الجامعة الخليجية
GULF UNIVERSITY

ANNUAL REPORT
2024-2025

Professional Development Office
Planning & Development Unit

| REPORTING PERIOD:
Academic Year 2024-2025



Executive Summary

The Professional Development (PD) Office at Gulf University serves as a formal, structured framework dedicated to enhancing the capabilities, academic expertise, and operational effectiveness of both faculty and administrative staff. Through a wide variety of on-campus and external specialized training courses, workshops, seminars, and international conferences, the PD Office aligns institutional practices with modern quality assurance, accreditation, and institutional standards.

Trainee feedback across all delivery formats demonstrated exceptionally high satisfaction ratings, with overall averages ranging between 4.4 and 4.7 out of 5.0.

Key Highlights

Total Training Initiatives	Professional Memberships
32 Sessions / Events	**5 Institutional / Individual**

Activity Breakdown (Academic Year 2024/2025)

- In-House Training by Internal Trainers: 11 Workshops / Sessions
- In-House Training by External Trainers: 3 Workshops / Sessions
- External Training, Workshops & Conferences: 11 International / Local Events
- Webinars & Professional Courses: 7 Programs
- Professional Memberships Maintained: 5 Memberships

1. In-House Training by Internal Trainers

No.	Training Topic	Presenter(s)	Participants	Date	Venue
1	Induction on Moodle and Campus System	Dr. Mohamed Al-Laymoun Mr. Ali Mansoor	All Teaching Staff	18/09/2024	GU- Lab 205
2	Using BigBlueButton Application	Dr. Mohamed Al-	All Teaching Staff	09/10/2024	GU- Lab 205

	& MS Forms	Laymoun			
3	How to Use AI in your work	Prof. Mohanad	All Teaching Staff	03/11/2024	GU- Open Area
4	How to Use AI in your work	Prof. Mohanad	All Admin Staff	04/11/2024	GU- Open Area
5	Improving Social Media Appearance via LinkedIn	Ms. Afrah Faraj	All GU Staff	14/11/2024	GU- Open Area
6	Detecting AI Similarity via Turnitin	Dr. Rumpa Roy	All Teaching Staff	20/11/2024	GU- Open Area
7	Research and the Sustainable Development Goals (SDGs)	Dr. Tanvir Dr. Mohamed Al-Shekhley	All Teaching Staff	20/01/2025	GU- Open Area
8	How to Use Moodle and its Functions	Dr. Mohamed Al-Laymoun	All Teaching Staff	16/02/2025	Lab 205
9	How to Prepare Micro Learning	Dr. Abdulqader	All Teaching Staff	01/06/2025	MS Teams
10	Enhancing Research Profile	Dr. Abu Basher	CMT Staff	24/06/2025	Media Pavilion
11	How to Prepare Micro Learning	Prof. Firas	All Teaching Staff	02/07/2025	GU- Open Area

Evaluation & Feedback Analysis

Overall Satisfaction Rating: 4.4 / 5.0

- General Evaluation & Venue: 4.3 – 4.4 | Time Allocation: 4.1
- Theme Relevance & Impact: 4.3 | Participant Engagement: 4.5 – 4.8
- Speaker Performance & Punctuality: 4.2 – 4.5

Analysis: Trainees consistently gave high satisfaction ratings. Feedback highlighted the relevance and practical impact of training content, alongside the strong expertise and interactive approach of internal facilitators.

2. In-House Training by External Trainers

No.	Training Topic	Presenter / Org	Participants	Date	Venue

1	Induction on UKHE System	Ms. Maggie (UoN)	All Teaching Staff	17/09/2024	GU- Open Area
2	UoN Approach to Designing & Delivering LTA	Ms. Maggie (UoN)	All Teaching Staff	17/09/2024	GU- Open Area
3	AI for Business	Mr. Ali Al-Toblani Mr. Mohammed AlKhabbaz (DOO Company)	M. Akbar, Y. Al-Shaikh, A. Haji, F. Yusuf, N. Al-Saffar, Dr. Baligh, S. Al-Meer, F. Al-Alawi, Dr. Al-Laymoun, S. Murad	01/07/2025	Lab 205

Evaluation & Feedback Analysis

Overall Satisfaction Rating: 4.5 / 5.0

- General Evaluation & Facilities: 4.5 – 4.6 | Time Allocation: 4.6
- Theme Impact & Discussion: 4.4 – 4.6 | Activity Materials: 4.3
- Speaker Punctuality & Interaction: 4.7

Analysis: Highly successful execution with strong endorsements regarding trainer expertise, interaction, and time management.

