Strategic Plan 2013 - 2017
Kuwait University
Kuwait University's Strategic Plan
2013-2017
## Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>10</td>
</tr>
<tr>
<td>Vision and Mission</td>
<td>50</td>
</tr>
<tr>
<td>University Education (Undergraduate)</td>
<td>70</td>
</tr>
<tr>
<td>Graduate Studies</td>
<td>13</td>
</tr>
<tr>
<td>Scientific Research</td>
<td>19</td>
</tr>
<tr>
<td>Enhancing students’ skills</td>
<td>25</td>
</tr>
<tr>
<td>Community Service</td>
<td>31</td>
</tr>
<tr>
<td>Administrative and Financial Affairs</td>
<td>37</td>
</tr>
<tr>
<td>Construction Projects</td>
<td>43</td>
</tr>
</tbody>
</table>
Introduction

The establishment of Kuwait University began by issuing an Amiri decree in 1966 No. 29/1966, to take the responsibility of preparing and educationally qualifying the young generation, the real wealth of this country, to achieve the aspiring future goals with the most needed knowledge, culture and science. The ability to offer a distinguished academic learning for these young generations is the key to developing and disseminating the knowledge needed to accomplish all goals and meet with the requirements of society.

Since its establishment, Kuwait University witnessed a significant expansion in the number of scientific colleges reaching to 16 colleges. The colleges offer various undergraduate and graduate programs; and they are College of Law, College of Arts, College of Science, College of Medicine, College of Engineering and Petroleum, College of Allied Health Science, College of Education, College of Sharia and Islamic Studies, College of Business Administration, College of Pharmacy, College of Dentistry, College of Social Science, College of Women, College of Architecture and College of Computer Science and Engineering. As for graduate programs, the university currently offers: 6 PhD programs, 48 Masters and 4 Higher Diploma programs in various disciplines. It is planned to offer new programs for graduate studies to be able to cover all the available bachelor degree programs at Kuwait University.

Early at the beginnings of establishing Kuwait University, administrations and academic work centers supported and contributed to the development of research, education and community service. These administrations and work centers are; University President and Vice Presidents (Vice President for Academic Affairs- Vice President for Research- Vice President for Planning- Vice President for Academic Support- Vice President for Health Science), Secretary General and the affiliated departments, Deanship of Community Services and Continuing Education, Deanship of Admission and Registration, Deanship of Student Affairs, Center of Information Systems, Center for Strategic and Future Studies, Center Of Evaluation and Measurement, center for Distant Learning, Gulf and Arabian Peninsula study, Arabic Regional Center for Environmental Law, Khawarizmi Training Center, Construction Program, and Student Book Shop.

To maintain the bright journey of KU, the significance of strategic planning became one of the most important priorities, taking the responsibility of unifying the framework and organizing priorities in order to be able to move forward towards achieving all goals and objectives that were set up since its establishment. A five-year strategic plan was also set up (2013-2017) consisting of new directions for futuristic vision that will draw a clear pathway of taking Kuwait University as a national leading university in the region. Every college and work center is required to prepare a five-year action plan in accordance with specified goals and objectives, which were set up previously in Kuwait University's strategic plan (2013-2017).
Kuwait University's main areas of the strategic plan are divided into six different fields; each field is defined with its own objectives and can be listed as follow:

1. **University Education (undergraduate):**
   It is concerned with the academics of undergraduate students, faculty members and scientific programs.

2. **Graduate Studies:**
   This field concerns with the academic programs of graduate studies, faculty members, and postgraduate students.

3. **Scientific Research:**
   It covers all the research activities and achievements accomplished locally, regionally and internationally by Kuwait University.

4. **Enhancing students’ skills:**
   It is concerned with the extracurricular aspects of students’ campus life revolving around athletic, cultural and artistic activities.

5. **Community Service:**
   It is concerned with community service through organizing seminars, offering training courses and programs in diverse fields to different members of the community.

6. **Administrative and Financial Affairs:**
   It specializes in the administrative and personnel affairs, as well as, university's financial systems and budgets.

7. **Construction Projects:**
   It specializes in constructing the new campus of Sabah AlSalem University City project as well as the existing buildings in current campuses at Kuwait University.
Vision and Mission

**Vision:** Kuwait University aspires to be a national leading university well recognized for excellence in higher education and scientific research.

