

Faculty Performance Review

Date (mm/dd/yyyy) 1/13/2025

Request No * FPRV24-20250113-723

Employee Name * Nesma Talat Sudqi Khalil

Employee ID * KU1240

Position Senior Lecturer.1011956

Department Mathematics

Manager Name Jorge Passamani Zubelli

ADERP Employee ID

Submission Date (mm/dd/yyyy) 1/26/2025

Date of Join (mm/dd/yyyy) 08/21/2023

Review Period: 2024

Evaluation

Summary:	Weight:	Rating:	Quick Jump to sections:
Teaching and Advising:	80	Exceeds Expectations	<ul style="list-style-type: none"> Teaching and Advising Scholarship Service Development Opportunities Overall Comment, Weight, Rate, Narrative Evaluation - Teaching Overall Comment, Weight, Rate, Narrative Evaluation - Scholarship Overall Comment, Weight, Rate, Narrative Evaluation - Service Upcoming Goals (Objective Settings)
Scholarship:	0	Exceeds Expectations	
Service:	20	Exceeds Expectations	
Collegiality:	-	Meets Expectations	
Overall:		Exceeds Expectations	

[Performance Appraisal Areas]

Teaching and Advising Evaluation Areas

Please refer to the section on Faculty Appraisals in the Faculty Handbook to provide you with guidance on Faculty Appraisal Criteria for Teaching and Advising

Scholarship Evaluation Areas

Please refer to the section on Faculty Appraisals in the Faculty Handbook to provide you with guidance on Faculty Appraisal Criteria for Scholarship

Service Evaluation Areas

Please refer to this section on Faculty Appraisals in the Faculty Handbook to provide you with guidance on Faculty Appraisal Criteria for Service

Goals for Current Period - [Teaching and Advising] - (Evaluation - 2024)

Goal: 1 Deliver High-Quality Instruction Across a Variety of Courses While Achieving High Student Satisfaction.

Target: 1. Teach various courses to demonstrate versatility and adaptability in meeting student and program needs.
2. Achieve an average student evaluation score exceeding department and college benchmarks.
3. Incorporate student feedback to refine teaching methods and maintain high engagement and satisfaction levels.

Outcome: 1. Taught four different courses to a total of 200 students during Spring 2024 and Fall 2025.
2. Achieved an average student evaluation score of 4.84 in Spring 2024, with a 24% response rate, surpassing the department average by 5% and college average by 6.6%.
3. Further improved the average score to 4.88 in Fall 2025, with a 48% response rate, exceeding the department average by 6.8% and the college average by 6.3%.
4. Received highly positive feedback in evaluations, emphasizing the effectiveness of interactive and student-centered teaching approaches.
5. Created an action plan to address common constructive feedback, such as revising materials or adjusting teaching strategies.

Faculty Comment: Teaching different courses has demonstrated my adaptability and commitment to supporting diverse student and program needs. The consistently high evaluation scores and positive feedback highlight the effectiveness of interactive and student-centered teaching approaches. By actively addressing constructive feedback through an action plan, I have ensured continuous improvement and maintained high engagement and satisfaction levels. Moving forward, I aim to further enhance the use of student feedback by incorporating real-time feedback tools to gather actionable insights during the semester. This will allow me to make timely adjustments to teaching methods, improve student engagement, and address concerns promptly to ensure a more dynamic and responsive learning experience.

Chair Comment: The goal was met.

Goal: 2 Enhance Student Learning Outcomes.

Target:

1. Create diverse, engaging course materials to improve student comprehension and application.
2. Revise course syllabi to align with current industry and academic standards.
3. Modernize assessment tools to foster critical thinking, creativity, and practical application.

