



پوهنتون کاردان
KARDAN UNIVERSITY

2021-2025

FACULTY OF ENGINEERING

STRATEGIC PLAN

TABLE OF CONTENTS

1
OVERVIEW

1
Vision

1
Mission

1
Values

2
SWOT ANALYSIS

2
Strengths

2
Weaknesses

2
Opportunities

3
Threats

3
STRATEGIC PLAN PROCESS

4
ACADEMIC PROGRAMS

4
STRATEGIC OBJECTIVES & ACTIONS

OVERVIEW

Within the Faculty of Engineering Kardan University, we believe in engineering education that is academically fastidious, technically rigorous, collaborative, and inclusive. We prepare students to create significant societal impact aiding to shape a developed nation and finally the world. This faculty offers the degree of Bachelor of Civil Engineering (BCE) and has a long and rich tradition of excellence in teaching, research, services and societal contributions. The faculty strives to maintain and enhance this position through a continuing process of creating and identifying new opportunities and moving swiftly, but thoughtfully, to bring them to fruition. The faculty owns national and international faculty members and is led by highly qualified engineers and professionals who are recognized by external agencies and have been ranked among the best in Afghanistan.



Vision Statement:

To be an excellent school of engineering with inspiring teaching, research and services.



Mission Statement

Strive for excellence in engineering education, inspire and lead future engineers to excellence.

Values

- Academic excellence
 - We strive for excellence in all our endeavors as individuals, a faculty, and a leader in higher education.
- Faculty
 - We constantly increase support for faculty and staff professional development.
- Initiative
 - We own the ability to initiate projects and ideas, take the initiative and bear responsibility to complete the required tasks and follow up the performance of plans or tasks and the desire and willingness to respond quickly to the surrounding changes.
- Students
 - We fully support our students, student enrichment, student services and enhanced student experiences.
- Diversity
 - We embrace diversity and respect the dignity and culture of all people. We strive to increase the diversity of our student and staff population.

- Creativity
 - We like to instill the sense of innovation and promote entrepreneurial spirit among the students by establishing Entrepreneurship-Cell, supporting the students in organizing various activities and encouraging them to receive internship and training.
- Excellence in Research
 - The Faculty of Engineering is committed to impart need-based quality engineering education and instill the spirit of creative development and research to a wide spectrum of students and scholars, who will ultimately bring in defining transformation and prosperity to the nation and world.

SWOT ANALYSIS

The strengths, weaknesses, opportunities and threats faced by the faculty are arrived at through a process of systematic interaction with our key stakeholders.

SWOT ANALYSIS

- Experienced faculty members
- Excellent library services (physical and digital)
- Professional management
- Proper evaluation mechanisms in place
- Support of the management team for innovation and growth
- Higher employment rate of alumni

Weaknesses

- Lack of faculty and students' exchange opportunities
- Lack of computer labs for engineering students
- Lack of other departments
- Lack of Master programs
- Heavy work load on faculty
- Irrelevant digital library for engineering

Opportunities

- Possibility of utilizing e-learning and distance education
- Good relationship with stakeholders
- Students and faculty members exchange programs
- Formal teacher's designation based on qualification and experience
- International linkages through exchange or other programs

Threats

- Inadequate public awareness for engineering profession and job opportunities
- Lower enrollment of students
- Deterioration of financial situation of households
- Lack of job security in market
- Non-compliance with engineering norms and standards

STRATEGIC PLAN PROCESS

Below is the methodology or strategic planning process being applied to develop the strategic plan for the Engineering faculty.

- Formulation of the strategic planning taskforce.
- Plan to plan, the process stages of developing Strategic plan were set out by VC academic office.
- Focused group interviews to have internal and external stakeholders' assessments collect data and study all documents, reports, and statistics about the engineering faculty performance.
- Conduct a brainstorming workshop to Analysis (Identify different themes and categorized them into grouping themes) and SWOT analysis.
- Definition of strategic priorities for the engineering program according to the table of SWOT analysis.
- Revising the Vision, Mission and values of engineering program.
- Formulation of the Strategic Objectives & Actions and presenting it to university Strategic Consultation workshop.
- Development of the implementation plan
- Development of first draft of strategic plan and get the feedback from the chancellor office.
- Set the final draft of Strategic Plan 2021 - 2025 for the engineering faculty.

ACADEMIC PROGRAMS

We encourage our students to explore the academic landscape, venturing into unfamiliar fields of knowledge and, perhaps, discovering new passions that will take them in a different direction altogether. Along the way, faculty members help guide them, and fellow students offer diverse perspectives that can shed new light on the path. We also encourage our students to travel literally, by going abroad for study, research, or work. The following academic programs are offered in the Faculty of Engineering by Kardan University:

STRATEGIC OBJECTIVES & ACTIONS

In order to accommodate the vision and mission and in light of analyzing the internal and external environment and strategic priorities, the Faculty of Engineering has set the following strategic goals:

Strategic Objective 1: Appealing to educating and learning environment.

