

The Strategic Plan for College of Science in Zulfi 1435- 1438 AH.(2014- 2017 AD.)

PLANNING & DEVELOPMENT UNIT

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Introduction

The College Administration, well aware of the importance of good planning in achieving future targets, has prepared its strategic plan for next three years after analysing the present trends and future expectations. Planning for future is the first and foremost task to face the current and immanent challenges like financial management, infrastructural development and arrangement of human resources. All these issues require excellent expertise and it is apt to mention that the university professionals are looking forward to solving several of these expected and current problems by using the principles and tools of the strategic planning.

When we talk about the strategic planning as an administrative tool used to guide decision and unify the efforts towards the higher ends and objectives of an organizations, we talk about the dozens of templates and curricula for the strategic planning which are being used in the area of business. These templates and curricula have come as a response from the private business companies and organizations. Although the conditions and contexts might be different among the business sectors and the academic ones especially the governmental ones, however, the objectives remain the same i.e. attainment of future targets. So, the educational institutions pay attention to modifying _____

the specific template of strategic planning for using in academic context. In this regard, services of professionals have been used in all stages and processes of strategic planning as shown in the following details.

College of Science in Brief

The precious royal approval for the establishment of the College of Science in Zulfi was given on 25 Shabaan 1426 AH as based on the recommendation of the Higher Education Council in session 37 number 16/37/1426 on 30/4/1426 AH which included the following departments:

1. Mathematics department
2. Physics department
3. Computer Science department
4. Medical Laboratory Science department

In the beginning, the college was a part of the Qassim University, however, later it was moved to be a part of the Majmaah University on 3/9/1430 AH. The department of Medical Laboratory Science moved to be a part

of the College of Applied Medical Sciences and since that time the number of departments of the College of Science was limited to Mathematics, Physics and Computer Science departments which include three academic programs (Mathematics, Physics and Computer Science programs). Currently the total number of students in the college is about 500 who are studying in these three different academic programs.

The college seeks to open Chemistry and Biology departments to keep up pace with The Higher Education strategic plan in the Kingdom of Saudi Arabia and to face the local as well as the world challenges.

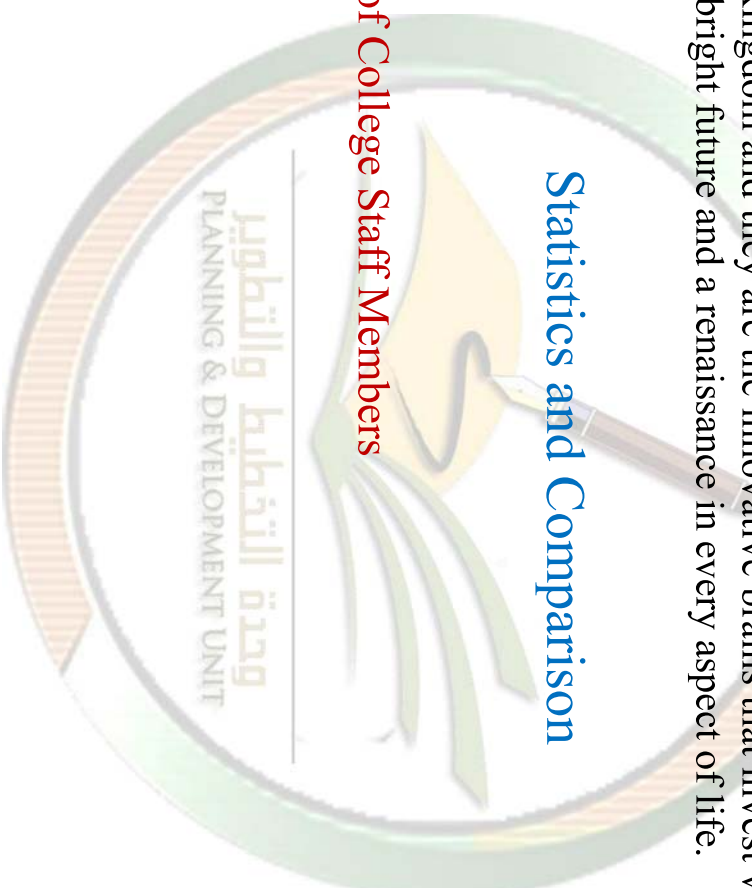
The college provides quality education to its students through the development of study plans as a requirement of the National Commission for Assessment and Academic Accreditation. The departments of the college began to prepare for their academic accreditation.

The College has highly efficient professors selected carefully besides highly equipped, state of the art laboratories and other modern infrastructure. The College provides great attention and care for scientific research and publication. The college has a Basic Science Research Unit which is part of the Deanship of Scientific Research and it seeks for the opening of a research center that supports research projects to serve the university, society and knowledge.

