



Strategic Plan 2019-2024
School of Business
Pokhara University





Our vision

The School of Business aspires for a developed and organized Nepal by imparting holistic business and management education. To achieve this pristine goal it envisions:

- To aspire and motivate students towards the realms of evolving management developments and semantics and avail them with an exposure of management related subjects which will make them more pragmatic and analytical in approach to the life and its problems.

Our Mission:

The mission of our school is the creation and dissemination essential management knowledge being a world-leading centre of academic excellence. For that purpose, we aim to:

- To excel in all areas of teaching-learning, evaluation, research, consultancy and extension activities;
- To work for enhancement of our position as one of the world's leading research and teaching institutions and to measure our performance against the highest global standards;
- To provide the highest quality teaching and learning environment for the greater benefit of our pupils and deliver an outstanding educational portfolio;
- To bridge the gap between the rural-urban divide and offering the benefits of education to the poor, marginalized, and needy, aiming at their empowerment;
- To produce graduates fully equipped with highest personal and professional standards required to deal with the contemporary management challenges
- To offer subjects for building competitiveness and motivate a work force embedded with human values.
- To achieve the mission and work in alignment with its vision

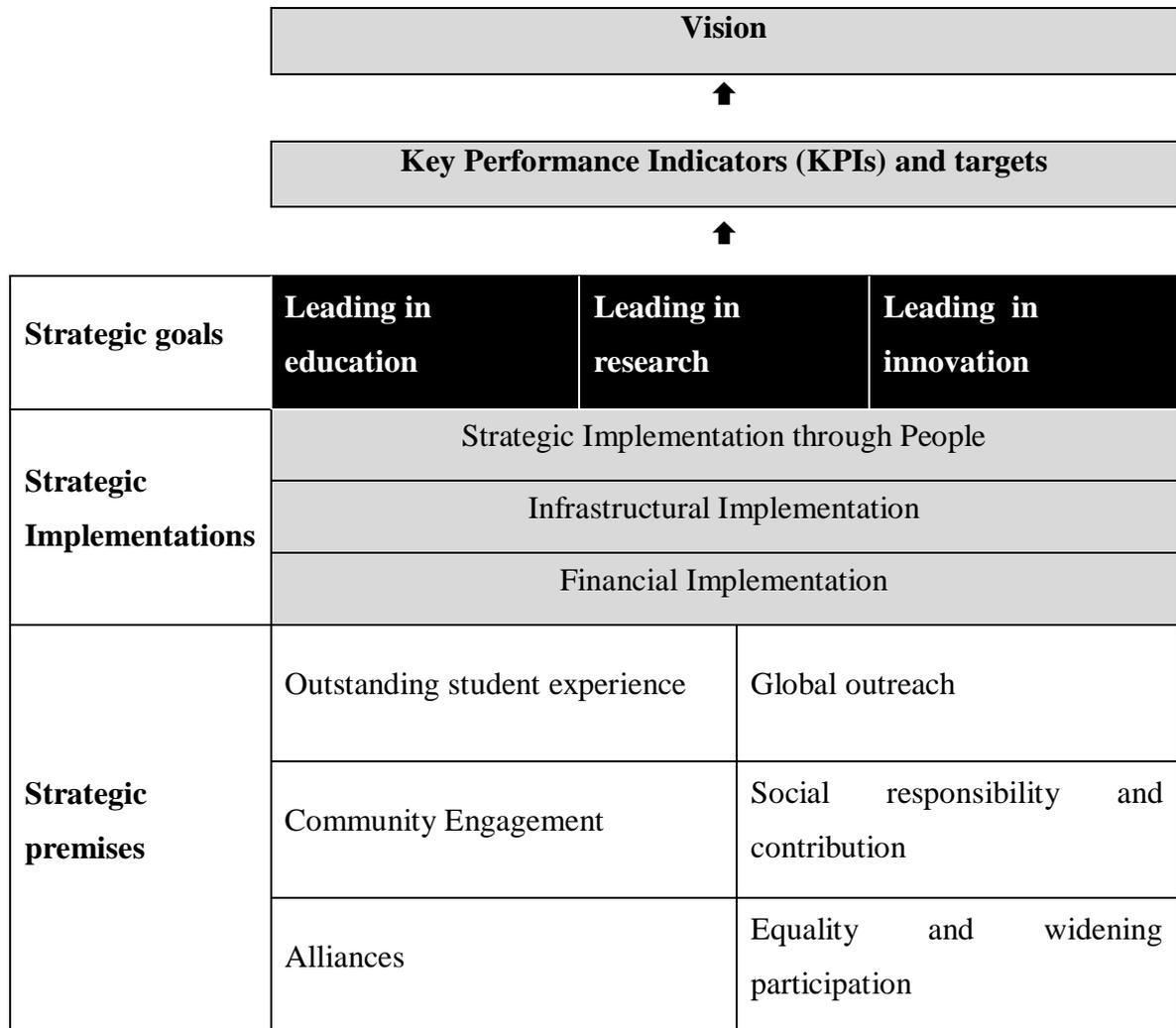


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Realising our vision



Our strategic goals are excellence in education, research and innovation. Our three indicators on strategic implementation elements represent on how we need to prepare ourselves to realise our goals. Our six strategic premises help us in achieving our strategic goals. Our dedication and commitment to our Strategic Plan is collective and the entire school is committed for its delivery and achievement.

We are dedicated to continuously monitor the developments against our Key Performance Indicators (KPIs) and targets annually. We expect that, over time the aims and objectives for each of the strategic goals will remain essentially the same with the strategies, however the changes in the academic fraternity may modify our KPIs, targets and objectives in response to amendments in our operating environment.

With regard to the University-level Strategic Plan these strategies provide further detail on how the school will implement the strategies as formulated in this strategic plan.



Strategic goals

Our strategic goals are to concentrate ourselves in achieving excellence in education, research and innovation through improved and contemporary curriculum implemented by incorporating new and modern teaching pedagogies.

