



Kingdom of Saudi Arabia  
Jazan University  
College of Science  
Department of Biology

# Strategic Plan for Biology Department



2020 -2025

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## **Introduction**

The decision to establish and activate the Biology Department was in response to the university's breakthrough toward scientific leadership and progress, and to keep pace with the national needs of specialized and trained scientific cadres in the various fields of biology.

The department was established in 1426 AH, and the program began as of the academic year 1430/1429 AH corresponding to 2008 AD. The department includes professors in various branches of biology. There is a suitable scientific, educational, and social environment for the development and expansion of the student's capabilities and intellectual and practical abilities, to become a strong building block for the nation's building and progress. The department's goal is to graduate distinct batches of conscious youth capable of creativity with a solid background in various biology fields.

The Department of Biology is one of the largest departments in the College of Science, and its teaching services extend to a large segment of the university's students in a number of programs outside the College of Science, such as the colleges of the health and engineering sectors. The department uses modern technologies in teaching based on e-learning and the use of modern applications, such as the Blackboard program, to activate continuous communication with students and provide scientific and instructional support. Efforts from everyone are also concerted to facilitate and develop the educational and research process that supports the department's aspirations in its quest for program accreditation.

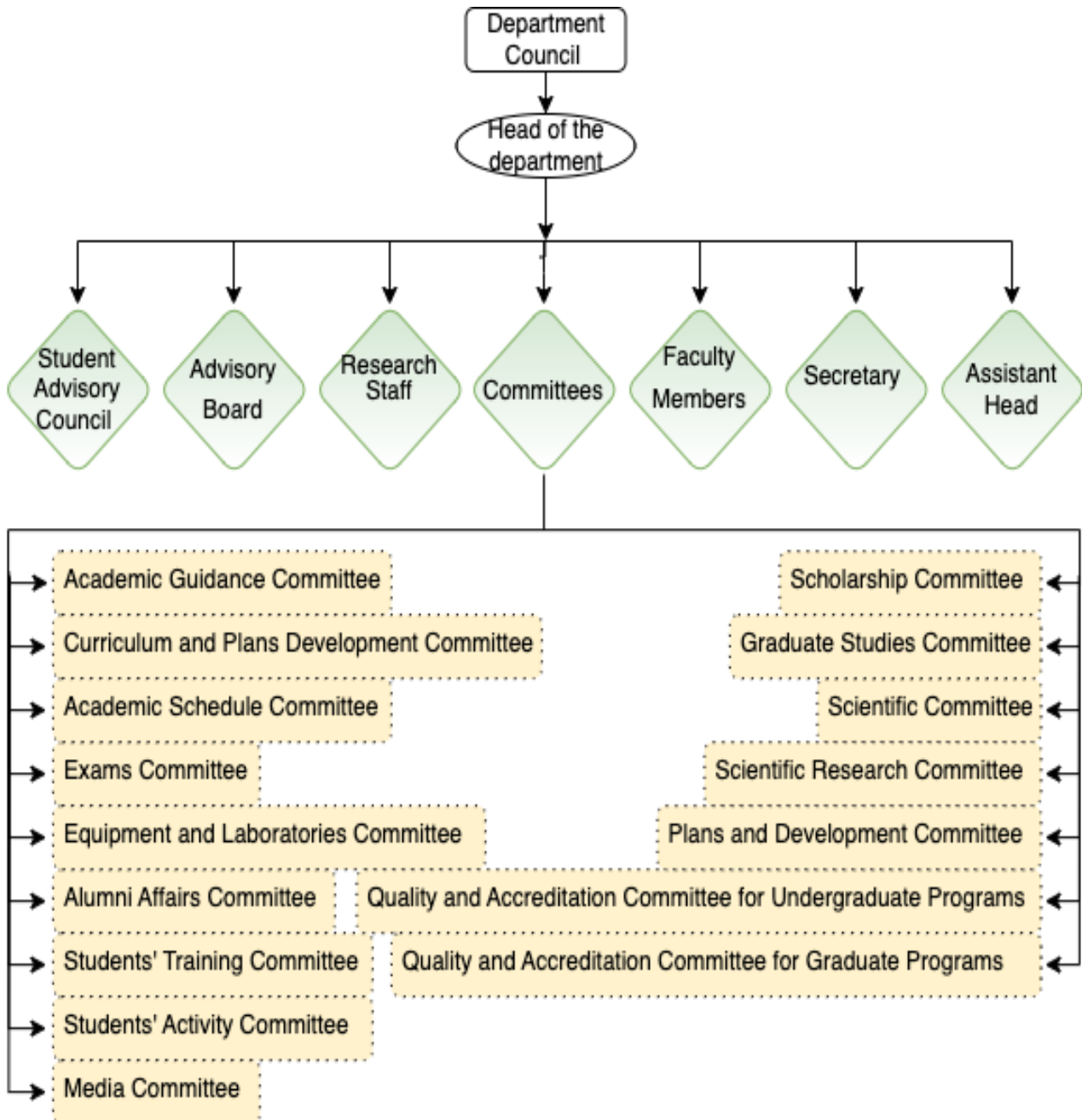
The Department of Biology at the College of Science, Jazan University, was keen to develop its strategic plan based on the strategic plan (2020-2025) of the college to meet the requirements of the local environment in the Jazan region and the requirements of the labor market. The department's strategic plan has been prepared in a manner consistent with the college's strategic plan, which in turn is consistent with the university's strategic plan (2020-2025) and in light of the strategic objectives of the vision of the Kingdom of Saudi Arabia (2030) and in line with the strategic plan of

