INTERIOR DESIGN DEPARTMENT

STRATEGIC PLAN - VISION 2020

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Introduction:

The department is keen - through the interior design massage- on the participation of the community towards problems and design issues, By preparing staff to keep pace with scientific and technological development, a staff that is able to reconcile the functional and aesthetic relationships of internal spaces in a way that many factors interact together aimed to achieve the function of space in its form and materials with the needs of the user and the requirements of the surrounding and the environment, so the designer will be inspired by natural and cultural heritage and economic and social truth in a conscious process of innovation to the society needs of every new thing that serves its needs and develops its structure in connection between heritage as a rich source tells the history and civilization through which the national identity is manifested and between the requirements of modernity through scientific and technological development in the processing of raw materials and the adaptation of technologies for the benefit of man.

This is what the Department of Interior Design, Faculty of Design and Architecture; Jazan University is looking for and preparing a staff of bachelor's degree holders in Interior Design that have a sense of artistic and professional competence enough to meet the needs of the market locally and regionally, and have will and confidence motivate them to excellence in research and graduate studies to keep pace with scientific and technological development regionally and globally.

They have a national awareness that enables them to participate effectively in community service and contribute through their specialization in accessing distinctive content and a leading educational model in the field of design, science development, artistic taste and sustainable economic growth.

Members of the Strategic Plan Committee:

1.	**Dr.Fatimah Alshaikh**	**Dean of faculty**
2.	**Dr.Nadia Askear**	**Vice dean**
3.	**Dr. Fathia Al-Trabulsi**	**Head of department**
4.	**Eng.Heba Fathi**	**Quality Coordinator**

Areas of work for the graduates of the department:

Governmental sector:

- Teaching interior design in universities as a faculty member.
- Work as a member of the Saudi Council of Engineers.
- Interior designer in project management (Ministry of Health, Ministry of Education, Ministry of Information,
- Ministry of Housing ... etc.
- Interior designer in the Royal Commission and the Tourism and Antiquities Authority

Private sector:

- Interior design in commercial and construction companies and design of various housing and installations (Administrative, commercial, health, entertainment, etc.)
- Interior designer in engineering and consulting offices.
- Interior design in factories and production lines of raw materials and furniture (local and international).
- Teaching interior design in private institutes and offering courses in design
- Preparing TV programs related to interior design.
- Coordinating museums, heritage exhibitions and others.
- Preparing magazines and technical journals for interior design.
- Work for the personal account and establish a work schedule that suits the specialist in the field.

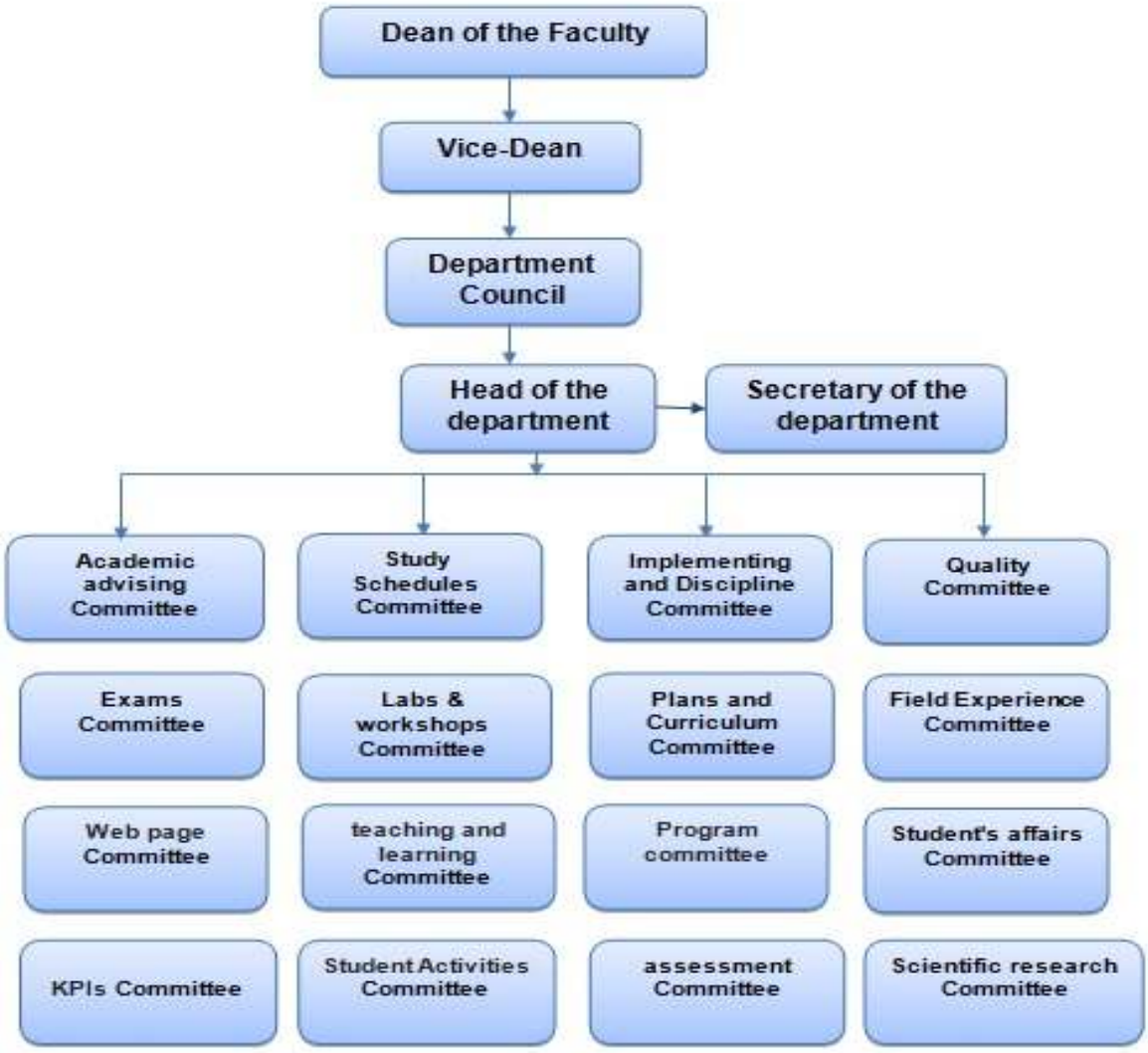
The number of faculty members according to the scientific degree:

