

# Challenges Facing KFUPM in Faculty Recruiting and Retention

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Theme: “Talent Management”

By  
Dr. Mamdouh M. Najjar  
Dean, Faculty and Personnel

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Best faculty + Best students +  
Best environment  
= Best outcome

# Faculty at KFUPM

- The most important factor in sustaining the excellence of KFUPM.
- Multinational
  - Saudis
  - Expatriates
- Professorial and nonprofessional ranks
- Mostly technical (engineering and Scientists)

# Challenges

- Recruit the best from advanced countries
- Recruit the best young Saudis (Graduate Assistance)
- Provide the best work environment for them
- Provide the best social and family life environment
- Retain those who do well
- Compensate them well
- Contribute to their development

# C1

## Recruit the best form advances countries

- Reaching the best
- KFUPM's international image
- Marketing package
- Internal bureaucracy

C2

## Recruit the best young Saudis (Graduate Assistant)

- Attractive career
- Competition with job market
- First year syndrome
- PhD Scholarship

## C3

# Provide the best work environment

- Research environment
  - Funding
  - Equipment
  - Conference attendance
  - Library access
- Teaching environment
  - Teaching load
  - Teaching methods and tools
  - Students
  - Academic support
- Contribution and role
  - Involvement
  - Sense of belonging

## C4

### Provide the best social and family live environment

- Campus culture and social values
- Housing
- Recreational and sport facilities
- Social activities
- Medical services
- Insurance
- Women and children
- Children education
- transportation



# C5

## Retain those who do well

- Performance management
- Incentives
- Annual pay raise
- Awards
- Role and contribution
- Feeling home
- Termination benefits

# C6

## Compensate them well

- Basic Salary
- Vacation
- Educational Eid
- Transportation allowance
- Tickets
- Other sources of income:
  - Research projects
  - Short courses
  - MS/PhD theses supervision
  - Teaching overload
  - Committee work
  - Summer assignment
  - Official trips

# C7

## Contribute to their development

- Use of latest technological tools for teaching and research
- Use and access to Information technology
- Interaction locally and internationally
- Academic development programs
- Self development tools
- Development support

# How is KFUPM is Doing?

- Very well in most of the previous issues
- We look forward to being better in all issue
- We are here for this reason

# KFUPM-Aramco Partnership

- Vital
- Aramco is the most beneficiaries of KFUPM Outcome
- Works both ways

Thank You