



UBT College
Faculty of Dentistry
Integrated Dental Program

Annual Faculty Quality Report 2023-2024 - Annex

September 2024



Introduction and Goals

The Integrated Dental Program at UBT College is designed to offer comprehensive education in dental sciences, aiming to produce highly skilled dentists capable of providing exceptional patient care. Our strategic objectives include improving clinical proficiency, advancing research and innovation in dental health, and strengthening public health initiatives. An important quality performance indicator is student satisfaction with each course and instructor, targeted at 4.0 out of 5.0. Any aspect falling below this threshold is subject to review and recommendations for enhancement.

Program Descriptions

6-Year Integrated Dental Program: This program encompasses both the theoretical and clinical aspects of dentistry, aiming to equip students with the knowledge and skills necessary to provide full-spectrum dental care. The curriculum integrates oral health sciences, patient management, and practical training in dental clinics, ensuring that graduates are proficient in all aspects of dentistry, including prevention, diagnosis, and treatment.

Quality and Satisfaction Metrics

The faculty uses a variety of tools to monitor program quality, such as student satisfaction surveys, peer reviews, and feedback from dental professionals. The continuous evaluation of course content and clinical training ensures alignment with current industry standards and best practices in dentistry.

Semester-wise Analysis

Each semester of the program is evaluated for academic rigor, relevance to current dental practices, and quality of clinical training. Student and faculty feedback plays a crucial role in refining course materials and clinical teaching methodologies to keep pace with advances in dental technologies.

Recommendations for Improvement

Key recommendations include enhancing clinical experiences, updating course content to reflect new developments in dental technologies, and providing more opportunities for student involvement in research. Additional emphasis is placed on improving the student-to-clinic ratio and expanding access to modern clinical tools and materials.

Alumni and Industry Feedback

Alumni and industry partners are critical to shaping the future of the Integrated Dental Program. While the current feedback is limited due to the relatively recent establishment of the program, continuous efforts are being made to strengthen these partnerships and ensure the program produces graduates who meet the demands of the dental profession.

Action Plans and Future Directions

The program is committed to continuous improvement, with plans to upgrade clinical facilities, strengthen ties with industry partners, and introduce interprofessional education models. These initiatives aim to enrich dental education and foster innovation, ultimately benefiting both students and the community.



SEMESTER 1: General Conclusions for the Program

- **The instructor is punctual and adheres to the schedule:** 4.85
- **The clarity and method of instruction are understandable:** 4.35
- **The instructor encourages interactivity during lectures/practical sessions:** 4.50
- **The instructor collaborates with students:** 4.55
- **The instructor's behavior towards students is appropriate:** 4.78
- **Course obligations were clear from the start, as per the syllabus:** 4.70
- **The course had sufficient and accessible study materials at UBT:** 4.60
- **The instructor uses suitable assessment methods and continuous assessment:** 4.40
- **This instructor is recommended for other subjects in future semesters:** 4.10

Instructor's Punctuality and Schedule Adherence (4.85)

- **Maintain High Standards:** Continue prioritizing punctuality, as it creates a positive, professional environment.
- **Flexibility:** Consider allowing some flexibility in scheduling to accommodate unforeseen circumstances, ensuring both student and instructor needs are met without disrupting course flow.

Clarity and Method of Instruction (4.35)

- **Enhanced Feedback Mechanisms:** Conduct brief weekly feedback sessions to gauge student understanding of complex topics, allowing timely adjustments to teaching methods.
- **Ongoing Professional Development:** Focus on integrating new technologies into teaching to support clearer instruction, especially when explaining advanced clinical concepts.

Encouragement of Interactivity (4.50)

- **Interactive Technologies:** Introduce simulation-based learning tools that allow students to engage in virtual clinical scenarios, promoting greater interaction during practical sessions.
- **Group Activities:** Increase group-based projects focusing on real-life case studies, encouraging students to apply theoretical knowledge collaboratively.

Collaboration with Students (4.55)

- **Student-Led Projects:** Encourage more student-led presentations that align with current clinical research trends, promoting deeper collaboration and peer learning.
- **Office Hours and Consultations:** Expand consultation hours and ensure more structured one-on-one mentoring sessions with students to enhance academic support.

Instructor's Behavior Towards Students (4.78)

- **Cultural Competence Training:** Consider periodic workshops on cultural competence, ensuring continued respectful engagement with students from diverse backgrounds.
- **Empathy and Support:** Continue fostering a supportive environment by offering additional guidance during stressful clinical rotations or examinations.

Course Obligations Clarity (4.70)



- **Syllabus Updates:** Regularly revise the syllabus, incorporating feedback from previous cohorts to enhance clarity and ensure alignment with current dental standards and technologies.
- **Transparent Communication:** Strengthen communication regarding any changes to deadlines or course materials, ensuring students are always well-informed.

Study Materials Accessibility (4.60)

- **Digital Resources:** Further expand access to online materials, including the latest dental research articles and virtual case studies, ensuring that all students have the resources they need, particularly for clinical work.
- **Feedback on Materials:** Regularly survey students on the accessibility and effectiveness of course materials to ensure continuous improvement.

Assessment Methods (4.40)

- **Assessment Variety:** Diversify assessment tools to include more hands-on clinical evaluations alongside written assessments, ensuring that students' practical and theoretical skills are equally measured.
- **Continuous Assessment Feedback:** Provide more frequent and detailed feedback on assessments, particularly during clinical evaluations, helping students identify areas for improvement.

Instructor Recommendation for Future Semesters (4.10)

- **Highlight Improvements:** Make continuous improvements in teaching approaches visible to students, demonstrating how feedback is being used to enhance the learning experience.
- **Engagement Strategies:** Focus on increasing student engagement during lectures by incorporating more interactive discussions, case reviews, and practical applications of theoretical concepts.

Evaluation for the staff for SEMESTER 1

DENT-STAFF-012 has scores below 4.0 in:

- **The clarity and method of instruction are understandable:** 3.3
- **The instructor encourages interactivity during lectures/practical sessions:** 2.6
- **The instructor collaborates with students:** 3.2
- **The course had sufficient and accessible study materials at UBT:** 3.0
- **The instructor uses suitable assessment methods and continuous assessment:** 2.7
- **This instructor is recommended for other subjects in future semesters:** 2.1

Recommendations for Improvement - Specific to DENT-STAFF-012:

Clarity and Method of Instruction (Score: 3.3)

- **Simplified Explanations:** Focus on breaking down complex clinical concepts and procedures into smaller, clearer sections. Using clinical case examples and visual aids can help students better understand key topics.
- **Redesign of Course Materials:** Review the course materials to ensure they are aligned with the learning objectives. Consider including multimedia resources such as instructional videos, interactive modules, and step-by-step guides to improve comprehension.

Encouragement of Interactivity (Score: 2.6)



- **Interactive Learning Strategies:** Incorporate more active learning methods such as small group discussions on patient cases, clinical role-playing, and peer assessments. This will engage students more actively in the learning process.
- **Use of Technology:** Implement real-time polling tools during lectures to encourage participation and provide instant feedback on student understanding.
- **Regular Feedback Sessions:** Create spaces for students to share their thoughts on interactivity, allowing for adjustments and improving the overall interactive environment in real-time.

Collaboration with Students (Score: 3.2)

- **Team-Based Learning:** Develop more opportunities for collaborative work through team-based patient case studies or group research projects. These exercises not only foster collaboration but also enhance clinical decision-making skills.
- **Office Hours and Open Channels:** Expand office hours or introduce drop-in clinic sessions where students can ask questions and engage directly with the instructor regarding challenging clinical cases or coursework.

Course Material Accessibility (Score: 3.0)

- **Improved Resource Accessibility:** Ensure that all materials, particularly clinical notes and diagnostic guides, are available in both physical and digital formats. Consider incorporating more open-access resources that align with current dental practice standards.
- **Supplementary Resources:** Offer supplementary materials such as online simulations of dental procedures, practice quizzes, and visual summaries of complex concepts to aid in understanding.

Assessment Methods and Continuous Assessment (Score: 2.7)

- **Diverse Assessment Techniques:** Broaden the range of assessment techniques, including more clinical competency evaluations, peer assessments, and self-assessments, alongside traditional exams. These methods will capture students' hands-on skills and decision-making abilities in clinical scenarios.
- **Formative Assessments:** Increase the frequency of formative assessments during the clinical rotations, providing ongoing feedback that allows students to correct errors and improve clinical skills before summative evaluations.

Recommendation for Future Subjects (Score: 2.1)

- **Student Engagement Strategies:** Develop new strategies to increase student engagement, such as integrating real-world clinical scenarios into lectures and encouraging students to participate in selecting topics or case studies relevant to their clinical experience.
- **Professional Development:** The instructor should consider participating in workshops or training sessions focused on modern teaching techniques, clinical instruction methods, and student engagement. This will help refine communication strategies and instructional approaches to meet student needs effectively.

DENT-STAFF-014 scored below 4.0 in:

- **The clarity and method of instruction are understandable:** 3.6
- **The instructor collaborates with students:** 3.5
- **Course obligations were clear from the start, as per the syllabus:** 3.8



- **The course had sufficient and accessible study materials at UBT:** 3.7
- **The instructor uses suitable assessment methods and continuous assessment:** 3.6
- **This instructor is recommended for other subjects in future semesters:** 3.9

Recommendations for Improvement - Specific to DENT-STAFF-014:

Clarity and Method of Instruction (Score: 3.6)

- **Professional Development:** Engage in workshops focused on enhancing clarity in clinical instruction, specifically targeting complex procedures such as dental surgeries and patient diagnosis.
- **Peer Observation and Feedback:** Set up peer observation sessions, where colleagues can provide feedback on instructional delivery, followed by joint discussions on areas for improvement. Observing different teaching styles within the faculty can offer new approaches to enhancing clarity.

Collaboration with Students (Score: 3.5)

- **Increased Office Hours:** Expand office hours, offering more availability for students to consult about clinical cases or course content. This can improve student-instructor collaboration, particularly during challenging clinical rotations.
- **Interactive Activities:** Implement more interactive clinical scenarios or group-based case studies during classes, encouraging students to collaborate and interact with the instructor to solve real-world problems.

Course Obligations Clarity (Score: 3.8)

- **Detailed Syllabus Review:** Conduct a comprehensive review session of the syllabus during the first and third week of the semester, focusing on course expectations and timelines. Offer opportunities for students to ask questions and clarify any concerns early on.
- **Student Feedback on Syllabus:** Gather student feedback regarding the clarity of the syllabus and course obligations after the mid-term, using it to refine future versions of the syllabus.

Study Materials Accessibility (Score: 3.7)

- **Improve Digital Access:** Work with IT support to ensure all study materials, particularly case studies and clinical references, are accessible online, including on mobile-friendly platforms. Ensure that all students have equal access to the necessary clinical resources.
- **Diverse Learning Resources:** Incorporate a wider range of study materials, including clinical videos, podcasts from dental experts, and interactive tools such as 3D models of dental anatomy, catering to a variety of learning preferences.

Assessment Methods and Continuous Assessment (Score: 3.6)

- **Variety in Assessments:** Broaden assessment techniques by incorporating more practical evaluations, such as clinical performance assessments, patient management exercises, and peer evaluations. These methods will better assess students' practical abilities alongside theoretical knowledge.
- **Constructive Feedback Loops:** Ensure that feedback on assessments is provided promptly and constructively, with specific suggestions on how students can improve their clinical skills and theoretical understanding in future assessments.

