

# Academic Affairs Report

UWED | Academic Year 2024/2025 (Preparation for 2025/2026)

## Key Highlights

- Total students: 3737 (BA 3499; MA 238)
- Faculty: 174 full-time + 23 internal PT + 44 external PT + 16 international
- Master's reform: credits 60→90, duration 12 months
- KPI framework introduced: total 125 points (target max 200)
- Career Day: 189 employed out of 384 graduates (49.2%)
- THE Impact Rankings: overall 1001+ group; strongest in SDG 16 & 8

# Report Structure

Focus: academic operations, quality, people, and outcomes



## **Student body & programs**

Enrollment, degree structure, academic portfolio



## **Faculty & HR pipeline**

Composition, recruitment funnel, incentives and KPI



## **Curriculum & learning materials**

Master's reform, teaching resources, exams



## **Digital academic management**

Timetabling, LMS/HEMIS integration, grant workflow



## **Student outcomes**

Career support, employability and partnerships



## **Integrity & rankings roadmap**

Plagiarism prevention, SDG reporting, THE Impact Rankings

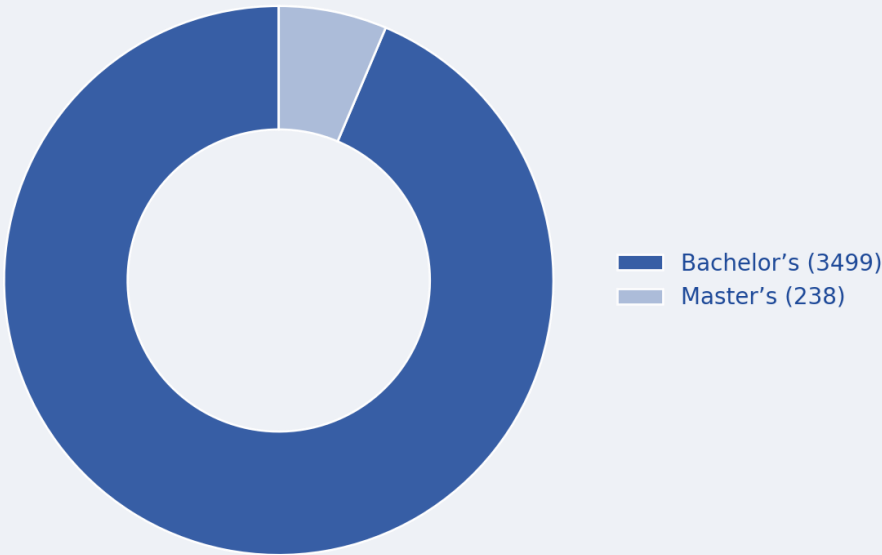
Challenges & next steps are summarized on the final slide.

# Student Body & Academic Portfolio

Total enrollment: 3737 | Departments: 11

Total students	Bachelor's students	Master's students
3737	3499	238
BA + MA	93.6% of total	6.4% of total

Enrollment split (BA vs MA)



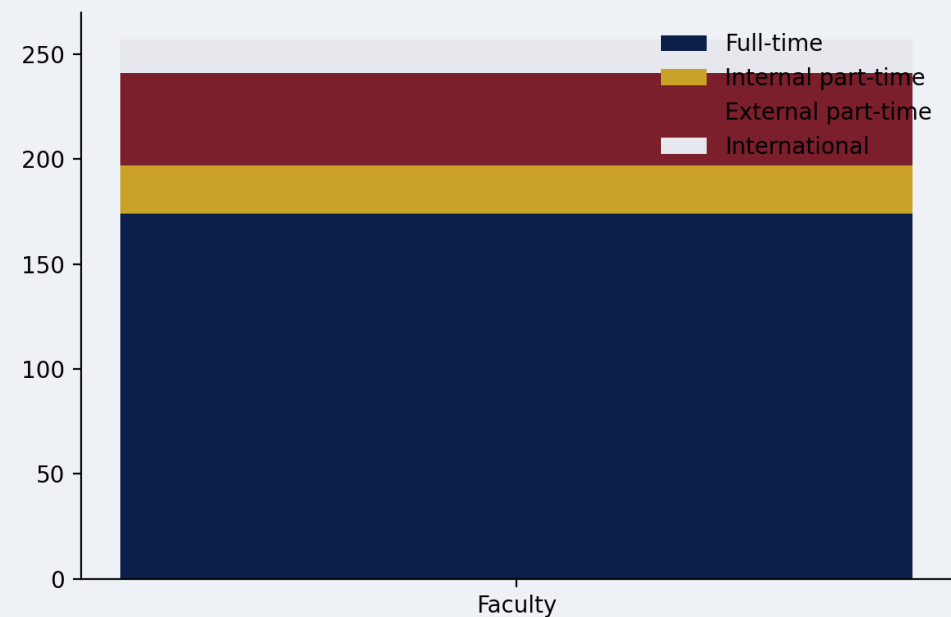
- Academic offer includes bachelor's tracks and master's specializations.
- Master's curriculum was updated with a larger credit volume and longer study duration.
- Priority: improve learning experience while expanding advanced programs.