**Mission:** Kuwait University is committed to prepare excellent human wealth armed with knowledge to meet the requirements of the state of Kuwait’s development, and keep up with the pace of modern life through high quality education, excellence in scientific research and advancement of community service.
1

University Education (Undergraduate)
University Education (Undergraduate)

First Strategic Goal: Prepare an excellent body of undergraduate students, to be qualified academically and professionally to meet the requirements of modern era

Objectives:

1. Preparing highly qualified learning outcomes in accordance with academic measuring standards.
2. Directing and encouraging students to enroll in disciplines needed for Kuwait's Job market.
3. Keeping up with the latest technological developments worldwide, to provide students with up to date experiences.

Second Strategic Goal: Improve the quality of academic programs and curricula to be consistent with the needs of labor market.

Objectives:

1. Improving the assessment methods for evaluating academic programs.
2. Introducing and developing academic programs to meet the requirements of Job market.

Third Strategic Goal: Enhance the teaching skills of the academic faculty members to achieve teaching excellence.

Objectives:

1. Activating the role of teaching centers to hold development-training workshops for academic faculty and support faculty members.
2. Enhancing the assessment criteria for evaluating and measuring the performance of faculty and support faculty members.
3. Improving the scholarship system by sending excellent students to the most prestigious universities worldwide.
4. Attracting outstanding faculty members with excellent international caliber.
5. Developing the promotion system of faculty members in coordination with the strategic plan.
6. Strengthening the hiring procedures for faculty members.

Fourth Strategic Goal: Create a balanced academic environment especially with the growing number of students and the current space capacity.

Objectives:

1. Achieving the optimum student to faculty ratio based on the nature of each college.
2. Improving the mechanism of schedule design to increase the efficiency of classrooms space utilization.
University Education (Undergraduate)

First Strategic Goal: Prepare an excellent body of undergraduate students, to be qualified academically and professionally to meet the requirements of modern life.

**Objective (1): Preparing highly qualified learning outcomes in accordance with academic measuring standards.**

**Targets:**

1. To apply student evaluation system on 30% of the number of registered students by the year 2016/2017.
2. To increase the satisfaction rates of job market sectors (governmental and private) for Kuwait University's graduates with a minimum value not less than 75% by the year 2016/2017.

**Objective (2):** Directing and encouraging students to enroll in disciplines needed for Kuwait's Job market.

**Targets:**

1. To increase the number of enrolled students in majors with low student rate which are required by labor market with 10% minimum growth rate per year in all disciplines until the year 2016/2017.
2. To achieve graduates' percentage distribution of 35% for scientific colleges, 45% for professional colleges and 20% for humanities colleges based on a study of job market demands.

**Objective (3):** Keeping up with the latest technological developments worldwide, to provide students with up to date experiences.

**Targets:**

1. To establish 10 smart classes by the year 2016/2017.
2. To enhance library's facilities and services.
3. To create and update the scientific laboratories.

Second Strategic Goal: Improve the quality of academic programs and curricula to be consistent with the needs of labor market.

**Objective (1):** Improving the assessment methods for evaluating academic programs.

**Targets:**

1. To achieve at least 75% from the external periodical assessments for academic programs.
2. To increase the percentage of accredited academic programs at colleges by 80% from the current total number of programs by the year 2016/2017.

**Objective (2):** Introducing and developing academic programs to meet the requirements of Job market.

**Targets:**

1. To increase the percentage of new academic programs by 4% by the year 2016/2017.
Third Strategic Goal: Enhance the teaching skills of the academic faculty members to achieve teaching excellence.

Objective (1): Activating the role of teaching centers to hold development-training workshops for academic faculty and support faculty members.

Targets:
1. 60% of faculty members are required to attend at least two certified workshops in order to develop their teaching skills.
2. To teach at least one course for graduate studies or supervise a thesis once every two year by all professors.

Objective (2): Enhancing the assessment criteria for evaluating and measuring the performance of faculty and support faculty members.

Targets:
1. To improve the assessment methods by 50% to evaluate the performance of faculty members in accordance with the international standards by the year 2016/2017.

Objective (3): Improving the scholarship system by sending excellent students to the most prestigious universities worldwide.

Targets:
1. To send at least 80% of scholarship students to the top 100 universities worldwide (American – Canadian – European – Arabic), in various disciplines.

