



جامعة صحرار
Sohar University

Staff Professional Development Master Plan

Academic Year 2026-2027

HR Department – Staff Development Section



Staff Professional Development Master Plan AY 2026-2027

Sohar University recognises its responsibility to enhance opportunities for both academic and support service staff to develop their skills and abilities, thereby improving personal performance, advancing careers, and making greater contributions to the University.

The Staff Development plan aims to provide Sohar University staff with opportunities for professional growth. Aligned with the University's Strategic Plan, which emphasises the development of human capital and institutional excellence, the staff development section in HRD offers a variety of activities through the Staff Development Program. These activities are designed to support both the professional and personal development of SU faculty and staff. The activities are categorised into specific development areas. Please review the learning opportunities in each category to identify the program(s) that will best support your professional growth.

This comprehensive plan is designed to cultivate a culture of continuous learning, collaboration, and adaptability within Sohar University. Through a strategic blend of training initiatives, mentorship programs, and exposure to cutting-edge tools and methodologies, we aim to unleash the full potential of our professionals. Our commitment to staff development not only enhances individual career paths but also directly contributes to the University's overall success. Additionally, Staff Development provides some tailored professional development opportunities to Omani staff to ensure their ongoing development and retention.

This academic year (2026-2027), the plan will offer a variety of workshops for all staff. All these workshops will take place at Sohar University. Below is a list of activities offered during the academic year. Each activity will be announced separately, and targeted staff will be requested to register at that time.

Note

**Staff individual plans, based on staff appraisals, are developed in accordance with professional training needs.*

***Some of the courses below may be conducted online through the official virtual platforms. ***



Soft Skills

#	Title	Date	Target	Trainer	Facilitator	Location
1	Customer Service Excellence	6 Oct.26	Admin	External	SD	In-House
2	Communication Skills	13 Oct.26	Admin	External	SD	In-House
3	Business Shortcuts	20 Oct.26	Admin	External	SD	In-House
4	Report Writing Skills	27 Oct.26	Admin	Internal	SD	In-House
5	Time Management & Productivity	3 Nov.26	Admin	Internal	SD	In-House
6	Teamwork at workplace	10 Nov.26	Admin	Internal	SD	In-House
7	Emotional Intelligence	17 Nov.26	Admin	External	SD	In-House
8	Public Relations Skills	24 Nov.26	Admin	External	SD	In-House
9	Working Under Pressure & Stress Management	1 Dec.26	Admin	Internal	SD	In-House
10	Student Support& Counseling Skills	8 Dec.26	Admin	Internal	SD	In-House
11	Problem Solving techniques	15 Dec.26	Admin	Internal	SD	In-House

Technical & AI Skills

#	Title	Date	Target	Trainer	Facilitator	Location
1	Microsoft Office (Excel, Power BI) training	22 Dec.26	All	Internal	SD	In-House
2	Financial Reporting & Analysis workshop	29 Dec.26	Senior	External	SD	In-House
3	Information Security Awareness workshop	12 Jan.27	All	External	ITS	In-House
4	Records Management & Digital Archiving	19 Jan.27	All	External	ITS	In-House
5	Digital Marketing & Social Media Management	26 Jan.27	All	Internal	CMD	In-House
6	Ethics of AI Tools	2 Feb.27	All	External	SD	In-House
7	AI-Powered Search: Modern Retrieval training	2 Feb.27	All	External	SD	In-House
8	AI tools that support Admin work	2 Feb.27	All	External	SD	In-House

Leadership Skills

#	Title	Date	Target	Trainer	Facilitator	Location
1	Strategic Leadership & Decision-Making Skills	23 Mar.27	Senior	Internal	SD	In-House
2	SU Delegation Initiative	30 Mar.27	Senior	Internal	SD	In-House
3	SU Succession Planning Initiative	30 Mar.27	Managers	Internal	SD	In-House
4	Crisis Management for Leaders	6 Apr.27	Senior	External	SD	In-House
5	Leadership Development Program (LDP)	4 Jul.27	Senior	External	SD	TBC



Academic Professional Development Activities:

All the workshops listed will be conducted by the Centre for Educational Development (CED)