**Leading in education**

This goal encompasses the quality, breadth and relevance of the learning and teaching of our undergraduate and graduate students. Related sections include our outstanding student experience, Equality and widening participation, and global outreach strategic themes.

Aim

To inculcate in our students a committed drive to gain knowledge and learn, and to encourage them a pioneering, innovative and independent attitude with an aspiration to achieve success within and beyond the school.

Objectives

To meet our aim we will:

- use our leading strengths in research and pedagogical differences to strengthen our teaching
- guide and support our students through graduate and undergraduate programmes of our University
- develop each student's capacity to learn by enquiry, through the in-depth study they undertake, particularly at graduate level
- foster a climate in which teaching with contemporary pedagogy is highly valued
- embed graduate attributes and employability in all our curricula, and equip our students with skills and knowledge required to compete in the global as well as local marketplace
- facilitate flexible learning journeys.

Strategies

We will achieve our objectives by:

- developing relevant academic plan and educational progress, supporting students to take ownership of their learning and development and to plan for their future career
- introducing further flexibility in study patterns, whilst maintaining the integrity and breadth of our curriculum, through academic and non-academic collaborations with strategic partners and enabling students to gain knowledge of wider periphery
- motivating and preparing our students to gain an experience of the practical field through project works, project assignments and internships and create a work-based learning environment that recognises the benefits this brings to their educational, personal and career development
- enabling our undergraduate and taught graduate students to engage with cutting edge research and the processes of discovery, knowledge generation and knowledge exchange
- working with employers, professional bodies, alumni and other stakeholders to ensure that our undergraduate and graduate programmes are responsive to need and producing graduates with socially and economically valuable attributes and expertise
- enabling our staff to embrace new technologies as part of enhancing the learning experience, and to deliver prompt and effective feedback.

KPI

1.0 Evaluation of percentage of students achieving a successful outcome and employment after they graduate

Targets

1.1 Increase student satisfaction with academic support and environment present in the school

1.2 Increase student satisfaction with the opportunities and support for developing employability

**Leading in research**

This goal encompasses the breadth and quality of our research and includes graduate research students. This goal emphasizes on the creation of qualitative research environment in the school which is imperative in equipping our students with innovative ideas.

