



# MODERN COLLEGE OF BUSINESS & SCIENCE

Action ... the key to success

## Induction Program



- Welcoming the new member of staff to the College and their concerned departments.
- Ensuring the individual understands core information about their job.
- Helping the individual to settle into their new job and work environment.



# MCBS Institutional Culture and Work Environment

Welcome to MCBS! As a new faculty or staff member, you're now part of our vibrant and supportive community. Here's a glimpse into our **institutional culture Guiding Principles**:

- **Academic Excellence:** *We champion quality teaching, innovative curriculum & industry-relevant programs.*
- **Sustainable Institution:** *We value a self-sufficient institution with continuous renewal and effective communication.*
- **Research and Consultancy:** *We promote knowledge creation and transfer, supporting faculty engagement in research and consultancy.*
- **Engaged Community:** *We believe in active community engagement and building strong relationships with stakeholders.*



# MCBS Institutional Culture and Work Environment

## Our Expectations:

- Embrace our core values: Equal opportunity, quality, professionalism, freedom of expression, ethical and religious values, and Omani heritage.
- Prioritize students and academic excellence.
- Maintain accountability, professionalism, and support your colleagues.
- Adhere to MCBS governance, best practices, and regulatory frameworks.
- Be agile, responsive, and prioritize your workload.
- Uphold the highest level of integrity and respect.
- Contribute to the continuous development of MCBS.



# MCBS Institutional Culture and Work Environment

## What we offer :

- Approachable management receptive to your inquiries and proposals.
- Proactive planning for achieving institutional and individual objectives.
- Adequate guidance, feedback, and fair appraisal.
- Effective communication channels and an inclusive reporting system.
- Support for professional development and knowledge update.
- Resources and time allocation for community engagement.
- Together, we can make MCBS a leading institution for higher education in the region.





**MCBS**

# HSE Induction

Involves	Responsible for
<b>Risk Management and Campus Improvement Committee</b>	<ul style="list-style-type: none"> <li>-Ensuring that the governmental laws on health and safety are followed in the operation of the college,</li> <li>-Educating the stakeholders on health and safety related issues,</li> <li>-Evaluating the college's compliance of health and safety standards, Identifying, analyzing, and mitigating health and safety risks in the planned activities of the college.</li> </ul>
<b>Administration and Finance Committee</b>	<ul style="list-style-type: none"> <li>-Ensuring that the issue on health and safety is included in its agenda,</li> <li>-Engaging the Risk Management and Campus Improvement Committee in studying the risk to health and safety aspect of plans, -Ensuring that any approved plan complies with the health and safety standards as determined by the Risk Management and Campus Improvement Committee.</li> </ul>
<b>Employees (at all levels)</b>	<ul style="list-style-type: none"> <li>-Ensuring that their immediate work environment complies with health and safety standards,</li> <li>-Complying with safe work practices according to the standards determined by the Risk Management and Campus Improvement Committee,</li> <li>-Availing of health services and advice provided by the college, Participating in health and safety related initiatives of the Risk Management and Campus Improvement Committee.</li> </ul>
<b>Students</b>	<ul style="list-style-type: none"> <li>-Complying with safe practices according to the standards determined by the Risk Management and Campus Improvement Committee,</li> <li>-Availing of health services and advice provided by the college, Participating in health and safety related initiatives of the Risk Management and Campus Improvement Committee.</li> </ul>
<b>Guests</b>	<ul style="list-style-type: none"> <li>-Complying with the guidelines on health and safety according to the standards determined by the Risk Management and Campus Improvement Committee,</li> </ul>



