

**Kingdom of Saudi Arabia
Ministry of Education
University of Bisha
University Vice Presidency for Postgraduate
Studies & Scientific Research**



Executive Rules of Promotion Articles from (21-37) in University of Bisha

**According to the Regulations Governing the Affairs of University Saudi Staff
of Teaching Staff Members and the alike**

**Endorsed in the Fourth University Council
for the Academic Year: 1437-1438 H
by Decision no. (2/4/37/38) dated 26/7/148 H**

Introduction

The University seeks for excellence in all its works, whether scientific or administrative, but the excellence shall not be achieved unless the University complies with the movement of its work including establishment of implementing rules of all its regulations so that the work is transparent, easy and smooth, especially when these implementing rules include rights, it should be clear and unambiguous.

Therefore, the University sought to establish the Implementing Rules of Promotion Articles from (21-37) at University of Bisha according to the Regulation governing the affairs of University careers of Saudi personnel including teaching members and persons of equivalent status approved in the Third University Council by issuing Resolution no. (23/3/37/38) on 2/6/1438 H.

Article 21:

The following are required for promotion from the rank of Assistant Professor to the rank of Associate Professor:

1. A service of not less than four years in the rank of Assistant Professor at a Saudi University or other recognized university, provided that the service period at Saudi Universities is not less than one year.

2. The minimum scientific production required for promotion is met in accordance with the provisions of Article 32 of these Regulations.
3. Submitting scientific production that has been published or accepted for publication during the period he/she served as Assistant Professor.

Article 22:

The following are required for promotion from the rank of Associate Professor to the rank of Professor:

1. A service of not less than four years in the rank of Associate Professor at a Saudi University or other recognized university, provided that the service period at Saudi Universities is not less than one year.
2. The minimum scientific production required for promotion is met in accordance with the provisions of Article 33 of these Regulations.
3. Submitting scientific production that has been published or accepted for publication during the period he/she served as Associate Professor.

Article 23:

The teaching staff is entitled to apply to the Department Council for a promotion before the completion of the statutory period with a maximum period of six months.

Article 24:

The period of secondment, delegation and deputation for the purposes of promotion shall be calculated as follows:

1. The entire period if the secondment, delegation or deputation is to a scientific body and the work is in the field of specialization.
2. Half the period if the secondment, delegation or deputation is to a non-scientific body and the work is in the field of specialization.
3. The period shall not be calculated for the purpose of promotion if the work is not in the field of specialization.

Article 25:

The teaching staff shall be promoted according to the following standards:

1. Scientific Production.
2. Teaching.
3. University and Community Service.

Article 26:

Promotion Procedures:

1. The teaching staff shall submit an application to the Competent Department Council for promotion including the following:
 - a. Statement of scientific and job qualifications and hierarchy.
 - b. Statement of teaching activities.
 - c. Statement of his/her activity in the field of University and Community Service.
 - d. At least five copies of the scientific production submitted for the promotion and data describing it.
 - e. Any additional information to support the promotion request.

- f. Any other information or documents required by the Department Council, College Council or Scientific Council.

Implementing Rule

The teaching staff shall make an application for promotion through the electronic system of promotion and no hard copies are sent to the Scientific Council except for the original copies of theses and scientific journals which has no sites on the Internet through which the scientific production has published and original copies of letters of acceptance for publishing the unpublished research.

2. The Department Council shall examine the promotion request, verify the fulfillment of the conditions and procedures and recommend the submission of request to the College Council as well as the proposal of the names of a number of specialized arbitrators not less than eight arbitrators.
3. The College Council shall examine the request upon the recommendation of the Department Council and nominate a number of specialized arbitrators of not less than eight arbitrators who have been nominated by the Department Council or others.

Implementing Rule

The minutes of the Department and College Councils shall include a list of researches, works submitted for promotion and an explicit indication that it has been verified that there is no inference in Master's or PhD Thesis or

any other works of the applicant.

4. The Scientific Council shall examine the promotion request based on the recommendation of the Department and College Councils, and after the examination, the following shall be made:
 - a. Selection of five arbitrators to evaluate the researches, the selection shall be made from the candidates from the College Council or others, three of them are essential and the fourth is a first reserve examiner and the fifth is a second reserve examiner to them they resort when needed. At least two of the three arbitrators shall be from outside the University.
 - b. Sending researches and data regarding the promotion to the arbitrators in a confidential manner in order to evaluate them in accordance with the form prepared by the Scientific Council.