In addition, There is a quality assurance unit to ensure continuous development and accreditation procedures as well as unit for Student Affairs and the unit of the academic guidance for helping the students in the registration process and guidance. There the Students' Activities Unit takes care of the extracurricular activities of students in the college. The College leaves no stone unturned in taking care of the students who are the real wealth of the kingdom and they are the innovative brains that invest wealth and home bounties to establish solid bases for a bright future and a renaissance in every aspect of life.

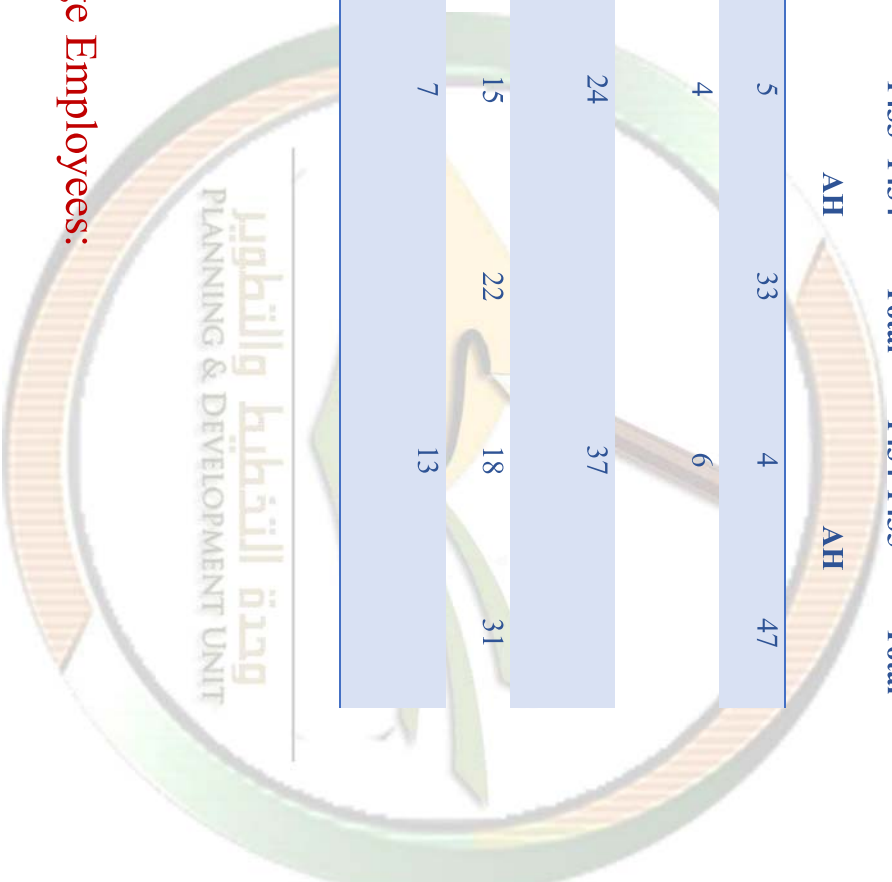
Statistics and Comparison

First: The Number of College Staff Members



Serial	Rank	1433-1434	Total	1434-1435	Total
AH					
1	Professor	5	33	4	47
2	Associate Professor	4		6	
3	Assistant Professor	24		37	
4	Lecturer	15	22	18	31
5	Teaching Assistant	7		13	

The Numbers of College Employees:



Hijri Calendar	1432-1433 AH	1433-1434 AH	1434-1435 AH	1435-1436 AH
Number of Employees	17	54	56	56



The Number of College Students:

The Program	Students' Number 1432-1433 AH	Students' Number 1433-1434 AH	Students' Number 1434-1435 AH	Students' Number 1435-1436 AH
Bachelor of Mathematics	146	190	174	174
Bachelor of Computer Science & Information	128	155	165	165
Bachelor of Physics	87	88	99	99
Total	361	433	438	438

The methodology of the strategic plan is based on the following points:

1. A comprehensive methodology was adopted to prepare the Strategic Plan

As the team members were working in parallel at all stages (wording- execution- following up) to prepare the Strategic Plan.

2. A systematic and institutional style of work was ensured for the participation of all the stakeholders.

The strategic plan of the College is based on the Prospective Analysis Method which is a comprehensive methodology. The importance of this method lies in its ability to analyze the 'external environment' to induce the propable opportunities and threats. In addition, it helps to analyze the 'internal environment' in terms of its efficiency and its own capabilities to identify the strengths and weaknesses seeking to bring harmony and cooperation between all the activities for the implementation of the strategy of quality for the college and to achieve its future vision and strategic purpose.

It also provides us with the basis for strategic decision-making in accordance with the approved standards of the National Commission for Assessment and Academic Accreditation in Saudi

Arabia. Therefore, it is regarded as an essential beginning for the strategic planning for the college in relation to its environment, the labour market, the community development needs and all the surrounding developments.

The methodology of the strategic plan of the College was based on the Strategic Management Model following the next steps and stages:

- Identifying the College's vision based on the University's vision.
- Determining the College's overall mission.
- Determining the strategic goals of the College.
- Identifying the success indicators which contribute to the achievement of the strategic goals of the College.
- Identifying a number of programs to achieve the strategic goals of the College.
- Developing strategies, projects and measures to implement specific programs.
- Comparing the plan to a reference work by choosing global, regional and local colleges.

