



Republic of Iraq
Ministry of Higher Education and Scientific Research
University of Basrah
College of Arts
The Quality and Academic Performance Assurance
Division



The Improvement Plan Form For the Academic Year 2019-2020

Prepared by:

The Quality and Academic Performance Assurance Division

College of Arts

College of Arts/ department of Philosophy

First: Types of Strategies

Weakness-Opportunity Strategy WO (Developing and improving)	Strength-Opportunity Strategies: SO (Growth and Expansion)
<p>1-The lack of a sufficient number of classrooms compared to the number of students who are accepted annually.</p> <p>2-Random admission of students in comparison with the criteria that must be followed to determine the numbers of accepted students.</p> <p>3-The low scientific level of first-year students due to the wrong admission mechanisms and the acceptance of low rates.</p> <p>4-The lack of a fixed academic system, as there are continuous changes from the annual system to courses, so there are three systems in the department. In addition, there are many cases of suspension, failure, taking failed subjects to the next level and the third round, which causes confusion in dealing with critical cases for students.</p> <p>5-Unavailability of the department's laboratory facilities and the lack of modern means to rely on them in the undergraduate studies.</p> <p>6-Failure to provide the basic requirements for the student, especially with regard to the appropriate environment for education.</p> <p>7-Unavailability of textbooks for students, which leads to their purchase by them from libraries.</p>	<p>1-The teaching staff is distinguished with high experience in all fields of teaching.</p> <p>2-The existence of an integrated philosophical library to meet the department's needs of professors and students.</p> <p>3-Availability of advanced teaching staff who hold academic certificates and titles, including professor and assistant professor.</p> <p>4-With regard to development and scientific research, there is the authorship and translation of books by the professors of the department.</p>
Weakness-Threat Strategy: WT (deflation)	Strength-Threat Strategy: ST (Stability)
<p>1-The inherited fear of philosophy supported by some religious trends and the difficulty of philosophy and its exploitation on various intellectual topics, even the forbidden and complex ones, which leads to limiting its spread.</p> <p>2-Lack of employment opportunities compatible to the number of graduates in the education directorates.</p> <p>3-There are no postgraduate studies in the department.</p>	<p>The department has stability, and an increasing demand from students due to the requirements of the labor market in employment in the Ministry of Labor and Social Affairs.</p>

Second - the Strategic Goals

- 1- Upgrading the academic institution with the educational service and updating programs and curricula to keep pace with recent developments in information technology.
- 2- Supporting the scientific research movement of the teaching staff to serve the community and find solutions to problems.
- 3- The participation of academic institutions in foreseeing the future through history and supporting developing effective and achievable future strategies and plans.
- 4- Strengthening the role of advisory services in the academic institutions and making them a center for cultural and scientific support for the community.
- 5- Continuous improvement of faculty members and focusing on the need to enrich the English language and computers and activate international standards for the percentage of the numbers of faculty members compared to students.
- 6- Overcoming difficulties for academic institutions to enter international classifications and obtain accreditation from various accreditation bodies.
- 7- Supporting and directing scientific laboratories even though they are not available.
- 8- Directing academic institutions to follow health methods.
- 9- Strengthening the management of academic institutions to achieve an academic reputation and raise the spirit of competition in all fields.
10. Supporting academic institutions with international professors through education in all fields.
- 11- Encouraging academic institutions to conclude international cooperative agreements with the corresponding institutions in the world.
- 12- Showing the honorable scientific image of the Iraqi researcher by supporting him/ her in publishing in international fields and participating in international conferences.
- 13- Strengthening the mutual relations between the various academic institutions.
- 14- Directing the academic institutions in preserving the authenticity of the Iraqi society by promoting the spirit of citizenship.
- 15- The ability to be creative and innovative by preparing efficient outputs that are suitable to the needs of the labor market.

Third - Analysis of the gap between the current situation and strategic goals:

- 1 - Lack of modern means such as the Internet, computers and modern educational means.
- 2 - Delayed completion of the infrastructure, or even a lack of it at the level of ambition.
- 3- Weakness of the university's website.

4. Harnessing scientific research and consulting to serve the community and its various institutions in accordance with international standards.
5. Upgrading the academic institution with the educational service and updating programs and curricula to keep pace with recent developments.

Fourth - linking the strategic plan of the college with the strategic plan of the university.

