



الجامعة الأهلية
AHLIA UNIVERSITY
BAHRAIN

ANNUAL REPORT 2018/19



**His Royal Highness
Prince Khalifa Bin Salman Al Khalifa**
The Prime Minister



**His Majesty
King Hamad Bin Isa Al Khalifa**
The King of the Kingdom of Bahrain



**His Royal Highness
Prince Salman Bin Hamad Al Khalifa**
The Crown Prince,
Deputy Supreme Commander
and First Deputy Prime Minister



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Message from the **Chairman**



As the Founding President of Ahlia University, I am extremely proud of everything that our faculty and staff have achieved, under my leadership, in building a formidable institution of higher education since Ahlia's licensing, in 2001, as Bahrain's first private university.

For fifteen years, from 2001 until 2015, I served as President, and, subsequently,

I assumed a new mantle of academic leadership of the institution in my current role as the Chairman of the Board of Trustees.

Notably, Ahlia University is an institution increasingly recognised as one of the finest universities in the Arab region. Last year, QS World University Ranking recognised Ahlia as the most ascendant university regionally

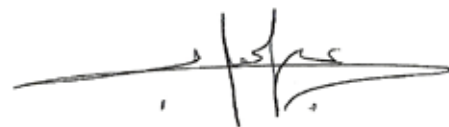
and ranked it as 35 among more than 1000 Arab institutions of higher education. The University is well-reputed, both regionally and internationally, and is greatly admired for the quality of education that we provide.

As Chairman of the Campus Steering Group, moreover, I am responsible for the building of the new campus in Salman City. To the great delight of the whole university, the Foundation Stone Ceremony for the new campus was held in February 2016 under the Patronage of HRH Prince Khalifa Bin Salman Al Khalifa, the Prime Minister, who honored us by his attendance at the laying of the foundation stone. Accordingly, we can look forward to a bright future on an impressive campus with state-of-the-art facilities, including a conference centre and a science park, to accommodate the ever-expanding academic horizons of our dynamic and developing academic community.

International recognition of the success we have attained amply demonstrates our earnest and interminable commitment to quality, in all areas, and an unflagging determination to achieve it. All the advances that we have made over the course of nearly two decades underpins the development of Ahlia University as a high-quality tertiary educational institution, playing a full and confident part in society, without, in many respects, any rival in the Kingdom of Bahrain.

We steadfastly continue to maintain and progressively to develop our close relationship with Brunel University – London, UK, and The George Washington University, US, as well as with other institutions through bonds we have forged in the public and private sectors pursuant to signed MOUs and agreements accruing to the benefit of our students, our faculty and staff, and the community at large.

With the utmost optimism and confidence, as the reputation of Ahlia University continues to soar, I look forward, with great anticipation, to unbounded successes in the future characterised by a steep upward trajectory as Ahlia University attains ever new heights.



Professor Abdulla Al-Hawaj

Founding President
Chairman of the Board of Trustees

Message from the **President**



In this Ahlia University Annual Report for 2018/19, I am pleased to be able to tell you that success has been the hallmark of the academic year.

The university completed the fourth year of its ambitious Strategic Plan 2016-2020 making significant progress in achieving its nine goals and 15 objectives with most targets being already attained. In particular,

Ahlia continues to be in the top tier in the QS Arab Region University Rankings and the Times Higher Education (THE) Impact Ranking for the delivery of the United Nations Sustainable Development Goals (SDGs). The research output of faculty has substantially increased with articles being published in highly reputable journals in the A*, A and B categories. Our research focus areas are growing from strength to strength,

particularly in the area of entrepreneurship. Research capacity building workshops for faculty and students alike support this academic enterprise. Ahlia Centre for Entrepreneurship has established strong links with organisations such as Tamkeen and the Bahrain Business Incubator Centre and supports students to explore ways in which to establish their own businesses.

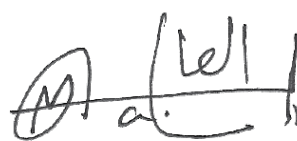
The university, like all higher education institutions in Bahrain, participated in the HEC accreditation process and underwent a successful accreditation visit by an international panel in December 2018. In addition, Ahlia was awarded by the BQA for meeting quality assurance requirements as per their institutional review process. Ahlia is proud that 10 of its academic programmes thus far have been placed in the National Qualification Framework (NQF) of the BQA. It is anticipated by the end of the following academic year all programmes will be placed.

The George Washington University Master's programme has been successfully aligned to the NQF as a foreign qualification. The lengthy process of gaining AACSB accreditation for the programmes in Business and Finance is coming to fruition.

As part of Ahlia's growth strategy to meet the economic needs of the Kingdom, a number of new and exciting programmes were developed

and submitted to the HEC for approval. Ahlia continues to develop its robust relationships with Brunel University London in the United Kingdom and The George Washington University in the United States through which students have the opportunity to gain their degrees whilst studying in Bahrain. The partnership with Brunel in offering the PhD-without-residence programme is thriving. Ahlia continues to strengthen its community outreach through the implementation of the many initiatives set out in its community empowerment plan. Staff and students alike make a positive contribution to the wider community in Bahrain.

Lastly, but most importantly, Ahlia University is very proud of its numerous student success stories and achievements, including recent successes in the Bahrain football competition and other sporting events.



Professor Mansoor Alaali

President, Ahlia University

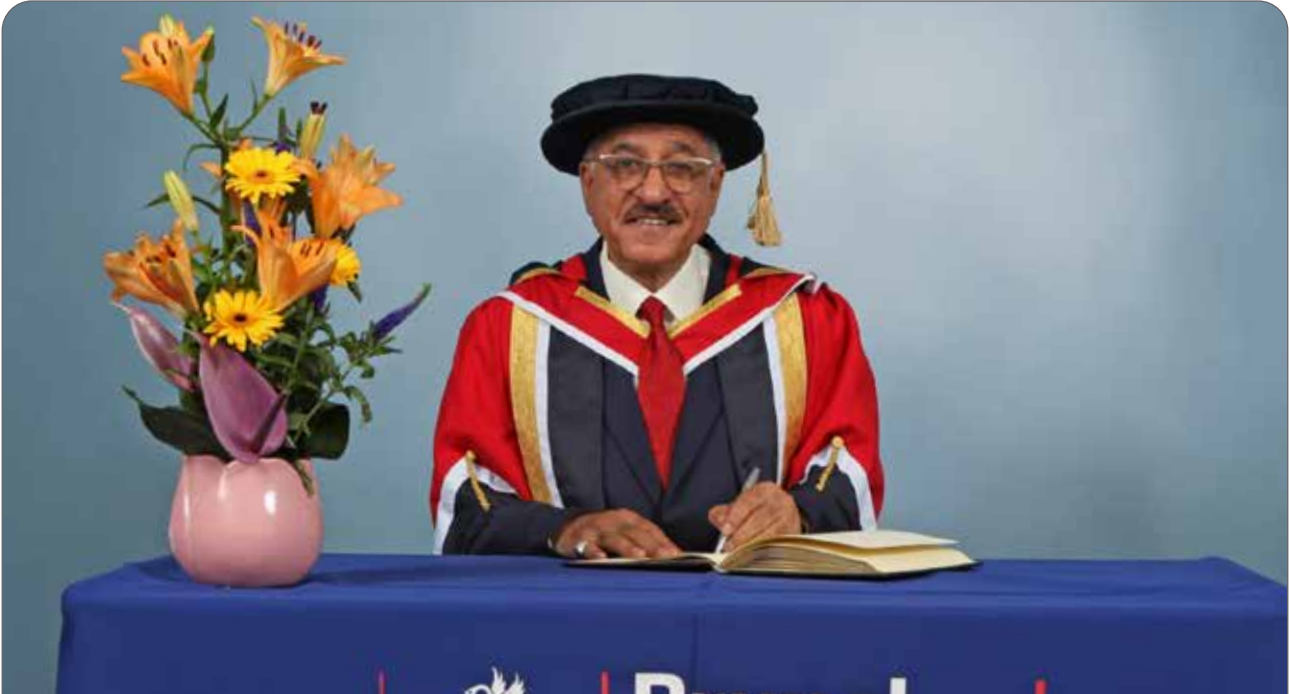
Highlights



Ahlia University receives a 3 star rating in the Quacquarelli Symonds (QS) Arab Region University Rankings



