



Executive Summary

Strategic Plan 2030

PSAU Nation's Pride

1440 / 2019

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Prince Sattam Bin Abdulaziz University (PSAU)

PSAU Nation's Pride

Strategic Plan 2030



Forward

All compliments, prayers and good words are due to Allah; peace be upon you, O Prophet, and the mercy of Allah and His blessings; peace be upon us and upon the righteous slaves of Allah.

Prince Sattam Bin Abdulaziz University has so far made phenomenal achievements with respect to its ambitious objectives, thanks to the unswerving support from the Able leadership of the Custodian of the Two Holy Mosques King Salman bin Abdulaziz and His Royal Highness Crown Prince Mohammad bin Salman, Deputy Prime Minister and Minister of Defence – may Allah bless them.

Now our University aspires to achieve national significance to further develop and contribute towards the fulfilment of Vision 2030.

In accordance with the scientific advancement that the university has accomplished, the Second edition of the University Strategic Plan 2030 has been framed. This Plan aims to satisfy the expectations of the nation and society. It has been made possible through the unstinted support and active involvement of all the personnel, who have taken part in each and every aspect of the one year long process of updating the Plan.

It is expected that with the completion of this work through concerted and coordinated efforts; which aims to arrive at a clear strategy to achieve the University's vision, mission and strategic objectives; will stimulate/encourage the personnel and the community at large to actively participate in its academic duty. This I am sure will help in serving our beloved country and the Islamic nations. I hereby wish our University further progress and prosperity.

Prof. Abdulaziz bin Abdullah Al-Hamid



Foreword from the Vice-Rector for Development and Quality, Project Supervisor of the Strategic Plan

All compliments, prayers and good words are due to Allah; peace be upon you, O Prophet, and the mercy of Allah and His blessings; peace be upon us and upon the righteous slaves of Allah.

The Second edition of the University Strategic Plan 2030 has come forth as a token that demonstrates the aspirations and ambitions of the University leaders and personnel. This is an earnest attempt to keep abreast of the global dynamics and the desired development of all universities in the country, in the light of Vision 2030. This endeavour is based on the conviction that an incremental improvement in strategic planning allows the University to review and assess its present state and to formulate crucial decisions for future.

We are well aware that strategic planning is a continuous and comprehensive institutional process, and this understanding was evident in its Strategic Plan 2012, which was formulated during the establishment of the University. With grace of Allah, 64% of this plan has already been achieved. Since the inception of this Plan, the consistent aim of the Vice-Rectorate has been to meticulously review the achievements. It has now produced the Second edition in the light of the accumulated knowledge. In accomplishing this, we had to take into consideration the operational objectives and the projects that are yet to be carried out. This will help in prioritizing these objectives and projects in the Second edition of the University Strategic Plan 2030.

The Vice-Rectorate for Development and Quality has diligently strived to make sure that the Second edition of the University Strategic Plan 2030 hinges on solid scientific and methodological foundations. To this end, we have observed world-renowned universities. In fact, we have benefited from the best practices of nine American, European, Asian and local universities.

Last but not the least, it is with great respect that I express my deep sense of appreciation to the High Power Committee of the Strategic Plan and all personnel for their diligent participation in formulating the key issues pertaining to the Plan. I would also like to express my eternal gratitude to the Strategic Planning Department for a job excellently done. I hereby beseech Allah to make this edition of the University Strategic Plan 2030 a qualitative leap forward that could form part and parcel of our contribution to the Kingdom's Vision 2030.

**Vice-Rector for Development and Quality
Dr. Nasser bin Saad Al-Kahtani**

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Introduction

Strategic planning is incontestably one of the best international practices employed by all prestigious universities. Prince Sattam Bin Abdulaziz University has thereby adopted strategic planning as a style and platform for its work since its inception under the Royal Decree No. 7305/m, issued on 3/9/1430 AH. In accordance with this cognizance, the University Strategic Plan of 1433-1442 AH, corresponding to 2012-2021, was laid. This plan defined the strategic track for the University by stipulating ten strategic objectives that encompassed an assortment of areas like students, faculty, employees, learning, research, infrastructure, technology, services and structure.