The enumeration of the strategic planning of the College depended on the following processes:

Visiting a number of key units inside and outside the College to supply with an intellectual umbrella that allows for a wider base and comprehensive experience. SWOT Analysis to determine the strengths and weaknesses in the internal environment as well as the external opportunities and threats.

In the preparation of the Strategic Plan For the College a special emphasis was placed on the following methods and tools:

- Forms, questionnaires, personal interviews as well as an environmental scanning of the data and information related to the plan.
- Brain Storming Method with the College's leaders, figures, staff members, centers managers and students was carried out in order to generate ideas that can deepen the results of the analysis of documents, regulations and interviews.
- Studying the suggestions of the college graduates and those who are responsible for them in the labour market.
- Organizing a variety of seminars to monitor and analyze the community needs and the university's current situation in terms of the academic specializations and the availability of resources and mechanisms to achieve desired goals.

Stages of Work:

- **Stage One:** Vision and mission identification.
- **Stage Two:** Determining the strategic goals and the success indicators as well as the specific goals of the plan.
- **Stage Three:** Identifying the measures (execute action plans).



3. The securities, Wording and Success of the Strategies.

- The leadership's commitment to change.
- The transparency of all procedures.
- The participation of all the beneficiaries of the Plan in its wording.
- Having a clear and detailed action plan for implementation and investigating the performance.
- Bring about gradual change and making it acceptable.
- Synchronous coordination for the linked activities.
- Measure the implementation progress by using key performance indicators.
- The continuous evaluation of the competitors.
- The flexibility of wording and implementation of the strategy.

4. The Obstacles:

- Other universities' similar academic programs.
- The saturation of placement market with graduates in same specializations.
- The change resistance from most of the stakeholders.
- The variety and culture of available human resources.

The Referred Comparison

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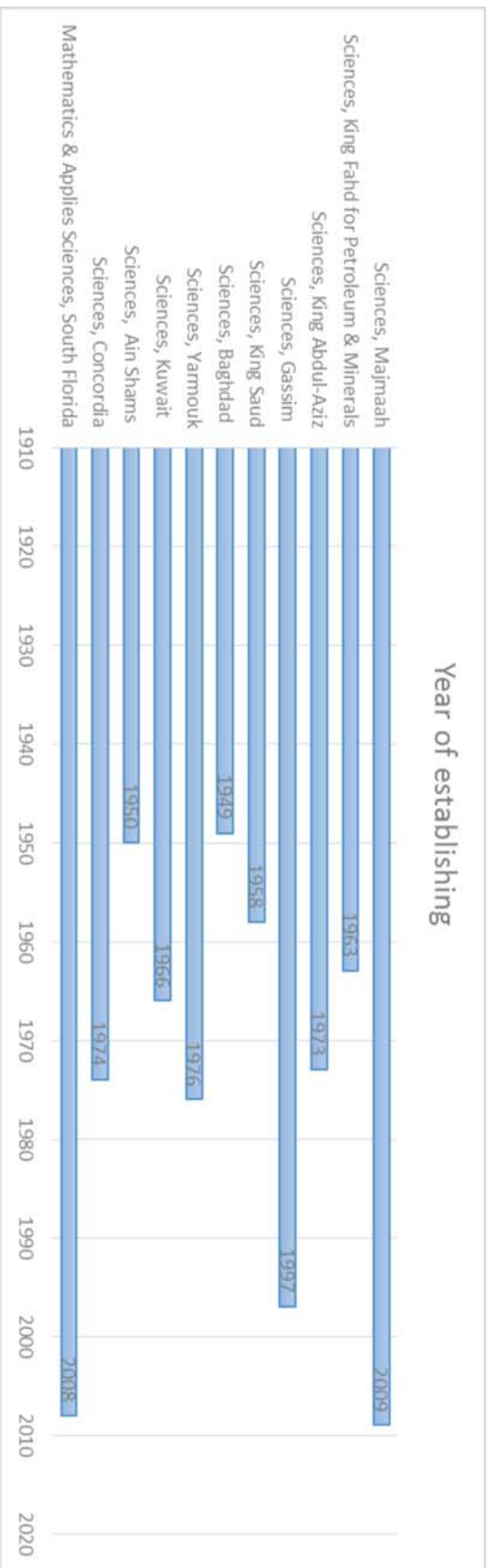
Stating standards and indicators in the scope of scientific methodology and compare the advantages and strengths with local and international colleges. Building strategies and projects and then reaching to the success factors for the college. And ten of the referred colleges were selected:

International Colleges Mathematics & Applies Sciences-South Florida University, College of Sciences-Concordia University.

National Colleges College of Sciences-Ain Shams University, College of Sciences-Kuwait university, College of Sciences-Yarmouk University, College of Sciences-Baghdad University.