the Ministry of Education and the requirements of the National Center for Academic Accreditation and Assessment and the University System.

The following steps were adopted to prepare the strategic plan:

1. Study the results of the four-way analysis of the status of the current section.
2. Updating the department's vision, mission, and objectives according to the college's modern plan.
3. Determining the most important strengths and weaknesses and identifying the opportunities and obstacles facing the department at the present time.
4. Defining and formulating program objectives, considering their consistency with the objectives of the college and university.
5. Identifying and formulating initiatives that can be implemented, identifying the members responsible for following up on the implementation, and determining the extent to which various resources can be provided for their implementation.
6. Make a timetable for preparing and approving the strategic plan.
7. Presenting the final image of the strategic plan to all the beneficiaries in the department to express their opinion and make recommendations and then approve the accreditation.

# Organizational Structure of Biology Department



### **Strategic plan development methodology:**

Proceeding from the Kingdom's vision 2030, the plan of the Ministry of Education, the university system, the results achieved from the strategic plan of the College of Science 2015-2020, and in anticipation of the reality of university education in the Jazan region, the Biology Department was keen to prepare its strategic plan 2020-2025, which keeps pace with the changes in higher education and the labor market's need for manpower in current and future stage. Therefore, the department planned to review the department's vision, mission, and values, where a questionnaire was made at the department level to find out an accurate definition of these three main points, and the balanced scorecard methodology was followed as an effective system and a unified framework for strategic planning and performance management in line with the college's strategic plan (2020-2025).

The Biology Department's strategic plan is based on four strategic directions from four perspectives that include ten strategic objectives that are measured through performance indicators. The strategic direction of the department has been determined in line with the direction of the college in their strategic plans, which are as follows:



# Vision, Mission, and Values

## **University**

**Vision :** a regionally distinguished university with its educational outputs, innovative research, and community services.

**Mission:** We teach, research and innovate to contribute to building a vibrant society

**Values:** citizenship, affiliation , Responsibility , excellence, capacity building, and teamwork



## **College**

**Vision :** Achieving regional leadership in education, scientific research and community service

**Mission :** We offer distinguished academic programs and innovative scientific research to meet the requirements of development and community service

**Values:** Citizenship, Belonging , Responsibility , excellence, capacity building, and teamwork



## **Biology Departement**

**Vision :** Excellence, leadership, and innovation in education, scientific research and community service in biological sciences locally and regionally.