Interior Design Department	professor	-
	Associate Professor	-
	Assistant Professor	3
	Lecturer	7
	Teaching assistant	3
Number of members	13	

Number of students:

Department	Year	Semester	Number of students
Interior Design	1431- 1432 H	20111	61
		20112	92
	1432- 1433 H	20121	146
		20122	183
	1433- 1434 H	20131	241
		20132	270
	1434- 1435 H	20141	340
		20142	363
	1435- 1436 H	20151	409
		20152	434
	1436- 1437 H	20161	472
		20162	467
	1437- 1438 H	20171	503
		20172	524
	1438- 1439 H	20181	536
		20182	559
	1439- 1440 H	20191	543
		20192	538

The organizational structure of the Department of Interior Design



Methodology of preparing the strategic plan:

The objectives of the Committee focused on the preparation of the strategic plan of the Department of Interior Design, including the vision, mission, goals and objectives, strategic objectives and operational plans of action for the next five years, as follows:

1. Forming teams in a body that included a group of scientific disciplines concerned with quality and strategic planning according to the methodology specified in that plan.

2. All means were used to collect data and analysis through questionnaires, electronic correspondence, observation, follow-up and examination of documents to identify strengths, weaknesses, opportunities and threats.
3. Holding seminars and using brainstorming mechanisms to formulate quadrilateral analyzes.
4. Presenting the results of the quadrilateral analysis to all faculty members of the relevant scientific departments and administrative units to question the results and take them into consideration before finalizing the plan
5. Identify the gap between the current situation and the targeted performance and associated goals and objectives.
6. Based on the quadrilateral analysis and the identification of gaps, the message, vision and objectives were finalized
7. Conclusion and discussion of general goals and strategic objectives among members for feedback through proposed activities to address weaknesses, strengthen strengths, exploit opportunities and avoid potential threats.
8. 8. Holding workshops to discuss the plan in its final form, as well as introducing the importance of strategic planning and methods of analysis for the internal and external environments and preparation for such planning.

Elements of the Strategic Plan

First: Vision

Effective orientation towards the academic excellence of the students and graduates of the department and based on the application of the latest educational systems in the field of interior design sciences and in line with the culture and needs of the community with the preparation of pioneering competition at the regional and international levels

Second: Mission

The mission of the program is to graduate highly qualified designers in the fields of interior design sciences via quality international educational systems, scientific research to serve the local and national community.

Third: Objectives

- Prepare qualified competent interior designer graduates to serve the community.

- Introduce interior designers to business practices competent in critical thinking and decision making.

- Provide graduates commit to deliver the highest standards of ethical and professional behavior in all aspects of interior designs

- Prepare interior designers communicate effectively in addition to encourage innovative research.

Distinctive features of the department

The competence of interior design is one of the rare scientific specialties and effective in all functional and aesthetic aspects and standards of health protection and its environmental and economic effects, making the section and its studies of science one of the important pillars in the system of comprehensive and sustainable development of any human society aspires to work distinct urban value.

The strategic situation of the department:

The Department of Interior Design was established in the Faculty of Design and Architecture, Jazan region where the population density is medium and with the continuous development and modernization in the region, there have become many huge projects and distinguished urban investments at the government and civil works sector, which provided multiple and wide opportunities for training, recruitment and scientific research for students and college graduates. As well as faculty members with areas of specialization that are missed in the market.

Analysis of the internal and external environment of the department:

One of the most prominent strategic planning processes is the four-way (environmental) analysis, which means analyzing its strengths and weaknesses, the opportunities for development and the threats that may be exposed to the department, which ultimately helps to formulate the development plan for the department.

Strength point:

1. The specific nature of the program and the lack of specialization at the regional and local level
2. Diversity of academic reference for faculty members.
3. Compliance of the program in terms of objectives and outputs with the directions of the Kingdom 2030
4. The program is linked with various fields of work in the Kingdom
5. The program is linked and related with various fields of work in the Kingdom.
6. A committee is provided to ensure the quality of the educational process in the department of the development committee in the college to achieve the objectives of strategic planning and improve competitiveness.
7. Implementing some projects that contribute to improving the educational and research activities in the department.
8. The existence of an appropriate and integrated organizational structure that is active through the regulations and systems approved by the College and the University, reflected on the high performance rates and the presence of good channels of interaction between all members of the functional system and students in the department.
9. The presence of electronic data for faculty members and student.
10. The existence of a committee of plans and curricula to develop the curriculum in accordance with the completion of disciplined academic training and consistent with the objectives of the department in order to reach the highest rates of quality and accreditation.
11. The existence of a research plan based on the constants and directions of general research plans from the college and university.