Local Colleges College of Sciences-King Saud University, College of Sciences-Gassim University, College of Sciences-King Abdul-Aziz University, College of Sciences-King Fahd for Petroleum & Minerals.

The following graph shows the year of establishing for this selected colleges where the Faculty of Al-Zulfi recent College has established:



Special data for the referred colleges and the aimed one

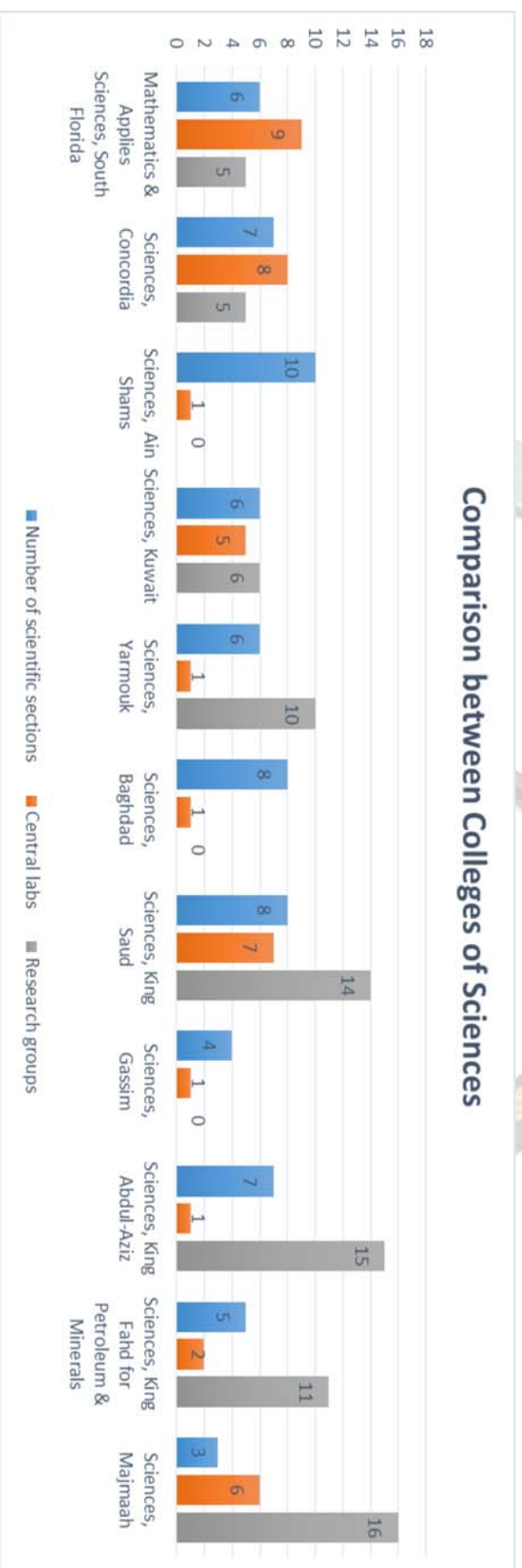
College	Year of establishing	Number of scientific sections	Central labs	Research groups	Researches' center	E-Services	Infra-structure	Learning resources
Mathematics & Applies Sciences, South Florida	2008	6	9	5	Found	Yes	Yes	Yes
Sciences, Concordia	1974	7	8	5	Found	Yes	Yes	Yes
Sciences, Ain Shams	1950	10	1	0	Found	Yes	Yes	Yes
Sciences, Kuwait	1966	6	5	6	Found	Yes	Yes	Yes
Sciences, Yarmouk	1976	6	1	10	Found	Yes	Yes	Yes
Sciences, Baghdad	1949	8	1	0	Found	Yes	Yes	Yes
Sciences, King Saud	1958	8	7	14	Found	Yes	Yes	Yes
Sciences, Gassim	1997	4	1	0	Found	Yes	Yes	Yes
Sciences, King Abdul-Aziz	1973	7	1	15	Found	Yes	Yes	Yes
Sciences, King Fahd for Petroleum & Minerals	1963	5	2	11	Found	Yes	Yes	Yes
Sciences, Majmaah	2009	3	6	16	Found	Yes	Yes	Yes

From the above mentioned colleges, a comparative analysis of the data has been carried out about the number of academic departments, labs, the research groups and the year of establishment. Az-Zulfi College of Sciences is the latest one in academic departments and the

largest one among the research groups. There are six central labs and this is considered the largest number out of the most specified colleges. Like all mentioned colleges, Az-Zulfi College of Sciences has one unit or research center, besides E- Services, Infra- Structure and Learning Resources.

The following chart shows the comparison between the colleges and Az-Zulfi College of Sciences in regard to the Number of scientific sections, Central labs and Research groups:

Comparison between Colleges of Sciences



Vision, Mission, Values and Objectives

Vision:

The College aims at attaining a leading role in scientific education, specializations and community service by equipping the students with modern, professional and scientific knowledge.

