

Agreement signed with University of Manouba

Quality Assurance

In a significant step towards enhancing academic and scientific cooperation, Bayan College and the University of Manouba in Tunisia signed a Memorandum of Understanding (MoU) on February 14, 2025.

The agreement, signed by Professor Amir Al-Sharif, President of the University of Manouba, and Dr. Mohammed Al Kharusi, Dean of Bayan College, established a framework for collaboration between the two esteemed institutions.

The primary objective of the MoU is to promote cooperation and exchange in various academic disciplines, with a particular emphasis on Media and Communication Sciences.

College will cooperate with the University to develop an Arabic Masters Programme in Media and Communication.

This aligns with the shared vision of both institutions to advance knowledge and innovation in fields critical to the modern global landscape.

By taking advantage of their



Bayan College Dean Dr. Mohammed Al Kharusi (extreme right) and dignitaries from the University of Manouba during the signing ceremony.

respective strengths, Bayan College and the University of Manouba aim to create opportunities for students, faculty, and researchers to engage in meaningful academic and cultural exchanges.

Under the terms of the agreement, both institutions are committed to utilize all available resources to foster collaboration, while adhering to their

respective legal and institutional frameworks.

The MoU outlines a cooperative approach that respects the responsibilities, goals, programs, and methodologies of each institution, ensuring that all initiatives are aligned with applicable regulations.

This partnership is expected to facilitate joint research projects, faculty and student ex-

changes, and the development of innovative academic programs, particularly in Media and Communication Sciences.

The signing of this MoU marks an important moment for Bayan College as it continues to expand its global academic network. By partnering with the University of Manouba, a renowned institution with a strong reputation

in higher education, Bayan College reinforces its commitment towards providing students with world-class learning opportunities.

The collaboration is poised to enhance the academic experience, promote cross-cultural understanding, and contribute to the advancement of knowledge in both The Sultanate of Oman and Tunisia.

This agreement reflects the shared dedication of Bayan College and the University of Manouba in fostering academic excellence and innovation. As both institutions move forward with this partnership, the college community eagerly anticipates the positive impact of this collaboration on students, faculty, and the broader academic landscape.

MoU signed with Ministry of Labor

Quality Assurance

Bayan College and the Ministry of Labor signed a Memorandum of Understanding (MoU) on June 4, 2025, corresponding to the 8th of Dhu al-Hijjah 1446, in a move to boost education, professional development, and sustainable initiatives in the Sultanate of Oman.

The agreement was signed by HE Sayyid Salim bin Muslim Al Busaidi, Undersecretary

of Ministry of Labour and Dr. Mohammed Al Kharusi, Dean of Bayan College, marking a significant step in fostering collaboration that benefits both students and the wider community.

The MoU lays the foundation for a dynamic partnership designed to enhance practical skills and media expertise among Bayan College students. Key initiatives include engaging students in producing media



Undersecretary of Ministry of Labour HE Sayyid Salim bin Muslim Al Busaidi (right) and Bayan College Dean Dr. Mohammed Al Kharusi

reports on youth projects and community programs, conducting interviews with prominent entrepreneurs for the Ministry's 'Qudrat

platform, and creating and editing media videos to enrich the platform's content.

The Ministry has also permitted as many as 50

students from the college to enroll for internship. The agreement emphasizes the development and management of media content, such as articles and infographics, to align with the platform's goals. Bayan College students will also benefit from media training opportunities, equipping them with hands-on experience and industry-relevant skills.

To ensure effective collaboration, the agreement

includes provisions for confidentiality, ensuring that Bayan College will not share media-related content without prior approval from the Ministry of Labor. Both parties will appoint representatives to facilitate communication, and any amendments to the MoU will require mutual written consent.

The agreement also allows disputes to be resolved amicably or through competent courts if necessary.



Bayan College signed a cooperation agreement with the Siraj Endowment Foundation to enhance community awareness of the Siraj Foundation in supporting higher education, in June, 2025. It also aims to involve students in various volunteer activities and to develop their employment skills.

Institutions forge a new path with agreements

Quality Assurance

In a step towards academic excellence and research innovation, Bayan College and Al Ain University have signed a Memorandum of Understanding (MoU) to establish a platform for cooperation.

The agreement, signed by Dr. Raheema Esani, Dean of the College of Communication and Media at Al Ain University, and Dr. Mohammed Al Kharusi, Dean of Bayan College, aims to enhance collaboration in education, research,



Dean Dr. Mohammed Al Kharusi with Dr. Raheema Esani, Dean of the College of Communication and Media at Al Ain University.

and student development. The MoU outlines several key areas of cooperation designed to benefit both institutions. A central focus is academic collaboration, particularly in programs of mutual interest such as the Bachelor's program in Communication and Media.

This partnership will enable both institutions to share teaching experiences, enriching their academic offerings.

The agreement between the two institutions also promotes joint scientific research initiatives

Pact inked with S. Batinah Governorate

Quality Assurance

In a significant step towards fostering educational excellence and community engagement, Bayan College and the Governorate of South Batinah signed a Memorandum of Cooperation (MoU), aligning with the vision 2040 to prioritize education and sustainable development.

The agreement, signed by HE Eng. Masoud Al Hashimi, Governor of South Al Batinah, and Dr. Mohammed Al Kharusi, Dean of Bayan College, aims to enhance collaboration in media, training, and student support. The MoU establishes cooperation focusing on capacity building and the development of academic and prac-

tical skills. Key objectives include launching seminars, training programs, and awareness initiatives in media, administration, human resources, and institutional excellence.

The agreement also emphasizes the creation of media plans and marketing strategies to promote shared goals. By establishing partnerships with governmen-

tal institutions, Bayan College seeks to provide students with practical training opportunities and strengthen ties with the community.

The agreement offers specific privileges to support employees and students. These include significant fee discounts for diploma, bachelor's, and master's programs for employees of the governor's office

and their first-degree relatives, as well as reduced fees for training courses at Bayan College's Training and Development Center. The governorate will also have free access to college facilities for official events, and both parties will collaborate on promotional activities, including advertising at events and media programs to highlight na-

tional identity and tourist attractions. The MoU is valid for two years, with the option for renewal, and integrates all related correspondence and documents as part of its execution. This partnership emphasizes college's commitment to community needs, empowering students and promoting sustainable development in South Al Batinah region.