**Mission :** Providing distinguished academic programs to qualify students, and innovative scientific research to contribute in the requirements of development and community service

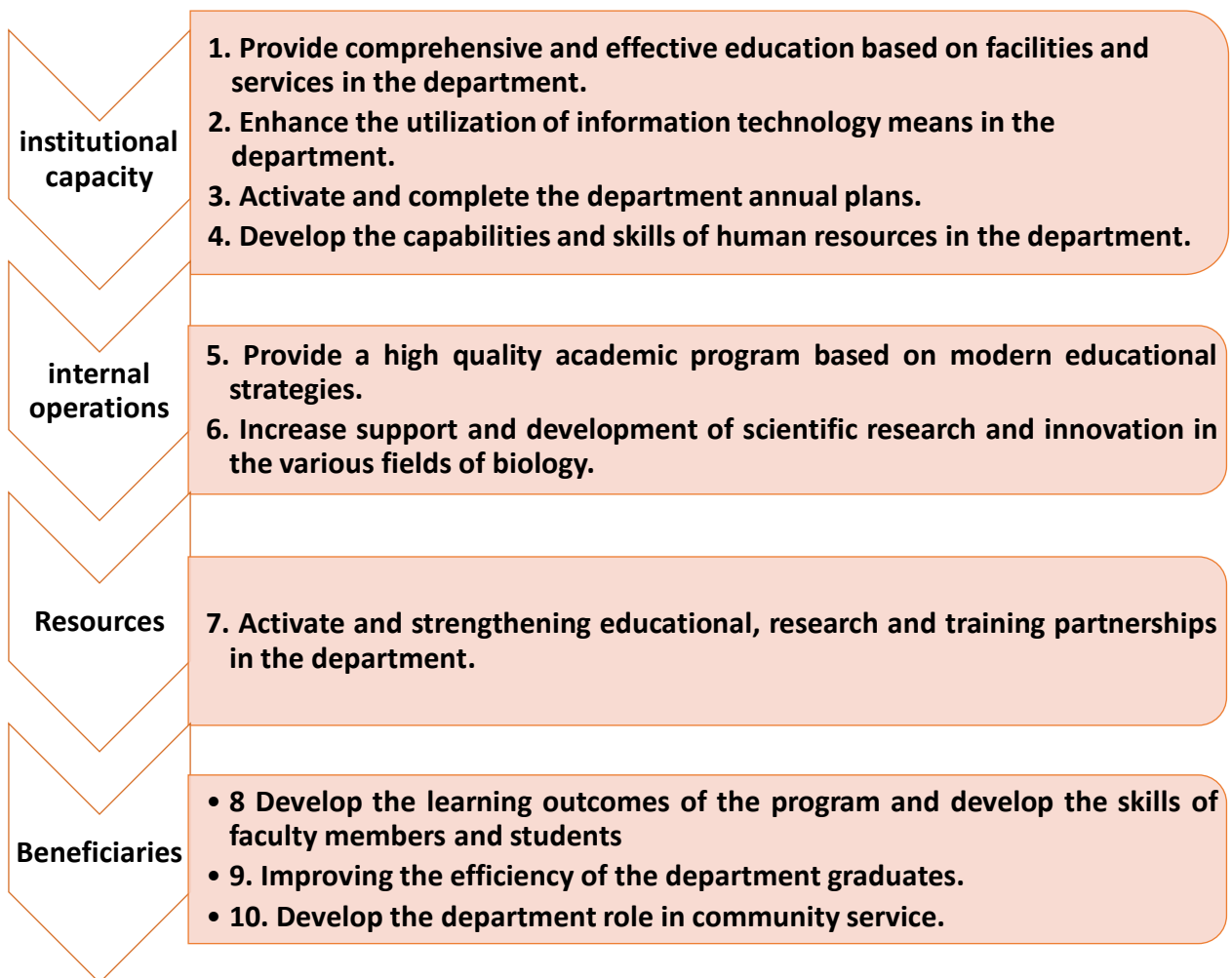
**Values:** Citizenship, Affiliation , Responsibility , excellence, capacity building, and teamwork

**The department's strategic goals:**

1. Providing comprehensive and effective education based on facilities and services in the department.
2. Enhancing the utilization of information technology in the department.
3. Activate and complete the department's annual plans.
4. Developing the capabilities and skills of human resources in the department.
5. Providing a high-quality academic program based on modern educational strategies.
6. Increasing the support and development of scientific research and innovation in the various fields of biology.
7. Activating and strengthening the educational, research, and training partnerships in the department.
8. Developing the program learning outcomes and developing the skills of faculty members and students
9. Improving the efficiency of the department's graduates.
10. Developing the department's role in community service.



