

APPENDIX - IV

SUMMARY OF ACHIEVEMENTS

2007 - 2010

From 2007 to 2010, the Academy invested significantly in developing and serving our students, staff, and employees. These commitments, reflected in the renovation of our various sites and the creation of new facilities and entities, have profoundly impacted our students' experiences. These achievements, which required a substantial portion of the Academy's budget, are a testament to our collective dedication and have significantly enhanced the quality of education and student life at our institution.

First: Student Affairs

1. **Expansion of Academic Infrastructure:** To accommodate the growing student body, extensive construction and laboratory expansions were undertaken, complemented by recruiting additional faculty members.
2. **Revolutionising Student Services:** The Academy embarked on a transformative journey by implementing a comprehensive students' e-services system. This system, from admission and registration to tuition payments, result displays, application submissions, and surveys, has revolutionised how we serve our students. It delivers educational resources seamlessly through Moodle, leveraging integrated databases hosted on a dedicated server for each college. This ensures ubiquitous access across classrooms, laboratories, and student accommodations via a robust Wi-Fi network, making learning more accessible and convenient for our students.
3. **Adoption of Dual Electronic Books:** The transition from traditional textbooks to dual electronic books, each with a memory capacity of two thousand, commenced in the mid-2010s. Collaborations with prominent publishers worldwide facilitated the conversion of these textbooks into downloadable electronic formats, enhancing accessibility and convenience for students.
4. **Transforming Student Life:** The Academy's investments were not merely about infrastructure. They were about revolutionising the student experience. This comprehensive approach included expanding student housing, enhancing dining facilities, and developing nutrition, sports, and social activity programs tailored to student needs, all of which have significantly enriched student life at the Academy.
5. **Nurturing Student Entrepreneurship:** The Academy established a dedicated business incubation centre, underscoring our commitment to fostering student entrepreneurship. This centre is a platform to nurture student projects, providing the necessary resources, mentorship, and networking opportunities to facilitate their transition into viable businesses and companies upon graduation. This initiative benefits our students and contributes to the growth of the local economy, painting a promising picture of the Academy's future.
6. **Support for Student-Athletes:** We understand the importance of holistic student development. That is why we have provided specialised support services to our student-athletes, ensuring their academic and athletic pursuits are mutually reinforcing. This support includes scholarships and financial and social funding. This commitment to their success is a testament to our dedication to their development.

Second: Faculty Members and Employees

1. **Enhancement of Employee Compensation:** The Academy implemented historic salary increases, raising basic salaries for employees by 20%—a milestone since its inception. Additionally, hourly workers received substantial bonus increments ranging between 40% and 80%. All allowances, overtime, and related benefits were also augmented, with increases ranging from 15% to 100%.
2. **Expansion of External Scholarships:** To bolster faculty resources and reduce reliance on external assignments, the academy amplified external scholarship opportunities for faculty members across various colleges. This initiative aimed to attract top-tier faculty from prestigious global institutions, fostering a diverse and distinguished academic community. Moreover, it facilitated access for non-faculty personnel to pursue advanced educational and professional qualifications.
3. **Modernization of Organisational Structures and Employee Welfare:** The Academy undertook comprehensive reforms to enhance functional and organisational frameworks, including revamping employee insurance systems and deploying an advanced electronic human resources management system. Multiple administrative and financial databases were established, leveraging statistical insights to inform decision-making processes effectively.
4. **Introduction of Integrated Health Services System:** A state-of-the-art e-service system for medical care was implemented, integrating the latest medical devices and equipment. This initiative included organising regular health screenings for staff and employees, providing prompt medical treatment, and modernising on-campus clinics. Establishing an academy pharmacy optimised healthcare delivery and resulted in significant financial savings, amounting to three million Egyptian pounds in the first year of implementing the system.
5. **Expansion of Healthcare Coverage to Retirees:** In a commitment to comprehensive employee welfare, the Academy extended healthcare benefits to pensioners, ensuring continued access to essential medical services beyond retirement. This extension underscored the Academy's dedication to supporting its retirees' health and well-being even after their active service years.