Recommendation for Other Subjects (Score: 3.9)



- **Student Engagement Surveys:** Introduce mid-semester engagement surveys that specifically measure student involvement and satisfaction with clinical rotations and classroom activities. Use this data to make real-time adjustments.
- **Innovations and Communication:** Highlight any updates to the teaching approach or clinical content at the start of each semester. This could include new assessment strategies or additions to course material, keeping students informed of ongoing improvements.

SEMESTER 2: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.78
- **The clarity and method of instruction are understandable:** 4.28
- **The instructor encourages interactivity during lectures/practical sessions:** 4.15
- **The instructor collaborates with students:** 4.72
- **The instructor's behavior towards students is appropriate:** 4.80
- **Course obligations were clear from the start, as per the syllabus:** 4.60
- **The course had sufficient and accessible study materials at UBT:** 4.55
- **The instructor uses suitable assessment methods and continuous assessment:** 4.35
- **This instructor is recommended for other subjects in future semesters:** 3.95

Instructor's Punctuality and Schedule Adherence (Score: 4.78)

- **Maintain and Model Consistency:** Continue to uphold punctuality and schedule adherence as it sets a professional tone for students and reinforces the importance of discipline in clinical practice.
- **Feedback on Schedule:** Solicit occasional feedback from students regarding the timing of lectures and clinical sessions, ensuring that the schedule remains suitable for both learning and practical application.

Clarity and Method of Instruction (Score: 4.28)

- **Enhance Instructional Methods:** Explore different instructional techniques, such as incorporating more case studies and visual demonstrations of clinical procedures, to cater to different learning preferences.
- **Clear Communication:** Continue focusing on simplifying complex clinical concepts and diagnostic procedures to ensure students fully grasp both the theoretical and practical aspects of dental treatments.

Encouragement of Interactivity (Score: 4.15)

- **Interactive Technologies:** Introduce new technologies such as digital simulations of dental procedures or virtual patient cases, which will allow students to engage more actively during lectures and labs.
- **Active Learning Strategies:** Increase the use of case-based learning and group discussions around clinical cases to promote active participation and foster collaborative problem-solving skills among students.

Collaboration with Students (Score: 4.72)

- **Student-Led Initiatives:** Support more student-led research projects or case presentations during practical sessions, which will encourage students to take responsibility for their learning and gain confidence in clinical settings.



- **Open Communication Channels:** Continue fostering an open, supportive environment where students feel comfortable discussing challenges or ideas related to their clinical work, ensuring ongoing collaboration.

Instructor's Behavior Towards Students (Score: 4.80)

- **Maintaining Professionalism and Empathy:** Continue to exemplify professionalism while showing empathy and understanding for students, particularly during stressful clinical rotations or difficult coursework.
- **Personal Development:** Regularly engage in professional development courses focused on student-instructor dynamics and emotional intelligence in teaching to further enhance interpersonal relationships with students.

Course Obligations Clarity (Score: 4.60)

- **Syllabus Review and Updates:** Ensure that the syllabus is thoroughly reviewed with students at both the start of the semester and midway through the course. This can help prevent misunderstandings regarding clinical and academic expectations.
- **Transparent Communication:** If any course adjustments are necessary, provide timely and clear explanations for these changes, so students can adjust their expectations and workload accordingly.

Study Materials Accessibility (Score: 4.55)

- **Expand Digital Resources:** Continue expanding the range of digital resources, particularly clinical case repositories and interactive anatomical models, ensuring that all students have equal access to essential learning materials.
- **Feedback on Study Materials:** Regularly collect student feedback on the relevance and accessibility of study materials and use this input to update or diversify the resources provided.

Assessment Methods (Score: 4.35)

- **Innovative Assessment Techniques:** Explore new assessment techniques such as clinical portfolios, where students can document and reflect on their work with patients, as well as peer evaluations that assess collaboration in clinical settings.
- **Timely and Constructive Feedback:** Focus on delivering more timely and detailed feedback for clinical assessments, which can help students improve their practical skills and gain better insights into their strengths and weaknesses.

Recommendation for Other Subjects (Score: 3.95)

- **Addressing the Lower Score:** Investigate through anonymous surveys or one-on-one discussions why the recommendation score remains lower, identifying specific areas where students feel improvements could be made.
- **Communicate Improvements:** Actively communicate any enhancements or changes made based on student feedback, demonstrating a commitment to continuous improvement and responsiveness to student concerns.

Evaluation for the staff for SEMESTER 2

DENT-STAFF-025 has scores below 4.0 in:

- **The instructor encourages interactivity during lectures/practical sessions:** 3.7
- **The instructor collaborates with students:** 3.5
- **This instructor is recommended for other subjects in future semesters:** 3.6



Recommendations for Improvement - Specific to DENT-STAFF-025:

Encouragement of Interactivity During Lectures/Practical Sessions (Score: 3.7)

- **Interactive Learning Activities:** Increase the use of interactive tools, such as live polls, Q&A segments, and clinical simulation software, to enhance student engagement during practical sessions. Consider integrating more clinical case-based discussions to apply theoretical concepts to real-world scenarios.
- **Small Group Work:** Divide students into smaller groups for case study reviews or dental problem-solving exercises to encourage deeper interaction and peer collaboration.

Collaboration with Students (Score: 3.5)

- **Student-Led Presentations:** Introduce more student-led clinical case presentations where groups can collaborate and present treatment plans, allowing students to take a more active role in the learning process.
- **Regular Feedback Loops:** Establish regular feedback sessions, such as anonymous surveys or open discussions, where students can provide input on the collaboration between instructors and students. Use this feedback to adjust teaching methods in real-time.

Recommendation for Other Subjects in Future Semesters (Score: 3.6)

- **Identify and Address Concerns:** Conduct a focused survey or student discussion to understand why the recommendation score is lower. Identify specific areas of concern, whether related to teaching methods, interaction, or course structure, and address these areas systematically.
- **Communicate Improvements:** Highlight any changes made based on student feedback, ensuring students are aware of efforts to improve the course and the overall learning experience.

DENT-STAFF-028 has scores below 4.0 in:

- **The clarity and method of instruction are understandable:** 3.4
- **The instructor encourages interactivity during lectures/practical sessions:** 3.3
- **The instructor collaborates with students:** 3.4
- **The instructor's behavior towards students is appropriate:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.6

Recommendations for Improvement - Specific to DENT-STAFF-028:

Clarity and Method of Instruction (Score: 3.4)

- **Professional Development:** Attend professional development workshops on instructional clarity, with a focus on teaching complex dental procedures and patient management in a clear and digestible manner.
- **Simplify Material Presentation:** Break down clinical concepts into smaller, more accessible segments. Use multimedia aids, such as videos, diagrams, and real-world clinical examples, to simplify explanations of complex topics like prosthodontic procedures and occlusion analysis.

Encouragement of Interactivity During Lectures/Practical Sessions (Score: 3.3)

- **Active Learning Techniques:** Incorporate active learning strategies such as clinical case-based learning, group dental diagnostics, and think-pair-share exercises to create a more interactive classroom experience.



- **Use of Educational Technology:** Utilize digital tools such as Kahoot or Padlet for interactive quizzes and collaborative discussions. These platforms encourage real-time participation and can be easily applied to clinical learning.

Collaboration with Students (Score: 3.4)

- **Student-Centered Clinical Projects:** Design more student-centered projects where students work on treatment planning or patient management case studies, encouraging a collaborative approach between the instructor and the students.
- **Feedback and Improvement Sessions:** Organize feedback sessions at key points during the semester where students can openly share their views on collaboration. Use this feedback to continuously adjust the level of interaction between students and instructors.

Instructor's Behavior Towards Students (Score: 3.8)

- **Empathy and Support:** Consider engaging in training on student diversity and mental health awareness to ensure a more empathetic approach in interactions with students, particularly in the high-stress clinical setting.
- **Positive Reinforcement:** Continue to use positive reinforcement methods to encourage participation and engagement, while ensuring that all students feel supported and respected in the classroom and clinical environments.

Recommendation for Other Subjects in Future Semesters (Score: 3.6)

- **Showcase Expertise and Enthusiasm:** Actively communicate your clinical experience and passion for the subject matter, connecting theoretical concepts with their practical application in dental care, so students appreciate the relevance of the content.
- **Improvement and Visibility:** Address known concerns from previous semesters and showcase your expertise through enhanced clinical teaching methods. Take part in faculty-wide seminars and workshops to increase visibility and highlight improvements in your teaching style.

SEMESTER 3: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.79
- **The clarity and method of instruction are understandable:** 4.55
- **The instructor encourages interactivity during lectures/practical sessions:** 4.18
- **The instructor collaborates with students:** 4.62
- **The instructor's behavior towards students is appropriate:** 4.83
- **Course obligations were clear from the start, as per the syllabus:** 4.80
- **The course had sufficient and accessible study materials at UBT:** 4.73
- **The instructor uses suitable assessment methods and continuous assessment:** 4.70
- **This instructor is recommended for other subjects in future semesters:** 4.12

Instructor's Punctuality and Schedule Adherence (Score: 4.79)

- **Maintain Focus on Timeliness:** The high level of punctuality helps in establishing a structured learning environment. Continue adhering to the set schedule to maintain a professional tone and ensure that lectures and practical sessions run smoothly.



- **Flexibility for In-Depth Discussions:** Consider allowing additional time for unexpected discussions or extensions on clinical cases of particular interest to students, without disrupting the overall course timeline.

Clarity and Method of Instruction (Score: 4.55)

- **Varied Instructional Techniques:** Increase the use of multimedia presentations, clinical case studies, and hands-on practical demonstrations to further clarify difficult concepts related to clinical procedures and diagnostic techniques.
- **Student Feedback on Clarity:** Regularly seek student feedback on areas that may need further simplification or detailed explanations and adjust teaching methods accordingly to improve comprehension.

Encouragement of Interactivity (Score: 4.18)

- **Expand Interactive Learning Tools:** Utilize more interactive learning tools such as clinical simulations, virtual patient care scenarios, and collaborative dental software to promote engagement during practical sessions.
- **Enhance Active Learning:** Design activities that involve role-playing patient-dentist scenarios or peer-to-peer clinical case analysis to foster more active student participation in both theoretical and clinical settings.

Collaboration with Students (Score: 4.62)

- **Group-Based Projects:** Continue encouraging group-based research projects or patient case discussions, where students can collaborate closely, share knowledge, and receive direct feedback from the instructor.
- **Expand Mentorship:** Enhance the availability of mentorship opportunities, such as clinical case reviews during office hours, where students can discuss patient cases, challenges, and personalized feedback.

Instructor's Behavior Towards Students (Score: 4.83)

- **Maintain High Standards of Professionalism:** Keep up the respectful and professional demeanor towards students, which greatly enhances their learning experience and comfort within the classroom.
- **Empathy and Support:** Engage in empathy training to further develop the ability to support students emotionally, especially during stressful periods such as clinical rotations or examinations.

Course Obligations Clarity (Score: 4.80)

- **Clear and Consistent Communication:** Maintain clear communication regarding course obligations and expectations. Provide consistent updates if there are changes in the curriculum or assessments.
- **Interactive Syllabus Sessions:** At the start of the semester, conduct a detailed syllabus review and address any potential questions students may have, ensuring everyone is aligned with the course's goals.

Study Materials Accessibility (Score: 4.73)

- **Regularly Update Study Materials:** Ensure that the study materials, particularly those related to clinical dentistry and diagnostic techniques, are updated regularly to reflect the latest advancements in the field.



- **Expand Digital Resource Access:** Improve the availability and ease of access to digital resources, ensuring that all students, including those in off-campus or clinical rotations, can access essential materials.

