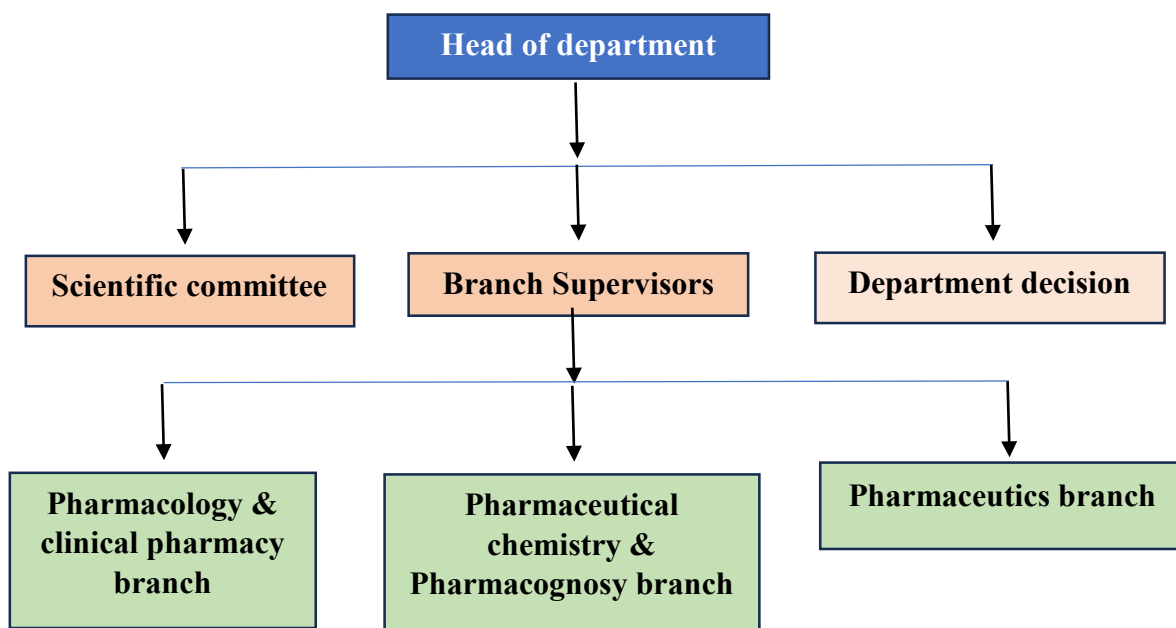


Strategic Plan for the Department of Pharmacy 2024-2029

Preparing the strategic plan is a means that contributes to managing our collective efforts to formulate the strategic goals of the college. To achieve these goals, it was necessary for us to develop our academic and administrative performance, develop our human resources, and invest our financial resources properly. Based on our continuous endeavor to create a culture of excellence in our college and our firm awareness that planning for the future is the best way to confront the current threats to the future; We have prepared this strategic plan for the period 2024-2029

Organizational structure diagram of the Department of Pharmacy at Baghdad College of Medical Sciences



The basic components of building the strategic plan for the year 2024-2029

Vision

The Department of Pharmacy is one of the departments of the Baghdad College of Medical Sciences. It is an educational and research institution that serves the community with a competitive capacity in various pharmaceutical sciences. It seeks to occupy a prestigious position at the local and regional levels. The Department of Pharmacy works to excel in educational, experimental and multi-professional education, basic and applied research, service, and the advancement of all aspects of patient-centered care.

Mission

The department is committed to graduating competent pharmacists who are able to compete scientifically according to the highest possible medical and professional standards. The mission of the Department of Pharmacy is summarized as follows:

- Providing graduate pharmacists with balanced and thoughtful knowledge and teaching them to bear ethical responsibility in the healthcare professions.
- Adopting academic and professional programs capable of preparing pharmacists who can practice a successful and professional career path.
- Providing information and technical skills to meet the various pharmaceutical needs in the public and private sectors.
- To become an educational center based on research and focusing on cooperation between the various pharmaceutical sciences and the pharmaceutical industry.
- Commitment to applying quality standards, evaluating them and following up on their implementation in all department facilities.

