. Active participation inside and outside ASU. Collaboration with various national and international organizations.
Overall Score	94	

Section C – Plan for the Forthcoming Year

Objectives for the next review period	Key activities	Timeframe	Indicators of performance
1. Develop and deliver a series of professional development workshops for faculty members in the MDLS department.	-Conduct a needs assessment survey to identify areas of interest and skills gaps among faculty members. - Design workshop content and materials based on the identified needs. - Schedule and promote the workshops to ensure maximum participation. - Deliver at least two workshops covering topics such as effective teaching strategies, research methodologies, and grant writing.	September 2024 - June 2025	Successful delivery of at least two professional development workshops. - Positive feedback from workshop participants (>80% satisfaction). - Increased participation in research activities and grant applications among faculty members who

			attended the workshops.
2. Establish collaborations with international institutions to promote research and student exchange programs.	- Identify potential partner institutions with strong MDLS programs and research interests aligned with those of A'Sharqiyah University. - Initiate communication with the identified institutions and explore opportunities for collaboration. - Develop and sign memoranda of understanding with one international institutions. - Organize virtual or in-person meetings to discuss and plan joint research projects, student exchange programs, and faculty visits.	July 2024 - May 2025	- Establishment of formal collaborations with at least two international institutions through signed MoUs. - Initiation of at least one joint research project with an international partner institution. - Successful implementation of a student exchange program, with at least two students participating from each institution. - Positive feedback from students and faculty members involved in the exchange program and joint research projects.
3. Publish research papers in peer-reviewed journals	- Conduct research and data analysis. - Write and revise manuscripts.		- Submission research papers to peer-

	- Collaborate with co-authors and respond to reviewer comments. - Submit manuscripts to targeted journals	June 2024 - May 2025	reviewed journals. - Acceptance and publication of at least two papers in journals with an impact factor >2.0
4. Establish a community outreach program to promote public understanding of medical Laboratories Sciences.	- Identify target audiences and potential partners. - Develop outreach materials and activities. - Recruit and train student volunteers. - Implement at least three outreach events in local schools or community centers	October 2024 - April 2025	- Successful implementation of three outreach events. - Positive feedback and increased awareness among participants. - Establishment of long-term partnerships with local schools or community organizations

Section D – Personal & Professional Development Plan

Having set the objectives for the year ahead what personal and professional development is required to assist in the delivery of agreed goals?

Development Activities may include all or some of the following (the activities listed should not be considered prescriptive or exhaustive):

- Reading / Research (Library or Internet based), one-to-one skills coaching, one-to-one job role mentoring, short skills-based training courses, exposure (field visits, attachments, job shadowing, etc.), conferences, workshops/seminars, formal courses of study in further education, higher education, professional qualifications.

Knowledge/skills/development required	Priority 1 – High 2 – Medium 3 - Low	How will this be achieved?	Review date	Comments at review stage
1. Enhancing teaching skills	1	- workshops and seminars. - Exploring new educational technologies and methods	2024/2025	
2. Developing expertise in emerging research areas related to NDLS	2	Attending conferences, workshops, and seminars focused on	2024/2025	

		cutting-edge research topics, collaborating with experts in the field		
3. Improving grant writing and proposal development skills	1	Participating in grant writing workshops, seeking mentorship from experienced researchers, and reviewing successful grant applications	2024/2025	
4. Enhancing leadership and management skills	2	Attending leadership training programs, taking on additional responsibilities within the department or university	2024/2025	
5. Developing skills in data analysis and bioinformatics	3	Enrolling in online courses, attending workshops, and collaborating with experts in bioinformatics and data analysis	2024/2025	

Section E - For Academic Staff only to complete

Employer engagement

How have you worked with employers (e.g., through internships, invited lectures) over the last 12 months to develop your role in ASU?

****Employer engagement****

Over the last 12 months, I have engaged with employers through various means to develop my role at ASU. I supervised student groups participating in the Medad Science Festival held at A'Sharqiyah University and the Biomedical Sciences Day at SQU. These events provided opportunities for students to showcase their research projects and interact with industry professionals. Additionally, I have been involved in planning and organizing the training program for students in hospitals, which has strengthened our relationships with healthcare institutions and provided valuable learning experiences for our students.

