



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

The College's Improvement Plan

First: Types of Strategies

Weakness-Opportunity Strategy WO (Developing and improving)	Strength-Opportunity Strategies: SO (Growth and Expansion)
<ul style="list-style-type: none"> • Availability of a qualified and specialized teaching staff. • Strengthening the mutual relationship between the mixed academic institutions to create an appropriate structure. • Organizing courses for employees of state departments in the Arabic language. 	<ul style="list-style-type: none"> • Lack of some precise specializations. • Lack of free textbooks for students, which leads to them to purchase the books. • Lack of delegations for the department's teaching staff that allow them to increase their knowledge. • Lack of teaching staff and the dispersion of specializations in the department.
Weakness-Threat Strategy: WT (deflation)	Strength-Threat Strategy: ST (Stability)
<ul style="list-style-type: none"> • Developing teaching methods in the Arabic language department. • Taking advantage of modern means of communication, information network and information systems in light of recent developments. 	<ul style="list-style-type: none"> • Weak education of the students community about the Arabic language department and the absence of a clear picture about the department, which led to the students' alienation from it, as well as the lack of employment of the department's graduates in private state facilities.

Second - the strategic objectives and policies of the college in the light of the analysis and the college's strategic plan.

College goals

The Strategic Goals

To achieve the general goals of the college, the strategy must adopt a set of strategic objectives and be formulated to be related to the reality of the department, the college and the university and its current state, and to have quantitative measures by which it is possible to measure the extent of achievement of the target, in light of the department's vision and mission, the environmental analysis and the university's strategic plan; the college seeks to achieve the following strategic goals.

- The First Goal: To provide scientific, administrative and technical support in the field of quality for educational institutions.
- The Second Goal: 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:

The gap study was based on the results of (SWOT Analysis) and the college self-study as well as the follow-up visits report. The previous analysis showed that there is a gap between the current situation of the scientific departments and the college and the strategic objectives represented in the following elements:

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

Therefore, the current situation needs to be reorganized in order to conform to the requirements of academic accreditation and the desired excellence locally and regionally. The matter requires creating a distinct educational atmosphere, as follows:

1. Supporting the departments with specialized cadres of postgraduate studies graduates (higher diploma, master's and Ph.D.)

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.

1. In the field of teaching and learning:

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

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

2. In the field of scientific research:

-publishing scientific research and writing books.

3. In the field of community service and environment development:

-Encouraging innovation in education, research and community service for the professional practice of the information and library specialists.

-Addressing the reputable educational departments and institutions for the purpose of opening the horizons of scientific-library cooperation with them in light of the relative importance and funding.

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

-Holding scientific and community seminars, conferences and workshops.

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

Based on the vision and mission of the academic departments and the college to implement the following policies and procedures:

Vision

- 1- creative diversity in the subjects, sections, and curricula of the Arabic Language Specialization.
- 2- Innovation and proficiency in education and research.
- 3- Effective contribution to the community, culture and research services.

Mission

The mission of the department is to:

- 1- focus on the knowledge acquisition and develop scientific and critical thinking skills.
- 2- stress the importance of the Arabic Language Specialization and its role in the inclusive development of society.
- 3- promote innovation in education, research, community services and professional practices of the Arabic language specialists.
- 4- support the respect for ethical values in education, research, community services and professional practices for the Arabic language specialists.

Seventh - Determining the expected difficulties and challenges

The difficulties facing the implementation of the strategic plan for the scientific departments and the college:

- The lack of precise specializations such as modern indexing and other disciplines that raise the level of the department and other departments.
- The number of rooms allocated to faculty members is not suitable to the number of the teaching staff and the department's needs as rooms for the work of examination committees and workshops.
- Lack of state support for graduates of the Arabic Language Department, as this support would provide job opportunities for these graduates as well as benefit from them in state departments.

Suggestions to Face the Difficulties:

- 1- Opening laboratories in the scientific departments.

2-conducting scientific trips to support the scientific research movement of the teaching staff and students of postgraduate and undergraduate studies.

3- Strengthening the role of advisory services in academic institutions.

4- Working to strengthen the department's relations with the corresponding departments at the level of Iraq and the Arab World.

5- Addressing state departments to provide Arabic Language services for them.

Eighth - The Executive Plan

1- The Teaching Staff Development Program:

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

-Developmental courses and access to modern and technological developments.

2- Curriculum Development Program:

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

3- Publishing and Scientific Research Development Program:

-Forming specialized and diverse committees for all scientific departments to follow up on scientific research.

-Following up on all the administrative related details and other issues.

1- Performance Assessment and Obtaining Academic Accreditation Program:

-Supporting academic institutions to improve educational service and update programs.

