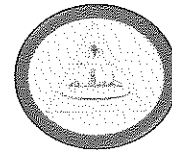




The Republic of Iraq
Ministry of Higher Education
and Scientific Research
Albasrah university
Faculty of Administration and



Improvement plan

Department of Banking and Financial Sciences

2022-2023

Prof. Montazer Fadel Saad

Head of the Department of Banking
and Financial Sciences

Prof. Abdul Hussein Tawfiq Shibli

Dean

work team

In order to prepare an improvement plan for the Department of Banking and Finance, the Department's Program Accreditation Committee contributed to preparing the improvement plan and striving to implement it, which consists of::

Position	Name of the person in charge	T
President	A.Dr.Hussein Jawad Kazim	1
Member	A.m.Dr.Mohammed Jassim Mohammed	2
Member	M.Fayza Hassan recorded	3
Member	Ms. Mayada Kazem Natoush	4
Member	M.M. Asia Ali Hadi	5
Member	M.M. Israa Khairi Abdel	6

Position	Name of the person in charge	T
President	A.m.Dr.Aqeel Abdul Muhammad Abbas	1
Member	M.Qasim Mohammed Dahash	2
Member	M.Mr. Ahmed Sami Ibrahim	3

Firstly- Historical overview

✚ Founded **Department of Financial and Banking Sciences** Academic year 2002/2003 where I graduated (17A batch of Bachelor's degree holders in Banking and Financial Sciences. Postgraduate studies opened in the academic year 2012/2013 for Master's studies, while doctoral studies opened in the academic year 2016/2017.2022

secondly : Vision and MissiontheGoals

-Vision: To be the leading financial and banking sciences department 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 staff.andKeeping pace with practical developments in corresponding scientific departments at international universities.

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

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

- Values Department:

- 1- Commitment to scientific integrity, innovation and continuous improvement.
- 2- Planting sense National To be active citizens and contributors to the development of society.
- 3- Commitment to team spirit, creativity and continuous efforts to implement targeted standards.
- 4- Encouragement practices and behaviors honest .
- 5- Confirmation on that Be Ways And methods and procedures Evaluation Fair
- 6- Inclusiveness and empowerment can everyone expression on Their interests Destinations Their view Within the limits occasion
- 7- enjoy independently perfect As an institution Educational Its goal basis service the society.

- General objectives of the department:

1. to provide environment Educational Advanced in Curricula and methods educational Based on technology Information and methods that Meet need market the job.
2. Preparing highly qualified graduates who are able to compete in the labor market easily, and who are able to continue postgraduate studies, keeping pace with

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scientific developments in the field of financial and banking sciences, and providing 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. Motivation and Increase capacity Students On thinking, analysis and creativity And encourage them to immerse in Activities and practices Scientific In spirit team One.
5. Developing students' technological skills related to investment and financial markets.
6. incentivize Search Scientific And support Studies Scientific and applied Specialized that affect positively in the society.
7. more interconnectedness And its continuity between Department and graduates For the purpose of 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 By searching Scientific And created environment supportive For research Applied High Quality on Levels Local and regional and international Contribute in to treat problems that facing it market the job.
3. development Curricula Academic And plans the study To keep up Developments Fast in Fields Technology and science To meet requirements market the job Current and the future.
4. Consolidation culture education continuous For different Sectors the society To meet His requirements, And also presentation Services and consultations Technical To solve His problems And development His programs.
5. communication with Institutions Scientific inside And outside Iraq And exchange Experiences 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 adopts a developmental concept that aims to continuously improve the quality of work life, ensure inclusive participation, develop operational infrastructure, and find alternatives and methods based on a deep understanding of the environment. This reduces waste resulting from confusion and randomness, builds confidence in those responsible for and participating in the process, and serves as a motivation and incentive toward achieving the organization's goals. Achieving specific goals in an optimal manner requires a wealth of statistical data and technological data to accurately analyze the implications of each step, scientifically comparing the results of multiple alternative steps to balance the requirements for achieving the goals and the available resources.