Outcome:

1. Consistently maintained high student enrollment in all my classes, reflecting strong student interest, engagement, and trust in my teaching effectiveness. In some cases, students have even contacted the chair to request to be added to my classes, highlighting the demand for my teaching, even when other sections experienced lower enrollment.
2. Achieved a student passing rate of 88.6% in Spring 2024 and Fall 2025, demonstrating effective teaching strategies and course design.
3. As the coordinator of Calculus II in Spring 2025, collaborated with faculty members to introduce a project-based assessment in the syllabus, which was implemented in Fall 2025. This initiative fostered critical thinking, problem-solving skills, and practical applications of course concepts.
4. Designed and developed comprehensive teaching and learning materials for all courses taught, enhancing accessibility, engagement, and understanding (refer to Blackboard or attached document for details).
5. Thoroughly reviewed and updated assigned homework and assessment tools to ensure alignment with course objectives while promoting higher-order thinking and accommodating diverse learning needs.
6. Integrated GeoGebra graphing software into lectures to enhance student comprehension through improved visualization of abstract mathematical concepts.

Faculty Comment: High enrollment in my classes demonstrates the trust students place in my teaching and their recognition of the quality learning experience I provide. My ability to maintain such levels across various courses is a testament to the effectiveness of my teaching strategies, engaging materials, and commitment to student success. Moving forward, I aim to build on this foundation by continuing to innovate in my teaching practices and further enhance the learning experience for all students.

Chair Comment: The goal was met.

Goal: 3 Ensure Operational Excellence and Foster Collaboration in Departmental Activities.

Target:

1. Coordinate departmental courses efficiently to ensure seamless operations and faculty collaboration.
2. Contribute actively to syllabus-related discussions and strategic departmental planning initiatives.
3. Fulfill departmental responsibilities with professionalism and timeliness.

Outcome:

1. Effectively coordinated the Calculus II course in Spring 2024, managing 8 faculty members, 14 sections, and 432 students without encountering any operational issues.
2. Played a pivotal role in the "Course File Working Group" committee by thoroughly reviewing departmental course files to ensure compliance with CAA standards and maintaining high-quality documentation.
3. Submitted all required departmental documentation ahead of deadlines with meticulous attention to accuracy and detail, reinforcing a culture of professionalism.
4. Proctored all assigned exams efficiently, upholding academic integrity and adherence to institutional policies.
5. Actively contributed to syllabus-related discussions, providing valuable input to improve course content and alignment with departmental and institutional goals.

Faculty Comment: My contributions to departmental operations demonstrate my commitment to ensuring efficiency, collaboration, and adherence to academic standards. As a course coordinator, I effectively facilitated seamless course management, and my active involvement in syllabus discussions and task completion underscores my dedication to departmental success. Moving forward, I aim to explore opportunities for streamlining processes, fostering stronger collaboration among faculty, and ensuring continuous improvement in departmental operations.

Chair Comment: The goal was met.

Goal: 4 Foster a Supportive and Inclusive Environment to Maximize Student Retention and Success.

Target: 1. Identify at-risk students early through systematic progress monitoring and regular assessments.
2. Provide personalized academic support through flexible and accessible office hours.
3. Foster an inclusive and supportive learning environment that motivates students to succeed.

Outcome: 1. Achieved an impressive student retention rate of 92.3% in my classes, showcasing the effectiveness of proactive support strategies and personalized interventions.
2. Held individual meetings with at-risk students to address both academic and personal challenges, creating tailored action plans to help them succeed.
3. Offered flexible office hours and additional support sessions through CTL, ensuring all students had equitable access to academic assistance.
4. Cultivated a positive and welcoming classroom environment where students felt supported and comfortable seeking help, fostering a strong sense of community.

Faculty Comment: The strategies implemented to enhance student retention demonstrate my commitment to student success and well-being. By identifying at-risk students early and providing tailored support, I have created a learning environment that empowers students to overcome challenges and thrive academically. Moving forward, I plan to incorporate predictive analytics tools to proactively identify students who may need support and collaborate with student services to provide a more comprehensive support system, further strengthening retention efforts.

Chair Comment: The goal was met.

Goal: 5 Enhance Students' Understanding of the Relevance of Mathematics Through Interdisciplinary Research.

Target: 1. Use interdisciplinary research to demonstrate how mathematics connects to and impacts other disciplines, making its applications more meaningful to students.
2. Incorporate research-driven examples and case studies into teaching to show the practical relevance of mathematical concepts.
3. Engage students through seminars and initiatives highlighting real-world interdisciplinary mathematics uses.