Core Values

Our mission, vision and strategic plan should reflect the values that define the unique identity and character of the department. Respect, integrity and diversity are the essence of our institution, reflected in the following:

- A passion for discovery and excellence in learning in every endeavor
- Integration and synergy between research and teaching
- The quality and scope of our academic programs
- A fundamental partnership between students, faculty and staff
- Embracing diverse perspectives, beliefs and cultures
- Service to the greater good of society

Objectives

- Offer a dynamic, collaborative and progressive curriculum that emphasizes solutions to real-world problems
- Prepare students for an evolving profession and environment while meeting the needs of the national workforce.

Enhance the scope of our educational programs to include undergraduate preparation for pharmacy and pharmaceutical sciences

Main Directions and Strategic Objectives of the Department:

In order to achieve the vision, mission and values of the department, the department is committed to working to achieve the following strategic directions and objectives:

First Direction: Excellence in Teaching and Learning

- Develop educational programs that qualify graduates for the labor market.
- Achieve academic accreditation for the department's programs nationally and internationally.
- Provide student-based learning as the focus of the educational process.
- Enhance the capabilities of faculty members.
- Encourage and support outstanding students in the various programs of the department
- Provide a high-quality educational environment.
- Provide student support services to support the teaching and learning processes.
- Provide developed study programs according to international quality and academic accreditation standards.

Second direction: Developing scientific research and creating postgraduate studies to serve community issues

- Providing resources to support scientific research.
- Directing scientific research towards community issues.
- Achieving scientific research to academic accreditation standards.
- Enriching distinguished scientific production.
- Creating postgraduate studies.
- Developing the infrastructure to enhance scientific research
- Developing scientific research policies and activities.
- Expanding areas of research cooperation with corresponding departments, colleges and relevant research institutions at the local and global levels.
- Developing a central mechanism that identifies and tracks all research-related activities, including changes in resources

Developing a system to continuously identify researchers' research needs, including space, staff and infrastructure

Third direction: Building a real partnership with the community

That the department be a scientific advisory reference in the service of public and private health institutions.

Effectively responding to the requirements of the labor market and the needs of the community.

Developing community partnership programs by providing health awareness to all segments of society.

Fourth direction: Support in the continuous improvement of the administrative and financial organization of the college

Developing the capabilities of faculty members

Developing a system to motivate faculty members and employees.

Attracting distinguished faculty members and employees.

Developing a mechanism for periodic evaluation of the services of the Pharmacy Department and reviewing its performance.

Enhancing communication within the department and defining its mechanisms.

Framing empowerment, transparency and grievances in the Pharmacy Department.

Fifth direction: Providing an academic environment that keeps pace with development

Developing, maintaining and sustaining the department's facilities.

Providing an effective electronic system in educational, research and administrative aspects.

Sixth direction: Providing opportunities for continuous learning

Developing the process of continuous learning.

Diversifying the programs provided through e-learning to meet the needs of society.

Achieving academic accreditation for e-learning programs.

Seventh direction: Helping to achieve effective management of the college

Preparing effective leaders.

Developing the organizational structure.

- Developing quality assurance and strategic planning systems.

Eighth direction: Raising the status and classification of the college/department locally, regionally and globally

- Obtaining institutional and programmatic academic accreditation from local and international bodies.
- Seeking to enter global classifications.

Analysis of the current reality of the Department of Pharmacy/Baghdad College of Medical Sciences:

The evaluation of the current situation is based on the results of the self-evaluation study of the department through SWOT Analysis, which is a quadruple analysis (internal and external analysis) consisting of two internal elements: Strengths and Weaknesses, and two external elements: Opportunities and Threats, and contributes to crystallizing the strategic directions of the plan, making it more realistic and effective.

First: Strengths

- 1- The availability of a number of distinguished experiences and competencies in the department.
- 2- Keeping up with the department in e-learning.
- 3- The existence of a good infrastructure in the department.
- 4- The existence of advanced laboratories for scientific research.
- 5- The quality of scientific publishing and applied research in the department.
- 6- The department's endeavor, through the college, to support researchers by marketing their research projects.
- 7- The existence of a specialized department for community partnership.
- 8- The existence of a community partnership regarding training programs and health awareness.
- 9- The existence of a scientific and administrative organizational structure with specific responsibilities.
- 10- The existence of good training programs for faculty members and employees.
- 11- Good logistical support services in the college.
- 12- Twinning with solid government colleges.

