Wasit University

Strategic Plan

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Acronyms

INSTRUCTIONS: List any acronyms used in the report especially the ones used more times.
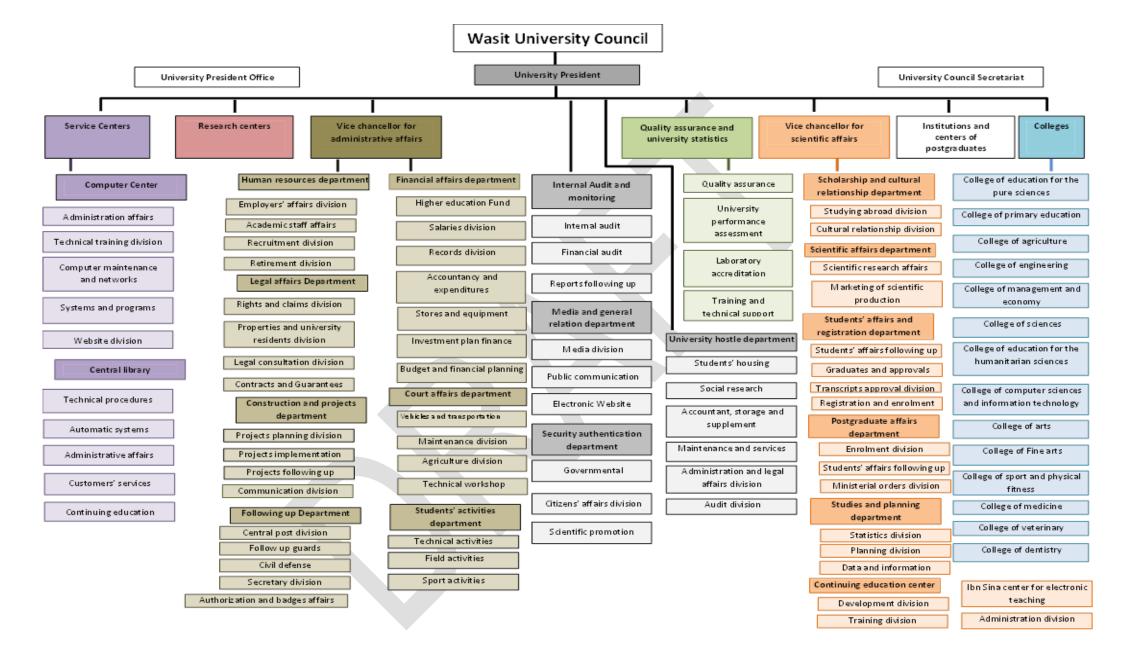
M&E   Monitoring and Evaluation
NGO   Non-Governmental Organization
PMO   Project Management Office

1 Introduction

1.1 Organisation

Wasit University was established on 2003 in the center of Al-Kut city in Wasit Province which locates 180 km to the south of Baghdad, the capital of Iraq. During the last two decades, Wasit University has extended both horizontally and vertically. Nowadays, it has 15 colleges and tens of departments and undergraduate and postgraduate programs. The organisation strategic plan for the five years is prepared by the central committee in the university. However, for this strategic plan by the team mentioned in the cover page

Wasit University follows a typical administration structure ass shown in figure below:

Wasit University Council

University President Office — **University President** — **University Council Secretariat**

Service Centers

Computer Center
- Administration affairs
- Technical training division
- Computer maintenance and networks
- Systems and programs
- Website division

Central library
- Technical procedures
- Automatic systems
- Administrative affairs
- Customers' services
- Continuing education

Research centers

Vice chancellor for administrative affairs

Human resources department
- Employers' affairs division
- Academic staff affairs
- Recruitment division
- Retirement division

Legal affairs Department
- Rights and claims division
- Properties and university residents division
- Legal consultation division
- Contracts and Guarantees

Construction and projects department
- Projects planning division
- Projects implementation
- Projects following up
- Communication division

Following up Department
- Central post division
- Follow up guards
- Civil defense
- Secretary division
- Authorization and badges affairs

