



جامعة سلمان بن عبدالعزيز
Salman bin Abdulaziz University

THE STRATEGIC PLAN

COLLEGE OF PHARMACY

(2013-2018)

كلية الصيدلة

College of Pharmacy

1-	Chapter I: College meta data and analysis status quo	1
2-	Chapter II: Identifying the strategic process	17
3-	Chapter III: Mission, Vision and Core Values	22
4-	Chapter IV: SWOT analysis	26
5-	Chapter V: Strategic objectives and initiatives	36
6-	Chapter VI: Implementation action plan	49

CHAPTER I:

COLLEGE META

DATA AND

ANALYSIS STATUS

QUO

كلية الصيدلة
College of Pharmacy

The creation of our Strategic Plan was an important achievement, and implementation and successful execution of it will require significant effort. All stakeholders should identify with the Strategic Initiatives and determine how best to contribute to and shape the college's future. Priorities will be determined, implementation will be staged, and resources will be aligned with those priorities. An important component of our strategic plan is the development plan—the strategic link between each initiative and the resources that will be required to fully implement the strategic plan.

This Strategic Plan provides guidance and context to achieve our aspirational goals. We continue to work together in realizing the shared vision of the college, and, in turn, we will continue to accomplish great things.

1- Programs and Foundation

College	Pharmacy
Year of Foundation	1428 H – 2007
Programs	Bachelor of Pharmaceutical Sciences Pharm D
Starting Year	1429 H – 2008
Year of Program Adoption	1428 H – 2007

1-College Departments

College of Pharmacy includes five academic departments:

- I. Department of Pharmaceutical Chemistry
- II. Department of Pharmaceutics
- III. Department of Pharmacognosy
- IV. Department of Pharmacology
- V. Department of Clinical Pharmacy

2- Enrolled Students

Items	Gender		Total
	Male	Female	
	158	0	158
Enrolled Students in Program According to their Studying Semesters	Semester	Gender	
		Male	Female
	First	4	–
	Second	6	–
	Third	24	–
	Fourth	20	–
	Fifth	30	–
	Sixth	40	–
	Seventh	30	–
	Eighth	4	–
	Ninth	NA	–
	Tenth	NA	–

كلية الصيدلة
College of Pharmacy

3- Academic Staff Members

Number of Academic Staff	Position	Gender	
		Male	Female
	Professor	5	–
	Associate Professor	3	–
	Assistant Professor	20	–
	Lecturer	12	–
	Demonstrator	38	–
Total Number		77	
Percentage of Faculty members to Students		Staff : Students (28 : 158) = 1 : 6	

4- Administrators Staff Members

Administrators Staff Members	Group	Gender		Total
		Male	Female	
	Administrators	22	–	22
	Technicians	4	–	4
	Researcher	2	–	2
	Total	28	–	28

5- Scholarships Belonging to the Program

Academic Year 1430H (2009)		Country					Total
		USA	Canada	UK	Australia	Turkey	
Gender	Male	27	2	1	1	1	32
	Female	-	-	-	-	-	-
Total		27	2	1	1	1	32

6- Program Plan

Please, see the attached file.

7- Infrastructure

a. Halls and Laboratories

Types of Laboratories	Number
Students Laboratories	5
Students IT Laboratories	1
Research Laboratories	10
Seminar Rooms	10
General Halls	10

b. Audio-Visual Devices and Computers Used in Teaching,

Items	Numbers
Data Show	27
Smart Boards	27
Computers available at the DPIC*	40

*DPIC: Drug Poisoning Information Center

8- Activity of the Academic Staff Members

Activities	Number
Publications	65
Conferences	8
Research Projects	25
Published Books	1
Scientific Awards	5
Promoted Faculty Members	3
Training Sessions	25
Professional Courses	2

The Strategic Planning project

Importance of Strategic Planning;

- 1- Achieving goals,
- 2- Elimination of improvisation and chaos,
- 3- Access to quality,
- 4- Resource conservation,
- 5- Improve performance,
- 6- Complete control.


