



College Operational Plan 2025



Section 1: Basic Information

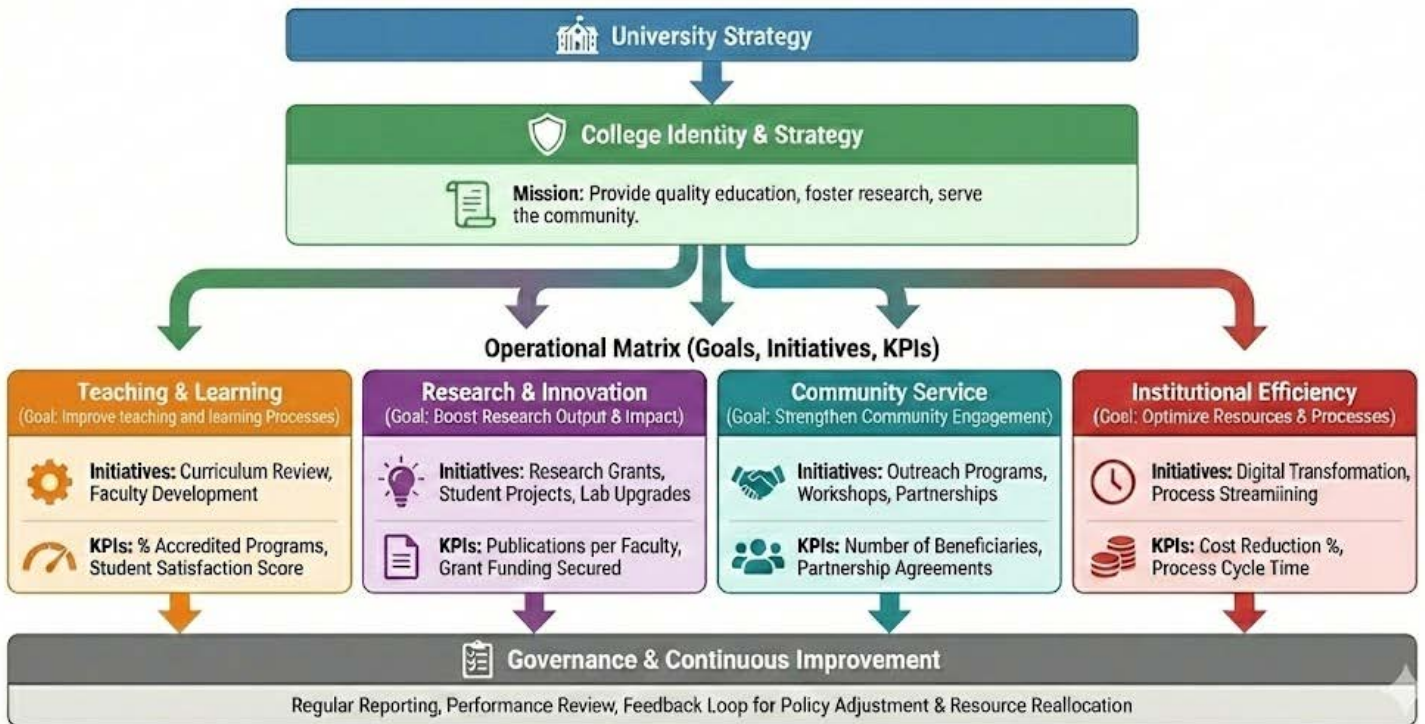
College Name:	College of Applied Industrial Technology
Academic Year(s):	2023 – 2024 - 2025
Responsible Vice-Dean / Committee:	
Approval Date	7 th of February, 2026