MCBS

# HSE Induction

No.	Steps	Timeline
1	Identify the risks (threats and opportunities) in any policy, procedure, plan, or practice at all levels. There must be a deliberate effort in identifying any possible risk to the operation of the college. Meetings should include in its agenda the discussion of possible risk.	At all times.
2	Disclose the identified risks. Minutes of meetings should capture the identification of such risks. If the identified risks have repercussions to the entire organization (i.e. revision of policy and procedure), such risks should be elevated to the College Board for discussion and decision. The College Board should engage the Risk Management and Campus Improvement Committee for the analysis of such risks.	Immediately after its identification.
3	Analyze the risks in terms of its impact on MCBS. A method for analysis (ex. cost and benefit) should be used for an objective analysis of the risks.	At all times.
4	Mitigate the impact of any risk if after its analysis the decision is to proceed. If the risk is a threat, a clear course of action should be taken to lessen the impact of such a threat. If the risk is an opportunity, a clear course of action should be taken to benefit from it.	At all times.
5	Monitor the courses of action taken to mitigate the risks.	At all times.

Oman, an Arab country in the Southeastern coast of Arab Peninsula in Asia. It is boarded by the United Arab Emirates to the northwest, Saudi Arabia to the west, and Yemen to the southwest. It also overlooks the Arabian Sea on the southeast and the Oman Sea on the northeast. This ideal vast location opens a channel of political, economic, and cultural communication with others. It is the third largest country in the peninsula, with an area amounts to 30.9500 km, and a population of almost 2.867 million. Arabic is the official language of Oman, with a wide use of English language as accredited one. Islam is its religion, among the spread of other religions like Christianity and Buddhism. Oman is ruled by Sultan Qaboos Bin Said since 1970, the current ruler is Sultan Haitham Bin Tariq Al Said and it is absolute monarchy. Its capital is Muscat and its official currency is Riyal (OMR).







# MCBS

The Modern College of Business and Science (MCBS) in the Sultanate of Oman is a private College licensed by the Ministry of Higher Education and established in 1996. In 2004, MCBS sought institutional and program accreditation to offer Bachelor Degrees in Oman. MCBS was successful in its application and based on the strength of its submission, the College was provisionally accredited by the Accreditation Council of the Sultanate of Oman to offer Associate and Bachelor Degrees.

The College offers educational programs to meet the needs of individual students as well as the needs of the business and industrial communities. MCBS has an international standing and is regarded among the best colleges in Oman. It has the best English language preparation program, excellent teachers (over 90% of all teachers hold higher degrees), and it has an outstanding record of placing its graduates in business in Oman.





MCBS

## Some facts about MCBS

- Around 4075 students current semester.
- 62% Female Students
- 100+ Faculty Members(Full time)
- Employees from 36 different countries





**MCBS**

## Mission MCBS



**MCBS mission is to facilitate learning and growth in knowledge, skills, innovation and technical know-how that will best serve the community in the 21<sup>st</sup> century.'**





