



The Republic of Iraq
Ministry of Higher Education
and Scientific Research
Albasrah university
Faculty of Administration and



Improvement plan

Department of Banking and Financial Sciences

2022/2023

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Dean

Improvement plan Department of Banking and Financial Sciences 2022-2023

work team

For the purpose of preparing the improvement plan for the Department of Banking and Financial Sciences, the Department's Program Accreditation Committee contributed to preparing the improvement plan and striving to accomplish it, which consists of:

Position	Name of the manager	T
President	a.Dr..Hussein Jawad Kazem	1
A member	a.M.Dr..Muhammad Jassim Muhammad	2
A member	M.Fayza Hassan messaged	3
A member	M. Mayada Kazem Natush	4
A member	millimeter. Asia Ali Hadi	5
A member	millimeter. Israa Khairy Abdel	6

Position	Name of the manager	T
President	a.M.Dr..Aqeel Abdul Muhammad Abbas	1
A member	M.Qasim Muhammad Dahash	2
A member	M.M. Ahmed Sami Ibrahim	3

Department improvement plan Banking and Finance

Firstly- brief history

Founded **Department of Banking and Financial Sciences** Academic year 2002/2003, where I graduated (17A group of holders of a bachelor's degree in financial and banking sciences. Postgraduate studies were opened in the academic year 2012/2013 for master's studies, while doctoral studies were opened in the academic year 2016/.2022

secondly : Vision and mission ftheGoals

-Vision: That the Department of Banking and Financial Sciences be at the forefront of financial and banking sciences departments in Iraq, with a commitment to excellence in the three main pillars of university education: teaching, scientific research, and community service., soThe Department of Banking and Financial Sciences seeks to raise the practical and academic level of students and teaching staffAndKeeping up with practical developments in the corresponding scientific departments in international universities.

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the message: To achieve this vision, the department directs its activities to achieve the following messages:-

- Providing distinguished, high-quality education for students that is compatible with the needs of the labor market.
- Developing and developing the capabilities of faculty members in the teaching and research fields.
- Providing consulting and training services through a close relationship with the community.
- Providing an academic environment that stimulates excellence in teaching, learning and scientific research.

- Valuable Section:

- 1- Commitment to scientific integrity, innovation and continuous improvement.
- 2- Transplant Sense the National To be active citizens and contributors to the development of society.
- 3- Commitment to the spirit of one team, creativity, and continuous striving to implement the targeted standards.
- 4- Encouragement Practices And behaviors Fair .
- 5- Confirmation on that Be Methods And methods And procedures Evaluation Fair.
- 6- Inclusion And empowerment Can everyone Expression on Their interests And destinations Look at them With borders Occasion
- 7- Enjoy With independence Complete As an institution Educational Her goal Basis service the society.

- General objectives of the department:

1. to provide environment Educational Sophisticated in Curricula and methods Educational The document on technology Information and methods that meet need market the job.

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2. Preparing highly qualified graduates who are able to compete in entering the labor market easily, and who are able to continue postgraduate studies, keeping pace with scientific development in the field of financial and banking sciences, and supplying banking and financial institutions in Iraq with qualified graduates to manage and develop them..
3. Keeping pace with global and local developments in the field of financial and banking sciences.
4. Motivate and Increase capacity Students To think, analyze and create And encourage them To indulge in Activities and practices Scientific In spirit the team the one.
5. Developing the student's technological skills related to investment and financial markets.
6. incentivize search Scientific And support Studies Scientific And applied Specialized that effect Positively in the society.
7. more Interconnectedness And its continuity between Section And graduates For a purpose development And insurance Their future Professional.

Scientific objectives of the department:

1. Developing the teaching staff to ensure excellence in performance And Meet needs the society And requirements market the job.
2. interest Search Scientific And create environment Supportive For research Applied High the quality on Levels Local And regional And international Contribute in to treat the problems that You face it market the job.
3. development Curricula Scholarship And plans the study To keep up Developments The quick one in fields Technology And science To meet requirements market the job current And futurism.
4. Consolidation culture education Continuous For different Sectors the society To meet his requirements, And also presentation Services and consultations Artistic to solve His problems And development His programs.
5. communication with Institutions Scientific inside And outside Iraq And exchange Of experience And information according to Objectives Shared.

