

INSPIRE WP3

STRATEGIC PLAN ASSESSMENT FORM

Wasit University

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UNIVERSITY'S PLAN		ASSESSMENT
Cover Page	Empty	UNIVERSITY SHOULD FILL THIS PART
Acknowledgements	Empty	UNIVERSITY SHOULD FILL THIS PART
Contents		RED COLORED PARTS SHOULD BE DELETED
1 Introduction		
1.1 Organization	<p>Wasit University believes that improvement should be kept in a rising trend to adapt with global development. The leaders in the university believe that the success is directly related to the identifying the strength and weakness points, define the needs, raising awareness on the importance of development and capacity building. For this reason, the university leaders and academic staff and management staff appreciate and acknowledge all the supportive efforts provided within INsPIRE project in the previous work packages (i.e. WP1& WP2). This drafted report outlines Wasit University organizational profile and the plan</p>	<p>THE INFORMATION PROVIDED BY THE UNIVERSITY DOES NOT GIVE ANY INFORMATION ABOUT THE ORGANIZATIONAL STRUCTURE AND STRATEGIC PLANNING ORGANIZATION OF THE UNIVERSITY.</p> <p>DETAILED UNIVERSITY ORGANIZATION SHOULD BE PROVIDED IN THIS FIELD INCLUDING ORGANIZATIONAL CHARTS.</p>
1.2 Objectives of the strategic planning process	<p>The objectives of the strategic planning process are to:</p> <p>* Improving the university and competing to obtain the qualification and eligibility to achieve high</p>	<p>IN THIS SECTION, THE STRATEGIC PLANNING OBJECTIVES OF THE UNIVERSITY ARE LISTED. HOWEVER, THE OBJECTIVES SET ARE NOT OBJECTIVE AND MEASURABLE.</p>

	<p>universities ranking on the local, regional and international level.</p> <ul style="list-style-type: none"> * Improving the performance of the staff for both scientific and administrative sectors. * Achieving a mutual academic cooperation with international universities * Attracting students and providing them with science and knowledge as useful members of society * Provision of high standards educational and research support for the students and improve their skills to meet the carrier requirements. 	<p>IN THIS PART, THE OBJECTIVES OF THE STRATEGIC PLANNING TIME SHOULD BE ORDERED IN MORE DETAIL.</p>
<p>1.3 Methodology</p>	<ul style="list-style-type: none"> * The University has a variety of experienced staff members who graduated from different universities in different countries. These universities include Iraqis, Arabic, Asian and European. * This variety of scholarship students helps in transferring their experience which was obtained from training courses or observations in other universities, particularly European one, helps identifying the gaps in Wasit University and proposing a strategic plan for covering these gaps. * Wasit University already held WP2 within INsPIRE project and this provide us with more experience developing the plan. The feedbacks given by the attendants through the WP2 sessions were also helpful. 	<p>PLANNING METHODOLOGY SHOULD BE INCLUDED IN THIS SECTION.</p> <p>IN THIS SECTION, RESPONSIBLE PERSONS AT ALL LEVELS OF PARTICIPATING IN STRATEGIC PLANNING ACTIVITY, THE STRUCTURE OF THE STRATEGIC PLANNING COMMITTEE, THE ACTIVITY EXECUTION METHODOLOGY MUST BE EXPLAINED.</p>
<p>2 Organisational Profile</p>	<p>Wasit University was established on 13-1-2003. The university started her academic journey with only three faculties (Education, Administration and Economics, and the Science). The academic extension and extending of infrastructure was continuing during the last 19 years and currently, the number of</p>	<p>IN THIS SECTION, THE PROFILE OF THE UNIVERSITY MUST BE GIVEN WITH A PERSPECTIVE FROM THE PAST TO THE PRESENT.</p> <p>THE INFORMATION GIVEN BY THE UNIVERSITY MUST BE MORE DETAILED AND COMPREHENSIVE</p>

faculties reaches 15. The program of the university was not limited to horizontal development (i.e. adding new buildings) but also supporting the scholarships program by sending tens of academic staff to highly standard universities around the world in cooperation with the Iraqi ministry of higher education and scientific research. For further details on Wasit University please follow <https://uowasit.edu.iq/>

INSTRUCTIONS: Complete the organisational profile with information about the history of the organisation, why it exists, and its vision and mission and core values.

What do you do now but feel that you need to change?

2.1 Vision

“An advanced educational, scientific, and cultural center” is the vision where successive university leaders want to lead the Wasit University to.

