



پوهنتون كاردان
KARDAN UNIVERSITY

2021-2025

FACULTY OF ECONOMICS

STRATEGIC PLAN

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Faculty Overview

The Faculty of Economics offers three degrees, including Bachelor of Science in Economics (B.Sc.), Bachelor of Business Administration (BBA) and Master of Business Administration (MBA). Each unit is engaged in pioneering research and the education of students from undergraduate or professional degrees through to graduate studies. Our professoriate includes national and international faculty members. They teach nearly 90 courses to more than 1300 undergraduate and 800 graduate students. The units that make up the Faculty of Economics are national leaders in their respective disciplines, recognized by external international agencies who rank them among the best in Afghanistan.

Scope

The Faculty of Economics Strategic Plan serves as a guide for the next five years in terms of the areas in which we are dedicated to asserting positive change and strengthening our Faculty, thereby enabling us to build on the outstanding education offered to our students and increase societal benefit through research. The scope of this document is not far-reaching, nor is it meant to be prescriptive of new ideas that might be identified during its five-year lifecycle. This document will be complemented by operational planning with regards to teaching, research, advancement, infrastructure, communications, recruitment, and outreach, as well as other areas, as needed. Our operational plans will be updated regularly to ensure we are holding ourselves accountable for realizing our strategic goals through specific and measurable actions. In 2019, the current document will allow us to critically reflect on our progress and inform the next round of strategic planning.



Vision Statement:

To instill excellence in teaching, learning, and Research



Mission Statement

To equip students for the dynamic business environment by focusing on market-oriented professional development, and being a research partner for public policy development.

Values:

- People: quality faculty who is accessible, responsive, and dedicated to student learning. Additionally, quality students who are actively engaged in their professional and personal development.
- Knowledge: Promoting and creating knowledge in a highly interactive learning environment that fosters strong relationships and student success.
- Innovation: enhancing the culture of innovation and research along with global engagement and collaboration to increase international awareness and opportunities.
- Integrity: high standards that reflect best practices and ethical behavior, stimulate intellectual growth, and promote continuous improvement will be focused and practiced, in addition to, acceptance and respect for human and ideological differences.

Objectives:

STUDENT EXCELLENCE

Objective: To foster students' academic and professional growth. The faculty of economic should review the existed curriculum periodically to meet the needs of market. Along curriculum updating a number of actions are more required to implement by faculty for students' excellence like focus on students' technical skills, analytical skills and others by several events like workshop, seminars, symposiums, presentations, visits case studies, guest lectures, internship, debates and students exchange.

The culture of book studies required sufficient resources like physical lab and digital lab. So, faculty of economic motivating students for book reading culture in departments of BSc. Economics, MBA and BBA.

Private and public universities are usually recruiting students through a common exams of entry test (Kankor), so faculty of economic is doing tireless struggles to recruit potential and talented students by a transparent process of entry test.

FACULTY AND RESEARCH EXCELLENCE

Objective: To recruit and support a diverse and professional faculty to advance teaching and research excellence. High-qualified and well-experienced faculty members play the backbone in the development and performance of any academic department. Therefore, the Faculty of Economics will try hard to hire qualified and experienced faculty members over the next five years. For this purpose, close coordination will be established with the human resource department to facilitate the scrutiny and hiring. The Department will fill faculty need assessment form before the HR office makes any announcement for new hiring by mentioning the required qualifications and experience.

Faculty of economics provide professional development for faculty through development programs such as Inviting researchers and scholars from international universities for research seminars and workshops, sponsoring faculties in research publication and international conferences and as well as Ph.D. programs, and initiating the faculty exchange programs.

In order to ensure continuous improvement in effective teaching experience and methodology of faculty, the faculty of economics with collaboration of FDC (faculty development center) provide training to the faculty in the form of seminars, workshops, simulation, cases studies, etc. to have an Outcome based Education.

DIGITALIZE THE SYSTEM FOR INNOVATION AND GROWTH

Objective: To facilitate an academic environment of sustained innovation and growth Faculty of economics is committed to enhance the scope of learning management system to go in-line with development in the domestic and international market arena. Therefore, we focus on physical and virtual platforms to equip our staffs and students with new methods of learning and implementation.

Also faculty of economics is committed to facilitate innovation and growth through establishing trading center (stock market, foreign exchange market, trading of goods etc.), providing exhibition for development of the new products, making business plans for dealing with uncertainties, simulation centers to make a solution for new problems.

In order to support our claim, the Faculty of Economics has developed its LMS system to enter the online learning platform. Nowadays, students are more interested in gaining knowledge through an updated curriculum that is aligned with their interests and would help them gain real-world experience. They have realized that through online learning with the help of videos lectures, and practical learning, they are getting a better understanding of the topics taught as compared to textbook learning Kardan University has adapted their teaching methods and formats to meet the changing needs of students. As an example, Kardan University conduct quizzes and assignments online, upload all related material in the online portal, take attendance online, arrange seminars online, and provide digital books/news/papers. Kardan University through its LMS system has facilitated to the student to request for books, extend the return time, check the exam/quizzes/assignment marks, and select their courses/teacher and timing for the coming semester via digital platform. The students also evaluate their teachers and give feedback and suggestion via their online user account.

EXCELLENCE IN POLICIES AND PROCEDURES

Objective: To develop required policies, procedures and mechanisms in order to, effectively and efficiently serve our students and faculty. Faculty of economic periodically review and improve the existing policies, procedures and mechanism to meet the requirements of student and faculty it also identifies and fill the gaps where appropriate policy and procedures are required.