Financial affairs department
- Higher education Fund
- Salaries division
- Records division
- Accountancy and expenditures
- Stores and equipment
- Investment plan finance
- Budget and financial planning

Court affairs department
- Vehicles and transportation
- Maintenance division
- Agriculture division
- Technical workshop

Students' activities department
- Technical activities
- Field activities
- Sport activities

Internal Audit and monitoring
- Internal audit
- Financial audit
- Reports following up

Media and general relation department
- Media division
- Public communication
- Electronic Website

Security authentication department
- Governmental
- Citizens' affairs division
- Scientific promotion

Quality assurance and university statistics

Quality assurance
- University performance assessment
- Laboratory accreditation
- Training and technical support

University hostle department
- Students' housing
- Social research
- Accountant, storage and supplement
- Maintenance and services
- Administration and legal affairs division
- Audit division

Vice chancellor for scientific affairs

Scholarship and cultural relationship department
- Studying abroad division
- Cultural relationship division

Scientific affairs department
- Scientific research affairs
- Marketing of scientific production

Students' affairs and registration department
- Students' affairs following up
- Graduates and approvals
- Transcripts approval division
- Registration and enrolment

Postgraduate affairs department
- Enrolment division
- Students' affairs following up
- Ministerial orders division

Studies and planning department
- Statistics division
- Planning division
- Data and information

Continuing education center
- Development division
- Training division

Institutions and centers of postgraduates

Ibn Sina center for electronic teaching
- Administration division

Colleges
- College of education for the pure sciences
- College of primary education
- College of agriculture
- College of engineering
- College of management and economy
- College of sciences
- College of education for the humanitarian sciences
- College of computer sciences and information technology
- College of arts
- College of Fine arts
- College of sport and physical fitness
- College of medicine
- College of veterinary
- College of dentistry

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1.2 Objectives of the strategic planning process

The objectives of the strategic planning process are to:

- Setting the necessary steps for improving the managerial aspects of the university and colleges leaders.
- Planning to the effective processes to fulfil the quality assurance requirements.
- Improving the university social reputation.
- Enhancing the management of research and inclusion of stakeholders.
- Internationalisation of the university.
- Expanding the modern teaching and learning processes.

1.3 Methodology

As it was mention earlier in this report that the strategic plan shown in this report was prepared by the committee which contains a number of different academic disciplines and different administration experience. Some of the members working at the university building and the others are working at the college and department levels.   The methodology of executing the strategic plans can be summarized the following parts:

A. Defining the objective.
B. Proposing the required actions such as decisions or training courses..etc.
C. Defining the indicators of measuring the achievement of each object.

The committee took in her consideration the variety of experienced staff members who graduated from different universities in different countries. These universities include Iraqis (local), 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.

2 Organisational Profile

Wasit University was established on 13-1-2003. The university started her academic journey with only three faculties (Education, management and Economics, and the Science). The complex of the university was simple and the faculties were sharing few buildings. However, the academic extension and extending of infrastructure was continuing during the last two decades. Till 2022, there are:
- 15 colleges
- 42 departments.
- More than 450 graduates from MSc and PhD.
- 82 laboratories.
- More than 15000 students.

- 950 academic staff

There were also several programs in strengthen the connections with international universities through scholarships and co-authored researches. For further details on Wasit University please follow https://uowasit.edu.iq/

2.1 Vision

"The university will be an advanced educational, scientific, and cultural center"

2.2 Mission

Wasit University is existed to serve the community by a conscious, leading, well-educated generation.

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:

- Integrity and transparency in all transactions.
- Love of the homeland and spirit of good citizenship.
- Following regulations, laws and instructions.
- Rejecting sectarianism and partisanship.
- Encouraging teamwork and rejecting authoritarianism.
- Justice approach in all transactions at all levels.
- Adopting the work of the rights and duties system.
- Principle of reward and punishment.

