الجامعة الخليجية
GULF UNIVERSITY

ANNUAL REPORT 2025-2026

Professional Development Office

Planning & Development Unit

| REPORTING PERIOD:
Academic Year 2025-2026











1. Introduction

The Professional Development Office at Gulf University manages a formal process dedicated to maintaining and elevating the professional knowledge, skills, and overall performance of both academic and administrative staff. Through a variety of on- and off-campus initiatives—including specialized training courses, workshops, seminars, and conference participation—the office strengthens staff capabilities to ensure human resources are utilized effectively, directly raising the quality of educational, research, and administrative outcomes.

To support seamless transitions and clear communication across the institution, the office organizes comprehensive induction programs. These sessions familiarize new employees with the university's policies, procedures, and facilities, while keeping existing staff continuously updated on new institutional guidelines.

A major priority of the Professional Development Office is embedding modern quality trends, institutional standards, and accreditation requirements into daily practices and quality assurance mechanisms. To achieve this, the office frequently hosts external, internationally experienced experts to lead targeted workshops, building staff confidence in implementing quality benchmarks and introducing modern, effective methods for teaching, learning, and assessment.

2. Executive Summary

During the 2025/2026 academic year, the Professional Development Office successfully executed a comprehensive suite of institutional capacity-building activities across seven core strategic tracks. A total of 68 distinct initiatives were delivered to academic and administrative personnel, achieving an exemplary overall participant satisfaction rating of 4.5 out of 5.0.

> **Key Academic Year Highlights (2025–2026)**
> • Total Professional Activities Delivered: 68
> • Overall Program Participant Satisfaction: 4.5 / 5.0
> • Primary Focus Areas: Generative AI in Pedagogy, Research Capacity Expansion, Institutional Accreditation Readiness, Quality Assurance Alignment.

Operational Activity Summary

Activity Category	Count / Volume	Primary Scope & Target Audience
Teaching, Learning & Assessment	18 Workshops	All Academic Teaching Staff
Professional Certificates & External Workshops	15 Qualifications	Targeted Specialized Staff & Leadership
Webinars, Conferences & Workshops	11 Events	Academic & Administrative Units
Research Capacity Building	9 Sessions	Faculty & Academic Researchers
Induction & Onboarding Programs	7 Inductions	New Academic & Administrative Staff
In-House Training	4 Internal Workshops	University-Wide Staff
Professional Memberships	4 Renewals	Departmental Faculty Members

3. Professional Development Activities (2025/2026)

3.1 Induction Sessions (Policies & Procedures)

No.	Training Title	Presenter	Participants	Date	Venue
1	QADC Induction	Dr. Rumpa Roy	New Staff	08/09/2025	Meeting Room
2	How to Access Library Resources	Mr. Yousif Al-Shaikh	Academic Staff	09/09/2025	Library
3	Moodle & Campus Induction	Dr. Abdulqader, Ms. Shiblia & Ms. Faheema	Academic Staff	21/09/2025	Lab 205
4	Research Induction	Dr. Mohamed Al-Shekhly	Academic Staff	22/09/2025	Open Area
5	QADC Induction	Dr. Rumpa Roy	New Staff	15/12/2025	Meeting Room

No.	Training Title	Presenter	Participants	Date	Venue
6	Midterm Exam & Mock Quiz Prep	Dr. Idris Ghazali	Academic Staff	05/04/2026	Open Area
7	NQF Induction Session	Dr. Rumpa Roy	Engineering Staff	06/04/2026	Room 305

3.2 In-House Training

No.	Training Title	Presenter	Participants	Date	Venue
1	Micro-Lecture Prep & AI Content	Prof. Firas Mohamed	Academic Staff	11/09/2025	Open Area
2	Invitation to AI Native University Design	Prof. Mohanad Ismail	All GU Staff	09/12/2025	Open Area
3	AI & Digital Transformation in Education	Mr. Haider Al-Moosa	All GU Staff	11/01/2026	Open Area
4	AI in Enhancing Teaching Methods	Dr. Idris Ghazali	Academic Staff	18/02/2026	Open Area

In-House Training Evaluation Summary

Evaluation Criteria	Score (Out of 5.0)
General Evaluation of Activity	4.4
Venue Arrangement & Facilities	4.6
Time Allocated for Topics	4.3
Importance of Theme & Impact on Knowledge/Skills	4.4
Stimulating Interest & Learning through Content	4.5

Evaluation Criteria	Score (Out of 5.0)
Involvement of Participants in Discussions	4.6
Quality of Presentation & Activity Materials	4.2
Speaker/Trainer Performance & Experience	4.3
Accuracy & Time Management of Facilitator	4.8
Interaction Between Facilitator & Participants	4.7
OVERALL EVALUATION SCORE	4.5 / 5.0

Evaluation Analysis: The overall evaluation data indicates exceptionally strong participant satisfaction across all conducted in-house sessions, achieving an overall score of 4.5 out of 5.0. Specific dimensions scored consistently between 4.4 and 4.8. Participants expressed particularly high appreciation for speaker time management (4.8) and interactive discussions (4.6).