EXCELLENCE IN PUBLIC ENGAGEMENT AND SOCIAL IMPACT

To enhance the economics faculty's public engagement efforts in establishing relationships with stakeholders. The faculty will get involved with public and private sector in community engagement and research. MOUs will be signed with ministries, NGOs and reputed organizations for potential continuous growth. Moreover, social community awareness events will be arranged.

Close work will be done with the communication department to plan, develop, and design content for social media that arouse the interest of the target audience and create awareness about the activities of the faculty. Besides, students will be encouraged and supported to have volunteer participation in social causes and welfare activities

The faculty engage publics, employers, alumni and other expert to provide their view on development of new curriculum for different programs.

The faculty with the help of success center get in touch with several national and international organization to provide job opportunities and internship for different programs for quality of education. to enhance the awareness about counter narcotics, administrative corruption, air pollution and ways to resist against and eradicate them.

COUNTER NARCOTICS

Discussion and recommendations for students about the harms of drugs and their negative consequences for family members and the community. Involving students in conducting public awareness programs regarding the harms of drugs. Facilitating conducting seminars, and conferences in coordination with national NGOs and governmental organizations regarding counter-narcotics.

ADMINISTRATIVE CORRUPTION

Although administrative corruption is one of the important topics of some course outlines of the economic program but as a credible academic institution we are committed to transparency, accountability, and integrity. We will initiate public awareness programs regarding the fighting against administrative corruption for the public people, we will conduct seminars and conferences regarding the negative impact of corruption on the government and society, and we will facilitate the conducting of any event related to administrative corruption at the faculty level.

AIR POLLUTION

Air pollution is one of the biggest problems in the world, at the faculty level; we will take necessary actions to improve public awareness of the dangers of air pollution and conduct extra classes for the students and staffs to highlight the effect of this on economic activities.

SUPPORT TO DISABLED STUDENTS

As a university, we are aware of the needs of disabled students and we will try to provide several financial and non-financial benefits to them.

SOCIAL IMPACT

No university is better positioned to improve the human condition on a global scale. We are known for collaborating across disciplines, both on our own campus and beyond. We facilitate and celebrate the contributions and leadership of our students, faculty, staff and alumni. Kardan university emphasis on innovation has created an entrepreneurial mindset among students, alumni, staff and faculty, many of whom are committed to translating their ideas from the laboratory and the studio to the marketplace and the public square. Supporting entrepreneurial activities remains a key priority for the entire university community, and it is especially important in sustaining our commitment to contribute to the economic and cultural life of Afghanistan people.

INTERNATIONALIZATION

Internationalization is a process of change which is personalized to meet the individual needs and interests of each higher education entity. Consequently, there is no 'one size fits all' model of internationalization. Kardan university, faculty of economics, adopting a set of objectives and strategies which are 'in vogue' and for 'branding' purposes only negates the principle that each program, institution, or country needs to determine its individual approach to internationalization based on its own clearly articulated rationales, goals and expected outcomes. Kardan university attaches great importance to international work, and focuses on effectively cultivating comprehensive international management talents who can meet new global challenges, have outstanding leadership and a high sense of social responsibility. This recognizes that the internationalization process is driven by an assessment of individual needs and priorities and that a 'formulaic' or latest fad approach is not appropriate, beneficial or sustainable. Furthermore, to ensure internationalization of the business faculty in Kardan university, the department accredited through ACBSP and IACBE international accreditation councils. In recent years, with international accreditation as the main starting point, the college has actively carried out cooperation with business schools of world-class universities, and has successively established close relationships with management schools in many universities.

Planning Process

Meetings were held with the faculty to identify strengths, weaknesses, opportunities, threats, and work activities to determine improvement opportunities. The group also provided input and worked with their respective faculty to develop future research thrusts. Finally, separate meetings were held with the Assistant and Associate Professors and one faculty meeting was focused on a review of the draft plan. Additionally, the students of faculty of economics were given proper forms to provide input for the strategic plan.

Input based on the analyses, the group coordinator input, student input, and the faculty meetings were used to develop and finalize this strategic plan. Following completion of the draft, the entire faculty was given an opportunity to provide critical reviews of the document and it was revised according to the collected comments. As with any planning document, this strategic plan becomes a living document that should be continually updated and amended as unforeseeable events.

SWOT Analysis

This section gives a succinct self-assessment of the strengths, weaknesses, opportunities and threats for the Faculty of Economics.

Strengths

- High satisfaction level of students and employees
- Financial resources
- Ample facilities for practice work (Cisco Lab, Computer labs, Digital and Physical Libraries, Research Center, Debate Club)
- Student Clubs
- Student Success Center
- Standard Curriculums
- International Accreditation.
- Strong Management.

Weaknesses

- Limited Professional Academic Staff both in Kardan University and in the Market
- Contemporary methods of teaching
- Coordination and cooperation

Opportunities

- A large number of youths seeking higher education
- Collaboration with High Schools
- International conferences
- Strategic Partnerships

Threats

- Tough competition among private universities
- Low level of income.
- Widespread unemployment in the economy.
- Effect of brain drain on the high qualified employees recruiting.
- Rapid change in government policies and regulation
- Managing digital revolution.

**This strategic plan was approved by the university
academic council dated 02/May/ 2021 meeting # AC013.**



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