

**عمادة التطوير والجودة**

Dear fellow academic staff, this survey was designed to explore your views regarding AlRayyan Colleges academic/work environment, and services in general as well as those of your department, and academic program in which you take part. We thank you for your time and effort in completing this survey, and welcome your suggestions for improvement in the open question section of this survey.

Survey Code F1 Institutional Work Environment Survey (Academic Staff)

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| Department: College: |
| Nationality: Saudi Non-Saudi |
| Gender: Male Female |
| Academic Rank:  Teaching Assistant – Lecturer – Language Teacher –  Assistant Professor – Associate Professor – Professor |
| Years of experience at the University: |
| Years of experience after most recent academic credential: |
| Number of published research papers: |
| Number of published books: |

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|  | Items | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|  | First: Institutional Context |  |  |  |  |  |
| 1. | I am fully aware of AlRayyan Colleges mission, vision and goals |  |  |  |  |  |
| 2. | I support AlRayyan Colleges mission, vision and goals |  |  |  |  |  |
| 3. | I am fully aware of the general policies & regulations which are related to me and/or can affect me |  |  |  |  |  |
| 4. | I am systematically informed of/ and updated with AlRayyan Colleges events and recent developments as well as current issues to which AlRayyan Colleges attributes major concerns |  |  |  |  |  |
| 5. | AlRayyan Colleges general ambiance helps me to work well |  |  |  |  |  |
| 6. | I approve the strategies adopted by the University to improve quality |  |  |  |  |  |
| 7. | AlRayyan Colleges top management is keen on exploring the opinions of its academic staff's and supports them |  |  |  |  |  |
|  | Second- Department's Activities and Work Environment |  |  |  |  |  |
| 8. | I am aware of the department's mission and goals |  |  |  |  |  |
| 9. | The department's mission is specific enough, thereby serving as a guiding reference in decision-making. |  |  |  |  |  |
| 10. | I support the department's vision, mission and goals, and I think they meet community needs. |  |  |  |  |  |
| 11. | The department's ambiance helps me to work well. |  |  |  |  |  |
| 12. | I support the department's strategies to improve quality |  |  |  |  |  |
| 13. | I am aware of the department's general policies & regulations, and do understand the implications of those which are related to me and/or my job |  |  |  |  |  |

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| 14. | I understand the implications of the changes in my department and am aware of the issues to which my department attributes special attention. |  |  |  |  |  |
| 15. | The Department's management is keen on exploring the opinions of its academic staff's and supports them |  |  |  |  |  |
| 16. | The Department's management supports my academic and professional advancements. |  |  |  |  |  |
| 17. | I have the opportunity to receive specialized training in my major. |  |  |  |  |  |
| 18. | I have the opportunity to receive specialized training related to teaching skills. |  |  |  |  |  |
| 19. | Recruitment in my department is impartial and depends on professional competencies rather than personal connections. |  |  |  |  |  |
| 20. | In my department, promotions (decisions to progress to higher ranks) are impartial and depends on professional competencies rather than personal connections. |  |  |  |  |  |
| 21. | Information related to promotions is clear to me. |  |  |  |  |  |
| 22. | In my department, performance appraisal is impartial and depends on professional competencies rather than personal connections. |  |  |  |  |  |
| 23. | In my department, I think that performance appraisal is useful and highly beneficial |  |  |  |  |  |
| 24. | When taking his decisions, the head of my Department is objective, impartial, and do not employ favoritism. |  |  |  |  |  |
| 25. | In my department, teaching loads are fairly distributed, and faculty members are justly and equally treated. |  |  |  |  |  |
| 26. | I receive enough support to collaborate with faculty members with sound expertise in research |  |  |  |  |  |
| 27. | I am satisfied with the time allocated to me to conduct my research. |  |  |  |  |  |

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| 28. | I am satisfied with the quantity and quality of my research papers. |  |  |  |  |  |
| 29. | I participate in activities related to community services |  |  |  |  |  |
| 30. | I am satisfied with the number of courses I teach. |  |  |  |  |  |
| 31. | I am satisfied with the number of students I teach. |  |  |  |  |  |
| 32. | I am satisfied with the monthly income I receive. |  |  |  |  |  |
|  | Third: Teaching and Helping Students |  |  |  |  |  |
| 33. | I have sufficient time to provide advice and counselling services to my students when needed. |  |  |  |  |  |
| 34. | I have sufficient knowledge of the content of the courses I teach. |  |  |  |  |  |
| 35. | I think that my department provides substantial help allowing students to develop their knowledge and skills which are necessary for their future career. |  |  |  |  |  |
| 36. | In my department, employed teaching methodologies are compatible with the subjects being taught. (knowledge, skills and trends) |  |  |  |  |  |
| 37. | The program has improved students' oral and written communication skills. |  |  |  |  |  |
| 38. | The program has improved students' problem solving skills including the ability to solve new and unconventional problems) |  |  |  |  |  |
| 39. | The program has improved students' teamwork skills. |  |  |  |  |  |
| 40. | In my department, faculty members systematically provide students with feedback relevant to their work. |  |  |  |  |  |
| 41. | I am satisfied with the level of support to improve teaching. |  |  |  |  |  |
| 42. | I am satisfied with my students' level |  |  |  |  |  |
| 43. | Practicum programs are effective in developing students' skills. |  |  |  |  |  |