The Project intentions at constructing an incorporated, comprehensive, long term plan to achieve leadership in the educational process, scientific research and community service.

Team Members of the Strategic Plan Project:

Dr....., Dean of College of Pharmacy.

- 1) **Dr Abdulla Alqahtani**, Deputy Dean of College of Pharmacy.
- 2) **Dr. Magdi Alsayed Ahmed**, Dean Assistant for Development and Quality.
- 3) **Prof. Maged Saad Abdelqader**, Dean Assistant for the administrative affairs, Pharmacognosy department.
- 4) **Prof. Mohamed Abd-elghany Abd-elaziz**, head of clinical pharmacy department & Coordinator for pharm. D. program.

- 5) **Dr. Bahaa Eldin Elsayed Ali**, Coordinator of strategic plan project,
Pharmaceutics department.



CHAPTER II: MISSION, VISION AND CORE VALUES

رؤية الكلية

تطمح كلية الصيدلة-جامعة سلمان بن عبد العزيز أن تقدم تعليم
صيدلي ورعاية صيدلانية منافسة وبمحت علمي متميز وشراكة
مجتمعية فاعلة على مستوى المملكة العربية السعودية

VISION

COLLEGE OF PHARMACY- SALMAN BIN ABDULAZIZ
UNIVERSITY ASPIRING, TO PROVIDE COMPETITIVE
PHARMACEUTICAL EDUCATION AND PATIENT'S CARE,
OUTSTANDING SCIENTIFIC RESEARCH, AND EFFECTIVE
COMMUNITY PARTNERSHIP IN KINGDOM OF SAUDI
ARABIA.

رسالة الكلية

تعمل كلية الصيدلة – جامعة سلمان بن عبد العزيز على إعداد
كفاءات صيدلانية منافسة من خلال بيئة أكاديمية متميزة وبحث
علمي واعد وشراكة مجتمعية مثمرة

MISSION

COLLEGE OF PHARMACY – SALMAN BIN ABDULAZIZ
UNIVERSITY WORKING ON THE PREPARATION OF
COMPETITIVE EFFICIENT PHARMACISTS THROUGH A
DISTINCT ACADEMIC ENVIRONMENT, PROMISING
SCIENTIFIC RESEARCH AND FRUITFUL COMMUNITY
PARTNERSHIP.

College of Pharmacy – Salman Bin Abdulaziz University works hardly to achieve its mission and vision through these core values as follows:

- 1-**Excellence** in all that we do.
- 2- **Innovators** — bringing creative ideas to life to enrich student learning and improve human health worldwide.
- 3-**Collaboration** and **interdependency** throughout all aspects of what we do — the education and training of our students; the provision of patient care; scientific discovery, and the generation of new knowledge.
- 4-**Integrity, trust, honesty,** and **accountability** in our actions as individuals and as an institution.
- 5-**Professional growth** for faculty and staff and create a culture where faculty and staff are recruited into career opportunities in our School.
- 6-**Diversity** and **inclusiveness** and value the richness this brings to our School community.
- 7-**Dedicated to those we serve:** our students, our patients, and society.

CHAPTER III:

SWOT ANALYSIS



SWOT Analysis: *to be reviewed after the survey*

- It is a strategic planning method used to evaluate the Strengths, Weaknesses, Opportunities, and Threats involved in College of Pharmacy–Salman Bin Abdulaziz University. It involves specifying the objectives of the project and identifying the internal and external factors that are favorable and unfavorable to achieving those objectives:
 - **Strengths:** attributes of the college those are helpful in achieving the objectives.
 - **Weaknesses:** attributes of the college those are harmful in achieving the objectives.
 - **Opportunities:** external conditions those are helpful in achieving the objectives.

- **Threats:** external conditions which could do damage to the objectives.