CED Training Schedule 2026-2027

#	Title	Date	Time	Language	Broad Area
SD1	Teaching Using Case Studies Effectively	2 Sept.26	9–10 AM	English	21 st Century Skills
SD2	Rethinking Academic Advising	2 Sept.26	10–11 AM	English&Arabic	Develop Lifelong Learning Initiatives
SD3	Faculty as a Coach: Supporting Student Success	2 Sept.26	11AM–12PM	English&Arabic	Develop Lifelong Learning Initiatives
1a	Constructive Feedback & Rubric-Based Marking	9 Sept.26	1–2 PM	English	Learning Outcome Achievement
1b	التغذية الراجعة البناءة والتقييم المبني على معايير واضحة	9 Sept.26	2–3 PM	Arabic	Learning Outcome Achievement
2a	Technology & Interactive Teaching Methods	16 Sept.26	1–2 PM	English	Advance Digital Teaching & Learning
2b	استخدام التكنولوجيا وطرق التدريس التفاعلية	16 Sept.26	2–3 PM	Arabic	Advance Digital Teaching & Learning
3a	Statistical Analysis of Student Results for Educators	23 Sept.26	1–2 PM	English	Learning Outcome Achievement
3b	مهارات التحليل الإحصائي لنتائج الطلبة	23 Sept.26	2–3 PM	Arabic	Learning Outcome Achievement
4a	Teaching & Supporting Students with Special Needs	30 Sept.26	1–2 PM	English	21 st Century Skills
4b	تدريس ودعم الطلبة ذوي الاحتياجات الخاصة	30 Sept.26	2–3 PM	Arabic	21 st Century Skills
5a	Designing Examination Questions	7 Oct.26	1–2 PM	English	Learning Outcome Achievement
5b	تصميم أسئلة الاختبارات	7 Oct.26	2–3 PM	Arabic	Learning Outcome Achievement
6a	Exam Invigilation & Relevant Policies	14 Oct.26	1–2 PM	English	Learning Outcome Achievement
6b	مراقبة الاختبارات والسياسات ذات الصلة	14 Oct.26	2–3 PM	Arabic	Learning Outcome Achievement
7a	Effective Academic Advising	21 Oct.26	1–2 PM	English	Develop Lifelong Learning Initiatives
8a	Time Management & Adherence to Deadlines	28 Oct.26	1–2 PM	English	21 st Century Skills
8b	إدارة الوقت والالتزام بالمواعيد النهائية	28 Oct.26	2–3 PM	Arabic	21 st Century Skills
9a	Risk Management	4 Nov.26	1–2 PM	English	21 st Century Skills
9b	إدارة المخاطر	4 Nov.26	2–3 PM	Arabic	21 st Century Skills
10a	Critical Thinking & Problem Solving	11 Nov.26	1–2 PM	English	21 st Century Skills
10b	التفكير النقدي وحل المشكلات	11 Nov.26	2–3 PM	Arabic	21 st Century Skills
11a	Effective Mapping of Examination Questions to CLOs	25 Nov.26	1–2 PM	English	Learning Outcome Achievement
11b	أساليب التقييم	25 Nov.26	2–3 PM	Arabic	Learning Outcome Achievement
12	Examination Moderation Best Practices (Internal & External)	2 Dec.26	1–2 PM	English	Learning Outcome Achievement
13a	Academic Integrity & Secure Online Assessments	9 Dec.26	1–2 PM	English	Learning Outcome Achievement