Objective (4): Attracting outstanding faculty members with excellent international caliber.

Targets:
1. To attract not less than 90% of newly appointed faculty members in different disciplines from the top 100 international universities by the year 2016/2017.

Objective (5): Developing the promotion system of faculty members in coordination with the strategic plan.

Targets:
1. To introduce a new promotion system by the year 2016/2017 to go in line with Kuwait University's strategic plan to (i.e. to meet the strategic goals of Graduate Studies – Research).

Objective (6): Strengthening the hiring procedures for faculty members.

Targets:
1. To develop a new hiring procedures for faculty and support faculty members should be completed at most within 6 months.
### University Education (Undergraduate)

#### Forth-Strategic Goal: Create a balanced academic environment especially with the growing number of students and the current space capacity.

**Objective (1):** Achieving the optimum student to faculty ratio based on the nature of each college.

**Targets:**

1. Kuwait University should be 100% committed to the annual planned number of students accepted annually, in accordance with the optimal space capacity.
2. To increase the number of faculty members to reach the ideal student to faculty ratio by 100%, depending on the college category.

**Objective (2):** Improving the mechanism of schedule design in order to increase the efficiency of classrooms space utilization.

**Targets:**

1. To adopt 100% methodology of central designing of teaching schedules for colleges by the year 2016/2017.
2. To reach the highest percentages of utilizing classrooms and seats by at least 75% for the available classrooms and 66% for the available seats.
2

Graduate Studies
First Strategic Goal: Enhance the skills of graduate student academically and professionally.

Objectives:

1. Setting up the criteria needed to improve the quality of graduate studies' outputs.
2. Creating an attracting environment for excellence at Kuwait University to improve student's general performance.
3. Guiding students to choose disciplines required by the job market.
4. Creating a cultural diversity in student body by allowing excellent students of different nationalities to register in graduate studies.

Second Strategic Goal: Expand and diverse the programs of graduate studies to sustain high quality educational experiences.

Objectives:

1. Introducing new programs for graduate students (Masters and PhDs) to meet the requirements of labor market.
2. Developing the criteria for assessing the programs of graduate studies to ensure its high quality.

Third Strategic Goal: Associate the programs and researches of graduate studies to society's vital issues.

Objectives:

1. Directing the quality of thesis and dissertations more into contemporary issues though creating channels with society's vital sectors.
2. Holding annual conferences to present graduate students' thesis and researches in areas of community service.
First strategic Goal: Enhance the skills of graduate student academically and professionally.

Objective (1): Setting up the criteria needed to improve the quality of graduate studies' outputs.

Targets:
1. To set up criteria to evaluate the outputs of graduate studies during the first year of the plan.

Objective (2): Creating an attracting environment for excellence at Kuwait University to improve student's general performance.

Targets:
1. To increase the number of graduate students at Kuwait University by 30% of the total number of students by the year 2016/2017.

Objective (3): Guiding students to choose disciplines required by the job market.

Targets:
1. To reach not less than 65% of the graduating students from the required disciplines by the job market from the total number of graduating students by the year 2016/2017.

Objective (4): Creating a cultural diversity in student body by allowing excellent students of different nationalities to register in graduate studies.

Targets:
1. To increase the percentage of foreign students by 20% of the total number of accepted students through scholarships, by the year 2016/2017.
Graduate Studies

Second Strategic Goal: Expand and diversify the programs of graduate studies to sustain high quality educational experiences.

Objective (1): Introducing new programs for graduate students (Masters and PhDs) to meet the requirements of labor market.

Targets:
1. To present five new programs in PhDs by the year 2016/2017.
2. To introduce two programs in Masters a year by 2016/2017.
3. To increase the number of faculty members' participation in Graduate Studies by 30% of the total number of faculty members within the next two years of the plan.

Objective (2): Developing the criteria for assessing the programs of graduate studies to ensure its high quality.

Targets:
1. To complete setting up the criteria of evaluating the restructuring of current programs by a percentage of 100% by the year 2016/2017.
2. To implement periodical assessment for programs every 3 years.
3. Put into practice 70% of the recommendations within two years of the assessment date.

Third Strategic Goal: Associate the programs and researches of graduate studies to society's vital issues.

Objective (1): Directing the quality of thesis and dissertations more into contemporary issues through creating channels with society's vital sectors.