## The basic perspectives of the strategic plan



### Balanced score cards for Biology department

<b>Vision</b>	Excellence, leadership, and innovation in education, scientific research, and community service in biological sciences locally and regionally.			
<b>Mission</b>	Providing distinguished academic programs to qualify students, and innovative scientific research to contribute to the requirements of development and community service			
<b>Strategic directions</b>	Quality of teaching and learning	Research and innovation efficiency	The effectiveness of community participation	Entrepreneurship Development
<b>Strategic results</b>	A competent graduate and a competitor in the labor market	A supportive and stimulating environment that enhances the efficiency of research and scientific publishing	Effective community partnerships	Diversify sources of income to achieve financial sustainability

The Perspective	strategic goal	Initiatives	Performance indicators
<b>Beneficiaries</b>		18	19
<b>Resources</b>		2	3
<b>internal operations</b>		21	18
<b>institutional capacity</b>		11	11

<b>Value</b>	Citizenship – affiliation - the responsibility – Excellence - building abilities - Teamwork
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## Strategic Goal Cards

The strategic plan of the Biology Department includes ten main strategic goals to achieve the desired vision and mission, with performance indicators, as the department seeks to achieve these goals by 2025. In order to present the goal, the goal card was formulated and described with alignment of each of the department's goals with the goals of the college and university, along with performance indicators and initiatives that help achieve each goal. The goal card is formatted as follows:

<b>Perspective 1</b>	<b>institutional capacity</b>	
<b>Target: 1</b>	<b>Provide comprehensive and effective education based on facilities and services in the department.</b>	
<b>target card</b>	<b>SCI 01 / BP 01</b>	
<b>the description</b>	<b>Developing the academic program, improving teaching, and learning methods and services provided within the educational environment and making optimal use of the department's facilities and services to be compatible with quality standards</b>	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Providing comprehensive and effective education based on facilities and services in the department.	Provide comprehensive and optimal education based on the Faculty's facilities and services	Infrastructure development

<b>KPIs</b>	<b>The initiative</b>
1 . The percentage of occupation of classrooms	1 . Classrooms and laboratories management plan
2 . The ratio of students to the number of laboratories	
3 . Percentage of department staff's satisfaction with faculty and administrative staff about services and facilities	2 . Support Services Improvement Plan Initiative 3 . Measuring beneficiary satisfaction with support services

<b>Perspective: 1</b>	<b>Institutional capacity</b>			
<b>Target 2:</b>	<b>Enhance the utilization of Information technology means in the department</b>			
<b>target card</b>	<b>SCI 02/ BP 02</b>			
<b>the description</b>	<b>Seeks This Target for the benefit from technology and development, addition to Guarantee its effectiveness and quality what serve the operation educational management and program development</b>			
<b>Strategic alignment</b>				
<b>Department goals</b>		<b>College goals</b>		<b>University goals</b>
Enhance the utilization of Information technology means in the department		Improving the Faculty's information technology structure.		Developing an IT infrastructure

<b>KPIs</b>	<b>The initiative</b>
1 . Percentage of curricula and programs for which an electronic version of their content has been created	1 . Providing courses and curricula on the Blackboard platform and its comprehensive activation
2 . The conversion rate for electronic transactions	2 . Develop qualitative training courses for the optimal use of electronic platforms
3 . Percentage of beneficiaries' satisfaction with information technology	

<b>Perspective: 1</b>	<b>Institutional capacity</b>	
<b>Target: 3</b>	<b>Activate and completion the department annual plans</b>	
<b>target card</b>	<b>SCI 03/ BP 03</b>	
<b>the description</b>	<b>This goal seeks to reach the department to follow up and achieve its achievements in its strategic plan.</b>	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Activate and completion the department annual plans	Verifying the completion of the college's annual plans and its governance	Developing university governance

<b>KPIs</b>	<b>The initiative</b>
1 . Percentage of the department's strategic plan goals indicators verified	1 . Follow up on the implementation of the strategic plan

<b>Perspective: 1</b>	<b>Institutional capacity</b>	
<b>Target: 4</b>	<b>Develop the capabilities and skills of human resources in the department</b>	
<b>target card</b>	<b>SCI 04/ CP 04</b>	
<b>the description</b>	<b>This goal is concerned with raising the level of academic performance of faculty members and developing the administrative staff in the department.</b>	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Developing the capabilities and skills of human resources in the department	Improving the Faculty's capabilities of human resources	Improving human capabilities

