

## Program Specification

## Program Name: Bachelor of Arts in English

Qualification Level: Undergraduate/Bachelor's degree
Department: Department of English Language
College: Languages and Translation
Institution: King Khalid University

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## A. Program Identification and General Information

## 1. Program Main Location:

Guraiger (Main Campus)

## 2. Branches Offering the Program:

Abha, Khamis Mushait, Ahad Rufaidah, Rijal Almaa'a, Majardah, Tanumah, Muhayil, and Dhahran Aljanoob

## 3. Reasons for Establishing the Program:

(Economic, social, cultural, and technological reasons, and national needs and development, etc.)

- The Bachelor of Arts in English program was developed to align with the education policy in Saudi Arabia since English is a medium of instruction in different majors such as medicine and engineering and is widely used as a means of communication in business. Further, English is a global language by which Saudi Arabia can share its rich values and culture with the rest of the world as one of the leading countries in economy, politics, and science.
- Meeting the needs of teaching English in Saudi Arabia.
- Preparing translators to meet the needs of the labor market.


## 4. Total Credit Hours for Completing the Program: ( 120 credit hours)

## 5. Professional Occupations/Jobs:

1. English Language Teachers
2. Translators
3. Tourist guides
4. Editors
5. Proofreaders
6. Major Tracks/Pathways (if any): NA

| Major track/pathway | Credit hours <br> (For each track) | Professional Occupations/Jobs <br> (For each track) |
| :---: | :---: | :---: |
| NA | NA | NA |
| NA | NA | NA |
| NA | NA | NA |
| NA | NA | NA |
| 7. Intermediate Exit Points/Awarded Degree (if any): |  |  |
| Intermediate exit points/awarded degree |  | Credit hours |
| NA |  | NA |
| NA |  | NA |
| NA |  | NA |

## B. Mission, Goals, and Learning Outcomes

| 1. Program Mission: |
| :--- |
| Developing students' academic and professional competencies in the English language, <br> enabling students to improve their research skills and academic writing proficiency. Our <br> ultimate goal is effective contribution in serving our community in the fields of English <br> language studies and translation. |

## 2. Program Goals:

1. Achieve higher proficiencies in all English language skills: Develop language skills utilizing theory and expanding the scope of knowledge and skills through practical language usage (written and spoken)
2. Program Goal 2. Critical Thought and Inquiry: Introduce fundamental academic research skills and develop critical thinking skills for academic inquiry and higher-level problemsolving.
3. Provide superior English language training to help students acquire the skills necessary to achieve their goals: Ensure that graduates have the requisite language skills and abilities for academic and professional endeavors in the current and anticipated labor market.
4. Relationship between Program Mission and Goals and the Mission and Goals of the Institution/College.

Mapping Between Program Mission and Faculty Mission and Mapping Between Faculty Mission and University Mission can be accessed by click here.
4. Graduate Attributes:

1. Effective communication in English
2. Advanced knowledge of English language and Literature
3. Creative, analytical, interpretive, reflective and problem-solving skills
4. Academic integrity and ethically-based research skills
5. Time management, teamwork, interpersonal and IT skills.

## 5.Program learning Outcomes*

Knowledge and Understanding

| K1 | Recognize English language sounds, structures, and meanings |
| :---: | :---: |
| K2 | Define the major key terms within the fields of linguistics, applied linguistics, literature, and translation. |
| K3 | Articulate and explain the major theories, techniques, strategies, principles, and practices within the field of English language. |
| Skills |  |
| S1 | Apply effective listening strategies to understand the main ideas of complex spoken texts on both concrete and abstract topics. |
| S2 | Speak fluently and spontaneously to communicate information, ideas, thoughts, and beliefs on a wide range of topics. |
| S3 | Read, analyze and critically evaluate a range of familiar and unfamiliar texts. |
| S4 | Write well structured, complex academic texts on a wide range of topics. |
| S5 | Apply deep knowledge of the form, meaning, and usage of the English language to a variety of oral and written texts. |
| S6 | Critically analyze and appreciate a range of literary genres such as poetry, short stories, novels, and plays. |
| S7 | Translate and interpret a variety of text types appropriately and accurately from English< > Arabic. |
| S8 | Apply theories and practices of teaching and learning a foreign language in relevant contexts. |
| S9 | Apply research skills and methods to conduct research and deliver effective presentations. |


| Values |  |
| :---: | :--- |
| V1 | Critically reflect on their own learning experience of English and explore options to continuously <br> develop their competence as critical readers, writers, and communicators. <br> V2 |
| Communicate appropriately, accurately and effectively as intercultural leaders and contributing <br> citizens Who value diversity |  |
| V3 | Work ethically and professionally as a part of a team or independently. |