Improvement plan For the Department of Banking and Financial Sciences 2022/ 2023

Firstly- The concept of improvement and achievement plan

Planning works to adopt a development concept that aims to continuously improve the quality of practical life, ensure participation for all, develop the infrastructure for operations, and find alternatives and methods based on an in-depth understanding of the environment, which reduces the rates of waste resulting from confusion and randomness, and gains those in charge of it and its participants confidence in themselves and their directions. It represents a motivation and motivation towards achieving the organization's goals. Achieving certain goals in an optimal way requires a lot of statistical data and technological data to analyze the effects of each step with precise scientific analysis to compare the results of multiple alternative steps, balancing the requirements for achieving the goals and the available resources.

The principles and principles of quality become represented as an important basis in the process of building goals, which are the core of the planning process. Also, comprehensive quality management and change management can be applied and worked in isolation from understanding the goals and concepts of strategic planning, because both concepts are closely related to the success of quality applications.

secondly- Factors of strategic analysis of the planning process

Directly at the level of university institutions, classifying them according to priorities as follows

- **Strength factors** Strengths Qualified faculty members Integrated infrastructure Advanced laboratories and equipment Modern and diverse study programs at all competitive levels, and the good reputation of graduates The use of modern technology in managing the educational process The production of scientific research and excellence in it locally and regionally The university campus, and the means of knowledge production in it
- **Vulnerability factors** Weaknesses Financial complications High costs of study programs Climate difficulties and poor university service Deficiencies in promotional, marketing, and expansion activities Limited programs, guidance, and limited academic staff in cooperation between the public and private sectors Imitation, routine, and similarity in programs and fields of study Weakness in external communication with research centers and institutions Global Academy.
- **Opportunities** Opportunities: Population growth rate, demand for education, societal competition, and development of the social environment. Geographical environment, support services
- **Risks and threats** Threats: Competition in offering programs and opening educational, learning, and service institutions. Global polarization for programs and external aid and support. Limited resources and a limited competitive environment. Limited labor market and external pressures. Weak political stability.

Third Types of strategies

Types of strategies	
Strength strategies: SO Growth and expansion 1- The department has a teaching staff with solid scientific experience 2- There are various academic degrees in the department. 3- The department has a teaching staff with solid scientific experience in the field of teaching and scientific research	Vulnerability strategies: WO Develop and improve 1- The number of students increases annually, while there is not a sufficient number of halls available to accommodate this number. 2- Using modern technologies in education and training faculty members on them to be more capable and distinguished in

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<ul style="list-style-type: none"> 4- The teaching staff is distinguished by high professional ethics 5- Continuous development of curricula 	<ul style="list-style-type: none"> achievement and achieving results. 3- Failure to compensate staff referred to retirement 4- Motivation and reward systems do not It rises to the level of ambition. 5- Limited modern technical devices used in the fields of education and learning. 6- Lack of laboratories equipped with modern technologies as a virtual financial market 7- There are no virtual banks in the department to teach students practically
<p>Power strategies – Opportunities: ST Stability and stability</p> <ul style="list-style-type: none"> 1- Reducing the retirement age for teachers to 63 years. 2- Raising the scientific and professional competence of faculty members at the college. 3- There is a clear case of listening to the opinion and advice provided by the university professor. 4- Teaching resources, scientific research efforts, and advanced teaching methods used in education and teaching, which are reflected in the quality of students in the labor market 	<p>Threat strategies: WT deflation</p> <ul style="list-style-type: none"> 1- Lack of classrooms with modern means. 2- Directing all academic, research, administrative and financial activities towards achieving the goals. 3- The department's admission plan ranges between 150-300 students annually, while there is not a sufficient number of halls to accommodate this sufficient number. 4- The scientific research movement is moderate, as its goal is to obtain scientific promotion without contributing to supporting government institutions 5- Deficiencies in service supplies

secondly- The strategic goals and policies of the department in light of the environmental analysis and the college's strategic plan.