# Faculty Composition

Teaching staff across 11 departments

Full-time faculty	Internal part-time	External part-time	International
174	23	44	16

Faculty mix (headcount)



- HR focus: attract experienced professors and staff with academic degrees/titles.
- Recruitment process includes online applications, demo lessons and interviews.
- Planned: scoring (“skoring”) system to standardize selection.

# Faculty Recruitment Pipeline

From applications to selection

**Applications: 135**

**Demo lessons: 101**

**Interviews: 53**

**Selected: 27**

Planned improvement: implement a standardized scoring system to strengthen transparency and comparability.

# Master's Curriculum Reform

Credit increase, extended duration, expanded specializations

**Credits: 60 → 90**

Study duration: 12 months

**5 new master's specializations**

launched for 2025/2026

## Implementation timeline

**Qualification requirements  
& curricula updated**

Programs reviewed and aligned

**Credits increased (60→90)**

Higher learning volume

**Duration extended (12  
months)**

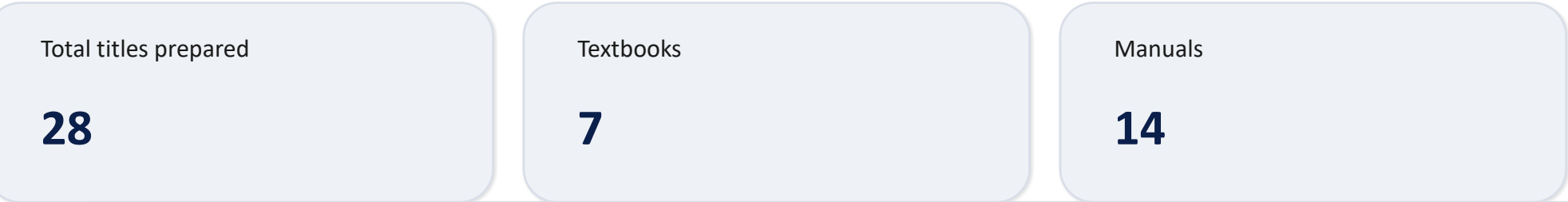
More time for specialization

**New specializations  
launched**

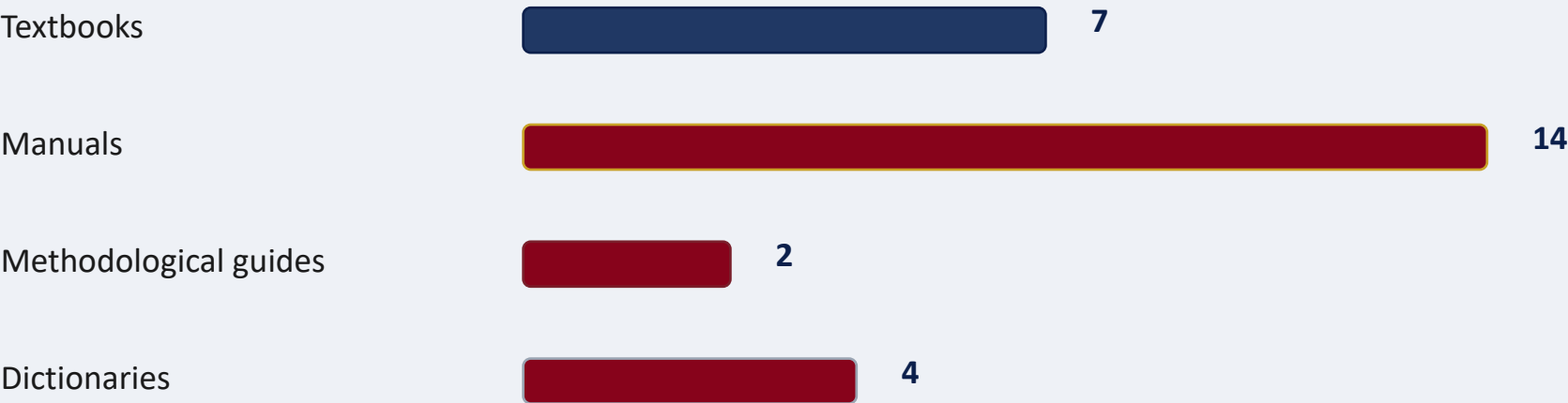
5 new tracks