Blood donation drive makes a difference

Student Affairs

More than 100 students and faculty members came together at the Blood Donation Drive and Health Awareness event hosted by the Student Affairs Centre on October 9, 2024.

Organized in collaboration with the Art Club and in partnership with the local Blood Bank, the event was designed not only to collect life-saving blood donations but also to educate attendees on the science and significance of blood donation in modern healthcare.

The initiative shared a vision to promote public health and student engagement. It aimed to foster empathy, build awareness, and empower students to participate in a cause that directly impacts lives.

Volunteers from the Art Club

played a key role in the planning process, designing promotional materials and setting up educational booths that added both aesthetic appeal and informative value to the event.

The local Blood Bank provided medical staff and equipment, ensuring that all safety protocols were followed and that the donation process ran smoothly.

Attendees were invited to explore interactive stations that explained blood types, compatibility, and the donation process. Posters and digital displays illustrated how donated blood is used in surgeries, trauma care, cancer treatment, and chronic illness management.

This powerful message resonated with many students, who were eager to learn more about how their contributions could make a tangible difference.

Students engaged enthusias-

tically with blood type matching games and quizzes, which helped demystify the concepts and myths prevailing among the people.

One of the blood donors expressed his appreciation, saying, "I came here to donate, but I ended up learning so much. It's amazing how something so simple can make such a big difference. I feel proud to be part of this."

Faculty members also participated, with several professors rolling up their sleeves to contribute. Their involvement underscored the inclusive nature of the event and reinforced the message that health awareness is a shared responsibility.

A student from the foundation department admitted, "I was nervous at first, but the staff were so kind and professional. Now I want to donate regularly."



A student takes part in the blood donation drive and Health Awareness event hosted by the Student Affairs Centre.



Dr. Sayan Dey during the international workshop at Mizoram University, India.

'Decoding the language of waste'

English Studies

Head of the English Studies Department Dr. Sayan Dey spearheaded an international workshop titled 'Garbage, Media and Environment' at Mizoram University, India, from August 28-30, 2025.

The three-day event brought together post-graduate and doctoral students from the de-

partments of Mass Communication and Political Sciences to explore the deeper meanings of waste in contemporary society.

The workshop was anchored around Dr. Dey's latest book, 'Garbocracy: Towards a Great Human Collapse', which challenges conventional notions of garbage and reframes it as a metaphor for cultural, ideological, and psychological exclusion.

Through a blend of lectures, fieldwork, and interactive sessions, participants examined how waste operates not only as a physical entity but also as a symbol of marginalization, resistance, and transformation. The workshop hosted by Mizoram University in India attracted 50-60 students. Dr. Dey's sessions emphasized the role of media in shaping public perceptions and the

need for interdisciplinary approaches to environmental activism. "Garbage is not just what we throw away - it's what we refuse to acknowledge," said Dr. Dey.

"It reflects our values, our fears, and the systems we uphold. Through this workshop, we aimed to decode the language of waste and understand its impact on our lives and our planet," Dr. Dey

said. Participants praised the workshop's innovative structure and its ability to connect theory with life experience.

Student presentations on the final day showcased creative interpretations of waste through storytelling, visual media, and critical analysis, underscoring the workshop's transformative impact.

The event concluded with reflections on

'Garbocracy', which critiques global obsessions with cleanliness, order, and productivity, arguing that these ideals often conceal deeper forms of collapse.

Dr. Dey encouraged students to carry forward the insights gained into their academic and personal lives, fostering a more critical and compassionate understanding of the world around them.

'Taxes for a smart future'

Student Affairs

A workshop titled 'New Taxes' was organized in collaboration with the Tax Authority in the college on November 13, 2024.

The event aimed to raise awareness among students and alumni about recent developments in taxation system, focusing particularly on the Value Added Tax (VAT) and its implications for individuals, businesses, and the national economy.

By combining academic knowledge with practical insights from government experts, the session sought to bridge the gap between theoretical understanding and real-world application, preparing students to navigate an evolving environment shaped by modernization and global economic shifts.

Art, music inspire mental health awareness

Student Affairs

The Center of Student Affairs and Support Services at Bayan College organized a mental health awareness programme on October 29 and 30, 2024. The programme 'Ibsar', attracted over 100 students and employees, and featured small local businesses, including restaurants and cafes, showcasing local entrepreneurship alongside a strong focus on mental health awareness.

The event was widely praised for its creative and impactful approach to mental health, using art and music as powerful tools to engage participants.

Attendees expressed admiration for the engaging activities and inspiring performances, while the Muscat Acad-

emy for Art & Music delivered an informative workshop that deepened the understanding of mental health issues. The Dean of the college, commended the event's excellent organization and highlighted the dedication of the organizers in the college.

The event's innovative blend of creativity and awareness not only educated but also entertained the students and the staff, leaving a lasting positive impression on all participants. The overwhelming feedback from participants underscores the importance of addressing mental health in unique and engaging ways, and the college continues to demonstrate its commitment to holistic student well-being and community engagement.

From 'Ink to Insight'

English Studies

A workshop 'Ink to Insight' was organized by the English Studies Department in the college on February 2 and 3.

The primary objective of the workshop was to introduce senior and graduating students to the core techniques of academic research writing, and to help them approach their academic projects with greater clarity, structure, and confidence.

Dr. Sayan Dey, Assistant Professor and Head of the English Studies Department, was the key speaker.

The workshop focused on building the foundational elements of research writing. Dr. Sayan covered topics such as understanding the overall research process, from topic selection to submission, along with guidance on formulating effective research questions and hypotheses.

Students were also introduced to strategies for conducting a thorough literature review, and the importance of academic honesty and avoiding plagiarism.

Dr. Sayan simplified complex academic concepts, paired them with real-world examples, and ensured that students remained engaged and motivated.

The session saw lively participation from students, who posed thoughtful



Dr. Sayan Dey during the workshop

questions and engaged in discussions about the common challenges they face during the initial stages of research.