The principles and foundations of quality become an important basis in the process of building objectives, which is the essence of the planning process. Total quality management and change management can be applied and operated in isolation from understanding the objectives and concepts of strategic planning, as both concepts are closely linked to the success of quality applications.

secondly- Strategic analysis factors for the planning process

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

- **Strengths**: Qualified faculty members, integrated infrastructure, advanced laboratories and equipment, modern and diverse academic programs at all levels, competitiveness, and a good reputation for graduates, the use of modern technology in managing the educational process, the production of scientific research and excellence in it locally and regionally, from our university campus, and the means of knowledge production within it.
- **Weaknesses**: Financial complexities, high costs of academic programs, climatic difficulties, and weak university services, shortcomings in promotional and marketing activities, and limited expansion in programs, guidance, and academic staff, limited cooperation between the public and private sectors, tradition and routine, and similarity in programs and fields of study, and weakness in external communication with research centers and international academic institutions.
- **Opportunities**: Population growth rate, educational enrollment rate, community competition, and social environment development. Geographical setting, support services
- **Risks and threats**: Threats: Competition in offering programs, opening educational and service institutions, global attraction of programs, external support and assistance, limited resources, limited competitive environment, limited labor market, external pressures, weak political stability.

Third- Types of strategies

Types of strategies	
Power strategies: SO growth and expansion	Weakness strategies: WO Development and improvement
1- The department has a teaching staff with solid scientific experience.	1- The number of students increases annually, while there are not enough halls to accommodate this number.
2- The presence of various academic degrees in the department.	2- Using modern technologies in education and training faculty members on them to be
3- The department has a teaching staff with	

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<p>solid scientific experience in the field of teaching and scientific research.</p> <p>4- The teaching staff are distinguished by their high professional ethics.</p> <p>5- Continuous development of curricula</p>	<p>more capable and distinguished in achievement and results.</p> <p>3- Not compensating the staff referred to retirement</p> <p>4- Incentive and reward systems do not Live up to the ambition.</p> <p>5- Limited availability of modern technical devices used in the fields of education and learning.</p> <p>6- Lack of laboratories equipped with modern technologies as a virtual financial market</p> <p>7- There are no virtual banks in the department to teach students practically.</p>
<p>Power strategies - Opportunities:STstability</p> <p>1- Reducing the retirement age of teachers to 63 years.</p> <p>2- Raising the scientific and professional efficiency of the college's faculty members.</p> <p>3- There is a clear case of listening to the opinion and advice provided by the university professor.</p> <p>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>	<p>Threat strategies:WTdeflation</p> <p>1- Lack of classrooms with modern facilities.</p> <p>2- Directing all academic, research, administrative and financial activities towards achieving the objectives.</p> <p>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.</p> <p>4- The scientific research movement is average, as its goal is to obtain scientific advancement without contributing to supporting government institutions.</p> <p>5- Deficiencies in service requirements</p>

secondly- The strategic objectives 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 Advanced in Curricula and methods educational Based on technology Information and methods that Meet need market the job.
7. Preparing highly qualified graduates who are able to compete in the labor market easily, and who are able to continue postgraduate studies, keeping pace with scientific developments in the field of financial and banking sciences, and providing 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. Motivation and Increase capacity Students On thinking, analysis and creativity And encourage them to immerse in Activities and practices Scientific In spirit team One.

10. Developing students' technological skills related to investment and financial markets.

6. incentivize Search Scientific And support Studies Scientific and applied Specialized that affect positively in the society.

7. more interconnectedness And its continuity between Department and graduates For the purpose of 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 By searching Scientific And created environment supportive For research Applied High Quality on Levels Local and regional and international Contribute in to treat problems that facing it market the job.

3. development Curricula Academic And plans the study To keep up Developments Fast in Fields Technology and science To meet requirements market the job Current and the future.

