



پوهنتون کاردان
KARDAN UNIVERSITY

Strategic Plan

Faculty of Computer Science

Department of Information Technology



(2021-2025)

I Background Information

A comprehensive and applicable strategic plan is required to meet the current market needs and students' satisfaction in the field of Information Technology and align with the global academic framework. Therefore, the below given strategic plan for the Computer Science department is developed based on technological advancements across the globe, faculty members' recommendations, market assessment, and innovative research.

This document is organized by presenting the SWOT analysis, strategic objectives and priorities, and key action required for achieving these strategic objectives.

SWOT Analysis

The SWOT Analysis framework helps an organization identify the internal strategic factors, such as strengths and weaknesses, and external strategic factors, such as opportunities and threats. This section gives a brief self-assessment of the internal and external strategic elements of the Department of Information Technology.

Strength

- » A high level of student satisfaction was indicated in the student evaluation.
- » Qualified and experienced faculty members
- » Professional academic environment
- » Produced highly skilled graduates to fulfill the shortage of professional community in the field of Information Technology
- » Adopted the culture of Outcome Base Education and Students Centered Learning
- » Improved Research oriented activities.
- » Existence and contribution of Innovation and CISCO labs
- » Technological capability of the Department to support online services
- » Team work environment.
- » Well Equipped Computer Labs
- » Rich and Diverse Curriculum

Weaknesses

- » No master's Degrees program in the Department of Information Technology
- » The high dropout rate in bachelor Program.
- » Few female students at all levels
- » Few internal seminars and special presentations.
- » Lack of students and faculty exchange programs

Opportunities

- » Launching master's program in the field of Information Technology
- » High demand for qualified IT professionals
- » ABET accreditation for Information Technology Program
- » Students and faculty exchange programs with international educational bodies
- » High demand for Information Technology competences in interdisciplinary projects
- » Induction of Information Technology students in different ministries
- » Enhance attention on teaching and learning innovation

Threats

- » High cost of equipment
- » Unfair competition of other private universities.
- » Difficulty in credits transfer: Credits for some courses which are compulsory in the Department of Information Technology from the ministry side are not transferable, especially in European countries. (History of Afghanistan, Islamic studies)
- » Student's affordability of private education due to economic crises



Strategic Objectives and Priorities: Defined and taken over from the faculty strategic Plan

The category-wise departmental Strategic Objectives of the Information Technology Department are given here:

01: Students Professional Excellence: To recruit, retain and graduate a larger, academically prepared, and diverse student community

Over the next five (05) years, the Department of Information Technology will emphasize student enrolment by providing academic services aligned with society's needs. Utilizing modern trends in technology will increase students' technical and professional skills. For this purpose, students will be facilitated in terms of financial assistance, knowledge dissemination, and extra training in Information Technology.

Learning Management System plays a vital role in facilitating students academically. Therefore, teachers will be motivated to upload all relevant academic material on time to the LMS, and students will be advised to regularly check their online accounts for study material, quizzes and assignments. Students would be strictly discouraged from sending assignments to the teachers via email. Only those assignments will be graded which uploaded from the student's online account.

To achieve this strategic objective, the following strategic priorities will be followed.

Priority No. 01 Improve retention and graduation rates (Extra training and financial assistance)

Priority No. 02 Improve the faculty and student reliance on LMS in the Department of Information Technology.

02: Faculty Excellence: Attracting and Retention of highly qualified faculty members

High-qualified and well-experienced faculty members play the backbone in the development and performance of any academic department. Therefore, the Department of Information Technology 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 should fill faculty need assessment form before the HR office makes any announcement for new hiring by mentioning the required qualifications and experience.

Similarly, to retain the existing faculty members and improve their teaching and research skill, different type of training will be organized, and annual increments will be given to faculty members based on their performance to create a culture of competition. Based on their interest and willingness, each faculty member will be allocated to different departmental committees based on their interest and experience rotationally.