Implementing Rule

1. The scientific production submitted for promotion is sent to the essential arbitrators directly after the approval of the Scientific Production Examination Committee by the Scientific Council. The Scientific Council Secretariat shall previously obtain their approval.
2. The arbitrators are contacted directly to ensure that they have properly received all of the scientific production.

3. The arbitrator shall be given an opportunity for a month from the date he received the scientific production to terminate his examination and prepare the final report.
4. If the Scientific Council Secretariat does not receive the response of the arbitrator after three weeks from the date of receiving the scientific production, the arbitrator shall be communicated with all available means of communication to remind and urge him to quickly complete the evaluation procedures.
5. If the Scientific Council Secretariat does not receive the response of the arbitrator after four weeks from the date of receiving the scientific production, the arbitrator shall be communicated with all available means of communication and given an opportunity for a week to complete the evaluation. If the arbitrator fails to perform this during this period, the scientific production shall be sent to the first reserve arbitrator and the former of them is accepted.
6. In the event that is not possible to obtain three reports from the essential or reserve arbitrators for any reason, the Permanent Committee concerning the Scientific Council shall propose the names of additional arbitrators and they shall be communicated with the same previous mechanism.

7. Scientific production is evaluated in accordance with the relevant forms approved by the Scientific Council.
8. The Scientific Council may refer the scientific production to an alternative arbitrator if the report of one of the arbitrators is proven to be unreliable or the points given do not agree with the detailed report prepared by him.
9. The Scientific Council Secretariat makes the arbitrator feel receipt of his report and informs him of his financial entitlements.

Arbitration Standards for Scientific Production submitted for Promotion:

1. Research relation with the specialization of the applicant.
 2. Seriousness and authenticity.
 3. Presentation, clarification and language integrity.
 4. Research methodology and integrity.
 5. Importance of research.
- c. Making decision to promote the teaching staff or not to approve his/her promotion after reviewing the reports of arbitrators and reports regarding the activity of applicant's promotion in the field of teaching and university and community service.
 - d. If the Council decides not to approve the promotion due to the poor scientific production, it shall determine the fate of research submitted

and what is excluded from it and what can be submitted another time, provided that the minimum promotion in the event that the promotion is requested another time shall include at least a new research unit for the applicant to be promoted to an associate professor and at least two new research units for the applicant to be promoted to the rank of professor.

Implementing Rule

General Procedures:

1. **The Scientific Council receives the promotion request including the following:**
 - Required data from the College Dean.
 - Required data from the Department Head.
 - Electronic promotion application form with full data.
 - Electronic copy of scientific production in PDF format.
 - Original copies of letters of acceptance for scientific production accepted for publication.
 - Original copies of journals or books of scientific production published in publishing authorities that do not have official websites on the Internet.
 - The original copies of Master's and PhD Theses.
2. **The application for promotion is assigned to the Permanent**

Committee Concerning the Scientific Council that shall do the following:

- Examine the application for promotion to ensure that the standards and controls of promotion apply to the applicant.
- Verify acceptance letters and their compliance with original copies.
- Verify that controls and standards apply to publishing authority.
- Verify that the applicant meets the minimum limit required for the promotion including scientific production units, teaching and university and community service.
- Evaluate the points of teaching activity and university and community service in accordance with the approved forms and standards.
- The Committee shall use such persons in the field of specialization to evaluate the scientific production.
- Submit the list of arbitrators of scientific production to the Scientific Council in the event that all the standards and conditions apply to the application.
- Recommend to re-apply for the promotion to the College in the event that the standards and conditions do not apply and

explain all details.

3. The Scientific Council shall review the recommendation of the Competent Permanent Committee and select arbitrators according to the provisions of Article (36) of these Regulations.
4. After the completion of arrival of arbitrators' reports, the Scientific Council Secretariat shall include the application in the agenda of the nearest meeting available to the Competent Permanent Committee.
5. The Permanent Committee concerning the Scientific Council shall examine the reports of arbitrators and estimate the total points of scientific production as well as the points obtained in teaching and university and community service and then submit its recommendation to the Scientific Council.
6. The Scientific Council shall review the recommendation of the Competent Permanent Committee and all documents concerning the application and issue its decision to promote or not.
7. In the event that a decision is taken to promote, the Deanship of Teaching Staff Affairs shall be addressed after approving the minutes of the Council by the Rector to issue the executive decision.
8. In the event that a decision is taken not to promote, the College

Dean shall be addressed to inform the applicant of the decision of the Scientific Council and its justifications.