* Add a table for each track and exit Point (if any)


## C. Curriculum

1. Curriculum Structure

| Program Structure | Required/ Elective | No. of courses | Credit Hours | Percentage |
| :---: | :---: | :---: | :---: | :---: |
| Institution Requirements | Required | 7 | 14 | 11.66 |
|  | Elective | - | - | - |
| College Requirements | Required | - | - | - |
|  | Elective | - | - | - |
| Program Requirements | Required | 39 | 106 | 88.34 |
|  | Elective |  |  |  |
| Capstone Course/Project | - | - | - | - |
| Field Experience/ Internship | - | - | - | - |
| Others | - | - | - | - |
| Total |  | 46 | 120 | 100 |

* Add a table for each track (if any)


## 2. Program Study Plan

| Level | Course Code | Course Title | Required or Elective | Pre-Requisite Courses | Credit <br> Hours | Type of requirements(Institution, College <br> or Denartment |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} \text { Level } \\ 1 \end{gathered}$ | 111SLM | Islamic Culture (1) | Required | - | 2 | Institution |
|  | 201ARB | Language Skills | Required | - | 2 | Institution |
|  | ENG 110 | Listening \& Speaking (1) | Required | - | 3 | Department |
|  | ENG 111 | Reading Comprehension (1) | Required | - | 3 | Department |
|  | ENG 112 | Writing (1) | Required | - | 3 | Department |
|  | ENG 113 | Grammar (1) | Required | - | 3 | Department |
| $\begin{gathered} \text { Level } \\ 2 \end{gathered}$ | 112SLM | Islamic Culture (2) | Required | - | 2 | Institution |
|  | ENG 114 | Listening \& Speaking (2) | Required | ENG 110 | 3 | Department |
|  | ENG 115 | Reading Comprehension (2) | Required | ENG 111 | 3 | Department |
|  | ENG 116 | Writing (2) | Required | ENG 112 | 3 | Department |
|  | ENG 117 | Grammar (2) | Required | ENG 113 | 3 | Department |
|  | ENG 118 | Study Skills | Required | - | 2 | Department |
| $\begin{gathered} \text { Level } \\ 3 \end{gathered}$ | 113SLM | Islamic Culture (3) | Required | - | 2 | Institution |
|  | ENG 210 | Listening \& Speaking (3) | Required | ENG 114 | 3 | Department |
|  | ENG211 | Reading Comprehension (3) | Required | ENG 115 | 3 | Department |
|  | ENG 212 | Writing (3) | Required | ENG 116 | 3 | Department |
|  | ENG 213 | Grammar (3) | Required | ENG 117 | 2 | Department |
|  | ENG 214 | Vocabulary Building (1) | Required | - | 3 | Department |
| $\begin{gathered} \text { Level } \\ 4 \end{gathered}$ | 101HLG | Computer Science | Required | -------- | 2 | Institution |
|  | ENG 215 | Listening \& Speaking (4) | Required | ENG 210 | 3 | Department |
|  | ENG216 | Reading Comprehension (4) | Required | ENG 211 | 2 | Department |
|  | ENG 217 | Writing (4) | Required | ENG 212 | 2 | Department |
|  | ENG 218 | Grammar (4) | Required | ENG 213 | 2 | Department |
|  | ENG 219 | Vocabulary Building (2) | Required | ENG 214 | 3 | Department |
| $\begin{gathered} \text { Level } \\ 5 \end{gathered}$ | 114SLM | Islamic Culture (4) | Required | - | 2 | Institution |
|  | 202ARB | Arabic Editing | Required | - | 2 | Institution |
|  | ENG 310 | Speech Workshop | Required | - | 2 | Department |
|  | ENG 320 | Introduction to Linguistics | Required | - | 3 | Department |
|  | ENG 321 | Phonetics | Required | - | 3 | Department |
|  | ENG 330 | Introduction to Literary Forms | Required | - | 3 | Department |


