

**Mechanisms for Attracting/Retaining
competencies from faculty members
2025/2026**

Mechanisms for attracting/retaining competencies from faculty members 2025/2026

Academic competencies within the college play a pivotal role in developing the educational process, scientific research, and community service, and with the increase in competition between universities to attract the best competencies, the need to develop a well-studied and effective mechanism to enhance the affiliation of faculty members and support their continuity in university work efficiently and satisfactorily.

First: Determining the Causes of Competency Dropouts:

To build an effective mechanism, it is important to understand the reasons that drive competencies to leave college, such as:

- 1- Low salaries and incentives.
- 2- Poor opportunities for promotion and professional development.
- 3- An unsupportive work environment.
- 4- Limited research resources.
- 5- Lack of appreciation for efforts or achievements.

Second: Developing a comprehensive mechanism for retaining competencies

The mechanism includes the following axes:

The first theme: financial and financial stimulus

- Review salaries and incentives periodically in line with living standards and economic inflation.
- Allocating financial rewards for internationally published scientific research or distinguished projects.
- Provide internal and external grants to support research projects.

The second Theme: supporting professional and academic development

- Organizing specialized workshops and training courses to develop teaching and research skills.
- Supporting effective participation in scientific conferences and symposiums locally and internationally.
- Providing cooperation programs and protocols for training or conducting applied research in cooperation with local and international universities.

The Third Theme: Moral and Institutional Evaluation

- Establish annual awards for outstanding performance in teaching, research, and community service.
- Honoring distinguished competencies in official events within the university.
- Involve faculty members in major academic committees and decisions.

The fourth Theme: Improving the work environment and scientific research

- Providing a supportive research environment by equipping laboratories, digital libraries, and modern databases.
- Facilitating the procedures for supporting and funding research projects.
- Encourage collective research and form multidisciplinary research teams from within and outside the college.

The fifth Theme: Achieving Work-Life Balance

- Implement flexible work systems that allow for the reconciliation of academic and personal commitments.
- Establish supportive services such as nurseries, social and cultural activities for faculty members and their families.

The Sixth Theme: Strengthening Institutional Belonging and Loyalty

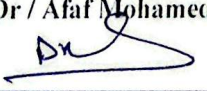
- Holding periodic open meetings between the administration and faculty members to discuss academic and administrative issues.
- Activating official channels to present suggestions and complaints and follow up on their handling transparently.
- Involve competencies in decision-making: through academic or administrative committees.

- Launch awareness campaigns to promote a culture of institutional belonging.
- Organizing events to honor individual and collective achievements.
- Supporting new ideas and development initiatives by academic staff.

Third: Practical steps to implement the mechanism:

- Forming a specialized committee to study the reality of the college and proposing dedicated mechanisms for retaining competencies.
- Conduct an internal questionnaire to survey the opinions of faculty members and employees about the work environment and their needs.
- Develop a detailed action plan based on the survey results, defining responsibilities and timelines.
- Allocating an independent budget to support stimulus and development programs.
- Periodic follow-up and continuous updating of the mechanism according to the changes and results.

Note: The adoption of this mechanism would contribute to enhancing job stability, advancing academic and research excellence in public universities, and achieving comprehensive national development visions.

Standard Corordinator	Assis.director of Quality Assurance	Director of Quality Assurance	Dean of the College
Dr / Afaf Mohamed 	Dr /Ebtsam Said dr. Ebtesam Saeed	Dr/ Basma Rabea Dr. Basma Rabea	Dr. Marwa Mustafa Ragheb 