Ahlia University meets all quality assurance requirements in the second cycle of institutional reviews issued by the Bahrain Quality Assurance Authority (BQA)



Brunel University London awards an honorary D.Sc. to Prof. Abdulla Y. Al-Hawaj Ahlia University's Founding president and chairman of board of trustees for his contribution to Higher Education



Under the patronage of HRH Prince Khalifa Bin Salman Al-Khalifa Ahlia University celebrates the graduation of it's thirteenth batch of graduates

Strategy & Direction

Driven by the vision and mission statements of the University, the strategic plan 2016-2020 is being implemented with vigour across the university with the purpose of achieving annual and long-term strategic targets outlined in the plan. Although the dynamic nature of the external environment brings about fresh challenges, the university has been able to maneuver through those challenges successfully using the strategic plan and guided by the institutional mission and vision.

- Long term strategic objectives related to ranking, quality assurance, new programme development, research, community engagement and student support have been achieved and significant progress has taken place between 2016 and 2019 indicated by the performance outcomes. Today our university stands within the top 50 universities in the Arab region.
- In 2019, Ahlia University received its stars rating, in accordance with the QS Stars University Rating System, making it the first university in Bahrain to achieve such an international recognition. The University achieved 5 stars (the highest rating) in the areas of Teaching, Facilities, and Social Responsibility, with four stars awarded in the areas of internationalization and inclusiveness.
- Ahlia University featured in the inaugural THE Impact Ranking (2019) which is the first global ranking designed to assess HEIs against the United Nations Sustainable Development Goals (SDGs). Ahlia University's overall ranking was in the 301+ bracket of universities worldwide, with a 201-300th impact ranking for Quality Education.
- The number of research publications has gone up significantly. On a year-by-year comparison basis, Ahlia achieved a 100% increase in the number of research articles produced by the university.
- The College of Information Technology has successfully aligned its provision with the Accreditation Board for Engineering & Technology (ABET) standards. ABET is widely recognised as the gold-standard international accreditation for programmes in technology and engineering, and the College of Information Technology is working towards achieving full accreditation in the near future.
- The College of Business & Finance has achieved numerous milestones in its path to the coveted Association to Advance Collegiate Schools of Business (AACSB) accreditation, which is widely recognised as the most prestigious accreditation body for business schools in the world.
- Annual targets pertaining to strategic objectives under the KPIs management and governance, teaching and learning, and stakeholder satisfaction have been steadily achieved over the last three years.

Currently the university is set to all of its strategic objectives with some outstanding achievements; notably those related to ranking, management, governance and finance, new programme development, student support, stakeholder satisfaction and quality assurance. As Ahlia enters into the last phase of strategic plan (2016-2020) implementation, we are confident that all 15 strategic objectives will be achieved, thus bringing us a step closer towards achieving the vision and mission of the university.

Annual Report | Highlights

University Campus Infrastructure & Facilities



Programmes & Quality

As part of the Ahlia University Quality Management System (AUQMS), Ahlia has integrated quality assurance across all core functions related to teaching and learning, research and community engagement. Our Strategic Plan (2016-2020) is underpinned by 15 strategic objectives detailing our path towards becoming an outstanding global top 500 university. Our plan commits us to deliver programmes that are innovative, market-relevant, and aligned with international quality standards. Ahlia strives to sustain the highest quality standards, and to graduate students with a breadth of knowledge and depth of specialisation.

INSTITUTIONAL QUALITY REVIEW:

In 2010, Ahlia University underwent an Institutional Review and obtained outstanding results during its follow-up in 2011, which placed the university in the 'first category' top tier among all universities in the Kingdom of Bahrain, as announced by the Bahrain Education and Training Quality Authority (BQA) Annual Report 2011.

Ahlia maintained the highest quality standards and obtained the status of "Meets Quality Assurance Requirements" by BQA for the Institutional Quality Review conducted during 2018/19, which is the highest level of achievement.



PROGRAMME REVIEWS AND NQF PLACEMENTS:

The Directorate of Higher Education Review (DHR), a constituent of the BQA, conducts 'Programmes within College' reviews, as part of its mission to scrutinise programmes for validation and placement in the National Qualifications Framework register. The following table provides an overview of the Quality Assurance achievements up to and including the academic year 2018/19.

COLLEGE	PROGRAMMES	JUDGMENT BY DHR	YEAR PUBLISHED BY DHR	NQF PLACED REFERENCE	YEAR PUBLISHED BY NQF
College of Medical and Health Science	Bachelor's Degree in Physiotherapy (BSPT)	Confidence	2012	N/A	N/A
College of Information Technology	Bachelor's Degree in Information Technology (BSIT)	Confidence	2014	Q16-013	2017
	Bachelor's Degree in Distributed Systems and Multimedia (BSDSM)	Confidence	2014	Q16-012	2018
	Master's Degree in Information Technology and Computer Science (MITCS)	Confidence BQA Cycle 1 Confidence	2011 2014	Q15-008	2016
College of Business and Finance	Bachelor's Degree in Management and Marketing (BSMM)	Confidence BQA Cycle 1 Confidence	2009 2015	Q15-021	2016
	Bachelor's Degree in Banking and Finance (BSBF)	Confidence	2015	Q15-010	2015
	Bachelor's Degree in Accounting and Finance (BSAF)	Confidence	2015	Q16-001	2016
	Bachelor's Degree in Economics and Finance (BSEF)	Confidence	2015	Q16-002	2016
	Bachelor's Degree in Management Information System (BSMIS)	Confidence	2015	Q16-012	2017
	Master's Degree in Business Administration (MBA)	Confidence BQA Cycle 1 Confidence	2012 2015	Q19-028	In Process
	Master of Science Degree in Engineering Management (MSEM) in collaboration with the George Washington University	Confidence	2017	AQ17-003	Alignment 2017
College of Engineering	Bachelor's Degree in Computer and Communication Engineering (BSCCE)	Confidence	2016	Q17-034	2018
	Bachelor's Degree in Mobile and Network Engineering (BSMNE)	Confidence	2016	Q17-035	2018

Internationalisation

In keeping with Ahlia's vision and mission to provide international education locally, the University continued to expand its international network of partners through new collaboration and cooperation with universities and higher education institutions abroad. Additionally, the university further consolidated its longstanding strategic partnership with Brunel University London by reconstituting the Joint University PhD WR Board as a Partnership Board that oversees all partnership activities and future projects, supported by a newly formed partnership steering group that oversees critical operational matters.

Ahlia University considers student mobility to be one of the key indicators of success vis-à-vis the University's internationalisation strategy. The following are some examples and highlights related to the university's internationalisation activities in 2018/19:

- Ahlia welcomed 30 international students (non-GCC residents), from 7 different nationalities, to study at Ahlia for periods ranging from a one week to a full academic year.
- Ahlia continued to provide international education opportunities for 3 of its postgraduate students, in the MBA programme, whereby the Directorate of International Relations successfully managed the participation of these students in an exciting International Summer School programme hosted by the University of Bradford in the United Kingdom.
- During the month of February, the university organised a short programme - Entrepreneurs Across Borders - which was offered to 12 students from four partner institutions: University of Business and Technology (KSA), University of Bradford (UK), EPITECH (France), and IÉSEG (France). The programme involved a number of exciting workshops, in addition to field visits to various companies and institutions in Bahrain. The institutions included Bahrain FinTech Bay, Bahrain Business Incubation Centre, Flat6Labs accelerator, and many others. These institutions were selected to allow students discover and explore the local entrepreneurship ecosystem, and to inspire them to consider Bahrain as a launchpad for their future start-ups.



