



**الخطة الإستراتيجية  
والتنفيذية لقسم الأحياء  
2020**

**Biology Department  
Strategic and Action Plan  
2020**



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### 1. Vision

To promote the Department of Biology and its various fields to be a beacon of information in the era of knowledge.

### 2. Mission

The Biology Department seeks to develop students' skills, enhance their potentials, elevate their academic, cultural and social participations and prepare them for the labor market via adopting a quality philosophy, providing an environment that appreciates efforts and rewards success in the light of noble Islamic values and building international research partnerships for community service and national development programs.

### 3. Values

Ambition & Development - Excellence & Appreciation.

### 4. Objectives

- 4.1. To provide science and knowledge in the fields of biology in a modern way to cope with the accelerated cognitive development.
- 4.2. Development of the educational process, scientific research and community service in accordance with quality standards and academic accreditation.
- 4.3. To strengthen the spirit of diligence and diligence among the students of the department, and urged them to strive for excellence before success.
- 4.4. Refining the personal skills of the students of the department to improve their scientific and cognitive level.
- 4.5. Provide the appropriate educational environment for academic study and scientific research.
- 4.6. linking the various biology and its applications with the community and the surrounding environment.
- 4.7. To strengthen links in biology with universities and Saudi and international bodies.

### 5. Future Strategic Directions:

#### 5.1. Direction 1: Building a Successful Quality Management

- Develop administrative man power and defined staff job description.
- Set performance expectations and Key Performance Indicators (KPIs).
- Establish work environment based on transparency and communication.
- Adopt innovative Information Technology (IT) infrastructure.

#### 5.2. Direction 2: Achieving Intellectual Excellence

- Establish teaching and learning based on quality and excellence.
- Enhance teaching quality and motivate faculty.
- Offer relevant education with the most suitable and quality-enhancing teaching methods.
- Foster a culture of independent critical thinking.
- Foster and utilize international collaborative research partnerships
- Develop a comprehensive approach to recruit, retain, evaluate, and reward faculty.



### 5.3. Direction 3: Delivering Social and Economic Impacts

- Establish a national and regional graduate qualification framework.
- Understand and assess the needs of Jazan Region and employer expectations.

## 6. Roadmap to Biology Department Strategic Plan 2020

### 6.1. Assessment of the Current Status

Biology Quality Assurance Unit at Department of Biology conducted interviews with students, teaching staff members, and administrative staff for evaluating the current status and key challenges. Interviews with external stakeholders were conducted to ascertain employer's views of their needs of graduate qualities. Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis provides a nice baseline of the feedback received by students, faculty, staff, and external stakeholders to identify strategic issues necessary for development of mission, vision, and strategic directions from the point of view of the JU Strategic Plan 2020 and Kingdom Vision 2030.

### 6.2. Student Assessment

- Shortage in research laboratory facilities.
- Shortage in material and equipment.

### 6.3. Department Assessment

- Large teaching load.
- Inadequate facilities in some programs/laboratories.
- Limited resources for faculty professional development opportunities.

### 6.4. External Stakeholder Assessment

- No link with local agriculture, education, health, and industry.  
No alignment with the needs of Jazan Region

### 6.5. Assessment Summary Views

- Most interviewed faculty participated in a conference.
- Most interviewed faculty published papers in renowned journals or ISI journals.
- No interviewed faculty was awarded by teaching excellence recognition.
- Female faculty reported lack of alignment of female and male sections.

## 7. Environmental Analysis of Jazan University

Jazan Region's unique diverse cultures create advantages for the JU teaching and learning. Jazan Economic City is an opportunity for industry directed research and a chance for graduates. This can be a focus that strongly distinguishes the JU within the Kingdom.



## 8. Strategy Implications of the SWOT Analysis

The findings from the preceding sections that analyze current situation of the Biology Department are outlined in the following the SWOT framework.

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>* The JU provides extraordinary teaching and learning facilities</li> <li>* Ample financial allocation</li> <li>* Distinguished teaching faculty</li> </ul>	<ul style="list-style-type: none"> <li>* Increase in teaching loads of faculty</li> <li>* Limited career development opportunities for faculty members</li> <li>* Low engagement of female faculty</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>* Jazan's distinct location and environment.</li> <li>* Jazan Economic City</li> <li>* Increase in local demand for graduates</li> </ul>	<ul style="list-style-type: none"> <li>* Inadequate administrative infrastructure</li> <li>* Lack of clear plan for the academic accreditation</li> <li>* Low rate female faculty engagement.</li> </ul>

## 9. Biology Department Initiatives

### 9.1. Regional Base for Teaching and Learning

Department of Biology plans to work towards being a base for quality high education in the southern region. This will be achieved by the national and international partnerships, recruiting an excellent and diverse faculty, and producing global graduates.

### 9.2. Research Partnerships

Department of Biology realizes importance of partnerships with national and international high education institutions. Biology Department plans to encourage and strengthen partnerships by signing memorandum of understanding with national and international universities and institutes for the purposes of the benchmarking and peer review process.

### 9.3. Regional Engagement

Department of Biology realizes need for supporting development of regional economy with focus on the JU research priorities and plans to encourage graduate studies programs and research projects that complement regional economic and society need.

## 10. Biology Department Strategic Directions

### 10.1. Strategic Direction 1: Building World Class Management

This strategic direction focuses on coping with rapid the JU student growth by adopting best management practices. It ensures that Biology Department offers best opportunities for students. This involves provision of IT infrastructure to accommodate graduate student growth.