Third: Facilities, Devices and Equipment

1. **Comprehensive Infrastructure Modernisation:** The Academy has undertaken a significant endeavour to modernise its main headquarters, which spans 52 acres (218,443 m²) in Alexandria, for the first time since its inception in 1972. This comprehensive initiative encompasses renovating and upgrading water, electricity, and telephone networks and refurbishing all existing buildings. Notably, the Academy constructed the Computer Networks Centre to connect all colleges, institutions, centres, and various Academy sites through this centre. A sizeable multi-purpose meeting hall was also built.
2. **Transformation of Administrative Facilities:** The Academy prioritised the development of its administrative building entrance and headquarters in Alexandria, focusing on upgrading essential utilities such as electricity and water networks. A modernised central air conditioning system was installed, and the Information Systems Centre underwent significant enhancements. Moreover, new classrooms, laboratories, and facilities were established, such as an incubation centre and a student-owned restaurant chain project headquarters. Creating a dedicated hub for community service and continuing education programs further underscores the Academy's commitment to holistic development.

3. **Expansion of Regional Headquarters:** Efforts to enhance infrastructure extended to various regional headquarters, including the Institute of Productivity and Quality, the Ports Training Institute, and the River Transport Institute's headquarters. Additional development initiatives were undertaken in Cairo, Aswan, and Latakia, Syria, to optimise operational efficiency and accommodate evolving needs.
4. **Expansion and Diversification of Facilities:** The Academy expanded its footprint by establishing a branch in Port Said, spanning 22 acres (92,418 m²). Furthermore, a new branch was erected in downtown Alexandria. At the same time, additional buildings were constructed in Cairo to house the College of Management and Technology and the College of International Transport and Logistics. Noteworthy additions include a spacious reception hall for admission and registration purposes and numerous engineering laboratories and drawing halls to support academic endeavours.
5. **Strategic Development of Railway Training Institute:** By mid-2010, a comprehensive plan was devised and executed in 2010 to develop the Railway Training Institute in Cairo (Wardan Village), encompassing an expansive area of 150 acres (630,124 m²). This strategic initiative aims to modernise facilities and enhance training programs to meet the evolving demands of the railway industry.
6. **Integration of Educational Resources:** In a testament to its commitment to educational advancement, the Academy established a planetarium to enrich the learning experience. This initiative followed the production of a dedicated film by the Academy's Multimedia Centre for Alexandria Bibliotheca, showcasing its dedication to fostering educational innovation and collaboration.

Despite the significant expenses incurred in upgrading the Academy's infrastructure, constructing new sites, buildings, and laboratories, developing services for students, faculty staff, and employees, and increasing salaries and allowances, the Academy achieved unprecedented financial success in its history. From 30/06/2007 to 24-31/10/2011, the following is the development of the Academy's Financial Position, extracted from the Academy's budgets audited by KPMG Egypt and approved by the General Assembly:

	Description	30-Jun-07	24-31 October 2011	Difference	Percentage
1	Total Cash	\$80,993,974	\$137,503,745	\$56,509,771	70%
2	Cash Reserves	\$48,320,999	\$75,593,611	\$27,272,612	56%
3	Cash Reserve of End-of-Service Reward	\$26,984,195	\$53,606,039	\$26,621,844	99%
4	Cash Reserve of Pension Fund	\$33,306,115	\$45,226,289	\$11,920,174	36%
5	Medical Care Expenses (Students & Employees)	\$8,482,417	\$13,482,605	\$5,000,188	59%
6	Social Care Expenses (Students & Employees)	\$3,272,856	\$7,452,076	\$4,179,220	128%

The rate of exchange on 24/10/2011 was 1US\$ = 6.09 EGP

The Development of the Academy's Financial Position 30/06/2007 - 24 - 31/10/2011