- General objectives of the department:

- 6. to provide environment Educational Sophisticated in Curricula and methods Educational The document on technology Information and methods that meet need market the job.
- 7. Preparing highly qualified graduates who are able to compete in entering the labor market easily, and who are able to continue postgraduate studies, keeping pace with scientific development in the field of financial and banking sciences, and supplying banking and financial institutions in Iraq with qualified graduates to manage and develop them..
- 8. Keeping pace with global and local developments in the field of financial and banking sciences.

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9. Motivate and Increase capacity Students To think, analyze and create And encourage them To indulge in Activities and practices Scientific In spirit the team the one.
10. Developing the student's technological skills related to investment and financial markets.
6. incentivize search Scientific And support Studies Scientific And applied Specialized that effect Positively in the society.
7. more Interconnectedness And its continuity between Section And graduates For a purpose development And insurance Their future Professional.

Scientific objectives of the department:

1. Developing the teaching staff to ensure excellence in performance And Meet needs the society And requirements market the job.
2. interest Search Scientific And create environment Supportive For research Applied High the quality on Levels Local And regional And international Contribute in to treat the problems that You face it market the job.
3. development Curricula Scholarship And plans the study To keep up Developments The quick one in fields Technology And science To meet requirements market the job current And futurism.
4. Consolidation culture education Continuous For different Sectors the society To meet his requirements, And also presentation Services and consultations Artistic to solve His problems And development His programs.
5. communication with Institutions Scientific inside And outside Iraq And exchange Of experience And information according to Objectives Shared.

strategic goals

To achieve the general objectives of the scientific department, the strategy must adopt a set of strategic objectives and be formulated to be linked to the reality of the department, college, and university and their current state, and to have quantitative standards by which the extent of achievement and achievement of the target can be measured, in light of the vision and mission of the department and college, the environmental analysis, and the university plan. The strategy; The department seeks to achieve the following strategic goals:

- Adopting modern means and solid scientific methods in delivering materials
- Providing a better teaching climate for students
- Monitoring state departments with specialized cadres in order to improve their poor situation
- Work to ensure that the department undergoes an academic accreditation certificate

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Third- Analyzing the gap between the current situation and strategic goals

The gap study was based on the results of the environmental analysis (SWOT Analysis) and the department's self-study as well as the report of follow-up visits, and then, in light of the above, I lost identifying the gap between: the current status of the scientific department, and what the college seeks to achieve in terms of future goals; To support and consolidate the college's mission, and its consistency with the university's strategic plan. The study resulted in proposing methods and policies to achieve the targeted balance in light of the available sources of funding and arranging priorities to achieve the strategic goals of the department and college. The previous analysis showed that there is a gap between the current situation of the scientific department and college and the strategic goals represented by the following elements:

- 1- The number of college students, currently and in the future, exceeds the available capabilities
- 2- Retirement of distinguished faculty members.

Accordingly, the current situation needs to be reorganized in order to meet the requirements of academic accreditation and excellence desired locally and regionally. Therefore, the matter requires creating a distinguished educational climate, which is represented in the following::

- 1- Equipping the halls with modern technological equipment, as well as increasing the space of the halls to accommodate the number of students.
- 2- Developing the educational system to achieve targeted educational results

Fourthly-Linking the department's strategic plan to the college's strategic plan.

There is a close connection between the department's strategic plan and the college's strategic plan, as well as a significant connection between the department's mission and vision and its strategic goals, and between the college and university's vision and mission and their strategic goals. This connection is demonstrated in the analysis SWOT, which was conducted in light of the corresponding variables in the four-way analysis of the scientific department; therefore, it can be summed up that the department's strategic plan stems and emanates from the college's strategic plan.

- 1- The field of education and learning:
 - Updating the design of curricula content in a manner consistent with achieving the targeted educational outcomes and providing skills specific to the labor market
 - Activating the existence of an external evaluation system for the program and courses
 - Developing the skills and capabilities of faculty members
- 2- Field of scientific research:
 - Activating the department's research plans
 - Developing the research capabilities of faculty members
 - Supporting the publication of research in international journals
 - Expanding the holding of local and international scientific conferences
 - Developing a mechanism to evaluate the outcomes of scientific research
- 3- The field of community service and environmental development:
 - Providing a database of community needs
 - Participating in community development, monitoring environmental problems and finding solutions to them
 - Establishing a special unit to provide community services

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

- 1- Equipping the halls with modern technological equipment, as well as increasing the space of the halls to accommodate the number of students.
- 2- Developing the capabilities of faculty members.