Aim

To encourage a vibrant, successful and interactive research community that generates ideas and discoveries, creates new fields of knowledge and makes a difference to the societal, cultural, economic, environmental, health and wealth development of Nepal and global communities.

Objectives

To meet our aim we will:

- pioneer new and emerging areas of research across the boundaries of management and social science researches and traditional disciplines those are significant in management discipline
- provide leadership on, and make advances in solving, key global and local research challenges
- realise the full potential of the breadth and volume of our research base through global, local and regional research networks.
- deliver excellence in research with impact by incorporating and training pupils in undertaking research projects having high social and managerial impact
- generate a cohort of conscious future researchers or research leaders.

Strategies

We will achieve our objectives by:

- fostering new approaches to inter-disciplinary research, including encouraging outstanding global research collaborations through the development of incubation centers and research centers
- shaping and securing strategic partnerships with global and local research funding organizations and agencies
- combining our proven research excellence of faculties and students with demonstrable economic, managerial, environmental, health and social impact
- driving increased high-impact knowledge exchange and public engagement programs and projects in both governmental and non-governmental level
- maximising our competitive research funding success, with a new emphasis on large and inter-disciplinary proposals, including playing a leading role in Research projects announced by UGC and public organizations
- generating scholarships and fellowships aimed at conducting policy research or high impact social research
- driving forward sustainable use of equipment, and efficiency in other research costs
- raising the profile of our research activity and expertise, both internally and globally through academic collaborations with Universities leading in research and innovation

KPI

2.0 The ratio of increment of faculty, students and staffs research every year.

Targets

2.1 Increase our average number of research and research publications in journals of quality.

2.2 Increase our score (relative to the highest scoring institution) in University Grants Commission in research and publications and research funding.

**Leading in innovation**

Our routes to knowledge creations and exchange include publications and innovative projects the students undertake during their study period and which particularly arises from research and the knowledge and skills our graduates take with them after they graduate.

Aim

To work for the transformation of our knowledge, ideas, skills and expertise into innovation, advice, opinion, intellectual property, entrepreneurial ventures and wealth that finally contributes in realising national as well as social objectives through innovative and noble incubations and research.

Objectives

To meet our aim we will:

- encourage innovation and seek out novel applications, benefiting the local economy and increasing our national as well as international profile
- identify the best means of turning ideas from students, faculties and staffs into commercial reality
- strengthen our knowledge base and reputation as a contributor for commercialisation of ideas and also works to be as a leader in new idea creation
- maximise financial, social and wider benefits arising from knowledge exchange and open practices of management and innovation in rural and urban areas of the country
- increase our impact on societal well-being

Strategies

We will achieve our objectives by:

- inspiring students, faculties and staffs to acquire and use their entrepreneurial and management skills in wider networks of society
- motivating students to engage with the public and relevant stakeholders in industry, policy and practice as part of their research, with a focus on impacts and identifying future research requirements
- working for innovative faculty exchange and idea/knowledge interactions with academic institutions, industry, social institutions and public service providers
- efficiently identifying a proven model of commercialisation and economic viability of intellectual properties by locally embedding knowledge in academic areas and by extending pre-incubation, incubation and research facilities through NITEC projects and government funded projects
- influencing public policy debate, formulation and implementation into practice
- searching the source of funding to our projects and ideas and developing relationships with global research and business syndicates
- working with other universities and academic institutions to simplify engagement with industry, while maintaining our leadership in value creation
- designing and delivering range of continuing personal and professional development programmes for professionals
- developing long term, sustainable relationships of value with the SME community by supporting them in incubation and growth, through a focussed and proactive engagement policy



- fostering links with the business and financial community to support innovation and our commercialisation activities
- employing open approaches, open access and open educational resources to foster effective knowledge dissemination.

KPI

3.0 Evaluate performance on the basis of Knowledge exchange metrics such as number of incubations we generate, patents we support, and new ventures we have created and supported

Targets

3.1 Establish incubation center to support innovations and ventures in commercialization within a year and foster the development of the sectoral incubators and research centers every two years

3.2 Increase our economic impact by at least generating 2 prominent start-ups and work for the development of a patent each year.