| Level | Course <br> Code | Course Title | Required or Elective | Pre-Requisite Courses | Credit <br> Hours | Type of requirements <br>  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} \text { Level } \\ 6 \end{gathered}$ | ENG 311 | Writing for Specific Purposes | Required | ENG 217 | 3 | Department |
|  | ENG 312 | Technology And Language Learning | Required | - | 3 | Department |
|  | ENG 325 | English Phonology | Required | ENG 321 | 3 | Department |
|  | ENG 331 | Short Story | Required | ENG 330 | 2 | Department |
|  | ENG 332 | Drama | Required | ENG 330 | 2 | Department |
|  | TRN 340 | Translation (1) | Required | - | 2 | Department |
| $\begin{gathered} \text { Level } \\ 7 \end{gathered}$ | ENG 411 | Research Methods | Required | ENG 217 | 3 | Department |
|  | ENG 426 | Morphology | Required | ENG 320 | 3 | Department |
|  | ENG 422 | Applied Linguistics (1) | Required | -------------- | 3 | Department |
|  | ENG 430 | Poetry | Required | ENG 330 | 2 | Department |
|  | ENG 431 | Novel | Required | ENG 330 | 2 | Department |
|  | TRN 440 | Translation (2) | Required | TRN 340 | 2 | Department |
| $\begin{gathered} \text { Level } \\ 8 \end{gathered}$ | ENG 423 | Applied Linguistics (2) | Required | ENG 422 | 3 | Department |
|  | ENG 427 | Syntax | Required | ENG 320 | 3 | Department |
|  | ENG 425 | Preparation for International Tests | Required | ENG 218 | 3 | Department |
|  | $\begin{gathered} \text { ENG } \\ 433 \end{gathered}$ | Modern Literary Movements | Required | ENG 330 | 2 | Department |
|  | TRN 441 | Translation (3) | Required | TRN 340 | 2 | Department |

* Include additional levels if needed
** Add a table for each track (if any)


## 3. Course Specifications

Insert hyperlink for all course specifications using NCAAA template
https://flt.kku.edu.sa/en/content/2451

## 4. Program learning Outcomes Mapping Matrix

Align the program learning outcomes with program courses, according to the following desired levels of performance ( $\mathbf{I}=$ Introduced $\mathbf{P}=$ Practiced $\mathbf{M}=$ Mastered )


| Course Code \& No. | Knowledge |  |  | Skills |  |  |  |  |  |  |  |  | Values |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | K. 1 | K. 2 | K. 3 | S. 1 | S. 2 | S. 3 | S. 4 | S. 5 | S. 6 | S. 7 | S. 8 | S. 9 | V. 1 | V. 2 | V. 3 |
| ENG 213 | M | M | M | M | M | M | - | - | - | - | - | - | M | M | M |
| ENG 214 | I | I | I | - | M | M | M | M | - | - | - | - | I | - | I |
| ENG 215 | - | P | - | P | - | M | - | P | - | - | - | - | P | P | P |
| ENG 216 | P | - | P | P | - | P | - | - | - | - | - | - | P | P | P |
| ENG 217 | P | - | P | - | - | - | P | - | - | - | - | - | - | P | P |
| ENG 218 | P | P | - | P | P | - | - | - | - | - | - | - | P | P | P |
| ENG 219 | M | - | - | - | M | M | M | P | - | - | - | - | M | M | M |
| ENG 310 | - | I | I | P | - | - | - | - | - | - | - | - | M | - | P |
| ENG 320 | I | I | - | - | - | M | - | - | - | - | - | M | M | M | M |
| ENG 321 | I | I | M | - | M | - | - | M | - | - | - | P | M | M | M |
| ENG 330 | I | I | - | - | - | M | - | - | - | - | - | - | M | - | M |
| ENG 311 | - | - | P | - | - | - | M | M | - | - | - |  | P | P | P |
| ENG 312 | - | I | I | - | M | I | M | - | - | - | M | M | P | P | P |
| ENG 325 | M | - | M | - | P | - | - | P | - | - | - | - | P | P | P |
| ENG 331 | - | P | P | - | - | P | - | P | P | - | - | - | P | P | - |
| ENG 332 | - | P | P | - | - | P | - | - | P | - | - | - | P | - | P |
| TRN 340 | I | I | - | - | M | - | - | - | - | - | - | - | M | - | M |
| ENG 411 | - | M | M | - | P | P | - | - | P | - | - | M | M | M | M |
| ENG 422 | P | P | - | P | P | P | - | - | - | - | - | - | P | P | P |
| ENG 426 | P | P | - | M | M | M | - | - | - | - | - | - | P | - | P |
| ENG 430 | - | P | P | - | - | P | - | - | P | - | - | - | M | M | M |
| ENG 431 | - | P | P | - | - | P | - | - | P | - | - | - | P | P | P |
| TRN 440 | M | M | M | M | - | - | M | M | - | M | - | M | M | M | M |
| ENG 423 | - | P | P | - | P | P | - | - | - | - | P |  | P | P | P |
| ENG 427 | - | P | - | P | P | P | - | - | - | - | - | - | P | P | P |
| ENG 425 | P | P | P | - | - | P | - | P | - | - | - | - | P | P | P |
| ENG 433 | - | P | P | - | - | P | - | - | P | - | - | - | P | P | P |
| TRN 441 | - | P | P | - | - | - | - | - | - | P | - | - | P | P | P |