Weaknesses

1- The ratio of the number of female students to the number of faculty members is less than the minimum recommended according to the Afaq plan.

2- Lack of balance in the proportion of academic construction of the department.
3- Lack of specialized teaching staff.
4- Inadequate and unprepared infrastructure with the number of members and the number of students.
5- Lack of electronic courses that allow self-learning for students.
6- The weakness of the possibilities of scientific research devices and equipments and other requirements of scientific and technological research.
7- Lack of continuous maintenance of equipment and technological supplies in the curriculum teaching programs.
8- Weakness of development programs for faculty members and associate members.

Analysis of the external environment

The external environment includes the forces and variables that occur in the outer surrounding of the department at all direct and general levels locally, regionally and globally. Under current circumstances at all levels, the results of environmental self-analysis within the department showed that there are great opportunities available that can be utilized and harnessed to support the leadership mechanisms in the educational system in the department, which leads to improve competitiveness and achieve strategic goals and objectives.

However, there are a number of potential threats that must be addressed and devised strategies to deal with and overcome them in order to achieve the desired educational, research and administrative leadership at all local, regional and global levels.

Opportunities

1. Distinguished electronic mechanisms in the department support all the educational, research and management activities of the department.
2. The possibility of working distinct programs that meet the needs of the labor market and work to increase resources to meet the needs of development and modernization of the department, in accordance with the regulations and laws governing in this regard.

3. Significant expansion in the development of the region and the expansion of the promising investment area, offers a broad base of training and employment opportunities for students graduating from the department
4. The possibility of benefiting from internal and external missions and scholarships and twinning with international educational institutions and various scientific tasks to raise the skills of faculty members, assistants and graduate students.
5. The possibility of opening the field for completion of graduate studies in the department.

Possible threats

1. Failure to activate the mechanisms of admission tests based on the skills and rates required to study in the department.
2. The steady increase is not based on the mechanisms of linking the needs of the labor market on the one hand, which is not offset by an increase in the capabilities and equipment and educational facilities.
3. Lack of effective marketing of academic staff in the labor market.
4. Limited exchange of relations between the educational system and the labor market at the government and civil business levels.

1-Analyzing the current situation in teaching and learning:

First: Analysis of the internal environment

No.	Strength points	No.	Weakness points
1	The availability of abundance of faculty members.	1	The need to expand construction and buildings to accommodate the number of admissions annually
2	Existence of the vision, mission and objectives prepared and approved by all faculty members in the department	2	Lack of an effective plan for educational and social activities
3	Admission policy based on extrapolation of skills	3	Lack of electronic courses
4	Distinct infrastructure of the educational process is existed	4	Need to Review and modify the educational methodology
5	The existence of a relatively modern	5	Poor efficiency of study programs in

	electronic student affairs system		meeting labor market needs.
6	An effective academic guidance system	6	Deficiencies in the provision of revised books.
7	Existence of modern electronic infrastructure.	7	Lack of technicians trained in laboratories.
8	Application of credit hours in the department	8	Weak library capabilities that meet the needs of Self-education.
9	A relatively advanced cooperative training program	9	Poor social supervision.
10	Multiple forms and methods of student tests	10	Lack of field visits and scientific trips
11	Application of program standards in accordance with international code.	11	Insufficient number of faculty members in rare specialties
12	The devices in the laboratories are relatively modern.	12	Inadequate methods of applying international academic standards to evaluate educational programs
13	Application of academic standards (NARS) for educational programs at the college.	13	Lack of teaching staff with a doctorate degree
14	A website and a booklet for the college is available	14	Recourse to assistants and collaborators to fill the shortage of faculty members
15	Diversity of learning resources (exhibitions / seminars / courses)	15	Admission of large numbers of students without a mechanism for admission
16	Participation of students in research and participation in Internal and external design competitions	16	Lack of references in Arabic that are of interest to specialization
17	Specific abundance of specialist faculty collaborators from lecturers and lecturers	17	Lack of references provides many sources of learning for the novelty of specialization
18	Participation of members in research and working papers in Arab and international conferences and journals	18	Lack of books, magazines and scientific research in the specialty
19	The existence of accredited counterpart colleges prior to our college, regional and global can benefit from their experience	19	Lack of sufficient and clear scientific references in course descriptions
20	Questionnaire of students' opinions in dialogue with them and the distribution of questionnaires	20	Limited technical equipment used in the fields of teaching and learning
21	Introducing the Blackboard system and facilitating communication with female	21	Deficiencies in the process of linking the requirements of the contemporary

	students		labor market with the scientific material presented
22	Different teaching and educational references and background for faculty members	22	The absence of the department's strategy means keeping pace with the accelerated scientific and technological development in the field of interior design
23	Survey the views of offices and businessmen on the compatibility of the plan with the labor market	23	Absence of any communication with counterpart institutions, which would have allowed for an effective and constructive partnership between the Interior Design Department in Jazan and other academic institutions in the Kingdom and abroad
24	Effective contribution of faculty members and their awareness of development requirements	24	Lack of specialized teachers with professional and practical experience that allows specialists in the Interior Design Department to guide and develop courses and strategic plan
25	Organizing exhibitions for publishing houses inside the college and allocating encouragements for female students	25	Some courses do not address the latest developments and variables in the field of specialization
26	Existence of specific committees to monitor achievement and update the database	26	Lack of training courses for faculty members to develop their abilities and raise their academic performance in the field of interior design
27	Supporting developmental trends by participating in local activities	27	Poor scientific interaction between faculty members
28	Advancing graduation projects in problems that serve the development of the local community	28	Inadequate resources and material facilities to accommodate students admitted to the College
29	The trend towards supporting the creative abilities of students and encouraging their participation in scientific and cultural activities	29	Lack of a mechanism to support outstanding students
30	Search for complementarily between academic guidance and labor market requirements	30	Lack of human development and improvement programs for students
31	Scarcity of interior design (the need for the major)	31	Standards for evaluating educational outcomes (educational product) are still traditional
32	Take advantage of benchmarking with	32	Lack of development of the

