

Items	Statements	Indicators
Expected Results 4	Qualified human resources have been provided to meet the educational needs of increased student intake as well as the new health programs	% of increase in human resources which have been provided
Product 1	Qualified human resources have been provided to meet the educational needs	% increase in human resources who hold at least their Master's degree
Main activity 1	Approve student to staff ratio that is in line with the latest evidence in HE	Student to staff ratio
Sub activity 1	Study the regional and international trends on regarding student to staff ratio	Study is available
Sub activity 2	Develop an operational plan for the implementation of the recommendations of the study	Operational plan for providing human resources is available
Main activity 2	Approve the required number of admin staff as per total number of students and organisational structures	Ratio of required admin staff to students
Sub activity 1	Identify the MOHEIs' needs for additional admin staff	List of MOHEIs' needs for admin staff is available
Sub activity 2	Develop an operational plan to provide the required technical/academic staff according to priorities	Operational plan to provide the required technical/academic staff according to priorities is available
Main activity 3	Approve the number of technical/academic staff required based on the number of students and organisational structures	Number of required technical/ academic staff
Sub activity 1	Identify the MOHEIs' additional needs of technical/academic staff	List of required technical/ academic staff is available
Sub activity 2	Develop a timed plan to provide the required technical/academic staff according to priorities	Timed plan to provide the required staff is available
Product 2	A number of academic, administrative and technical Omani staff have been qualified to meet the standards of Higher Education to be in line with the standards followed by similar organisations.	<ul style="list-style-type: none"> • % of increase in qualified Omani academic staff • % of increase in qualified Omani admin staff • % of increase in qualified Omani technical staff
Main activity 1	Approve a training plan for Omani academic staff	Training plan is approved
Sub activity 1	List the number of the Omani faculty available and required in various academic disciplines	List of Omani faculty available and required to be trained in various specialities
Sub activity 2	Develop a timed training plan for Omani faculty to meet the MOHEIs' needs in various specialities	Timed training plan for faculty is available
Main activity 2	Approve a training plan for Omani admin and finance staff	Training plan is approved
Sub activity 1	List the number of Omani admin and finance staff available and required	List of admin and finance staff to be trained is available

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Sub activity 2	Develop a timed training plan for Omani admin and finance staff to meet the MOHEIs' needs in the fields of admin and finance	Timed training plan for staff is available
Main activity 3	Approve a training plan for Omani technical staff	Training plan for staff is available
Sub activity 1	List the number of Omani technical staff available and required in various fields	List of technical staff to be trained is available
Sub activity 2	Develop a timed training plan for Omani technical staff to meet the MOHEIs' needs in the various fields	Timed training plan for the technical staff is available
Product 3	The expertise of teaching, administrative and technical staff in each category has been upgraded.	% of teaching staff who received training % of administrative staff who received training % of the technical staff who received training
Main activity 1	Approve a training plan for Omani teaching staff based on needs	Training plan is available
Sub activity 1	List the training needs for teaching staff	List of training needs is available
Sub activity 2	Develop a training plan for teaching staff based on needs	Training plan for teaching staff is available
Main activity 2	Develop a training plan for Omani admin and finance staff (based on needs)	Approved plan is available
Sub activity 1	Determine the training needs for admin and finance staff	List of training plan
Sub activity 2	Develop a training plan for admin, finance and technical staff based on the needs	Availability of training plan for admin, finance and technical staff