

Action Plan (2015/2016)

Strategic University Goals	CoE Strategic Goals	Actions	Responsibility	Budget	Resources	KPI's	Achieved	Target	Percent
Strategic objective 1: Distinguish graduates in terms of their knowledge and skills to be in line with the latest technological developments and the needs of the labor market.	FO.1: Provide engineering graduates with high quality theoretical and technical skills using latest technological education tools.	1.1: Develop, measure and maintain Program ILO's ¹ and Program Objectives	Department boards & Faculty members		Dean and Faculty members	1- Develop measurable ILO's for Courses 2. Develop Course Evaluation form 3. Fill Course Evaluation, one course /teacher.	1-All courses 2- yes, distributed on teachers 3- ?? courses submitted	1-All courses 2- Distributed 3- Add 20% courses / yr	100% 10% 10%
		1.2: Develop course files by all faculty for all curricula courses	Deans Office & Faculty members		Dean and Faculty members	1. Percentage of course files >20% per year.	1- ?? course files submitted	One course per teacher (ABET form)	10%
		1.3: Update text books for engineering courses	Coe Library Committee & University Library	6,000 JD	1. Recent Text Books, online resources, Internet, and models	3. updated text books assigned to courses (not more than 5 yrs old publication)	1- Number of updated texts	All courses	50%
		1.4: Improve class room facilities with internet and state of the art technological interactive display devices and laboratory equipment.	CoE Quality Assurance Committee	104,000 JD	1. Technological educational methodology such as data show and digital boards.	4. Number of improved class rooms /Laboratories	1- two new computer labs 2- Equipment for teaching labs	Upgrade two class rooms / year	Achieved

		1.5: Promote use of electronic teaching tools like moodle and ZU e-learning system	Faculty members		Syllabus PP files for chapters HW's and Excersises	1- Number of courses using moodle	1- 20% of courses using moodle	1- 20% of courses added per year	1- achieved fior this year
		1.6: Estabilsh new Engineering Programs	Scientific Research Committee		based on market surveys and needs	1- Studies for new programs.	1- opening energy research center.	Not decided this year	Not planned this year

1. ILO – Intended Learning Outcomes

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Strategic goal 2: promoting scientific research and increasing its effectiveness and productivity by linking research with community needs in particular with the national development plans.	FO.2: Promote academic and career development of faculty staff members through conducting research, training, and evaluation.	2.1: provide financial support to stimulate scientific research	Deansip of Scientific Research	15,000 JD	Financial support for conducting scientific researchers.	1. Budget spent on research support	110,000 30 small projects + 5 major projects	150,000	90%
		2.2: insure scientific value and relation to national needs	Deansip of Scientific Research University committee for scientific research CoE committee for scientific research.		Develop evaluation criteria or scoring system to measure research value	1. score of scientific value of funded research 2. Publish in reputable Journals (ISI, scopus)	1- approved by scientific committee 2- % published in reputable journals	1- 100% approved 2- 100 % published in reputable journals	1- 90% approved 2- 30% , not achieved
		2.3: establish relationship with community and industry nationally and internationally	Scientific Research Committee	50,000 JD	Faculty members and Public Relations Unit	1. Number of visits to the college. 2. Number of community activities conducted per	1- workshop with Jordan Engineering Association. 2- Mechanical Engineering scientific days.	One event per year	Achieved this year

						year.			
						3. Number of student projects in partnership with community and private sector .	More than 50% of projects are connected with community.	Maintain 50% of projects in	
		2.4: establish centers for innovation to attract applied research projects	Scientific Research Committee		Financial resources	1- Improvement in research equipment	1- Establish Energy Research Center	Improvement in research equipment	Achieved
		2.5: Provide efficient training program and conference attendance support for faculty and staff	CoE committee for university and community service CoE scientific research committee	20.000	Dean of Scientific Research	1- Number of faculty participated in trainings.	1- ?? conferences were approved	10 conferences per year	Not Achieved
		2.6: initiate scientific conferences with Zarqa community and industry	Scientific Research Committee	15.000	Faculty members	Number of faculty participated in conferences.	1- Engineering Scientific Day	One Event minimum	Achieved

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Strategic goal 3: Achieving academic atmosphere and a university environment that supports academic excellence for university students as well as developing their personality and self expression to gain trust and initiative spirit for	FO. 3: Enhance local, regional, and international exposure of engineering faculty	3.1: Organize and launch a yearly scientific day at the CoE	CoE scientific day committee	2.000	Faculty Scientific Committee and Public Relations	1. Hold at least one career fair day per year.	Not Achieved	One Event	Not Achieved
		3.2: Launch career fairs in with the construction industry and community	Deanship for students affairs Scientific day		Faculty Scientific Committee and Public Relations	1. number of signed agreements with	1. Agreement with University of Westengland	One Agreement minimum	Achieved

social and cooperation efforts and developing a sense of loyalty and patriotism. Also, this environment will promote talents and the expression of creative abilities.			committee & KASC at ZU			universities.			
		3.3: Initiate engineering symposiums and exhibitions with the industry	CoE activity committee		Faculty Scientific Committee and Public Relations	3. number of workshops and scientific days /events	1- Engineering Scientific Day	One event	Achieved
		3.4: Support volunteering student-to-student training session in addition to extracurricular faculty-to-students training sessions	CoE activities committee		Faculty Members	1- Number of volunteering Events	1- 2 events	One event	Achieved
	FO.4: Foster a healthy educational environment for faculty members and students to enrich the learning process	1- Improve educational infrastructure and facilities	CoE activities committee			budget spent	1- Establish open computer lab		Achieved
		2- Promote Social activities and group interaction between faculty members.	CoE activities committee		Faculty members	number of events	1- Annual lunch for engineering faculty	One event	Achieved

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Strategic goal 4: Seeking to promote and develop human resources to ensure excellence in performance and work stability at the university.	FO.5: Strive to attract and retain highly qualified faculty members.	4.1: recruit highly qualified faculty and staff with degrees from reputable world class universities	CoE recruitment committee Department recruitment committee		Human Resources	1. % of faculty members graduated from western universities. 2. % of faculty members worked in well reputed international institutions.	20%	50%	Not Achieved
		4.2: implementation of faculty retention measures through rewarding and incentives system	CoE council University payroll department Human resource department		University regulations Financial Resources	3. Number of financial rewards given for faculty members.		No limit	Not Achieved
		4.3: Measure and improve employee satisfaction	Human resource department		Employee satisfaction surveys	4. Average satisfaction score for faculty members.			No Information
		4.4: Develop and Implement Regular Salary Review Policy	University President		Financial Unit and Human Resources				No Information