3.3 Training, Workshops & Conferences (External & Specialized)

No.	Training Program	Participant(s)	Date	Venue / Provider
1	Certified Facility Manager	Mr. Mohamed Jalil	01/10/2025	Learners Point Academy
2	Data Protection Officers (DPOs)	Zainab Al-Basri	27/11-04/12/2025	BIBF
3	Certified FinTech Expert	Mr. Ali Haji	August 2025	Blockchain Council
4	Python Programming	Ms. Ambi Alex	09/11/2025	Elegant Training
5	Java Programming	Dr. Walid	03/11/2025	Elegant Training
6	ANSYS - Structural	Ms. Ameera	20/11/2025	Zabeel Int. Institute - UAE

No.	Training Program	Participant(s)	Date	Venue / Provider
7	ANSYS Mechanical	Dr. Oula	20/11/2025	Zabeel Int. Institute - UAE
8	3Ds Max with Rendering	Ms. Sandra Job	05/11/2025	SPS - UAE
9	Certified Industrial Automation Eng.	Dr. Jain	24/11/2025	Easy Training - UAE
10	Agentic AI and Applications	Prof. Mohanad	30/12/2025	PRAVARTAK - India
11	NOCN Level 2 Award in HR Admin	Ms. Noor Marshad	07/12/2025–02/02/2026	Hedaya Training Center
12	AI Video Editing: Frame the Future	Mr. Kareem Mohamed	06/05/2026	Future Media Concepts
13	Final Cut Pro for Social Media	Mr. Kareem Mohamed	15/05/2026	Future Media Concepts
14	Int. Board in Strategic Leadership	Dr. Baligh	22/06/2026	Nevada Training - Dubai
15	Certified Management Accountant (CMA)	Dr. Ahmed Al-Astal	19/07/2026	Sarh Int. Consulting

External Training & Conference Evaluation Summary

Evaluation Criteria	Score (Out of 5.0)
General Evaluation of Activity	4.9
Venue Arrangement & Facilities	4.9
Time Allocated for Topics	4.6
Importance of Theme & Impact on Knowledge/Skills	5.0
Stimulating Interest & Learning through Content	4.7

Evaluation Criteria	Score (Out of 5.0)
Involvement of Participants in Discussions	4.5
Quality of Presentation & Activity Materials	4.6
Speaker/Trainer Performance & Experience	4.4
Accuracy & Time Management of Facilitator	4.0
Interaction Between Facilitator & Participants	4.2
OVERALL EVALUATION SCORE	4.4 / 5.0

Evaluation Analysis: External training workshops and conferences received high ratings, averaging 4.4 out of 5.0. Notably, theme relevance and knowledge impact received a perfect rating of 5.0/5.0, reflecting exact alignment between specialized external offerings and institutional skill requirements.

3.4 Teaching, Learning & Assessment Workshops

No.	Training Program	Participants	Date	Venue / Provider
1	Embedding Employability in T&L and Assessment	All Teaching Staff	09/10/2025	CLICKS
2	Liminal States: Threshold Framework for T&L	All Teaching Staff	21/10/2025	American University of Sharjah
3	Teaching with Generative AI	All Teaching Staff	30/10/2025	UAEU University
4	Human Centered Assessment & Student Learning	All Teaching Staff	05/11/2025	American University of Cairo
5	The Scalable Blueprint: Engaging Learning Experiences	All Teaching Staff	17/11/2025	Ajman University
6	Balancing AI in Education & Higher-Order Thinking	All Teaching Staff	24/11/2025	American University of Bahrain