* Add a table for each track (if any)


## 5. Teaching and learning strategies to achieve program learning outcomes

Describe policies, teaching and learning strategies, learning experience, and learning activities, including curricular and extra-curricular activities, to achieve the program learning outcomes.
The Bachelor of Arts in English program employs different teaching and learning strategies to achieve the program learning outcomes. These strategies include lectures, classroom discussions, group discussions, tutorial sessions, classroom presentations, debates, teamwork, decision making, and self-education.
6. Assessment Methods for program learning outcomes.

Describe assessment methods (Direct and Indirect) that can be used to measure achievement of program learning outcomes in every domain of learning.

The Bachelor of Arts in English program employs different assessment methods for program learning outcomes such as tests, quizzes, presentations, group discussions, assignments, mini-research, and peer evaluation.

## D. Student Admission and Support:

## 1. Student Admission Requirements

The admission requirements for the Bachelor of Arts in English program are as follows:

1. The applicant must be a Saudi national.
2. The applicant must hold a Secondary School Certificate or its Equivalence.
3. The applicant must have obtained his Secondary School Certificate within the last preceding four years.
4. The applicant must have passed the General Aptitude Test (GAT).
5. The applicant must not have previously enrolled in or academically dismissed from King Khalid University or any other university.
6. The applicant must sit for the English Language Placement Test (ELPT) and obtain at least $60 \%$ to be enrolled in the department.

## 2. Guidance and Orientation Programs for New Students

Prior to the start of classes, an academic orientation is scheduled for all new students to acquaint them with the general academic university regulations, policies, and services. During orientation, the Bachelor of Arts in English program arranges an agenda to provide an introduction to students' rights and responsibilities and university life through campus tours and visits, meetings, lectures, demonstrations, and other activities.

## 3. Student Counseling Services <br> (academic, career, psychological and social)

1. There is an academic advisor for the Bachelor of Arts in English program who holds meetings with students, especially the newcomers, to explain the university's rules and regulations and the program.
2. Individual academic advisors are assigned to a group of students. Each individual advisor should offer advice and counseling for his group.
3. Teachers are required to announce their office hours and ensure that their students are aware of that. The academic advisor explains and follows up the study plan of students.

## 4. Special Support

(low achievers, disabled, gifted and talented)
Managed by the Guidance and Counselling Unit

## E. Teaching and Administrative Staff

1. Needed Teaching and Administrative Staff

| Academic Rank | Specialty |  | Special Requirements / Skills (if any ) | Required Numbers |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | General | Specific |  | M | F | T |
| Professors | 3 | - | - | 2 | 1 | 3 |
| Associate <br> Professors | 11 | - | - | 8 | 3 | 11 |
| Assistant <br> Professors | 43 | - | - | 30 | 13 | 43 |
| Lecturers | 40 | - | - | 25 | 15 | 40 |
| Teaching Assistants | 25 | - | - | 15 | 10 | 25 |
| Technicians and Laboratory Assistants | NA | - | - | NA | NA | NA |
| Administrative and Supportive Staff | 12 | - | - | 12 | - | - |
| Others ( specify ) | - | - | - |  |  |  |

## 2. Professional Development

### 2.1 Orientation of New Teaching Staff

Describe briefly the process used for orientation of new, visiting and part-time teaching staff

Orientation and Adaptation program (program guide-book/meetings with fellow staff members and department's administration)

- Explain the program's mission, goals, objectives, academic program, and constituent courses.
- Familiarize the new member with the program's achievements and contributions in the academic and community service areas.
- Introduce the new member to the resources and facilities available to the program.
- Acquaint the new member with his duties and responsibilities in the academic institution.
- Explain the opportunities available for further development and the chances available to the new member for contribution.
- Actual visits to the department, college, and university.
- Training courses provided by the Deanship of Academic Development and Quality.