Targets:
1. To increase the number of thesis related to University's scientific research priorities by not less than 30% annual increase by the year 2016/2017.

Objective (2): Holding annual conferences to present graduate students' thesis and researches in areas of community service.

Targets:
1. To hold an annual conference for graduate students to present their latest researches related to State of Kuwait's issues.
3
Scientific Research
Scientific Research

First Strategic Goal: Raising the level of scientific research at Kuwait University.

Objectives:

1. Increasing the productivity of scientific research (funded / unfunded) at Kuwait University.
2. Guiding faculty members to benefit from research funding and raise work's performance and efficiency of research sector.
3. Encouraging researchers to focus more on researches in areas of national priorities.
4. Adopting better criteria for evaluating and tracking the quality of scientific research outputs.

Second Strategic Goal: Reaching at the highest level of international presence in research.

Objectives:

1. Increasing the number of research publications and participations in conferences and scientific missions.
2. Increasing the number of registered patents.
3. Participating in international scientific research rankings.
4. Activating the role of media.

Third Strategic Goal: Invest in and benefit from scientific research outputs.

Objectives:

1. Investing in and transferring the country's economical, social, and industrial research expertise into a practical implementation.

Forth-Strategic Goal: Develop methods for Cooperative research.

Objectives:

1. Signing research memoranda of understanding and partnership agreements to collaborate with local and international research centers as well as country's industrial, economic and social sectors.
2. Arranging local and regional conferences, seminars and scientific meetings.
First Strategic Goal: Raising the level of scientific research at Kuwait University.

Objective (1): Increasing the productivity of scientific research (funded / unfunded) at Kuwait University.

Targets:
1. To increase the scientific research’s productivity by 10% annually.
2. To increase the number of researches for graduate students by 25% until the year 2016/2017.

Objective (2): Guiding faculty members to benefit from research funding and raise work’s performance and efficiency of research sector.

Targets:
1. To increase the participation of new faculty members by not less than 25% by the year 2016/2017.
2. To allocate more budgets for research department by a percentage of 10% annual increase by the year 2016/2017.
3. To reduce the time needed to complete all the necessary research procedures by 30% , compared to the current status, by the year 2016/2017

Objective (3): Encouraging researchers to focus more on researches in areas of national priorities.

Targets:
1. To increase the percentage of priority researches by not less than 30% increase from the total number of funded researches by the year 2016/2017.

Objective (4): Adopting better criteria for evaluating and tracking the quality of scientific research outputs.

Targets:
1. To increase the number of researches awarded with excellence by 35% by the year 2016/2017.
2. To increase the number of scientific researches published in Q1 by 25% by the year 2016/2017.
3. To increase the number of published humanitarian researches in top magazines by 25% by the year 2016/2017.

Second strategic Goal: Invest in and benefit from scientific research outputs.

Objective (1): Investing in and transferring the country's economical, social, and industrial research expertise into a practical implementation.

Targets:
1. Bring scientific researches to the local and international market through marketing four research projects by the year 2016/2017.
2. Invest in no less than one patent by the year 2016/2017.
Scientific Research

Third strategic Goal: Reaching at the highest level of international presence in research.

Objective (1): Increasing the number of research publications and participations in conferences and scientific missions.

Targets:
1. To encourage researchers to participate more in conferences and scientific missions by not less than 25% annual participation.

Objective (2): Increasing the number of registered patents.

Targets:
1. To achieve high growth rate in patents by 20% annual increase by the year 2016/2017.

Objective (3): Participating in international scientific research rankings.

Targets:
1. To aspire being at the top 500 international universities in research by the year 2016/2017.

Objective (4): Activating the role of media

Targets:
1. To be present in media monthly through press and television.

Forth-strategic Goal: Develop methods for Cooperative research.

Objective (1): Signing research memoranda of understanding and partnership agreements to collaborate with local and international research centers as well as country's industrial, economic and social sectors.

Targets:
1. To increase the percentage of external research funding by 20% of the total annual budget for research by the year 2016/2017.
2. To increase the number of partnership researches between Kuwait University and other Universities by not less than four partnership research projects by the year 2016/2017.

Objective (2): Arranging local and regional conferences, seminars and scientific meetings.