Students from the college were introduced to useful techniques for revising and editing their work, helping them improve the overall quality of their writing. Interactive elements and peer discussions enhanced the learning experience and encouraged students to evaluate their own writing practices more critically.

The event was organized by Ms. Ranju and Ms. Divya from the English Studies Department's Research team.

Mirroring a flurry of activities

Dear Reader,

I am immensely delighted to welcome you to this new edition of our college house journal, Bayan Post.

Ever since the last issue, Bayan College has, as usual, been home to a flurry of academic, social and community engagement initiatives and activities.

On the academic front, Media Studies Department not only submitted the elaborate documentation for the OQF Listing of the Broadcasting program, but also produced its first ever Master degree in Broadcasting.

The Department appreciates the leadership of the college Dean, the guidance of the Assistant deans, the Quality Assurance Department, the director of Postgraduate and Research Department, and the diligence of departmental faculty in the attainment of these feats.

At this juncture, let me bid a very warm welcome to all fresh faculty who joined the college.

It is my hope that their newness and vigor will enrich the human resource base of the college and enhance the realization of its academic goals, and that in return, they will find their tenure here rewarding and fulfilling.

Other than the preparation for

the anticipated institutional accreditation early next year, the initiatives and activities of the college can be seen as part of a relentless effort to sustain the gains of the past and even break new grounds.

In this direction, professional development programs featuring workshops, lectures and exhibitions by seasoned academics, researchers and industrial experts from multiple disciplines have become a prominent feature of the college calendar.

On their part, our students, under the guidance of the Center for Students Affairs, have participated enthusiastically in club activities that ranged from entrepreneurship exhibitions, blood donation drives, cultural fairs, international volunteering and a series of workshops.

As always, I trust that the professionalism of the editorial team will shine through the detailed presentation of the above-mentioned developments and various other content in this edition.

Enjoy the read.

Dr. Bernard Emenyeonu
HoD, Media Studies Department



Message from the Dean

Dear reader,

Welcome to yet another issue of the Bayan Post. It is gratifying to witness the continued spirit of excellence, creativity, and collaboration at the college. Each academic semester brings renewed enthusiasm and accomplishments that continues to strengthen the reputation of the college as a centre of learning and innovation.

The past months have also witnessed a range of

student-centered activities that fostered engagement, leadership, and creativity in the college. These activities not only enhanced students learning experience but also strengthened the culture of collaboration, creativity and innovation.

This edition of Bayan Post continues to serve as an important platform for documenting and celebrating these milestones.

As we move forward, let us remain steadfast in our pursuit

of knowledge, innovation, and integrity as these are some of the core principles that lie at the heart of Bayan College. May we continue to foster an environment that encourages learning, critical thinking and collaboration. I express my sincere appreciation to all who have contributed to this publication.

Warm regards,

Dr. Mohammed Al Kharusi,
Dean, Bayan College

For a holistic development

Dear colleagues, esteemed students,

As an academic specializing in the understanding of human interaction and development, I firmly believe that the true university experience extends far beyond the confines of the lecture hall and the examination room. The college is not just a place for receiving knowledge; it is an environment for holistic development.

This is precisely where the essence of student activities lies.

The activities we offer are not mere 'breaks' from studying; they are the core of the educational process and a practical manifestation of our theories:

Identity and Skill Building. In our classrooms, we study the stages of psychosocial development. But in the

activities, students find a safe space to try out different roles, develop their identity, and hone crucial skills like leadership, problem-solving, and effective communication - skills that cannot be learned from a textbook alone.

Fostering Belonging and Social Support. Activities help build strong support networks among peers and enhance the feeling of belonging to the community.

These relationships are key to overcoming academic and personal challenges, forming the foundation for the stage of intimacy later in life.

Connecting Theory to Reality. A Social Science student must be able to analyze reality.

Participation in cultural clubs or volunteer teams allows you to apply the theoretical



frameworks and concepts you study (such as social justice and community organization) to real-life problems.

We in the Social Sciences Department sincerely urge you: **Participate, Lead, and Make an Impact.** Make your college years an unforgettable period of comprehensive growth.

Ms. Bushra Al Busaidi,
HoD, Social Sciences Department

'Place where theories and methods brought to life'

One of the essential purposes of learning is to nurture the practice of flexibility, diversity, and open-mindedness, ensuring that, regardless of our opinions, we do not indulge in the toxic practices of cancel culture, a common phenomenon in today's times.

As societies around us become increasingly hostile to the values of love, caring, and sharing, educators and learners have a responsibility to move beyond being mere agents of disciplinary, surveillance, and censorship. Instead, we should strive to be humble and radical thinkers who take practically transformative initiative.

In a time when hatred, hypocrisy, and ambush become parameters of knowledge-making, intelligence, and smartness, it is essential to look back, look down, and into the roots

and routes of our ancestral values of ecological symbiosis, where the notion of individuality is not understood as an inward-looking, self-centered, and narcissistic, but as a collective entity with fellow humans and more-than-humans.

Although we are theoretically and methodologically well-informed about collectiveness through classroom interactions and degrees, its practical applicability remains somewhat distant. This is where, as an institution, Bayan College excels. This is a place where theories and methods are brought to life through student-led and faculty-led hands-on experiences. The departments of English Studies, Media Studies, and Social Studies, through their interwoven curricular and pedagogical formats, ensure that the values of freedom and creativity underpin the everyday inter-



actions between teachers and students.

The artistic and scholarly curation of the Bayan Post is an embodied manifestation of such a vision. We may not be directly able to stop the genocides, droughts and mass starvation, but at the minimum level in whatever little possible creative, scholarly, and activist ways we can restore our lost faith in humanity, and the Bayan Post gives us hope - an intense ray of hope in this otherwise asphyxiated planet.

Dr. Sayan Dey,
HoD, English Studies Department

Bridging theory, social responsibility

Social Sciences Department

The Department of Social Sciences undertook a series of student-led and departmental initiatives aimed at bridging theoretical learning with practical community engagement between October and December 2024.