There is a close connection between the strategic plan of the college and the strategic plan of the university. As well as a connection between the mission, vision and goals of the college and the departments and the vision, mission and goals of the university. This connection is manifested in the SWOT analysis, which was conducted in light of the corresponding variables in the analysis of the scientific departments. Therefore, it can be summed up to say that the strategic plan of the scientific departments stems from the strategic plan of the college and the university.

In the field of teaching and learning:

-Seeking to set up development courses for the department's cadres.

1-Accepting big numbers of students and the graduates are capable in many fields like teaching and research.

2-Incouraging teaching staff to use modern teaching methods specially in the fields of scientific research.

3-Publishing the research of the teaching staff in international scientific journals.

4-Holding seminars and participating in scientific conferences.

5-Holding symposiums related to the scientific, educational and social position of the community.

In the field of community service and environment development:

1-Visiting the Children's Hospital.

2-Visiting high schools.

3-Visiting the orphanage.

4- Visiting churches.

Fifth - order of priorities in light of relative importance and available funding.

1-Supporting written and translated books.

2-Studying the important requirements of the scientific and teaching staff.

3-Holding scientific and community seminars, conferences and workshops.

Sixth - Policies and procedures for implementing the strategic plan for accrediting the college

Mission

Governmental academic association providing the scientific, administrative and technical support in the field of quality or the educational institutions of the human sciences to be more powerful and creative via preparing efficient outputs coping with the needs of the labour market, manipulating scientific research and consultations for serving society and its institutions in terms of the international standards.

Vision

Specialized academic association supporting the educational institutions in distinctiveness, quality and competitiveness locally, regionally and internationally.

Seventh - Determining the expected difficulties and challenges

- 1-The acceptance of big numbers of students.
- 2-The number of students is not compatible with the teaching staff.
- 3-Unavailability of a laboratory at the department.
- 4-There is no clear acceptance strategy.
- 5-Not preparing the suitable atmosphere specially the number of students in every class.
- 6-The lack of precise specializations such as metaphysics, science philosophy, Sufism, beauty philosophy and other disciplines that raise the level of the department and other departments.

Suggestions to Face the Difficulties:

- 1- Providing the suitable infrastructure specially the classrooms.
- 2-Financial support.
- 3-Forming a studied plan for students annual admission regarding the scientific level and number.
- 4-Knowledge and scientific connection with other universities.
- 5- Strengthening the role of advisory services in academic institutions.

Eighth - The Executive Plan

The Teaching Staff Development Program:

- 1-Honoring outstanding teaching staff.
- 2-Holding seminars and panel discussions.
- 3-Adopting international programs and plans in publishing in international journals and urging writing and translating books.

4-Sending delegations and scientific missions that allow them to increase their knowledge of scientific developments.

5-Holding Developmental Courses.

Curriculum Development Program:

1-Providing Curriculum and assistance books.

2-Connecting with other universities to exchange scientific benefits.

3-Following modern scientific methods in delivering scientific subjects to students.

Publishing and Scientific Research Development Program:

1-Urging on publishing research in international scientific journals.

2-Writing and translating books.

3-Achieving high rank in quality standards among other Iraqi and international universities.

4-Looking after practical research.

Ninth - Mechanisms to ensure methods of evaluation, follow-up and continuity of the strategic plan:

Axes of Implementing the Improvement Plan for the College and Its Scientific Departments

1-Academic Accreditation Plan for Scientific Departments:

-Diversity of expertise for scientific departments and filling the shortage in some disciplines.

-Preparing experienced staff in the philosophy discipline to teach in the Iraqi high schools.

2-Curriculum development plan for scientific departments:

3-Problems and Obstacles:

1-Unavailability of suitable infrastructure that is compatible with the quality standards.

2-The big number of students in the same class which causes a burden on the teaching staff.

3-Unavailability of a laboratory in the department.

4-Unavailability of teaching equipment.