Article 27:

The efforts of the teaching staff applied for the promotion shall be evaluated on the basis of (100) hundred points divided as follows:

SN	Points	Activity
1	60	Scientific Production
2	25	Teaching
3	15	University and Community Service

The University Council shall set the standards for evaluating the participation in teaching and university and community service upon the recommendation of the Scientific Council.

Implementing Rule

The points of participation of teaching staff in the teaching and university and community service are calculated based on the approved forms filled by the Department Head, College Dean and Competent Permanent Committee according to the following:

First: Teaching Activity:

- a. The teaching load and (15) point shall be allocated to it according to the following:

Assistant Professor		Associate Professor	
Number of Teaching Units	Equivalent Points	Number of Teaching Units	Equivalent Points
14	15	12	15
13	14	11	14
12	13	10	13
11	12	9	12
10	11	8	11
9	10	7	10
8	9	6	9
7	8	5	8
6	7	4	7
5	6	3	6
4	5	2	5
3	4	1	4
2	3		
1	2		

- The average of the last six semesters is calculated.
- According to Article: (42) of the Regulations governing the affairs of University careers of Saudi personnel including teaching staff and the like, those who are assigned to administrative works (University Vice-

Chancellor, College Dean, Vice-Dean, Department Head or equivalent administrative works assigned to the teaching staff in accordance with the administrative decision) shall be given full points if they perform the minimum limit of teaching.

- b. The quality of teaching performance which includes the compliance with the course outlines and development of its content and compliance with the set scientific reference as well as the compliance with the study and office hours. (10) Points shall be assigned to this item to be evaluated in accordance with the approved form filled by the Head of the Department and approved by the College Dean.

Second: University and Community Service

- (15) Points shall be assigned to this part to be evaluated in accordance with the standards stated in the approved form filled by the Head of the Department in coordination with the College Dean. The Permanent Committee Concerned with the Scientific Council shall review the total points given to the applicants based on the decisions and reports to verify the integrity of the grade.
- Evaluating the contributions of the teaching staff in various administrative tasks assigned to him/her by the University such as the University Agency, Deanships, Agencies, Departments Headship and its committees shall be evaluated with additional support points based on two points for each year spent in the task with a maximum of 10 points.

General Controls for Calculating the Promotion Points:

- The total points obtained by the teaching staff in the teaching, university and community service activities shall not be less than (25) points out of the total points amounting to (40) points to be promoted.
- The teaching staff that do not meet the standards of teaching load, university and community service for the lack of teaching load in the Department or for any other reason accepted by the Scientific Council is excluded from the minimum limit.

Article 28:

The total points obtained by the teaching staff to be promoted shall not be less than (60) sixty points, provided that the points obtained by the candidate for promotion shall not be less than (35) thirty five points in the field of scientific production for the promotion to the rank of Associate Professor and (40) forty points for the promotion to the rank of Professor. The promotion to the rank of Associate Professor shall be made by the majority of the opinion of three arbitrators. The promotion to the rank of Professor shall be made by consensus of the opinion of the three arbitrators. In the event that two arbitrators agree to the promotion and the third does not agree, the scientific production is referred to the fourth arbitrator and his opinion shall be final.

Article 29:

The following enrolled within the minimum scientific production required for the promotion of a teaching staff:

1. Papers published or accepted for publication in scientific refereed journals and the Scientific Council shall set the standards for accepting the refereed journals.
2. Papers submitted to specialized scientific conferences and symposia if they have been published or accepted for publication in full. Only one unit is accepted.
3. Papers which have been refereed and published or accepted for publication by Specialized Universities Research Centers.
4. The refereed university textbooks and scientific references. Only one unit is accepted.
5. Verifying the refereed and rare books. Only one unit is accepted from them.
6. Refereed translation of specialized scientific books. Only one unit is accepted.
7. Books and papers printed by scientific authorities approved by the Scientific Council and are subject to arbitration. Only one unit is accepted from them.
8. Inventions and innovations for which patents have been issued by patent offices recognized by the Scientific Council.