These efforts reflect the department's commitment to cultivating socially responsible graduates equipped with both academic knowledge and civic awareness. The 'Giving and Recognition Campaign' (November 5 – December 4, 2024) exemplified student leadership in social outreach.

This month-long initiative mobilized volunteers to visit local care homes, fostering intergenerational connection and empathy. The campaign not only provided companionship to elderly residents but also offered students firsthand experience in community service and ethical engagement. Complementing this effort was the "Na'addel Al Nafsiya" (Adjust Your Mind) Campaign, a large-scale departmental initiative designed to challenge prevailing societal misconceptions about mental health.

Through targeted awareness programs both within the college and in the broader community, the campaign



played a transformative role in destigmatizing mental health issues. In addition to educational outreach, the campaign incorporated a donation drive and a beach cleaning activity, underscoring

the moral and environmental values embraced by the department's stakeholders. In alignment with the department's pedagogical philosophy, which states that effective education must integrate the-

Experimental learning in the limelight

Social Sciences Department

The Department of Social Sciences in the Spring Semester 2024-2025 demonstrated its commitment to experiential learning and student well-being through a series of targeted workshops and specialized courses.

The semester began with the workshop titled 'Case Study: From Concept to Application', designed to strengthen students' capacity to apply qualitative research methodologies in social inquiry.

A four-month Specialized Course on 'Psychological Disorders: Diagnosis and Intervention' was launched in collaboration with the Zulfa Center for Psychological and Social Counselling.

Concluding the semester's programme was the workshop 'Mental Health and Success: Keys to Balance in Academic and Professional Life', was also held in collaboration with the Zulfa Center.

ory with practice, a series of workshops and training sessions were organized during the Spring Semester. These sessions aimed to equip students with essential skills to advance their academic and professional trajectories. Notably, several workshops were conceptualized and delivered by students themselves, demonstrating their capacity for leadership, public speaking, and social analysis. These student-led sessions addressed societal concerns and were hosted in local schools, thereby extending the department's impact beyond the campus. The workshops included:

- 'Depression and Its Effects' at Ufeifa Al Ya'ariyah School (October 31, 2024).

- 'Mental Health Awareness' at Najia bint Amir Al Hajriya School (November 7, 2024).

- 'Promoting Students' Mental Health' at Stal Primary School (November 10, 2024).

- 'Promoting Students' Mental Health' at Salma bint Qays Primary School.

- 'Advancing Applied Learning and Mental Health Awareness: A Semester of Impact' in the Department of Social Sciences'.



Ms. Nagham Al Azawi during the professional development programme.

Critical thinking for lifelong learning

PD Committee

Bayan College hosted a professional development programme on 'Nurturing Critical Thinking for Lifelong Learning' on July 3, 2025.

Ms. Nagham Al Azawi, Associate Professor, University of Technology and Applied Sciences – Rustaq guided Bayan College faculty in examining how critical thinking can be intentionally embedded within curriculum design, assessment practices, and institutional learning outcomes.

The discussion foregrounded the role of educators as facilitators of inquiry rather than transmitters of information, thereby aligning with the ethos of learner-centered pedagogy and the Omani Qualifications Framework (OQF) Characteristic 6 on cognitive and analytical skills. The session sought to equip educators with effective pedagogical and curricular strategies to foster analytical and reflective thinking among learners. By integrating linguistic perspectives with principles of quality assurance in higher education, the session emphasized the crucial role of critical thinking as a life-

long competency essential for academic achievement, employability, and global citizenship.

Participants engaged with the core dimensions of critical thinking—analysis, evaluation, inference, explanation, and self-regulation—using bilingual higher education examples to demonstrate cognitive flexibility across linguistic and cultural contexts.

Empirical evidence highlighted that students with advanced critical thinking abilities outperform peers on standardized measures and display enhanced decision-making, creativity, and civic responsibility.

The speaker demonstrated how these skills translate into effective communication, leadership, and lifelong learning readiness. A structured model for integrating critical thinking, Promote, Improve, Prepare, Encourage, Enhance, Develop (PIPEED), was introduced as a practical guide for educators. The framework encourages active learning, problem-solving, and independent thought while preparing students for real-world challenges.

Enhancing research proposal competency

PD Committee

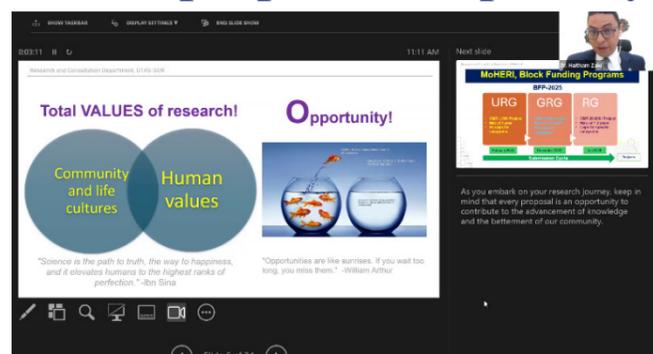
A professional development session titled 'Crafting Winning Research Proposals: 2025 MoHERI-BFP Guidelines' was organized in the college on May 1, 2025.

Delivered virtually via Zoom, the session convened twelve faculty members and featured Associate Professor Dr. Haitham Zaki, Head of the Research and Consultation Department at UTAS-Sur and Chair of the Block Funding Program (BFP), in collaboration with the Ministry of Higher Education, Research, and Innovation (MoHERI).

The session was designed to strengthen faculty capacity in developing competitive research proposals aligned with the 2025 cycle of MoHERI's Block Funding Program. Dr. Zaki provided a comprehensive overview of the updated BFP guidelines, including revised evaluation criteria, thematic funding priorities, and strategic alignment with Oman Vision 2040.

His presentation emphasized the importance of narrative clarity, institutional relevance, and sustainability in proposal design.

A key segment of the session addressed common pitfalls encountered in previous funding cycles. Dr. Zaki illustrated frequent errors in budget justification, project framing, and performance metrics, offering practical examples of successful proposals. The



interactive Q&A segment enabled participants to seek tailored guidance on project alignment, cross-institutional collaboration, and leveraging institutional capacity.

