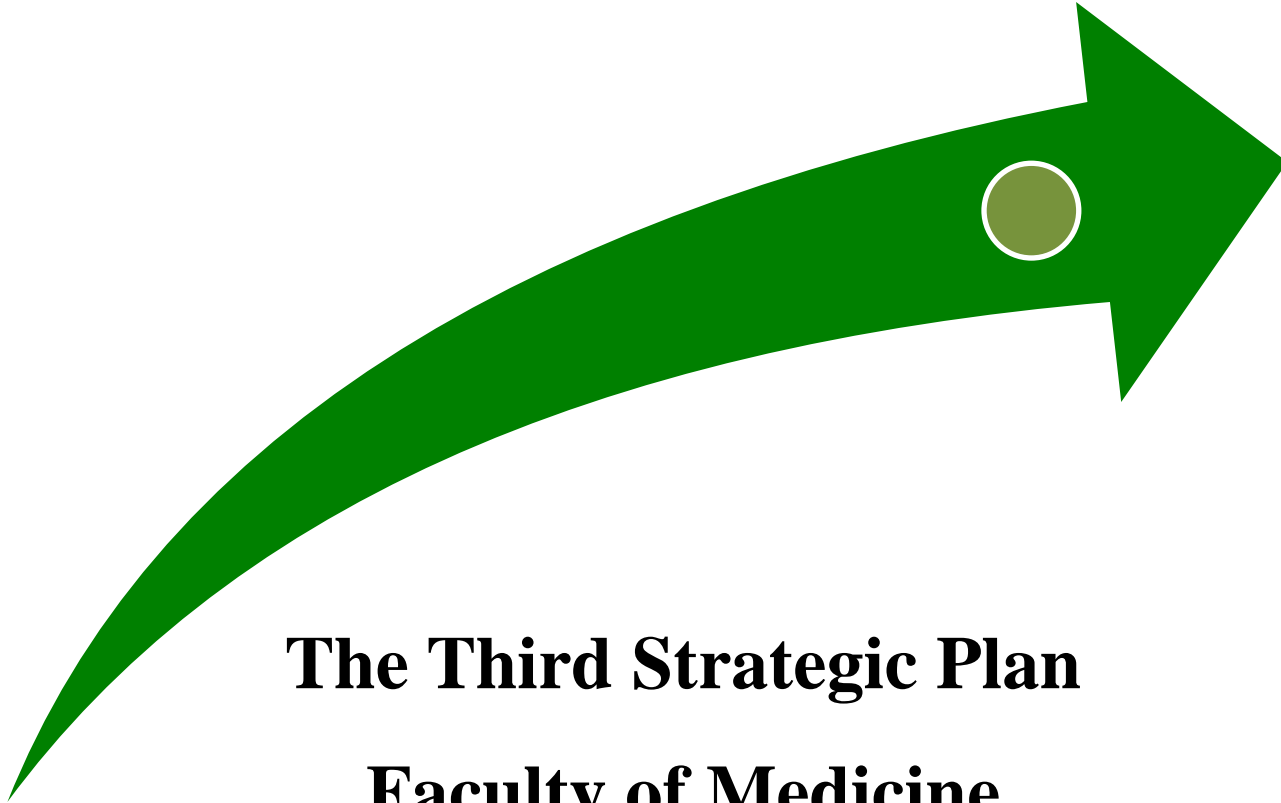




**Faculty of Medicine
Vice Deanship for Development
Strategic Planning Unit**



The Third Strategic Plan

Faculty of Medicine

1437-1441

In the Name of Allāh,
the Most Gracious, the Most Merciful

Index

Topic	Page
Dean's message	4
Faculty of Medicine Organizational Structure – King Abdulaziz University	5 – 6
Introduction	7 - 8
Former strategic plans	9
Methodology of the strategic plan	10 - 16
Third strategic plan	17 - 19
Vision and Mission	20 - 22
Values	23 - 24
Parameters and Strategic goals	25 - 27
Closing message	28 – 29

Dean's Message

Planning determines the appropriate path of workflow and aims at raising the quality of the educational process outcome, and improving the administrative efficiency. Planning is the first and core responsibility of the Dean who represents the administration in the Faculty of Medicine. Moreover, planning efficiency could not be attained without the existence of a clear strategic plan with clear goals to cope with future events according to the vision and mission of the Faculty, the University, the Ministry of Education, and the National Transformation Plan 2020.