No.	Training Program	Participants	Date	Venue / Provider
7	Digital Transformation in Higher Education	All Teaching Staff, Ms. Shereen Murad, Mr. Mohamed Akbar, Ms. Fahema Ali	08/12/2025	Prince Sultan University
8	From Insights to Impact: Applying AI for Effectiveness	All Teaching Staff	06/01/2026	Naseej
9	Empowering Inclusion: Supporting Individuals with Disabilities	All Teaching Staff	08/01/2026	Abu Dhabi University
10	Reimagining Education through AI & VIBE Coding	Dr. Mujeeb Saif, Dr. Ferhat	12/02/2026	Abu Dhabi University
11	Beyond the Hype: Critical Thinking & Ethics in AI	All Staff	05/02/2026	American University of Sharjah
12	Innovations in Academic Program Review	All Teaching Staff	04/03/2026	Naseej
13	Beyond Accreditation: Embedding Assessment into Culture	All Teaching Staff, Ms. Shereen Murad, Mr. Mohamed Akbar, Ms. Fahema Ali	12/03/2026	American University of Beirut
14	Start with Action: Rethinking Student Engagement	All Teaching Staff, Mr. Abdulla Emad, Mr. Ali Abdulla, Ms. Heba Naseeb	25/03/2026	Ajman University
15	Walking Through AI Rubrics to Find the Best for Us	All Teaching Staff	21/04/2026	GU / MS Teams
16	Designing Assessment	All Teaching Staff	23/04/2026	GU / MS Teams
17	AI in Higher Education (3-Day Executive Training)	All Teaching Staff, Leadership Team (Prof. Mohanad, Dr. Meryam, Dr. Hesham, et al.)	02-04/06/2026	Higher Education Council

No.	Training Program	Participants	Date	Venue / Provider
18	Generative AI in Teaching, Learning & Assessment Workshop	All Teaching Staff	09/06/2026	GU / MS Teams

Teaching, Learning & Assessment Evaluation Summary

Evaluation Criteria	Score (Out of 5.0)
General Evaluation of Activity	4.5
Venue Arrangement & Facilities	4.9
Time Allocated for Topics	4.3
Importance of Theme & Impact on Knowledge/Skills	4.8
Stimulating Interest & Learning through Content	4.6
Involvement of Participants in Discussions	4.6
Quality of Presentation & Activity Materials	4.4
Speaker/Trainer Performance & Experience	4.4
Accuracy & Time Management of Facilitator	4.4
Interaction Between Facilitator & Participants	4.5
OVERALL EVALUATION SCORE	4.6 / 5.0

Evaluation Analysis: Teaching, Learning, and Assessment sessions represented the highest-rated major track with an average overall rating of 4.6 out of 5.0. Facilitators' venue and technical arrangements scored 4.9, and the theme importance scored 4.8, underscoring the high institutional relevance of AI and assessment methodologies.

3.5 Research Capacity Building

No.	Training Program Title	Participants	Date	Venue / Mode
1	Strategic Navigation of Research Funding Landscape	All Teaching Staff	09/05/2026	Virtual Session
2	Advanced Academic Writing & High-Impact Publishing	All Teaching Staff	19/05/2026	Virtual Session
3	Maximizing Research Visibility & Citation Impact	All Teaching Staff	12/05/2026	Virtual Session
4	Innovative Applications of ML & Deep Learning in Research	All Teaching Staff	30/04/2026	Virtual Session
5	Strengthening Industry-Academia Partnerships & SDGs	All Teaching Staff	08/06/2026	Virtual Session
6	Applied Bibliometrics for Researchers without Programming	All Teaching Staff	23/04/2026	Virtual Session
7	Strategic Journal Targeting & Ethical Publishing	All Teaching Staff	28/06/2026	Virtual Session
8	Int. Symposium: GenAI for Academic Writing & Integrity	All Teaching Staff	28/04/2026	GU Campus
9	Int. Symposium: Prompt Engineering for Academics	All Teaching Staff	25/05/2026	GU Campus

3.6 Professional Memberships Supported

No.	Membership Title / Organization	Faculty Member	Duration / Status
1	IPRA Membership Renewal	Dr. Mohamed El-Astal	1 Year Renewal
2	CIPR Membership Renewal	Dr. Sherif Badran	1 Year Renewal
3	CIPR Membership Renewal	Dr. Naglaa El-Gammal	1 Year Renewal

No.	Membership Title / Organization	Faculty Member	Duration / Status
4	CIBSE Membership Renewal	Dr. Omar Bilbech	1 Year Renewal

4. Conclusion & Strategic Outlook

The 2025/2026 academic year marked a transformative milestone for the Professional Development Office at Gulf University. By systematically delivering 68 tailored initiatives across induction, pedagogy, external certifications, AI integration, and research development, the office reinforced institutional excellence and academic readiness.

Participant evaluations across all tracks consistently surpassed institutional targets, achieving an overall satisfaction average of 4.5/5.0. High praise was registered for content relevance, expert delivery, and direct applicability to teaching and governance.

Strategic Recommendations for Academic Year 2026/2027

1. Advanced AI & Digital Pedagogy: Deepen practical implementation of generative AI in assessment rubrics, course design, and administrative workflows.
2. Targeted Research Grants & High-Impact Output: Expand dedicated grant-writing workshops and international research partnership forums.
3. Quality Assurance & NQF Alignment: Maintain continuous onboarding and compliance training for full-time and part-time academic personnel.
4. External Professional Accreditation: Support staff members in obtaining internationally recognized specialized certifications to boost institutional ranking metrics.