Mission:

Providing academically accredited higher education to get outcomes with high efficiency in basic sciences, satisfying the needs of the labour market, implementation of distinguished applied research to ensure the development of local community, activating the community's partnership and developing College resources.

Values:

1. Quality and perfection
2. Teamwork
3. Development and continuing education
4. Community service

Objectives:

In terms of the College's vision, mission and philosophy the College aims at achieving the following general goals:

- 1- Providing an excellent education in an integrated learning environment to contribute to the preparataion and training of human resourses. Qualifying people scientifically, culturally and professionally in terms of different specializations in the College in order to serve the community.
- 2- The development of scientific research, authoring and translation in all specializations.
- 3- Building a partnership with the community.
- 4- Improving the academic and administrative system in the College.
- 5- Developing the students' activities and training them to acquire necessary knowledge and skills.



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The Data and Strategic Orientations in the Context of High Education

The Policy:

- The vision of Ministry of Higher Education:
Make the university education in the Kingdom of Saudi Arabia compatible with international education, contributing to building a cognitive society.
- Setting up King Abdullah University for Sciences & Technology as a research university with international standards to form an essential creek in building the cognitive economy.
- Supporting the cooperation and the integration among colleges and academic departments to link between the facts and scientific principles.
- Making the staff members able to meet the modern requirements and understand community needs.
- Setting up the NCAA (National Commission for Academic Accreditation) in the Kingdom of Saudi Arabia.
- Some colleges got the accreditation in some specials such as College of Sciences at King Saud University from ASIIN- College of Engineering at Qassim University from ABET- College of Engineering at King Abdul-Aziz University from ABET.

The reflection:

- A clear and ambitious vision in higher education motivates the college to be unique in programs and compete with other colleges.
- Increasing the importance of partnership with community associations and its economic results.
- Increasing the college resources .
- Linking the plans & courses with community.
- The college's orientation towards accreditation.
- Provide finances to the college for quality & accreditation programs.

Strengths and Improvement Priorities

From the summary of the self-evaluation program of the academic year 1433/1434

- Policy:

- The existence of projects for the development of public education in the Kingdom in terms of curricula, teachers, infrastructure and activities.
- The scholarships presented from the Custodian of the Two Holy Mosques for Higher Education Students to continue their study.
- Holding international and local conferences in the university and participating in such programs.

- Reflection:

- The implementation of quality and accreditation standards for the college programs.
- Raising the level of the input of the college has a positive effect on the level of the output.
- Helping the College to increase the number of national faculty members and raising the proportion of students to faculty members which affects positively on the excellence of education and scientific research.
- Strengthening scientific research in the College and motivating faculty

The first standard: mission, vision and objectives.

Strengths

- Spread the vision, mission and objectives of the program in its actual status and receiving the suggestions.
- Documenting the program's achievements and measure as to what extent progress has been made in achieving the objectives & mission.
- There is a similarity between the university's mission and that of the college. Although the college is new but contributes effectively to succeed this mission and materialize the objectives.
- Wording the mission is useful to guide planning and make decisions related to the college.
- The program mission is put forward through a consultation processes, which is later signed and regularly reviewed.
- The mission is used systematically as a base for planning and taking decisions related to the main policies.

Improvement Priorities

- It is necessary to discuss the suggestions with specialists to seek their opinion.
- The program mission should be used to guide its ends and objectives and help in developing the strategic plans.

The Second Standard: the Program Management.

Strengths

- Forming committees from Program staff members to set up regulations and program systems.
- Set up an evaluation system to improve the program and to develop the services proposed.
- The program leaders lead the program effectively; achieve the Program development & improvement.
- The program staff and employees should have high manners, modesty and impartially in scientific research and the administrative services.
- Setting the policies and regulations, which state obviously the main responsibilities and the procedures to be followed by program management, committees, staff members, employees and students who relate to the program.

Improvement Priorities

- The planning management processes should be done effectively to achieve the program mission and objectives through the teamwork of the program staff.

The Third Standard: Quality Program Assurance Management.

Strengths

- The program leaders, staff members and employees should be committed to maintain program's quality and improve it.
- State indicators to investigate the performance and choose suitable benchmarks to set a comparative evaluation for program ends, objectives and quality of the achievement generally.
- The performance evaluation is based on evidences, which include the performance indicators and a referred comparison lately

Improvement Priorities

- Apply the necessary quality assurance activities at all levels of program planning & execution including presenting services related to program to all staff members and employees.
- It is a must to form committees to follow up students through activating the suggestion & complain committees and holding training course for students about the importance of quality in educational process.

The Fourth Standard: the Education and Learning.

Strengths

- Conformity of students' learning outcomes with the national framework for qualifications, with accepted criteria in specialization, including the professions requirements, which prepare students to practice it.
- Plan the program in a complete pack for the educational experiences so that it contributes to achieve the learning outcomes for the target program.
- Students' assessment processes is fit for learning outcomes and apply it effectively and verify the achieved level.
- There are effective systems for helping students to learn through academic advisory and utilities, follow up the students' learning progress, encourage high performance students and helping those who need it.
- The staff members have the qualifications and experience for the assigned courses; moreover, they are aware of the professional and academic developments in their specials.
- Arranging the educational aids for weak students.