Outcome: 1. Integrated interdisciplinary research findings from my published Q1 journal article into course discussions, demonstrating to students how mathematics addresses practical problems across various domains and enhancing their understanding of its real-world applications.
2. Secured an external research grant of 50,000 AED to further explore interdisciplinary applications of mathematics, enriching classroom discussions with real-world examples and insights.
3. Organized the "Beyond Mathematics Seminars," featuring expert guest speakers who showcased how research bridges mathematics with fields such as engineering, physics, and data science, inspiring students to see its broader applications.

Faculty Comment: By aligning research with teaching, I have created opportunities for students to see the practical and interdisciplinary relevance of mathematics, which fosters deeper engagement and understanding. My publications and initiatives demonstrate a commitment to bridging the gap between academic research and classroom learning. Moving forward, I aim to integrate more research-driven examples and projects into my courses to further inspire students and enhance their learning experience.

Chair Comment: The goal was met.

Overall Comment, Weight, Narrative Evaluation & Rating - [Teaching & Advising]

Faculty overall Comment Teaching: Teaching has been the cornerstone of my professional contributions, and I am proud to have consistently achieved excellence in these areas. The accomplishments detailed in my SMART goals reflect a commitment to delivering high-quality education, fostering student engagement, and promoting academic success. My ability to consistently surpass department and college benchmarks for student satisfaction demonstrates the effectiveness of my student-centered approach and the positive impact of my innovative teaching strategies. Through careful course design, integration of feedback, and the adoption of modern tools and methods, I have created an engaging and inclusive learning environment that supports diverse student needs. The high enrollment and retention rates in my classes further underscore the trust students place in my teaching and the meaningful learning experiences I provide.

To support these achievements, I have attached a document that includes a link to evidence of my contributions. Moving forward, I remain committed to refining my teaching practices, incorporating new innovations, and maintaining the highest standards of excellence to enhance student outcomes and satisfaction.

Teaching Weight: 80
Narrative Evaluation (Chair): Ms. Nesma Khalil demonstrated excellence in teaching and advising, consistently achieving high student satisfaction across multiple courses. She successfully taught MATH 112 and MATH 204 during the Spring 2024 and Fall 2025 terms, engaging a total of 200 students. Her commitment to instructional quality is reflected in her outstanding student evaluation scores, achieving an average of 4.84 in Spring 2024, surpassing the department average by 5% and the college average by 6.6%. In Fall 2025, she further improved

her evaluation scores to an impressive 4.88, exceeding the department average by 6.8% and the college average by 6.3%. She also achieved a student retention rate of 92.3% in her classes, reflecting her ability to foster engagement and academic success. In addition to her teaching excellence, Ms. Khalil coordinated MATH 112 in Spring 2025, managing 8 faculty members, 14 sections, and 432 students without encountering any operational issues. She played a pivotal role in improving teaching materials, developing comprehensive learning resources to enhance accessibility, engagement, and student comprehension, and introducing a project-based assessment to the syllabus to foster critical thinking and problem-solving skills. Beyond the classroom, Ms. Khalil integrated interdisciplinary research into her teaching to demonstrate real-world applications of mathematical concepts. Her research contributions enriched classroom discussions, helping students understand how mathematics can be applied across various fields. Through her dedication to teaching excellence, curriculum innovation, and student support, Ms. Khalil continues to foster academic success and engagement in her field.

Teaching & Advising Rate (Chair): Exceeds Expectations

Goals for Current Period - [Scholarship] - (Evaluation - 2024)

Goal: 1 Enhance Academic Impact Through High-Impact Publications and Interdisciplinary Collaboration.

Target: 1. Contribute to academic research by exceeding expectations and publishing in reputable, peer-reviewed journals.
2. Secure external funding to support innovative, interdisciplinary research projects that benefit both the institution and the broader academic community.