In this regard, I would like to thank the team who was in-charge of preparing the Third Strategic Plan of the Faculty of Medicine for their distinguishable effort that was embodied not only in conducting workshops, interviews, and surveys, but also in doing the SWOT analysis study for the external and internal environment of the Faculty. I also would like to thank King Abdulaziz University's President and the Department of Strategic Development for their cooperation and unlimited support.

Finally, I dedicate this work to all the faculty members, staff, students, and all concerned parties in the Faculty of Medicine in King Abdulaziz University, hoping for more cooperation and support to achieve the objectives of the Third Strategic Plan. We ask Allah Almighty to grant everyone's efforts with success.



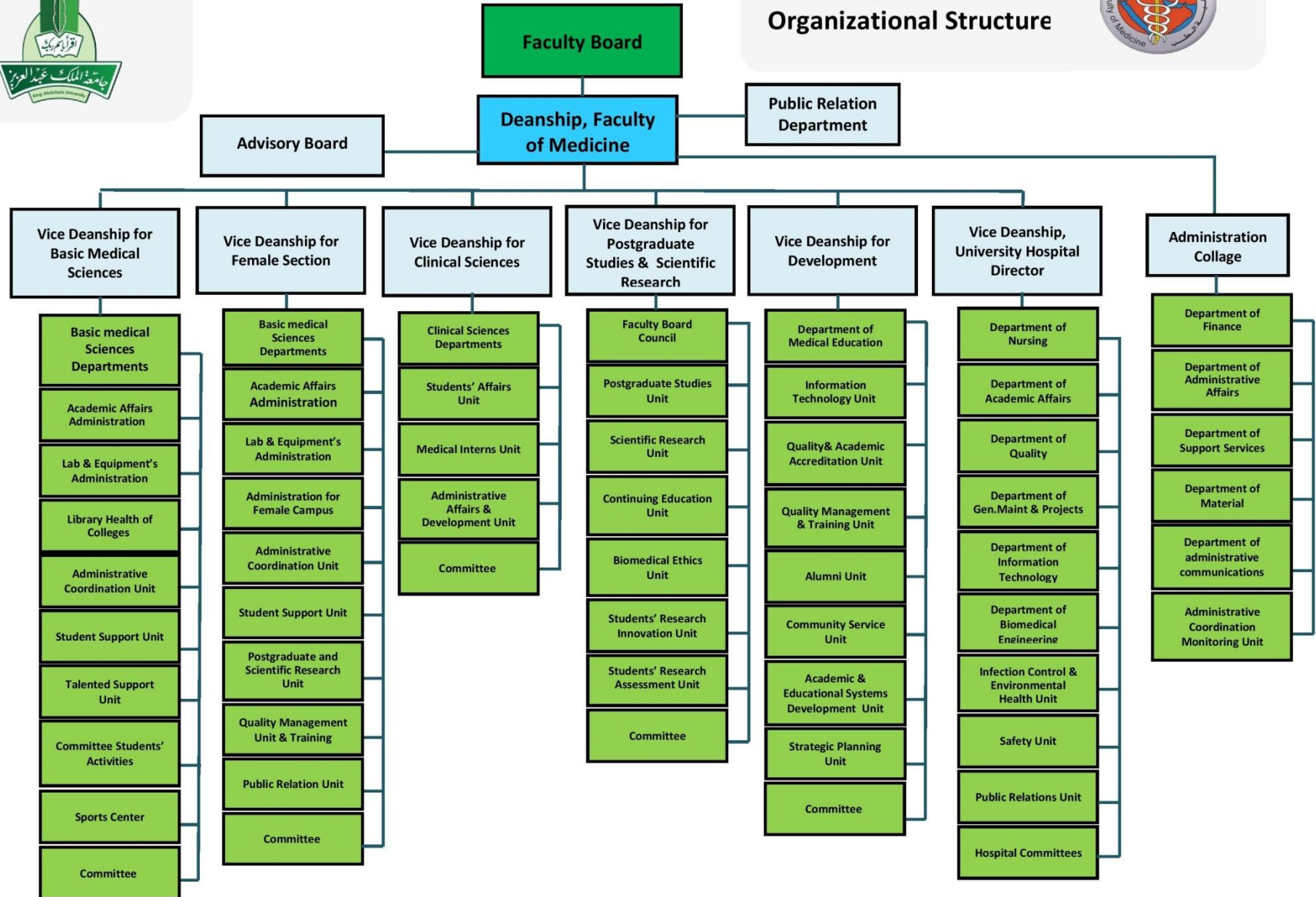
Prof. Mahmoud Shaheen Al-Ahwal
Dean, Faculty of Medicine