Targets:
1. To organize at least 30 annual conferences for colleges and work centers by the year 2016/2017.
4

Enhancing Students' Skills
Enhancing Students' Skills

First Strategic Goal: Encourage students' participation in university activities (athletic- artistic- cultural).

Objectives:

1. Attracting the largest number of participating students.
2. Activating the role of media for the University.
3. Increasing the satisfactory percentage of participant students in programs and activities offered by Kuwait University.

Second Strategic Goal: Widen and diversify students' activities (athletic /artistic /cultural).

Objectives:

1. Introducing and developing new programs and activities, to be in line with students' capabilities.

Third Strategic Goal: Establish local and regional presence for Kuwait University in different student activities (athletic /artistic /cultural).

Objectives:

1. Increasing the number of students' participation in tournaments and activities with other local, regional and international universities.
2. Being more concerned with the quality of (athletic/cultural/artistic) trainers and supervisors, as well as measure students' satisfaction to achieve the best results.
First Strategic Goal: Encourage students' participation in university activities (athletic- artistic- cultural).

Objective (1): Attracting the largest number of participating students.

Targets:
1. To increase the percentage of student's participation in artistic and cultural activities by not less than 5% of annual participation from the total number of enrolled students by the year 2016/2017.
2. To increase the percentage of student's participation in athletic activities by not less than 10% annual participation from the total number of enrolled students by the year 2016/2017.

Objective (2): Activating the role of media for the University.

Targets:
1. To establish media presence in (press / television /advertising) by the year 2016/2017.

Objective (3): Increasing the satisfactory percentage of participant students in programs and activities offered by Kuwait University.

Targets:
1. The percentage of students' evaluation results for athletic programs and activities should not be less than 50% by the year 2016/2017.
2. The percentage of students' evaluation results for artistic and cultural programs and activities should not be less than 50% by the year 2016/2017

Second Strategic Goal: Widen and diversify students' activities (athletic /artistic / cultural).

Objective (1): Introducing and developing new programs and activities, to be in line with students' capabilities.

Targets:
1. To increase the number of newly developed artistic and cultural programs by not less than two programs annually by the year 2016/2017.
2. To increase the number of newly developed athletic programs by not less than two programs annually by the year 2016/2017.
Enhancing Students' Skills

Third strategic Goal: Establish local and regional presence for Kuwait University in different student activities (athletic/artistic/cultural).

Objective (1): Increasing the number of students' participation in tournaments and activities with other local, regional and international universities.

Targets:
1. To increase the number of participations in local and regional athletic tournaments by 10% until the year 2016/2017.
2. To increase the number of participations in cultural and artistic programs and competitions locally and regionally, by 7% annual increase by the year 2016/2017.

Objective (2) Being more concerned with the quality of (athletic/cultural/artistic) trainers and supervisors, as well as measure students' satisfaction to achieve the best results.

Targets:
1. The percentage of students' evaluation results for athletic trainers should not be less than 70% by the year 2016/2017.
2. The percentage of students' evaluation results for cultural and artistic supervisors should not be less than 70% by the year 2016/2017.
3. To be ranked one of the top universities in local and regional athletic participations by not less than 15% of the total number of participations yearly.
4. To be ranked one of the top universities in cultural and artistic participations locally and regionally, by not less than 15% of the total number of participations yearly.
Community Service
Community Service

First Strategic Goal: Offer high quality training courses and consultation for the community.

Objectives:

1. Providing the community with specialized training courses to meet the needs of the developmental aspect of our country.
2. Increasing the number of participants in community service's training courses at Kuwait University.
3. Obtaining international certifications for professional and specialized training courses.
4. Continuing to evaluate training courses and lecturers to ensure its high quality.
5. Developing incentives for increasing the participation of faculty members in community service.

Second Strategic Goal: Disseminate general culture in the community.

Objectives:

1. Providing the community with seminars and lectures in different disciplines.

Third Strategic Goal: Strengthen communication and collaboration between the University and the Gulf, Arabian and international community.

Objectives:

1. Strengthening the cooperation between Kuwait University’s community service deanship and community service centers in the gulf, regional and international universities.
First Strategic Goal: Offer high quality training courses and consultation for the community

Objective (1): Providing the community with specialized training courses to meet the needs of the developmental aspect of our country.

Targets:
1. To increase the number of offered training courses needed by the community by 5% annually until the year 2016/2017.
2. To increase the number of offered specialized courses by 5% annually, until the year 2016/2017 required by governmental and civil institutions.