Outcome: 1. Published a peer-reviewed article in the Q1 journal Computers & Security, titled "Data Mining for Cyber Biosecurity Risk Management," showcasing my initiative to contribute to research despite it not being a core responsibility of my role as a senior lecturer.
2. Secured competitive external funding of 50,000 AED for an interdisciplinary collaborative research project with Abu Dhabi University, enhancing research opportunities, fostering institutional partnerships, and supporting groundbreaking work.

Faculty Comment: As a senior lecturer, my primary focus has been on teaching and service, which are integral to my role. However, I have also taken the initiative to contribute actively to impactful research. Publishing high-quality research enables me to bridge the gap between mathematics and interdisciplinary applications, providing students with a deeper appreciation of its practical relevance in solving real-world challenges. These research endeavors not only enrich my teaching but also highlight my dedication to enhancing the university's academic profile and fostering meaningful collaborations. By integrating research into my teaching, I aim to inspire students and support the university's mission to achieve excellence in both academic and research pursuits.

Chair Comment: This item does not apply for Lecturer Ranks in general, but this is a remarkable result and very much welcome.

Overall Comment, Weight, Narrative Evaluation & Rating - [Scholarship]

Faculty overall comment Scholarship: Research is currently unweighted in my evaluation, which I believe does not fully recognize its value in enhancing teaching quality and advancing the institution's academic mission. Research efforts contribute significantly to fostering innovation, interdisciplinary collaboration, and a dynamic learning environment for students. While I understand the current focus on teaching and service, incorporating a modest weight for research in evaluations would acknowledge its integral role in supporting both institutional growth and faculty development. Such a change would encourage a more comprehensive approach to faculty contributions and better align with the university's mission.

Scholarship Weight: 0

Narrative Evaluation (Chair): Ms. Nesma Khalil contributed to high-impact research despite research not being a core responsibility of her role as a senior lecturer. She published one peer-reviewed article in a Q1 journal, Computers & Security, titled "Data Mining for Cyber Biosecurity Risk Management." This publication highlights her interdisciplinary approach and commitment to advancing research in applied mathematics and cybersecurity. Additionally, she secured external competitive grant of 50,000 AED for an interdisciplinary collaborative research project with Abu Dhabi University, enhancing institutional partnerships and supporting innovative research efforts. Ms. Khalil's research contributions demonstrate her dedication to integrating mathematics with real-world applications, fostering interdisciplinary collaborations, and elevating the university's academic profile.

Scholarship Rate (Chair): Exceeds Expectations

Goals for Current Period - [Service] - (Evaluation - 2024)

Goal: 1 Department Level: Strengthen the Visibility and Engagement of the Mathematics Department.

Target:

1. Promote the value and versatility of a mathematics degree through department-level initiatives and outreach programs.
2. Engage a broader audience of undergraduate students to inspire interest in mathematics and improve the overall visibility of the department.
3. Highlight mathematics's theoretical and practical applications, emphasizing its relevance in fields such as data science, technology, and finance.

Outcome:

1. Successfully organized and promoted the "Beyond Mathematics" seminar series, attracting a diverse group of 230 undergraduate students across the first three seminars. Distinguished guest speakers delivered engaging talks on the real-world applications of mathematics in industries like data science, technology, and physics.
2. Improved student participation and engagement through the seminar series, fostering a stronger connection between the mathematics department and the wider undergraduate community.
3. Contributed to the department's "Young Statistician Camp," inspiring interest in mathematics and STEM disciplines among high school students while showcasing potential career pathways.
4. Supported the department's "Math & Science Olympiad" Committee during the Musabaqat VI competition by contributing competition questions and volunteering on the event day to ensure seamless organization, enhance departmental visibility, and improve the experience for participants and guests.
5. I designed and customized giveaway pens for the Mathematics Department, which were distributed to guests during Young ADIPEC event and KU Open Day. These pens served as an effective branding tool, promoting the department, enhancing its professional image, and creating a lasting impression on attendees.