****University and community Contribution****

Over the last 12 months, I have undertaken the following Continuous Professional Development activities:

1. Attended the Thursday seminar on March 21, 2024, titled "Enhancing Higher Education through the Ethical and Effective Deployment of General Artificial Intelligence (GAI) Tools." This seminar provided insights into leveraging AI technologies to improve teaching and learning experiences while addressing ethical considerations.
2. Participated in the Thursday seminar on March 28, 2024, titled "Information and Compressibility." This seminar explored the concepts of information theory and their applications in various fields, including data analysis and research.
3. Supervised secondary school students in research projects related to the medicinal properties of local plants, such as the Tharmad plant juice extraction project and the flavonoids and sickle cell anaemia project. These initiatives aimed to foster scientific curiosity among young students and promote the exploration of natural remedies.
4. Conducted an infection prevention and control workshop for students in the Applied Human Nutrition and Dietetics department before their hospital placements. This workshop equipped students with essential knowledge and skills to maintain a safe and hygienic environment in healthcare settings, benefiting both the students and the healthcare community.

5. Provided expertise in evaluating a proposal for a master's program in hematology from Sultan Qaboos University. This contribution demonstrates my commitment to sharing knowledge and expertise with the broader academic community, ultimately benefiting students and industry professionals in the field of hematology.

Classroom Observation

Has your teaching been observed in the last 12 months? Yes/No

Have you got an action plan deriving from your classroom observation? Yes/No

Do you consider yourself on track with your objectives, targets and plans? Yes/No

If no, please discuss below

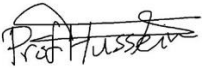
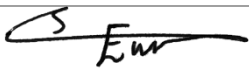
Community Contribution

Please consider below what Continuous Professional Development you have undertaken over the last 12 months to help members of the community/industry.

Activity	Learning Objectives
1. supervised a group of secondary school students who worked on extracting the juice of the Tharmad plant and experimenting with its potential to eliminate Helicobacter pylori bacteria, which is known to cause stomach acidity.	Explore the medicinal properties of a local plant and engage students in hands-on scientific research. By guiding and mentoring these students, I contributed to nurturing their interest in science and promoting the exploration of natural remedies.

2. Provided supervision to another group of secondary school students who focused on identifying plant sources of flavonoids and investigating their role as a potential aid in the treatment of sickle cell anaemia.	This project allowed students to delve into the therapeutic potential of natural compounds and understand the significance of research in addressing medical conditions prevalent in the community. Through my guidance, the students gained valuable insights into the scientific process and the importance of exploring alternative treatment options.
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Section F – Confirmation of Meeting

1. I agree: i) The proposed performance objectives plan ii) Personal and professional development plan, subject to appropriate resources being available			
Signed by Appraiser		Date:	3/6/2024
Signed by Appraisee		Date:	04/06/2024
Comments Appraiser: The faculty member possesses extensive experience in both academic and research domains, significantly contributing to the advancement of students' knowledge and engagement in research activities. She is an active member of various committees within ASU and collaborates with national and international organizations. Her scholarly contributions include the publication of several articles in prestigious journals and the submission of prominent research projects. Appraisee: I am satisfied with the appraisal process and the constructive feedback received. I appreciate the guidance and support provided by my appraiser and look forward to working collaboratively to achieve the set objectives and contribute to the growth and success of A'Sharqiyah University.			
Signed:		Date:	
Date of next review meeting:	3/6/2024	Time:	

APPENDIX
Criteria for Assessing the Performance of Academic Staff

TEACHING AND LEARNING

A'Sharqiyah University aims to deliver high quality academic programs using contemporary learning and teaching technologies to make a difference to the lives of students, staff and communities. College Deans and Heads of Department should take account of the following criteria when assessing the teaching performance of academic staff:

- Evidence of a recent and sustained teaching load.
- Students' evaluation of teaching with a target student satisfaction score of 80% minimum.
- Use of e-learning technologies.
- Timeliness and comprehensiveness of student advising reports
- HoD/Deans evaluation of teaching reports
- Peer review of teaching reports, if available
- Timely submission of Course Evaluation Reports, Course Syllabi, Course Files, Course Descriptors, etc
- University/National/international teaching awards
- Performance on student outcomes (e.g. student pass rates)
- Grants awarded for teaching innovations.
- Membership of Learning and Teaching Journals' Editorial Boards.
- Keynote addresses at national and international teaching conferences.
- Publications of academic books; etc.