CED Training Schedule 2026-2027

#	Title	Date	Time	Language	Broad Area
13b	استخدام الذكاء الاصطناعي في التدريس وتصميم المقررات	9 Dec.26	2–3 PM	Arabic	Advance Digital Teaching & Learning
14	Enhancing Student Engagement through Active Learning	16 Dec.26	1–2 PM	English	21 st Century Skills
15	MOOC Course Development	13 Jan.27	1–2 PM	English	Deliver Relevant and Flexible Curricula
16	Advanced SULMS Usage: Forums, Virtual Labs & Participative Quizzes	20 Jan.27	1–2 PM	English	Advance Digital Teaching & Learning
17a	Designing AI-Supported Learning Activities	27 Jan.27	1–2 PM	English	Advance Digital Teaching & Learning
17b	تصميم التدريس التفاعلي	27 Jan.27	2–3 PM	Arabic	21 st Century Skills
18	Authentic & AI-Resilient Assessments	3 Feb.27	1–2 PM	English	Learning Outcome Achievement
19	Embedding Service Learning in Course Delivery & Assessments	10 Feb.27	1–2 PM	English	Develop Lifelong Learning Initiatives
20	Integrating Immersive Learning Technologies (VR, AR & Simulations)	17 Feb.27	1–2 PM	English	Advance Digital Teaching & Learning
21	Developing & Integrating Sustainability Content in Courses	24 Feb.27	1–2 PM	English	Integrate Sustainability into the Curriculum
22	Academic Administrator Leadership	3 Mar.27	1–2 PM	English	Develop Lifelong Learning Initiatives
23	Active Learning & Student-Centred Pedagogies	10 Mar.27	1–2 PM	English	21 st Century Skills
24	Developing Globalised Learners	24 Mar.27	1–2 PM	English	21 st Century Skills
25	OBE Implementation & Innovative Teaching Technologies	31 Mar.27	1–2 PM	English	Deliver Relevant and Flexible Curricula
26	Generative AI in Teaching, Assessment & Research	7 Apr.27	1–2 PM	English	Advance Digital Teaching & Learning
27	Quality Assurance & Accreditation Practices	14 Apr.27	1–2 PM	English	Deliver Relevant and Flexible Curricula
28	Data Analysis & Digital Skills for Educators	21 Apr.27	1–2 PM	English	Advance Digital Teaching & Learning
29	Teaching Large Classes Effectively	28 Apr.27	1–2 PM	English	Deliver Relevant and Flexible Curricula
30	Digital Tools for Teaching & Lab Support	5 May 27	1–2 PM	English	Advance Digital Teaching & Learning
31	Assessment & Feedback Techniques	12 May 27	1–2 PM	English	Learning Outcome Achievement
32	Interdisciplinary Collaboration & Project	19 May 27	1–2 PM	English	Deliver Relevant and Flexible Curricula
33	Assessment Writing and Assessment Analysis	2 Jun. 27	1–2 PM	English	Learning Outcome Achievement
34	Developing Reading Culture Among Students	9 Jun. 27	1–2 PM	English	Develop Lifelong Learning Initiatives
35	Integrating Real-Life Problems in Classroom	16 Jun. 27	1–2 PM	English	21 st Century Skills



Research Professional Development Activities:

All the activities listed will be conducted by the Research Development Department (RDD)

RDD Training Schedule 2026-2027

No	Title	Date	Presenter
1	How to Identify the Journal's Quality" - Selecting the right Journal for Your Work	30 Sept. 26	Dr. Ala Amourah
2	كيف تحدد جودة المجلة (اختيار المجلة المناسبة لبحثك)	TBC	Dr. Fatma Abdel Baset
3	Strategic Research Planning for Global Ranking Excellence	14 Oct. 26	Prof. Rajamohan Natarajan
4	Writing competitive funding proposals	28 Oct. 26	Prof. Ahmed Al-Shamma
5	External Funding for Building Sustainable Research Infrastructure – SU Commercialization Framework	11 Nov. 26	Prof. Ghassan Al Kindi
6	The SU Research-Teaching Nexus	25 Nov. 26	Prof. Ahmed Kayed
7	Innovations in Research – Process for applying for patents	9 Dec. 26	Ms. Tameema Al. Hinai
8	Writing Competitive Proposals for Strategic Research Fund (SRF) Programs	23 Dec. 26	Dr Arig Hashim
9	Designing High-Quality EJAAD Proposals: Strategies for Success	6 Jan. 27	Prof. Rajamohan Natarajan
10	The Art of Research & The Art in Research	13 Jan. 27	Prof. Hussein Kazem
11	Leveraging YouTube Transcript Tools for Research, Teaching, Student Engagement, and Institutional Excellence	20 Jan. 27	Osama Ibrahim
12	Thinking Outside the Box: Establishing Successful and Sustainable National and International Partnerships."	27 Jan. 27	Ahmed Al-Shamma
13	Administrative processes for newly funded MoE projects (URG, GRG, RG)	10 Feb. 27	Prof. Kelvin Joseph - English
14	Writing Competitive Proposals for Block Funding	17 Feb. 27	Prof. Rakesh Belwal
15	Funding Streams for Academic Research – Exploring potential opportunities	10 Mar. 27	Dr Arig Hashim & Prof. Habibullah
	Process for the Submission of Block Funding projects	24 Mar. 27	Mr. Abdullah Al Sulaimi – MoE
6	رحلة نحو قائمة أفضل 2% من العلماء: معايير، إنجازات واستراتيجيات تميز الباحث العلمي	14 Apr. 27	Dr.Saleh Khatib
17	From Ideas to Impact: A Roadmap for Research Funding and Consultancy Success	12 May 27	Mohsin Qureshi
18	Publishing in High-Impact Journals: Editorial Expectations and Common Pitfalls (and How to Avoid Them)	2 Jun. 27	Prof. Hussein Kazem