Improvement Priorities

- Investigating the program courses quality regularly by suitable assessment mechanism and revising it when necessary.
- The teaching staff should be highly qualified and use suitable strategies for different groups of learners.
- The program leaders and staff members should apply suitable learning strategies to support the continuous improvement in education through activating procedures and strategies of program quality.
- Plan for the education field activities and its application, as it is one of the program components and should have learning outcomes.
- The supervisors are considered staff members and execute the suitable assessment & strategies for courses improvement.

Fifth Standard :Department of Student Affairs and support services.

Strengths

- The students' acceptance activated, dependable and easily to use it on students.
- Keep students' records in a safe and secure place and make the statistical data for quality indicators for preparing internal & external reports on the students' progress.
- Automatic programmed procedures guarantee the security of students' information.
- Systems and regulations ensure fair & organized administrative procedures for students' affairs with effective mechanisms to look at appeals, fights and complains by independent sectors.
- Offering suitable academic advisory and guidelines for helping students in program planning, participation and searching for work lately.

Improvement Priorities

- Increasing the students' field training.
- Providing students with professional advices regarding the suitable professions for their specials by lectures and symposia.

Sixth Standard :learning resources.

Strengths

- Managing the learning resources to guarantee the program needs from the students' perspective so that they may access resources and necessary services.
- Providing clear policies and procedures that guarantee the efficiency of learning resources and necessary services to support the students' learning and should be updated and evaluated regularly.

Improvement Priorities

- Presenting sufficient support for helping students and staff members, which guarantee the effective usage of library resources and services.
- The program referred resources should be available as the utilities and preparations should be available at the library or centers of resources for program requirement.

Seventh Standard: Utilities and Equipment.

Strengths

- Seeking constantly to provide utilities and equipment as an institutions of scientific research and help the professors and students in the College to make the best use of them.
- Preparing an efficient administration for utilities, equipment and support services to guarantee the effective use of the available facilities.
- Providing good facilities and equipment that meet the requirements of the programs quality and its related services.
- The participation of programs representatives in planning to provide utilities and equipments and their maintenance to guarantee to ensure the appropriate specifications that meet the needs of the programs in order to achieve balance between the needs of the programs and the polices of the educational institution.
- All the computers, softwares and supportive services are suitable for the programs and are managed to guarantee safety and optimal use.

Improvement Priorities

- The College must develop a plan for Labs' maintenance, development, periodic checking and evaluation.

Eighth Standard: Planning and Financial Management.

Strengths

Improvement Priorities

- The College must provide a special budget for the programs to meet its requirements.
- The finance must be enough to meet the requirements of the programs. The Planning process must include all the cost estimates and cost forecasts in the short and medium term. It is a must to have enough flexibility to ensure the effective management and to respond to unexpected events accompanied by an appropriate degree of accountability and reporting mechanisms.
- The College must provide a plan for the budget to meet the needs of the programs.
- The financial affairs should be managed effectively to achieve a balance between flexibility given to the director of the costing center and financial accountability and responsibilities.



Ninth Standard: Recruitment Processes.

Strengths

- Recruitment processes guarantee that the faculty members have the required experience in each of their fields.
- The college verifies the credibility of applicants for jobs using procedures to ensure the status and reputation of the institutions from where they have obtained their qualifications.
- Providing an appropriate faculty member in the appropriate program.
- Maintaining the confidentiality of evaluation of the faculty members and staff.

Improvement Priorities

- The College must develop a recruitment process for the faculty members and employees.
- Personal and career development processes must be applicable enough to all faculty members and employees and they must be designed to encourage improvement in their performance and to value outstanding achievements.
- The creation of committees to identify clear mechanisms for the promotion of faculty members.

Tenth Criterion: Scientific Research.

Strengths

- Creating the Basic Sciences Research Unit in the College which is a part of the Deanship of Scientific Research and which serves the researchers in the field of basic sciences.
- Drawing a careful and clear framework for scientific research through clear research plans and creating research teams in the different specializations to motivate faculty members to contribute to scientific research.
- Providing appropriate facilities and equipment suitable for the requirements of scientific research in different programs to help faculty members and post-graduate students.

Improvement Priorities

- Finding financers for scientific research to serve private educational community institutions and cooperating with them.
- The college should accredit graduate programs.

Eleventh Standard: Community Service.

Strengths

- Creating the Training and Community Service Unit in the College.
- Faculty members promotion and evaluation include their contributions to serve the community.
- There is a data base for graduate students and their employment.

Improvement Priorities

- The clarity of the relationship between the academic departments and community service.
- Encouraging faculty members to participate in seminars about the important issues in their community.
- The study plan and scientific research should be directed to meet the needs of the community and to handle its issues.
- Businessmen, employers and the community organizations' principals should be invited to meet the committee supervising the program.

