<table>
<thead>
<tr>
<th>No.</th>
<th>Strategic Plan</th>
<th>Objectives</th>
<th>Action</th>
<th>Key Performance Indicators (KPIs)</th>
</tr>
</thead>
</table>
| 1.  | Develop, maintain and enhance research proposal and research plan               | To appoint outstanding and eminent faculty to enhance the existing areas of disciplinary strength, that build upon current and emerging areas of Information and communication Technology (ICT) interdisciplinary research development and education, and that enhance the diversity of our faculty community.                                                                                                                                      | • Recruit teaching faculty that advance the missions of academic departments as identified in the strategic plans.  
• Appoint faculty with expertise in computational science, Information and Communication Technology and other potential multidisciplinary areas like Bioinformatics, Computational Biology, Information Security, Data and Knowledge Engineering.  
• Recruit faculty with formal affiliations with nonacademic units within and outside of Jazan University, including King Abdul-Aziz Center for Science and Technology, KSA (KACST).  
• Depute faculty jointly with other Jazan University academic units (Colleges) such as Engineering, Medicine, Applied Biotechnology and Business Administration / Management.  
• Include candidates that enhance diversity in all research areas in Computational Sciences. | • Increase the number of faculty with joint appointments between the College of Computer Science and one or more Jazan University academic departments of different colleges.  
• Increase the number of faculty with joint appointments between the College of Computer Science and non-academic departments like IT Centre.  
• Successful completion of searches for faculty in target and new modern areas in Computing (IT) Sciences.  
• Increase total tenure-stream faculty by 10% every academic year.  
• Increase the diversity of the faculty and staff, with at least one College recruit each academic year toward this goal.  
• Increase external funding from government and private agencies: Total College funding to reach 10000 SR annually by 2016.  
• 10% increase in publications in peer-reviewed refereed ISI journals. |

Increase publications in peer-reviewed referred ISI journals by the staff members, especially by Ph.D. Staff   | Establish policies that require publications by Ph.D. staff | Publication rates of Ph.D. staff will increase 10%.                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                          |

To provide talented administrative, clerical, and technical staff needed to support competitive research programs | Recruit staff within the departments and the College that provide research and administrative support include candidates that enhance diversity in all research areas in Computing Sciences. |                                                                                                                                                                                                                                                                                                                                                                                                                           | Increase staffing by 10%.  
Increase diversity of administrative and technical staff. |
<table>
<thead>
<tr>
<th>No.</th>
<th>Strategic Plan</th>
<th>Objectives</th>
<th>Action</th>
<th>Key Performance Indicators (KPIs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Develop, maintain and enhance research proposal and research plan</td>
<td>Construct a new research facility dedicated to multidisciplinary research like Bioinformatics and Computational Mathematics</td>
<td>Develop plans for a new research facility dedicated to multidisciplinary research like Bioinformatics, Computation Molecular Biology, Cheminformatics, Information and Network Security.</td>
<td>Approval to proceed with construction of multidisciplinary research facility.</td>
</tr>
</tbody>
</table>
|     | Leverage and support local research units that enhance the mission of the Scientific Research Unit | Pursue opportunities for shared staffing and shared instrumentation with Engineering, Medicine, Applied Biotechnology and Science, Business Administration and Management | • Shared purchases of major scientific equipment.  
• Shared staffing to support common-use equipment facilities. |                                                                                                                                                                                                 |
|     | Develop additional partnerships with international institutions like MIT, Stanford, etc. | Launch Memorandum of Understandings (MOUs) with other formal research and educational agreements with targeted institutions. | At least 10 new formal agreements for research and educational collaborations with international partner institutions. |                                                                                                                                                                                                 |
|     | Increase number of faculty serving in national and international leadership roles, such as editorial boards and scientific review panels | Nominate faculty for national and international leadership roles, editorial boards, and review panels | • 10% increase in faculty recognitions in professional organizations  
• 10% increased in faculty appointments on editorial boards, review panels, and other national leadership roles |                                                                                                                                                                                                 |
|     | To promote faculty as fellows and members of prestigious scientific organizations within their discipline as well as broader organizations such as the IEEE, ACM and Springer | Nominate faculty to be fellows and members of prestigious scientific organizations like KACST. | 10 fellows of the IEEE  
4 members of the ACM  
5 members in KACST |                                                                                                                                                                                                 |
<p>|     | Provide a stable source of funding for faculty start-up packages | Work with the Deanship of Academic development, Deanship of Scientific Research Affairs to construct an incentive-based model for funding faculty start-up packages | New agreement for funding start-up in place |                                                                                                                                                                                                 |</p>
<table>
<thead>
<tr>
<th>No.</th>
<th>Strategic Plan</th>
<th>Objectives</th>
<th>Action</th>
<th>Key Performance Indicators (KPIs)</th>
</tr>
</thead>
</table>
| 1.  | Develop, maintain and enhance research proposal and research plan | Preparing the strategic plans of the College Scientific Research Unit, following up their implementation, supporting them and pointing out the evaluation mechanisms | • Establish the strategic plan for the next five years and the steps to implement the strategic plan  
• Identify the supporting and evaluation mechanism for the strategic plan | Strategic plan approval from the College council  
Evaluation procedures for the implementation of the strategic plan |

| | Encouraging and motivating the academic staff to conduct computational and information and communication technology based theoretical and practical studies that contribute to the enrichment of computational science, knowledge management and the local community and society. | • Develop plan for recruiting new research faculty and the new research areas related to computational and information and communication technology.  
• Nominate the research staff in collaboration with senior faculty research  
• Development plan to the research contribution for the local community and society | • Incentive and promotion for the academic staff  
• The minimum of 5 new formal agreements for research and educational partnerships with local community and society. |