Faculty of Medicine - Organizational Structure





Faculty of Medicine Organizational Structure



Introduction



King Abdulaziz University was established in 1967. It provides different academic degrees accredited nationally and internationally. According to a statistical report (1435 – 1436), the number of students was 158,839 while the number of faculty members was 7668. Additionally, the University has 33 Faculties.

The Faculty of Medicine in King Abdulaziz University was established in 1975, it has 22 departments, and the number of students amounted to 1825 as per statistics of (1435-1436). The Faculty ranks the top among others within the University regarding the number of students with scholarships (293 students). More than 3337 physicians graduated from the Faculty of Medicine.

The Faculty adopts best practices in developing curriculum, pursuing advanced educational strategies to achieve its mission which is graduating physicians equipped with international competences under the supervision of elite faculty members. The Faculty also offers graduate programs in many specialties, and training fellowship programs in cooperation with The Saudi Council for Health Specialties, the British Royal College, and The Irish Royal College. The Faculty leaders make every effort to raise the quality of its outcomes and develop it continuously by having partnerships and agreements with other international universities in Europe, United States, Canada, and Australia to keep up with developments in the medical field and to gain academic accreditation locally and globally.

These combined efforts resulted in accreditation of King Abdulaziz University Hospital that earned the Canadian Diamond Accreditation for the third time consecutively, Joint International Commission for Hospitals Accreditation with the fifth file (JCI). Furthermore, the Clinical Skills Center in the Faculty of Medicine received the Canadian Accreditation as the first accredited simulation center outside Canada, and the accreditation of the Society for Simulation in Healthcare (SSH) from the United States. Also, the Blood Bank in the University's Hospital received the American Accreditation for Blood Banks (AABB) for the fifth time, and the accreditation of the College of American Pathologists (CAP) for the second time.

Former Strategic Plans

Strategic planning in the Faculty of Medicine went through two former plans:

The First Strategic Plan (1426 – 1431):

It aimed to develop the curriculum for the bachelor degree through 5 major parameters with 12 strategies that included 27 projects. Each parameter was assigned to a team of the Faculty administrators and faculty members to follow up the execution of its projects. The approved projects were fully executed, but the plan was missing the performance indicators. Therefore, the completion rate was not calculated by numbers.

The Second Strategic Plan (1431 – 1436):

It was a paradigm shift in strategic planning for the University Administration, whereby the Faculty's plan emerged from the University's Strategic Plan. The Faculty prepared its mission and vision independently achieves the University's strategic goals. This period was distinguished by reinforcing the culture of strategic planning. For this reason, the Faculty of Medicine formed an executive team monitor the implementation of the the strategic plan and to ensure the fulfillment of the performance indicators by the Faculty. Out of the 33-performance indicators, 95% were fulfilled; which represent 25 operational projects that covered the goals of 10 programs under three major parameters in the Strategic Plan.

One of the challenges that faced the implementation of the Second Strategic Plan was its high centralization in development and monitoring stages. Assigning other departments' projects to the Faculty of Medicine and some hardships in financing some projects were considerable challenges.

During this period the Faculty of Medicine established the Strategic Planning Unit. It was assigned to follow up with performance indicators for the second strategic plan. To prepare the Faculty's Third Strategic Plan in alignment with the University's plan; disseminate strategic planning culture among faculty members; and to avoid all challenges that were faced during the Second Strategic Plan.