### 2.2 Professional Development for Teaching Staff

Describe briefly the plan and arrangements for academic and professional development of teaching staff (e.g., teaching \& learning strategies, learning outcomes assessment, professional development, etc.)

Practicing Professionalism in EFL Teaching (Workshop)
Introduction to Building Quality Online Courses
Implementing QM to Build Effective Online Assessments
Creating and Assessing Learning Outcomes
Scientific Research Criterion for Program Accreditation

## F. Learning Resources, Facilities, and Equipment

## 1. Learning Resources.

Mechanism for providing and quality assurance of learning resources (textbooks, references and other resource materials, including electronic and web-based resources, etc.)
For the planning and acquisition of textbooks and references, the department chairman writes memos to the faculty members requesting them to submit lists of suggested books in their areas of specialization. The chairman sends the lists to the concerned authorities in the university. Textbooks are approved by the curriculum and textbook committee.
2. Facilities and Equipment
(Library, laboratories, medical facilities, classrooms, etc.).
Dean, vice deans, and the college administrator are responsible for planning and acquiring these resources based on need.
3. Arrangements to Maintain a Healthy and Safe Environment (According to the nature of the program )
Maintenance and safety oversight managed by the King Khalid University higher administration.

## G. Program Management and Regulations

## 1. Program Management <br> 1.1 Program Structure

(including boards, councils, units, committees, etc.)
Advisory Board, Academic Development and Quality Unit, Alumni Unit, E-Learning Unit, Guidance and Counselling Unit, Language Enhancement Program (LEP), Measurement and Evaluation Unit, Registration Unit, Social Media Unit, English Club, Website Administration, Timetables and Exams, Academic Advising and Students' Affairs, Higher Studies and Scientific Research, Study Plans and Curricula, Educational Services, Quality and Development, and Community Service.

### 1.2 Stakeholders Involvement

Describe the representation and involvement of stakeholders in the program planning and development. (students, professional bodies, scientific societies, alumni, employers, etc.)

There is an advisory board to the Bachelor of Arts in English program established by the Faculty of Languages and Translation, where the members of this board are composed of various relevant bodies and institutions. This council meets periodically to discuss the program's needs and the necessary attributes for the graduates of the Bachelor of Arts in English program at King Khalid University.

## 2. Program Regulations

Provide a list of related program regulations, including their link to online version: admission, study and exams, recruitment, appeals and complaint regulations, etc.)
. Program Quality Assurance Manual
https://flt.kku.edu.sa/sites/flt.kku.edu.sa/files/Quality-Assurance-Manual.pdf
2. Rights and Duties Guide for Students at King Khalid University https://flt.kku.edu.sa/sites/flt.kku.edu.sa/files/general files/images/Rights-and-Duties-Guide-for-Students.pdf
3. Rules and Regulations for Students and Examinations https://flt.kku.edu.sa/sites/flt.kku.edu.sa/files/general files/images/Rules-and-Regulations-for-Studies-and-Examinations.pdf
4. Students Manual Guide
https://flt.kku.edu.sa/sites/flt.kku.edu.sa/files/general files/images/Student-ManualGuide.pdf