	discreet accredited universities to develop the program and obtain the accreditation certificate		department and therefore the college
33	Listen to students' opinions related to the scientific aspect and guide them in how to deal with the courses		

Second: Analysis of the external environment

No.	Opportunities	No.	Threats
1	The department enjoyed an environment that carries diversity aspects on	1	Brain drain towards the technical labor market due to its high operating returns
2	The possibility of offering distinguished programs and paid courses for the labor market.	2	Weak systems of admission of applicants to study in the department in terms of extrapolation and measuring of multiple skills and intelligence
3	Internal and external partnerships and cooperation protocols at the level of all sectors.	3	The steady increase in the number of admissions to study without linking to the actual needs of the labor market.
4	The growing number of educational institutions and research centers and the expansion of labor markets in the region.	4	Lack of effective mechanism to know the actual needs of the labor market.
5	Ambitious programs to guide effective participation in inclusive and sustainable development programs.	5	Weak competition opportunities for poor technical level of graduates.
6	Community participation		
7	Holding foreign exhibitions		

Results:

1. From the previous observation it is clear in the analysis of the internal environment that the strengths outweigh the weaknesses
2. It is clear from the analysis of the external environment that the opportunities available outweigh the threats, but not at the required level.
3. There is an improvement, but not at the level required by reference to the previous teaching and learning strategy report at the College.

Recommendations:

1. It is imperative that the strategy of teaching and learning in the next stage is based on an expansionary development mechanism, preceded by a strategy of development and improvement in the areas of teaching and learning
2. Motivating members to participate in research, seminars and conferences.
3. Expansion and participation in community service.

2-Analyzing the current situation of scientific research

First: Analysis of the internal environment:

No.	Strength	No.	Weaknesses
1	Having a relatively clear and approved research plan	1	The need to support the equipment and processing of research and educational laboratories
2	Organizing scientific meetings and workshops.		
3	A database of research activity for faculty members is available on the department's website.	2	Limited faculty members in many research fields and disciplines related to specialization
4	Faculty members receive awards.		
5	Relatively different fields of research for lecturer and teaching assistants according to the needs of the department	3	Quantitative shortage of specialized laboratories
6	Start preparing a list of graduate studies in the department.		
7	Faculty participation in community service and scientific partnership	4	Absence of interdisciplinary research and collective research teams.
8	Support for internal and external scholarship		
9	Some faculty members obtain university degrees from distinguished foreign universities.	5	Lack of focus on rare specialized approaches that can distinguish the research outputs of the department.
10	Improving the educational and research activities in the department through some internal and external projects.	6	Lack of effective marketing strategy for scientific research in the department.
11	The existence of explicitly oriented research objectives	7	Lack of time for faculty members for scientific research
12	Existence of specific committees to monitor achievement and update the database	8	Failure to give financial support to the faculty member to attend conferences if they do not

			participate in a working paper
13	Supporting developmental trends by participating in local activities	9	Lack of dealing with research problems and the scope of communicative or integrative at higher levels due to lack of master's and higher levels in the college
14	The trend towards supporting the creative abilities of students and encouraging their participation in scientific and cultural activities	10	Lack of academic structure in academic discipline can coordinate research axes in the direction of cumulative cognitive communication occurs integration of research
15	The search for complementarities between academic trends and the requirements of the labor market	11	Lack of specialized faculty can branch for scientific supervision of these structures
16	Advancing graduation projects in problems that serve the development of the local community.	12	Inadequate availability of time for the members of the department to carry out research due to the heavy workload resulting from the small number of members compared to the number of female students, which leads to the overcrowding of the academic divisions because of the heavy administrative assignments for the same reasons.
17	Agreements with third parties	13	Failure to activate relations with government agencies and the civil sector involved
18	Encouraging scientific research and linking it with financial incentives and exceptional allowances	14	Difficulty of initiative when opportunities exist for some members to centralize decision in this direction
19	The existence of committees to inventory scientific publications and circulate all new	15	Instability of the involvement of young Saudi lecturers and faculty members and their exit after a short period in the department towards scholarship
20	The involvement of young foreign faculty members in general with research themes that enable them to advance in the academic ladder at the disciplinary level in their home universities		

21	Poor scientific interaction between faculty members		
22	The university does not provide many scientific missions, scholarships and grants for master's and doctoral holders abroad		
23	There are no postgraduate studies in interior design		

The external environment

No.	Opportunities	Importance	No.	Threats	Importance
1	Existence of research projects at the local, regional and international levels	high	1	The need for substantial support for the budget of scientific and technological research	high
2	The possibility of offering distinct programs and courses paid as required by the labor market.	high			
3	The existence of a system of internal and external scholarships, scientific missions and joint supervision.	High	2	The reluctance of the civil and business sectors to support education and scientific research	low
4	Increase local, regional and international attention to the importance of quality assurance and continuous improvement of educational, educational and research systems.	High			

Results:

1. From the previous observation, it is clear that the strengths and weaknesses are equal while opportunities outweigh the threats of different relative values.
2. To begin with, it is imperative that the strategy of scientific research in the next stage be based on an expansionary development mechanism, preceded by the strategy of development and improvement in the field of scientific and technological research.