**MCBS**

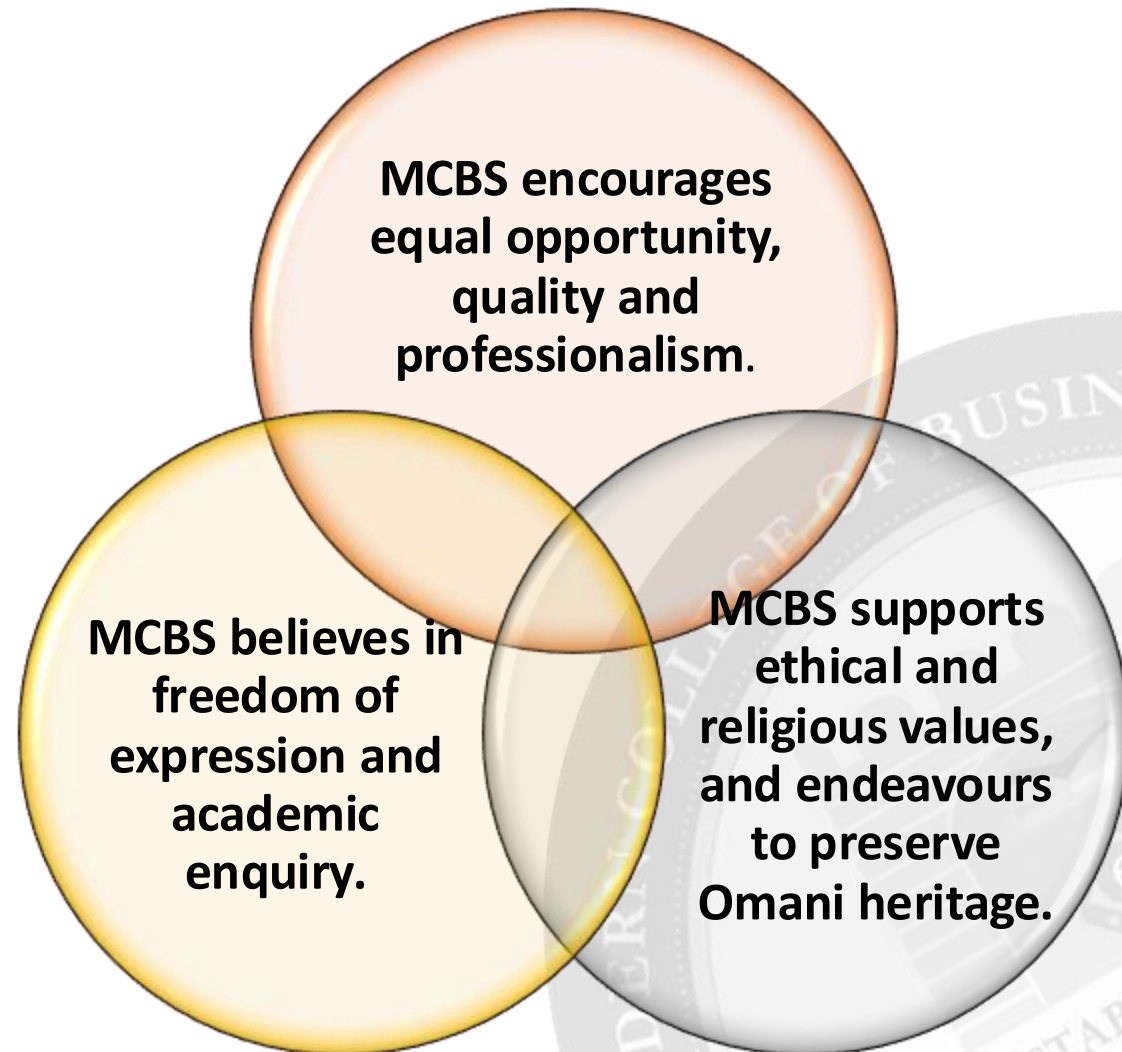
## **Vision MCBS**

**MCBS vision is to be a prominent institution of higher education in the region.**





# Core Values





# MCBS

## Important Milestones in the History of MCBS

1996 - Establishment of the College	1998 - First Graduation	2001 - Approval for Third Year of Study	2002 - Bachelor Degree Program offered through UMSL	2004 - First Self Study Completed
2004 - Provisional Accreditation by OAC	2006 - Application for Full Accreditation	2007 - Moved to new facilities in Bausher	2009 - Institutional Audit visit by OAC	2012 – MBA program offered through Franklin University
2017 - Institutional Accreditation by ASIC (UK) •2017- MPA program launch	2018 – Arabic Masters program launch	2019 – Accredited by OAAA 2019- Arabic Bachelor program launch	2023 – PHD program Launched	

# Quality Assurance and Accreditation

- 2004 – First Academic institution in Oman received provisional accreditation status
- 2009 - First Academic institution in Oman that undergone Quality Audit visit
- 2016– MCBS has submitted the Institutional Standards Assessment Application
- 2017- Institutional Accreditation by ASIC (UK)
- Fully Accredited by OAAA in 2019