Suitable Assessment Methods (Score: 4.70)

- **Innovative Assessment Approaches:** Continue to explore and implement a variety of assessment formats, including clinical evaluations, case presentations, and reflective essays, to cater to different learning styles.
- **Effective Feedback:** Provide timely, constructive feedback on all assessments, particularly practical evaluations, allowing students to understand their areas of strength and where improvements are needed.

Recommendation for Other Subjects (Score: 4.12)

- **Address Specific Concerns:** Investigate through anonymous surveys or direct conversations with students to understand why the recommendation score for future subjects is lower. Identify areas where improvements could be made in teaching style or content delivery.
- **Highlight Continuous Improvement:** Showcase any changes or innovations in teaching methods that have been implemented based on student feedback, demonstrating a commitment to evolving and enhancing the learning experience.

Evaluation for the staff for SEMESTER 3

DENT-STAFF-030 has scores below 4.0 in:

- **The instructor encourages interactivity during lectures/practical sessions:** 3.7
- **Course obligations were clear from the start, as per the syllabus:** 3.6
- **The course had sufficient and accessible study materials at UBT:** 3.4
- **The instructor uses suitable assessment methods and continuous assessment:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.5

Recommendations for Improvement - Specific to DENT-STAFF-030:

Encouragement of Interactivity (Score: 3.7)

- **Incorporate More Active Learning:** Increase the use of active learning strategies such as clinical case-based learning, group-based diagnostic discussions, and interactive practical sessions to make lectures more engaging and clinically relevant.
- **Real-Time Feedback:** Use real-time feedback tools during lectures or clinical demonstrations, allowing students to respond to clinical scenarios and receive immediate feedback, fostering deeper engagement and active participation.

Clarity of Course Obligations (Score: 3.6)

- **Regular Updates and Reminders:** Provide regular reminders throughout the semester via email or the university's learning management system about key course obligations, clinical rotation schedules, and deadlines.
- **Feedback Loop for Clarification:** Create a feedback loop early in the semester where students can provide input on any ambiguities in course obligations, ensuring clarity and alignment with course goals.

Accessibility of Study Materials (Score: 3.4)

- **Improve Digital Resource Accessibility:** Ensure that all study materials, including clinical case readings, lecture notes, and research papers, are easily accessible via the



university's learning management platform, ensuring that no student lacks access to key resources.

- **Offer Materials in Multiple Formats:** Provide study materials in diverse formats, such as video demonstrations, case study summaries, and audio lectures, catering to different learning preferences and ensuring accessibility for all students, including those with disabilities.

Suitable Assessment Methods (Score: 3.8)

- **Expand Assessment Diversity:** Introduce a broader range of assessments, including patient case presentations, clinical evaluations, and reflective journals, to capture various aspects of student competency in both theoretical knowledge and clinical practice.
- **Clear Grading Rubrics:** Ensure transparency in grading by using clear and detailed rubrics for all assessments, so students understand how their performance is evaluated and what is required to achieve higher marks.

Recommendation for Other Subjects (Score: 3.5)

- **Address Specific Student Concerns:** Investigate why students may be hesitant to recommend the instructor for other subjects, using anonymous feedback forms or one-on-one discussions to gather insights. Address any issues or areas of dissatisfaction head-on.
- **Communicate Improvements:** Actively communicate any changes made based on previous student feedback, showcasing the improvements in teaching style, content delivery, or course structure. This will demonstrate a commitment to continuous professional development and student satisfaction.

DENT-STAFF-034 has scores below 4.0 in:

- **The instructor is punctual and adheres to the schedule:** 3.8
- **The instructor encourages interactivity during lectures/practical sessions:** 3.5
- **The instructor collaborates with students:** 3.6
- **Course obligations were clear from the start, as per the syllabus:** 3.7
- **The course had sufficient and accessible study materials at UBT:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.4
- **This instructor is recommended for other subjects in future semesters:** 3.3

Recommendations for Improvement - Specific to DENT-STAFF-034:

Punctuality and Schedule Adherence (Score: 3.8)

- **Time Management Strategies:** Review personal and professional time management approaches to ensure punctuality for all lectures, practical sessions, and clinical rotations. Consider using tools like time-blocking to manage the academic schedule efficiently.
- **Prompt Communication of Delays:** In cases where unavoidable delays occur, notify students in advance and adjust the class schedule, accordingly, ensuring minimal disruption to the learning experience.

Encouragement of Interactivity (Score: 3.5)



- **Active Learning Techniques:** Incorporate more active learning strategies during lectures and practical sessions, such as case-based learning, think-pair-share activities, and group-based treatment planning discussions to encourage higher student engagement.
- **Use of Interactive Tools:** Leverage tools such as dental simulation software, audience response systems, and collaborative platforms to actively involve students during lectures and hands-on clinical sessions, making the learning process more dynamic and student-centered.

Collaboration with Students (Score: 3.6)

- **Increase Collaborative Projects:** Introduce more group projects and team-based learning activities where students can collaborate on clinical cases or treatment planning exercises, enhancing peer-to-peer learning and fostering a collaborative academic environment.
- **Extended Office Hours:** Expand availability during office hours for individual or group consultations, allowing students to seek academic or clinical guidance outside of regular class time, further promoting a collaborative relationship.

Clarity of Course Obligations (Score: 3.7)

- **Comprehensive Syllabus Review:** At the beginning of the semester, conduct a detailed syllabus review to ensure all course obligations, grading criteria, clinical expectations, and deadlines are thoroughly understood by students.
- **Ongoing Communication:** Maintain open communication channels with students through regular updates about course obligations and any potential changes to the curriculum, using email, learning management systems, and in-class announcements.

Accessibility of Study Materials (Score: 3.6)

- **Improve Access to Materials:** Ensure that all study materials, including lecture notes, clinical guides, and treatment protocols, are uploaded to the university's learning management system promptly, with multiple formats (text, video, etc.) to cater to different learning preferences.
- **Frequent Resource Updates:** Regularly review and update study materials to reflect the latest advances in dental science and clinical practices, incorporating feedback from students to ensure resources are both relevant and comprehensive.

Suitable Assessment Methods (Score: 3.4)

- **Diversify Assessment Techniques:** Introduce a wider variety of assessment methods, including clinical performance evaluations, patient case presentations, and reflective journals, to accommodate different learning styles and provide a more holistic evaluation of students' skills.
- **Clear Grading Rubrics:** Ensure that all assessments come with detailed grading rubrics that clearly outline expectations and criteria for each evaluation. This will help students understand how their work is graded and what they need to improve upon.

Recommendation for Other Subjects (Score: 3.3)

- **Directly Address Student Feedback:** Use anonymous surveys or open feedback forums to identify the reasons behind the low recommendation score for other subjects, and work to address any concerns students may have.
- **Demonstrate Subject Expertise:** Actively showcase your expertise in clinical dentistry and the subject matter through guest lectures, workshops, or demonstrations in other courses, building student confidence in your knowledge and teaching abilities.



SEMESTER 4: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.10
- **The clarity and method of instruction are understandable:** 4.20
- **The instructor encourages interactivity during lectures/practical sessions:** 4.25
- **The instructor collaborates with students:** 4.12
- **The instructor's behavior towards students is appropriate:** 4.30
- **Course obligations were clear from the start, as per the syllabus:** 4.45
- **The course had sufficient and accessible study materials at UBT:** 4.40
- **The instructor uses suitable assessment methods and continuous assessment:** 4.85
- **This instructor is recommended for other subjects in future semesters:** 4.18

Punctuality and Schedule Adherence (Score: 4.10)

- **Flexible Time Management:** Implement a more adaptable schedule to account for clinical case discussions or unplanned learning moments while maintaining the course's overall structure.
- **Improved Communication:** Establish a stronger communication channel with students regarding any schedule changes, ensuring transparency and adequate preparation time for students.

Clarity and Method of Instruction (Score: 4.20)

- **Student Feedback Integration:** Regularly gather student feedback through quick surveys after lectures to assess the clarity of content. Use this feedback to make ongoing adjustments and improvements.
- **Diverse Instructional Techniques:** Further diversify teaching methods by incorporating more visual aids, case-based learning, and clinical demonstrations, catering to different learning styles and helping students better grasp complex topics.

Encouragement of Interactivity (Score: 4.25)

- **Expand Interactive Sessions:** Introduce additional interactive activities such as clinical workshops, role-playing patient scenarios, and hands-on lab exercises to deepen engagement and understanding.
- **Educational Technology:** Make better use of interactive educational technologies, such as virtual patient simulations and collaborative tools, to create a more engaging and interactive learning environment during lectures and practical sessions.

Collaboration with Students (Score: 4.12)

- **Create Structured Collaboration Opportunities:** Develop a structured platform for peer collaboration, where students can work together on treatment planning and case analysis, fostering teamwork and communication skills.
- **Continuous Feedback:** Introduce a structured feedback system where students can share their thoughts on collaboration during group activities, allowing for real-time improvements in the collaborative dynamic.

Instructor's Behavior Towards Students (Score: 4.30)

- **Professional Development:** Engage in professional development programs aimed at improving instructor-student relations, with a focus on empathetic communication and enhancing the supportive learning environment.



- **Open Communication:** Foster a classroom environment that encourages open communication, ensuring students feel comfortable discussing issues related to both academic and personal well-being with the instructor.

Course Obligations Clarity (Score: 4.45)

- **Accessible Syllabus:** Ensure that the syllabus is accessible across multiple platforms, including the learning management system, and is regularly updated to reflect any changes in course expectations or assessment criteria.
- **Interactive Orientation:** Conduct a detailed, interactive syllabus review session at the start of the semester where students can ask questions and clarify any concerns about course obligations, clinical assignments, or assessment methods.

Study Materials Accessibility (Score: 4.40)

- **Regular Updates to Study Materials:** Continuously review and update study materials to ensure they reflect the latest in dental science and clinical techniques, making them more relevant to current practices.
- **Enhanced Digital Library Access:** Work with the university library to improve the accessibility of digital resources, ensuring students have access to a wide range of up-to-date materials such as textbooks, research articles, and clinical guides.

Assessment Methods (Score: 4.85)

- **Innovative Assessment Approaches:** Continue exploring innovative assessment methods, including formative assessments and clinical competency evaluations, to provide ongoing feedback and measure both theoretical knowledge and practical skills.
- **Transparent Criteria:** Maintain transparency by clearly outlining the assessment criteria and expectations for each evaluation, helping students understand how they are being graded and how they can improve their performance.

Recommendation for Other Subjects (Score: 4.18)

- **Showcase Instructor Expertise:** Actively highlight the instructor's expertise in other relevant subjects, particularly in clinical dentistry, through guest lectures, workshops, or research presentations to build student confidence in their abilities.
- **Gather and Address Student Feedback:** Solicit feedback from students specifically related to teaching methods and subject matter expertise to understand any hesitations about recommending the instructor for other courses. Use this feedback to address concerns and demonstrate continuous improvement.

Evaluation for the staff for SEMESTER 4

DENT-STAFF-047 has scores below 4.0 in:

- **The instructor is punctual and adheres to the schedule:** 3.8
- **The instructor encourages interactivity during lectures/practical sessions:** 3.7
- **The course had sufficient and accessible study materials at UBT:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.3
- **This instructor is recommended for other subjects in future semesters:** 3.7

Recommendations for Improvement - Specific to DENT-STAFF-047:

Punctuality and Schedule Adherence (Score: 3.8)



- **Stricter Time Management:** Develop a more structured time management plan to ensure better adherence to the schedule. Arriving earlier and preparing ahead of time for clinical sessions will help ensure that classes start promptly.
- **Advance Communication of Changes:** When schedule changes are necessary, notify students well in advance through multiple communication channels (e.g., email, learning platform) to maintain clarity and reduce disruption.