ADMINISTRATIVE ORGANIZATION

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Administrative organization is good and efficient. - Available resources are being used well. - Friendly-cooperative and supportive staff. 	<ul style="list-style-type: none"> - Limited communication. - Lack of systematic approach to assessment of services. - Some employees are not well trained.
THREATS	OPPORTUNITIES
<ul style="list-style-type: none"> - Regular and frequent change in administration and policies. - Limited resources. 	<ul style="list-style-type: none"> - More chances for developing. - Funding of new expansion.

ACADEMIC STUFF MEMBERS

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Presence of enough staff number in most specialties. - Faculty members desire to develop college and participate in competitive activities contribute to the progress of college - Presence of some talented highly motivated staff. - Most faculty members are friendly, cooperative and supportive. 	<ul style="list-style-type: none"> - Shortage of faculty members in some specialties (clinical pharmacy). - Limited services provided to faculty members and staff in the college. - Recent emergence of the university
THREATS	OPPORTUNITIES
<ul style="list-style-type: none"> - Difficulty attracting distinguished faculty members in disciplines to work in college. - There are financial incentives attractive in the private sector to 	<ul style="list-style-type: none"> - The desire of some Saudis faculty members to work in college. - Increasing the budget allocated to the education sector in Saudi Arabia

attract distinguished faculty members in specialties.	
---	--

EDUCATION AND LEARNING

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Availability of number of smart classrooms - Availability of course file for each studied course. - Competent staff members in some specialties. - Students : Teachers ratio is promising. - Clear student rights. - Availability of electronic gate services. 	<ul style="list-style-type: none"> - Low level of performance of students in English - The lack of a text books provide the needs of students learning resources.
THREATS	OPPORTUNITIES
<ul style="list-style-type: none"> -The growing number of students with a lack of faculty members in some specialties. - Providing of electronic learning. 	<ul style="list-style-type: none"> - Starting of pharm-D program.

--	--

SCIENTIFIC RESEARCH

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Availability of equipped Labs. for scientific research. - Projects running efficiently. - Researchers are available for research Support. - Motivation of staff members to share in scientific conferences. 	<ul style="list-style-type: none"> - Project approval process is slow. - Insufficient funds for research. - Lack of regular instruments maintenance. - Shortness in devices and chemicals. - Lack of local library in the college. - Inavailability of access to the scientific Journals and periodic.
THREATS	OPPORTUNITIES
<ul style="list-style-type: none"> - High competition with prestigious national universities to acquire self-funding sources. - Transferring research to the application field. 	<ul style="list-style-type: none"> - Available research chair supporting scientific program. - Available research programs to make communication with external stakeholders (Manufacturing drug


	<p>companies for supporting).</p> <ul style="list-style-type: none"> - Presence of promising scholarships.
--	---

INFRASTRUCTURE AND EQUIPMENT

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Labs are equipped with high quality instruments. - Available instruments for research. - Availability of internet. 	<ul style="list-style-type: none"> - Lack of some device accessories. - Maintenance of equipment is poor. - Lack of college library. - Lack of student service center.
THREATS	OPPORTUNITIES
<ul style="list-style-type: none"> - Instrument maintenance. - Regular supply of chemicals, and laboratories requirements. 	<ul style="list-style-type: none"> - Available infrastructure. - Available efficient instrument.