Section 2: College Operational Objectives

College Operational Objective	University Strategic Goals	College KPIs
1. Academic Excellence	05JU – Improve Academic Programs 07JU — Increase and Support Scientific Research and Innovation	<ul style="list-style-type: none"> Ratio of student to faculty* Retention rate in the 1st year student* Percentage of graduation in the specified program time* Ratio of faculty holding PhD* Percentage of academic programs accredited by ABET. Percentage of academic programs accredited by NCAAA The rate of publication for each faculty member* Rate of citations in peer-reviewed journals for each faculty member*
2. Adaptable Technical Programs		<ul style="list-style-type: none"> The ratio of elective courses to core courses offered in the college The ratio of the programs that have exit point to all programs The number of the students who have obtained professional certificates.
3. Student-Centered Focus	10JU – Improve Student Experience	<ul style="list-style-type: none"> Survey Experience Survey Program Evaluation Survey Academic Advising Survey
	11JU – Improve Graduate Outcomes	<ul style="list-style-type: none"> Percentage of achievement in Knowledge Percentage of achievement in Skills Percentage of achievement in Values
4. Strategic Partnership and Consultancy with Industry	12JU — Improve Community Engagement and Quality of Life	<ul style="list-style-type: none"> Number of partnership agreement
5. Social Responsibility		<ul style="list-style-type: none"> The number of volunteer activities that serve the community.
6. Relational Leadership	06JU — Develop Administrative Processes	<ul style="list-style-type: none"> The ratio of participants to faculty Faculty Satisfaction Survey Employer Satisfaction Survey
	08JU — Enhance Optimal Utilization of Resources	<ul style="list-style-type: none"> The ratio of employed graduates to the total graduates in the last 3 years. Alumni Satisfaction Survey

Section 3: Executive Summary: (Explain the Purpose and How the Action Plan has been designed)

Academic College Operation Plan: Strategy to Action





Section 4: College Operational Plan

University Goal-5: Improve Academic Program University Goal-7: Increase and Support Scientific Research and Innovation									
College Operational Objective	Initiatives	Timeframe		Owner / Support	KPI Code	Baseline (Start)	Current	Target (End)	Monitoring / Evidence / Deliverables
		Start	End						
Academic Excellence	Keep the ratios for Students and Faculty within the optimal rates	2025 Q1	2025 Q4	Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT01	18:1	30:1	18:1	Monitoring: Program review reports Evidence: Committee minutes Deliverable: Program review report
						60%	32%	60%	
						60%	8%	60%	
						75%	95%	75%	
	Increase the number of accredited Academic Programs					100%	100%	100%	
						100%	0%	100%	
						Attracting high quality academic manpower to enhance teaching and research	4	4.2	
10/1	20/1	20/1							
Adaptable Technical Programs	Develop adaptable programs which have elective courses and exit point to address the needs of employment in the industrial community and help the students to choose among them what suits their capabilities	2025 Q1	2025 Q4	Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT02	6 courses	0	6 courses	
						1:1	1:1	1:1	
	Creating specialized programs with professional certificates that suit the needs of the region.					3	0	3	

All values based on the average of all programs running in the college



University Goal-10: Improve Student Experience									
College Operational Objective	Initiatives	Timeframe		Owner / Support	KPI Code	Baseline (Start)	Current	Target (End)	Monitoring / Evidence / Deliverables
Student-Cantered Focus	Developing operating procedure of admission and academic advising which acts as a bridge between students and staff.	2025 Q1	2025 Q4	Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT01	3.5	4.7	4.0	Monitoring: Program review reports Evidence: Committee minutes Deliverable: Program review report
						3.5	5	4.0	
						3.5	5	4/0	

All values based on the average of all programs running in the college

University Goal-11: Improve Graduate Outcomes									
College Operational Objective	Initiatives	Timeframe		Owner / Support	KPI Code	Baseline (Start)	Current	Target (End)	Monitoring / Evidence / Deliverables
Student-Cantered Focus	Enhance the outcomes of the Academic Programs	2025 Q1	2025 Q4	Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT04	60%	80%	70%	Monitoring: Program review reports Evidence: Committee minutes Deliverable: Program review report
						60%	60%	70%	
						60%	94%	70%	

All values based on the average of all programs running in the college



University Goal-12: Improve Community Engagement and Quality of Life									
College Operational Objective	Initiatives	Timeframe		Owner / Support	KPI Code	Baseline (Start)	Current	Target (End)	Monitoring / Evidence / Deliverables
Strategic Partnership and Consultancy with Industry	Establishing educational and training partnerships to promote students by means of workshops and special programs to end up with employment on graduation	2025 Q1	2025 Q4	Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT03	5	2	5	Monitoring: Program review reports Evidence: Committee minutes Deliverable: Program review report
Social Responsibility	Establishing a voluntarily Community Service Unit that provides volunteer works to serve community and spread the volunteer culture within the college			Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT05	8	9	8	Monitoring: Program review reports Evidence: Committee minutes Deliverable: Program review report