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|  | Fourth: Library and Resources |  |  |  |  |  |
| 44. | Library resources are convenient for the subjects I teach |  |  |  |  |  |
| 45. | References for my courses are available at the library when needed. |  |  |  |  |  |
| 46. | Necessary books and Journals are available at the library. |  |  |  |  |  |
| 47. | I rely on the library as a source of information. |  |  |  |  |  |
| 48. | I have electronic access to learning resources |  |  |  |  |  |
| 49. | Learning resources e.g. books, journals and e-resources are systematically updated and sufficiently available in comparison with similar libraries elsewhere. |  |  |  |  |  |
| 50. | The Library is considered as a place, which helps in learning, studying, and doing research. |  |  |  |  |  |
| 51. | Librarians understand visitors' needs, and do have the knowledge to respond to their questions. |  |  |  |  |  |
| 52. | Librarians are keen on assisting visitors and dedicating sufficient time to help them. |  |  |  |  |  |
| 53. | In addition to the facilities for visitors with special needs, the library is equipped with modern and hi-tech services e.g. photocopying, and scanners and seating areas. |  |  |  |  |  |
| 54. | Photocopying and printing a certain number of papers is available at the library. |  |  |  |  |  |
| 55. | The library facilities are convenient: (chairs, desks, PCs, internet access etc. |  |  |  |  |  |
| 56. | Convenient study areas are available inside the library |  |  |  |  |  |
| 57. | The library ambiance is calm and helps visitors to concentrate, read, and study |  |  |  |  |  |
| 58. | Classrooms as well as their setting and equipment are convenient for students |  |  |  |  |  |
| 59. | Classrooms' facilities are of high quality. |  |  |  |  |  |
| 60. | Number of labs is sufficient and convenient compared to the number of students. |  |  |  |  |  |
| 61. | Labs' equipment/ facilities are convenient and are of high quality |  |  |  |  |  |

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| 62. | There are sufficient number of classrooms/ buildings allowing instructors to deliver courses at convenient times. |  |  |  |  |  |
|  | Fifth : e-Library |  |  |  |  |  |
| 63. | Access to e-library website is easy. |  |  |  |  |  |
| 64. | Using /Browsing the e-library website is easy, and well organized. |  |  |  |  |  |
| 65. | e-Library database always has the information I need for my research /major. |  |  |  |  |  |
| 66. | The library offers in-house training allowing me to acquire necessary skills to use the e-Library. |  |  |  |  |  |
| 67. | Database Usage Guide is useful and helps me browsing the elibrary website. |  |  |  |  |  |
|  | Sixth -IT services: |  |  |  |  |  |
| 68. | IT availability, |  |  |  |  |  |
| 69. | Website, |  |  |  |  |  |
| 70. | E-learning services, |  |  |  |  |  |
| 71. | IT security, |  |  |  |  |  |
| 72. | Maintenance (hardware and software), |  |  |  |  |  |
| 73. | Accessibility, |  |  |  |  |  |
| 74. | Support systems, |  |  |  |  |  |
| 75. | Hardware, software and updates |  |  |  |  |  |
|  | Seventh-Evaluation of Site: |  |  |  |  |  |
| 76. | The speed of opening the site |  |  |  |  |  |
| 77. | The general appearance |  |  |  |  |  |
| 78. | Classification of information |  |  |  |  |  |
| 79. | Easey of navigation within the site |  |  |  |  |  |
| 80. | Search feature "on a topic |  |  |  |  |  |
| 81. | Adequacy of information |  |  |  |  |  |
| 82. | Modernity of information on site |  |  |  |  |  |
| 83. | Important events within the university |  |  |  |  |  |
| 84. | Ease of browsing the university site from mobile |  |  |  |  |  |

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| 85. | site compared to other universities in Saudi Arabia |  |  |  |  |  |
|  | Eighth: Support & Services |  |  |  |  |  |
| 86. | There are sufficient training programs for new comers (instructors) |  |  |  |  |  |
| 87. | Training programs offered to academic staff are of high quality. |  |  |  |  |  |
| 88. | There are sufficient facilities (buildings, and equipment) to conduct research. |  |  |  |  |  |
| 89. | Research services and amenities are adequately available. |  |  |  |  |  |
| 90. | Information Technology services are appropriately available. |  |  |  |  |  |
| 91. | I think adequate support is provided to academic staff willing to travel to present a research paper or workshop. |  |  |  |  |  |
| 92. | Sports activities and recreational programs are sufficient and of a good quality. |  |  |  |  |  |
| 93. | Health and medical services are adequately available. |  |  |  |  |  |
| 94. | Students' Registration & Admission procedures are convenient. |  |  |  |  |  |
| 95. | Sufficient number of good quality small restaurants are available within the university premises. |  |  |  |  |  |
| 96. | I can use the services and materials I need for the program |  |  |  |  |  |
| 97. | Parking lots are sufficiently and adequately available for academic staff. |  |  |  |  |  |
| 98. | Sufficient and adequate prayer areas are available for academic staff |  |  |  |  |  |
|  | Ninth: Job satisfaction at the University |  |  |  |  |  |
| 99. | In General, I am satisfied with my work at the University |  |  |  |  |  |
| 100. | In General, I am satisfied with my work at the department. |  |  |  |  |  |

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| Open Questions |
| 101. What is it that you liked most about your work at the University?  ----------------------------------------------------------------------------------------------  ---------------------------------------------------------------------------------------- |
| 102. What is it that you liked least about your work at the University?  -----------------------------------------------------------------------------------------------  ---------------------------------------------------------------------------------------- |
| 103. What are your suggestions to improve the academic program for  which you work? ------------------------------------------------------------------------------------------------------------------------------------------------------- |