WORK ENVIRONMENT

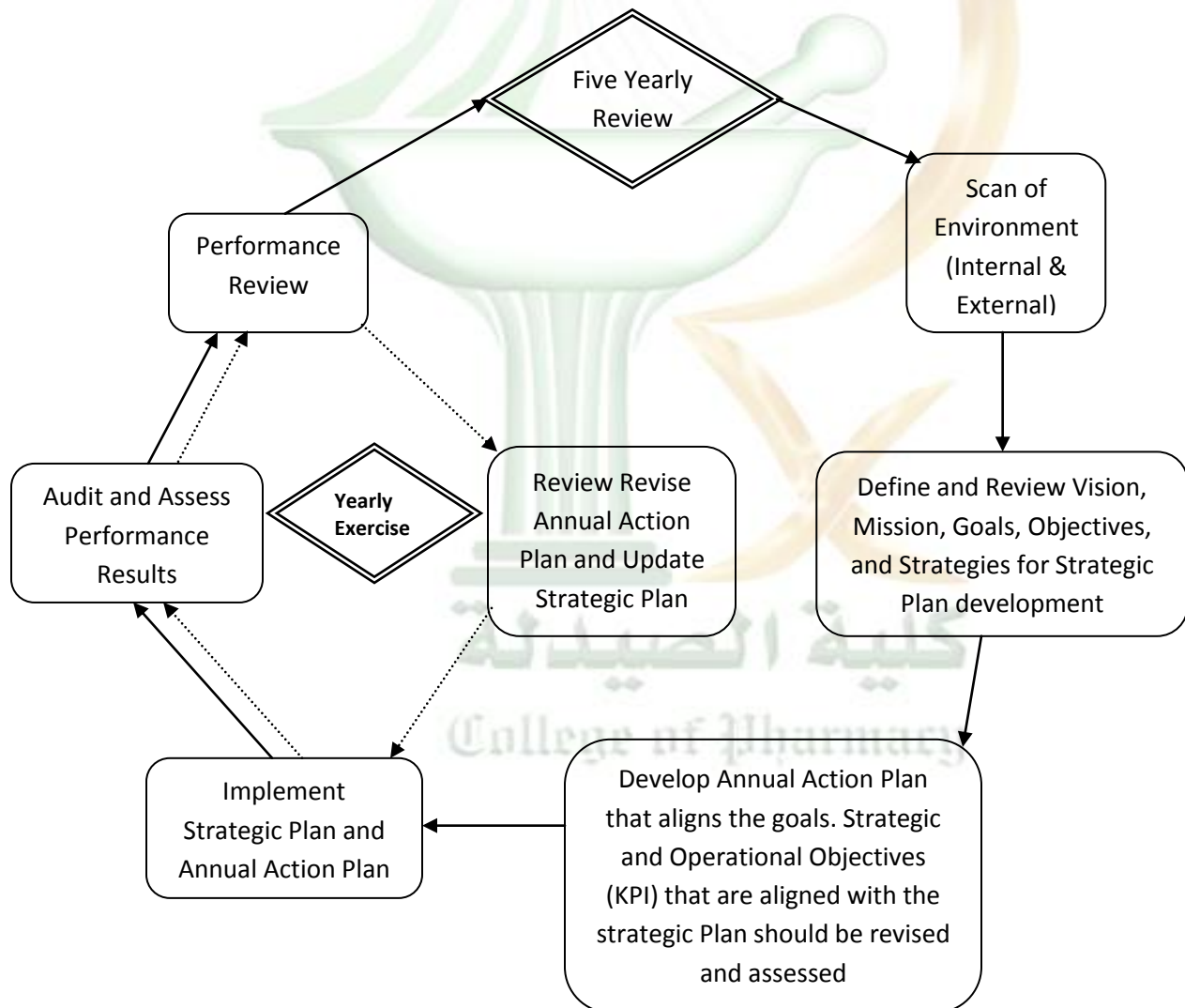
STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Change the name of the University from Al-Kharj University to Salman Bin Abdul Aziz University. - Adequate governmental financial resources at the moment. - Availability of basic infrastructure for college and university. - Great efforts are performed to obtain national NCAAA accreditation. 	<ul style="list-style-type: none"> - Weak communication system. - Lack of human resources experience, which increases the burden on leaders. - Lack of trained technicians and researchers.
THREATS	OPPORTUNITIES
<ul style="list-style-type: none"> - Starting accreditation project. 	<ul style="list-style-type: none"> - Strong university leadership support for quality culture. - Awareness of the stakeholders by quality culture. - Developing graduate qualifications through skilled development courses.