Members of the International Exchange Programme visiting the Bahrain International Circuit



A visit to Bahrain Fintech Bay



A batch of International Students experiencing the university's national day celebrations

Research & Scholarship

The year 2018/19 saw Ahlia University achieve notable progress by taking great strides in further developing and consolidating the institutional research culture with the aim of becoming a true research university.

At Ahlia, research is viewed as one of three key pillars of the university, and a prime mover for knowledge acquisition and dissemination that serves to benefit both the local community and mankind at large. To date, Ahlia stands in the top position among all private local and international universities in Bahrain in terms of research output and number of Scopus indexed publications.

THE MAIN HIGHLIGHTS OF THE YEAR INCLUDED:

- **The Second Equal Opportunities Conference**

(7-8 November 2018)

Organising the second iteration of the Equal Opportunity Conference, in collaboration with Brunel University London (UK). The conference was held during the month of November, and represented a unique opportunity, in the region, for scholars and practitioners to present their research, network and interact, and learn from the experiences of each other. The conference included a keynote by Ms. Ellen Pugh (Policy Programme Manager at Advance-HE), where she presented the UK's experience in improving representation of women in Higher Education.

- **PhD Symposium 2018 / 2019**

(11-12 February 2019)

Organising the annual PhD (WR) Symposium, in collaboration with Brunel University London (UK). The symposium was held during the month of February and included 9 research papers that were presented to a panel of academicians, in addition to an audience that comprised other PhD students and international guests.

- **The Seventh Annual research forum**

(19-20 June 2019)

Holding the Seventh Annual Research Forum, during the month of June, which saw the participation of local, and international academics in addition to industrial experts. The guest speakers included Dr. Farzana Al Maraghi, the Director of Scientific Research at the Secretariat General of the Higher Education Council in Bahrain, and Prof. Mahmoud Abdelatey from Zewail City of Science and Technology in Egypt.

The university continued to develop and enhance its research infrastructure and research support through a systematic review process that culminated in:

1. Developing a dedicated scholarship and publications module on the ADREG Information System to track and archive all intellectual contribution as related to Ahlia's Research Plan and the annual targets in the University's Strategic Plan (2016-2020).
2. Installing new software (Digital Measures) to track and archive all scholarship activity and intellectual contribution by faculty in the College of Business and Finance.
3. Approving the creation of a jointly funded research bursary with the aim of establishing clear and systematic opportunities for Ahlia scholars to engage in research at Brunel University London.

PUBLICATIONS

- Books published by Ahlia University faculty: Prof. Mukhtar Al Hashimi, and Dr. Rafeqa Bin Rajab
- Chapters in books published by Ahlia University faculty: Prof. Amr Al Roubaie, Dr. Wasan Shaker, and Dr. Yousef Al Bastaki
- Journal article publications by Ahlia University faculty: Over 77 articles in different disciplines and in various academic refereed journals indexed in Scopus (Majority of AU publications were in highly ranked journals either A* or A class)
- Conference presentations: Over 24 conferences, in which AU faculty participated and presented their research in different parts of the world, including Kuwait, Egypt, Algeria, the United Arab Emirates, the United Kingdom, France, Italy, Malaysia, Indonesia, and India.

University & Community

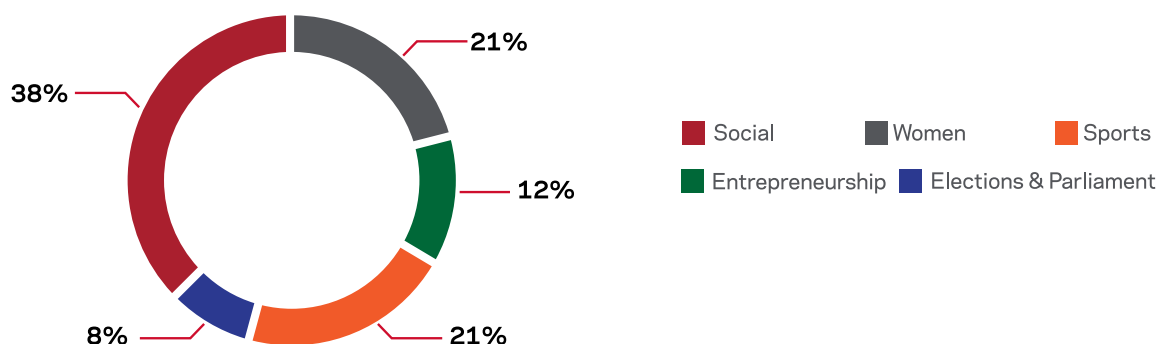
Ahlia University strives to achieve excellence in all aspects of its community engagement activities. Towards this end, in 2018/19 Ahlia created a Community Engagement Unit in order to enhance the management, monitoring and reporting of all community engagement activities, which in turn would maximise the impact of these activities across all stakeholders and strata of society. The support and coordination of the colleges, deanships and directorates allows the proper implementation of our community engagement plan with the aim of contributing positively in the development and prosperity of the community.

Community Engagement at Ahlia University is the process where students, faculty, staff, alumni and community organisations exchange information, resources and make referrals for community service and further learning opportunities. Community engagement activities form the third of Ahlia's core functions. For this reason, our Strategic Plan is underpinned by a Community Empowerment Plan and our activities are wideranging, aimed at our internal and external communities.

- We offer programmes meeting the needs of students, employers in the Kingdom.
- We support good causes and encourage volunteering and other activities that allow students to learn about civic duty and global citizenship.
- We work towards making our high-quality education accessible to all qualified applicants through scholarships, grants, and tuition remission schemes.
- Our research is outward-facing and geared to needs of our society.

In 2018/19, Ahlia University organised and participated in a total of 90 community engagement activities, which means an average of more than 2 activities per week, across the first semester, second semester, and summer session.

COMMUNITY ENGAGEMENT CATAGORIES





AU's Student Council Election Ballot counting



A short play by university students during the Ahlia's Entrepreneurship day



Students enjoying Ahlia University's First Food Festival



Noon - The Art of Arabic Calligraphy
a cultural event organized by Ahlia University



Awaiting the results for
Entrepreneurship day's best project



Celebrating Palestine day



Ahlia University's Annual Sakhir trip camp

Students & Activities

Ahlia University strives to graduate young leaders with well-rounded personalities and a healthy sense of civic duty and global citizenship. Concomitantly, Ahlia's various units in the Deanship of Student Affairs, collaborate with academic departments and colleges, in order to provide students with ample opportunity for personal and professional development. Ahlia aspires to become the student's second home, where student life can thrive through a rich and vibrant learning environment full of extracurricular, co-curricular, and extra-mural activities of all kinds.

Student life at Ahlia is guided by the student body's interests and opinions which are communicated through various channels, most importantly, the Student Council which is the main body to represent and articulate the student voice. Ahlia ran successful student elections, which culminated in a new Student Council in 2018/19. The student council, together with other student teams and clubs at Ahlia, led a number of student focused activities which resulted in a high level of interest and turn-out. These activities included:

- Ahlia's first Food Festival
- The Annual Desert Camp trip
- Entrepreneurship Day – The Entrepreneurial Journey towards Success
- French Day
- International Day of Solidarity with the Palestinian People
- Iftaar on the Road – Ramadhan Campaign

The year 2018/19 was full of student-focused activities, tournaments, and competitions, in which our students have made us proud. Highlights of these activities include:

SPORTING EVENTS AND ACTIVITIES

- Ahlia teams competed in the National League of Universities, in which Ahlia won second place in Basketball, and third place in Volleyball among all universities in Bahrain.
- Ahlia participated in the Bahrain Marathon Relay Race and placed 9th in Bahrain and achieved 2nd place among universities.
- Ahlia participated in the Beach Sports Festival at Marassi Bahrain.