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:

- **Management:**

Successful management is the core of the successful university. This is because good management of leaders will lead to set other priorities and the necessary processes to achieve them and to develop the university in teaching, learning and research. It is important to mention that all these priorities are connected together.

- **Quality assurance.**

During the last few years, the ministry of higher education and scientific affairs has urged all the academic institutions to raise the awareness regarding the quality assurance and to assess the extent that they follow every year.

- **Research**

Research is a main core for a successful university. The academic reputation of a university is mainly depending on the research. For this reason, Wasit University push their academic staff to publish their scientific papers in well standard journals.

- **Education**

Good education means good outputs of graduated students.

- **E-governance**

Electronic governance helps in saving time , good communication and well archiving and following up. Thus, Wasit University plan to convert gradually E- governance during the future.

- **Curriculums**

Curriculums have direct connections with the education. A good education should be along with modern and up-to-date and useful curriculums. The ministerial regulations allow 20% of update by a lecturer.

- **Accreditations**

Wasit University believes that accreditation is a proof for a good education, good curriculum, good research…etc. It means that the university follow a concise plan for their goals.

- **Staff and students development.**

To achieve a good research, good education, smooth use of E-governance, accreditation and meet the quality assurance aspects, continuous development of students and staff (academic and none-academic) should be provided. This is because the development of university is not the role and responsibility pf leaders only but it is shared by all as one team.

2.5 Current challenges

In this section, the strengths, weaknesses, opportunities and threats will illustrated as in the table below:

STRENGTHS	WEAKNESSES
- Good infrastructure (i.e. buildings). - Good variety of educated staff who graduated from international universities. - Variety of disciplines given by the 15 colleges.	- Lack of budget for research. - Lack of awareness of quality assurance. - Lack of communications with stakeholders.
OPPURTINUTIES	THREATES
- Starting building research groups. - Strengthening the co-supervision on Msc and Phd thesis. - Increasing the out class activities for students.	- Many private universities are opened and huge competencies there. - Several managerial positions are given to untrained members.

3 Plan

3.1 Goals

- Equip students with modern knowledge in their discipline.
- To engage colleges in practical researches that serve community.
- Support students' capability of decision making.
- To strengthen the links between the university and community.
- Building a strong competence with other universities.
- High standard management.

3.2 Objectives

For goal 1: *Equip students with modern knowledge in their discipline.*

- Using variable techniques of teaching.
- Updating curriculum and expanding and developing school curricula to suit the labor market.

For goal 2: *To engage colleges in practical researches that serve community.*

- Increase communications with governmental and private sectors.

For goal 3: *Support students' capability of decision making.*

- Increase the extracurricular activities.
- Improving the assessment and analysis skills.

For goal 4: *To strengthen the links between the university and community*

- Increase the social activities and volunteering campaigns.
- Hosting the combined academic and public seminars.

For goal 5: *Building a strong competence with other universities*

- Opening the field of study to foreign students by applying for primary and higher studies.
- Seeking to increase the financial returns of the university and harnessing these revenues in development processes.
- Applying quality standards and academic accreditation in all university facilities

For goal 6: *high standard management*

- Continuous development of all university employees.
- Adoption of the principle of transparency, tolerance and joint action
- Carrying out the self-evaluation process periodically and adopting the results of the evaluation in the improvement processes.

3.3 Actions

- For the actions taken by Wasit University to achieve their objectives please see the **Appendix A.**

3.4 Key indicators

Achievement of the objectives will be measured using a number of key indicators. Kindly, see **Appendix A** which has the key indicators for achieving objectives.

3.5 Target groups

The strategic plan is set to target different levels of staff including:

- University leaders.
- Teaching staff.
- Students (Ugs and PGs)
- Administration staff.
- Technical staff.

3.6 Strategic approach

<Describe the overall approach that will be used to achieve the objective>

3.7 Programs / activities

Many programs and activities are set and implemented and targeted staff and students. These include but not limited to:

- 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.

4 Appendices

4.1 Appendix A

<Excel file showing the goals, objectives, actions, responsible unites, expected outcomes and key indicators >