Faculty Comment: At the department level, my contributions have significantly enhanced the visibility and engagement of the mathematics department, not just among mathematics students but across a broader undergraduate audience. Initiatives like the "Beyond Mathematics" seminar series have demonstrated the practical and interdisciplinary relevance of mathematics, inspiring a wide range of students. Moving forward, I plan to expand these efforts by introducing cross-disciplinary events and partnerships that further highlight the value of mathematics in solving real-world challenges.

Chair Comment: This is a remarkable result and very much welcome.

Goal: 2 University Level: Advance Professional Growth and Community Engagement.

Target:

1. Deliver workshops or presentations to share insights and best practices with the broader academic community.
2. Actively contribute to university events such as the KU Open Day to foster student and community engagement.

Outcome:

1. Delivered a professional development workshop during the 11th Professional Development Week titled "Nurturing Students' Intrinsic Motivation," which was attended by over 25 faculty members and received highly positive feedback for its practical value and applicability.
2. Played an active role as a member of the "Open Day Committee," contributing to the success of events such as the KU Open Day and fostering strong community connections.

Faculty Comment: At the university level, my contributions have been directed toward professional growth and enhancing the academic community's knowledge base. By actively participating in workshops and leading sessions that provide innovative teaching strategies, I have supported the university's goals of fostering excellence and collaboration. Moving forward, I aim to increase my involvement in professional development initiatives and further contribute to fostering meaningful connections within the university community.

Chair Comment: This is a remarkable result and very much welcome.

Goal: 3 Community Level: Strengthen Institutional Engagement Through Outreach and Strategic Activities.

Target:

1. Build and leverage partnerships with professional networks to enhance institutional visibility and reputation.
2. Represent the institution at international academic events that reflect and support the institution's mission and values.

Outcome:

1. Influenced individuals from professional networks were recommended to participate in the QS survey about KU, which directly contributed to the institution's improved rankings and visibility.
2. Represented KU as a judge at the 11th QS Reimagine Education Awards and Conference in 2024, promoting the university's academic excellence and innovative practices on an international platform.

Faculty Comment: At the community level, my efforts have focused on strengthening institutional engagement and visibility through strategic outreach and active participation in high-profile events. By leveraging professional networks and representing KU on international platforms, I have contributed to enhancing the institution's reputation and fostering valuable connections. Moving forward, I plan to expand these efforts by identifying additional opportunities to showcase KU's achievements and deepen engagement with prospective students and the broader community.

Chair Comment: This is a remarkable result and very much welcome.

Overall Comment, Weight, Narrative Evaluation & Rating - [Service]

Faculty overall comment Service: Service has been a cornerstone of my professional contributions, allowing me to actively enhance engagement, visibility, and reputation across various levels. My efforts reflect a deep commitment to fostering collaboration, inspiring participation, and advancing initiatives that align with institutional goals and values. Through meaningful involvement in activities that strengthen connections and promote excellence, I have made contributions that support the institution's mission and create opportunities for impactful engagement. To ensure transparency, I have included a link to detailed evidence highlighting these achievements. Moving forward, I am committed to further expanding the reach and impact of my service efforts, continuing to contribute to a culture of innovation, collaboration, and excellence.

Service Weight: 20

Narrative Evaluation (Chair): Ms. Nesma Khalil actively contributed to the visibility, engagement, and professional growth of the mathematics department, the university, and the broader academic community through various service initiatives. At the department level, she successfully organized and promoted the "Beyond Mathematics" seminar series, attracting 230 undergraduate students across the first three sessions. Additionally, she played a key role in the department's "Young Statistician Camp," inspiring high school students to explore mathematics and STEM disciplines. She also contributed to the "Math & Science Olympiad" Committee during the Musabaqat VI competition, assisting with competition question preparation and volunteering during the event to ensure smooth operations and a positive experience for participants. Furthermore, she enhanced the department's branding by designing and distributing customized giveaway pens, which were used to promote the mathematics department during Young ADIPEC and KU Open Day events. At the university level, Ms. Khalil actively supported faculty development and institutional engagement. She delivered a professional development workshop titled "Nurturing Students' Intrinsic Motivation" during the 11th Professional Development Week, which was attended by over 25 faculty members and received highly positive feedback for its practical insights and applicability. Additionally, she played a vital role as a member of the "Open Day Committee," helping to organize and facilitate KU Open Day events to strengthen student and community engagement. At the community level, Ms. Khalil contributed to institutional reputation-building and external engagement. She leveraged her professional network to recommend key individuals for participation in the QS survey about KU, directly contributing to the university's improved rankings and visibility. She also represented KU as a judge at the 11th QS Reimagine Education Awards and Conference in 2024, promoting the university's academic excellence and innovative practices on an international platform. Through these initiatives, Ms. Khalil has significantly strengthened departmental, university, and community engagement, reinforcing the institution's reputation and fostering meaningful connections.