13- There is a mechanism for receiving suggestions and complaints from students and following up on them.

14- The academic leadership of the department is convinced and encouraged to develop the development process and adopt the concepts of quality and accreditation.

15-There is a close relationship between the Quality Assurance Unit and the Quality Assurance Center at the college and the ministry.

16-The suitability of the scientific specialization of faculty members to the courses they participate in teaching.

17-Continuous evaluation of the performance of faculty members through self-evaluation, which is discussed with the head of the department and the dean and used to develop performance.

Second: Weaknesses

1- Lack of electronic linking system between college facilities and department management

2- Weak research funding in general.

3- Weak communication with community institutions to achieve community partnership.

4- Lack of a database for those who have completed training courses.

5- Weak internet network.

Third: Opportunities

1- Building the principle of quality through global and national academic accreditation institutions.

2- Seeking to provide opportunities for knowledge exchange with prominent national and international universities in the region.

3- The possibility of creating postgraduate programs to meet the needs of the labor market and health and academic institutions.

4- Increasing research funding for research, providing support for research and incentives for multidisciplinary research.

5- Possibilities for cooperation in the field of scientific research with prestigious universities to address community problems.

6- Providing opportunities for support for scientific research and development from multiple governmental institutions and the private sector represented by pharmaceutical factories and related research bodies.

Fourth: Threats

- 1- The increasing number of colleges offering the same academic programs.
- 2- Lack of support in the external environment that encourages innovation among students.
- 3- Weak community awareness in the field of health awareness.
- 4- Weak initiatives by the private and government sectors to support partnership.
- 5- Leakage of scientific competencies to work in other colleges.

1. Action plan: The plan is implemented according to the objectives.

First goal: Excellence in teaching and learning / Quality of the educational process				
	Required activities - outputs	Measurement indicators	Timeline	Implementation Responsibility
1	Working to raise the level of education and educational skills	Performance Evaluation Number of Courses and Seminars	2 per year	Department branches
2	Disseminate the principle of quality among professors and employees	Number of courses and seminars	annually	Quality Assurance Unit
3	Improving the quality of laboratories and classrooms	Quality Assurance Form	annually	Quality Assurance Unit
4	Working towards achieving accreditation	The department obtained the academic accreditation standards certificate	Continuous	Quality Assurance Unit
5	Increase the percentage of academic titles	-Awareness and training courses on promotion mechanisms according to the updated ministerial instructions. - Encouraging applications for academic promotions.	One course per year	Scientific Promotions Committee
6	Promoting community service initiatives through volunteer work	Cooperation with civil society organizations and government institutions	Continuous	Deanship and Department Branches

The second goal: Developing scientific research and establishing postgraduate studies in the departments of pharmacy and nursing.				
	Required activities - outputs	Measurement indicators	Timeline	Implementation Responsibility
1	Encouraging faculty members to publish in international journals	Developing a precise scientific plan for research within the scientific committees in the departments	Continuous	Deanship and Department Branches

		Issuing letters of thanks to publishers Training courses on publishing and introducing reliable international journals, databases and containers		
2	Holding conferences		Biennial conference	Deanship and Department Branches
3	Participation of faculty members in national and international conferences		Continuous	Faculty members
4	Work to ensure that graduation projects are applied projects that serve the community.		Continuous	Department braches
5	Establishment of postgraduate studies		Submitted since 2021-2022	Deanship and Department Branches
6	Activating the college magazine and providing it with solid research		2022-2021	Deanship and Department Branches

Third goal: Infrastructure				
	Required activities - outputs	Measurement indicators	Timeline	Implementation Responsibility
1	Completing the deficiencies and restoring the old building		2025-2024	Deanship and Department Branches
2	Completing the deficiencies of the new building		2025-2024	Deanship and Department Branches

Mechanism for updating the strategic plan

1. The plan is updated according to the annual reports and the evaluation of what has been accomplished each year of the plan and identifying obstacles and difficulties and finding solutions for them.

2. Conducting periodic questionnaires.