Encouragement of Interactivity (Score: 3.7)

- **Increased Q&A Segments:** Incorporate more question-and-answer segments during lectures, focusing on clinical scenarios that encourage students to think critically and apply their theoretical knowledge to real-world dental cases.
- **Use of Interactive Tools:** Utilize interactive tools such as virtual patient simulations, dental treatment planning software, and clinical problem-solving modules to boost engagement both in and outside of the classroom.

Study Materials Accessibility (Score: 3.6)

- **Enhanced Digital Access:** Ensure that all study materials, including clinical notes, treatment protocols, and research papers, are uploaded to the learning management system promptly. These should be organized in a way that makes navigation easy and efficient.
- **Multiple Formats:** Offer study materials in various formats, such as video tutorials, podcasts, and clinical guides, to cater to different learning preferences and to make the content more accessible, especially for students with diverse learning needs.

Assessment Methods (Score: 3.3)

- **Diverse Assessment Techniques:** Introduce a broader variety of assessment methods, such as clinical case presentations, reflective journals, and peer assessments, alongside traditional exams. This will provide a more comprehensive evaluation of both theoretical knowledge and practical skills.
- **Feedback Timeliness:** Implement a more structured feedback mechanism that provides timely, detailed, and constructive feedback on both formative and summative assessments. This will allow students to track their progress and make improvements continuously throughout the course.

Recommendation for Other Subjects (Score: 3.7)

- **Showcase Clinical Expertise:** Strengthen the visibility of clinical expertise by organizing guest lectures, workshops, or focused discussions on specialized topics such as prosthodontics, oral rehabilitation, or dental implantology. This will help build student confidence in the instructor's knowledge and teaching abilities.
- **Seek and Act on Feedback:** Actively seek feedback from students about their experience in the course, particularly regarding teaching methods and subject matter expertise. Use this feedback to make targeted improvements and communicate these changes to students to demonstrate a commitment to enhancing the learning experience.

SEMESTER 5: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.80
- **The clarity and method of instruction are understandable:** 4.40
- **The instructor encourages interactivity during lectures/practical sessions:** 4.52
- **The instructor collaborates with students:** 4.58



- **The instructor's behavior towards students is appropriate:** 4.75
- **Course obligations were clear from the start, as per the syllabus:** 4.72
- **The course had sufficient and accessible study materials at UBT:** 4.65
- **The instructor uses suitable assessment methods and continuous assessment:** 4.45
- **This instructor is recommended for other subjects in future semesters:** 4.12

Instructor's Punctuality and Schedule Adherence (Score: 4.80)

- **Maintain High Standards:** The instructor's punctuality fosters a professional environment, setting a strong example for future clinical practice. Continue emphasizing this as it strengthens the program's reputation for discipline and reliability.
- **Flexible Buffer for Practical Sessions:** Introduce minor scheduling flexibility, particularly in clinical sessions, to allow for in-depth case discussions or unexpected clinical challenges without affecting the overall course structure.

Clarity and Method of Instruction (Score: 4.40)

- **Weekly Feedback Sessions:** Introduce short weekly feedback opportunities where students can express any confusion over complex clinical topics. This will enable the instructor to adjust teaching strategies in real-time, ensuring students stay on track.
- **Use of Advanced Clinical Simulations:** Enhance the use of simulation technologies, especially in explaining advanced prosthodontic procedures. These tools can bridge the gap between theory and practice, making complex concepts more digestible.

Encouragement of Interactivity (Score: 4.52)

- **Interactive Learning Tools:** Increase the integration of virtual clinical simulations that reflect real-life patient scenarios, fostering more engagement during practical sessions. These tools can simulate complex treatments such as multi-unit restorations, encouraging problem-solving in a clinical context.
- **Collaborative Case Discussions:** Implement more group-based projects where students can collaborate on treatment planning and diagnostic work-ups, encouraging the application of theoretical knowledge in a hands-on, real-world manner.

Collaboration with Students (Score: 4.58)

- **Promote Student-Led Research Presentations:** Encourage students to present their research or case findings in alignment with ongoing clinical trends, which will allow them to take ownership of their learning while also fostering peer learning.
- **Enhanced Consultation Opportunities:** Expand consultation hours for one-on-one mentoring, especially during critical stages like clinical rotations or complex diagnostic sessions, ensuring students feel supported in developing their practical skills.

Instructor's Behavior Towards Students (Score: 4.75)

- **Cultural Competence and Diversity Training:** Offer the instructor additional training in cultural competence to better engage with a growing diversity of student backgrounds. This will enhance the inclusive nature of the classroom and clinical environments.
- **Empathy During Clinical Training:** Maintain the supportive atmosphere, particularly during high-stress periods like final assessments or live patient treatments, as students greatly benefit from emotional and academic support.

Course Obligations Clarity (Score: 4.72)



- **Regular Syllabus Updates:** Ensure that the syllabus is continuously revised based on feedback from previous cohorts, particularly regarding clinical expectations. This will help align the program more closely with evolving dental standards.
- **Transparent Communication:** Keep students informed about any changes to deadlines, clinical rotations, or materials in a timely manner, ensuring that expectations remain clear throughout the semester.

Study Materials Accessibility (Score: 4.65)

- **Expanding Digital Access:** Further improve the accessibility of digital resources, ensuring that the latest clinical research, particularly on advanced prosthodontic techniques, is readily available to students.
- **Student Feedback on Resources:** Conduct regular surveys to gauge student satisfaction with the available study materials, ensuring that resources meet the evolving needs of the curriculum and clinical training.

Assessment Methods (Score: 4.45)

- **Diversified Clinical Evaluations:** Incorporate more hands-on clinical assessments, such as direct patient care evaluations, alongside traditional written exams. This will better reflect students' practical competencies.
- **Continuous Feedback for Clinical Assessments:** Provide more detailed and continuous feedback on clinical evaluations, especially in areas like prosthetic restorations and diagnostic accuracy, helping students refine their skills throughout the semester.

Instructor Recommendation for Future Semesters (Score: 4.12)

- **Demonstrate Continuous Improvement:** Highlight to students the improvements made in response to their feedback, such as increased use of technology or enhanced teaching strategies, reinforcing the instructor's commitment to their academic growth.
- **Boost Engagement Strategies:** Focus on increasing engagement by introducing more interactive case reviews and practical applications, particularly on complex prosthetic treatments, which can enhance students' confidence and interest in the subject matter.

Evaluation for the Staff for SEMESTER 5

DENT-STAFF-056 has scores below 4.0 in:

- **Course obligations were clear from the start, as per the syllabus:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.5

Recommendations for Improvement - Specific to DENT-STAFF-056:

Clarity of Course Obligations (Score: 3.6)

- **Syllabus Review at the Start of the Semester:** Conduct a detailed review of the syllabus during the first week, clearly explaining course obligations, clinical expectations, and evaluation criteria. Allocate sufficient time for students to ask questions, clarifying any uncertainties.
- **Regular Updates and Reminders:** Use the university's learning management system and email to send regular reminders about key course obligations, such as clinical rotation schedules, deadlines, and assessment requirements. This will help students stay organized and aware of their responsibilities.



Suitable Assessment Methods (Score: 3.8)

- **Expand Assessment Diversity:** Introduce a wider variety of assessment techniques, including clinical case presentations, practical evaluations during patient treatments, and reflective journals. This will help assess students' competency across theoretical knowledge and clinical practice.
- **Clear Grading Rubrics:** Ensure transparency in grading by using detailed rubrics for all assessments. Clearly define the evaluation criteria so students understand how their work is being assessed and what is required to achieve higher marks.

Recommendation for Other Subjects (Score: 3.5)

- **Address Specific Student Concerns:** Investigate the reasons why students may be hesitant to recommend the instructor for other subjects. This could be achieved through anonymous feedback forms or one-on-one discussions. Address any concerns head-on to improve student satisfaction.
- **Communicate Improvements:** Actively communicate any improvements made based on prior student feedback. Highlight changes in teaching style, course structure, or content delivery, demonstrating the instructor's commitment to professional development and enhancing the student learning experience.

SEMESTER 6: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.75
- **The clarity and method of instruction are understandable:** 4.50
- **The instructor encourages interactivity during lectures/practical sessions:** 4.20
- **The instructor collaborates with students:** 4.60
- **The instructor's behavior towards students is appropriate:** 4.80
- **Course obligations were clear from the start, as per the syllabus:** 4.78
- **The course had sufficient and accessible study materials at UBT:** 4.70
- **The instructor uses suitable assessment methods and continuous assessment:** 4.65
- **This instructor is recommended for other subjects in future semesters:** 4.08

Instructor's Punctuality and Schedule Adherence (Score: 4.75)

- **Maintain Focus on Timeliness:** The instructor's punctuality continues to foster a structured learning environment. It is essential to maintain adherence to the schedule, ensuring that lectures and clinical sessions run on time.
- **Flexible Time Management for In-Depth Discussions:** Allow for flexibility when students raise critical clinical issues during practical sessions, permitting additional time for discussions without disrupting the overall course timeline.

Clarity and Method of Instruction (Score: 4.50)

- **Enhance Use of Multimedia and Demonstrations:** Incorporate more multimedia elements such as video tutorials, case studies, and hands-on demonstrations, especially for complex procedures like implant placement or full-mouth rehabilitation. These can make challenging concepts easier to grasp.
- **Student Feedback and Adjustments:** Regularly seek feedback from students about areas that may require further clarification. Adjust teaching techniques accordingly to ensure all students fully understand the material.



Encouragement of Interactivity (Score: 4.20)

- **Interactive Learning Tools:** Expand the use of virtual clinical simulations and collaborative software to simulate real-world patient care, allowing students to practice diagnostic and treatment planning skills in a safe environment.
- **Role-Playing and Peer Discussions:** Increase the number of role-playing exercises and peer-to-peer clinical discussions to encourage more active participation, especially during the more theoretical parts of the program.

Collaboration with Students (Score: 4.60)

- **Collaborative Clinical Projects:** Continue fostering group-based research and patient case discussions. These projects encourage teamwork, enhance learning, and provide opportunities for students to share their clinical insights with their peers.
- **Increased Mentorship Opportunities:** Provide more opportunities for one-on-one mentoring through additional office hours and personalized feedback sessions, particularly for students struggling with complex clinical cases.

Instructor's Behavior Towards Students (Score: 4.80)

- **Maintain Professionalism and Respect:** The instructor's professional demeanor greatly enhances the classroom experience. Continue to ensure respectful engagement with students, fostering a positive and supportive learning environment.
- **Empathy Training and Support:** Participate in empathy training programs to enhance the instructor's ability to support students emotionally, particularly during high-stress clinical rotations or exams.

Course Obligations Clarity (Score: 4.78)

- **Consistent Communication of Expectations:** Ensure that course obligations are clearly communicated at the start of the semester. Continue providing updates, when necessary, particularly in relation to clinical expectations and assessment deadlines.
- **Interactive Syllabus Review:** Conduct a detailed syllabus review session at the beginning of the course, where students can raise questions about the clinical requirements, assessments, and any changes to the curriculum.

Study Materials Accessibility (Score: 4.70)

- **Regularly Update Study Resources:** Ensure that study materials, particularly those related to new developments in dental techniques and technologies, are regularly updated to reflect the latest advancements in the field.
- **Expand Access to Digital Resources:** Improve access to online resources, especially for students in off-campus clinical rotations. Consider creating an online repository of clinical cases and treatment plans that students can access remotely.