4. Consolidation culture education continuous For different Sectors the society To meet His requirements, And also presentation Services and consultations Technical To solve His problems And development His programs.

5. communication with Institutions Scientific inside And outside Iraq And exchange Experiences and information according to Objectives Shared.

Strategic objectives

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 situation, and to have quantitative standards by which the extent of achievement and realization of the target can be measured, in light of the vision and mission of the department and college, the environmental analysis, and the university's strategic plan. The department seeks to achieve the following strategic objectives::

- Adopting modern means and solid scientific methods in delivering materials
- Providing a better teaching environment for students
- Monitoring government departments with specialized cadres in order to improve their poor reality

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- Working towards the department's academic accreditation

Third- Analyze the gap between the current situation and strategic objectives.

The gap study was based on the results of the environmental analysis.(SWOT Analysis) and the department's self-study as well as the follow-up visits report, then in light of the above, it was lost to identify 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, its consistency with the university's strategic plan. This; the study resulted in proposing methods and policies to achieve the targeted balance in light of the available funding sources and arranging priorities to achieve the strategic goals of the department and the college.

The previous analysis showed a gap between the current status of the scientific department and the college and the strategic objectives represented in the following elements::

1- The number of college students currently and in the future exceeds the available capabilities.

2- Retirement of distinguished faculty members.

Therefore, the current situation requires reorganization to be consistent with the requirements of academic accreditation and the desired excellence 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 and increasing the area of the halls to accommodate the number of students.

2- Developing the educational system to achieve the targeted educational outcomes

Fourth-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, in addition to a significant connection between the department's mission, vision and strategic objectives, and the college's and university's mission, vision and strategic objectives. This connection is evident in the analysis of:SWOT which was conducted in light of the corresponding variables in the SWOT analysis of the scientific department; therefore, it can be summed up by saying that the strategic plan of the department stems from and emerges from the strategic plan of the college.

1- field of education and learning:

- Updating the design of curriculum content to achieve the targeted educational outcomes and acquire skills specific to the labor market.
- Activating the external evaluation system for the program and the 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
- Establishing a mechanism to evaluate the outcomes of scientific research

3- Community service and environmental development field:

- Providing a database of community needs
- Participate in community development, monitor environmental problems and find solutions to them.
- Establish a special unit to provide community services

Fifth-Prioritize in light of relative importance and available funding.

1- Equipping the halls with modern technological equipment and increasing the area of the halls to accommodate the number of students.

2- Developing faculty members' capabilities.

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Sixth-Policies and procedures for implementing the strategic plan for qualifying for department accreditation.

Based on the department's program accreditation standards, the following procedures are implemented according to each standard:

Section One: Strategic Management and Innovation

This section includes three main criteria as follows:

Criterion 1: Message, Impact, and Innovation

Seeking Department of Financial and Banking Sciences By unifying the vision and mission and achieving the desired goals, and spreading them among all its members (faculty - employees - students), as they were published through murals. (Student Reception Guide) The brochure and the website Department, and the Scientific Department maintains a well-documented strategic plan that is developed through:

1- A strong and collaborative planning process that includes input from key stakeholders.

2- The scientific department monitors regularly. Presented by in Opposite The A Rationales planned And the results Expected and It is reported The progress that He achieves it to Owners interest Main, As part from Monitoring Running Department Analysis officially For the risks and has Plans To relieve from Risks Home Specific..

3- While Execute Department Scientific His mission, It is Adopts Innovation As an element essential For improvement continuous.

4- It shows Department Scientific Commitment By influence Community positive as It was completed expression About him And support him On his mission Concentrated and determined how intends investigation this Impact

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

Implementation period	Responsibility	Procedures for Standard 1	Weaknesses	T
2023	Deanship of the College	Development and use of modern technologies in education	Lack of classrooms with modern facilities	1
		Training faculty members to achieve results And appointing specialized instructors according to the	Lack of some specializations	2

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		department's needs.Updating study programs in light of global trends and local needs.		
		Providing financial allocations for the availability of better educational platforms	lack Customization Financial To support possibilities Department Scientific Available Platforms Educational better.	3

Criterion 2: Scientific contributions, their impact, and their relevance to the mission.