Methodology of The Strategic Plan



Development Team:

Plan's Consultant

Professor Ibrahim Abdulmohsin Albidewi

Supervisor of the Strategic Planning Department - KAU

Vice Dean for Development

- Prof. Omar Ibrahim Saadah

Vice Dean, Female Section

- Prof. Fatin Mohammad Omar Alsayes

Vice Dean for Basic Medical Sciences

- Associate Prof. Sameer Eida Alharthi

Head of The Strategic Planning Unit

- Prof. Sherif Abdulaziz El Saadany

Deputy Head of the Strategic Planning Unit

- Dr. Mohamed Wanees Alrabie

Member

- Prof. Omayma Aboulella Hamed

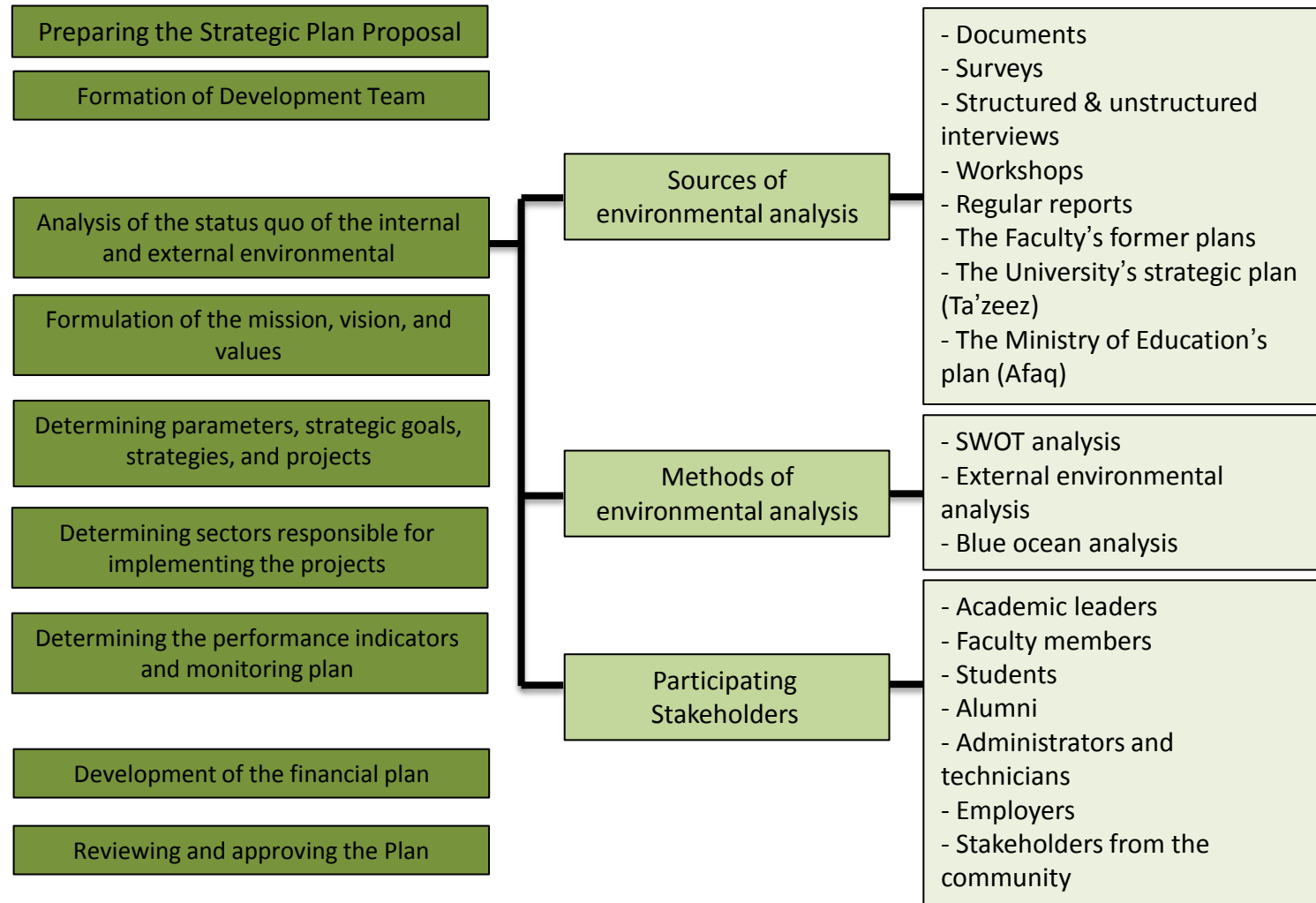
Member

- Dr. Jawaher Rabah Ahmadi

Administrative Assistant

- Ms. Rajaa Fahad Allhiani

Methodology of the Strategic Plan



Areas Strength

- Existence of highly qualified cadres and faculty members
- Most faculty members are certified in academic education
- Existence of faculty development programs
- Existence of big numbers of scholarship holders in all disciplines
- Majority of faculty members are in the prime of their life
- Presence of teaching hospital that is internationally accredited
- Presence of a Clinical Simulation Center that is internationally accredited
- Embedding a research-led module the bachelor degree curriculum
- Existence of two units within the Faculty of Medicine that support students' research
- Existence of scientific chairs and centers of excellence
- Promotion of students leadership program leadership programs
- Presence of King Fahad Medical Research Center
- Presence of distinguishable communal participation
- Existence of strong infrastructure
- Advanced information technology

Areas for Improvement

- Absence of a medical track for the Preparatory Year
- Centralization of admission requirements to the University
- Enrollment of big numbers of students to the Faculty of Medicine
- Inadequate English proficiency among enrolled students
- Insufficiency of training facilities in the University' Hospital versus the large number of students
- Inadequate number of faculty members in basic medical departments
- Inadequate training for the technical and administrative staff
- Inadequate publicization of graduate programs
- Low incentives for scientific research

Opportunities

- Increase of the community needs for higher education
- Sustained government support for high quality educational outcomes
- Support of the University administration for disseminating the culture of quality and accreditation
- Faculty's geographic location
- University and Faculty international agreements
- University's strong infrastructure
- Activation of the partnership with Wadi Jeddah Company
- Growing need for consultant physicians in public and private hospitals
- Agreements with the hospitals of the Ministry of Health

Challenges

- The "brain drain" of distinguished faculty members
- Difficult recruitment of new teaching staff
- Evolution of other medical schools
- Inadequate financial resources
- Decline of external funding for scientific research