AHLIA UNIVERSITY STUDENTS CLUBS

The Directorate of Student Services & Activities oversees the activities of six students clubs based at Ahlia University. These student clubs were formed by students, and run by students, with oversight and support provided by Ahlia units and staff.

Active clubs include:

CLUB TITLE	
ABC (Ahlia Business Club)	Which organised a number of extra-curricular activities to support the personal and professional development of students within the College of Business & Finance, and across all other programmes and colleges as well.
The Debate Club	Organised training sessions for members as part of an orientation for students participating in the Bahrain Universities Model United Nations.
aThe IEEE Club	Organised a number of activities ranging from social and fun to professional and co-curricular. These activities included an IEEE fun day for the members, and participation in the Huawei's Seeds for the future Program 2018.
The Interior Design Club	Supported many of the university's events, including the International Day of Solidarity with the Palestinian People. The club also organised an 'Interior Design Day' in which students' presented their portfolios to an audience that included industry figures.
The Sports Club	Supported both the Directorate of Student Activities & Services and the Student Council by organising Ahlia University's participation in the Bahrain Sports Day event, in addition to participation in numerous charity and cause-related marathons and walkathons.
The Theatre Club	Ran a highly successful short film festival in the theatre hall on campus at Ahlia.

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Reviews of 2018 / 19



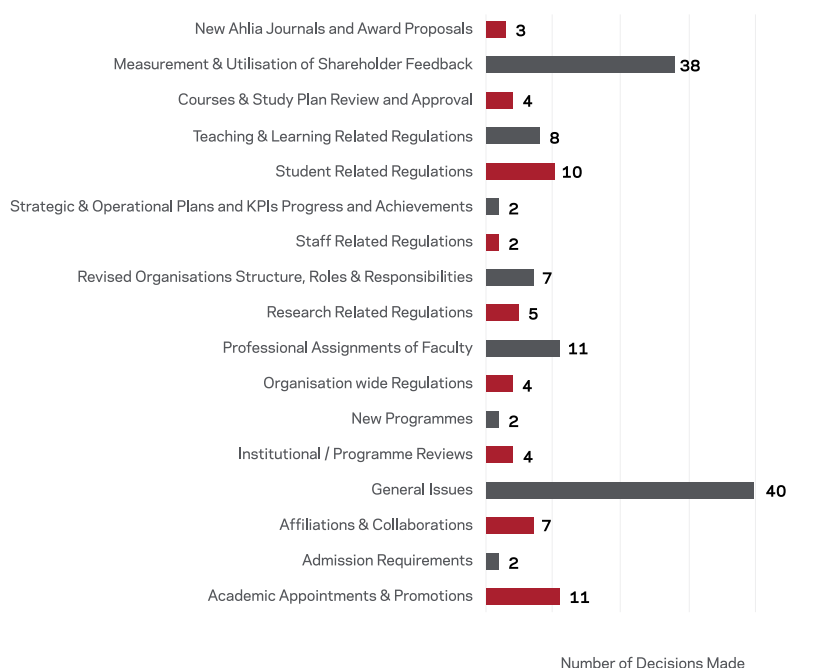


University Council

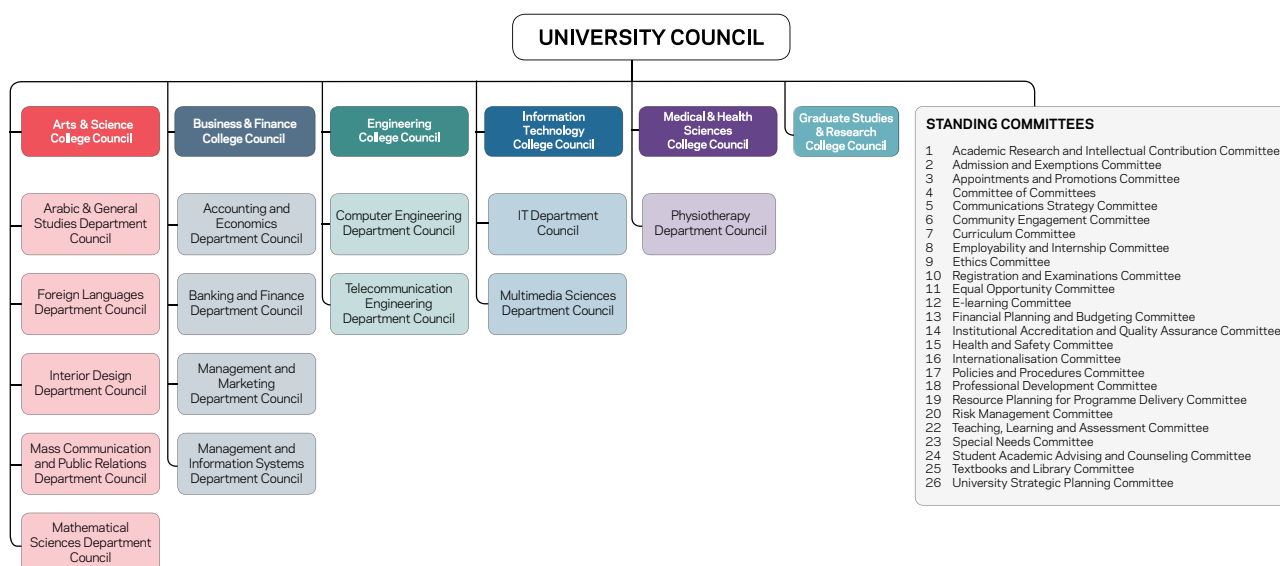
As the main responsible body for the supervision and management of all academic, educational, administrative and financial affairs of the Ahlia, the University Council maintained its efforts to ensure that the University fulfills its mission optimally. During the academic year of 2018/19, 12 meetings were conducted by the council, 150 decisions were made, and 73 documents were reviewed and approved to further support the achievement of the University strategic objectives and goals.

The figure below highlights the decisions made by the University Council during 2018/19.

University Council Decisions in 2019 / 2018



UNIVERSITY STANDING COMMITTEES AND COUNCILS STRUCTURE 2018-2019



University Council Members 2018/19



Prof. Mansoor Alaali
University President
(Chairperson of the
University Council)



Prof. Mukhtar Al Hashimi
Acting VP for
Academic Affairs



Dr. Muneer Al Mubarak
Acting VP for
Admin and Finance



Prof. Bakr Hassan
Senior Adviser for
Academic Affairs



Prof. Shawqi Al Dallal
President's Adviser for
Futuristic Studies & Innovation/
Acting Dean of College of
Medical & Health Sciences



Prof. Amer Al Roubaie
Adviser for Capacity Building
and Academic Cooperation



Prof. Kailash Madan
Adviser for
Measurement & Evaluation



Dr. Lameea Al-Tahoo
Adviser for HR
& Professional Development



Dr. Raida Al-Alawi
Dean of Student Affairs



Dr. Wasan Awad
Dean of College of
Information Technology



Dr. Madina Hamiane
Dean of College of
Engineering



Prof. Ismail Noori
Acting Dean of College
of Arts and Science/
Representative of Professors



Dr. Dalia Kamel
Acting Dean of Graduate
Studies and Research



Dr. Allam Hamdan
Acting Dean of College of
Business and Finance



Dr. Ahlam Hassan
President Assistant for
Quality Assurance and
Planning



Dr. Thaira M. AlShirawi
President Assistant for
Media, Marketing and Public
Relations



Dr. Gagan Kukreja
Representative of
Associate Professors



Dr. Ammar Al Dallal
Representative of
Assistant Professors



Dr. Abdul-Muneim Al Shirawi
Member for Professional
Certifications



Mr. Ammar Al-Hawaj
Representative of
Lecturers



Mr. Mohamed Ebrahim
Student Council President



Ms. Elham Ahmed
Secretary to
University Council

Student Council

One of Ahlia University priorities is to create the right means of communication between students and the management and give the students the right to express their opinions and to discuss their problems in a democratic manner. In order to achieve this noble objective, the university established the Student Council, which consists of members elected by their fellow students from different colleges. Student Council membership normally lasts for one year. The winners in the election elect the Student Council President and the heads of different Student Council committees.