# Teaching & Learning Materials

Publishing and academic resources



## Breakdown

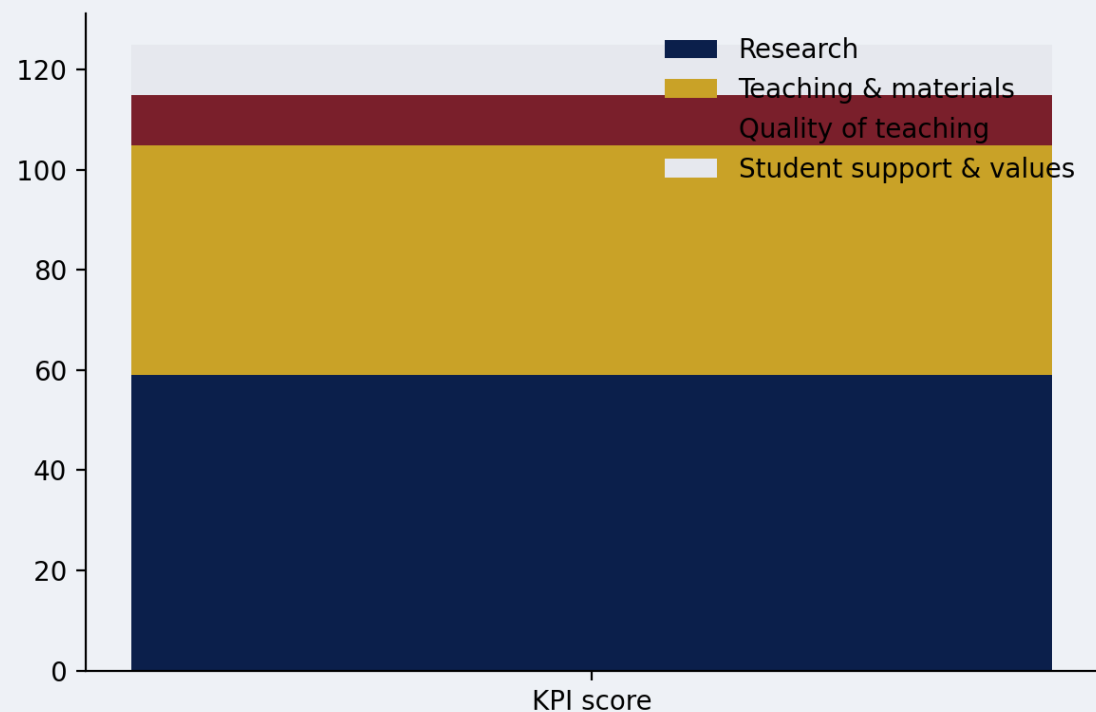


All titles were prepared for publication through the university publishing workflow.

# Faculty Performance KPI Framework

Total score: 125 | Target maximum: 200

KPI score composition (points)



- 59 points — Research output
- 46 points — Teaching & learning materials
- 10 points — Teaching quality
- 10 points — Student support & values education
- Plan for 2025/2026: increase maximum to 200 points.

Purpose: align incentives with quality enhancement and measurable academic contribution.



# Digital Academic Management

Processes: grants, timetabling, and learning platforms

## Grant allocation & redistribution

Workflow moved to a digital process supported by university platforms for transparency and efficiency.



### Policy basis

Government resolution (2025)



### Submission

Student requests & documents



### Review

Academic & administrative validation



### Decision

Allocation / redistribution

## Academic scheduling & platforms

- Timetabling improved via integrated digital planning.
- Exam processes were digitalized and organized in computer labs.
- Priority next: strengthen HEMIS–Moodle interoperability.