A VISION STATEMENT IS AN ORGANIZATION'S DECLARATION OF ITS MID-TERM AND LONG-TERM GOALS, STATING WHAT THEY WANT TO BECOME IN THE FUTURE. VISION STATEMENTS ACT AS A GOAL FOR A COMPANY TO STRIVE TOWARD.

THE VISION STATEMENT CAN BE RE-ASSESSED TO FOCUS ON A CLEARER OBJECTIVE, AT THE END OF THE STRATEGIC PLANNING PROCESS, ITS TARGETED POINT.

2.2 Mission

Wasit University is exist to provide the community with a conscious, leading generation capable of serving the community by providing them with values, principles and scientific knowledge in accordance with national and international quality standards.

A MISSION STATEMENT DEFINES WHAT LINE OF BUSINESS AN ORGANIZATION IS IN, AND WHY IT EXISTS OR WHAT PURPOSE IT SERVES.

THE MISSION STATEMENT SHOULD BE KNOWN AND ADOPT BY STUDENT AND EMPLOYEES AT ALL LEVELS OF THE UNIVERSITY. LOOKING FROM THIS PERSPECTIVE, A SHORT MISSION STATEMENT CLEARED FROM SUBSTITUTE WORDS CAN BE CREATED.

2.3 Values

Wasit University adopts a set of values stemming from the interest in university ethics, the most prominent of which are the following:

- * Adopting the principle of integrity and transparency in all transactions.
- * Growing up love of the homeland and developing the spirit of good citizenship.
- * Following regulations, laws and instructions.
- * Avoiding negative practices and rejecting sectarianism and partisanship.
- * Adopting standards of competence and specialization in selecting all employees, whether in administrative positions or committees.
- * Encouraging teamwork, rejecting authoritarianism and exclusivity, and respecting university and societal norms and traditions.
- * Follow the justice approach in all transactions at all levels.
- * Adopting the work of the rights and duties system.
- * Adoption of the principle of reward and punishment.

THE VALUES OF THE UNIVERSITY ARE WELL LISTED, BUT IT CAN BE SHORTER AND CLEAR.

2.4 Current approach

Wasit University priorities are to achieve the objectives by well done processes to realize the University vision. Currently, the university works on development through a number of paths:

- * Education.
- * Research.
- * Curriculums
- * Accreditations
- * Quality assurance.
- * E-governance
- * Staff and students development.

THE CURRENT APPROACH OF THE UNIVERSITY SHOULD BE EXPLAINED IN MORE DETAIL. THIS SECTION SHOULD ANSWER FOLLOWING QUESTION:

WHAT ARE YOUR ORGANIZATIONS' PRIORITIES? (ARE THE PRIORITIES YOU WILL BE FORMULATING IN THIS PROJECT IN CONGRUITY WITH YOUR ORGANIZATIONS OVERALL PRIORITIES?)

2.5 Current challenges

What could prevent you from realizing your vision and what should be done? Please refer to the SWOT analysis at the Action Plan template

- * Lack of awareness of the importance of the vision, mission and goals.
- * Lack of technical and administrative staff due to financial problems.
- * Lack of the financial support for scientific research which is considered one of the main obstacles.
- * The existence of gaps and lack of communications between the international educational institutions and the Iraqi institutions.

TO BE ABLE TO ASSESS CURRENT CHALLENGES FOR AN ORGANIZATION, IT IS NECESSARY TO CONDUCT A SWOT ANALYSIS THAT REVEALS THE ORGANIZATION'S STRENGTHS AND WEAKNESSES, OPPORTUNITIES AND THREATS.

A DETAILED SWOT ANALYSIS SHOULD BE INCLUDED HERE.

3 Plan

3.1 Goals

What should we do to realize our vision? A goal is a specific target, an end result or something to be desired. It is a major step in achieving the vision.

- * Improving the university and competing to obtain the qualification and eligibility to achieve high universities ranking on the local, regional and international level.
- * Improving the performance of the staff for both scientific and administrative sectors.
- * Achieving a mutual academic cooperation with international universities
- * attracting students and providing them with science and knowledge as useful members of society
- * Provision of high standards educational and research support for the students and improve their skills to meet the carrier requirements.

A GOAL IS AN ACHIEVABLE OUTCOME THAT IS GENERALLY BROAD AND LONGER TERM WHILE AN OBJECTIVE IS SHORTER TERM AND DEFINES MEASURABLE ACTIONS TO ACHIEVE AN OVERALL GOAL.