Further, the session clarified procedural aspects of proposal submission, including timeline milestones, review stages, and navigation of the online submission portal. These insights were particularly valuable for faculty preparing to engage with MoHERI's competitive funding landscape. Key takeaways from the session included the necessity of aligning proposals with national research priorities, integrating student involvement and capacity-building components, and establishing measurable deliverables. Dr. Zaki underscored the value of early peer review and internal feedback mechanisms to enhance proposal quality.

In conclusion, the session yielded several feasible recommendations: organizing a follow-up workshop focused on proposal drafting and peer critique, initiating early internal review processes, and forming a dedicated support group for applicants targeting the 2025 BFP cycle.

New organizational structure

Quality Assurance

Bayan College has implemented a new organizational structure, approved by the Ministry of Higher Education, Research and Innovation (MoHERI).

The new organisational structure is effective from the academic year 2024-2025. Dean Dr. Mohammed Al Kharusi, and Chair of the Quality Assurance (QA) Steering Committee, explained the functional changes, during a dedicated session as part of the college's preparations for the Oman Academic Accreditation Authority and Quality Assurance (OAAAQA) process.

Dr. Mohamed highlighted the key changes in the revised structure, emphasising its departure from the previous model, which was more centralised and often led to bottlenecks in decision-making and resource allocation. The old structure relied heavily on the Dean's office for most administrative and academic functions, resulting in slower response times to student needs, limited focus on research and innovation, and fragmented support services.

In contrast, the new framework introduces decentralization and specialized roles to streamline operations, foster accountability, and

promote a culture of continuous improvement.

The creation of two Assistant Dean Positions to support the Dean in overall college administration: the Assistant Dean for Academic Affairs, Research and Innovation (ADAR) and the Assistant Dean for Administration and Finance (ADAF). The ADAR will oversee academic programme development, operations of academic department, faculty research initiatives, and innovation-driven projects, while the ADAF will manage finance matters, human resources, and administrative support. These new changes are expected to enable the Dean to focus more on strategic leadership.

Under the Assistant Dean for Academic Affairs, Research and Innovation, two new centres have been established to centralise and enhance student-centric and advanced academic services.

The Centre for Student Affairs and Support Services will consolidate functions previously scattered across departments, including counselling, career guidance and industry engagement, library services, and student activities. This integration aims to provide holistic support, improving student retention, satisfaction, and employability.

The second centre, dedicated to



Dean Dr. Mohammed Al Kharusi explaining the new organizational structure.

Postgraduate Studies, Research and Innovation, will focus on expanding graduate programmes, facilitating research collaborations, and driving innovation outputs, aligning with national priorities for knowledge economy development.

Dr. Mohamed explained that these changes will positively impact college operations by promoting accountability, enhancing collaboration, and ensuring better resource utilisation. The specialized centers

will allow for better tracking, quick resolution, and stronger alignment with Quality standards on student support and research quality. This restructuring marks a proactive move in the college's journey, demonstrating commitment to excellence and sustainability.

Ms. Kavitha, Director, Quality Assurance Department (QAD), explained the reporting line and the new changes in the institutional framework.

Planning process explained



Ms. Kavitha Sumesh, Director, QAD, presenting the institutional planning process.

Ms. Kavitha Sumesh, Director of the Quality Assurance Department (QAD) and a member of the Quality Assurance Steering Committee, presented the college's planning process during the accreditation preparation session.

She detailed how the College Operational Plan (OP) is fully aligned with the Strategic Plan, ensuring that annual objectives

directly support long-term institutional goals such as academic excellence, research growth, and community engagement.

Departmental action plans are similarly aligned with the College OP through a cascading mechanism, where each unit identifies contributions to overarching priorities.

The preparation of the College OP involves extensive staff involvement: Initial drafts are de-

veloped by the QAD in consultation with department heads, followed by workshops for input from faculty and administrative staff. This inclusive approach incorporates diverse perspectives, refines targets, and fosters ownership.

Ms. Kavitha emphasized that regular reviews and KPI tracking to maintain alignment and preparing the college effectively for OAAAQA scrutiny.

Workshop on 'Risk Management'

Mr. Haneesh Kumar, Quality Assurance Department and a member of the QA Steering Committee, conducted an interactive workshop on risk management to support the successful roll-out and institutionalization of the new framework.

The session was attended by representatives from academic departments, administrative units, and members of the Risk Management Committee.

Mr. Kumar began by outlining the key changes in the restructured risk management process, emphasizing the shift towards strategic alignment, standardized classification, and senior-level accountability.

He demonstrated practical methods for risk identification, including SWOT analysis, stakeholder consultations, environmental scanning, and lessons-learned reviews.

Participants were introduced to the updated Risk Register template, which includes fields for strategic goal linkage, risk category, likelihood and impact check, existing controls, risk level, mitigation actions, timelines, and assigned risk owner.

Mr. Kumar began by outlining the key changes in the restructured risk management process, emphasizing the shift towards strategic alignment, standardized classification, and senior-level accountability.



Annual entity Self-Review meeting held

Bayan College held its Annual Entity Self-Review and Institutional Outcomes Meeting on August 10, 2025. Dean Dr. Mohammed Al Kharusi chaired the meeting and, in his keynote address, expressed his satisfaction over the college's strong advancement related to the Strategic Plan 2021–2026 and highlighted the effective management of institutional risks and outlined key priorities for the remaining cycle.

All academic departments in the college and support units presented their 2024–2025 achievements, challenges and improvement plans.

Highlights included:

- Steady growth in student enrolment and progression rates.
- Enhanced teaching and learning practices and employability



registration systems

- Increased student and alumni engagement events, mental-health support, and employer partnerships.

The Quality Assurance Department reported positive trends in stakeholder satisfaction surveys and confirmed steady progress towards Institutional Standards Assessment (ISA) and OQF listing requirements.