### Next-year digital priorities

- Unified academic data
- Stable LMS integration
- Student-facing service portal
- Analytics for quality improvement

# Student Outcomes & Employability

Career support and employer engagement

Graduates supported

384

Employed

189

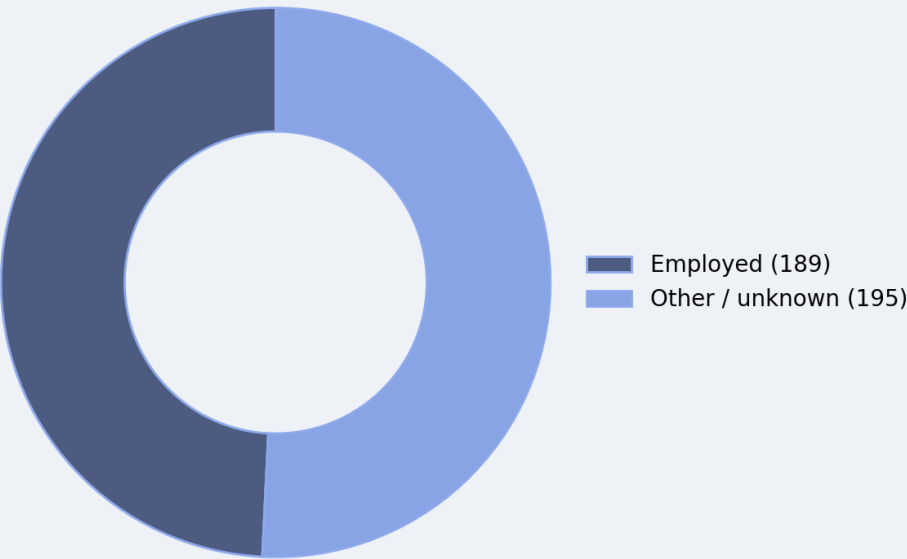
49.2% employment

Career Day format

3 days

20–22 May

## Employment split



- Career Day hosted 100+ employers and partner organizations.
- Next step: launch and scale dedicated Career Center website and services.
- Focus: internships, job matching, alumni engagement, employer pipelines.

# Academic Integrity & International Visibility

Plagiarism prevention and ranking outcomes

## Academic integrity

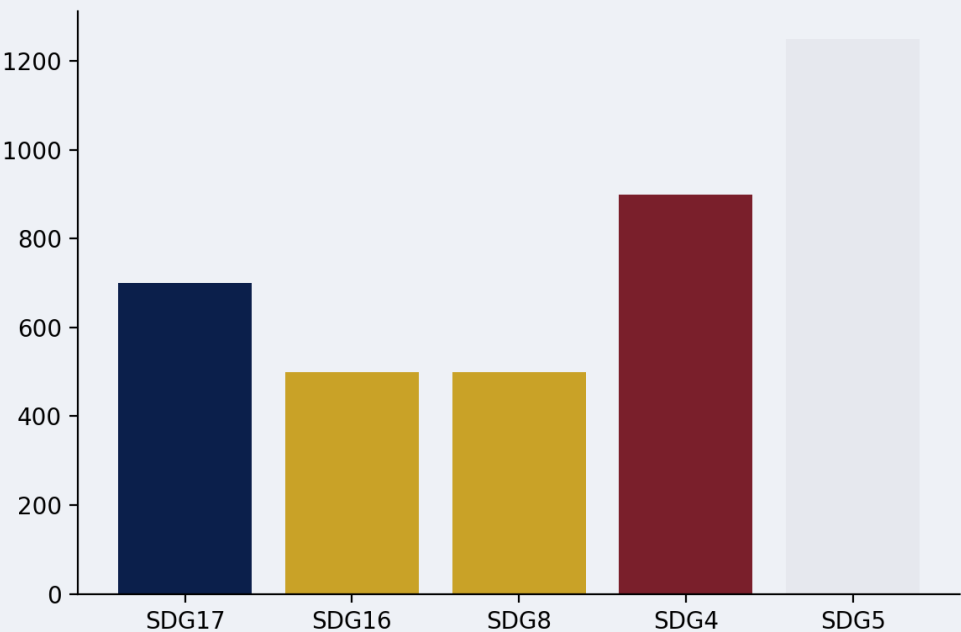
Anti-plagiarism checks were strengthened using StrikePlagiarism to support originality and quality.

### Integrity actions

- Mandatory similarity checks
- Guidance for students
- Faculty training & enforcement
- Quality assurance alignment

## THE Impact Rankings (2024 participation)

Overall: 1001+ group



SDG17: 601–800 | SDG16: 401–600 | SDG8: 401–600  
SDG4: 801–1000 | SDG5: 1001–1500

# Challenges & Next Steps

Priorities for 2025/2026

## Key challenges

- Shortage of experienced faculty with academic degrees/titles
- Integration issues between HEMIS and Moodle
- Need for stronger digital service delivery
- Competitive higher education environment

## Action plan (next 12 months)

- Strengthen recruitment & scoring system
- Scale KPI to 200 max and align incentives
- Improve LMS interoperability and analytics
- Expand master's portfolio & learning materials
- Deepen employer partnerships and internships
- Continue rankings roadmap and SDG reporting

Thank you