Suitable Assessment Methods (Score: 4.65)

- **Innovative and Varied Assessment Techniques:** Continue to explore new assessment formats, such as clinical case evaluations, reflective essays, and hands-on patient care assessments. These varied formats ensure a comprehensive evaluation of both theoretical and practical knowledge.
- **Detailed and Constructive Feedback:** Provide more detailed feedback on clinical assessments, particularly in areas like diagnostic accuracy and treatment planning. This will allow students to better understand their strengths and areas for improvement.

Recommendation for Other Subjects (Score: 4.08)



- **Address Student Concerns:** Investigate any concerns students may have regarding the instructor's ability to teach other subjects. Use anonymous surveys or direct student conversations to identify specific areas for improvement, such as content delivery or engagement.
- **Highlight Ongoing Improvements:** Communicate any recent improvements in teaching methods or content delivery, showing students how feedback has been used to enhance the learning experience. This will build student confidence in the instructor's ability to teach other subjects effectively.

Evaluation for the Staff for SEMESTER 6

DENT-STAFF-061 has scores below 4.0 in:

- **The instructor encourages interactivity during lectures/practical sessions:** 3.7
- **Course obligations were clear from the start, as per the syllabus:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.5

Recommendations for Improvement - Specific to DENT-STAFF-061:

Encouragement of Interactivity (Score: 3.7)

- **Incorporate More Active Learning:** Increase the use of active learning strategies such as clinical case-based learning, group diagnostic discussions, and interactive practical sessions. This will help make lectures more engaging and clinically relevant.
- **Technology Integration:** Leverage dental software, clinical simulations, and interactive platforms like live polling or case management forums to encourage more real-time participation from students, making sessions more dynamic.

Clarity of Course Obligations (Score: 3.6)

- **Syllabus Review at the Start of the Semester:** Conduct a comprehensive syllabus review during the first week. Clearly outline course obligations, clinical expectations, and evaluation criteria, allowing ample time for students to ask questions and clarify expectations.
- **Regular Updates and Reminders:** Provide regular reminders throughout the semester via email or the university's learning management system about key course obligations, clinical rotation schedules, and deadlines.

Suitable Assessment Methods (Score: 3.8)

- **Expand Assessment Diversity:** Introduce a broader range of assessments, including patient case presentations, clinical evaluations, and reflective journals. This will capture various aspects of student competency in both theoretical knowledge and clinical practice.
- **Clear Grading Rubrics:** Ensure transparency in grading by using clear and detailed rubrics for all assessments. This will help students understand how their performance is evaluated and what is required to achieve higher marks.

Recommendation for Other Subjects (Score: 3.5)

- **Enhance Student Engagement:** Focus on demonstrating a higher level of engagement and enthusiasm during lectures and clinical sessions. Make the content more dynamic and inspire confidence in your expertise to increase student satisfaction.



- **Address Specific Student Concerns:** Investigate why students may be hesitant to recommend the instructor for other subjects. Use anonymous feedback forms or one-on-one discussions to gather insights and address any issues directly.

DENT-STAFF-064 has scores below 4.0 in:

- **The instructor is punctual and adheres to the schedule:** 3.8
- **The instructor encourages interactivity during lectures/practical sessions:** 3.5
- **The instructor collaborates with students:** 3.6
- **Course obligations were clear from the start, as per the syllabus:** 3.7
- **The course had sufficient and accessible study materials at UBT:** 3.6

Recommendations for Improvement - Specific to DENT-STAFF-064:

Punctuality and Schedule Adherence (Score: 3.8)

- **Time Management Strategies:** Review personal and professional time management approaches to ensure punctuality for all lectures, practical sessions, and clinical rotations. Use tools like time-blocking to manage the academic schedule efficiently.
- **Prompt Communication of Delays:** In cases where delays are unavoidable, notify students in advance and adjust the class schedule accordingly to ensure minimal disruption to the learning experience.

Encouragement of Interactivity (Score: 3.5)

- **Active Learning Techniques:** Incorporate more active learning strategies during lectures and practical sessions, such as case-based learning, think-pair-share activities, and group-based treatment planning discussions. These methods will encourage higher student engagement.
- **Use of Interactive Tools:** Leverage tools such as dental simulation software, audience response systems, and collaborative platforms to involve students actively during lectures and hands-on clinical sessions. These tools will make the learning process more dynamic and student-centered.

Collaboration with Students (Score: 3.6)

- **Increase Collaborative Projects:** Introduce more group projects and team-based learning activities where students can collaborate on clinical cases or treatment planning exercises. This will enhance peer-to-peer learning and foster a collaborative academic environment.
- **Extended Office Hours:** Expand availability during office hours for individual or group consultations. This will allow students to seek academic or clinical guidance outside of regular class time, promoting a more collaborative relationship between students and instructors.

Clarity of Course Obligations (Score: 3.7)

- **Comprehensive Syllabus Review:** At the beginning of the semester, conduct a detailed syllabus review to ensure that all course obligations, grading criteria, clinical expectations, and deadlines are thoroughly understood by students.
- **Ongoing Communication:** Maintain open communication channels with students through regular updates about course obligations and any potential changes to the curriculum, using email, learning management systems, and in-class announcements.

Accessibility of Study Materials (Score: 3.6)



- **Improve Access to Materials:** Ensure that all study materials, including lecture notes, clinical guides, and treatment protocols, are uploaded to the university's learning management system promptly. Provide materials in multiple formats (text, video, etc.) to cater to different learning preferences.
- **Frequent Resource Updates:** Regularly review and update study materials to reflect the latest advances in dental science and clinical practices. Incorporate feedback from students to ensure resources are both relevant and comprehensive.

SEMESTER 7: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.80
- **The clarity and method of instruction are understandable:** 4.50
- **The instructor encourages interactivity during lectures/practical sessions:** 4.22
- **The instructor collaborates with students:** 4.58
- **The instructor's behavior towards students is appropriate:** 4.81
- **Course obligations were clear from the start, as per the syllabus:** 4.78
- **The course had sufficient and accessible study materials at UBT:** 4.70
- **The instructor uses suitable assessment methods and continuous assessment:** 4.65
- **This instructor is recommended for other subjects in future semesters:** 4.10

Instructor's Punctuality and Schedule Adherence (Score: 4.80)

- **Maintain Focus on Timeliness:** The instructor's punctuality helps in creating a well-structured and disciplined learning environment. Continue adhering strictly to the set schedule to maintain professionalism and ensure smooth transitions between lectures and practical sessions.
- **Allow Flexibility for In-Depth Case Discussions:** Introduce flexible time slots during practical sessions, particularly when in-depth discussions of complex clinical cases arise. This will encourage comprehensive learning without affecting the overall timeline.

Clarity and Method of Instruction (Score: 4.50)

- **Diversify Instructional Methods:** Increase the use of multimedia tools, such as video case studies, clinical case presentations, and interactive demonstrations, to simplify complex dental concepts and techniques.
- **Student Feedback for Continuous Improvement:** Actively seek student feedback on instructional clarity, particularly for advanced procedures like implantology or maxillofacial prosthetics. Adjust teaching methods to better address topics that require further simplification.

Encouragement of Interactivity (Score: 4.22)

- **Enhance Use of Interactive Learning Tools:** Introduce more interactive learning tools, such as clinical simulations and virtual patient management software. These tools allow students to practice treatment planning in real-world scenarios, improving their clinical decision-making skills.
- **Role-Playing and Peer Discussions:** Design activities that encourage role-playing as dentist-patient, allowing students to engage in clinical case analysis and peer feedback. This will boost participation in both theoretical and practical sessions.

Collaboration with Students (Score: 4.58)



- **Continue Promoting Group Projects:** Encourage students to work collaboratively on group-based clinical projects or case presentations, fostering peer-to-peer learning and teamwork.
- **Expand Mentorship Opportunities:** Offer additional mentorship hours for individual or small group case discussions, providing personalized feedback and guidance, particularly for students who face difficulties in clinical rotations.

Instructor's Behavior Towards Students (Score: 4.81)

- **Maintain Professional and Respectful Engagement:** Continue fostering a respectful and professional learning environment that enhances student comfort and promotes a positive educational atmosphere.
- **Provide Emotional and Academic Support:** Continue offering emotional support, especially during clinical rotations and examinations, by engaging in empathy training and mentoring students through stressful periods.

Course Obligations Clarity (Score: 4.78)

- **Ensure Clear and Regular Communication:** Maintain clarity in communicating course obligations and updates. Ensure that any changes in curriculum or assessment methods are shared with students promptly to avoid confusion.
- **Interactive Syllabus Review:** At the beginning of the semester, conduct a detailed syllabus review and address any questions students may have about clinical expectations and assessments.

Study Materials Accessibility (Score: 4.70)

- **Update Study Materials Regularly:** Ensure that study materials, particularly those related to cutting-edge developments in dental technology and diagnostic methods, are reviewed and updated frequently to reflect the latest practices in the field.
- **Expand Access to Digital Resources:** Improve the availability and accessibility of digital resources, ensuring that students in clinical rotations or off-campus have seamless access to critical materials, including research papers, virtual case studies, and clinical guides.

Suitable Assessment Methods (Score: 4.65)

- **Innovative Assessment Formats:** Continue implementing diverse assessment formats such as clinical case evaluations, practical assessments, and reflective essays. These methods will allow students to showcase both their theoretical knowledge and practical skills.
- **Constructive Feedback on Assessments:** Provide timely, detailed feedback on all assessments, especially during clinical evaluations. This will help students identify their strengths and areas for improvement, promoting continuous development in their clinical abilities.

Recommendation for Other Subjects (Score: 4.10)

- **Identify and Address Concerns:** Investigate any concerns students may have about the instructor's teaching methods or content delivery through anonymous surveys or direct discussions. Address any areas of concern to improve student satisfaction.
- **Highlight Teaching Improvements:** Communicate recent innovations or improvements in teaching methods, showcasing how student feedback has been integrated to enhance the overall learning experience. This will demonstrate the instructor's commitment to growth and continuous improvement.



Here is the converted report for the **Integrated Dental Program** at UBT College, reflecting the program's context with random changes to results and recommendations:

Evaluation for the Staff for SEMESTER 7

DENT-STAFF-073 has scores below 4.0 in:

- **Course obligations were clear from the start, as per the syllabus:** 3.6
- **The course had sufficient and accessible study materials at UBT:** 3.4
- **The instructor uses suitable assessment methods and continuous assessment:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.5

Recommendations for Improvement - Specific to DENT-STAFF-073:

Clarity of Course Obligations (Score: 3.6)

- **Syllabus Review at Start of the Semester:** Conduct a detailed review of the syllabus during the first week, explaining course obligations, clinical expectations, and evaluation criteria. Allow time for questions and clarifications to ensure alignment with course objectives.
- **Regular Updates and Reminders:** Provide regular reminders via email or the university's learning management system regarding key deadlines, clinical rotations, and obligations to ensure students stay informed.

Accessibility of Study Materials (Score: 3.4)

- **Improve Digital Resource Access:** Ensure all study materials, including clinical readings, lecture notes, and research papers, are readily accessible on the university's learning management platform, avoiding any barriers to resource access.
- **Offer Multiple Formats:** Provide materials in diverse formats, such as video demonstrations, case studies, and audio lectures, to cater to different learning styles, ensuring accessibility for all students.

Suitable Assessment Methods (Score: 3.8)

- **Expand Assessment Diversity:** Broaden the types of assessments used, such as patient case presentations, clinical evaluations, and reflective journals, to ensure a comprehensive evaluation of both theoretical knowledge and practical skills.
- **Clear Grading Rubrics:** Use detailed grading rubrics for all assessments to ensure transparency. This will allow students to understand how they are being evaluated and what they can do to improve their performance.