### 10.2. Strategic Direction 2: Achieving Intellectual Excellence

This strategic direction focuses on Biology Department on improving teaching and learning. Intellectual excellence will be precisely determined based on partners and stakeholder view. Highest international higher education criteria, Key Performance Indicators (KPIs), and benchmarks will be adopted and achieved its goals with an enduring dedication to the pursuit of excellence.

### 10.3. Strategic Direction 3: Delivering Social and Economic Impacts

This strategic direction focuses on differentiating Biology Department from other regional counterparts. Biology Department will focus on graduate studies programs and initiatives needs of Jazan Region and Kingdom. The goals will establish it for a leading reputation for community services by adopting the JU's research priorities.

## 11. Strategic Integration

Strategic plan implementation requires addressing more than one goal at once. Hence, Biology Department will adopt integrated approach that combines strategic directions in a series of goals, action steps, and initiatives. The following figure illustrates that goals will be at the heart of Biology Department strategic directions.







## 12. Key Performance Indicators

The measure of successful strategic plan implementation is the milestones assigned to each action. When the action items meet their milestones, it means that plan is being implemented correctly. The measure of the plan's impact on success of Department of Biology (DoB) is through KPIs selected to measure the performance. The table below illustrates DoB KPIs aligned with the JU 2020.

No	Strategic Direction	KPI	Performance Target
1	Building World Class management	Effective IT communication	Increase from previous year's measure
		Processing time for DoB administrative procedures	Reduction from previous year's measure
		Percentage of faculty and staff filing electronic forms	Increase from previous year's measure
		Faculty satisfaction with DoB administration	Increase from previous year's measure
2	Achieving Intellectual Excellence	Number of DoB graduate studies programs	Increase from previous year's measure
		Number of DoB projects	Increase from previous year's measure
		Satisfaction of students	Increase from previous year's measure
		Satisfaction of graduates	Increase from previous year's measure
		Employer satisfaction	Increase from previous year's measure
		External stakeholder's satisfaction	Increase from previous year's measure
		Number of ISI publications per faculty	Increase from previous year's measure
		Number of publication citations per faculty	Increase from previous year's measure
		Number of international partnerships	Increase from previous year's measure
Number of Q1 & Q2 papers per faculty	Increase from previous year's measure		
3	Delivering Social and Economic Impacts	Number of results for society	Increase from previous year's measure
		Number of society cooperation	Increase from previous year's measure
		Number of external committees per faculty	Increase from previous year's measure



## 13. Biology Department Operation Plan 2020

Goal Name	Goal Description	Initiatives	Action Steps	KPIs	Accountable
Goal 4	Encourage and support shared scholarly and social activities.	Encourage shared research participation among faculty and related programs across university and research centers.	Activate shared interdisciplinary research between college programs and different JU colleges	Number of interdisciplinary scientific papers published.	HBD QA Unit
Goal 5	Expand digitization of learning and research resources.	Increase level of use of digital resources by faculty and students.	Increase digital learning resources and digital access points	Number of digital resources, tools, and access points	HBD QA Unit
Goal 6	Enhance students' performance.	Encourage student's participation in extracurricular activities.	Execute plan for student with diverse extracurricular activities	Number of students engaged in program.	HBD QA Unit
		Review and update programs and curriculum to fulfill expected level for accreditation.	Review program and courses specifications, objectives, and learning outcomes	Number of programs/courses reviewed.	HBD QA Unit
Goal 7	Improve academic performance of faculty members.	Provide teaching workshops and training programs to update with the latest methodologies and technology in teaching and learning	Provide teaching and learning training program for teaching staff	Number of events and of teaching faculty engaged.	HBD QA Unit
Goal 8	Deploy academic activities focus on student retention and successful graduation within time frame	Conduct workshops on professional skills for students to be successful in their college and practical life	Conduct student training workshops	Number of workshops and students	HBD QA Unit
Goal 9	Building relationship with businesses to support innovation and entrepreneurship	Organize field trips for the students and faculty to the business sector.	Sign letters of understanding with business & industry for students and faculty visits	Number of active agreements and visits.	HBD QA Unit
Goal 10	Encourage involvement of JU faculty members in international research activities.	Organize distinguished visiting lecture series via professors having international excellence awards for transferring their experiences to our faculty members .	Invite internationally renowned faculty to college seminar program.	Number of invited people.	HBD QA Unit





Goal Name	Goal description	Initiatives	Action Steps	KPU's	Accountable
Goal 11	Adopt best practices for faculty evaluation and reward systems.	Develop the faculty evaluation process through benchmarking.	Sign memorandum of understanding on scientific collaboration with universities and research centers.	Number of active letters signed.	HBD
			Initiate benchmarking agreements with corresponding national colleges of science.	Number of active agreements.	HBD QA Unit
Goal 12	Engaging with industry and stakeholders in identifying, developing and improving academic programs.	Establish/ expand advisory committees at the college level.	Engage Industry and Local External Stakeholders in College of Science Board.	Number of active participations.	HBD QA Unit
			Propose new academic programs catering to the community needs.	Initiate new programs that meet the needs of community.	Number of new programs.
Goal 13	Initiate/promote new departments and postgraduate programs.	Propose new postgraduate programs catering to the needs of community	Initiate graduate programs that are molded to the needs of community.	Number of graduate studies programs.	HBD QA Unit
Goal 14	Manage knowledge sharing between businesses and JU.	Invite business leaders for lecturing on graduate specifications and skills for labor market.	Invite industry and local external stakeholders to share the review of program objectives.	Number of active participations.	HBD QA Unit

**Key Words:**

- HBD = Head of Biology Department.
- QA Unit = Quality Assurance Unit.
- Goals 4-14 refer to name of goals assigned to Biology Department by Deanship of Academic Development.