Upgrading the curriculum of Civil Engineering by updating course content for all engineering subjects in addition, to the survey of the job market including new courses like construction law and energy efficiency and sustainability.

Goals

- Conducting a review of the curriculum, focused on the core, lab experiences, use of new technology, and capstone courses, to assess our ability to meet the needs as specified by the MoHE and market.
- Conducting and developing new subject recommendations by the curriculum committee that will then be discussed with and voted on by the entire faculty. The ability to meet accreditation requirements will be a necessary part of those discussions.
- Evaluating and updating the curriculum on continuous bases to match current and future market demands.
- Articulate the relevant graduate's employability skills and competencies in the learning outcomes.

Strategic Objective 2: Extra-curricular Activities and Social Impact

Set up vital partnerships with academia, industry, and government for preparing and proficient practice.

Goals

- Promote the health and well-being of students through extra-curricular, social, and non-academic activities.
- 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.
- Enhance internal and external collaboration and develop strategic partnership agreements with institutions at national and international levels.
- Increase faculty and students' participation in community service organizations.
- Establish alumni network at college and program levels.
- 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 on the related law and regulations.
- Administrative Corruption: Although administrative corruption is one of the important topics of some course outlines of the law 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.

Strategic Objective 3

Research and Publication Improve research, creation and its impact. Research and publication through Kardan, national and international journals to have standard teaching-learning activities.

Goals

- Identify strategic areas of research with a special focus on Afghanistan and establish a plan to address problematic areas.
- Identifying intelligent and creative students to present solutions for real-world problems in the form of posters.
- To organize intra-faculty research competitions and explore the hidden talent inside students.
- To utilize the engineering lab and showroom for engineering research competitions.
- Continue to seek new industrial research collaborations as well as collaborative opportunities within and outside of the university in order to increase the CE research base.
- To create additional collaborations with academics and industry and to expand the center's research base.
- Provide students with the necessary teamwork, leadership, and communication skills to address community problems effectively.

Strategic Objective 4: Recruit and retain qualified faculty and Technology Translation

Recruits retain and develop distinguished faculty and staff who integrate teaching, research, community, and education opportunities using new technology to extend the foundation and assets with new patterns and innovation to open doors for greatness.

Goals

- Attract highly qualified and experienced faculty and staff by establishing recruiting strategy and process.
- Develop an effective organizational management system, infused with quality.
- Provide diversified training programs to improve faculty and staff performance.
- Set reasonable workloads and regularly assess the performance of faculty and staff responsibilities

Strategic Objective 5: Digitalization

Enabling new education and operating models, having a digitally transformed institution.

Goals

- Handouts, lecture notes and slides being made available digitally.
- Lectures that are delivered live be recorded digitally and made available for viewing afterwards.
- Digital assessments being created and submitted, marked and feedback all online. This may include text matching for plagiarism detection and new methods of feedback such as audio or video.
- Establishing the facility of remote studies.

Strategic Objective 6: Internationalization

Providing the foundation for everything we do relate to students, faculty, and staff international engagement through international partnerships and collaborations.

Goals

- Design transdisciplinary study abroad programs for undergraduate students.
- Provide meaningful global experiences and global learning pathways.

- Improve international student and visiting scholar safety and security at Kardan University.
- Support and incentivize international work and collaboration by faculty and consultation and collaborative work and expertise-sharing across academic units.
- Clearly signal to faculty that internationalization is an institutional value.

Strategic Objective 7: Improving students' Success

Practical work and site visits to graduates skillful engineers for rehabilitation of Afghanistan.

Goals

- Hosting recruiting events for graduate students.
- Communicating with ministries, NGOs, and Construction Companies in providing job opportunities.
- Working with the university Career Centre in finding new jobs and opportunities for high-quality graduates.
- Communicating and promoting the fact that students can expect to find an enriching academic experience through internships, interaction with practicing engineers, service learning, and study abroad programs.
- Establish alumni network at faculty and program levels.
- Enhance professional practice by regular site visits, on-site training and invited experts from industry.
- Attract distinguished students who are committed to engineering before enrolment.
- Support to Disabled Students: As a university, we are aware of the needs of disabled students, and we respect the related laws and regulations.

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



پوهنتون کاردان
KARDAN UNIVERSITY



0777 52 83 83



| info@kardan.edu.af



| Kardan University



Kardan official



| kardan.edu.af