Sixthly-Policies and procedures for implementing the strategic plan to qualify for department accreditation.

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Based on the department's programmatic accreditation standards, the following procedures are implemented in accordance with each standard:

The first section: strategic management and innovation

This section includes three main standards as follows:

Standard 1: Mission, impact and innovation

Seeking Department of Banking and Financial Sciences By unifying the vision and mission and achieving the desired goals, and disseminating them among all its members (teachers - employees - students), as it was published through murals. (Student reception guide) The introductory brochure and on the website Department. The Scientific Department maintains a well-documented strategic plan that is developed through:

- 1- A robust and collaborative planning process that includes the input of key stakeholders.
- 2- Monitors the scientific department regularly Its progress in Opposite Alast a diverticulitis Planned And the results Expected And informs Progress that He scores it to friends interest the main ones, And as part from Monitoring Being Section Analysis officially For the risks he has Plans To relieve from Risks Main specified..
- 3- While Implement Section Scientific His mission, It is Embrace Innovation As an item Basic For improvement Continuous.
- 4- It shows Section Scientific Commitment By influence Community Positive as It was completed Expression about him And support him With his mission Focused and determined how Intends to investigation this the influence

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 1	Weaknesses	T
Developing and using modern technologies in education	Lack of classrooms with modern means	1
Training faculty members to achieve results Appointing teaching staff with specializations according to the department's needs Updating study programs in light of global trends and local needs.	Lack of some specializations	2
Providing financial allocations to provide better educational platforms	lack Customization Financial To support Possibilities Section Scientific Available platforms Educational better.	3

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Standard 2: Scientific contributions, their impact, and their compatibility with the message

searchScientific:According to instructions Ministry And the university on development And development search Scientific Van Section get up certainly on this Subject and get up Section certainly on Teaching staff Necessarily registration Their research within Plan and encourage Members Commission Teaching on Share in Internal and external conferences and benefits from Experiments between Universities To develop Ways search Scientific is based Section Bto organizeSeminarsComplete from During it an offer Research And topics ScientificThe following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 2	Weaknesses	T
the job on Grant awards For research Scientific And not Just books to thankTo increase and encourage teachers to increase cooperation with academic institutions.	weaknessRelationships with international research centers and institutionsacademy.	1
Taking Look Unimportant Research Applied And saving Customizations Finance Enough.	nonAdequate funding for member development bodyTeaching.	2

Standard 3: Financial strategies and resource allocation

The department bases its financial resources on the financial resources of the college the college His resources Physical and Finance To preserve on Section Scientifically continuous And to enhance environment High the quality Boost success all Participants in to support His mission And his strategies And expected results.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 3	Weaknesses	T
Make an announcement about the department and its featuresmore the students Accepted on channel education Parallel To increase Potential Materialism OfTotalH And for you We can from Sufficiency Self	Poor effectiveness of marketing and attracting students	1
Overture the reviewer Supreme To open bank private BalTotalHAnd developing the payment mechanism To meet Waste By time And wish	There is no automatic payment method through the bank	2

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better.		
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Section Two: Participants: students, faculty members, and specialized academic employees

This section includes four standards, as shown below:

Standard 4: Student acceptance and graduation

- Complete a description of Policies and instructions for admissions, and proof that it is consistent with the program's academic expectations and a message section scientific, and it is based on the principle of transparency for all participants via (guide for acceptance of students) the introductory brochure and on its website for college.

- As well as describing exam instructions through the exam instructions guide approved by the Ministry, in order to conduct exams in an optimal manner and produce good results.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 4	Weaknesses	T
Overture the reviewer Supreme To raise acceptance rates	Low student acceptance rates	1
The first and second round attempts are sufficient to show the student's level	The Ministry's decision for the third round for students leads to a decline in the educational level	2

Standard 5: Adequacy and distribution of faculty members

Includes Section number from Teaching staff at a high scientific level and from campaign certificate Ph.D and Masters and with specialties different so includes Section number from campaign certificate Ph.D and Masters from Universities International and also from Universities Iraqi. It is composed of a teaching body in the college from teaching staff with titles scientific from Mr and Mr assistant and a teacher and a teacher assistant qualified to perform the job academic and a career teaching in a way excellent, to guarantee investigation of all activities. The other included in message section scientific. It includes that contributions scientific high the quality, and implementation of programs education managers executives (Executive Education), and service to society, and its institutions service, and service in educational institutions, and submit consulting, and others, and service development economic and other than you expect it. Section scientific from members her form teaching and your job on a guarantee investigation level study.