سُلْطَنَةُ عُومَانِ  
الْهَيْئَةُ الْعُمَانِيَّةُ لِلضَّمَامِ وَالْإِكَادِمِي



MCBS

## Recent Achievement!!!

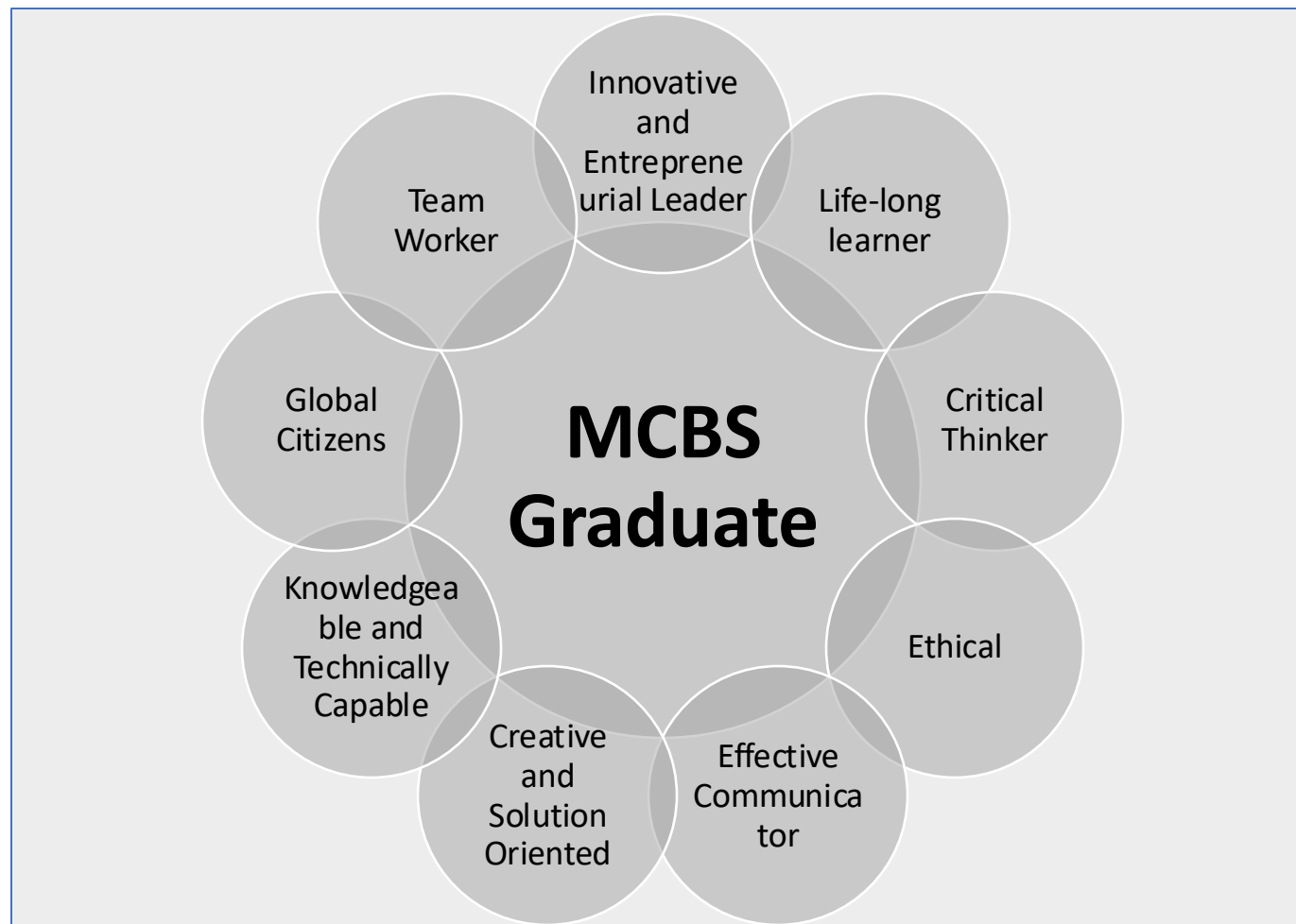