<b>KPIs</b>	<b>The initiative</b>
1 . Average number of professional development hours completed by faculty members	1 . Implementation and holding of workshops in the department. 2 . Motivating members to attend courses and workshops according to a prior plan for training needs
2 . Percentage of faculty members' satisfaction with professional development	3 . The opinion of the teaching staff about the extent of satisfaction with the training programs provided
3 . Average number of training hours for administrative staff	4 . Motivating the administrative staff to attend courses and workshops according to a pre-planned training need
4 . Percentage of employee satisfaction with professional development	5 . The opinion of the administrative staff about the extent of satisfaction with the training programs provided

<b>Perspective: 2</b>	<b>Internal operations</b>	
<b>Target: 5</b>	<b>Provide a high-quality academic program based on modern educational strategies.</b>	
<b>target card</b>	<b>SCI 05/ BP 05</b>	
<b>description</b>	The objective is concerned with developing the academic program by improving teaching and learning methods, and keeping pace with modern methods based on the use of strategies to develop and develop complex skills of the student, such as thinking, understanding, discussion, analysis and conclusion, and working on developing traditional assessment methods in line with modern skills.	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Providing a high-quality academic program based on modern educational strategies.	Providing high-quality academic programs and provide a comprehensive and optimal education based on modern educational strategies.	Improving the academic program

<b>KPIs</b>	<b>The initiative</b>
1 . Number of local and international accreditations for the program	1 . Develop the program to obtain program accreditation locally and international
2 . Percentage of outstanding students with a score of 4.5 in relation to the total number of students	2 . Developing the educational means in the program to attract first-year students and complete their studies in the program
3 . The percentage of graduation within the specified period	
4 . Percentage of students who get 60% in each learning output PLO	
5 . The dropout rate of students after the first year	
6 . First-year student retention rate	
7 . The percentage of students dropping out of academic programs	
8 . Student to Faculty Ratio	4 . Adjusting the ratio between students and faculty members to reach the3 ideal target ratios for the program
9 . Percentage of graduates who are employed	5 . Providing courses for graduates and activating the direct communication mechanism after graduation 6 . Develop plans and curricula for the program to raise the level of learning outcomes
1 0 . Percentage of passing standardized tests	7 . Preparing courses and workshops to prepare students for standardized tests

<b>Perspective: 2</b>	<b>Internal operations</b>	
<b>Target: 6</b>	<b>Increase support and development of scientific research and innovation in the various fields of biology</b>	
<b>target card</b>	<b>SCI 06/ BP 06</b>	
<b>description</b>	This goal seeks to further develop scientific research and innovation through research partnerships, spread a culture of innovation, and support and develop creative ideas.	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Increasing support and development of scientific research and innovation in the various fields of biology	Encouraging and engaging faculty and students in innovative and interdisciplinary research	Increase support for scientific research and innovation

<b>KPIs</b>	<b>The initiative</b>
1 . Percentage of academic publication in the department	1 . Infrastructure development for research laboratories in the program
2 . Rate of citations in refereed journals per faculty member	2 . Activating research cooperation between program members in various headquarters (headquarters and branches)
3 . Number of papers published in ISI	
4 . Number of papers classified in Scopus	
5 . Number of research partnerships	3 . Increasing the percentage of research partnerships and financial support
6 . Number of innovations and entrepreneurship	4 . Support innovation, patent registration and intellectual property rights



<b>Perspective: 3</b>	<b>Resources</b>
<b>Target: 7</b>	<b>Activate and strengthening the educational, research and training partnerships in the department .</b>
<b>target card</b>	<b>SCI 07/ BP 07</b>
<b>description</b>	<b>This objective focuses on strengthening partnerships and cooperation with entities related to providing educational services and contributing to the recruitment and training of students</b>

**strategic alignment**

<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Activating and strengthening the educational research and training partnerships in the .department	Creating and strengthening cooperation and partnerships and directing students to take advantage from relevant authorities of training opportunities	Strengthening investment partnerships