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The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 5	Weaknesses	T
Building additional halls to accommodate the number of students	The department's admission plan ranges from 250-500 students annually, while there is not a sufficient number of halls to accommodate this sufficient number	1
the job on Grant awards For research Scientific And not Just books to thank.	The scientific research movement is moderate, as its goal is to obtain scientific promotion without contributing to supporting government institutionsH	2
Increasing service personnel, as well as financial allocations for maintenance and construction	Deficiencies in service supplies	3

Standard 6: Management and support of faculty members

He endures Members body Teaching responsible development Knowledge, and guidance, And saving Experiences Educational Outstanding And innovativeAs ifBurden Teaching he sum hours that He studies it Teaching in Section Scientific In addition to number hours Always hours Applied weekly For a substance.the hour Desktop And it is given in Hall Teaching For a number a little from Students.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 6	Weaknesses	T
the job on Grant awards For research Scientific And not Just books to thank.	The scientific research movement is moderate, as its goal is to obtain scientific promotion without contributing to supporting government institutionsH	1
Increasing service personnel, as well as financial allocations for maintenance and construction	Deficiencies in service supplies	2

Standard 7: Adequacy and distribution of specialized academic personnel

There are no academic employees in the scientific department, although there are two employees in the department who are among the top students, but one of them has been appointed with the title of auditor, and the title is supposed to be research assistant, and the second employee is in a contract capacity and has not been confirmed to the staff. This is one of the weaknesses of the department.

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Most of the employees in the department are graduates of the College of Administration and Economics, and this reflects positively on the work performance in the department and is considered one of the strengths of the scientific department. The department develops employees by urging them to apply for postgraduate studies in the department's specialty, in order to support the teaching staff in the department, especially the student employees. The first in the department. The department encourages employees to enter development courses in their field of specialization or in administrative fields.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 7	Weaknesses	T
Overture the reviewer SupremeTo reappoint the first to the title of research assistant	Employing employees with unrelated titles. Researcher, as the Ministry does not provide appointments with the title of Research Assistant	1
Overture the reviewer SupremeBy approving a law and appointing the top leaders in the department	Employing top performers on a contract basis or daily wage due to the lack of appointments	2

Section Three: Learning and Teaching

The Learning and Teaching section includes five standards:

Standard 8: Curriculum management and learning assurance

Curricula are managed and learning is ensured by organizing the course description for each subject by the teachers and according to the curricula prepared by the Ministry. The course description is published on the official pages of each teacher and on the department's official website as well. The curriculum items are also available for students to review. The lectures for each subject are published on the official pages of the teachers, and students can view them and benefit from them by accessing the official page of the teacher. Some curricula are also updated by 20%, according to the Ministry's instructions for some academic subjects, and based on a request submitted by the subject's professor. There are many students who graduate from the department and have been appointed in banks or in government departments within the department's jurisdiction. This indicates that the goals of education have been achieved and balanced with the labor market.

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The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 8	Weaknesses	T
Working to organize the weekly class schedule to suit the teaching load	Many weekly classes for some subjects	1
Increase financial allocations to build halls equipped with computers and electronic devices	Lack of computer laboratories suitable for the number of students	2
Working to add practical materials and scientific visits to government institutions to suit the labor market	There are no study materials based on (practical + theoretical) that benefit the student in the labor market other than (computer)	3