CHAPTER IV:
STRATEGIC
OBJECTIVES AND
INITIATIVES

The Strategic plan of College of Pharmacy at Salman Bin Abdulaziz University is based upon:

i. Quality and Planning Cycle.



Source: Adopted from NCAAA (2008).

ii- The College of Pharmacy SWOT analysis.

iii- The Strategic Plan Objectives of Salman Bin Abdulaziz University:

1. To maintain Students Care and development of their capabilities.
2. To attract and retain high qualified faculty members.
3. To develop education and provide an attractive learning environment.
4. To enhance the university's quality assurance and support continuous development.
5. To build an effective long term communication with graduates and job market.
6. To complete establishment of the infrastructure for post graduate studies and scientific research.
7. To build an effective partnership locally and globally.
8. To work on the self-development of financial resources for university.
9. To develop a supportive administrative system.

College of Pharmacy Strategic objectives:

Strategic objective 1: *Focus on Pharmaceutical care jobs for college graduates.*

Strategic objective 2: *Emphasize that our pharmacy students exhibit the attributes necessary for success and strong competitors.*

Strategic objective 3: *Recruit, develop and retain of outstanding faculty and staff member who inspire their students to pursue lifelong learning and maintain the service of human health.*

Strategic objective 4: *Establish and implement clear quality systems.*

Strategic objective 5: *Enabling best teaching and learning environment in which every student is valued.*

Strategic objective 6: *Fostering excellence, innovation in research and achieve greater accountability.*

Strategic objective 7: *Develop the community service.*

Strategic objective 8: *Create variety of funding resources.*

Strategic objective 1:

“Focus on Pharmaceutical care jobs for college graduates”

Main Initiatives:

1. ***Analysis of the Pharmaceutical care local market*** “To identify the available opportunities for the appointment of our graduates in the local market”.
2. ***Map various Skills required for appointment of the new candidates.***
3. ***Involve the college in professional practice program.***

كلية الصيدلة
College of Pharmacy

Strategic objective 2:

“Emphasize that our pharmacy students exhibit the attributes necessary for success and strong competitors”

Main Initiative:

- 1. Careful selection of students enrolled to the available college programs.**
- 2. Retain students with high capacity and academically distinguished.**
- 3. Work on development of the basic skills and innovative capabilities for our students.**

Strategic objective 3:

“Recruit, develop and retain of outstanding faculty and staff member who inspire their students to pursue lifelong learning and maintain the service of human health”

Main Initiatives:

- 1- Develop mechanisms to attract distinguished faculty members.**
- 2- Establish programs to motivate faculty members and develop their competence.**
- 3- Establish programs for the exchange of professors with local and international universities.**

Strategic objective 4:

“Establish and implement clear quality systems”

Main Initiatives:

- 1. Promote a culture of quality between faculty members, staff and students.**
- 2. The development of quality assurance systems**
- 3- Gain program accreditation**
- 4- Develop crisis management plan to face any disaster.**

Strategic objective 5:

“Enabling best teaching and learning environment in which every student is valued”

Main Initiatives:

- 1- Develop academic programs fulfill the requirements of quality and academic accreditation.**
- 2- Development programs for e-learning.**
- 3- Develop distance education programs**

كلية الصيدلة
College of Pharmacy

Strategic objective 6:

“Fostering excellence and innovation in research, and achieve greater accountability”

Main Initiatives:

- 1. Increase the financial support for small-scale research projects.**
- 2. Provide and maintain instruments and consumables required for the research.**
- 3. Establish a strategic plan for the research.**
- 4. Enhance stakeholders' involvement in research.**

Strategic objective 7:

“Develop the community service”

Main Initiatives:

- 1. Revitalization of community services such as advisory services on medications and poisons.**
- 2. Support the activities of the university with the community in the area of specialization.**



كلية الصيدلة
College of Pharmacy

Strategic objective 8:

“Create variety of funding resources”

Main Initiatives:

1. Create a system to invest college facilities such as the center for research also drug and poison information center (DPIC).
2. Support Salman Bin Abdulaziz University in establishing a best practice fund raising organization.