Recommendation for Other Subjects (Score: 3.5)

- **Enhance Student Engagement:** Focus on increasing student engagement during lectures and clinical sessions, demonstrating enthusiasm and expertise in the subject matter to boost student confidence.
- **Address Student Concerns:** Investigate any student concerns about the instructor's teaching through anonymous surveys or direct discussions. Address these issues promptly to improve satisfaction.

DENT-STAFF-074 has scores below 4.0 in:

- **The instructor collaborates with students:** 3.6
- **Course obligations were clear from the start, as per the syllabus:** 3.7
- **The course had sufficient and accessible study materials at UBT:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.4



- **This instructor is recommended for other subjects in future semesters: 3.3**

Recommendations for Improvement - Specific to DENT-STAFF-074:

Collaboration with Students (Score: 3.6)

- **Increase Collaborative Projects:** Promote more team-based clinical projects and treatment planning exercises to foster peer collaboration and improve student engagement with clinical materials.
- **Extended Office Hours:** Offer extended office hours for students to discuss clinical cases or seek additional guidance, strengthening collaboration and support outside the regular class schedule.

Clarity of Course Obligations (Score: 3.7)

- **Comprehensive Syllabus Review:** At the start of the semester, conduct a thorough review of the syllabus, ensuring that course obligations, evaluation methods, and clinical expectations are clearly understood by all students.
- **Maintain Regular Communication:** Keep open communication with students through frequent updates about course obligations and any changes to the curriculum, using email and the learning management system.

Accessibility of Study Materials (Score: 3.6)

- **Enhance Access to Materials:** Ensure that all study materials, including clinical guides, lecture notes, and treatment protocols, are readily available through the university's digital platforms. Offer materials in various formats to meet diverse learning preferences.
- **Regular Review of Materials:** Periodically review and update study materials to incorporate the latest advances in dental science and clinical practices, ensuring relevance and comprehensiveness.

Suitable Assessment Methods (Score: 3.4)

- **Diversify Assessment Techniques:** Introduce more varied assessment methods, such as patient case evaluations, reflective essays, and clinical skill assessments, providing a broader measure of student competencies.
- **Clear Grading Rubrics:** Use clear and detailed grading rubrics for all assessments, making sure students understand the criteria and expectations for each task.
- **Provide Continuous Feedback:** Deliver timely and constructive feedback after each assessment, especially during clinical evaluations, allowing students to improve continuously throughout the course.

Recommendation for Other Subjects (Score: 3.3)

- **Gather and Address Student Feedback:** Use surveys or open forums to gather student feedback on areas of concern and work to resolve any issues affecting student confidence in the instructor's ability to teach other subjects.
- **Showcase Expertise:** Highlight the instructor's clinical expertise and knowledge through guest lectures, workshops, or hands-on demonstrations, building student trust in their teaching abilities.
- **Commit to Professional Development:** Demonstrate a commitment to ongoing professional development by attending relevant training, reflecting on teaching practices, and integrating feedback to improve both instructional quality and student outcomes.

DENT-STAFF-077 has scores below 4.0 in:

- **Course obligations were clear from the start, as per the syllabus: 3.7**



- **The course had sufficient and accessible study materials at UBT:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.4
- **This instructor is recommended for other subjects in future semesters:** 3.3

Recommendations for Improvement - Specific to DENT-STAFF-077:

Clarity of Course Obligations (Score: 3.7)

- **Comprehensive Syllabus Review:** At the start of the semester, conduct a thorough review of the syllabus to ensure that students fully understand course obligations, clinical requirements, evaluation methods, and deadlines. This will ensure clarity from the outset.
- **Ongoing Communication:** Establish consistent communication with students through regular updates regarding any changes or reminders about course obligations. Utilize email, the learning management system, and in-class announcements to keep students informed.

Accessibility of Study Materials (Score: 3.6)

- **Improve Access to Materials:** Ensure that all relevant study materials, such as lecture notes, clinical guidelines, and treatment protocols, are promptly uploaded to the university's learning management system. Offer materials in diverse formats (e.g., text, video, interactive modules) to meet varying learning preferences.
- **Frequent Resource Updates:** Regularly review and update study materials to reflect the most recent advancements in dental science, including updates on diagnostic methods and clinical best practices. Incorporate student feedback to ensure that resources remain both relevant and engaging.

Suitable Assessment Methods (Score: 3.4)

- **Diversify Assessment Techniques:** Introduce a wider range of assessment methods, including clinical skill evaluations, patient case presentations, and reflective journals. These methods will provide a more holistic evaluation of students' knowledge and clinical abilities, catering to different learning styles.
- **Clear Grading Rubrics:** For each assessment, provide detailed grading rubrics that clearly outline expectations and criteria. This transparency will help students understand how their work is evaluated and what areas need improvement.
- **Timely Feedback:** Offer timely and constructive feedback after each assessment, particularly during clinical rotations. Continuous feedback will help students improve their clinical competencies and theoretical understanding throughout the course.

Recommendation for Other Subjects (Score: 3.3)

- **Directly Address Student Feedback:** Use anonymous surveys or open feedback forums to identify the specific reasons behind the low recommendation score for teaching other subjects. Take active steps to address any concerns raised by students, such as adjusting teaching methods or enhancing communication.
- **Showcase Subject Expertise:** Demonstrate your expertise in clinical dentistry through guest lectures, workshops, or practical demonstrations in other related subjects. This will build student confidence in your knowledge and enhance their perception of your teaching abilities.

SEMESTER 8: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.80



- **The clarity and method of instruction are understandable:** 4.40
- **The instructor encourages interactivity during lectures/practical sessions:** 4.52
- **The instructor collaborates with students:** 4.58
- **The instructor's behavior towards students is appropriate:** 4.75
- **Course obligations were clear from the start, as per the syllabus:** 4.72
- **The course had sufficient and accessible study materials at UBT:** 4.65
- **The instructor uses suitable assessment methods and continuous assessment:** 4.45
- **This instructor is recommended for other subjects in future semesters:** 4.12

Instructor's Punctuality and Schedule Adherence (Score: 4.80)

- **Maintain High Standards:** The instructor's punctuality sets a professional tone, which is crucial for fostering discipline in clinical settings. This consistency strengthens students' respect for schedule adherence in their future practices.
- **Flexibility for Practical Sessions:** Allow some flexibility in clinical sessions to accommodate in-depth case discussions or unexpected clinical challenges. This will enhance students' practical learning without compromising the course structure.

Clarity and Method of Instruction (Score: 4.40)

- **Weekly Feedback Sessions:** Introduce brief weekly feedback opportunities for students to clarify any confusion over complex clinical procedures, such as implant placement or full-mouth rehabilitation. This will allow real-time adjustments in teaching strategies.
- **Enhanced Use of Clinical Simulations:** Increase the use of advanced clinical simulation tools to explain difficult prosthodontic procedures, helping bridge the gap between theoretical knowledge and practical application.

Encouragement of Interactivity (Score: 4.52)

- **Increased Use of Interactive Learning Tools:** Expand the use of virtual clinical simulations that replicate real-life patient scenarios, enabling students to engage more during practical sessions and practice problem-solving in clinical contexts.
- **Collaborative Case Studies:** Implement more group-based projects focused on treatment planning and diagnostic work-ups. These activities promote teamwork and help students apply theoretical knowledge in hands-on, clinical settings.

Collaboration with Students (Score: 4.58)

- **Student-Led Research Presentations:** Encourage students to present research or clinical case findings related to current trends in dentistry. This fosters ownership of learning and peer-to-peer education while keeping students engaged with contemporary dental issues.
- **Expanded Mentorship Opportunities:** Offer additional one-on-one mentorship sessions during critical periods such as clinical rotations, allowing for personalized feedback and guidance as students work through complex patient cases.

Instructor's Behavior Towards Students (Score: 4.75)

- **Cultural Competence Training:** Provide additional training in cultural competence to help the instructor engage more effectively with students from diverse backgrounds, enhancing inclusivity in both classroom and clinical settings.



- **Support During Clinical Training:** Continue maintaining a supportive and empathetic environment, particularly during high-stress periods like clinical rotations and final assessments. Emotional and academic support is crucial to student success in practical training.

Course Obligations Clarity (Score: 4.72)

- **Regular Syllabus Updates:** Ensure that the syllabus is reviewed and updated regularly based on feedback from previous student cohorts. Clear guidelines and expectations, particularly around clinical requirements, should be continuously aligned with evolving dental standards.
- **Transparent Communication:** Maintain transparency regarding changes to course deadlines, clinical rotations, or assessment criteria. Inform students of any changes in a timely manner to avoid confusion.

Study Materials Accessibility (Score: 4.65)

- **Expand Digital Access to Resources:** Continue improving access to digital resources, particularly those related to advanced prosthodontic techniques. Ensure that students have access to the latest clinical research, regardless of their location or rotation schedule.
- **Student Feedback on Materials:** Conduct regular surveys to gather student feedback on study materials. Use this input to keep resources updated and aligned with the evolving demands of clinical training.

Assessment Methods (Score: 4.45)

- **Diversified Clinical Evaluations:** Include more hands-on clinical evaluations, such as direct patient care assessments, in addition to traditional exams. This will give students a more practical assessment of their competencies.
- **Continuous Feedback on Clinical Evaluations:** Provide continuous, detailed feedback on clinical assessments, especially regarding prosthetic restorations and diagnostic accuracy. This will help students identify areas of improvement early on.

Instructor Recommendation for Future Semesters (Score: 4.12)

- **Demonstrate Continuous Improvement:** Clearly communicate to students how previous feedback has been used to improve the course, such as increased technology integration or new teaching strategies. This reinforces the instructor's dedication to student development.
- **Boost Engagement Strategies:** Continue enhancing student engagement by incorporating more interactive case studies and practical applications, especially in complex prosthetic treatments. This can further increase student interest and confidence in the subject matter.

Evaluation for the Staff for SEMESTER 8

DENT-STAFF-085 has scores below 4.0 in:

- **Course obligations were clear from the start, as per the syllabus:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.5

Recommendations for Improvement - Specific to DENT-INT-STAFF-085:

Clarity of Course Obligations (Score: 3.6)



- **Syllabus Review at the Start of the Semester:** Conduct a thorough review of the syllabus during the first week, clearly outlining all course obligations, clinical expectations, and evaluation criteria. Allow ample time for students to ask questions and clarify any uncertainties.
- **Regular Updates and Reminders:** Use the learning management system to send regular reminders about important course obligations, such as clinical schedules, deadlines, and assessments. This will help students stay organized and up to date.

Suitable Assessment Methods (Score: 3.8)

- **Expand Assessment Diversity:** Introduce more varied assessment techniques, including clinical case presentations, hands-on evaluations during patient treatments, and reflective journals. This ensures a more comprehensive evaluation of students' practical and theoretical knowledge.
- **Clear Grading Rubrics:** Ensure that all assessments are accompanied by detailed grading rubrics, so students clearly understand the criteria for evaluation and what is required for high performance.

Recommendation for Other Subjects (Score: 3.5)

- **Enhance Student Engagement:** Focus on increasing student engagement during lectures and clinical sessions. Demonstrating more passion and enthusiasm for the subject matter can inspire greater confidence in the instructor's teaching abilities.
- **Address Specific Student Concerns:** Investigate the reasons behind students' hesitation to recommend the instructor for other subjects. This could be done through anonymous surveys or individual discussions to gather insights and address any concerns directly.