Standard 9:Curriculum content

The curriculum includes theories, ideas, opinions, concepts, and student skills that must be developed to prepare graduates capable of facing the labor market. There are weaknesses, including the lack of sufficient specialists in the scientific department to cover all academic subjects and academic titles, and the department's reliance on a group of general specializations, not exact ones. The large numbers of students are not commensurate with the department's material and human capabilities, including halls, laboratories, and teaching staff, as well as spaces and employees, in order to achieve quality requirements.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 9	Weaknesses	T
Accepting students according to the plan and not expanding the planned academic seats	The large number of students is disproportionate to the department's financial and human capabilities	1
Increasing financial allocations for building halls equipped with computers and electronic devices and training teachers	Failure to adopt modern teaching methods for postgraduate students	2
Building a library for postgraduate students and providing them with modern sources	Lack of a library for graduate studies	3

Standard 10: Interaction of faculty members and students

The curriculum includes opportunities for interaction between students themselves and between students and faculty members. The department has evidence of models of interaction between students and faculty members through lectures and

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interactive discussions. There is also descriptive evidence for classroom observation models to monitor the behavior of a faculty member to achieve learning goals.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 10	Weaknesses	T
Appointing cadres and professors in proportion to the number of students	The large number of students is disproportionate to the department's financial and human capabilities	1
Designing vocabulary and activities emphasizes interaction and designing programs and mechanisms to describe how extracurricular activities are carried out.	Lack of opportunities for students to work and learn from students among themselves	2

Standard 11: Level, structure and equivalency of study programmes

Study programs are designed in a way that ensures the acquisition of knowledge in an effective and attractive way. And cover size content, and achieve effective participation according to expectations at this level of study. There is a clear mechanism for describing the approved course models for obtaining the certificate according to clear standards. Policies, evaluation and acceptance of courses and study materials are approved by specialized committees, whether sectoral or by a body of deans.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 11	Weaknesses	T
	1- Many weekly classes for some subjects 2- Lack of computer laboratories suitable for the number of students 3- There is no specification of the percentage of knowledge that covers the content and achieves participation in the study programs	1
		2

Standard 12: Teaching effectiveness

Owens Section Scientific practical evaluation methodology Multiple Metrics to guarantee Quality Teaching And the effect on Learner success. The performance of teaching staff is evaluated by the department headship and the scientific committee

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in the department according to requirements submitted by the teaching staff related to their scientific activities such as research and conferences. Most of the teachers in the department received letters of thanks and appreciation from the Dean as a result of their efforts and excellence in performing their teaching duties. Some professors in the department ask students to make presentations on the subject and ensure that the students benefit and prove their understanding of the subject. Teachers also undertake scientific trips to departments that are directly related to the specialization of the department, such as banking and the central bank. Different methods are used to test students, brainstorming processes, and discussions between the subject professor and the students to ensure that the students understand the curriculum items.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 12	Weaknesses	T
	1- no There is impact direct from Section Scientific on Educated people because of non Availability Opportunities the job. Policies Section not Activated While Regard Activate cooperation with the parties The beneficiary.	1
		2

Section Four: Scientific and professional participation

This section includes three standards, which are as follows:

Standard 13: Scientific and professional participation of students

Students they Element the important And the target from the operation Educational So eat what Spins from Lectures And exams His purpose The basic he Upgrade At a level Students And skills education that Qualifies them To compete in market the job that It increases with it Sharpness The competition One day after day, So Van Role requester Important in to improve the service Educational that You receive it in the university. And Availability The Science Department offers students a range of experiential learning opportunities, through the course, or extracurricular activities

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AllowFor them to communicate with faculty members and active businessmenAs scientific exposés.AndAvailability of activities LearningEmpirical understanding of work practice inLabor market environment.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 13	Weaknesses	T
	-non Ability on Interaction with others. 2-non Ability on Planning And organization And relationships Social	1
		2

Standard 14: Executive Education

It containsEducating field leaders in educational activities that do not lead to a scientific degree, but rather lead to it GoalsEducation at twin level with higher education in management. Examples of this include leadership training Administrativeln companies, or organizing workshops and seminars related to developing and raising capabilities.

Prepare training Managers Executives Sunday more means effectiveness To develop Managers Implementation Show from during to provide Clarity And trust And look variable And renewable , And that Thanks to concentration this Training on fields Specific Extremely.There it is requirements job For the manager Executive It is represented With experience And training And education in all Specializations Scientific in order to Manage Upgrade to number Positions.