The following strategic priorities will be considered for achieving this strategic objective.

Priority No. 01 To induct experienced and qualified faculty members with an emphasis on female faculty members.

Priority No. 02 To equip faculty members with modern technological tools

Priority No. 03 Rotational appointment in different committees

03: Research Excellence: The flagship objectives critical to the success of the Information Technology department

The main reason for academic institutions is to provide a solution for real-world problems by conducting research using scientific methods. Faculty members and students need to be involved in research activities in Information Technology. By close coordination with the FDC, the Department of Information Technology will remain engaged to enhance the research capacity of teachers and students and organize research seminars, workshops, and training required for conducting research.

Research culture will prevail by motivating each faculty member to publish research articles in the Kardan Journal of Engineering and Technology (KJET) semester and annually. For this purpose, a conducive research environment will be provided by utilizing the digital library, well-furnished faculty room, and financial support for paper publishing and attending research conferences.

In this connection, the following strategic priorities need to be considered for achieving this objective.

Priority No. 01 To provide a conducive research environment

Priority No. 02 To organize symposiums and research competitions

Priority No. 03 Modernize and strengthen undergraduate programs by Influencing research culture

04: Excellence in Digitalization and Innovation with a focus on brand identity: Excellent resources and infrastructure to maximize the use of technology in the delivery of services

Along with academic excellence, the Department of Information Technology is known for its best and timeliest services provided to students and other stakeholders over the past years. In this connection, it is required to modernize the existing computer labs with all the necessary software installed on each system. Eight (08) computer labs were established in the Department of Information Technology along with CISCO and Innovation Lab. Over the next five years, these labs will increase to ten (10).

Furthermore, the Department of Information Technology will actively support students academically online.

In essence Department of Information Technology shares a common value with the University in creating the digital world inside the department. Everything is digitized, from Computer Labs to classroom attendance, from office to notice board, and from examination to result in the declaration.

The following strategic priorities are set here to achieve this objective.

Priority No. 01 To Improve and modernize facilities.

Priority No. 02 Providing online support to students

05: Excellence in Public Engagement and Social impact: Excellent and effective communication link with all stakeholders, including alumni and employers

Department of Information Technology considered its Alumni and employer as important stakeholders as the current students. Therefore, a well-established communication link with these stakeholders will provide the best guidelines for future strategies. Alumni and gender relations office will play an important role in establishing this connection.

Therefore, in the next five years, the Department of Information Technology will involve these stakeholders in different departmental events and will keep these events open to the public. The event manager will make necessary arrangements for the students of Information Technology in various sectors, including telecommunication, banks, and NGOs.

The following strategic priorities are set to achieve this strategic objective.

Priority No. 01 Involvement of stakeholders in departmental events such as symposiums and intra-departmental competitions

Priority No. 02 Frequent visits of students and faculty members to the local industry like banks and the telecom sector

06: Internationalization

Department of Information Technology attracted a balanced pool of talented national and international faculty members committed to the departmental mission and values. The Department of Information Technology is committed to providing students with international education by getting accreditation from internationally accredited bodies. This will help the students to broaden their career horizons inside and outside Afghanistan.

Priority No. 01 Getting Accreditation with ABET

06: Partnership for the MoHE Strategic Goals:

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.