The Strategic Plan for Teaching Staff:

Planned 2019-2020			
Ph.D. and Master			
Prof.	Asst. Prof	Lect.	Asst. Lect.
1	6	5	5

Achieved 2019-2020			
Ph.D. and Master			
Prof	Asst. Prof	Lect.	Asst. Lect.
1	6	5	5

Planned 2020-2021		
Ph.D. and Master		
Prof	Asst. Prof	Lect.
6	2	7

The Strategic Plan For The Employees:

Planned 2019-2020		Achieved 2019-2020		Planned 2020-2021	
Administrative	Technical	Administrative	Technical	Administrative	Technical
4	0	4	0	4	0

The Scientific Research:

Planned 2019-2020		Achieved 2019-2020		Planned 2020-2021	
Theoretical	Practical	Theoretical	Practical	Theoretical	Practical
1	0	1	0	1	1

The Strategic Plan for Books and Scientific Resources Needed:

Planned 2019-2020		Achieved 2019-2020		Planned 2020-2021	
Curriculum Books		Curriculum Books		Curriculum Books	
Main	Assistant	Main	Assistant	Main	Assistant

200	100	200	100	300	150
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The Strategic Plan For Scholarships and Study Leaves:

Planned 2019-2020				Achieved 2019-2020				Planned 2020-2021			
Study Leaves		Scholarships		Study Leaves		Scholarships		Study Leaves		Scholarships	
Foreign	Arabic	Inside Iraq	Outside Iraq	Foreign	Arabic	Inside Iraq	Outside Iraq	Foreign	Arabic	Inside Iraq	Outside Iraq
2	1	3	0	0	0	1	0	3	2	2	2

The Strategic Plan For Delegations and Employees Training:

Planned 2019-2020				Achieved 2019-2020				Planned 2020-2021			
Teaching Staff		Employees		Teaching Staff		Employees		Teaching Staff		Employees	
Inside Iraq	Outside Iraq	Inside Iraq	Outside Iraq	Inside Iraq	Outside Iraq	Inside Iraq	Outside Iraq	Inside Iraq	Outside Iraq	Inside Iraq	Outside Iraq
2	2	2	0	0	0	0	0	5	4	2	0

The Strategic plan for the Future Absorptive Capacity Plan:

Planned 2019-2020				Achieved 2019-2020				Planned 2020-2021			
Teaching Staff		Employees		Teaching Staff		Employees		Teaching Staff		Employees	
Ph.D	Master	Administrative	Technical	Ph.D	Master	Administrative	Technical	Ph.D	Master	Administrative	Technical
6	11	3	0	6	11	3	0	9	11	4	0

The Strategic Plan for Students Admission: Postgraduate and Undergraduate Studies:

Planned 2019-2020		Achieved 2019-2020		Planned 2020-2021	
Undergraduate	Postgraduate	Undergraduate	Postgraduate	Undergraduate	Postgraduate

Studies		Studies	Studies		Studies	Studies		Studies
Morning	Evening	Plan	Morning	Evening	Plan	Morning	Evening	Plan
150	50	0	128	2	0	150	50	0

Axes	The Academic Year		
	2019-2020		2020-2021
	Planned	Achieved	Planned
Teaching Staff	16	16	20
Scientific Promotions	2	0	3
Employees	3	3	4
Scientific Plan	1	1	1
Written Research	15	6	14
Written Books	3	2	3
Annual Scientific Conferences	0	0	2
Annual Symposiums	4	3	4
Panel Discussions	16	11	17
Postgraduate Students	0	0	0
Undergraduate Students	150	25	250

Service Requirements: In terms of

1- classrooms and their suitability for teaching (cleanliness - lighting - study seats - availability of fans and air conditioners - windows and curtains - classroom doors -etc). There are not enough seats and services for students.

2- Modernizing and expanding the classrooms according to the latest specifications and providing them with all modern technologies that serve the teaching process. There are not enough number of classrooms in comparison to the number of students.

3- The offices of the faculty members in terms of (cleanliness - lighting - air conditioners - modern furniture - computers - the Internet). There are no computers, proper lighting, good furniture or Internet in most of the teaching staff offices.

4- Bathrooms in terms of (number - cleanliness - availability of water). One bathroom

5-Availability of potable water coolers. not available

SWOT Analysis:

Strengths	Weaknesses
1- There is sufficient experience of the teaching staff. 2 - Availability of scientific and precise specializations for the department's professors. 3 - Using modern methods of teaching. 4- Adopting modernization in the curricula. 6- Relying on modern curricula. 7- Training the teaching staff on e-learning technology.	1-Unavailability of suitable infrastructure that is compatible with the quality standards. 2-The big number of students in the same class which causes a burden on the teaching staff. 3-Unavailability of a laboratory in the department. 4-Transforming to e-learning without providing its necessary equipment.
Opportunities	Threats
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