9. Distinctive creative activity in accordance with rules approved by the University Council, upon the recommendation of the Scientific Council, and only one unit is accepted.

Implementing Rule

First: Standards for Accepting Refereed Scientific Journals:

1. The refereed scientific journal shall be issued by a specialized educational or scientific institution or included in one of the following databases and indexing services: (SCOPUS, PubMed, Web of Science, MEDLINE, EBESCO). Provided that the Scientific Council shall constantly review the databases and add the updates and exclude what proves that it does not comply with the standards for classification of discreet scientific journals. The Scientific Council may exclude some journals from this condition upon the recommendation of the Department and College Councils concerned and accompanied with convincing justifications.
2. The journal shall not be included in the lists of unacceptable journals issued by the Scientific Council even if they belong to a scientific institution or are included within the databases approved above.
3. The academic degree of the majority of the editorial board shall not be less than the rank of Associate Professor or its equivalent and the majority of the members of the editorial board shall be specialists.

4. The refereed scientific journal shall be specialized in one aspect of acknowledged aspects and the papers published therein shall be related to that aspect.
5. The journal shall be published periodically and regularly.
6. The journal shall be internationally registered and have ISSN.
7. The journal shall indicate publishing rules that state how research is accepted therein.
8. Four regular issues have been issued by the journal or at least two years has elapsed since regularly issued when publishing the research submitted for promotion (the refereed scientific journals issued by Saudi Universities are exempt from this condition).
9. Publication in electronic scientific journals shall be accepted and the above controls shall be applied to it, provided that the published research accepted therein shall not exceed one research unit unless the journal is included in databases of ISI.
10. Scientific journals with IF shall be classified according to the classification of ISI database meeting the standards for accepting refereed scientific journals.

Second: Standards for Accepting Papers Published or Accepted for Publication in Refereed Scientific Journals:

1. The research shall be published within the main part of the journal

(Original Articles), provided that the papers of this type shall not be less than two research units within the minimum limit required for promotion to the rank of Associate Professor and three research units to the rank of Professor.

2. The Case Reports of the relevant medical and health specializations shall be calculated within the minimum limit required for promotion by up to one and half research units.
3. The Review Articles that have a clear scientific effort that includes analysis and recommendations accepted by the Council shall be calculated by up to one research unit.
4. Short Articles shall be accepted if they follow the research structure such as containing Abstract, Introduction, Methodology, Analysis, Results and References by up to one research unit.
5. Letters to the Editor, Book Reviews or Clinical Letters and the like shall not be included in the minimum limit required for promotion.
6. Structure Reports shall be calculated within the minimum limit required for promotion by up to one research unit.
7. The belonging of the teaching staff to the University of Bisha shall be mentioned in all units of scientific production submitted for promotion with the exception of the publication during his/her previous enrollment at other university.

Third: Standards for Accepting Refereed Papers submitted to Specialized Scientific Conferences and Symposia and Specialized University Research Centers.

1. These accepted researches shall not be more than one research unit within the minimum limit required for promotion.
2. The paper shall be published or accepted for publication in full in the conference book, provided that the Scientific Council is provided with an original copy of this book.
3. The book issued by the conference or Research Center shall include evidence of arbitration of papers published in it by specialized arbitrators and not by a general scientific committee of the conference.
4. If there is no evidence of arbitration of the papers published in the conference book or by Research Center, an official letter issued by the responsible body stating the arbitration of the papers published or accepted for publication in it shall be attached.
5. The belonging of the teaching staff to the University of Bisha shall be mentioned with the exception of the publication during his/her previous enrollment at other university
6. Specialized non-university scientific and research centers shall be subject to the same standards of University Research Centers.

7. The conference shall be within a specialized scientific authority or classified within international conferences.

Fourth: Standards for Accepting Publication's Acceptance Letter:

1. The notification of publication's acceptance shall be on the official publications of the publishing body.
2. The acceptance letter shall be signed by the President, Managing Director of the Journal, Chairman of the Scientific Committee for Conferences and Symposia or President of the Research Center. The Scientific Council may accept the signature of the authorized person other than them.
3. Copies of acceptance letters, certified copies or letters sent by fax for the purpose of final acceptance shall not be accepted and they shall be accepted if they are received by e-mail, provided that they are sent by the official mail of the Journal. The Scientific Council may verify their credibility in appropriate manners.
4. Initial or conditional acceptance letters that are attached with conditions shall not be accepted such as making language corrections, etc.