## H. Program Quality Assurance

| 1. Program Quality Assurance System Provide online link to quality assurance manual |  |
| :---: | :---: |
| https://flt.kku.edu.sa/sites/flt.kku.edu.sa/files/Quality-Assurance-Manual.pdf |  |
| 2. Program Quality Monitoring Procedures |  |
|  | report for each course is submitted by the end of every semester, which contains suggestions and commendations for course quality improvement. Based on these course reports, an annual program report is repared, taking into consideration the suggestions and recommendations as stated in individual course reports. his annual report is appended by an action plan containing priorities for improvement to be implemented in e subsequent academic year. |
|  | Arrangements to Monitor Quality of Courses Taught by other Departments. |
| NA |  |
| 4. Arrangements Used to Ensure the Consistency between Main Campus and Branches (including male and female sections) |  |
| There are regular meetings held between the male and female campus - which is one program - to ensure the consistency and of the materials taught in addition to the textbooks used in teaching. In addition, the exams and quizzes are all unified knowing that one course coordinator is assigned for both sections. |  |
| 5. Arrangements to Apply the Institutional Regulations Governing the Educational and Research Partnerships (if any). |  |
| NA |  |
| 6. Assessment Plan for Program Learning Outcomes (PLOs), and Mechanisms of Using its Results in the Development Processes |  |
|  | pogram Learning Outcomes, Assessment Methods, and Teaching Strategies work together and are aligned. They are joined together as one, coherent, unity that collectively articulate a consistent agreement between udent learning and teaching. Both PLOs and CLOs are aligned through a mapping matrix. Then, the courses ontribute to each PLO are identified and the average of each PLO is calculated. Based on that average, the rget and new target benchmark are set. |

## 7. Program Evaluation Matrix

| Evaluation Areas/Aspects | Evaluation Sources/References | Evaluation Methods | Evaluation Time |
| :---: | :---: | :---: | :---: |
| Effectiveness of teaching and assessment | Students | Surveys | End of academic year |
| Learning resources | Students | Surveys | End of academic year |
| KPIs measurement | Students and faculty Members | Surveys |  |

Evaluation Areas/Aspects (e.g., leadership, effectiveness of teaching \& assessment, learning resources, partnerships, etc.)
Evaluation Sources (students, graduates, alumni, faculty, program leaders, administrative staff, employers, independent reviewers, and others (specify)
Evaluation Methods (e.g., Surveys, interviews, visits, etc.)
Evaluation Time (e.g., beginning of semesters, end of academic year, etc.)

## 8. Program KPIs*

The period to achieve the target ( 1 ) year.

| No | KPIs Code | KPIs | Target | Measurement Methods | Measurement Time |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | KPI-P-01 | Percentage of achieved indicators of the program operational plan objectives | 30\% |  |  |
| 2 | KPI-P-02 | Students' Evaluation of quality of learning experience in the program | 4.00 |  |  |
| 3 | KPI-P-03 | Students' evaluation of the quality of the courses | 4.20 |  |  |
| 4 | KPI-P-04 | Completion Rate | Average=75\% |  |  |
|  |  |  | Males=75\% |  |  |
|  |  |  | Females=75\% |  |  |
| 5 | KPI-P-05 | First-year students retention rate | 60\% |  |  |
| 6 | KPI-P-06 | Students' performance in the professional and/or national examinations | 50\% |  |  |
| 7 | KPI-P-07 | Graduates' employability and enrolment in postgraduate programs | 40\% |  |  |
| 8 | KPI-P-08 | Average number of students in the class | 60\% |  |  |
| 9 | KPI-P-09 | Employers' evaluation of the program graduate's proficiency | 3.70 |  |  |
| 10 | KPI-P-10 | Students' satisfaction with the offered services | 4.00 |  |  |
| 11 | KPI-P-11 | Ratio of students to teaching staff | 1/20 (5\%) |  |  |
| 12 | KPI-P-12 | Percentage of teaching staff distribution | Full Professor=5\% |  |  |
|  |  |  | Associate <br> Professor= 15\% |  |  |
|  |  |  | Assistant Professor=40\% |  |  |
|  |  |  | Lecturer=40\% |  |  |
| 13 | KPI-P-13 | Proportion of teaching staff leaving the program | 3\% |  |  |
| 14 | KPI-P-14 | Percentage of publications of faculty members | 15\% |  |  |
| 15 | KPI-P-15 | Rate of published research per faculty member | 15\% |  |  |
| 16 | KPI-P-16 | Citations rate in refereed journals per faculty member | 4 |  |  |
| 17 | KPI-P-17 | Satisfaction of beneficiaries with the learning resources | 4.20 |  |  |

[^0]I. Specification Approval Data

| Council / Committee | Department of English Council |
| :---: | :---: |
| Date | MARCH 2020 |


[^0]:    * including KPIs required by NCAAA