All values based on the average of all programs running in the college



University Goal-06: Develop Administrative Processes University Goal-08: Enhance Optimal Utilization of Resources									
College Operational Objective	Initiatives	Timeframe		Owner / Support	KPI Code	Baseline (Start)	Current	Target (End)	Monitoring / Evidence / Deliverables
Relational Leadership	Developing college manpower by providing programs in enhancing their academic, administrative, technical skills and capabilities in their respective fields	2025 Q1	2025 Q4	Owner: Vice Dean for Academic Affairs Support: Program Committees	CAIT06	8:15	9:15	8:15	Monitoring: Program review reports Evidence: Committee minutes Deliverable: Program review report
	Implementing workshops to develop leadership, communication, innovation and entrepreneurship skills among college students					3.5	3.9	4	
	Plan to reduce unemployment for College graduates					3.5	3.5	4.0	
						3:5	4:5	4.5:5	
						3.5	3.7	4.0	

All values based on the average of all programs running in the college



Section 5: Review and Improvement Plan

Use this section to define the governance cycle, review frequency, and expected outputs for monitoring implementation and KPI progress.

Review Item	Frequency	Data Source	Forum / Meeting	Owner	Output / Evidence
Operational plan progress review	Quarterly	Action plan tracker, KPI dashboard	College Council / Quality Committee	Vice Dean / Quality Lead	Quarterly progress report + decisions
KPI performance analysis	Annually	KPI definitions + data sources	Quality Committee	KPI Owners	KPI analysis sheet + action items
Mid-year corrective action review	Mid-year	Quarterly reports	College leadership meeting	Dean / Vice Deans	Approved corrective actions + resource reallocation
Annual operational plan review	Annually	Year-end report, stakeholder feedback	College Council	Dean	Annual operational plan report (approved)
Evidence verification / audit readiness	Annually	Evidence repository	Internal audit / Quality review	Quality Unit	Evidence checklist + audit findings
Continuous improvement closure	As needed	Corrective Action Reports (CARs) / Non-Conformance Reports (NCRs), risk log	CI meeting	Process owners	Closure report + updated procedures

The comparison of KPI performance between 2024 and 2025 reflects partial improvement across several operational and academic areas, alongside persistent challenges in key indicators. These include:

- 1- Positive progress is evident in the student-to-faculty ratio, which improved significantly.
- 2- Positive progress in research performance, where the publication rate per faculty member and citation rate showed noticeable growth.
- 3- Community engagement also improved, particularly in the number of volunteer activities and participant involvement.

However, critical KPIs such as first-year retention rate and graduation within the specified program time remained low, indicating ongoing challenges in student progression and academic support. While learning outcome achievements in knowledge and values remained strong, a decline in skills achievement was observed, suggesting the need for better alignment between teaching practices and skill development.

Additionally, some strategic indicators, including NCAAA accreditation, professional certification attainment, and the availability of elective courses, continued to show no progress.



In response to these trends, the improvement plan for 2025 will focus on reinforcing gains while addressing persistent gaps through targeted interventions.

- 1- Efforts will prioritize enhancing student retention and graduation rates by strengthening academic advising, implementing early intervention systems, and improving curriculum delivery to better support skill development.
- 2- The college will continue to support research activities by expanding incentives, fostering interdisciplinary collaboration, and increasing opportunities for publication in high-impact journals.
- 3- Strategic actions will also be undertaken to advance NCAAA accreditation processes and introduce elective courses to enrich program flexibility.

Furthermore, initiatives to promote professional certifications among students and expand partnerships with industry will be intensified to enhance employability outcomes. Continuous KPI monitoring, supported by data-driven decision-making and benchmarking, will ensure sustained improvement and alignment with the college's strategic objectives.