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

The continuity and follow-up of the plan in the future depends on its continuous communication with the needs of the labor market and community participation, stemming from the needs of society in light of contemporary national and global trends so that it meets the requirements of progress and the scientific and technological revolution, and remains as an active partner in achieving sustainable community development. Therefore, the scientific departments at the College of Arts - University of Basrah must remain in constant and effective contact with the community. The college must assume its responsibilities and obligations - in addition to the educational process - towards continuous scientific research. In search of facts, their transmission and development, in addition to carrying out its various societal responsibilities, including enlightenment, constructive criticism, leadership and training. To achieve these responsibilities, it must deepen and develop these functions in order to ensure the effectiveness of its roles. The future planning ambitions to achieve the overall quality of the college will remain subject to several factors and guarantees, the most important of which are:

-Supporting the scientific research movement of the faculty members and students to serve the community and find solutions to outstanding issues and problems.

-Participation with the academic institutions in anticipating the future and supporting them.

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

Academic Accreditation Plan for Scientific Departments:

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

-Updating curricula to suit the modern digital time and its requirements.

Curriculum development plan for scientific departments:

-Dissemination of information, knowledge management and sustainable development through modern means of communication.

-Developing teaching methods through holding various seminars and courses.

Problems and Obstacles:

-The lack of the faculty members offices and classrooms for postgraduate and undergraduate students.

-Lack of teaching staff in the department.

The Strategic Plan for Teaching Staff:

Planned 2019-2020						
Ph.D.			Master			
Prof.	Asst. Prof	Lect.	Prof.	Asst. Prof	Lect.	Asst. Lect.
16	13	16			2	

Achieved 2019-2020					
Ph.D.			Master		
Prof	Asst. Prof	Lect.	Asst. Prof	Lect.	Asst. Lect.
10	13	16		2	

Planned 2020-2021					
Ph.D.			Master		
Prof	Asst. Prof	Lect.	Asst. Prof	Lect.	Asst. Lect.
16		1	13	16	2

The Strategic Plan For The Employees:

Planned 2019-2020		Achieved 2019-2020		Planned 2020-2021	
Administrative	Technical	Administrative	Technical	Administrative	Technical
4	2	4	2	4	2

The Scientific Research:

Planned 2019-2020		Achieved 2019-2020		Planned 2020-2021	
Theoretical	Practical	Theoretical	Practical	Theoretical	Practical
2	17				

The Strategic Plan for Books and Scientific Resources Needed:

Planned 2019-2020				Achieved 2019-2020				Planned 2020-2021			
Curriculum Books				Curriculum Books				Curriculum Books			
Arabic	English	Main	Assistant	Arabic	English	Main	Assistant	Arabic	English	Main	Assistant
50		10	40	50		10	40	40		10	40

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
				1							

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

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
		4	2			4	2			4	2

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

Planned 2019-2020			Achieved 2019-2020			Planned 2020-2021		
Undergraduate Studies		Postgraduate Studies	Undergraduate Studies		Postgraduate Studies	Undergraduate Studies		Postgraduate Studies
Morning	Evening	Plan	Morning	Evening	Plan	Morning	Evening	Plan
150	100	20	250		50	150	100	20

Axes	The Academic Year		
	2019-2020		2020-2021
	Planned	Achieved	Planned
Teaching Staff	47	47	47
Scientific Promotions	4		4
Employees	4		3

Scientific Plan			
Written Research			
Written Books			
Annual Scientific Conferences	2		1
Annual Symposiums	5		4
Seminars	14	10	10
Panel Discussions	14	10	14
Students Affairs			
Postgraduate Students	34	34	32
Undergraduate Students	763	763	840

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). Fairly good

2- Modernizing and expanding the classrooms according to the latest specifications and providing them with all modern technologies that serve the teaching process. No

3- The offices of the faculty members in terms of (cleanliness - lighting - air conditioners - modern furniture - computers - the Internet). Poor

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

5-Availability of potable water coolers. not available

SWOT Analysis:

Strengths	Weaknesses
Availability of suitable classrooms for postgraduate studies (higher diploma and master's degrees). <i>A computer lab equipped with all needs.</i> Postgraduate studies (high diploma and master's) are available.	1- The teaching staff rooms are not suitable for their numbers and scientific status. 2- <i>Lack of noticeable care from the department in the books written in the specialization.</i> 3- The lack of modern educational technology to raise the educational

	<p>level, including the information network (the Internet), audio-visual display devices and CDs related to the department's competencies.</p> <p>4- Unavailability of potable water coolers and refrigerators.</p> <p>5- The number of instructors does not suit the number of accepted students.</p>
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