Fifth: Standards for Accepting University Textbooks, Scientific References and reviewed, Translated and Printed Books by Scientific Authorities:

1. The textbook shall fall within the specialization of the applicant for promotion.
2. To be submitted to the Scientific Council to possibly calculate it within the minimum limit of the scientific production required for promotion before submitting the promotion application. The decision of acceptance of the Scientific Council shall be attached to this with the promotion application.
3. The textbook shall be arbitrated through the Scientific Council or by specialized entities approved by the Scientific Council.
4. University of Bisha teaching staff shall be mentioned in the books except publication during his/her previous enrollment at other university.
5. The literature published in the edited books (Chapters) that have been refereed shall be calculated as half a unit if the work is individual and a quarter unit if it is joint.
6. The units of published literature within the edited books (Chapters) that have been refereed independently if they are written by the Editor and the units of the same book shall be sufficient.

Sixth: Standards for Accepting Patents and Innovation

1. The field of patent or innovation shall be within the specialization of the applicant for promotion.

2. University of Bisha teaching staff shall be mentioned in the books except publication during his/her previous enrollment at other university.
3. The Patent or Innovation Certificate shall be attached.
4. The patent shall result in paper published or accepted for publication in a refereed scientific journal. The units of patent shall be calculated independently of the research related to it so that the patent is calculated by one unit and the paper shall be subject to the conditions of papers published or accepted for publication.
5. Not be granted as a result of works performed prior to his appointment as Assistant Professor.
6. The patent shall be registered in one of the following centers:
 - a. United States Patent and Trademark Office.
 - b. Japan Patent Office.
 - c. European Patent Office.
 - d. King Abdul-Aziz City for Science and Technology.
7. The accepted patents shall not exceed one unit.
8. If the teaching staff shall be granted a patent for a specific scientific production used to be promoted to the rank of Associate Professor after his/her promotion, he/she may benefit from the patent units only in the next promotion.

Article 30:

The papers published or accepted for publication in refereed scientific journals within the minimum required for promotion of teaching staff shall not be less than one research unit for applicants for promotion to the rank of Associate Professor and two research units within the minimum required for promotion to the rank of Professor.

Article 31:

The scientific production with which the teaching staff is applied for promotion shall be published or accepted for publication in more than one publishing outlet and all publishing outlets shall not be affiliated to one university or one scientific institution.

Implementing Rule

1. The paper published or accepted for publication in one publishing outlet shall not exceed two research units of the minimum required for promotion in the event of applying with the minimum limit, with the exception of journals included in the classification of ISI databases within Q1 category.
2. All refereed scientific journals issued by one scientific institution shall be treated as one publishing outlet.
3. Scientific production published in publishing outlets with which the teaching staff is associated shall not be accepted like if he/she was a member of the Editorial Board or the Advisory Board or any

organizational relation that was (with the exception of refereed scientific journals issued by the University of Bisha, provided that the papers published or accepted for publication in it do not exceed one unit in the case of promotion to the rank of Associated Professor and two research units in the case of promotion to the rank of Professor).

4. The number of research units published in an Arab Country other than Kingdom of Saudi Arabia shall not exceed two research units.

Article 32:

The minimum limit of scientific production required for the applicant for promotion to the rank of Associate Professor is four published units or accepted for publication, two of which at least are individual works. The University Council may, upon the recommendation of the Scientific Council, exclude this condition for some specializations, provided that the papers published should not be actually less than one unit.

Article 33:

The minimum limit required to apply for promotion to the rank of Professor is six published units or accepted for publication, three units of which, at least, are individual works. The University Council may, upon the recommendation of the Scientific Council, exclude this condition for some specializations, provided that the publication should not be actually less than three units.

Implementing Rule of Articles 32 and 33

- An individual work may be replaced with two published works or accepted for publication in a classified publishing outlet within the ISI databases.
- An individual work may be replaced with two published works or accepted for publication in a classified publishing outlet within the ISI databases in conjunction with post-graduate students supervised by the applicant for promotion.

Article 34:

The scientific work is calculated with one unit if the author is individually authored this work and half a unit if this work is authored by two authors. If this work is a joint research between more than two researchers, it shall be calculated by half a unit for the main researcher and a quarter of unit for each of the rest. If it is another joint work between more than two, a quarter of units shall be calculated for each of them.