Strategic Objectives and Initiatives

The First Objective: **Learning, growth and innovation**

The First Strategy: **Developing the availability of human resources through the following measures:**

1. Increasing the number of Saudi and non-Saudi PhD holder faculty members.
2. Increasing the number of teaching assistants._____
3. Supporting the departments with research and technical staff members.
4. Developing faculty members' skills.
5. Increasing the participation of faculty members in local and international conferences.
6. Determining the level of academic performance of faculty members.
7. Improving the system of rewards and incentives for faculty members.

Initiatives to achieve goals

- Increasing the rate of contracting with PhD holder faculty members.
- Attracting Saudi PhD holder faculty members.
- Increasing employment rate of outstanding Saudi lecturers and teaching assistants.
- Employing researchers, assistant researchers and technicians in different academic departments.
- Holding specialized training courses for faculty members which guarantees developing their abilities to design and develop the study courses and recording them electronically as follows:
 - How to prepare a course file
 - How to make a course specification
 - How to make a course report
 - Modern teaching methodologies and how to apply them
 - Means of electronic learning
- Developing and reinforcing creativity in academic performance of faculty members.
- Encouraging faculty members to develop their students' self learning skills and how to discover knowledge and how to achieve educational targets.
- Developing personal, social and technical skills of faculty members.
- Providing the opportunity for faculty members to participate in specialized conferences and supporting them when they have researches.
- Establishing the Dean's award for the outstanding faculty members specially in the fields of teaching, scientific research and electronic learning.
- Monitoring and evaluating the academic performance of faculty members through evaluation forms.
- Benchmarking of salaries and allowances for non-Saudi faculty members.

The Second Strategy: upgrading the scientific research level by:

1. Encouraging Scientific Research.
2. Expanding the support to research resources.
3. Working on researchable plans for different departments.
4. Equipping labs with modern equipment.
5. Encouraging the scientific publications in impact factor periodicals.
6. Evaluating the staff's research activities.
7. The media activity for researches.

Initiatives to achieve objectives

- Providing the databases for researches and theses.
- Activating the research plan for college's different departments.
- Forming research groups in different specials.
- Encouraging the joint research activities among departments, colleges and other research centers.
- Setting up a research unit for supporting the scientific research.
- Setting up central labs in different specials to implement the Scientific Research.
- Providing the central labs with the modern apparatus that serves the scientific research.
- Encouraging the staff members to apply for funded research projects.
- Preparing an annual assessment report on research activities' outcomes.
- Issuing a scientific journal.

The Second Goal: **The Stakeholders**

The First Strategy: Development the learning & education through:

1. The targeted learning outcomes.
2. E- Learning Care.
3. Improvement of students' assessment system..
4. Activating the feedback system.
5. Follow up the students' achievement.
6. Encouraging the creativity.



Initiatives to achieve objectives

- Follow up the market needs and knowing the beneficiaries' viewpoint at graduates' level.
 - Increasing the students' awareness and the staff members' with the target learning outcomes.
 - Sharing of Stakeholders and employers in preparing the target learning outcomes.
 - Updating the curriculum content to match the target learning objectives and the college mission and acquire the private skills from the market by sharing the staff members, Stakeholders and the students.
 - Preparing an evaluation depends on measurement of professional and their cognitive skills.
 - Developing the learning resources.
 - Activating internal system to follow, analyze the exams' results.
 - Activating the external assessment system of quality and curricula.
- Follow a system to inform students with the dates of exams and assessment.
 - Measure the student's satisfaction and taking the results of questionnaires and finding solutions for weaknesses.
 - Regular meetings with students to state Landmark Line-of-Sight (LLOS) for courses and programs.
 - Regular meetings with the stakeholders to stand on the level of students and the market.
 - Activating the graduates' affairs unit and develop the abilities of those who made it that guarantee the communication continuity with graduates during practicing their jobs.
 - Establishing the dean's reward for the excellence in education, scientific achievement, creativity and student leadership.

The Second Strategy: Quality of learning opportunities through the following measures:

- 1-Providing an encouraging learning environment.
- 2-Supporting the students scientifically, culturally and socially.
- 3-Developing the students' abilities and skills of innovation and scientific research.
- 4-Developing programs, plans and curriculum to suit the requirements of labour market and academic accreditation.
- 5-Improving academic advisory programs.
- 6-Evaluating the excellence in students' performance and encouraging the consultative processes in the educational environment.

Initiatives to achieve goals

- The diversification of effective teaching methods to include lectures, lessons, field training, workgroups, visits, researches, problem solving lessons, workshops and open discussions.
- Providing laboratories with modern equipment and devices to improve the educational process.
- Providing scientific references to serve all courses.
- Improving the measures which promote self-learning.
- Encouraging the students to use the Digital Library.
- Converting the ordinary courses into electronic ones according to the approved standards in Higher Education.
- Improving the library facilities and developing it in terms of prolonging the period of daily work.
- Developing the study halls and providing a system for the use of audio-visual means.