كلية الصيدلة
College of Pharmacy

CHAPTER V: IMPLEMENTATION ACTION PLAN

كلية الصيدلة
College of Pharmacy

Objective 1 "Focus on Pharmaceutical care jobs for college graduates"

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
1	<i>Analysis of the Pharmaceutical care local market</i> "To identify the available opportunities for the appointment of our graduates in the local market"	Communicate with the KSA Ministry of Health	Annual	Dean /Vice Dean of academic affairs
Communicate with Hospitals (Governmental and Private) in order to identify the number of Pharmacies and their Pharmacists need.		Annual	Dean /Vice Dean of academic affairs	
Communicate with Pharmaceutical Industrial Companies.		Annual	Dean /Vice Dean of academic affairs	
Communicate with KSA Food Drug Administration and Research Centres.		Annual	Dean /Vice Dean of academic affairs	
Survey for the community pharmacies especially the big chain Pharmacies.		Annual	Dean / Vice Dean of academic affairs	

Objective 1 "Focus on Pharmaceutical care jobs for college graduates".

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
2	<i>Map various Skills required for appointment of the new candidates</i>	Set a clear and precise skills required.	Annual	Program Coordinator and Quality Unit
		Strengthen graduate skills (scientific, communication and IT).	Annual	Program Coordinator and Quality Unit
3	<i>Involve the college in professional practice program</i>	Support the practice based experiences over the academic year.	Annual	Program Coordinator and Quality Unit
		Integration between program outcomes with the employment career.	Annual	Program Coordinator and Quality Unit

Objective 2: “Emphasize that our pharmacy students exhibit the attributes necessary for success and strong competitors”

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
1	<i>Careful selection of students enrolled to the available college programs.</i>	Nominate an enrollment committee from the college academic staff.	2013	Dean
Identify the skills and capability needed for each program.		Annual	Program Coordinator & the college academic committee	
Determine minimum requirements for enrollment in the college programs.		Annual	the college academic committee	
Student with high criteria in English language is a must to be enrolled in the college.		Annual	Dean & Vice Dean	

Objective 2; “Emphasize that our pharmacy students exhibit the attributes necessary for success and strong competitors”

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
2	<i>Retain students with high capacity and academically distinguished</i>	Develop postgraduate programs.	Annual	Dean / Vice Deans & Quality Unit.
		Involvement of distinguished students in scientific research activities during the academic year.	Annual	All Staff members
		Setting policy for students transfer through other Pharmacy programs.	Annual	College and Departments Council
3	<i>Work on development of the basic skills and innovative capabilities for our students</i>	Enhancement of partner ships with employers in different fields	Annual	Dean and Vice Deans
		Establish and support fund for the extracurricular activities.	Annual	Dean & Vice Deans
		Enable the "student organization" in college	Annual	Dean & Vice Deans

Objective 3; Recruit, develop and retain of outstanding faculty and staff member who inspire their students to pursue lifelong learning and maintain the service of human health.

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
1	<i>Develop mechanisms to attract distinguished faculty members</i>	Announcement of privileges received by faculty members and their families in case of contracting for work for the college such as the health and social care, sports and education for their children.	Annual	College Dean
		Strengthen financial support for research projects and training international courses for attracting distinguished staff members.	Annual	College Dean
2	<i>Establish programs to motivate faculty members and develop their competence.</i>	Set a program to develop the capacity and teaching skills of faculty members.	Annual	Dean & Committee for Recruitment & Support Staff Members.
		Motivate faculty members to submit research projects.	Annual	Dean & Committee for Recruitment & Support Staff Members.
		Activating the program of the annual assessment of the faculty members' performance.	Annual	Dean & Committee for Recruitment & Support Staff Members.