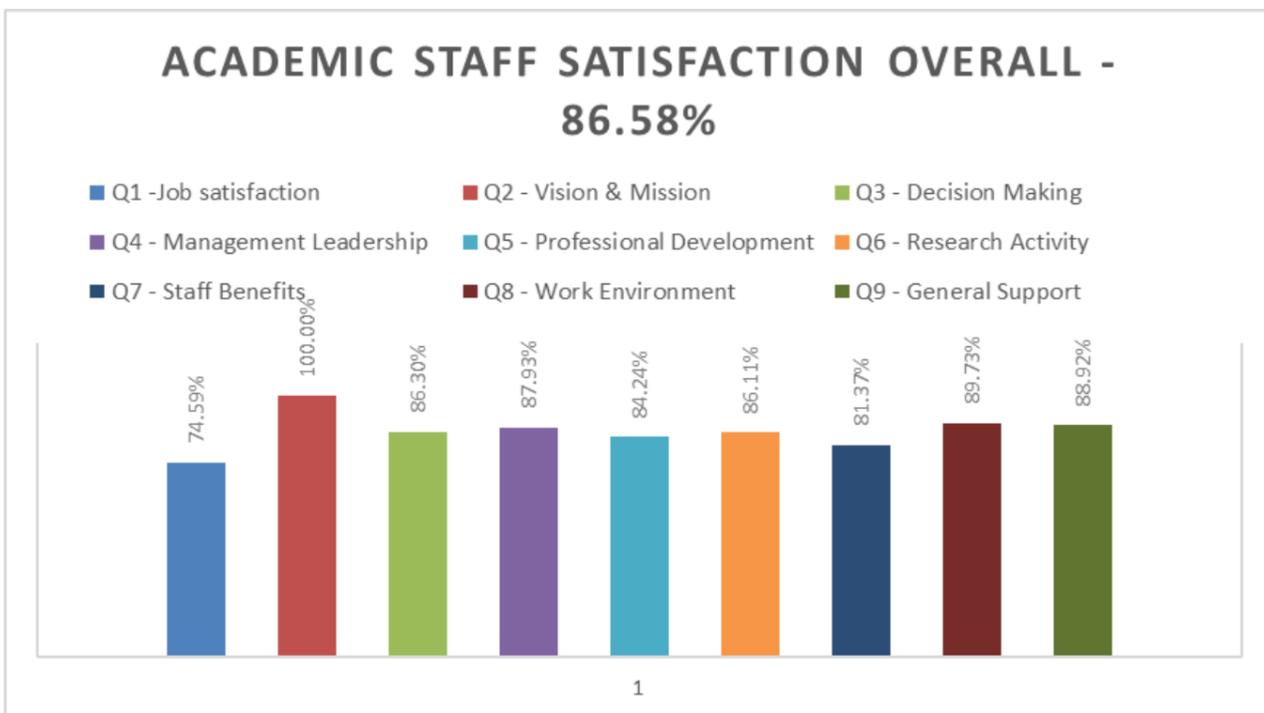
The annual meeting concluded with a commitment to integrate entity-level priorities into the updated Operational Plan 2025–2026, ensuring continued focus on academic excellence and student success. Dean Dr. Mohammed Al Kharusi thanked everyone for their contributions and suggestions during discussions and shared his determination to build a strong future together.

outcomes

- Launch of the Internal Research Grant and new international research collaborations
- Successful submission of new Master's programmes for approval
- Major upgrades in IT infrastructure, library infrastructure, databases, and online

Staff satisfaction rate is 86%

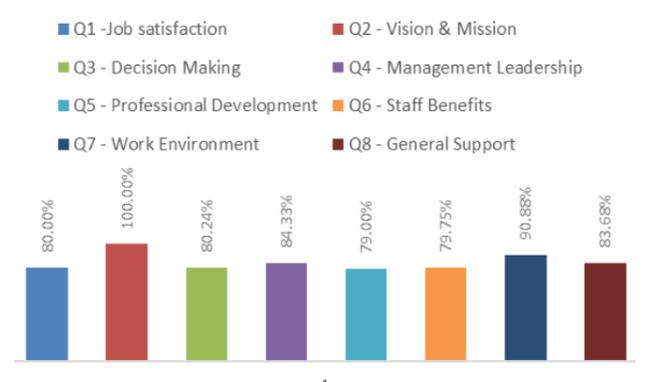
Non-academic staff survey shows 85% satisfaction rate



The Non-Academic Staff Satisfaction Survey conducted for the academic year 2024-2025 shows 85% of overall satisfaction rate. The five-point Likert Scale, ranging from Strongly Disagree to Strongly Agree or Very Bad to Excellent, was used to measure the responses. The responses were analysed quantitatively to identify trends and overall satisfaction levels.

The QAD collected the primary data using the survey tool - <https://app.smartsurvey.co.uk/>.

OVERALL NON-ACADEMIC STAFF SATISFACTION - 84.74%



The QAD collected the primary data using the survey tool - <https://app.smartsurvey.co.uk/>.

The Staff Satisfaction Survey conducted by the Quality Assurance Department (QAD) for the academic year 2024-2025 received an overall satisfaction rate of 86.58%.

An overall of 86.58% is

satisfaction rate received through this survey. As many as 37 staff members responded to the survey questionnaire.