The Third Strategic Plan

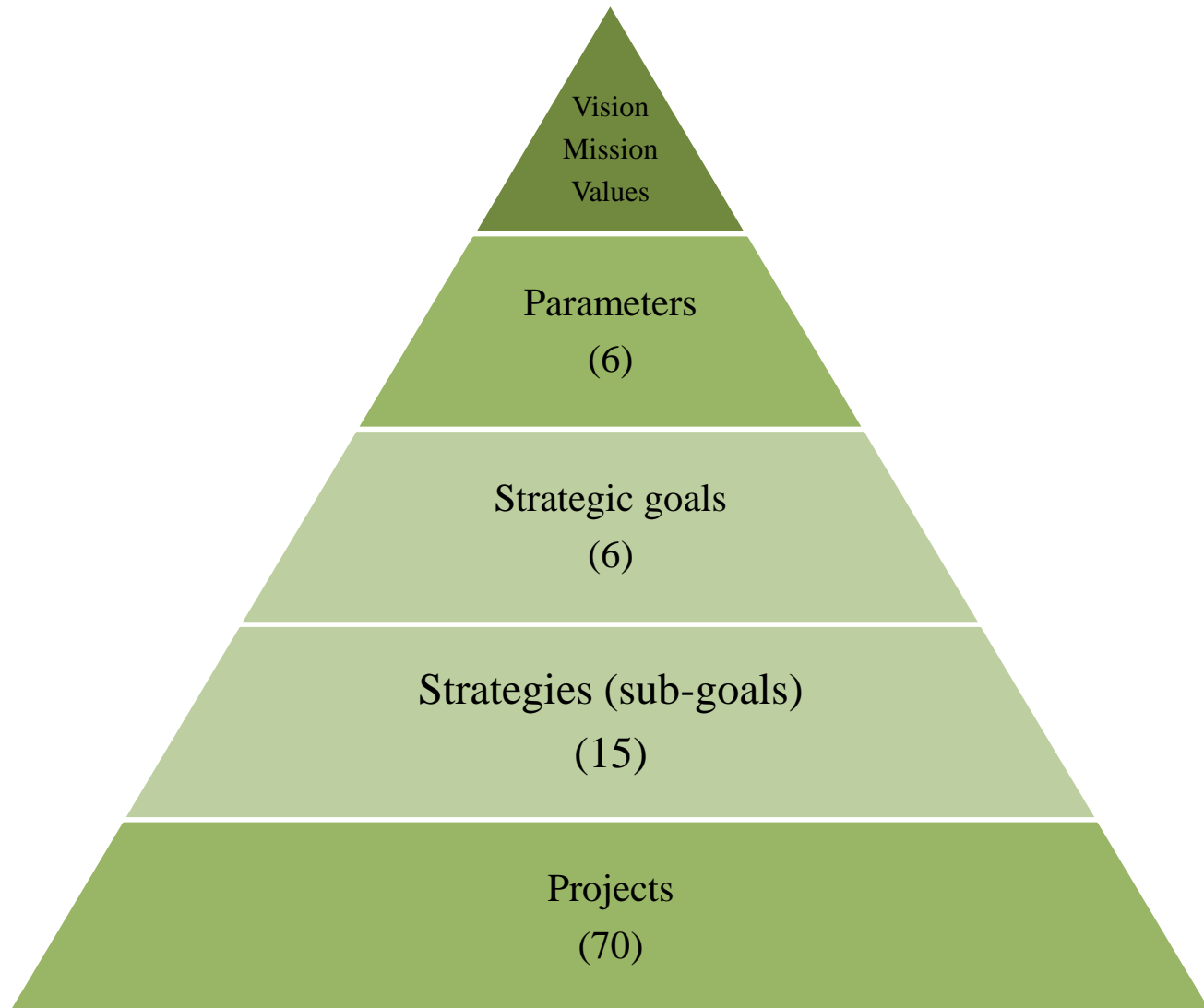


Introduction

All the requirements to implement the Faculty's Third Strategic Plan are fulfilled. In addition, there is collaboration with the Strategic Planning Department in the University for including the Faculty of Medicine's projects in the University's Plan to assure financial support.

Moreover, the University assigned a group of projects from its Strategic Plan to The Faculty of Medicine to assure the Faculty's capacity of execution and enforcement. That resulted in the preparation of the Faculty's Third Strategic Plan. The work is still in progress to execute the Faculty's projects, and the goal from that is to achieve the mission and the vision of the University and the Faculty which correspond to plans of the Ministry of Education (Afaq), and the National Transformation Plan (2020), and the Kingdom's vision (2030).

The Pillars of the Strategic Plan



Vision and Mission



Vision

To be the Benchmark for Medical Academic Excellence in the Middle East

Explanation

The Faculty's vision was based on the fact that medical education affects the health of society. Therefore, The Faculty of Medicine is seeking to be a consultant agency in the medical field, taking all means to have a distinguishable medical education. The final result would be a medical society that can develop knowledge and skills not only locally, but also across the Middle East.

The perspectives of the Vision could be summarized as follows:

- Care and support of the University's leadership for medical education
- The University faith in the necessity to achieve global pioneership
- Availability of all necessary physical and human resources
- Expansion in promoting scientific research programs
- Expansion in scholarship programs in different medical areas

Mission

The Faculty of Medicine at King Abdulaziz University is Committed to provide high-quality educational programs; nurture scientific research; and community engagement in the Kingdom of Saudi Arabia

Explanation

The mission highlighted the main pillars of the Faculty of Medicine, which is aligned with the University's mission, the Ministry of Education, and The National Transformation Plan 2020. The Faculty committed itself to provide high-quality medical educational programs that are consistent with the national standards for high quality education. The Faculty contributes by graduating physicians who have the competence essential for the employability market; by supporting scientific research in every possible way as well as partnerships with all segments of the Saudi community.