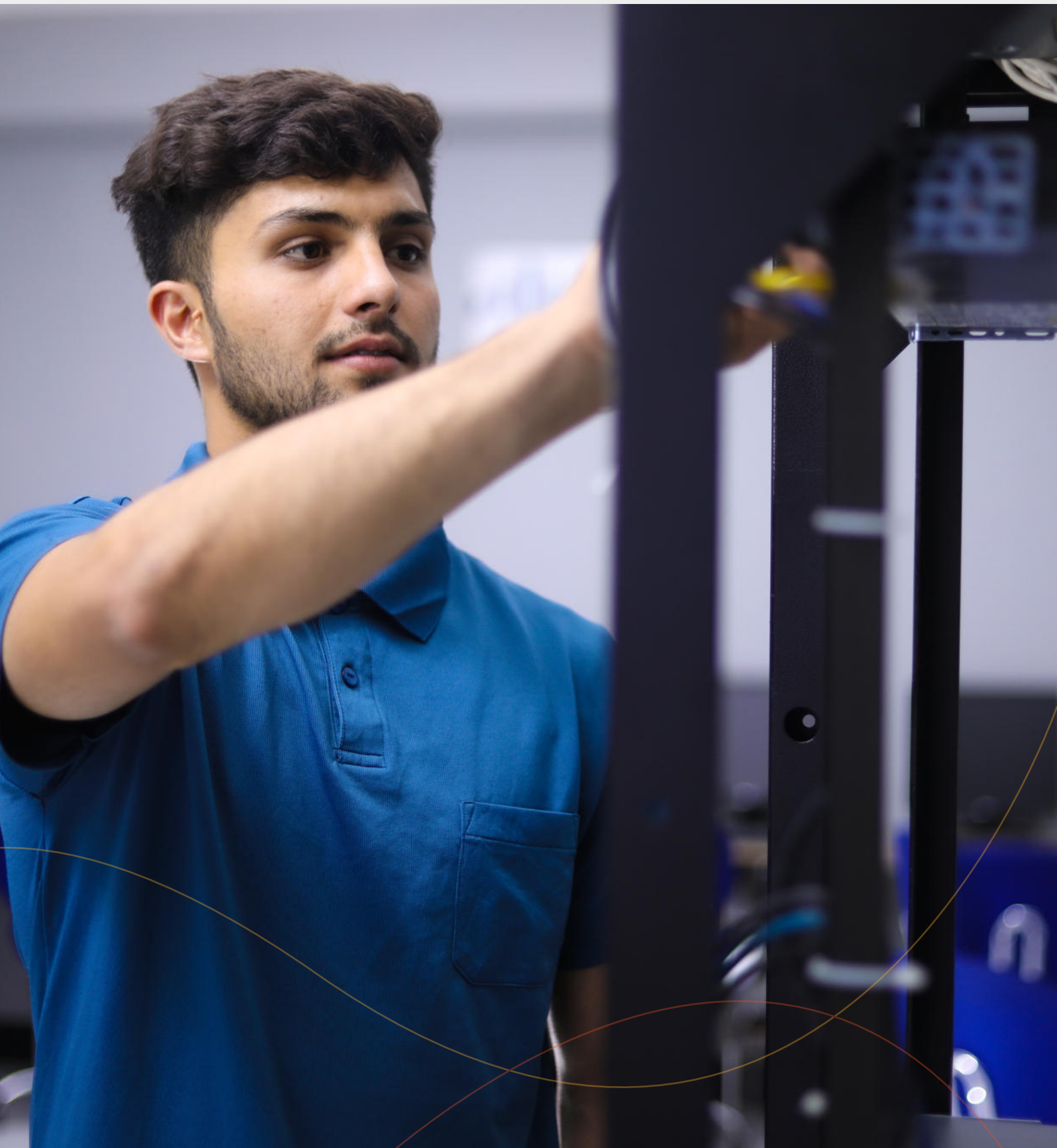
Administrative Corruption: As a credible academic institution we are committed to transparency, accountability, and integrity. We will initiate public awareness programs regarding the fighting against administrative corruption for the public people, we will conduct seminars and conferences regarding 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 on the related law and regulations.

Support to Disabled Students: As a university, we are aware of the needs of disabled students and we respect the related laws and regulations.

Priority No. 01 Involving students in conducting public awareness programs, and providing seminars and conferences regarding counter-narcotics.

Priority No. 02 initiate public awareness programs regarding the fight against administrative corruption for the public people.





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