The Student Council aims to achieve the following:

- Develop students' personalities from the academic, social, cultural, and national aspects.
- Develop students' leadership skills and allow them to freely express their views and opinions.
- Develop students' awareness of their rights and responsibilities within the university rules and regulations.
- Support students activities in the fields of science, culture, social and sports, and therefore improve the students overall educational attainment.
- Encourage the spirit of collaboration and team work between the students and create a strong bond between the students and the University faculty and staff.
- Students' contribution towards the development of better student services.

2018 / 19 Student Council

President



Mohamed
Ebrahim

Treasury



A.Rahman
AlZayani

Secretary



Wujood
AlJodar

Vice President



Abdulla
AlShaer

Members



Yacoob
Khalil



Sara
Khalaf



Sumaya
Majdi



Faisal
Rashdan

Committee Heads



Narjes
Dawani



Nouf
Sangoor



Lulwa
Bufarsan



Ali
AlNashaba

Notable Alumni



**H.E.
Mrs. FAWZIA BINT ABDULLAH ZAINAL**

Speaker
House of Representatives
Kingdom of Bahrain



Mrs. ZAINAB ABDEL AMIR

Member
House of Representatives
Kingdom of Bahrain



Mr. MUHAMMAD ISSA

Member
House of Representatives
Kingdom of Bahrain



Mr. MAHMOUD AL-BAHRANI

Member
House of Representatives
Kingdom of Bahrain



Mrs. NORA ALSHABAAN

Member
Shura Council
Kingdom of Saudi Arabia



Mr. SAUD HAMAD AL-KHALIDI

Assistant Undersecretary
Ministry of Information
Television Affairs
Kuwait



Mr. FADHEL ALOUD

Municipal Member
Muharraq
Kingdom of Bahrain

PROJECT - 499: THE FUNCTION OF ART IN THE DEVELOPMENT OF HUMAN CONSCIOUSNESS

Annual Report | Reviews

College of Arts & Science



The College of Arts & Science demonstrates excellence and innovation in Mass Communications & Public Relations (MCPR) and Interior Design (INTD) programmes. It exemplifies Ahlia University's commitment to academic excellence as well as contributes to the Ahlia's status as a great global University in Bahrain with a view to solving real world problems by conducting research and providing relevant and substantial skills to its students. The college includes three service departments that serve all programmes at Ahlia University through mathematical, English, Arabic and foreign studies.

In 2018/19 we updated the TV and Audio studios to support MCPR courses with the necessary tools and materials that prepare students to acquire the practical skills and knowledge required to make our graduates compete in the market. This update was done to fulfil the feedback raised by advisory board members and stakeholders.

Art and Computer labs were also updated with specialist software and tools to enhance the Interior Design Department.

Moreover, additional interior design studios and workshop classes were established and a printer was installed in a lab for students. Co-curricular activities enhanced the programmes and provided perception to the area. In this academic year, we hosted more than twenty events and eight internal seminars.

The events give our students opportunities to adopt analytical and communication skills as well as building awareness of organisational development and workplace ethics. Specific exposure to real world organisational functioning is also given through internship that lasts eight weeks and a senior graduation research project involving a field study. The College carries on to be distinguished in world-class research.

Our faculty published several books and articles in refereed and indexed journals. A good number of our faculty participated in various international, regional and local conferences. Research is implemented in most of the courses and most of the research topics are related to industrial needs.

Annual Report | Reviews

College of Business & Finance



The College of Business and Finance continues to offer high quality programmes that cater for industry requirements which translate to a high level of employability for its graduates. Moreover, as the largest college within Ahlia, both in terms of the programmatic provision and number of students, the college continues to engage its students and faculty in many activities, both internally and externally, as well as locally and internationally, as part of the college's contribution to the University strategic plan.

The College offers eight programmes in various business and finance subject areas: five bachelors, an MBA, a Master's in Engineering Management (with George Washington University, USA), as well as a PhD in Management Studies, Operational Research and related fields (offered by Brunel University London, UK). All curricula are innovative, current, and highly relevant to the dynamic development of knowledge and work-related skills.

All programmes within the College of Business & Finance are designed to produce graduates that are highly knowledgeable and capable of meeting the demands of today's increasingly competitive labour market. As such, many of our business courses and programmes are accredited by leading professional bodies and offer students exemptions from modules and papers of highly sought-after professional qualifications such as ACCA, CIMA, and CIM. This ensures that our graduates are highly employable upon entering the workforce and equipped with all of the requisite knowledge and skills that are relevant to today's workplace.

In 2018/19, the college conducted numerous sessions and workshops as part of its commitment to the process for accreditation by coveted Association to Advance Collegiate Schools of Business

(AACSB), a highly prestigious international accreditation body specialized to business schools and colleges.