Article 35:

The scientific production submitted for the promotion should not be derived from Master or PhD Theses or from previous literature of the applicant. In the event that the Scientific Council proves that there is anything to be derived from that, the applicant for promotion shall be prohibited from applying for another promotion for a year from the date of issuance of the Scientific Council decision.

Implementing Rule

- a. **Proofing: Definition:** if the researcher takes the text or content, in whole or at a percentage exceeding 30%, of his previous or current work or from another work referring to it, whether it is derived from Master, PhD, book or research as long as there is no scientific addition where the new work is performed based on the previous work in terms of quantity or the basis of the research idea.

Procedure: whoever is proved to be proofed shall be punished according to the following:

1. In the event that the applicant for promotion is proven to be derived for the first time, he shall be deprived of applying for promotion for one year.
2. In the event that the applicant for promotion is proven to be derived for the second time, he shall be deprived of applying for promotion for three years.
3. In the event that the applicant for promotion is proven to be derived for the third time, he shall be completely deprived of applying for promotion.
4. The teaching staff shall be notified of the derivation proven to him/her and he/she shall be given the opportunity to respond to that before the issuance of the decision of the Scientific Council.
5. Calculation of the deprivation period shall commence from the date of the decision of the Scientific Council.

6. The Scientific Council may take the penalties and other procedures it deems necessary.

Plagiarism: Definition: Scientific work shall be considered plagiarized in the following cases:

1. If the researcher takes total text or content, or at a percentage exceeding 30% of the work of others as it or with making changes to veil without referring it, whether it is a Master Thesis, PhD, Book or Research.
2. If he claims to himself one of others work from intellectual scientific works and projects such as the documented invention or registered patent and so on, plagiarism is more serious violation than proofing.

Procedure: whoever is proven to be plagiarized shall be punished according to the following:

1. In the event that the applicant for promotion proved to be plagiarized without previous proof, he shall be deprived of applying for promotion for three years.
2. In the event that the applicant for promotion proved to be plagiarized with previous proof, he shall be deprived of applying for promotion for five years.
3. In the event that the plagiarism is repeated for the second time, he shall be completely deprived of applying for promotion.

4. The teaching staff shall be notified of the plagiarism proven to him and he shall be given the opportunity to respond to that before the issuance of the decision of the Scientific Council.
5. Calculation of the deprivation period shall commence from the date of the decision of the Scientific Council.
6. The Scientific Council may take the penalties and other procedures it deems necessary.

Article 36:

The arbitrators for promotion are required to be professors, and if the promotion to the rank of Associate Professor, one of the arbitrators shall be from the Associate Professors.

Article 37:

The teaching staff shall be promoted scientifically from the date of issuance of the Scientific Council Decision to that. As for his/her promotion functionally, it shall be considered from the date of issuance of the executive decision if a vacant position is available that it can be promoted.

Implementing Rule

- The teaching staff shall be functionally promoted according to the seniority of the Scientific Council where the promotion of the oldest meeting shall be implemented then the next.
- If the decision of the Scientific Council is issued to scientifically promote a

group of teaching staff in one meeting, and there is not sufficient number of jobs, a comparison is made between them on the basis of the total points they obtained in each of the scientific production, teaching, university and community service.

- If the decision of the Scientific Council is issued to scientifically promote a group of teaching staff in one meeting and they are equal in total points, a comparison between them is made on the basis of the date of formation of arbitrators for scientific production.
- The Scientific Council shall include at the end of each meeting the names of the teaching staff who was promoted twice according to the total points he/she obtained in the promotion followed by his/her arrangement according to the date of formation of arbitrators for scientific production.



University of BISHA

Vision > Creative knowledge system for a productive society.

Mission > Build a Competitive Knowledge based Community through an Advanced Educational Environment, Scientific Researches and Effective Community Partnerships.

Goals:

- Income Resources Diversification and Development.
- Increasing the Efficiency of the Physical, Human and Technical Resources.
- Designing Quality Educational Programs that meet Labor Market Requirements.
- Building an Advanced Scientific Research System.
- Enhancing the Values, Loyalty, and Moderate Thinking of the Students.
- Introducing Effective Community Initiatives that enhance University Role and Prestigious.

Values > Accuracy, Responsibility, Institutionalism, Teamwork Spirit, Creativity, Competitiveness, Effectiveness.

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