<b>KPIs</b>	<b>The initiative</b>
1 . Number of Programs and research agreements and partnerships implemented section in department	1 . Pursuit educational and training partnership agreements
2 . Number of members and students who received sponsorship from the relevant authorities	2 . Establishing partnerships with corresponding programs and distinguished research centers
	3 . Activating partnerships in scientific research and providing scientific advice to the public and private sectors

<b>Perspective: 4</b>	<b>Beneficiaries</b>	
<b>Target: 8</b>	<b>Develop and harmonize the learning outcomes of the program and develop the skills of faculty members and students</b>	
<b>target card</b>	<b>SCI 08/ BP 08</b>	
<b>description</b>	<b>This goal seeks to improve educational processes and develop the professional and technical skills of faculty members and students to suit the requirements of the labor market.</b>	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Develop and harmonize the learning outcomes of the program and develop the skills of faculty members and students	Improving and developing the learning outcomes of the programs and the development of students' skills to suit the requirements of the labor market	Improving students experience

<b>KPIs_</b>	<b>The initiative</b>
1 . Students' evaluation of the quality of learning in courses	1 . Optimal activation of the modern teaching aids in the program and making them
2 . Evaluation of the training authorities for the efficiency of the students of the department	
3 . Employers' evaluation of the department 's graduates	
4 . Student satisfaction with learning resources	
5 . Students' evaluation of the quality of education in the program	2 . Providing specialized and modern libraries in all areas of the program
6 . Student satisfaction with the services provided	3 . Increasing student representation in the various department committees 4 . Activating the participation of students in the periodic councils to manage the program
7 . Satisfaction of faculty members with the services provided	
8 . Number of courses and workshops offered to students	5 . Improving the quality of self-service provided to students and faculty members
9 . Number of courses and workshops offered to faculty members	6 . Improve and implement the plan of courses offered to students and faculty members
10 . Percentage of faculty members satisfaction with professional development	7 . Follow up on the implementation on the training program provided to the teaching staff

<b>Perspective: 4</b>	<b>Beneficiaries</b>	
<b>Target: 9</b>	<b>Improve the efficiency of the department graduates</b>	
<b>target card</b>	<b>SCI 09/ BP 09</b>	
<b>description</b>	This goal focuses on linking and aligning the department's outputs with the needs of the labor market by expanding the absorptive capacity of priority specializations, and developing programs to focus on future skills, labor market needs and industrial development requirements.	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Improving the efficiency of the department graduates	Improving the efficiency of college graduates	Improving the efficiency of university outputs

<b>KPIs</b>	<b>The initiative</b>
1 . Employers' evaluation of the efficiency of the department graduates	1 . Providing professional guidance, technical support, and experience to graduates before they join the labor market
2 . The number of local and international accreditations for the department's programs	2 . Seek to obtain academic accreditation for the program locally and internationally
3 . Standard and professional test results	3 . Preparing courses and workshops to qualify students
4 . Percentage of graduates with jobs.	4 . Providing courses to develop the skills of graduates 5 . Providing professional guidance, technical support, and experience to graduates before they join the labor market 6 . Seeking to offer vocational courses, summer, and practical training to students in the field of industry
5 . Enrollment of graduates in postgraduate programs	7 . Optimizing and improving the research structure of the laboratories program's research 8 . Striving to create postgraduate programs

<b>Perspective: 4</b>	<b>Beneficiaries</b>	
<b>Target: 10</b>	<b>Develop the department role in community service</b>	
<b>target card</b>	<b>SCI 10/ BP 10</b>	
<b>description</b>	<b>This goal seeks to provide community services that meet the needs of the community in the fields of biology</b>	
<b>strategic alignment</b>		
<b>Department goals</b>	<b>College goals</b>	<b>University goals</b>
Developing the department's role in community service	Providing services that meet the needs of society and improve the quality of life	Improving community service and quality of life

<b>KPIs</b>	<b>The initiative</b>
1 . Total number of volunteer hours carried out by students in the department.	1. Stimulating and activating the participation of students and members in community services.
2 . Beneficiaries' satisfaction with community services.	
3 . Number of community programs and initiatives.	2. Introducing the program and motivating pre-university education students for scientific excellence.
4 . The number of members participate in training courses outside the college	
5 . The number of pre-university students participating in the identification of the department	