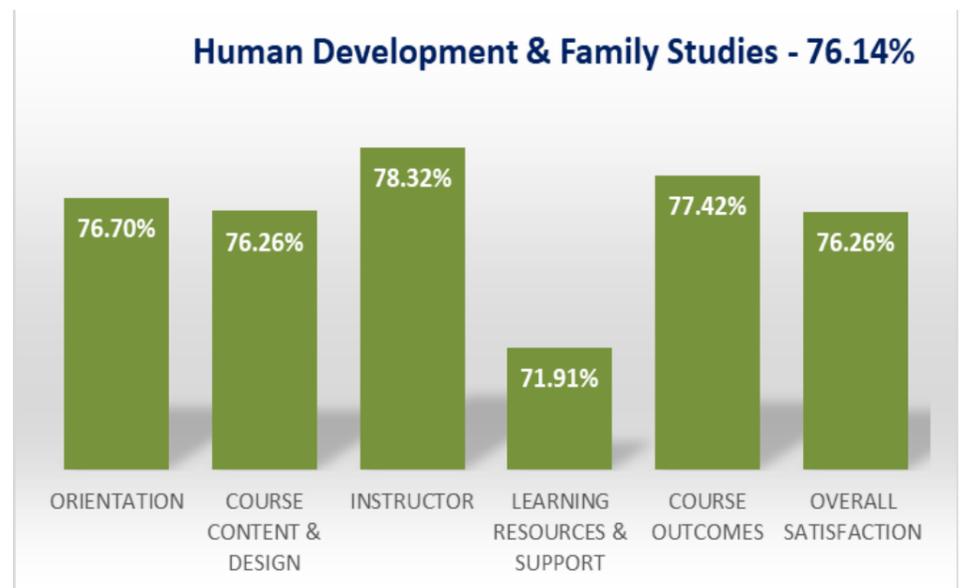
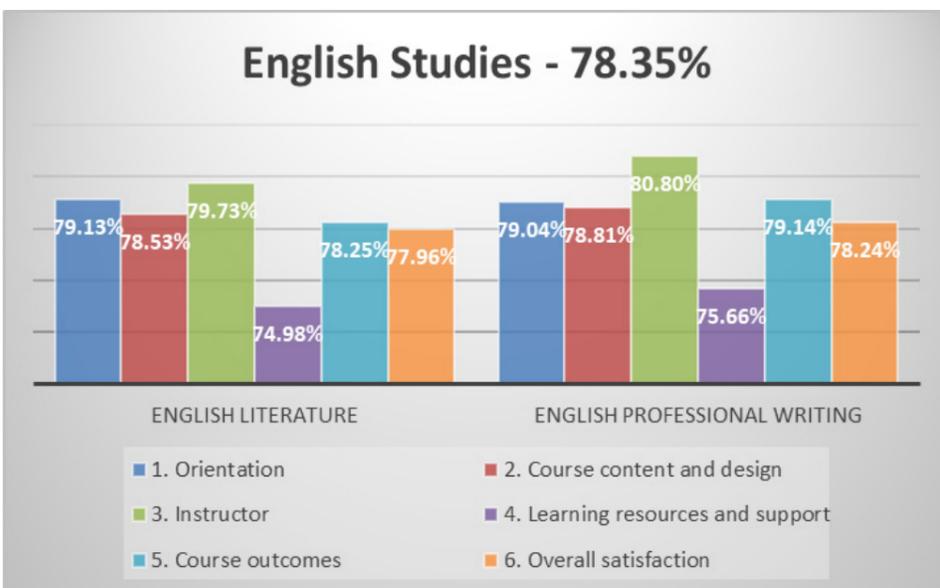
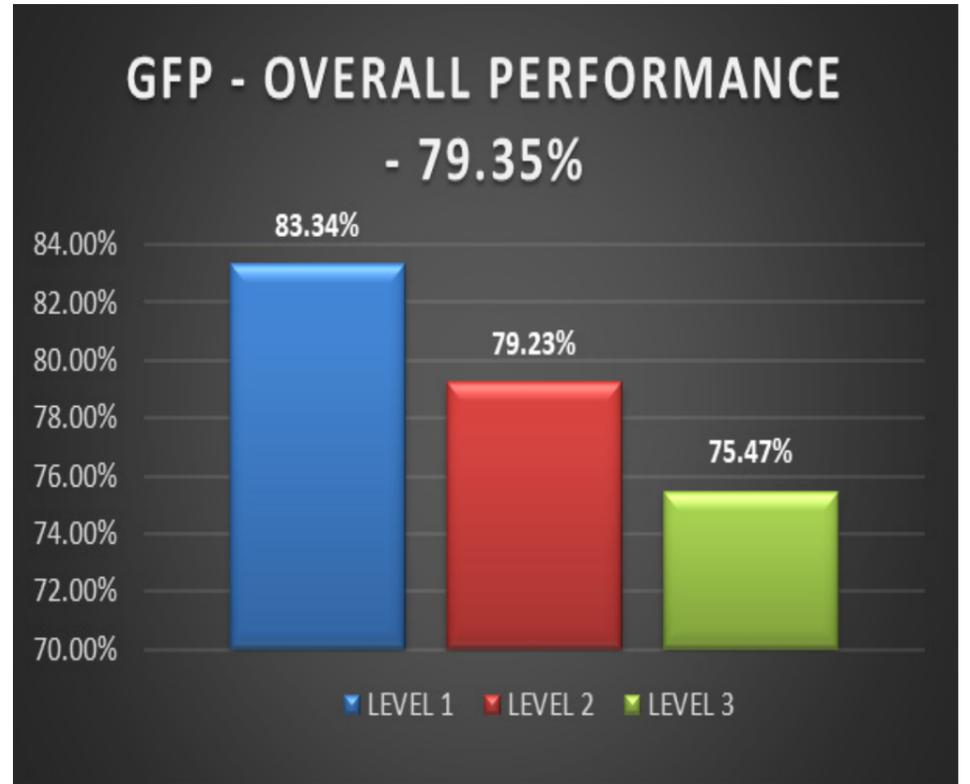
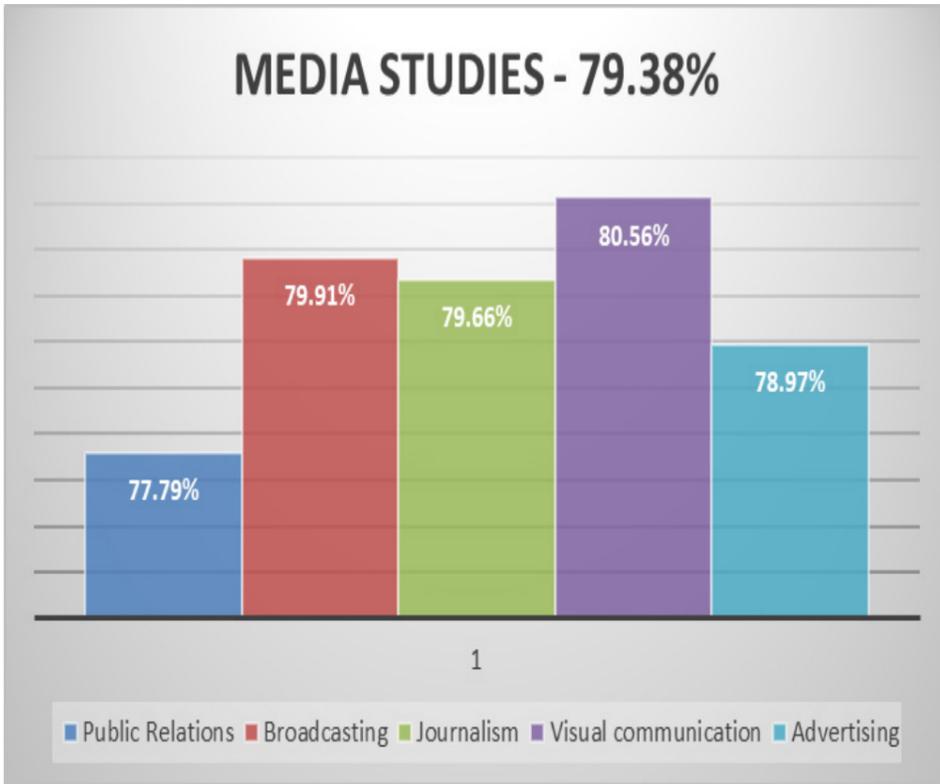
The primary data was collected using the survey tool - <https://app.smartsurvey.co.uk/>. The five-point Likert Scale,