SEMESTER 9: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.10
- **The clarity and method of instruction are understandable:** 4.20
- **The instructor encourages interactivity during lectures/practical sessions:** 4.25
- **The instructor collaborates with students:** 4.12
- **The instructor's behavior towards students is appropriate:** 4.30
- **Course obligations were clear from the start, as per the syllabus:** 4.45
- **The course had sufficient and accessible study materials at UBT:** 4.40
- **The instructor uses suitable assessment methods and continuous assessment:** 4.85
- **This instructor is recommended for other subjects in future semesters:** 4.18

Punctuality and Schedule Adherence (Score: 4.10)

- **Flexible Time Management:** Introduce a more adaptable schedule to allow for clinical case discussions and unplanned learning opportunities while maintaining the overall structure of the course.
- **Improved Communication:** Strengthen communication with students regarding any schedule changes to ensure transparency and give students adequate time to prepare.

Clarity and Method of Instruction (Score: 4.20)



- **Student Feedback Integration:** Collect student feedback regularly via short surveys after lectures to assess the clarity of content. Use this feedback to make timely adjustments and improvements to the teaching approach.
- **Diverse Instructional Techniques:** Continue diversifying teaching methods by incorporating more visual aids, case-based learning, and clinical demonstrations. These methods will cater to different learning styles and improve student understanding of complex topics.

Encouragement of Interactivity (Score: 4.25)

- **Expand Interactive Sessions:** Increase the number of interactive activities, such as clinical workshops, patient role-playing scenarios, and hands-on lab exercises, to further engage students and deepen their understanding.
- **Educational Technology:** Improve the use of interactive educational technologies, such as virtual patient simulations and collaborative tools, to enhance engagement during lectures and practical sessions.

Collaboration with Students (Score: 4.12)

- **Create Structured Collaboration Opportunities:** Develop structured platforms for peer collaboration, where students can work together on treatment planning and case analysis. This will promote teamwork and communication skills.
- **Continuous Feedback:** Implement a system for continuous feedback, allowing students to share thoughts on group activities and providing opportunities to make real-time improvements in collaboration.

Instructor's Behavior Towards Students (Score: 4.30)

- **Professional Development:** Encourage participation in professional development programs that focus on enhancing instructor-student relations, empathetic communication, and maintaining a supportive learning environment.
- **Open Communication:** Create an open classroom atmosphere where students feel comfortable discussing academic and personal well-being issues with the instructor, fostering a healthy and supportive environment.

Course Obligations Clarity (Score: 4.45)

- **Accessible Syllabus:** Ensure that the syllabus is accessible across multiple platforms, including the university's learning management system. Regularly update it to reflect any changes in course expectations or assessment criteria.
- **Interactive Orientation:** Conduct a comprehensive and interactive syllabus review session at the beginning of the semester, where students can ask questions and clarify course obligations, clinical assignments, and assessment methods.

Study Materials Accessibility (Score: 4.40)

- **Regular Updates to Study Materials:** Continuously review and update study materials to ensure they reflect the latest advances in dental science and clinical techniques, ensuring relevance to current practices.
- **Enhanced Digital Library Access:** Collaborate with the university library to improve access to digital resources, ensuring students can access up-to-date materials such as textbooks, research articles, and clinical guides.

Assessment Methods (Score: 4.85)



- **Innovative Assessment Approaches:** Continue exploring and implementing innovative assessment methods, such as formative assessments and clinical competency evaluations, to provide ongoing feedback and measure both theoretical knowledge and practical skills.
- **Transparent Criteria:** Ensure transparency by clearly outlining the assessment criteria and expectations for each evaluation, helping students understand how they are being graded and how they can improve their performance.

Recommendation for Other Subjects (Score: 4.18)

- **Showcase Instructor Expertise:** Highlight the instructor's expertise in other relevant subjects, particularly in clinical dentistry, through guest lectures, workshops, or research presentations to boost student confidence in the instructor's abilities.
- **Gather and Address Student Feedback:** Solicit feedback from students on teaching methods and subject matter expertise to understand any hesitations about recommending the instructor for other courses. Address concerns and demonstrate a commitment to continuous improvement.

Evaluation for the Staff for SEMESTER 9

DENT-STAFF-097 has scores below 4.0 in:

- **The instructor is punctual and adheres to the schedule:** 3.8
- **The instructor encourages interactivity during lectures/practical sessions:** 3.7
- **The course had sufficient and accessible study materials at UBT:** 3.6
- **The instructor uses suitable assessment methods and continuous assessment:** 3.3
- **This instructor is recommended for other subjects in future semesters:** 3.7

Recommendations for Improvement - Specific to DENT-STAFF-097:

Punctuality and Schedule Adherence (Score: 3.8)

- **Stricter Time Management:** Develop a more structured time management plan to improve adherence to the schedule. Arriving early and preparing ahead for clinical sessions will ensure that classes start on time.
- **Advance Communication of Changes:** In cases where schedule changes are unavoidable, notify students well in advance via multiple communication channels (e.g., email, the learning platform) to maintain clarity and reduce disruption.

Encouragement of Interactivity (Score: 3.7)

- **Increased Q&A Segments:** Incorporate more question-and-answer segments during lectures, focusing on clinical scenarios that prompt students to think critically and apply their theoretical knowledge to real-world dental cases.
- **Use of Interactive Tools:** Leverage interactive tools like virtual patient simulations, dental treatment planning software, and clinical problem-solving modules to boost engagement both inside and outside the classroom.

Study Materials Accessibility (Score: 3.6)

- **Enhanced Digital Access:** Ensure that all study materials, including clinical notes, treatment protocols, and research papers, are promptly uploaded to the learning management system and organized for easy navigation.



- **Multiple Formats:** Offer study materials in diverse formats, such as video tutorials, podcasts, and clinical guides, to cater to various learning preferences and make the content more accessible, especially for students with diverse learning needs.

Assessment Methods (Score: 3.3)

- **Diverse Assessment Techniques:** Introduce a broader range of assessment methods, such as clinical case presentations, reflective journals, and peer assessments, alongside traditional exams. This will provide a more comprehensive evaluation of students' theoretical knowledge and practical skills.
- **Feedback Timeliness:** Implement a more structured feedback mechanism to provide timely, detailed, and constructive feedback on both formative and summative assessments, allowing students to track their progress and make improvements throughout the course.

Recommendation for Other Subjects (Score: 3.7)

- **Showcase Clinical Expertise:** Strengthen the instructor's visibility by organizing guest lectures, workshops, or focused discussions on specialized topics such as prosthodontics, oral rehabilitation, or dental implantology. This will boost student confidence in the instructor's knowledge and teaching abilities.
- **Seek and Act on Feedback:** Actively solicit feedback from students about their experiences in the course, particularly regarding teaching methods and subject matter expertise. Use this feedback to make targeted improvements and communicate those changes to demonstrate a commitment to enhancing the learning experience.

General Conclusions for the Integrated Dental Program - SEMESTER 10

- **The instructor is punctual and adheres to the schedule:** 4.85
- **The clarity and method of instruction are understandable:** 4.35
- **The instructor encourages interactivity during lectures/practical sessions:** 4.50
- **The instructor collaborates with students:** 4.55
- **The instructor's behavior towards students is appropriate:** 4.78
- **Course obligations were clear from the start, as per the syllabus:** 4.70
- **The course had sufficient and accessible study materials at UBT:** 4.60
- **The instructor uses suitable assessment methods and continuous assessment:** 4.40
- **This instructor is recommended for other subjects in future semesters:** 4.10

Punctuality and Schedule Adherence (Score: 4.85)

- **Maintain High Standards:** Continue prioritizing punctuality, as it fosters a professional and well-organized environment in both theoretical and clinical settings.
- **Flexibility:** Consider allowing some flexibility in scheduling to accommodate unexpected clinical discussions or case challenges, while maintaining the overall structure and course flow.

Clarity and Method of Instruction (Score: 4.35)

- **Enhanced Feedback Mechanisms:** Conduct brief weekly feedback sessions to gauge students' understanding of complex topics and provide timely adjustments to teaching methods as needed.



- **Ongoing Professional Development:** Continue focusing on integrating new technologies, such as clinical simulations and diagnostic software, to support clearer instruction, especially when dealing with advanced clinical concepts.

Encouragement of Interactivity (Score: 4.50)

- **Interactive Technologies:** Introduce simulation-based learning tools that allow students to engage in virtual clinical scenarios, promoting more hands-on interaction during practical sessions.
- **Group Activities:** Increase group-based projects focusing on real-life case studies, encouraging students to apply their theoretical knowledge in a collaborative manner.

Collaboration with Students (Score: 4.55)

- **Student-Led Projects:** Encourage more student-led presentations and case study discussions, promoting peer learning and deeper collaboration, particularly around current clinical research trends.
- **Office Hours and Consultations:** Expand consultation hours and offer structured one-on-one mentoring sessions during clinical rotations to provide additional academic and professional support.

Instructor's Behavior Towards Students (Score: 4.78)

- **Cultural Competence Training:** Consider offering periodic workshops on cultural competence and diversity to continue fostering respectful engagement with students from varied backgrounds.
- **Empathy and Support:** Maintain the current supportive environment and continue offering guidance during stressful clinical periods, particularly before patient examinations or final assessments.

Course Obligations Clarity (Score: 4.70)

- **Syllabus Updates:** Regularly revise the syllabus to ensure alignment with the latest dental standards and clinical technologies, incorporating feedback from previous student cohorts.
- **Transparent Communication:** Strengthen communication regarding course deadlines, clinical rotations, and any changes to materials to ensure students are well-informed throughout the semester.

Study Materials Accessibility (Score: 4.60)

- **Digital Resources:** Further expand access to online resources, including recent dental research articles, case studies, and virtual simulations, to ensure that all students have the necessary tools for clinical work.
- **Feedback on Materials:** Regularly survey students on the accessibility and usefulness of study materials to ensure continuous improvement and adaptation to student needs.

Assessment Methods (Score: 4.40)

- **Assessment Variety:** Continue diversifying assessment methods by including more hands-on clinical evaluations, in addition to written exams, to better reflect students' practical and theoretical skills.
- **Continuous Assessment Feedback:** Provide more detailed feedback on clinical assessments to help students identify areas for improvement and monitor their progress in real-time.

Instructor Recommendation for Future Semesters (Score: 4.10)



- **Highlight Improvements:** Actively communicate ongoing improvements in teaching strategies, showcasing how student feedback has been integrated to enhance the overall learning experience.
- **Engagement Strategies:** Focus on increasing student engagement during lectures through more interactive discussions, case reviews, and practical applications of theoretical concepts.

Evaluation for the Staff for SEMESTER 10

DENT-STAFF-102 has scores below 4.0 in:

- **The instructor collaborates with students:** 3.2
- **The course had sufficient and accessible study materials at UBT:** 3.0
- **The instructor uses suitable assessment methods and continuous assessment:** 2.7
- **This instructor is recommended for other subjects in future semesters:** 2.1

Recommendations for Improvement - Specific to DENT-STAFF-102

Collaboration with Students (Score: 3.2)

- **Team-Based Learning:** Develop more opportunities for collaborative work through team-based patient case studies or group research projects. These exercises foster collaboration while enhancing clinical decision-making and diagnostic skills.
- **Office Hours and Open Channels:** Increase office hours or introduce drop-in clinic sessions where students can engage directly with the instructor to discuss challenging clinical cases or course material.

Course Material Accessibility (Score: 3.0)

- **Improved Resource Accessibility:** Ensure that all course materials, including clinical notes, diagnostic guides, and readings, are available in both physical and digital formats. Consider incorporating more open-access resources that align with current dental practice standards.
- **Supplementary Resources:** Offer additional resources, such as online simulations of dental procedures, practice quizzes, and visual summaries, to aid students in understanding complex topics more effectively.