SearchScientific:According to instructions Ministry and the university on development And development Search Scientific Van Department You do certainly on this Subject and He does Department certainly on Instructors Necessity registration Their research within Plan and encourage Members The Authority The teacher on Participation in Internal and external conferences and benefits from experiments between Universities To develop Ways Search Scientifically Department forto organizeSeminarsIt is done from During it an offer Research and topics ScientificThe following table shows the weaknesses and measures taken in the improvement plan for this standard:

Implementation period	Responsibility	Procedures for Standard 2	Weaknesses	T
2023	College Deanship/Journal	the job on grant Awards For research Scientific And not only books to thankTo increase and encourage instructors to increase cooperation with academic institutions.	weaknessRelationship with international research centers and institutionsacademy.	1
		taking In view No importance Research Applied And provide Allocations Finance enough.	nonAdequate funding for organ development bodyTeaching.	2

Standard 3: Financial Strategies and Resource Allocation

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The department relies on the financial resources of the college for its financial resources. College Its resources Materialism and Finance To preserve on Department scientifically continuous To enhance environment High Quality strengthen success all Participants in to support His mission and its strategies And the expected results.

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

Implementation period	Responsibility	Procedures for Standard 3	Weaknesses	T
2023	College Deanship/Accounting Department	Make an advertisement about the department and its features and more students Accepted on channel education Parallel To increase capabilities materialism For Totally And And in order to We can from Sufficiency Self	Poor marketing effectiveness and student attraction	1
		Opening the reviewer Supreme To open bank private Bal Totally And And developing the payment mechanism To meet Waste In time And security better.	There is no automatic payment method through the bank.	2

Section Two: Participants: Students, faculty members, and specialized academic staff.

This section includes four criteria as shown below:

Standard 4: Student Admission and Graduation

- It is done a description Policies and instructions Acceptance, And proof that it consistent with Expectations The program Academic And a message Department Scientific, And that it is strengthen principle Transparency For all Participants via (guide acceptance Students) The brochure and the website For college.

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- As well as describing the examination instructions through the examination instructions guide approved by the Ministry, to conduct the examinations optimally and achieve good results.

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

Implementation period	Responsibility	Procedures for Standard 4	Weaknesses	T
2023	College Deanship/Student Affairs Division	Opening the reviewer SupremeTo raise acceptance rates	Low student acceptance rates	1
		The first and second attempts are sufficient to show the student's level.	The Ministry's decision for the third round of students leads to a decline in the educational level.	2

Standard 5: Adequacy and distribution of faculty members

Includes Department number from Instructors At the level scientific High And campaign certificate PhD and Master's And specializations different so Includes Department number from campaign certificate PhD and Master's from Universities Global And also from Universities Iraqi It consists of body Teaching in College from Instructors With titles Scientific from Mr and Mr assistant And a teacher And a teacher assistant Qualified To perform the job academic And a profession Teaching In a way excellent,To ensure investigation all Activities Other Included in message Department Scientific.It includes that Contributions Scientific High Quality, And implementation Programs education Managers Executives(Executive Education, And service the society, and its institutions Service, And the service in Institutions educational, And present Consultations, and others , And service development Economic And other that Which Expect it Department Scientific from Members Her body The teacher AndDY Ya job on a guarantee investigation level Study.

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

Implementation period	Responsibility	Procedures for Standard 5	Weaknesses	T
2023	College Deanship / Journal + Accounting Department	Building additional halls to accommodate the number of students	The department's admission plan ranges between 250-500 students annually while there is not enough number of halls to accommodate this sufficient number	1

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		the job on grant Awards For research Scientific And not only books to thank.	The scientific research movement is average, as its goal is to obtain scientific advancement without contributing to supporting government institutions.And	2
		Increasing service personnel and financial allocations for maintenance and construction	Deficiencies in service requirements	3

Standard 6: Faculty Management and Support

He endures Members body Teaching responsible development knowledge, And guidance, And provide experiments Educational Distinctive And innovativeAs well asburden Instructor he total watches that He studies it Instructor in Department Scientific In addition to number hours Work watches Applied weekly For the material.the hour Library And given in hall Teaching For the number a little from Students.