Values



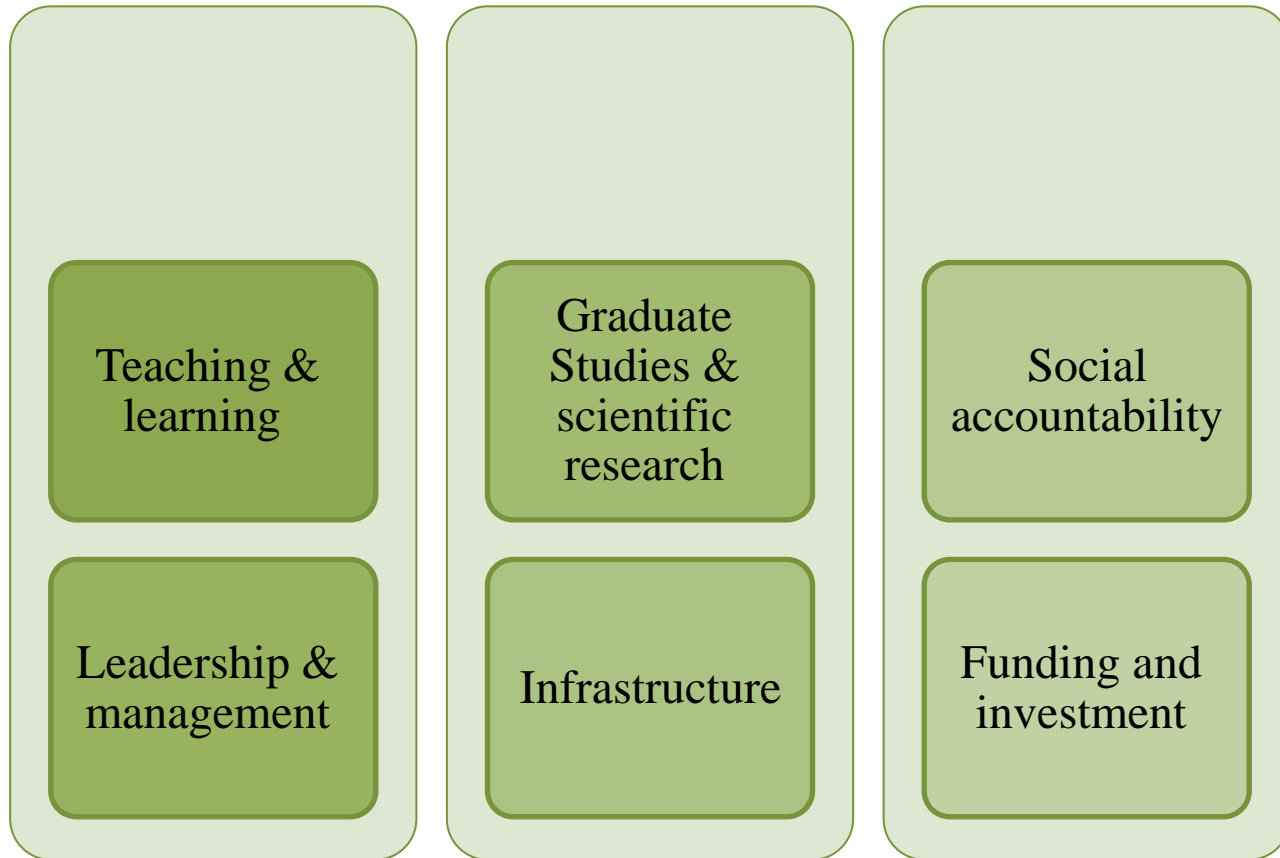
Basic Values

Altruism	Perfection, assistance, and good manners in dealing with others
Devotion	Affiliation with love and commitment to the Country, University, and Faculty
Accountability	Personal commitment to do the assigned work
Productivity	Ability to achieve the intended outcomes.
Quality	The pursuit to achieve the highest standards of quality to reach excellence and leadership
Professionalism	Performing the work professionally according to recognized ethics and applying effective management practices
Sustainability	Maintaining the continuity of institutional, educational, research, economical, and environmental gains

Parameters and Strategic Goals



Third Strategic Plan Parameters



Strategic Goals

First goal

- Enhance teaching , learning, and educational services to improve the efficiency of the outcomes.

Second goal

- Enhance teaching , learning, and educational services to improve the efficiency of the outcomes.

Third goal

- Activate community engagement from the Faculty's employees, and provide outstanding contributions to serve the community

Fourth goal

- Enhance the administrative, technical and informational performance of the faculty

Fifth goal

- Develop and sustain infrastructure

Sixth goal

- Diversify the Faculty's funding resources and rationalize expenditures

Closing message



The Faculty of Medicine at King Abdulaziz University adopts strategic planning as an administrative tool that helps the Faculty set clear roadmaps to achieve its objectives and purposes. This plan was accomplished through the ability to think collectively and predict any potential changes. Thus, the team used all sources of information after checking it carefully under the supervision of experts. The work required perfect drafting, appropriate execution, and constant review.

Finally, the team would like to thank every effort contributed to this achievement. We ask Allah to endow this work with success.