Objective 3; *Recruit, develop and retain of outstanding faculty and staff member who inspire their students to pursue lifelong learning and maintain the service of human health.*

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
3	<i>Establish programs for the exchange of professors with local and international universities</i>	Communication with local and international colleges to establish a program for exchange visits especially between the outstanding faculty members.	Annual	Dean & Quality Unit
		Support attendance of the international conferences.	Annual	Dean & Quality Unit

Objective 4; Establish and implement clear quality systems.

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
1	<i>Promote a culture of quality between faculty members, staff and students</i>	Enhancement for quality workshops attendance by all faculty members, students and staff.	Annual	Quality Unit
2	<i>Develop a quality assurance systems</i>	Development of regular circular and periodic should be maintained all faculty members and staff inside the various field of quality system.	Annual	Quality Unit
		Periodic announcement of quality reports to ensure fulfilling quality standards.	Annual	Quality Unit
		Interaction and feedback to quality reports should be maintained for continuous improvement.	Annual	Quality Unit
		Train all employees on the Quality Systems.	Annual	Quality Unit

كلية الصيدلانية
College of Pharmacy

Objective 4; Establish and implement clear quality systems.

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
3	<i>Gain program accreditation</i>	Completing and reviewing the self-study report to ensure that standards are met with quality standards.	Annual	Quality Unit
		Completion of all quality files for Academic Accreditation.	Annual	Quality Unit and all Staff Members
		Preparation of program for international accreditation.	2016	Dean / Vice Deans & Quality Unit
4	<i>Develop crisis management plans to face any disaster</i>	Set an emergency evacuation plan and ensure its proper and easy use through performing repeated training.	Annual	Health & Safety Committee
		Offer first aid and emergency training workshops for faculty and staff members to ensure the proper performance of all employees during any emergency at all sites inside the college.	Annual	Health & Safety Committee
		A great stress should be applied on the cooperation of all staff members in crisis plan.	Annual	Health & Safety Committee

Objective 5; *Enabling best teaching and learning environment in which every student is valued.*

	<i>S.O</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
1	<i>Develop academic programs fulfill the requirements of quality and academic accreditation.</i>	Prepare a portfolio for each course, which will allow an independent evaluation of teaching process, reflect student learning and provide a guide for future development.	Annual	Dean/Vice Deans, Quality Unit & all Staff Members
		Ensure that the learning outcome curriculum are clear and achievable.	Annual	
		Develop a plan to improve the quality of student education. Each department will identify areas needed to be improved.	Annual	
		Develop a plan to make the educational process ; student centre rather than teacher centre.	Annual	
		Obligation to preserve the quality and equipments of the lecture rooms.	Annual	

Objective 5; *Enabling best teaching and learning environment in which every student is valued.*

	<i>S.O.</i>	<i>Action Suggested</i>	<i>Timeline</i>	<i>Responsible</i>
2	<i>Develop programs for e-learning</i>	Design Learning management system (LMS) and Learning content management system (LCMS)	2015	Dean/Vice Deans, Quality Unit & all Staff Members
		Design "Online Formative Assessment".	2015	
		Electronic Courses should be prepared	2014	
3	<i>Develop distance education programs</i>	Establish a plan to assess the curriculum, assessment methods and infrastructure for distance education.	2014	Dean/Vice Deans & Curriculum assessment Committee

Objective 6; *Fostering excellence and innovation in research, achieve greater accountability.*

	<i>S.O.</i>	<i>Actions suggested</i>	<i>Time</i>	<i>Responsible</i>
1	<i>Increase the financial support for small-scale research projects</i>	Development and implementation of documented procedures delivery for equipment and chemicals for research purposes	2013	Dean/Vice Deans & Equipment and Chemicals Committee
		Support research programs and increase fund available for new research initiatives.	Annual	Dean/Vice Dean and Scientific Research Committee
		Support maintenance contracts for research instruments.	Annual	
		Support for all faculty members to participate in conferences and workshops.	Annual	Dean/Vice Deans and Head Dep.
		Promote research environment by Seminars and journal clubs.	Annual	
		Attract distinguished faculty members and researchers, "for knowledge exchange and technology transfer.	Annual	Dean/Vice Dean and Scientific Research Committee
		Establish a library in the college.	2014	Dean