Objective (2): Increasing the number of participants in community service’s training courses at Kuwait University.

Targets:
1. To reach a target goal of 2500 participants in community service courses by the year 2016/2017.

Objective (3): Obtaining international certifications for professional and specialized training courses.

Targets:
1. To receive international recognition for 3 specialized programs in order to transfer the certificates to a certified professional diploma by the year 2016/2017.

Objective (4): Continuing to evaluate training courses and lecturers to ensure its high quality.

Targets:
1. The participant satisfaction approval for the offered programs should not be less than 80% by the year 2016/2017.

Objective (5): Developing incentives for increasing the participation of faculty members in community service.

Targets:
1. To encourage faculty members to increase their participations in community service by not less than 5% annually, by the year 2016/2017.
Second Strategic Goal: Disseminate general culture in the community.

Objective (1): Providing the community with seminars and lectures in different disciplines.

Targets:
1. To increase the number of seminars that deal with the most important contemporary issues locally and internationally to 15 seminars per year.
2. To increase the percentage of participation in seminar through attendance by 15% annual increase up to the year 2016/2017.

Third Strategic Goal: Strengthen communication and collaboration between the University and the Gulf, Arabian and international community.

Objective (1): Strengthening the cooperation between Kuwait University’s community service deanship and community service centers in the gulf, regional and international universities.

Targets:
1. To increase the number of agreements between Kuwait University and the other local, regional and international universities by 5% annually.
2. To increase the number of joint courses with local, regional and international universities by 2 courses a year.
3. To assign lecturers from other universities by at least 3% from the total number of lecturers annually.
6

Administrative and Financial Affairs
Administrative and Financial Affairs

First Strategic Goal: Increase the efficiency of utilizing all the available human and financial resources at Kuwait University.

Objectives:

1. Setting up and utilizing Kuwait University budget according to the strategic plan.
2. Linking the hiring directly to the needs of departments, as well as allocating University’s available human resources among different departments.

Second Strategic Goal: Develop administrative and financial systems through automation.

Objectives:

1. Utilizing technology effectively to simplify administrative and financial work procedures.
2. Reducing the duration needed to complete document cycle.
3. Utilizing the latest technological applications to link the financial and administrative monitoring and controlling systems of different university sectors with each other.

Third Strategic Goal: Create an attracting environment for highly qualified administrative staff at Kuwait University.

Objectives:

1. Developing assessment methods and connect them to accomplishments and performance.

Forth-Strategic Goal: Raise the level of efficiency for staff by acquiring new knowledge to enhance their skills.

Objectives:

1. Providing staff with developed and diverse training courses to meet the needs of training requirements and the plan, in coordination with the department of Administrative Development and Training.
2. Providing, and continuously assessing training courses and lecturers to ensure its high quality.
First Strategic Goal: Increase the efficiency of utilizing all the available human and financial resources at Kuwait University.

Objective (1): Setting up and utilizing Kuwait University budget according to the strategic plan.

Targets:
1. The preparation of operational and developmental budget must be 100% consistent with University's strategic plan by the year 2016/2017.
2. The efficient percentage of utilizing the operational budget is 100% every year.
3. The efficient percentage of utilizing the developmental budget is 100% every year.
4. Work centers satisfactory rates for the mechanism of expenditure should not be less than 75% per year.

Objective (2): Linking the hiring directly to the needs of departments, as well as allocating University's available human resources among different departments.

Targets:
1. Staff hiring should be consistent with the objectives of the strategic plan by a percentage of not less than 80%.
2. The percentage of hiring to needed vacancies should be 100%.

Second Strategic Goal: Develop administrative and financial systems through automation.

Objective (1): Utilizing technology effectively to simplify administrative and financial work procedures.

Targets:
1. To implement the project of (Paperless Administrative Affairs) by a percentage of 100% by the year 2016/2017.

Objective (2): Reducing the duration needed to complete document cycle.

Targets:
1. To reduce the duration of document cycle of purchases by a percentage of 25% by the year 2016/2017.

Objective (3): Utilizing the latest technological applications to link the financial and administrative monitoring and controlling systems of different university sectors with each other.

Targets:
1. To apply an integrated system for administrative and financial follow up between work centers by not less than 30% by the year 2016/2017.
Third Strategic Goal: Create an attracting environment for highly qualified administrative staff at Kuwait University.