3. Webinars & Professional Courses

No.	Course / Webinar Title	Participants	Date / Duration	Provider / Venue
1	Artificial Intelligence-Based Faculty Skill Development	Prof. Mohanad, Dr. Hesham, Teaching Staff, M. Abdulla, Baraa, A. Emad, M. Emad, F. Al-Banna, F. Yusuf, F. Ali, M. Akbar, S. Murad	10/11/2024 – 24/12/2024	GU - Chools Academy
2	3rd Bahrain Virtual Conference on 'AI in Higher Education'	All Teaching Staff	19/01/2025	Bahrain
3	CG Asset Creation for Film or Games	Ms. Maryam Juma	June 2025	Canada
4	Diploma in IFR	Dr. Ahmed Al-Astal	05/04/2025 (4 weeks)	Jordan
5	ISO 26000 Social Responsibility Workshop	Dr. Marwan	March–August 2025	Austria

6	Executive Diploma in Leadership & Business Strategy	Dr. Baligh	4–6 months	AAML - USA
7	AI Enhanced Teaching & Learning	Dr. Abdulqader	21–22/07/2025	Sharjah University

Evaluation & Feedback Analysis

Overall Satisfaction Rating: 4.4 / 5.0

- Theme Importance & Impact: 5.0 / 5.0 (Exceptional)
- Platform & Facility Arrangement: 4.8 | General Evaluation: 4.4

Analysis: Participants rated the relevance and impact of specialized courses exceptionally high (5.0), confirming that professional certifications align directly with faculty development needs.

4. External Training, Workshops & Conferences

No.	Event Title	Participants	Date	Venue / Host Institution
1	Empowering Employability Through Industry-Academia Collaboration	Dr. Tanvir	22/10/2024	American University in Dubai
2	Explorance Bluenotes MENA 2024 Conference	Dr. Hesham, Dr. Tanvir, Dr. Omar, M. Akbar, S. Murad	05–07/11/2024	Zayed University - Dubai
3	Introduction to Healthy University	Ms. Shereen Murad, Mr. Mohamed Al-Shaikh	14/11/2024	AUBH
4	Global Media Congress	Dr. Naglaa, Ms. Rabab	25–28/11/2024	Abu Dhabi
5	Interdisciplinary Legal Negotiation Training	Dr. Hesham Saeed, Ms. Alaa	28/11/2024 – 06/12/2024	Univ. of Campania - Italy
6	Inside-out: Establishing Feedback Ecosystem to Enhance Engagement	Dr. Hesham, Dr. Al-Laymoun, Baraa, A. Emad, Ms. Heba, Ms. Faheema	18/02/2025	AUBH
7	Artificial Intelligence Journalism World Forum	Dr. Sherif Badran	28–29/04/2025	Sharjah

8	71st GFA Spring Congress of the Society for Ergonomics	Dr. Hesham El-Marsafawy	25–27/03/2025	Germany
9	AACSB Deans Conference	Dr. Mahmoud Al-Zgool	03–05/02/2025	USA
10	The Assessment and AoL Conference	Dr. Qais, Dr. Mujeeb	13–14/05/2025	UK
11	Innovation & Impact Summit Conference	Dr. Tanvir, Prof. Mohanad	10–12/12/2024	India

Evaluation & Feedback Analysis

Overall Satisfaction Rating: 4.7 / 5.0 (Highest Rated Category)

• General Evaluation: 4.8 | Theme Impact: 4.9 | Speaker Performance: 4.7 – 4.8

Analysis: External international conferences provided immense strategic value, networking opportunities, and exposure to cutting-edge global higher education practices.

5. Professional Memberships Supported

Professional Body / Membership	Beneficiary / Staff Member	Tenure / Validity
Chartered Institute of Personnel and Development (CIPD)	Ms. Sara Al-Meer	02/10/2024 – 01/07/2025
International Public Relations Association (IPRA)	Dr. Mohamed El-Astal	1 Year
IEEE Membership Renewal	Dr. Mohamed Al-Laymoun	1 Year
Chartered Institution of Building Services Engineers (CIBSE)	Dr. Omer	1 Year
Gesellschaft für Arbeitswissenschaft (GFA)	Dr. Hesham El-Marsafawy	1 Year

6. Training Needs Analysis (TNA) & Future Outlook

To ensure continuous alignment with Gulf University's strategic objectives, a Training Needs Analysis (TNA) was conducted, identifying distinct professional development priorities across staff cadres:

Administrative Staff Focus Areas	Academic Staff Focus Areas
• AI Tools & Practical Implementation	• International Accreditation Standards

- Workplace Ethics & Best Practices
- Data Analysis & Interpretation
- Program Leadership & Management
- Micro-Learning & Executive Program Design
- Technology-Enhanced Learning / Instructional Design
- Research Capacity Building & Domain-Specific Practice

Strategic Plan for 2025–2026

Targeted Gap Closure: Design customized training modules directly addressing the identified administrative and academic skills gaps.

Resource Optimization: Align budgetary spending directly with key performance indicators (KPIs) and strategic university goals.

Quality Assurance Integration: Maintain continuous alignment with Bahrain BQA, Higher Education Council (HEC), and international accreditation body standards.

7. Conclusion

The Professional Development Office at Gulf University plays a pivotal role in fostering a skilled, highly competent workforce. The success of the 2024/2025 academic year—evidenced by robust financial utilization, broad participation, and consistently high satisfaction ratings (4.4 to 4.7 out of 5.0)—underlines the strategic impact of these initiatives.

By implementing the TNA roadmap for 2025/2026, Gulf University will continue to elevate academic quality, enhance administrative performance, and foster institutional excellence.