3-Analyzing the current situation in the field of community service

No.	Strength	No.	Weaknesses
1	An approved plan for community service and environmental development.	1	Limited activation of the marketing plan in the field of community service and environmental development
2	Signing cooperation protocols with various governmental and civil sectors.	2	Lack of partnerships between the college and external community
3	The presence of a number of faculty members with a high degree of excellence in the field of scientific consulting.	3	Lack of a clear mechanism for monitoring graduates to facilitate their involvement in community life
4	Support and encouragement to participate in community events	4	The absence of a specific mechanism for the college to conduct a referendum for the level of graduates in their fields of work
5	The high turnout of students to attend and participate in community events	5	Reduced student participation in interior design of government or private projects
6	Efficiency of students when participating in events organized	6	The dates of some community activities are consistent with the dates of the lectures or tests of the students

Second: Analysis of the external environment

No.	Opportunities	No.	Threats
1	The region's ambitious infrastructure and plans for community service and environmental development.	1	Limited relations between the department and the governmental and private community.
2	The scarcity of specializations in the department and its importance in the field of community service and environmental development.	2	The improvement plans are linked to the University's financial resources
3	The presence of features of social cohesion by virtue of the specificity of the oriental culture which creates opportunities for effective community partnership	3	Loss of a clear mechanism to guide graduates to help them enter the labor market
4	The economic and social movement is developing rapidly and creating a favorable climate for the integration of working women	4	Ignorance of external bodies and the labor market with the competencies of female students in the specialty
5	There are possibilities available to	5	Lack of active involvement in the

	facilitate the delimitation of students and graduates in professional bodies		economic cycle for reasons beyond the control of graduates
6	The use of electronic systems and modern means as a mechanism to develop communication between the college and the professional environment and community.	6	Lack of awareness among community parties about the ability of graduates to benefit.

Results:

1. Presence from previous monitoring shows equal strengths and weaknesses while opportunities outweigh threats.
2. It is imperative that the strategy of community service and environmental development in the next stage be based on the mechanism of development and improvement in this regard.

Final strategic goals of the department

The strategic plan of the Interior Design Department is characterized by a set of goals covering the areas of academic quality as follows:

ID	Department strategic goals	Corresponding College strategic goal	Corresponding University strategic goal
1	Develop teaching and learning mechanisms. تطوير آليات التعليم والتعلم.	**4**	**7**
2	Support scientific research to contribute to the development of the economic and social system. دعم البحث العلمي بما يساهم فى تطوير المنظومة الإقتصادية والمجتمعية.	**7**	**10**
3	Promote community service and environmental development. تعزيز الخدمة المجتمعية والتنمية البيئية.	**9**	**13**
4	Develop human resources in order to achieve the objectives of the university تنمية الموارد البشرية وتطويرها بما يحقق أهداف الجامعة	**5**	**3**
5	Strengthen the infrastructure to support the educational and research process تعزيز البنية التحتية لدعم العملية التعليمية والبحثية	**2**	**1**
6	Achieve excellence and leadership through academic accreditation تحقيق التميز والريادة عن طريق الاعتماد الاكاديمي.	**6**	**9**

consistency of department strategic goals with faculty and university

Faculty of Design and Architecture - Strategic Goals	Jazan University- Strategic Goals							
	Strategic Goal 1: Complete campus infrastructure (new campus, upgrades on remote campuses)	Strategic Goal 2: Decentralization of decision-making to enhance the responsiveness and speed and to create a culture of accountability (especially in the area of financial management)	Strategic Goal 3: Develop formal job description and informal performance expectations of all university officials and staff	Strategic Goal 4: Build a shared university culture through transparency and communication within the university's hierarchy and across campuses, schools, and academic disciplines	Strategic Goal 5: Continue the adoption of innovative IT infrastructure, especially in the area of e-management, digital libraries and e-learning	Strategic Goal 6: Demand increased preparation from incoming students and increased performance from existing students	Strategic Goal 7: Require the use of world class methods and technologies in teaching and learning	Strategic Goal 8: Establish a center for teaching and learning focused on student retention and success, as well as faculty professional development
Strategic Goal 1: Build a shared college culture through transparency and communication within the college's hierarchy and across program and academic disciplines.								
Strategic Goal 2:Continue the adoption of innovative it infrastructure, especially in the area of E-management, digital libraries and E-learning.	Department strategic goal 5 : Strengthen the infrastructure to support the educational and research process							
Strategic Goal 3:Demand increased preparation from Incoming Students and Increased Performance from existing students.								
Strategic Goal 4:Require the use of world class methods and technologies in teaching and learning							Department strategic goal 1 : Develop teaching and learning mechanisms.	
Strategic Goal 5:Establish a center for teaching and learning focused on student retention and success, as well as faculty professional development			Department strategic goal 4 : Develop human resources in order to achieve the objectives of the university					