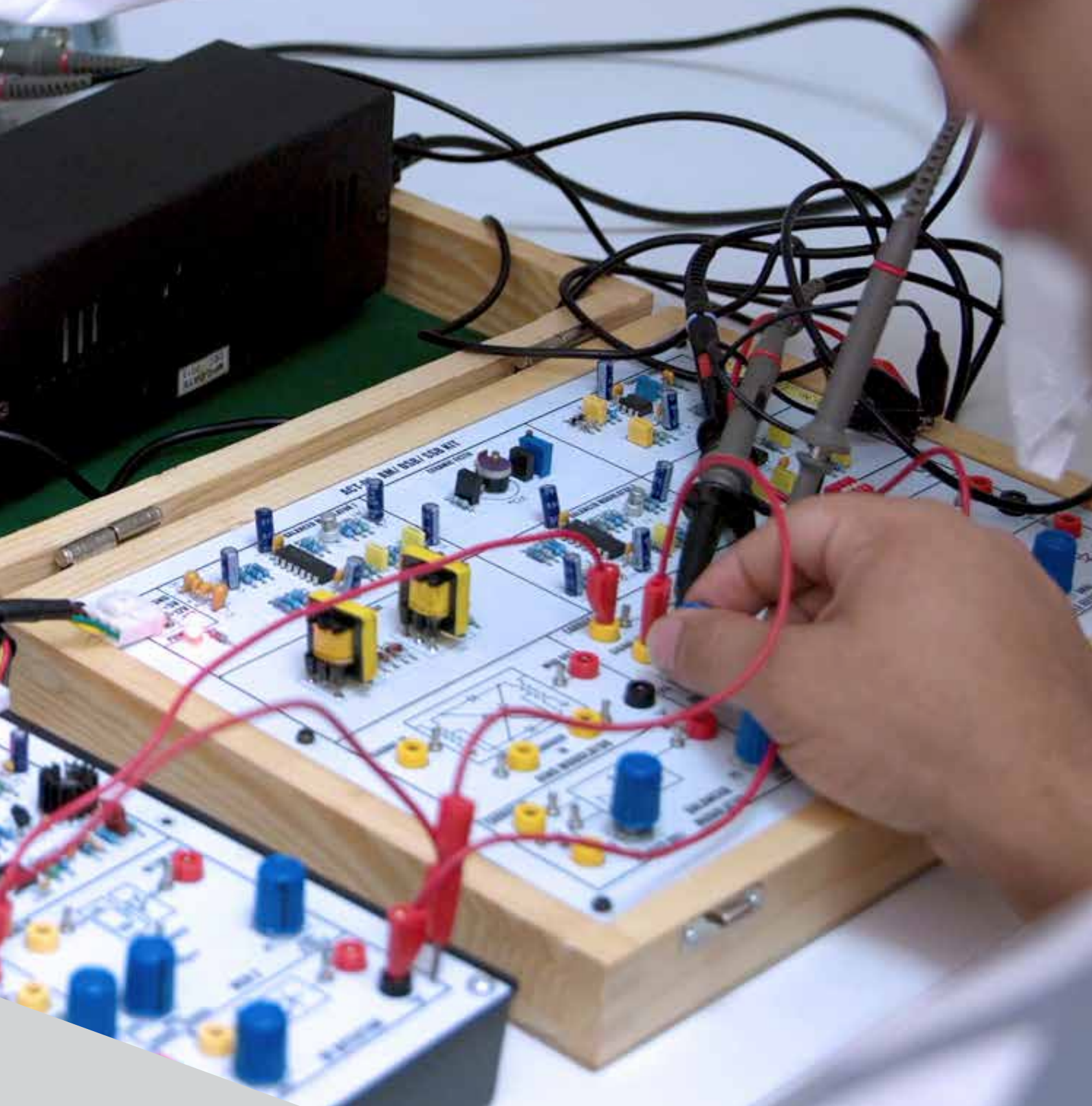
Furthermore, through our programmes and co-curricular activities, the college aims to develop socially responsible professionals, capable of leading and contributing to the economic growth of Bahrain and the region. In the 2018/19 academic year, several industry visits were organised by lecturers in the college, including visits to Gulf Air, KPMG, the Bahrain Business Incubator Center and many more, where students had the opportunity to observe and gain exposure to real-life work through interaction and Q&A sessions with experts in the field. Other co-curricular activities during the aforementioned academic year included, activities organized and led by students as part of the Ahlia Business Club (ABC), student focused short courses and programmes such as INJAZ Bahrain (students' competition), Tradequest competition, and the 4th Ahlia Entrepreneurship Day focused on Women Entrepreneurs.

As part of the College's staff focused activities, various research development workshops were conducted, which included two visits from Derasat Institute, and the King Fahad University in the Kingdom of Saudi Arabia. Moreover, faculty published impactful research and participated in several international academic conferences as presenters and conference chairs.

Research publications this year spanned various business & finance subject areas and related topics from accounting and finance; entrepreneurship; teaching and learning; corporate governance, intellectual capital; human capital; management and marketing; service quality; healthcare; higher education; banking; auditing; economics; e-learning; and E-business.

Annual Report | Reviews

College of Engineering



Engineering education at Ahlia emphasises the fundamental principles of engineering, mathematics, computing, the natural and social sciences and the ability to develop creative solutions to multi-faceted problems and examine their impact on the environment and society. We offer our engineering students a rich educational experience, an experience that merges intellectual rigor with cross-disciplinary breadth in a student-centered environment. Our engineering students develop strong analytical and problem-solving skills that serve them well upon graduation in careers in engineering and in a wide range of other occupations such as IT and entrepreneurial endeavours. This unique engineering education is provided by the college's international faculty body who are dedicated to excellence in instruction and research and also to close faculty-student interaction both within and outside the classroom. The college is also proud of its faculty's engagement in scholarly research and their international academic reputation in their fields of expertise.

The College of Engineering offers two, unique-in-the-region, four-year Bachelor's degrees in Computer and Communication Engineering (BSCCE) and Mobile and Network Engineering (BSMNE). The degrees are taught with a depth of theory as well as a hands-on approach to enable students to perform a broad panoply of technical tasks with high competence. Learning is further enhanced through co-curricula activities such as field visits to local and regional organisations and participation in engineering competitions. Since 2017, the College integrated this learning approach by encouraging students to participate in Huawei's MEET ICT Competition.

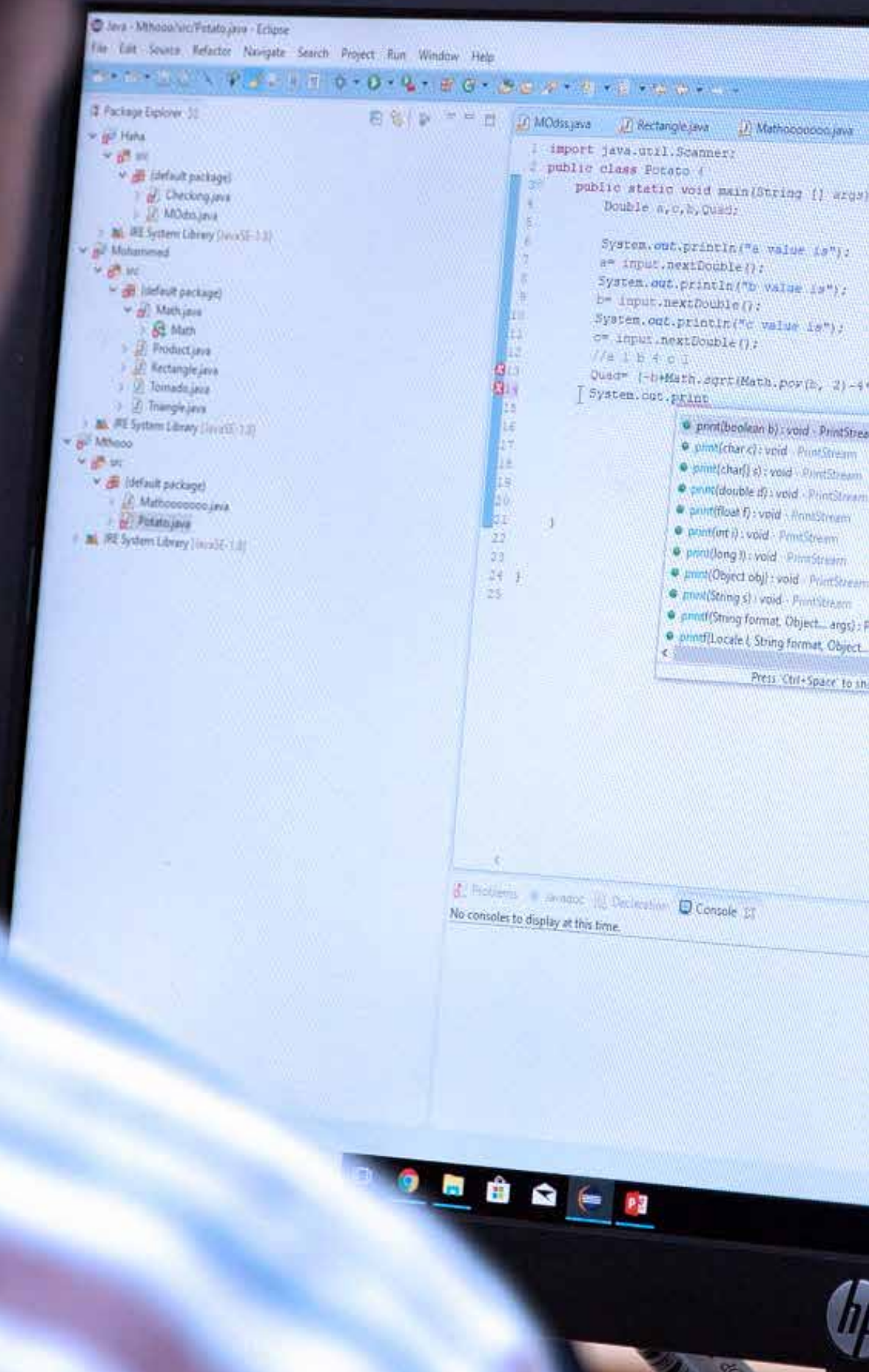
As part of the continuous development of programmes offered by the college and in line with the college's mission to ensure that students receive high quality and internationally recognised education, the two programmes have received full confidence by the National Authority for Qualifications and Quality Assurance (QQA) and has recently been updated to meet ABET accreditation requirements in terms of well-balanced

curricula providing breadth and depth in both theory and practice of mobile and network engineering disciplines. In addition, our programmes have been validated by the Bahrain's General Directorate of Qualifications (GDQ) and has recently been placed on Bahrain's National Qualification Framework.