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 14	Weaknesses	T
	1-Lack trust And criticism others Th In a way big in situa Programs Educational 2- Distraction in take Decisions.	1
		2

Standard 15: Qualifications of faculty members and their contributions

Preserve Section Scientific on Members Commission Teaching Participants according to strategy Include Their participation individuals and groups, And support them To activate Their scientific contributions And professional To achieve Sustainability head the money Intellectual to achieve results High the quality, And with what chimes in with message Section Scientific And its strategies.

He plays to provide Members Commission Teaching Dora Decisive in success Students when He is Members Commission Teaching Available And they offer

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Attention Big in which Feel with it the students from during the support And empowerment And excellence.from during Strengthen relations The strong one with the students maybe Members Commission Teaching Guidance the students Toward investigation Their goals and this is Lets in to improve results Learning And success Students

The following table shows the weak points and the measures taken in the improvement plan for this standard:

Improvement plan for standard 15	Weaknesses	T
	1-non Existence Training Scientific And practical Enough For qualifications Educational 2-non Knowledge BAZ BVision And the message And goals For the department from before Members Commission Teaching	1
		2

Seventh–Identify expected difficulties and challenges.

Difficulties facing the implementation of the department's strategic plan:

- 1- The number of college students, currently and in the future, exceeds the available capabilities.
- 2- Retirement of distinguished faculty members.
- 3- Lack of necessary financial resources

Proposals to confront difficulties:.

- 1- Equipping the halls with modern technological equipment, as well as increasing the space of the halls to accommodate the number of students.
- 2- Developing the capabilities of faculty members.
- 3- Increase the necessary financial resources.

Eighth-Executive Plan.

- Teaching staff development program:
 - 1- The teaching staff seeks to participate in development courses that take place inside and outside the country
 - 2- Serious efforts by the teaching staff to raise the academic level and obtain academic degrees (professorship)
- Curriculum development program:
 - 1- Relying on modern curricula
 - 2- Focusing on teaching (practical + theoretical) some subjects to benefit the student in the labor market after graduation
 - 3- Adopting the English language subject in the school curricula for all levels.
- Scientific research and publishing development program:
 - 1- Teaching staff adherence to office hours in following up on students and scientific research.
 - 2- Adopting a formula for applied scientific research to meet the needs of Iraqi institutions.
- Program for measuring performance and achieving academic accreditation:
 - 1- Holding scientific seminars and documenting them as activities of the department.
 - 2- Developing accurate investments that can be used for scientific and educational measurement.

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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, starting 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 an active partner in achieving sustainable community development. Therefore, the Department of Business Administration, College of Administration and Economics, University of Basra, must maintain its permanent and effective connection with society. The college must bear its responsibilities and obligations - in addition to the educational process - towards continuous scientific research. Searching for facts, conveying and developing them, in addition to carrying out its multiple societal responsibilities, including enlightenment, constructive criticism, leadership and training. Therefore, it must deepen and develop these functions in order to ensure the effectiveness of its roles. Future planning ambitions to achieve the comprehensive quality of the college will remain subject to several factors and guarantees. The most important of them are:

- 1- Developing and supporting all faculty, staff and students' sense of belonging to the college as a small community unit that includes everyone on campus.
- 2- Adopting student evaluation methods using qualitative methods that reveal the student's true abilities and learning outcomes.
- 3- Strengthening and providing effective teaching and technological methods; To train students in self-learning and unleash their creative energies.
- 4- Developing foundations and systems for evaluating professional and research performance and setting clear standards to achieve this evaluation.
- 5- Finding an effective mechanism to achieve continuous communication with the department's graduates to ensure their loyalty and attract them to support the college and participate in its various community programs.
- 6- Creating constantly open channels with international universities with a distinguished reputation in light of joint projects through cooperation and scientific exchange agreements.
- 7- Strengthening research capabilities and facilities and redistributing available ones in light of research priorities.
- 8- Using innovative methods to attract international students to study in the Department of Banking and Finance.
- 9- Establishing effective systems for academic guidance for students.
- 10- Recruiting the best and distinguished scholars in various fields of specialization; To benefit from them.
- 11- Supporting the publication of scientific research and attending scientific conferences for faculty members.
- 12- Paying attention to group research and developing mechanisms is training in its skills.

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