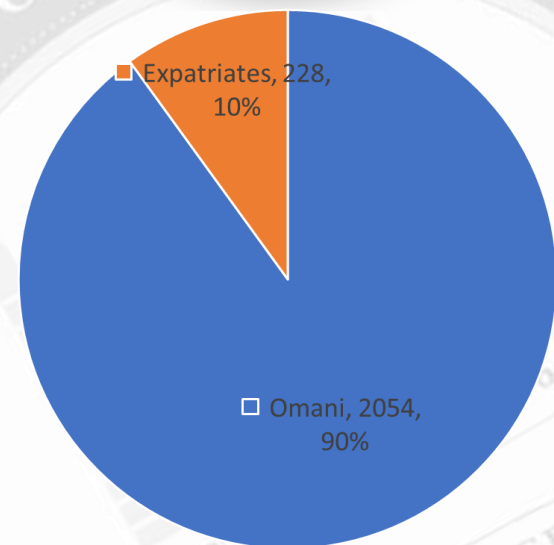
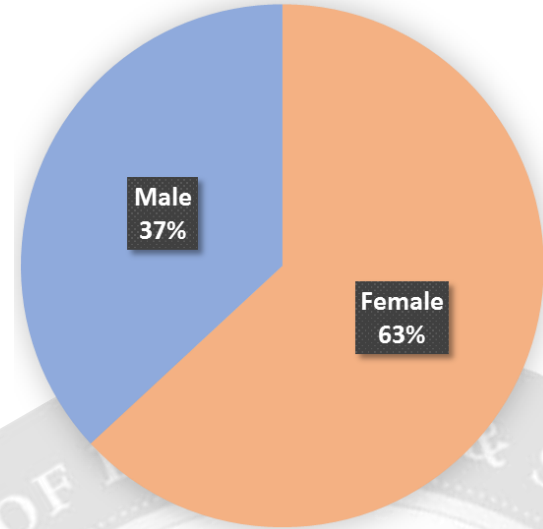
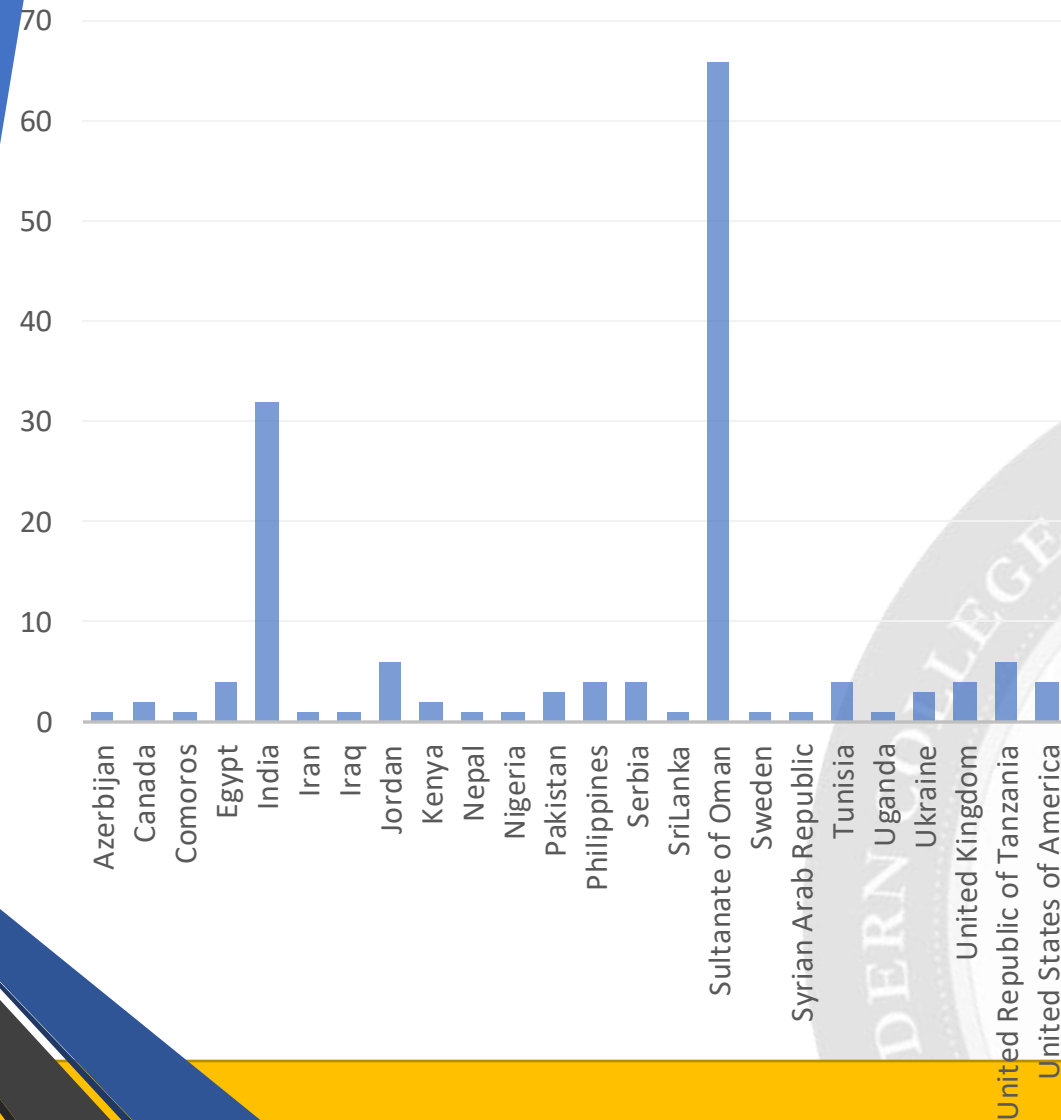