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

Implementation period	Responsibility	Procedures for Standard 6	Weaknesses	T
2023	Deanship of the College	the job on grant Awards For research Scientific And not only books to thank.	The scientific research movement is average, as its goal is to obtain scientific advancement without contributing to supporting government institutions.And	1
		Increasing service personnel and financial allocations for maintenance and construction	Deficiencies in service requirements	2

Standard 7: Adequacy and distribution of specialized academic staff

The science department lacks academic staff. Despite the presence of two top-ranked students, one of them was appointed as an auditor, when she should have been a research assistant. The second employee is on a contract basis and has not been given a permanent position. This is a weakness in the department.

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Most of the department's employees are graduates of the College of Management and Economics, which positively impacts the department's performance and is considered a strength of the academic department. The department develops its employees by encouraging them to apply for postgraduate studies in the department's specialization, in order to support the department's teaching staff, especially those employees who are top students in the department. The department encourages employees to attend developmental courses in their field of specialization or in administrative fields.

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

Implementation period	Responsibility	Procedures for Standard 7	Weaknesses	T
2023	Deanship of the College	Opening the reviewer SupremeTo reappoint the first place winners to the title of Research Assistant	Hiring employees with titles other than Research Assistant due to the ministry's lack of appointments with the title of Research Assistant.	1
		Opening the reviewer SupremeBy approving the law and appointing the first students in the department	Employing the first-class students on a contract basis or daily wages 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 course descriptions for each subject by faculty members, according to the curricula prepared by the Ministry. Course descriptions are published on the official pages of each faculty member and on the department's official website. The curriculum content is also available for students to review. Lectures for each subject are published on the faculty members' official pages, and students can access and benefit from them by logging into the faculty member's official page. Some curricula are updated by 20%,

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according to the Ministry's instructions for certain subjects, and upon a request submitted by the faculty member. Many students who graduated from the department have been appointed in banks or government departments, based on the department's specialization. This demonstrates the achievement of educational objectives and their balance with the labor market.

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

Implementation period	Responsibility	Procedures for Standard 8	Weaknesses	T
2023	Head of Department + Accounts Division	Work on organizing the weekly class schedule to suit the teaching load.	Too many weekly classes for some subjects	1
		Increase financial allocations to build halls equipped with computers and electronic devices.	Lack of computer labs suitable for the number of students	2
		Working on adding practical materials and scientific visits to government institutions to suit the labor market.	There are no study materials that depend on (practical + theoretical) that benefit the student in the job 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 job market. There are weaknesses, including the lack of sufficient specialists in the science department to cover all subjects and academic titles, and the department's reliance on a set of general specializations rather than specific ones. The large number of students is not commensurate with the department's material and human capabilities, including halls, laboratories, teaching staff, and space and staff, which meet quality requirements.

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

Implementation period	Responsibility	Procedures for Standard 9	Weaknesses	T
2023	College Deanship / Accounting Department + Student Affairs Department	Accepting students according to the plan and not expanding the planned study seats	The large number of students is not commensurate with the department's material and human capabilities.	1

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		Increase financial allocations to build classrooms equipped with computers and electronic devices and train teachers.	Failure to adopt modern teaching methods for graduate students	2
		Building a library for graduate students and providing them with modern resources	Lack of a graduate library	3

Standard 10: Faculty and Student Interaction

The curriculum includes opportunities for interaction between students and faculty members. The department has evidence of student-faculty interaction models through lectures and interactive discussions. There is also descriptive evidence of classroom observation forms to monitor faculty behavior to achieve learning objectives.