Each member of academic staff as A'Sharqiyah University is advised to reflect on their own teaching practice and ensure that he or she:

- Organizes and facilitates learning experiences that assist students to achieve desired outcomes.
- Creates learning experiences and assessments that reflect the integration of discipline and transferable skills.
- Provides appropriate feedback directed to individual student needs.
- Responds to students in a variety of settings with sensitivity to background and learning style.
- Generates and fosters student enthusiasm for learning.
- Supports the development of students' ability to learn independently and with others.
- Refines teaching practice based on self-assessment and reflection; and on feedback from students and peers.
- Utilizes theory and publications on teaching and learning to develop course design, teaching and assessment.

RESEARCH AND/OR CONSULTANCY

The University aims to contribute to knowledge and innovation through applied research and scholarship in a selection of priority areas whilst building capacity in others. College Deans and Heads of Department should take account of the following criteria when assessing the research and consultancy performance of academic staff:

- Research publications output (journals papers, refereed conference publications, books, book chapters, original creative works, etc.)
- Benefit to the research community: high paper citation count
- Research and Consultancy income (number of grants, value of each grant)
- Editorship of national and international journals

- Prizes from international learned societies
- Keynote and invited addresses nationally and internationally
- Invited review papers in journals and conferences
- Chairmanship and program committee membership of well recognized conferences
- Professional awards
- Membership of grant awarding bodies
- Editorship of conference proceedings
- Organizing research conferences, symposia or exhibitions
- Best paper awards
- Impact of research: adoption of results, wealth creation
- Influential papers, awarded patents and licenses
- Learned society involvement
- External examiner for research degrees such as MPhil, PhD, and other doctoral awards
- Reviewer of research grant proposals
- Elected Fellowship of learned societies; etc.

All academic staff are expected to meet the following minimum key performance indicators in Research:

Lecturers:

Lecturers of the University are expected to engage in scholarly activities and to keep up to date with developments in their subject disciplines. A University lecturer who holds a Bachelors/ Master's degree and decides to actively pursue research opportunities leading to award of a higher degree (MPhil/PhD) will be encouraged and supported to do so.

Assistant Professors

Assistant Professors of the University are expected to

- Actively pursue and submit one research grant application under the TRC Block Funding Program or equivalent every year.
- Submit and publish one journal or conference paper every year.

Associate Professors

Associate Professors of the University are expected to

- Actively pursue and submit one Undergraduate Research Grant (URG) or Graduate Research Grant (GRG) application under the TRC Block Funding Program every year.
- Actively pursue and submit one Research Grant (RG) application every year.
- Submit, present and publish one conference paper every year.
- Submit and publish one journal paper every year.

Professors

Professors of the University are expected to

- Actively pursue and submit one Undergraduate Research Grant (URG) or Graduate Research Grant (GRG) application under the TRC Block Funding Program every year.
- Actively pursue and submit one Research Grant (RG) application every year.
- Submit, present and publish one conference paper every year.
- Submit and publish one journal paper every year.

A member of Academic Staff who fails to fulfill the above minimum key Performance Indicators in research will only be eligible to be compensated for overtime teaching after delivering 32 credit hours of teaching in a year. College Deans and Heads of Department will incorporate the above KPIs in the performance targets of every member of academic staff during the appraisal interview process every year.

UNIVERSITY AND COMMUNITY SERVICE

All academic staff are required to make a contribution to University and Community service. College Deans and Heads of Department should take account of the following criteria when assessing the University and Community Service performance of academic staff:

- Membership of College and University Committees
- Program management and course co-ordination
- Managing and supervising teaching/research staff
- Formally or informally mentoring more junior staff
- Involvement and leadership roles with external and/or international committees
- Any activity that raises the profile of A'Sharqiyah University nationally and internationally
- Building beneficial relationships with industry and/or international partners
- Delivering workshops and lectures for the Community
- Contributions to the Higher Education Sector
- Any other contributions that serve the University or the Community.