Service Rate (Chair): Exceeds Expectations

[Competencies]

Collegiality

Develops and maintains cooperative relationships among colleagues and supports the University broadly and are self-accountable for commitments in a timely manner.

Competency Rate (Chair): Meets Expectations

Chair Comment: The faculty member cultivates and sustains cooperative relationships with colleagues, actively supports the broader objectives of the University, and demonstrates accountability by fulfilling commitments in a timely manner.

Faculty Comment: Thank you, Prof. Jorge, for your encouraging evaluation. Your exemplary leadership and commitment to fostering a collaborative and innovative teaching environment have greatly influenced my professional development. I am committed to leveraging these insights to continue delivering high-quality education and upholding the standards of excellence we cherish.

[Development Opportunities]

- Areas for improvement to strengthen certain competencies and/or skills.
- Areas for development to acquire new competencies and/or skills to be able to achieve the assigned goals.

No. Comment

1 Gain proficiency in analytics tools to identify at-risk students and provide tailored academic support.

2 Develop expertise to blend research-driven examples into teaching, highlighting the real-world relevance of mathematics.

3 Build skills in using interactive tools to adapt teaching dynamically and enhance student engagement and satisfaction.

Goals for Upcoming Period - [Teaching and Advising] - (Objectives Setting - 2025)

Goal: 1 Deliver High-Quality Instruction Across Multiple Courses.

Target:

1. Teach a variety of courses to meet program needs and demonstrate adaptability.
2. Ensure course content aligns with academic standards and student expectations.
3. Regularly review and improve assessments to ensure they remain effective and relevant.

Faculty comment: I aim to ensure that each course I teach meets both programmatic needs and student expectations by aligning content with academic standards. I will continuously review and enhance course materials and assessments to promote meaningful learning and maintain adaptability in teaching multiple courses effectively.

Chair Comment: Agreed.

Goal: 2 Enhance Student Engagement and Learning Outcomes Through Effective Teaching Practices.

Target:

1. Use effective teaching strategies to promote active student engagement.
2. Incorporate student feedback to refine teaching methods.
3. Monitor student performance to identify areas for improvement in instruction.

Faculty comment: My focus will be on fostering an active and engaging learning environment. I will incorporate feedback from students and monitor their performance to refine my teaching strategies, ensuring they align with diverse learning needs and improving outcomes.

Chair Comment: Agreed.

Goal: 3 Foster an Inclusive and Supportive Learning Environment to Maximize Retention.

Target:

1. Create an environment where all students feel supported and valued in their learning journey.
2. Identify and provide additional support to at-risk students to improve retention rates.
3. Offer accessible support to students through regular office hours and individual feedback.
4. Encourage active participation and foster a sense of community in the classroom.

Faculty comment: Creating an inclusive classroom where every student feels supported is central to my teaching philosophy. I plan to provide additional resources and individualized support to at-risk students, maintain accessible office hours, and foster a sense of belonging through active participation and collaboration.

Chair Comment: Agreed.

Goal: 4 Develop and Maintain High-Quality Course Materials and Resources.

Target:

1. Ensure all course materials are clear, relevant, and accessible to students.
2. Update materials regularly to reflect current academic and industry trends.
3. Incorporate interdisciplinary examples to connect mathematics to real-world applications.

4. Provide students with engaging resources to enhance their learning experience.

Faculty comment: I will regularly review and update course materials to ensure relevance and clarity while incorporating real-world applications. My goal is to provide engaging and accessible resources that enhance the overall learning experience for all students.