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

Implementation period	Responsibility	Procedures for Standard 10	Weaknesses	T
2023	Deanship of the College	Appointing cadres and professors in proportion to the number of students	The large number of students is not commensurate with the department's material and human capabilities.	1
		Design vocabulary and activities that emphasize interaction and design programs or mechanisms to describe how extracurricular activities are implemented.	Lack of opportunities for students to work and learn from students among themselves	2

Standard 11: Level, structure and equivalence of academic programmes

The study programs are designed in a way that ensures knowledge acquisition in an effective and attractive manner. It covers: size, content and 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 for the evaluation and acceptance of courses

Improvement plan Department of Banking and Financial Sciences 2022-2023

and academic materials are approved by specialized committees, whether sector-based or dean's.

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

Implementation period	Responsibility	Procedures for Standard 11	Weaknesses	T
2023	Head of Department	Forming a special committee to prepare curricula in accordance with ministerial instructions	1- Too many weekly classes for some subjects 2- Lack of computer labs suitable for the number of students 3- There is no specification of the percentage of knowledge that academic programs cover, content, and achieve participation.	1

Standard 12: Teaching Effectiveness

Owens Department Scientific practical evaluation methodology Multiple Scales To ensure quality Teaching And the impact on Learner success. The performance of faculty members is evaluated by the department chair and the department's academic committee based on requirements submitted by faculty members related to their academic activities, such as research and conferences. Most faculty members in the department have received letters of thanks and appreciation from the dean for their efforts and excellence in performing their teaching duties. Some professors in the department ask students to give presentations on the subject to ensure that students benefit from it and demonstrate their understanding of the course material. Faculty members also undertake field trips to departments directly related to their specialization, such as banking and the Central Bank. Various testing

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methods are used, including brainstorming sessions and discussions between the professor and students to ensure students' comprehension of the curriculum.

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

Implementation period	Responsibility	Procedures for Standard 12	Weaknesses	T
2023	Deanship of the College	Linking outputs to the labor market	1- no There is impact direct from Department Scientific on learners because of non Availability Opportunities the job. Policies Department not Activated While Related By activating cooperation with Parties Beneficiary.	1

Section Four: Scientific and Professional Participation

This section includes three criteria, which are as follows:

Standard 13: Student Academic and Professional Participation

Students they element the important The target from The process Educational Every what Spinning from Lectures And exams His purpose Basic he Ascension At the level Students and skills education that Qualify them To compete in market the job that It increases To him sharpness Competition One day after day, So Then role The student important in to improve Service educational that You receive it in the university. and Availability The Science Department offers students a range of experiential learning opportunities, through the academic program, or extracurricular activities. Allow They communicate with faculty members and active businessmen. Scientific trips. and Provides activities learning Experimental understanding of work practice in Labor market environment.

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

Implementation period	Responsibility	Procedures for Standard 13	Weaknesses	T
2023	College Deanship/Continuing Education Unit	The Continuing Education Department at our college, which is affiliated with the Continuing Education Center, must prepare	-non ability on Interaction with others. 2-non ability on Planning and organization and relationships social	1

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		programs that meet the scientific and practical standards for this aspect.		
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Standard 14: Executive Education

It contains Educating field leaders on educational activities that do not lead to a scientific degree, but rather have Goals Educational programs at the level of integration with higher education in management. Examples include leadership training. Administrative In companies, or organizing workshops and seminars related to developing and raising capabilities.

It is considered training Managers Executives One more means effectiveness To develop Managers Implementation Shows from during to provide Clarity And trust And a look Variable And renewable , And that Thanks concentration this Training on Fields specific extremely. There is requirements job For the manager Executive It is represented by With experience and training and education in all Specialties Scientific in order to can Ascension to number Positions.