consistency of department strategic goals with faculty and university

Faculty of Design and Architecture - Strategic Goals	Jazan University- Strategic Goals						
	Strategic Goal 9: Foster a culture of independent thinking, innovation, and entrepreneurship among students and faculty	**Strategic Goal 10:** Encourage international studies, international partnerships, and international research agendas	**Strategic Goal 11:** Develop a comprehensive system to recruit, evaluate, and reward faculty	**Strategic Goal 12:** Invest in an analytical capability to understand and assess the region's needs on a continuing basis	**Strategic Goal 13:** Establish academic units (departments or technical schools) in key fields of importance to the region and the Kingdom such as agriculture, fisheries, tourism management, etc.	**Strategic Goal 14:** Engage industry and potential employers in curriculum development	**Strategic Goal 15:** Invest heavily in academic and research units of regional or national importance, such as engineering, medical sciences, tropical medicine, and environmental studies
Strategic Goal 6:Foster a culture of independent thinking, innovation and entrepreneurship among students and faculty	**Department strategic goal 6: Achieve excellence and leadership through academic accreditation**						
Strategic Goal 7:Encourage International Studies, International Partnerships, and International Research Agendas		**Department strategic goal 2: Support scientific research to contribute to the development of the economic and social system.**					
Strategic Goal 8:Support a comprehensive system to recruit, evaluate, and reward faculty							
Strategic Goal 9:Establish academic units (departments or technical schools) in key fields of importance to the region and the Kingdom such as agriculture, fisheries, tourism management, etc.					**Department strategic goal 3 : Promote community service and environmental development.**		
Strategic Goal 10:Engage industry and potential employers in curriculum development							

Long-term ambitions

The Interior Design Department aspires to reach many goals and objectives in the long run:

1- Owning an infrastructure of equipment and devices that enable enrichment of the educational, educational and research process in the department.
2- The work of the department should be in accordance with transparent regulations and objective standards at all levels.
3- Local, regional and international competition for leadership in various fields of competence.
4- Innovating non-traditional methodological innovations stemming from the needs of society and its comprehensive and sustainable development plans.

The ingredients of the success of the strategic plan

1- The existence of an effective management believes in the quality of thought and continuous improvement and working on it in order to excellence and accreditation.
2- Finding various sources for the development of self-resources.
3- Dissemination of a culture of quality and increase awareness of its importance among the faculty and administrative staff in the department.
4- The existence of a mechanism to ensure the implementation, follow-up and update of the strategic plan.
5- Development of moral and social values related to teamwork and increase job satisfaction for all members of the department.
6- Develop a quality manual including plans, organizational structure, policies, procedures and rules for implementation.
7- Confidence - loyalty - belonging, three elements are working to establish and strengthen the concepts of all employees in the department.

IMPLEMENTATION PLAN

Mechanisms to ensure implementation, follow-up and update of the strategic plan

1- The existence of an effective internal quality assurance unit in the department to follow up the implementation of the strategic plan.
2- Submit a monthly report to the Head of the Department to guide and follow up the various activities of the plan.
3- Informing the senior leadership of the college on the results of the evaluation of completion rates and obstacles that may face the implementation of plans.
4- Direct the completion reports of the activities of the performance evaluation and quality assurance unit in the faculty for evaluation and benefit.
5- The meeting of the Strategic Plan Committee monthly to discuss changes that may arise in the internal and external environments and the consequent possible amendment to the plan.
6- Submit an annual report from the Performance Evaluation and Quality Assurance Unit on the progress of the plan and the implementation of its objectives, constraints, developments and proposals for modernization, if any.

Department Policies (teaching and learning, scientific research and community service)

Department's plan to review and update teaching and learning policies

1. Analyze the questionnaires of faculty members and students, which measure the quality of courses and programs at the end of each semester and infer the required improvements.
2. Study the reports of courses and programs by the end of the academic year and infer the required improvements.
3. Studying the reports of residents from abroad for programs and courses at the end of the year.
4. Studying the teaching and learning plan and the improvement plan for the previous year, and extracting what was not included in the new plan.

5. Drafting the annual improvement plan in the education policies to be presented to the Agency for Education Affairs, faculty members and students in the faculty for presentation and submission to the faculty council for discussion and accreditation.

Department's plan to review and update scientific research policies

1- Analyze faculty questionnaires that measure the quality of the research process by the end of each academic year and infer the required improvements.
2- Study research reports and scientific activities by the end of the academic year and deduce the required improvements.
3- The study of the reports of residents from outside the department of the research plan and scientific activities at the end of the academic year and the conclusion of the required improvements.
4- Study the research plan and scientific activities in the department and the improvement plan for the previous year, unless it is included in the new plan.
5- Drafting the annual improvement plan in the scientific research policies to be presented to the department council for discussion and submission to the college council for discussion and accreditation.

Section plan to review and update community service policies

1- Analyze community-based questionnaires to infer the required improvements.
2- Study the community service and environment development plan and the improvement plan for the previous year, and extract what was not included in the new plan.
3- Formulate the annual improvement plan in the community service policies to be presented to the department council for discussion and submission to the college council for discussion and accreditation.