Objective (1): Developing assessment methods and connect them to accomplishments and performance.

Targets:
1. To apply 80% of staff assessment system and connect them to accomplished performance by the year 2016/2017.

Forth-Strategic Goal: Raise the level of efficiency for staff by acquiring new knowledge to enhance their skills.

Objective (1): Providing staff with developed and diverse training courses to meet the needs of training requirements and the plan, in coordination with the department of Administrative Development and Training.

Targets:
1. To offer 25% of diverse professional training courses annually to meet the requirements of work centers by the year 2016/2017.
2. To increase the percentage of staff receiving high quality certified courses by 30% by the year 2016/2017.

Objective (2): Providing, and continuously assessing training courses and lecturers to ensure its high quality.

Targets:
1. To increase the percentage of staff satisfactory rate for the quality of training courses to excellent by 80% by the year 2016/2017.
2. To increase the percentage of staff satisfactory rate for the quality of lecturers to excellent by 80% by the year 2016/2017.
Construction Projects
First Strategic Goal: Design, construct and operate the project of Sabah AlSalem University City- Kuwait University.

Objectives:

1. Complete all the designs for the Medical campus, College of Architecture, College of Computer Science and Engineering and the Research Park.
2. The completion of the design stages for information system and communication network infrastructure at Sabah AlSalem University City.
3. The completion of all construction stages for Sabah AlSalem University City's projects.
4. Keep the main campus of Sabah AlSalem University City under operation and maintenance.

Second Strategic Goal: Developing a plan for completion, furnishing and transferring to the main campus at Sabah AlSalem University City- Kuwait University.

Objectives:

1. Setting up an action plan (preparation and furnishing plans) for colleges and work centers to be able to transfer to the main campus.

Third Strategic Goal: Keep current facilities under developments.

Objectives:

1. Keep the buildings and facilities of current University locations under development and construction to achieve balance, especially with the growing number of students.
2. Keep the facilities of athletic and cultural activities under development and construction to keep up with the latest changes in the world.
First strategic Goal: Design, construct and operate the project of Sabah AlSalem University City- Kuwait University.

Objective (1): Complete all the designs for the Medical campus, College of Architecture, College of Computer Science and Engineering and the Research Park.

Targets:
1. To complete the engineering designs for College of Architecture, College of Computer Science and Engineering and the Research Park within two year of providing the budget.
2. To complete the engineering designs for the Medical Campus and Medical Campus's infrastructure within three years of providing the budget.

Objective (2): The completion of the design stages for information system and communication network infrastructure at Sabah AlSalem University City.

Targets:
1. To complete 100% of design stages for information system and communication network infrastructure at Sabah AlSalem University City by the end of 2014.

Objective (3): The completion of all construction stages for Sabah AlSalem University City's projects.

Targets:
1. To set up a constructional action plan to complete the main campus at Sabah AlSalem University City by the end of 2013.
2. To set up a constructional action plan to complete the Medical Campus at Sabah AlSalem University City within a year of providing the budget.
3. To complete all the components that were set up in the constructional action plan of Sabah AlSalem University City's project.

Objective (4): Keep the main campus of Sabah AlSalem University City under operation and maintenance.

Targets:
1. To prepare an operational and maintenance plan for the Main Campus by the end of 2015.
Second Strategic Goal: Developing a plan for completion, furnishing and transferring to the main campus at Sabah AlSalem University City- Kuwait University.

Objective (1): Setting up an action plan (preparation and furnishing plans) for colleges and work centers to be able to transfer to the main campus.

Targets:
1. To complete setting up a transfer plan for the Main campus by the end of 2014.

Third Strategic Goal: Keep current facilities under developments.

Objective (1): Keep the buildings and facilities of current University locations under development and construction to achieve balance, especially with the growing number of students.

Targets:
1. To set up an action plan to develop current University locations by the beginning of 2013.
2. To execute at least 80% of constructional projects related to current facilities by the end of 2017.

Objective (2): Keep athletic and cultural facilities under development and construction to keep up with the latest changes in the world.

Targets:
1. To set up an action plan to develop athletic and cultural facilities by 2013.
2. To execute at least 70% of the development projects for stadiums and cultural and art workshops by the end of the year 2017.