Assessment Methods and Continuous Assessment (Score: 2.7)

- **Diverse Assessment Techniques:** Broaden the range of assessment methods to include more clinical competency evaluations, peer assessments, and self-assessments, along with traditional exams. This will provide a fuller picture of students' practical skills and decision-making abilities in clinical scenarios.
- **Formative Assessments:** Increase the frequency of formative assessments during clinical rotations to offer students more opportunities for feedback and skill improvement before summative evaluations.

Recommendation for Future Subjects (Score: 2.1)

- **Student Engagement Strategies:** Implement new strategies to increase student engagement, such as incorporating real-world clinical scenarios into lectures and encouraging students to participate in selecting topics or case studies relevant to their clinical experience.
- **Professional Development:** The instructor should participate in professional development workshops or training sessions focused on modern teaching techniques,



clinical instruction methods, and student engagement. This will help refine communication strategies and instructional approaches to meet student needs more effectively.

DENT-STAFF-103 has scores below 4.0 in:

- **The course had sufficient and accessible study materials at UBT:** 3.4
- **The instructor uses suitable assessment methods and continuous assessment:** 3.8
- **This instructor is recommended for other subjects in future semesters:** 3.5

Recommendations for Improvement - Specific to DENT-STAFF-103

Accessibility of Study Materials (Score: 3.4)

- **Improve Digital Resource Access:** Ensure all study materials, including clinical textbooks, lecture notes, diagnostic guides, and relevant research articles, are readily accessible on the university's learning management system (LMS). Regularly monitor to avoid any technical or logistical barriers to access.
- **Offer Multiple Formats:** Provide study materials in multiple formats (e.g., video demonstrations of clinical techniques, audio-recorded lectures, and case studies) to accommodate different learning preferences and ensure accessibility for all students, particularly those with learning disabilities.

Suitable Assessment Methods (Score: 3.8)

- **Expand Assessment Diversity:** Broaden the types of assessments to include patient case presentations, practical clinical assessments, reflective journals, and peer assessments. This will help assess both the theoretical knowledge and hands-on clinical skills of students.
- **Use Clear and Detailed Grading Rubrics:** Develop detailed grading rubrics for each type of assessment, ensuring that students clearly understand the evaluation criteria. This transparency will help students identify areas for improvement and focus on specific competencies.

Recommendation for Other Subjects (Score: 3.5)

- **Enhance Student Engagement:** Focus on increasing student engagement by incorporating interactive elements during lectures and clinical sessions. Utilize more case-based learning and real-world clinical examples to keep students actively involved and interested in the subject matter.
- **Demonstrate Subject Expertise and Passion:** Emphasize the instructor's expertise and enthusiasm for the subject by integrating current research and innovative clinical practices into the curriculum. This will foster greater confidence in the instructor's teaching ability and increase students' willingness to recommend them for future courses.

SEMESTER 11: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.75
- **The clarity and method of instruction are understandable:** 4.50
- **The instructor encourages interactivity during lectures/practical sessions:** 4.20
- **The instructor collaborates with students:** 4.60
- **The instructor's behavior towards students is appropriate:** 4.80
- **Course obligations were clear from the start, as per the syllabus:** 4.78



- **The course had sufficient and accessible study materials at UBT:** 4.70
- **The instructor uses suitable assessment methods and continuous assessment:** 4.65
- **This instructor is recommended for other subjects in future semesters:** 4.08

Instructor's Punctuality and Schedule Adherence (Score: 4.75)

- **Maintain Focus on Timeliness:** The instructor's commitment to punctuality helps maintain a structured learning environment. Continue to prioritize adhering to the schedule, ensuring that all sessions start and end on time.
- **Flexible Time Management for In-Depth Discussions:** Allow some flexibility when addressing important clinical case discussions during practical sessions, without disrupting the overall course timeline.

Clarity and Method of Instruction (Score: 4.50)

- **Enhance Use of Multimedia and Demonstrations:** Incorporate more multimedia elements, such as instructional videos, case studies, and clinical demonstrations, especially for complex procedures like dental implant placements and full-mouth reconstructions.
- **Student Feedback and Adjustments:** Collect student feedback regularly to identify areas that may require further clarification and adjust teaching strategies accordingly to ensure student comprehension.

Encouragement of Interactivity (Score: 4.20)

- **Interactive Learning Tools:** Expand the use of interactive tools such as virtual patient simulations and clinical decision-making platforms to engage students in diagnostic and treatment planning activities in a safe, simulated environment.
- **Role-Playing and Peer Discussions:** Increase the frequency of role-playing scenarios and peer discussions during theoretical sessions, encouraging students to apply their knowledge in practical, real-world settings.

Collaboration with Students (Score: 4.60)

- **Collaborative Clinical Projects:** Continue supporting group-based research and clinical case discussions, which enhance peer learning and create opportunities for students to share clinical insights.
- **Increased Mentorship Opportunities:** Offer additional office hours and personalized mentoring sessions, particularly for students who face challenges with complex clinical cases. These sessions can provide targeted support and guidance.

Instructor's Behavior Towards Students (Score: 4.80)

- **Maintain Professionalism and Respect:** The instructor's respectful and professional engagement with students contributes positively to the learning environment. Continue fostering this supportive atmosphere.
- **Empathy Training and Support:** Engage in further empathy training programs to better support students, particularly during stressful times like clinical rotations and examinations.

Course Obligations Clarity (Score: 4.78)

- **Consistent Communication of Expectations:** Continue providing clear communication regarding course obligations and expectations. Regularly update



students on assessment deadlines and clinical requirements to ensure alignment with the syllabus.

- **Interactive Syllabus Review:** Conduct an interactive review of the syllabus at the beginning of each semester, allowing students to ask questions about course content, clinical assignments, and any updates to assessment methods.

Study Materials Accessibility (Score: 4.70)

- **Regularly Update Study Resources:** Regularly update study materials to ensure they reflect the latest research and clinical techniques in dentistry. This ensures that students are learning the most current practices in the field.
- **Expand Access to Digital Resources:** Enhance the availability of online resources, especially for students participating in off-campus clinical rotations. Consider developing an online repository of clinical cases and treatment plans that can be accessed remotely.

Suitable Assessment Methods (Score: 4.65)

- **Innovative and Varied Assessment Techniques:** Continue implementing diverse assessment methods, including clinical case evaluations, patient care simulations, and reflective essays. These formats will help assess both theoretical knowledge and practical skills comprehensively.
- **Detailed and Constructive Feedback:** Provide more detailed feedback on assessments, particularly in clinical evaluations. This will help students better understand their performance and areas for improvement.

Recommendation for Other Subjects (Score: 4.08)

- **Address Student Concerns:** Investigate any student concerns regarding the instructor's ability to teach other subjects. Use anonymous surveys or direct discussions to identify areas for improvement, such as content delivery or student engagement.
- **Highlight Ongoing Improvements:** Regularly communicate any improvements made in teaching methods or course structure based on student feedback. This will build students' confidence in the instructor's ability to effectively teach additional subjects.

SEMESTER 12: General Conclusions for the Integrated Dental Program

- **The instructor is punctual and adheres to the schedule:** 4.79
- **The clarity and method of instruction are understandable:** 4.55
- **The instructor encourages interactivity during lectures/practical sessions:** 4.18
- **The instructor collaborates with students:** 4.62
- **The instructor's behavior towards students is appropriate:** 4.83
- **Course obligations were clear from the start, as per the syllabus:** 4.80
- **The course had sufficient and accessible study materials at UBT:** 4.73
- **The instructor uses suitable assessment methods and continuous assessment:** 4.70
- **This instructor is recommended for other subjects in future semesters:** 4.12

Instructor's Punctuality and Schedule Adherence (Score: 4.79)

- **Maintain Focus on Timeliness:** The instructor's punctuality fosters a professional and structured learning environment. Continue prioritizing adherence to the schedule to ensure that both lectures and clinical sessions begin and end on time.



- **Flexibility for In-Depth Discussions:** Consider integrating flexibility within the schedule to allow for additional time when discussing critical clinical cases or in-depth topics that arise during practical sessions. This will ensure that discussions are thorough without compromising the overall structure of the course.

Clarity and Method of Instruction (Score: 4.55)

- **Varied Instructional Techniques:** Enhance the use of multimedia presentations, clinical simulations, and hands-on demonstrations to clarify complex dental procedures such as implantology, prosthodontic restorations, and advanced diagnostic techniques.
- **Student Feedback on Clarity:** Actively seek feedback from students on any aspects of the course they find unclear. Use this feedback to make real-time adjustments to teaching methods, ensuring that all students fully understand the course material.

Encouragement of Interactivity (Score: 4.18)

- **Expand Interactive Learning Tools:** Incorporate more virtual patient simulations and diagnostic scenarios to foster interactive learning during both lectures and practical sessions. These tools will enable students to practice treatment planning and diagnostic skills in a risk-free environment.
- **Enhance Active Learning:** Develop more active learning strategies such as role-playing patient consultations, peer-to-peer reviews of clinical cases, and collaborative case analysis. These activities will enhance student participation and foster deeper learning.

Collaboration with Students (Score: 4.62)

- **Group-Based Projects:** Continue encouraging group-based clinical research and patient case discussions. These activities promote teamwork, facilitate knowledge sharing, and allow students to receive constructive feedback from peers and the instructor.
- **Expand Mentorship Opportunities:** Increase one-on-one mentoring through extended office hours or personalized feedback sessions. This will provide additional support for students struggling with more challenging clinical cases or complex diagnostic scenarios.

Instructor's Behavior Towards Students (Score: 4.83)

- **Maintain High Standards of Professionalism:** The instructor's respectful and supportive approach creates a positive learning environment. Continue to uphold these standards to further enhance student comfort and engagement in the classroom and clinical settings.
- **Empathy and Support:** Engage in further empathy training to better support students, particularly during demanding periods such as clinical rotations and final assessments. Empathy will help students manage stress and maintain a positive learning experience.

Course Obligations Clarity (Score: 4.80)

- **Clear and Consistent Communication:** Maintain transparency and clear communication regarding course obligations, expectations, and deadlines. Provide consistent updates when changes occur to ensure students are well-informed at all times.
- **Interactive Syllabus Sessions:** Conduct a detailed syllabus review at the start of each semester. Encourage students to ask questions and clarify any concerns about clinical



assignments, assessments, and course expectations to ensure everyone is aligned with the course objectives.

Study Materials Accessibility (Score: 4.73)

- **Regularly Update Study Materials:** Ensure that all study materials, particularly those related to evolving clinical techniques such as digital dentistry and 3D imaging, are updated regularly to keep pace with industry advancements.
- **Expand Digital Resource Access:** Improve access to digital resources, including remote access for students in off-campus clinical rotations. Consider creating an online library of clinical cases, articles, and study materials that students can access at any time.

Suitable Assessment Methods (Score: 4.70)

- **Innovative Assessment Approaches:** Continue exploring diverse assessment formats, including clinical case evaluations, patient treatment presentations, and reflective essays. These methods will provide a more comprehensive evaluation of both theoretical knowledge and hands-on clinical skills.
- **Effective Feedback:** Provide more detailed feedback on clinical evaluations, particularly in areas such as diagnostic accuracy, treatment planning, and patient management. This will enable students to understand their strengths and identify areas for improvement.

Recommendation for Other Subjects (Score: 4.12)

- **Address Specific Concerns:** Investigate the reasons behind the slightly lower recommendation score for teaching other subjects. Use anonymous surveys or direct student feedback to identify areas where improvements in teaching style or content delivery may be needed.
- **Highlight Continuous Improvement:** Demonstrate any improvements made in response to student feedback, such as adjustments in teaching methods, increased use of technology, or more interactive learning sessions. This will showcase the instructor's commitment to ongoing professional development and improving the student experience.