In light of the University's endeavour to keep abreast of the accelerated changes in education and of the Kingdom's Vision 2030, the University Rector directed the Vice-Rectorate for Development and Quality to update the University Strategic Plan. This update was to be prepared with an eye on the achievements as well as the challenges encountered during the implementation of the University's first strategic plan.

The aim of the Second Edition of the University Strategic Plan 2030 is to update and refurbish the first edition, with the active participation of maximum number of personnel. It was also endeavoured to take advantage of the national and global best practices in strategic planning.

The new Plan is composed of five main chapters that tackle such areas like the general layout of the Second Edition, a diagnosis of the status quo – benchmarks, optimal practices, key issues – and strategic options, 'Strategic Plan Second edition 2030' document, operational objective and mechanisms of implementation, and scholarly references.

This summary addresses the ambitions and the aspirations that elucidate the vision, mission, and core values that the University is expected to uphold as it carries out the strategic plan. It also addresses the strategic objectives and the operational objectives (initiatives).



Ambitions and Aspirations

The ambitions and aspirations of the personnel of Prince Sattam Bin Abdulaziz University can be crystallized into the following:

1. Contributing to the realization of the Kingdom's Vision 2030.
2. The University becoming a globally recognized university.
3. Sustained improvement of teaching and learning, and its output such that graduates are competitive against international criteria.
4. Improving human resources and building a supportive administrative structure
5. Improving the various areas of research in order to foster knowledge based economy and to promote the financial sustainability of the University
6. Promoting strategic partnerships and social responsibility

University Vision 2030

"A university that is distinguished in education, competitive in research in support of knowledge economy, and effective in partnerships and social responsibility"

University Mission 2030

Delivering distinct education, developing ground-breaking research, enhancing partnerships and social responsibility through a stimulating academic environment, great-calibre human resources cutting - edge technology, effective strategic partnerships and a supportive administrative system

Core Values

1. Perfection: observing Allah in all deeds, commitment to the finest quality standards and endeavouring for the achievement of distinction and continuous development
2. Fairness: dealing with all personnel with equity, without any bias or favouritism
3. Teamwork: infusing the collective spirit of achievement, and encouraging cooperation in achieving tasks and goals
4. Transparency and accountability: documenting the University's performance reports and its propensities, publishing them with credibility, and answering all queries thereof without delay
5. Social responsibility: the University is committed to enhancing social responsibility programmes, to all personnel, especially for those with special needs
6. National identity: we are committed to promoting the value of national loyalty amongst all personnel



Quick Wins

- Optimal utilization of the available resources
- Completion of the University administrative building
- Completion of the transfer of off-campus colleges to the main campus
- Developing a sound strategy for teaching and learning
- Implementing a strategy for research
- Creating effective mechanisms for closer interaction with the students
- Holding events (conferences and seminars) that involve the different sections of the local community
- Enhancing the role of PR and media
- Initiating mechanisms to enhance the University identity
- Enabling women to actively participate in all key issues

Strategic Objectives 2030

1. Boosting the University status locally and globally
2. Empowering students to compete in the labor market
3. Attracting and developing distinguished human resources
4. Continuous improvement of teaching and learning processes
5. Developing graduate studies and academic research programmes
6. Continuous improvement of quality practices and applications
7. Establishing effective strategic partnerships
8. Sustainability of the financial resources of the University
9. Improving a supportive administrative structure
10. Developing programmes to support social responsibility

The strategic objectives above are brief in nature. Each objective will be set in a matrix which explains the objective's description, the operational objectives (initiatives), time-line, budget, performance indicators (KPIs), the concerned parties to implement the objective, and those who are responsible for the objective. It will eventually become a specific objective which is measurable, feasible, and time bound.