Chair Comment: Agreed.

Goal: 5 Link Interdisciplinary Research to Teaching for Student Inspiration.

Target:

1. Use insights from interdisciplinary research to develop teaching materials that highlight real-world applications of mathematics.
2. Incorporate research-driven examples and case studies into course content.
3. Engage students in discussions that demonstrate the practical and interdisciplinary relevance of mathematical concepts.
4. Promote curiosity and engagement by organizing initiatives like seminars that connect mathematics with other fields.

Faculty comment: I plan to bring interdisciplinary research insights into my teaching to inspire students and show the real-world applications of mathematics. This includes integrating research-driven examples, organizing seminars, and facilitating discussions that highlight the connection between mathematics and other fields to encourage curiosity and engagement.

Chair Comment: Agreed.

Teaching Weight: 80

Goals for Upcoming Period - [Scholarship] - (Objectives Setting - 2025)

Goal: 1 Advance Interdisciplinary Research to Enhance Academic Impact.

Target:

1. Publish high-quality research in reputable, peer-reviewed journals that highlight the interdisciplinary applications of mathematics.

Faculty comment: I will focus on conducting and publishing high-quality, interdisciplinary research that contributes meaningfully to academia and society.

Chair Comment: Agreed.

Scholarship Weight: 0

Goals for Upcoming Period - [Service] - (Objectives Setting - 2025)

Goal: 1 Department Level: Strengthen the Visibility and Engagement of the Mathematics Department.

Target:

1. Contribute to organizing events and initiatives that highlight the value and relevance of mathematics.
2. Actively participate in departmental committees to support smooth operations and decision-making.
3. Assist in reviewing and maintaining high-quality course documentation and files.

4. Provide support to departmental competitions and outreach programs to improve engagement and visibility.

Faculty Comment: I aim to actively participate in departmental initiatives and committees to support operations and decision-making processes. By contributing to committees and events, I hope to enhance the department's visibility and engagement.

Chair Comment: Agreed.

Goal: 2 University Level: Contribute to Institutional Engagement and Professional Development.

Target:

1. Deliver workshops or presentations that provide value to the university community and promote professional growth.
2. Actively participate in university-wide events that enhance student and community engagement.
3. Support institutional initiatives that align with the university's mission and promote academic excellence.

Faculty Comment: I am committed to supporting university-wide initiatives by organizing workshops, delivering presentations, and actively participating in events that foster professional growth and community engagement. These efforts will align with the university's mission to promote academic excellence.

Chair Comment: Agreed.

Goal: 3 Community Level: Advance Institutional Engagement and Professional Development.

Target:

1. Build and maintain partnerships with professional networks to enhance the institution's visibility and reputation.
2. Participate in meaningful community and professional activities that reflect and support the institution's mission and values.

Faculty Comment: I plan to build strong professional networks and engage in community activities that reflect the institution's mission and values. By participating in these initiatives, I aim to enhance both the institution's reputation and my professional contributions.

Chair Comment: Agreed.

Service Weight: 20

Attachment

[Milestones and Contributions Portfolio.pdf](#)

Cancel

Approval History

Activity	Name	Outcome	Date	Comments
Manager Performance and Career Development	Salama Mohammad Qassim	Approve	Thursday, May 22, 2025 2:27 PM	
Coordinator Performance and Career Development	Mehra AlSuwaidi	HRMS Updated	Wednesday, March 12, 2025 12:48 AM	
Dean Approval	Ernesto Damiani (Dean Of Computing and Mathematical Sciences)	Approve	Sunday, March 9, 2025 6:22 PM) I approve
Chair Approval	Jorge Passamani Zubelli	Approve	Sunday, March 9, 2025 5:23 PM)
Faculty Endorsement	Nesma Talat Sudqi Khalil	Agree	Monday, March 3, 2025 8:44 PM	
Chair Review	Jorge Passamani Zubelli	Send to Faculty for Endorsement	Saturday, March 1, 2025 7:45 PM	