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

Implementation period	Responsibility	Procedures for Standard 14	Weaknesses	T
2023	College Deanship/Continuing Education Unit	The Continuing Education Department at our college, which is affiliated with the Continuing Education Center, must prepare programs that meet the scientific and practical standards for this aspect.	1-lack of trust and criticism others The third In a way big in situation Programs educational 2- Dispersion in take Decisions.	1

Standard 15: Faculty Qualifications and Contributions

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Maintain Department Scientific on Members The Authority The teacher Participants according to strategy Includes Their participation Individuals and groups, And support them To activate Their scientific contributions and professionalism To achieve Sustainability head the money intellectual to achieve results High Quality, And since harmonizes with message Department Scientific And its strategies.

He plays to provide Members The Authority Teaching Dora Decisive in success Students when He is Members The Authority Teaching Available They offer interest big So that feel To him students from during Support and empowerment And excellence.from during Strengthening Relationships strong with students maybe Members The Authority Teaching directing students about investigation Their goals This Allows in to improve results learning And success Students

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

Implementation period	Responsibility	Procedures for Standard 15	Weaknesses	T
2023	College Deanship/Continuing Education Unit	The Continuing Education Department at our college, which is affiliated with the Continuing Education Center, must prepare programs that meet the scientific and practical standards for this aspect.	1-non presence Training Scientific And practical Al-Kafi For qualifications educational 2-non knowledge forAD forVision The message and goals For the department from before Members The Authority Teaching	1

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

Suggestions to address difficulties:

- 1- Equipping the halls with modern technological equipment and increasing the area of the halls to accommodate the number of students.
- 2- Developing faculty members' capabilities.
- 3- Increase the necessary financial resources.

Eighth-Executive plan.

- Teaching Staff Development Program:

- 1- The teachers are encouraged to participate in development courses held inside and outside the country.

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- 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 academic subjects to benefit the student in the labor market after graduation
 - 3- Adopting the English language as a subject in the school curricula for all levels.
- Publishing and Scientific Research Development Program:
 - 1- Faculty members' commitment to office hours for student follow-up and scientific research.
 - 2- Adopting a formula for applied scientific research to meet the needs of Iraqi institutions.
- Performance measurement program and access to academic accreditation:
 - 1- Holding scientific seminars and documenting them as department activities.
 - 2- Develop accurate investments that are generalized to measure scientific and educational.

Ninth-Mechanisms to ensure evaluation methods, 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, based on 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 effective partner in achieving sustainable community development. Therefore, the Department of Business Administration, College of Administration and Economics, University of Basrah must maintain constant and effective contact with the community. The college must shoulder its responsibilities and obligations - in addition to the educational process - towards continuous scientific research; searching for facts, transmitting them and developing them, in addition to fulfilling its multiple societal responsibilities of enlightenment, constructive criticism, leadership and training. Therefore, it must deepen and develop these functions to ensure the effectiveness of its roles. The future planning ambitions to achieve comprehensive quality for the college will remain subject to several factors and guarantees, the most important of which are:

- 1- Develop and support a sense of belonging to the college as a small unit of the community that includes everyone on campus..
- 2- Adopting student assessment methods using qualitative methods that reveal the student's true abilities and learning outcomes..
- 3- Supporting and providing effective teaching and technological methods to train students on self-learning and unleash their creative energies..
- 4- Developing foundations and systems for evaluating professional and research performance and setting clear standards for achieving this evaluation..
- 5- Establish an effective mechanism for continuous communication with the department's graduates, ensuring their loyalty and attracting them to support the college and participate in its various community programs.
- 6- Establishing open channels with reputable international universities in the light of joint projects through scientific cooperation and exchange agreements..
- 7- Strengthening research capabilities and facilities and redistributing the available ones in light of research priorities.
- 8- Using innovative methods to attract international students to study in the Department of Finance and Banking.
- 9- Establishing effective academic advising systems for students.
- 10- Bringing in the best and most distinguished scholars in various fields of specialization, to benefit from them..

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- 11-Supporting the publication of scientific research and attendance of scientific conferences for faculty members.
- 12-Focus on group research and developing mechanisms for training in its skills..

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