Objective 6; *Fostering excellence and innovation in research, achieve greater accountability.*

	<i>S.O.</i>	<i>Actions suggested</i>	<i>Time</i>	<i>Responsible</i>
2	<i>Provide and maintain instruments and consumables required for the research.</i>	Develop a plan to engage the external stakeholders in the research activities and research chairs.	Annual	Dean/Vice Dean and Scientific Research Committee
Participation in International Twinning Research programs.		2014	Dean/Vice Dean and Scientific Research Committee	
Coordinate with the Salman Bin Abdulaziz University in establishing fund raising organization.		2013	Dean/Vice Dean	

Objective 6; *Fostering excellence and innovation in research, achieve greater accountability.*

	<i>S.O.</i>	<i>Actions suggested</i>	<i>Time</i>	<i>Responsible</i>
3	<i>Establish a strategic plan for the research</i>	Develop a research plan in accordance with the national plan and communicate with different research centers as follow: a. KACST b. King Abdullah Institute for NANO Technology. c. Prince Sultan International Program for Research Scholarships.	2014	Dean/Vice Dean and Scientific Research Committee
4	<i>Enhance stakeholders' involvement in research</i>	Create local advisory committee at the College of Pharmacy that work on embracing external stakeholders.	2014	Dean/Vice Dean and Advisory Committee
		Define a plan to maximize the engagement of the external stakeholders in the research activities and research chairs.	Annual	Dean/Vice Dean, Scientific Research Committee and Advisory Committee
		The development of applied research programs to promote research chair	Annual	Research Committee and Advisory Committee

Objective 7; Develop the community service.

	<i>S.O.</i>	<i>Actions suggested</i>	<i>Time</i>	<i>Responsible</i>
1.	<i>Revitalization of community services such as advisory services on medications and poisons</i>	The involvement of external stakeholders in community education programs	Annual	Dean/Vice Dean and Advisory Committee
		Establish College annual volunteer projects in important medical topics related to population (as Diabetes Mellitus, herbal-drug interaction, vaccines	Annual	Dean/Vice Dean and Scientific Research committee
		Provide services activities through Circulars and advertising to promote public awareness of the Faculty of Pharmacy and pharmacists roles in health care.	Annual	Dean/Vice and Quality Unit
		Maintain and improve the services in the drug and poison information center (DPIC).	Annual	Dean/Vice Dean and DPIC
2.	<i>Support the activities of the university with the community in area of specialization</i>	Support the community-linked programs whereby university, faculty and students dedicate a portion of their time every year to work in the community (with NGOs (<i>Non Governmental Organizations</i>), hospitals, schools,etc).	Annual	Dean /Vice Deans and Quality Unit
		Support university plan in spreading the culture of community volunteer work.	Annual	Dean /Vice Deans and Quality Unit
		Support university plan in continuing education for graduated pharmacists.	Annual	Dean /Vice Deans and Quality Unit

Objective 8; Create variety of funding resources.

	<i>S.O.</i>	<i>Actions suggested</i>	<i>Time</i>	<i>Responsible</i>
1	Create a system to invest college facilities such as the Research, drug and poison information centre.	Increase the effort to set up a fund of sufficient size that would support the College strategic plan.	Annual	Dean/Vice Dean and Scientific Research committee
		Establish a plan to increase the independents and introduce some nongovernmental private sources for funding.	Annual	Dean / Vice Dean
2	Support Salman Bin Abdulaziz University in establishing a best practice fundraising organization.	Coordinate with the Salman Bin Abdulaziz University in establishing fundraising organization.	Annual	Dean/Vice Dean
		The development of applied research programs to promote research chair	Annual	Dean/ Vice Dean and Scientific Research Committee