A GOAL IS A SHORT STATEMENT OF THE DESIRED OUTCOME TO BE ACCOMPLISHED OVER A LONG TIME FRAME, USUALLY THREE TO FIVE YEARS. IT IS A BROAD STATEMENT THAT FOCUSES ON THE DESIRED RESULTS AND DOES NOT DESCRIBE THE METHODS USED TO GET THE INTENDED OUTCOME.

GOALS CAN BE TIME-BOUND, OUTCOME-ORIENTED, AND PROCESS-ORIENTED.

UNIVERSITY'S GOALS SHOULD BE REASSESSED REGARDING ISSUES LISTED ABOVE.

3.2 Objectives

Within five years the organisation aims to achieve the following objectives:

OBJECTIVES ARE SPECIFIC, ACTIONABLE TARGETS THAT NEED TO BE ACHIEVED WITHIN A SMALLER TIME FRAME, SUCH AS A YEAR OR LESS, TO REACH A

- * Carrying out the self-evaluation process periodically and adopting the results of the evaluation in the improvement processes.
- * Developing and following up strategic plans for the purpose of developing plans for improvement.
- * Continuous development of all university employees.
- * Adoption of the principle of transparency, tolerance and joint action
- * Expanding and developing school curricula to suit the labor market
- * The use of modern technology in the learning and teaching processes
- * Applying quality standards and academic accreditation in all university facilities
- * Seeking to increase the financial returns of the university and harnessing these revenues in development processes.
- * Opening the field of study to foreign students by applying for primary and higher studies.

CERTAIN GOAL. OBJECTIVES DESCRIBE THE ACTIONS OR ACTIVITIES INVOLVED IN ACHIEVING A GOAL. UNIVERSITY'S OBJECTIVES SHOULD BE REASSESSED REGARDING ISSUES LISTED ABOVE.

3.3 Actions

- Within 5 years, the organisation aims to take these actions
- * Improve the PGs by applying the RDP programs.
 - * Increase the opportunities for foreign students.
 - * Increase the financial returns by obtaining more governmental funds.
 - * Holding continuous training targeting various skills
 - * Strength the communications with non-academic institutions for achieving practical researches.

ACTIONS ARE SHORT-TERM STEPS TO BE TAKEN ON THE PATH TO THE PURPOSE. THEY SHOULD BE TIME-ORIENTED AND MEASURED. THE ACTIONS OF THE UNIVERSITY CAN BE RE-ASSESSED FROM THIS PERSPECTIVE.

3.4 Key indicators

What are the measurements of success? How are we going to know that we achieve our goals?

KEY INDICATORS ARE THE CRITICAL (KEY) QUANTIFIABLE INDICATORS OF PROGRESS TOWARD

	<p>Achievement of the objectives will be measured using the following key indicators:</p> <ul style="list-style-type: none"> * International ranking. * Satisfaction of beneficiaries. * Self-assessment report. * Iraqi universities ranking. * Annual Iraqi performance assessment * Effectiveness of scientific research 	<p>AN INTENDED RESULT. KPIS PROVIDE A FOCUS FOR STRATEGIC AND OPERATIONAL IMPROVEMENT, CREATE AN ANALYTICAL BASIS FOR DECISION MAKING AND HELP FOCUS ATTENTION ON WHAT MATTERS MOST.</p> <p>KEY INDICATORS MUST BE PLANNED SEPARATELY FOR EACH MEASUREABLE ACTION</p>
3.5 Target groups	<ul style="list-style-type: none"> * University leaders. * Teaching staff. * Students (Ugs and PGs) * Administration staff. * Technical staff. 	<p>TARGET GROUPS CAN BE EXPANDED TO INCLUDE NOT ONLY MICRO ENVIRONMENTAL ELEMENTS, BUT ALSO THE MACRO ENVIRONMENT.</p>
3.6 Strategic approach	BLANK	<p>ON THIS PART UNIVERSITY SHOULD DESCRIBE THE OVERALL APPROACH THAT WILL BE USED TO ACHIEVE THE OBJECTIVE.</p>
3.7 Programs / activities	<ul style="list-style-type: none"> * Annual assessment for teaching staff. * Appreciating and honouring distinguished faculty members. * Research development program. * Technical training courses. * Developing academic curriculums. * English zone activities. * Three Minutes competitions. * Opening new PG studies. 	<p>THE PROGRAMS TO BE CREATED STEP BY STEP SHOWING THE IMPLEMENTATION OF THE STRATEGIC PLAN SHOULD BE ANNOUNCED.</p>
4 Appendices		
Action Plan Format	Missing	<p>ACTION PLAN SHOULD ALSO BE PREPARED AND ADDED IN THE GIVEN FORMAT.</p>