Ahlia University has always focused on the employability of its graduates and the AU mission statement states explicitly that a key objective is "...producing graduates who are distinguished by their professional competence, humanistic outlook and uncompromising ethics..." Transferrable skills are even more emphasised in the newly modified programmes that meet ABET requirements. The skills, such as teamwork, communication skills and critical thinking are mentioned in every course Syllabus/ Specification. Other transferable skills such as leadership and ethical responsibility are measured in upper level courses through research projects and assignments. Such skills have, for example, been identified in employers in many studies. Extra-curricular activities and work experiences such as internships are also crucial for developing employability skills.

Surveys results have demonstrated that the College of Engineering graduates are of top quality and this is evident by the number of graduates who are employed in governmental organisations such as the Telecommunication Regulations Authority, Electricity and Water Authority and the Ministry of Education. As well as top companies such as VIVA, Batelco, Zain, Huawei and BFG International.

College of Information Technology



The College of Information Technology offers two Bachelor's degree programmes, in Information Technology, and Multimedia Systems, and a Master's degree in Information Technology and Computer Science, and a PhD in Information Systems, Computing and Mathematics and related fields (offered by Brunel University London, UK). All our programmes are designed to meet industry needs not only of today but in the future and produce high quality professionals who will excel in their careers and contribute to society.

In 2018/19 we continued to enhance our programmes based on feedback received from expert reviewers and various stakeholder surveys. The College's programmes have a hands-on reality-based approach, whereby students can apply what they learn in class to solve real-life problems, thus preparing them to become future innovators and leaders.

We are also proud that our Information Technology students won the Shaikh Khalid

Bin Hamad Competition prize for Innovation in Artificial Intelligence.

The College cooperated with INJAZ Bahrain, as part of Junior Achievements Worldwide, which aims to empower young people, by expanding their worldview, in order to appreciate and realise their own potential and be ready for today's business challenges.


Moreover, the College collaborated with the FORSATI internship programme that empowers youth employability and enhances productivity in Bahrain. This programme is backed by the new Microsoft Certifications and powered by Tamkeen.

Lastly, the College of Information Technology has encouraged students to participate in several external courses and short programmes such as The Scientific Research Training organised by the British Council, the Cybersecurity & Hybrid Identity Management Seminar, The Huawei ICT competition, to name a few.

Annual Report | Reviews

College of Medical & Health Sciences





Ahlia University's strategic plan was developed with the aim to promote the highest level of integrity in the achievement of excellence in education and research, within a broad range of high-quality professional services, directed at the community.

The College of Medical and Health Sciences was established to support this vision of the University. Since inception the college has produced competent graduates who have excelled in the field of physiotherapy. Our graduates, with their uncompromising professionalism, continue to enhance the quality of life for people in the Kingdom of

Bahrain and beyond, in various capacities that go beyond health and wellness.

In 2018/19, the College worked closely with Brunel University London as part of a collaboration to launch a strategic initiative linked to the Strategic Plan (2016-20): Launching a Brunel University Master's degree programme in Physiotherapy at Ahlia University. Moreover, the College plans to expand its provision in new programmes as part of its mission to become a recognised and leading player in the field of healthcare.

Administration

Ahlia's administrative directorates and units are key contributors to its success, through work which supports the programme offering.

■ CENTRE FOR ACCREDITATION AND QUALITY ASSURANCE

Centre for Accreditation and Quality Assurance (CAQA): Maintained supporting the university academic and administrative units to excel in meeting quality assurance and accreditation requirements.

The Centre conducted an Internal Institutional quality assurance process as part of Ahlia University Quality Management System (AUQMS) which led to obtaining "Meets Quality Assurance Requirements" by Bahrain Education and Training Quality Authority (BQA) during the academic year 2018/19.

AU adapted National Qualification Framework (NQF) standards and established NQF framework that led to place 10 out of 14 local qualifications on NQF register as well as align 1 foreign qualification to NQF and currently in the process to place the remaining local qualifications.

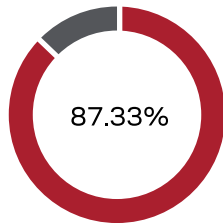
Furthermore, CAQA assisted College of Business and Finance to achieve University Objective No. 15 related to Accreditation, which led College of Business and Finance to achieve another milestone as part of AACSB accreditation.

■ CENTRE FOR MEASUREMENT AND EVALUATION

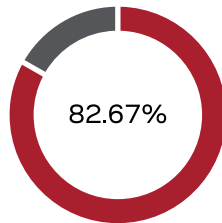
The role of the CME is to develop and create all kinds of qualitative and quantitative tools for the collection of data relevant to the domain of teaching and learning as well as other areas requiring feedback and input as specified by the Management of Ahlia and the Centre of Accreditation and Quality Assurance accreditation.

The CME conducted a total of 38 surveys soliciting feedback from various stakeholders including students, alumni, advisory boards, and employers. Stakeholder feedback is continuously generated and utilised to enhance the university's decision making, services, academic provision, community engagement, and other related activities.

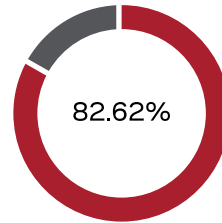
BSMM Alumni



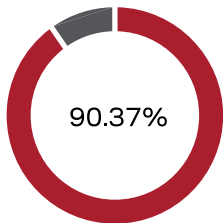
Faculty Satisfaction



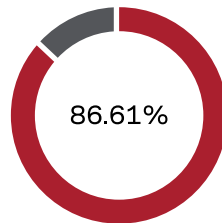
Exit Survey



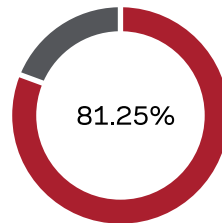
MITCS Alumni



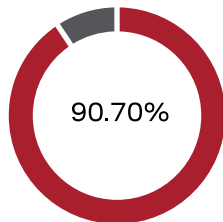
Special Needs Student Satisfaction



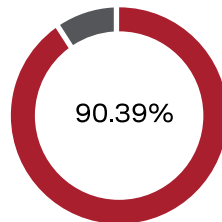
Study Abroad Exit Survey



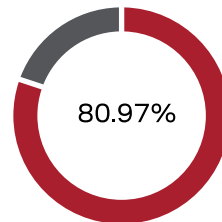
Employers of BSAF



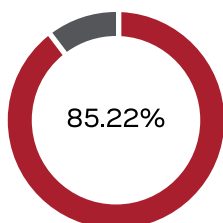
Student Satisfaction with internship



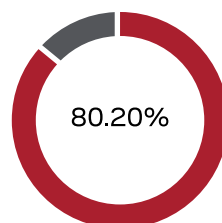
Employers of BSMNE



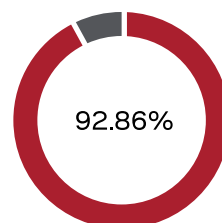
Employers of BSMCPR



Students Satisfaction with BSIT



Employers of MBA



Administration (Cont.)

