



پوهنتون کاردان
KARDAN UNIVERSITY

2021-2025

FACULTY OF COMPUTER SCIENCE

STRATEGIC PLAN

Background Information

A comprehensive and applicable Strategic plan is required to meet the needs of society and students' satisfaction in the field of Information Technology and align with the global academic framework. Therefore, the below given strategic plan for the Faculty of Computer Science 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 actions required for achieving these Strategic Objectives.



KARDAN UNIVERSITY VISION

In the spirit of excellence, aspiring for knowledge and growth.



KARDAN UNIVERSITY MISSION

A vibrant University, inspiring academic and professional excellence.

Faculty Vision and Mission



Vision Statement:

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



Mission Statement

Strive for excellence in Technology education, inspire and lead future Computer Scientists to excellence.

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 Faculty of Computer Science.

Strengths

- Excellent student population
- Numerous faculty research and teaching awards each year
- Strong teaching evaluations
- Collegial working environment
- Excellent research infrastructure
- Strong leadership team
- Excellent working relationship with other Faculties
- Excellent resource center and learning facilities

Weaknesses

- Lack of distinguished professors
- Few internal seminars and special presentations.
- Need more money for new research development (equipment, research assistants)
- No PHD program.
- Lack of cooperation of governmental administration for student practical work

Opportunities

- Present of Alumni in national and international organization
- High demand for computer science competences in interdisciplinary projects
- More opportunities for modern higher education than any other time
- Introduce market driven curriculum to respond to current market needs
- Invest strategically to sustain and grow areas of world-class research

Threats

- Fierce competition with other universities and the IT industry to hire the most talented young people.
- Restriction on the number of master's level students by the Ministry of Higher Education
- Restriction on the creation of new branches and faculties

Strategic Goals:

The following are the core goals of the Faculty of Computer Science:

- Promoting research and innovation
- Attracting and retention of high qualified faculty members;
- Social Impact
- Public Engagement
- Maintain Collegiality in the Department
- Internationalization
- Digitalization

Strategies:

The following strategies are developed to help achieve these goals.

Strategic Goal 1: Promoting Research and Innovation

Goal 1, Strategy 1: Developing a research culture within the department and among the students.

Action Items:

- Promoting research culture within the department by arranging seminars and trainings to the faculty members in collaboration with DRD department.
- Working with the students to promote the research culture by giving them research based assignments and final year projects.

Strategic Goal 1, Strategy 2: Promoting Innovation among the students

Action Items:

- Establishing Innovation lab that will help the students to work on projects which in return will improve their skills.
- Establishing CISCO Lab will give assistance to the students. It will work as a platform for the students to get trained in the network field.
- Arranging symposiums that will boost the creativity skills of the students and will introduce innovative solutions for the problems that we face in the current world of technology.
- Motivate students to take part in intra departmental competitions

Strategic Goal 2: Attracting and retention of high qualified faculty members;

Strategic Goal 2, Strategy 1: offer an employee benefit program

Action Items:

- By offering the job security assurance to the faculty members.
- Recognizing the efforts of the faculty members by giving them awards and recognitions.
- By giving them financial benefits in terms of salary, bonuses and yearly salary increments.
- By motivating faculty members for carrying out their research and to finance their publications in national and international journals

Strategic Goal 2, Strategy 2: Develop a mentor-first mindset

Action Items:

- Make our department to provide mentorship to the faculty members. This will help the faculty members to improve their skills.
- By giving them financial benefits in terms of salary, bonuses and yearly salary increments.
- By motivating faculty members for carrying out their research and to finance their publications in national and international journals
- Arranging training sessions by the senior faculty members along with the administrative staff
- to improve the skills of faculty members.

Strategic Goal 3: Impact on Society

Producing quality graduates to fulfill the gap of skilled personnel in the society.

Strategic Goal 3, Strategy 1: By Providing Network Training

Action Items:

- Arranging training sessions within the CISCO lab will enable our graduates to hand on skills that are currently required in the market.
- Providing practical class works and course materials will help the students to solve the current world problems in networking within the class.

Strategic Goal 3, Strategy 2: By Providing Software Development skills

Action Items:

- Providing students with programming contest will leave them to solve the problems in more manageable way.
- Within the class the students will be provided with practical hand on software development and software development life cycles that will help them that how to develop a professional software in the market

Strategic Goal 4: Public Engagement:

To develop and maintain efficient and effective communication with all stockholders, including alumni, and current students;

Strategic Goal 4, Strategy 1: Maintaining Communication with alumni

Action Items:

- Build and Keep relationships with the alumni by inviting them to different seminars.
- Ask for feedback from alumni on their experience at the department.
- Ask for feedback from the alumni on their experience with the design of the course.
- Circulate survey forms among the alumni for program improvements.

Strategic Goal 4, Strategy 2: Communication with the current students

Action Items:

- Build a relationship with the current students by arranging meetings and knowing their experience at the departments.
- Ask for suggestions from the current students for the betterment of the department based on their experiences.

Strategic Goal 4, Strategy 3: Communication with vendors

Action Items:

- Building relationships with the vendors.
- Asking for the current market need from the vendors to improve the contents of the program

Strategic Goal 5: Maintain Collegiality in the Department

Strategic Goal 5, Strategy 1: Establish mechanisms for the exchange of teaching and research information

Action Items:

- Identify course coordinators to ensure content consistency across all sections of common courses.
- Maintain and develop a faculty / invited faculty research forum.
- Continue to develop and publish a list of faculty and student accomplishments during the year for marketing and promotional purposes

Strategic Goal 5, Strategy 2: Foster and maintain an effective administrative work environment, which encourages learning and advancement.

Action Items:

- Recruit and retain qualified administrative staff. This includes ensuring an adequate number of Departmental staff.
- Review job duties to efficiently delegate administrative tasks and promote advancement.
- Promote and maintain efficient office operations. This includes upgrading office equipment as needed, developing policies for electronic data backup, and adopting efficient communication and scheduling practices.

Strategic Goal 5, Strategy 3: Foster and maintain social interaction among faculty and staff

Action Items:

- Continue to organize Department events such as the "Alumni Celebration" and our now "After Holiday Get-Together."
- Explore the establishment of other department traditions and gatherings such as periodic dinners or "happy hours."

Strategic Goal 6: Internationalization:

Faculty of Computer Science attracted a balanced pool of talented national and international faculty members committed to the departmental mission and values. The Faculty of Computer Science 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.

Strategic Goal 7, Excellence in Digitalization and Growth:

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, the 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.

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.

Strategies:

The following strategies are developed to help achieve these goals.

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Strategic Goal 2, Strategy 1: offer an employee benefit program

Action Items:

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



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