ranging from Strongly Disagree to Strongly Agree or Very Bad to Excellent, was used to measure the responses.

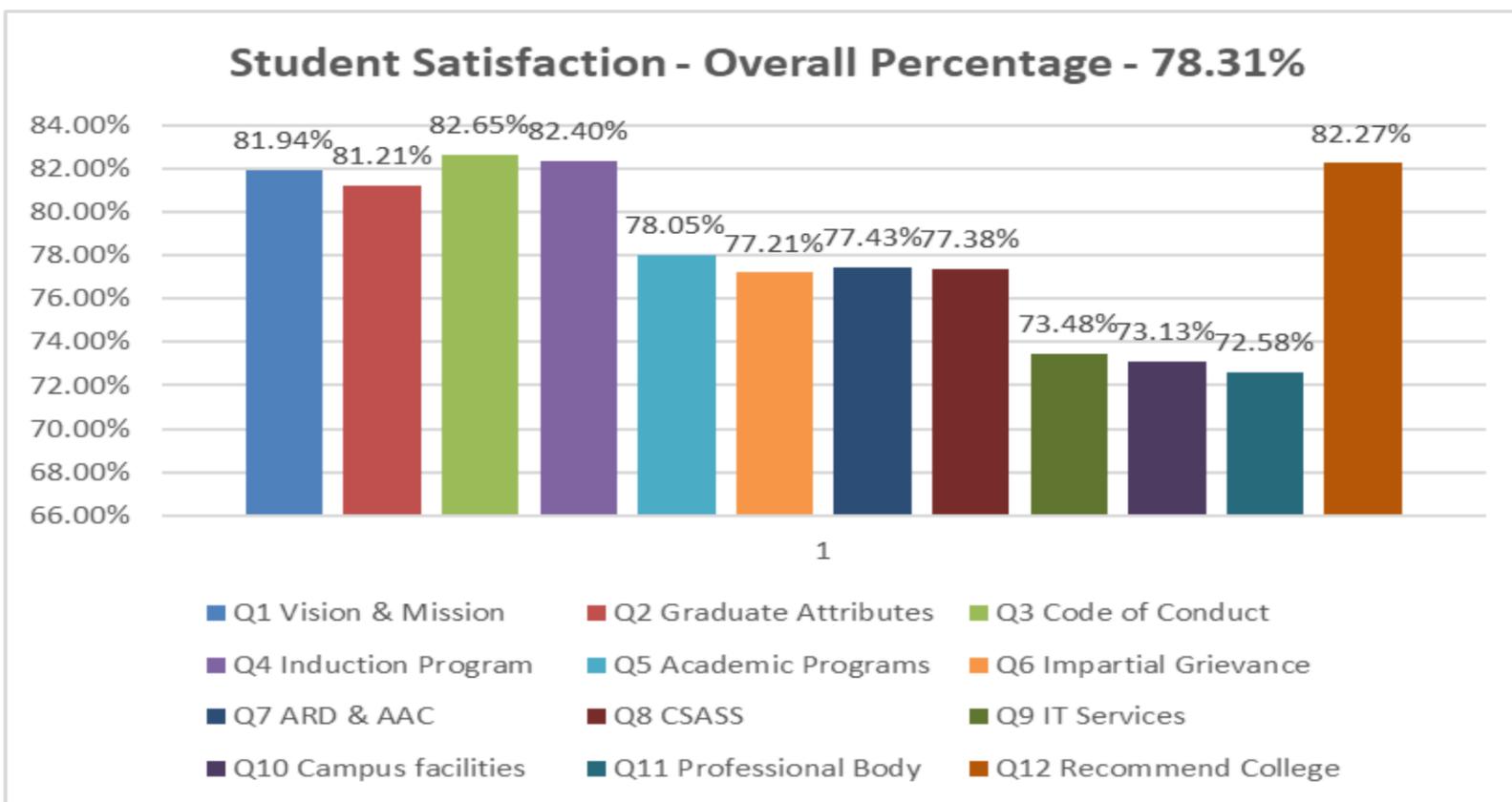
The responses were analysed quantitatively to identify trends and overall satisfaction levels across different domains.

The core objective of the survey was to evaluate staff's opinions on job satisfaction, professional development, staff benefits and work environment. It was also used to assess the support services and resources provided by the college

Teaching evaluation survey report



Student Satisfaction Survey shows 78% satisfaction rate



The Quality Assurance Department-conducted Student Satisfaction Survey for the academic year 2024-2025 shows an overall 78% of satisfaction rate. The primary data was collected using the survey tool - <https://app.smartsurvey.co.uk/>.

More than 700 students responded to the survey questionnaire. The five point Likert Scale ranging from Strongly Disagree to Strongly Agree or Very Bad to Excellent was used to measure the responses. The responses were analyzed quantitatively to identify trends and overall satisfaction levels.