Operational Objectives / Initiatives

No.	Strategic Objectives	Operational Objectives (Initiatives)
1	Boosting the University status locally and globally	Boosting research teams in the following fields: 1.1 Material sciences and their applications 1.2 Alternative energy 1.3 Family & Community Medicine 1.4 Quantum computer (secure processing & network security) 1.5 Digitalization & smart systems 1.6 Introducing think tank
2	Empowering students to compete in the labor market	2.1 Create training programmes and mechanisms to improve the graduates' skills 2.2 Develop extracurricular programmes 2.3 Create a unit to identify gifted students and foster creativity 2.4 Boosting the role of academic guidance 2.5 Improving the students' clubs and support their activities 2.6 Improving the student-services units at various Colleges 2.7 Build active bridges of communications with employers to create more job vacancies
3	Attracting and developing distinguished human resources	3.1 Developing new criteria and mechanisms that aim to attract and maintain outstanding personnel. 3.2 Developing effective orientation programmes for new personnel 3.3 Creating special exchange programmes with teaching faculty and personnel of leading universities 3.4 Presenting motivational programmes for human resources 3.5 Develop new programmes for the development of human resources skills and abilities 3.6 Creating and developing human resource services units

4	Continuous improvement of teaching and learning processes	<ul style="list-style-type: none"> 4.1 Building and upgrading a strategy for teaching and learning 4.2 Revitalizing the university education development centre 4.3 Developing the academic programmes to keep abreast with the latest advancements 4.4 Developing programmes and techniques of e-learning and distance education 4.5 Improving the academic facilities and the service-support units 4.6 Launching forums to provide services to the personnel 4.7 Establishing and developing an academic medical city. 4.8 Improving safety and security procedures in all educational facilities. 4.9 Developing entrepreneurship programmes 4.10 Developing effective maintenance programmes
5.	Developing graduate studies and academic research programmes	<ul style="list-style-type: none"> 5.1 Developing graduate studies programmes and encouraging partnership programmes 5.2 Boosting innovative applied scientific research 5.3 Establishing a modern library that provides the latest electronic services 5.4 Boosting the use of virtual labs in learning and academic research 5.5 Developing learning resources centres at Colleges 5.6 Boosting support for research and publications 5.7 Enhancing intellectual property and its application
6.	Continuous improvement of quality practices and applications	<ul style="list-style-type: none"> 6.1 Continuous development of Quality Management Systems 6.2 Improving the University performance measurement systems 6.3 Boosting the institutional and academic programme accreditations 6.4 Present awards and incentives to encourage excellent quality practices

7	Establishing effective strategic partnerships	<ul style="list-style-type: none"> 7.1 Building research partnership and twinning programmes with the leading universities 7.2 Enhancing relationships with government bodies and institutions locally and globally 7.3 Boosting partnership with scientific societies and professional bodies 7.4 Establishing a University Advisory Council 7.5 Developing mechanisms to implement partnership agreements signed by the university
8	Sustainability of the financial resources of the University	<ul style="list-style-type: none"> 8.1 Building a strategy for investment 8.2 Investment in university infrastructure facilities 8.3 Continuous development of university endowments 8.4 Developing mechanisms to boost performance competence and reduce waste
9.	Improving a supportive administrative structure	<ul style="list-style-type: none"> 9.1 Improving and restructuring the University 9.2 Ensuring an effective role of advisory councils in colleges and deanships 9.3 Promoting leadership skills among Personnel 9.4 Activating the role of Students' Advisory Councils 9.5 Creating a risk management plan
10	Developing programmes to support social responsibility	<ul style="list-style-type: none"> 10.1 Building a strategy for University social responsibility 10.2 Establishing effective units to promote social responsibility 10.3 Fostering the culture of social responsibility among personnel 10.4 Developing and enhance voluntary work programmes 10.5 Developing inclusive programmes accessibility for those with special needs 10.6 Building communication channels with charitable associations and organizations 10.7 Establishing social responsibility fund