MCBS

# Graduate Attributes



# Employee Nationalities



# KEY PRIVILEGES (BENEFITS)

Alumni Membership card

Access Alumni card online

Focal point facility with public and private entities

Access MCBS Alumni resources including eLibrary, Research & Development Information System, Career Affair Centre, MCBS Startup Incubation program, MCBS Clubs & Societies,

Eligible to have MCBS email address for life, community services such as financial services, industrial travels, transportation, shopping & consumer,

Media Coverage for Alumni members in the events and activities organized by MCBS

MCBS Consultation service

Guidance for internship and training programs

Advise for Career affairs and job opportunities



# MCBS

## Academic Departments

Faculty of Business and Economics

Department of Mathematics and Computer Science

Department of General Education

Center for English as a Second Language (CEAP)

The Academy of Professional Development

BTEC Program

Graduate Studies (GS)





# MCBS

## Non-Academic Units

HR and Admin

Registration

Admission

Student Affairs and ILO

Directorate of ICT

- Library
- IT Support
- Application Development

Marketing

Accounts

Quality Assurance



# MCBS

## Non-Academic Units



Innovation X - is MCBS state-of-the-art Innovation Park, a unique platform that acts as an enabler, providing the necessary infrastructure, services, coaching, and mentorship to transform innovative ideas into startups, products, and services, thereby supporting MCBS Strategic Plan Goal, **Innovation and Entrepreneurship** and help in achieving MCBS's first Graduate Attribute "**Innovative and Entrepreneurial Leader.**"



**MCBS Innovation Park**  
From Ideas to Products and Services

ESTIDAMA-MCBS Center of Sustainability -The Center for Sustainability, with its five strategic perspectives, provides internal and external stakeholders with relevant resources, organizes activities while helping MCBS faculty, staff and students identify opportunities for collaboration and making an impact. MCBS remains committed to the **UN Sustainable Development Goals**, the **PRME** initiative, the promotion of sustainable business models, and responsible management.



Industry Feedback on academic programs



Sounding Board



Strategic Relations with Industry



Industry expectations and requirements



MCBS

MCBS Publications

Staff Hand Book

Student Hand Book

Advising Manual

College Catalog

MCBS News Letter

MCBS Website





MCBS

You can contribute!



Sharing Good Practices



Research Seminars



Committee Members



Community Services



MCBS

***Any  
Questions?***





MODERN COLLEGE  
OF BUSINESS & SCIENCE

**THANK YOU**

[www.mcbs.edu.om](http://www.mcbs.edu.om)