▪ DIRECTORATE OF HUMAN RESOURCES

The Directorate of Human Resources continued to support all Ahlia academic and administrative staff through the provision of essential employee services. The HR system was enhanced to allow access, viewing and management of personal information directly via our employee HRMS self-service portal. This enhancement in operations has eliminated the filling out manual paperwork and waiting for the information to be updated in the system. Moreover, the Directorate of Human Resources continued to monitor and support staff retention and staff training and development, which has allowed the university to maintain an employee retention rate exceeding 90% through adoption of effective support and services.

▪ INFORMATION SYSTEMS SUPPORT UNIT

Information Systems Support unit continued to develop, monitor, update and upgrade functionalities of the Ahlia Student Management Information System [ADREG] and Ahlia Financial ERP system. It continued its support to middle management by providing functionalities to generate operational data for enhanced planning and control, and to enable data-driven decision-making.

The unit developed new functionalities for both top and middle management to enable enhancement in short-term planning, target setting and controlling business functions. The systems are continuously reviewed to make sure the updated policies/procedures are consistently implemented and adhered to. In 2018/19, a total of 9 new modules developed, with a total of 55 modifications and enhancements to existing modules. Moreover, a total of 94 new automated reports were developed, with a total of 65 modification and enhancement requests for existing reports implemented..



AU Signs a memorandum of understanding with JAFCON Productivity Improvement consultants



AU participates in the celebration of the centenary of education in the kingdom of Bahrain



AU's Alumni Club Board



The founding president showcasing AU's future campus to international visitors

Deanship of Student Affairs

The Deanship of Student Affairs serves Ahlia University students as a one-stop-shop for almost all the students' needs. The deanship represents an important hub and communication channel between the colleges, centres, administrative departments and the students. The deanship provides a wide array of services and supports the university in all matters concerning students and alumni through its four directorates.

During the academic year 2018/19, the Deanship of Student Affairs enhanced its services and operations through the development and activation of several student-related regulations.

This has led to a reduction in the numbers of student enquiries and/or complaints by 5% in comparison to the previous academic year. Moreover, students exhibited 90% satisfaction with the services offered by the deanship through its various directorates, as per survey results.

▪ THE DIRECTORATE OF ADMISSION AND REGISTRATION

The Directorate of Admission and Registration consisted of three sub-units, namely; Admission, Registration, and Graduation, which continued supporting students starting with their initial application, up to and including their course registration from their first semester of study at Ahlia onwards. The directorate maintains record-keeping and continues to offer students with support services during their academic journey up to the point of graduation.

In the academic year 2018/19, the directorate processed over 500 applications, and provided support to students and management vis-à-vis preparations for the graduation of over 400 students, as part of the 14th Graduation Ceremony.

The graduation ceremony was held under the Patronage of His Royal Highness Prince Khalifa Bin Salman Al Khalifa, the Prime Minister. Another high-profile event which took place in the academic year 2018/19 was the High Achievers Ceremony which was held under the patronage of his Excellency Dr. Majed bin Ali Al Noaimi, the Minister of Education, where 180 high achieving students were honored.

▪ THE DIRECTORATE OF PROFESSIONAL RELATIONS

The Directorate of Professional Relations provides a unique service to the students, graduates, and faculty members by providing links to the public and private sector organisations in Bahrain to support student career progression and professional development, through professional development activities, career counselling, internships, and jobs opportunities.

In the academic year 2018/19, the Directorate of Professional Relations conducted numerous career development seminars, workshops, workplace fieldtrips, in addition to two high-profile events; a Seminar entitled "Investment in the Human Capital and its Impact on National Development," and the Ahlia Annual Career Fair.

The career fair was the 7th Career Day to be held at Ahlia University, which saw the participation of over 60 organisations in the Kingdom of Bahrain, from a cross-section of industries and sectors of the economy. Both events were held under the patronage of His Excellency Mr. Jameel bin Mohammed Humaidan, the Minister of Labour and Social Development.

Deanship of Student Affairs (Cont.)

▪ STUDENT ACTIVITIES & SERVICES

The Directorate of Student Activities and Services supports the students' well-being through promoting personal development and good citizenship. The directorate organises various activities throughout the academic year to ensure enriched student experience for all students, beyond their academic courses and pursuits.

In the academic year 2018/19, the Directorate of Student Activities and Services conducted 3 annual events, organised and participated in 4 Bahraini National events, and supported 7 Charity and Community Engagement events, including a Cancer Awareness Walkathon, Think Pink – Breast Cancer Awareness Campaign, Bahrain Parliament and Municipality Election Awareness event conducted by Bahrain Institute for Political Development (BIPD).

Furthermore, the academic year was marked by a first, for the Student Council, which launched a new social activity with the support of the directorate. The Student Council event, the 1st Annual Food Festival, was highly successful with a high turnout of students, faculty members, staff and the wider public. The directorate additionally supported the activities of 7 student clubs, which in turn organised more than 20 events throughout the academic year.

Lastly, the directorate organised Ahlia University's participation in the National League for Universities, where Ahlia University teams won the 2nd place in Basketball and the 3rd place in Volleyball. Ahlia University's team won the 2nd place amongst all Universities in the Bahrain Marathon Relay Race.

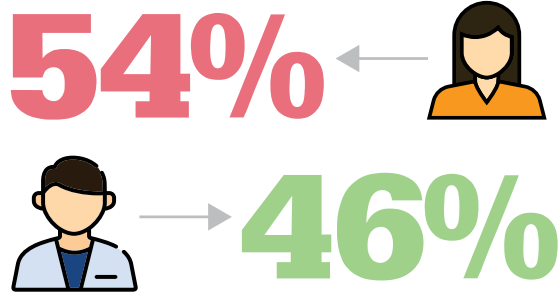
▪ THE DIRECTORATE OF STUDENT GUIDANCE AND COUNSELLING

The Directorate of Student Guidance and Counselling worked throughout the year to help students resolve any concerns and issues with the potential to hinder their academic progress or wellbeing. The directorate, through its qualified cadre, supported students' as part of their transition to University life. Additionally, the directorate provided specialised assistance and support for students with special needs.

In the academic year 2018/19, the Directorate of Student Guidance and Counselling conducted a total of 537 counselling sessions, out of which 86.4% were coordinated with departments throughout the university to ensure that all student concerns were addressed in a timely manner and resolved effectively.

Facts & Figures

Student Ratio



26

Student
Nationalities



1550

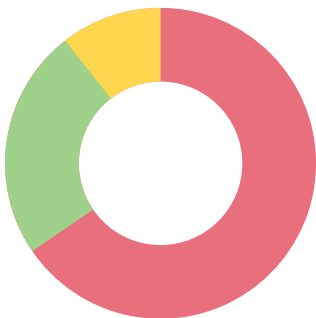
Registered
Students



Over

4700
Graduates

(since 2003)



Programmes

 Bachelor
Degrees (12)

 Master
Degree (4)

 Doctoral
Degree (2)

60 Organisations at
**Careers
Day 2019**

Almost

110

organisations
support our Internship



3 million



Library resources
(hard copy and e-resources)

Faculty Publications

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Books and Chapters

No.	Name	Title
1.	Dr. Reda Amin	التأثيرات الاجتماعية للمواقع الإلكترونية - دراسة ميدانية على الشباب الجامعي بدول الخليج العربي
2.	Dr. Esra Aldhaen	Chapter AU's Strategies Towards Integrating Research With Student Learning: Ahlia University Model The Book The Future of Higher Education In The Middle East And Africa
3.	Dr. Ali Abdulnabi Ebrahim Farhan	مقامات الحريري: حجاجة السرد والنسق الثقافي - دراسة في البنية والخطاب

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BAHRAIN

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