Initiatives to achieve goals

- Providing a digital copying center.
- Activating office hours.
- Developing a mechanism to support the outstanding students.
- Taking care of weak students and activating the role of the academic advisor and the social and psychological specialists.
- Improving the students activities and providing some time in the students schedule to practise it.
- Providing the students with the guidance booklet from the very beginning of the course that includes everything about the College, the university, departments and learning outcomes.
- Providing the College study plan with courses such as, English Language, Computer Skills and Communication Skills.
- Providing training courses in English Language and Computer skills during the Summer holidays.
- A survey of the needs of the labour market.
- Identifying the requirements of the programs, plans and curriculum.
- The national and international accreditation of the academic programs.
- Promoting scientific research skills among students through the graduation projects.
- Encouraging the students to participate in conferences.
- Supporting the Academic Advisory Unit.
- Activating the role of the Students Affairs in the students' academic advising.
- Studying the case of academic leakage.
- Establishing the Unit of Volunteer work in the College.
- Establishing the Advisory Council in the College.

The Third Strategy: Developing community service activities through the following measures:

1. Supporting community service activities.
2. Enhancing communication between the College and the community.

Initiatives to achieve goals

- Developing a plan to increase community service activities and monitoring the community problems and finding a suitable scientific solutions to these problems in accordance with the academic specializations in the College.
 - Providing and developing the community services (courses, consulting, continuing education and workshops).
 - Participating in different occasions and cultural events.
 - Evaluating and measuring the stake holders' level of satisfaction of the college services.
 - Enhancing the faculty members contributions in the community service activities.
- Developing administrative work by automating all transactions.
 - Consolidating the culture of quality and continuing development in the College.
 - Marketing the results of scientific researches which contribute to solve the society and labor market problems.
 - Presenting local research projects funded by private institutions such as, SABIC and King Abdul Azeez City.

The Third Goal: **The Economic Aspect**

The First Strategy: Achieving the economic development through:

- 1- Increasing the parallel education at college.
- 2- Improve the college budget rates.
- 3- Develop the financial and budget plans for the college.
- 4- Completing the legislations and regulations for receiving financial resources and make it available for all.

Initiatives to achieve goals

- Presenting an annual educational program in parallel education through the next three years.
- Accredited the spending plan.
- Preparing an annual budget and sharing all college academic departments, units in budget.
- Establishing a research chair at college.
- Establishing an independent and organized unit specialized in investment management.
- Attract and polarize the funding chances from businesspersons and organizations.
- Finding a mechanism for college central labs to be a source of income through serving the community, universities and other research centers.

The Fourth Objective: **Internal Operations**

The First Strategy: Raising the efficiency of institutional performance through the following measures:

- 1-Developing the administrative performance.
- 2-Developing the technical performance.
- 3-Improving the system of bonuses.
- 4-Developing a criterion for the selection of academic and administrative leaders as well as faculty members.



Initiatives to achieve goals

- Providing job opportunities to meet the needs of the College in accordance with the organizational structure.
 - Developing the administrative leaders.
 - Developing the staff skills by providing socialized courses.
 - Updating the organizational structure of the administrative jobs.
 - Updating the job descriptions for different jobs.
 - Updating the regulation for different tasks for all the departments.
 - Measuring the job satisfaction for staff, administrators and academics of the College.
 - Developing the means of assessment for the staff and academics so that it can be a three-pronged assessment (students- colleagues- leaders).
 - Identifying a system for analyzing data and performance indicators to support taking decisions.
 - Evaluating the different committees and councils in the college.
- Developing the Unit of Public Relations and Media in the college.
 - Developing the Unit of programs and students activities in the college.
 - Providing a network connection between the units of the college.
 - Raising the performance of the Internet service to increase the use of it by the staff and students.
 - Developing the electronic cite of the college.
 - Designing an integrated and unified system to stimulate the human cadres.
 - Developing the services and benefits presented to the staff of the college.
 - Determining a criterion for selecting the college leaders through the job description and identifying the requirements of those jobs.
 - Involving the stake holders and colleagues in the nomination of the college leaders.

The Second Strategy: Introduces Academic Programs.

- 1- Introducing B.Sc. of Chemistry Program.
- 2- Introducing B.Sc. of Biology Program.
- 3- Introducing B.Sc. of Biotechnology Program.

Initiatives to achieve the goal

- Introducing the new academic program.
- Stating the aim from the beginning of the program..
- Stating the program vision.
- Browsing the program mission.
- Explaining the program establishment justifications.
- The expected need of the market from graduates.
- The expected learning outputs from the program.
- The expected learning outcomes according to NCAA.

- Browsing the importance of the program.
- Showing the relationship of the program with other college programs.
- Preparing a study plan for the new programs.
- Preparing program and courses' specifications.
- Stating the resources of learning and education.
- Matching with quality requirements.
- Submitting the plan to the external committee of plans & academic system for its approval.