Strategic goals ↓ Action steps ↓ Initiatives	**Strategic goal 1:** **Develop teaching and learning mechanisms.**									
Action step 1: Continuous development of educational process.										
Initiatives	1.1 .1 Forming a committee to review the study program in the department.									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	May 2017	May 2019	Head	review the program specification and curriculum	Qualified consultants	As Applicable	Low/ High	Students overall rating on the quality of their courses	Office circulars, Minutes of meeting.	E-mails, phone.
	1.1.2 Develop a mechanism to update the curricula based on the reports of the Committee and extrapolate the views of students and beneficiaries and variables and developments and the needs of the labor market.									
	Start	End	RESP.	Methods used	Resources required	Costs\ budgets	Risks \ priority	performance indicator	Required documents	Communication
	Jan. 2019	Apr. 2019	Head and CPU	update the curriculum	Qualified consultants	As Applicable	Low/ High	Stakeholder overall rating on curriculum	Office circulars, Minutes of meeting.	E-mails, phone.
Initiatives	1.1.3 Develop a mechanism to evaluate learning outcomes.									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Dec. 2017	Jan. 2019	Head and QQ	Make an evaluation plan	Qualified consultants	As Applicable	Low/ High	Direct method (Table of test) and indirect method Learning Outcomes Survey.	Office circulars, Minutes of meeting.	E-mails, phone.

Action step 2 : Improve the performance of faculty members.										
Initiatives	1.2.1 Provide teaching workshops and training programs to update with the latest methodologies and technology in teaching and learning.									
	Start	End	RESP.	Methods used	Resources required	Costs\ budgets	Risks \ priority	performance indicator	Required documents	Communication
	Oct. 2017	Mar. 2019	Head and QQ	-Conduct examination and evaluation workshops -Encourage faculty members to update their knowledge in their field of teaching. So that they deliver the students with latest/recent knowledge	staff trainers	As Applicable	Low/ High	No of workshop and training programs in teaching and learning conducted annually.	Office circulars, Minutes of meeting.	E-mails, phone.

Action step 3 : Improve the learning environment and resources										
Initiatives	1.3.1 Provide instructional support									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Sep. 2017	Oct. 2019	Faculty members	Provide time for academic consultations To all Students.	Qualified consultants	As Applicable	Low/ Medium	Office hours for each member per week	Office circulars, Minutes of meeting.	E-mails, phone.

	1.3.2 Encourage field visits to support practical courses									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Oct. 2018	Apr. 2019	Head	Facilitate field visits	Qualified consultants	As Applicable	Low/ Medium	Number of students in field visits	Office circulars, Minutes of meeting.	E-mails, phone.
	1.3.3 Provide induction sessions for the newly admitted students.									
	Start	End	RESP.	Methods used	Resources required	Costs\ budgets	Risks \ priority	performance indicator	Required documents	Communication
	Sep. 2018	Sep. 2019	Advising unit	The students admitted in the program should be introduced to the functioning of the program. -Faculty should have proper training for induction programs	Qualified staff	As Applicable	Low/ Medium	Percentage of students who successfully complete first year	Office circulars, Minutes of meeting.	E-mails, phone.

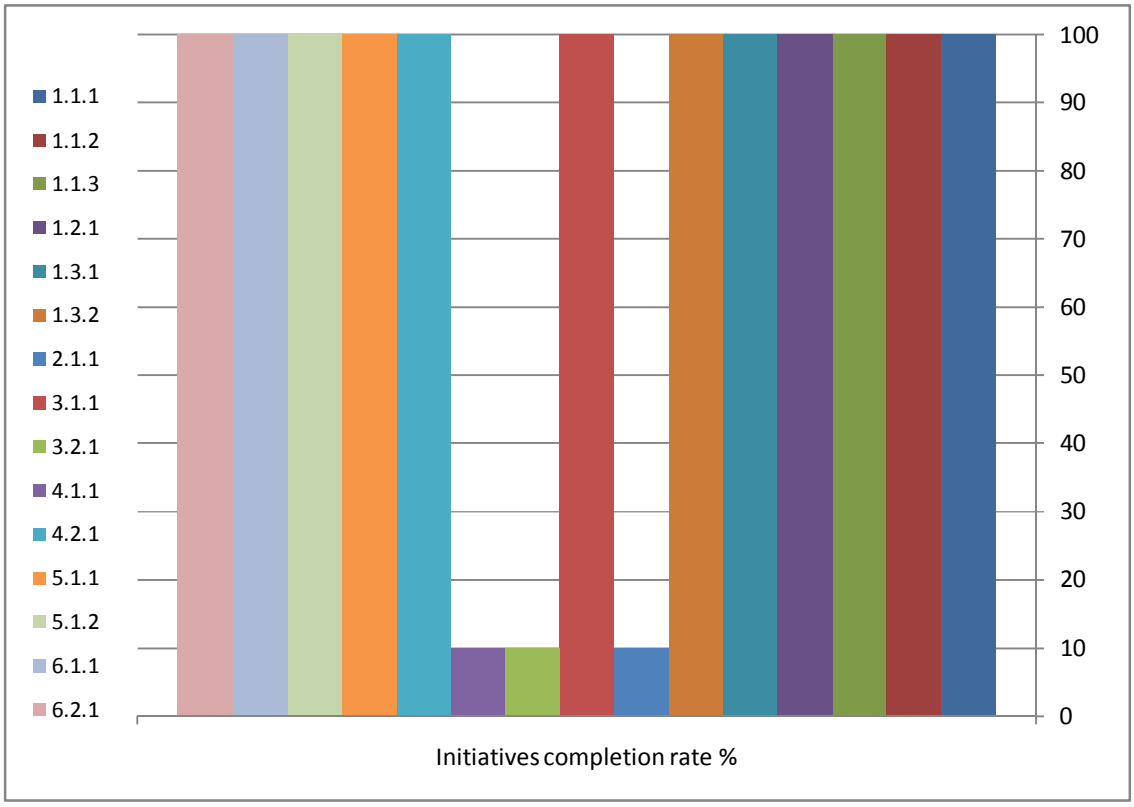
Strategic goals ↓ Action steps ↓ Initiatives	**Strategic goal 2:** **Support scientific research to contribute to the development of the economic and social system.**									
Action step 1: Mechanism for increase the efficiency of the research process										
Initiatives	2.1.1 Mechanisms to encourage faculty members to increase their research competencies.									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	May 2018	Dec. 2020	Head RC	- Start collaboration with international research institutes/universities for scientific research -Encourage faculty members to attend scientific conferences and publish research	Research initiatives	As Applicable	Low/ High	Percentage of publications of faculty members	Office circulars, Minutes of meeting.	E-mails, phone.

Strategic goals ↓ Action steps ↓ Initiatives	**Strategic goal 3:** **Promote community service and environmental development.**									
Action step 1: Activating the role of the department in community service and environmental development										
Initiatives	3.1.1 Develop a mechanism to create a spirit of competition among faculty members to activate their role in community service									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Sep. 2018	Sep. 2019	Dean and head	Encourage the members to participate in community activities	Qualified consultants	As Applicable	Low/ High	Number of community participation	Office circulars, Minutes of meeting.	E-mails, phone.
Action step 2: promote relations between the department and the governmental and private community.										
Initiatives	3.2.1 Establish agreements between the department and the governmental and private community.									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Sep. 2018	Dec. 2020	Dean and CSC	Make external agreements for community participation	Qualified consultants	As Applicable	Low/ High	Number of community participation	Office circulars, Minutes of meeting.	E-mails, phone.

Strategic goals ↓ Action steps ↓ Initiatives	**Strategic goal 4:** **Develop human resources in order to achieve the objectives of the university**									
Action step 1: Support a comprehensive system to recruit, evaluate, and reward faculty										
Initiatives	4.1.1 Support a comprehensive system to recruit, evaluate, and reward faculty									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	May 2018	Dec. 2020	Dean And Head	- Increase the number of faculty members - Provide rewards to members according to stated Determinants	Qualified consultants	As Applicable	Low/ High	Ratio of students to teaching staff	Office circulars, Minutes of meeting.	E-mails, phone.
Action step 2: Rehabilitation and development of human resources in the department										
Initiatives	4.2.1 Rehabilitation and development of administrative staff through continuous training mechanisms.									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Mar. 2018	May. 2019	administrative manager	Increase the number of workshops and training courses	Qualified manager	As Applicable	Low/ Medium	No of workshop and training courses	Office circulars, Minutes of meeting.	E-mails, phone.

Strategic goals ↓ Action steps ↓ Initiatives	**Strategic goal 5:** **Strengthen the infrastructure to support the educational and research process**									
Action step 1: upgrade and improve of classrooms and facilities										
Initiatives	5.1.1 Provide laboratories with the latest programs									
	Start	End	RESP.	Methods used	Resources required	Costs\ budgets	Risks \ priority	performance indicator	Required documents	Communication
	Sep. 2017	Sep. 2018	Dean and Head	Provide laboratories with the latest programs	Specialized technicians	As Applicable	Low/ low	Student's satisfaction with the offered services	Office circulars, Minutes of meeting.	E-mails, phone.
	5.1.2 Assignment classrooms for graduates									
	Start	End	RESP.	Methods used	Resources required	Costs\ budgets	Risks \ priority	performance indicator	Required documents	Communication
	Sep. 2018	Sep. 2019	Dean and Head	Provide classrooms for graduates	classrooms	As Applicable	Low/ Medium	Student's satisfaction with the offered services	Office circulars, Minutes of meeting.	E-mails, phone.

Strategic goals ↓ Action steps ↓ Initiatives	**Strategic goal 6:** **Achieve excellence and leadership through academic accreditation**									
Action step 1: Supporting the quality and accreditation mechanisms of the department's programs.										
Initiatives	6.1.1 Follow-up and continuous evaluation of activities and faculty members for academic excellence in accordance with international standards.									
	Start	End	RESP.	Methods used\ techniques	Resources required	Costs\ budgets	Risk\ priority	performance indicators	Required documents	communication
	Sep. 2018	Oct. 2019	Vice dean and Head	apply the evaluation plan for activities and staff each semester	Qualified consultants	As Applicable	Low/ High	self-evaluation scales for program	Office circulars, Minutes of meeting.	E-mails, phone.
	6.2.1 The work of the comprehensive annual report in accordance with academic standards that meet the requirements for academic accreditation									
	Start	End	RESP.	Methods used	Resources required	Costs\ budgets	Risks \ priority	performance indicator	Required documents	Communication
	Sep. 2018	Oct. 2019	Vice dean and Head QQ	met the requirements for academic accreditation	Qualified consultants	As Applicable	Low/ High	program self-study report	Office circulars, Minutes of meeting.	E-mails, phone.



number of initiatives	15
number of initiatives not completed	3
Ratio of initiatives not completed	20 %
Initiatives completion rate % (Oct.2019)	80 %

initiatives not completed (under progress)

2.1.1 Mechanisms to encourage faculty members to increase their research competencies.	Strategic goal 2
3.2.1 Establish agreements between the department and the governmental and private community.	Strategic goal 3
4.1.1 Support a comprehensive system to recruit, evaluate, and reward faculty	Strategic goal 4