Strategic Implementations

Organizations comprising of empowered people, well-equipped infrastructure and planned financial strategies are critical to gaining excellences that assists organizations in gaining faster decisions and better competitive advantages. Realising this notion our strategic goals will be implemented and enabled by competent and efficient people, high-quality physical infrastructure and financial sustainability. These will be the primary focus during our strategic implementation and are treated as enablers to achieve strategic goals.

**People Focus**

Our success in achieving our strategic goals depends on the outstanding performance and contribution of all of our faculties and staffs. This enabler is related to majority of our strategic theme.

Aim

To value, support, develop and utilise the full potential of our faculties, by instilling a collaborative work-space aimed at working with each other across our community to make the school a stimulating and successful place to work.

Objectives

To meet our aim we will:

- attract, reward and retain the best people, accessing talent both locally and globally
- continuously work to develop the knowledge, capabilities and skills of our people
- maintain a sustainable staffing profile which meets our evolving needs
- be inclusive, supportive and collegial in our approach, which is underpinned by principles of dignity and respect, equality and diversity, health, safety and wellbeing.

Strategies

We will achieve our objectives by:

- promoting the attractiveness of the school and University as a globally significant institution, and supporting new faculties and staffs to enable them to become effective
- rewarding excellence and success through variety of performance appraisals
- motivating our faculties and staffs to be part of world-changing aspirations by clearly linking individuals' knowledge and skills to those of their School/support department through annual reviews and annual planning
- investing strategically in our faculties and staffs in order to inspire and equip them with range of skills to shape, influence and lead, and supporting professional and career development, planning and advancement
- fostering a culture of high aspiration and performance, drawing on excellent leadership, effective management and employee engagement
- promoting flexible interdisciplinary and team working and a healthy work-life balance
- providing safe and accessible working environments
- fostering our ethos of co-operation and coordination, and strong ethics, through effective employee engagement and empowerment
- continuing to develop constructive partnership by working in effective consultation/ with recognised global academic institutions.

KPI

4.0 Increasing the proportion of faculties appraisals and rewarding those by incorporating the identification of objectives and development needs and binding the tasks they have performed to achieve that objective as performance indicators

Targets

4.1 Achieve the quality awards rewarded through University Grant's Commission

4.2 Increase our number of talented and skilful local and international applications for academic posts

**Focus on Infrastructure**

High-quality infrastructure is key to enabling us to achieve our strategic goals. Well-equipped and well-designed infrastructures always support the effective executions of strategies.

Aim

To provide a modern, efficient and stimulating working and learning environment through well-equipped infrastructure in order to sustain and work with world-class academic and support activities.

Objectives

To meet our aim we will:

- pursue consistency and continuity in quality and experience across all elements of our physical, information technology (IT) and library infrastructures
- work for optimised use of our space
- achieve greater integration of information technology (IT) infrastructure and major equipment procurement within our overall infrastructural planning process
- ensure that we have the information we need to support learning, teaching, research and effective decision-making

Strategies

We will achieve our objectives by:

- adapting our infrastructure to meet the changing needs, approaches and working patterns of our diverse population of faculties, staffs and students and the wider community we serve to best support our world-class academic activity
- demonstrating agility in our approach to consolidation and reconfiguration opportunities of infrastructures where and whenever required
- making committed efforts to improve our use of space and deliver increased value for money, by demonstrably improving our learning and teaching infrastructure utilisation through effective communicating and planning of good space management
- arranging and putting information and communications technology in right place with the power and resilience to provide easy access to resources, and to support individual and group study and working
- developing and maintaining our rich and varied assets and e-resources in the University's central libraries and collections and ensuring the widest access to them
- identifying future technological developments and positioning ourselves to rapidly and flexibly respond to these through annual planning in infrastructural developments
- taking a systematic approach to acquiring, creating, capturing, storing, presenting and managing our information resources.

KPI

5.0 Total income contribution of existing and added infrastructure measured through the proportion of occupancies and its usage hours.

Targets

- 5.1 Increase the proportion of our building condition on a year-on-year basis, aiming for at least 80% improvement by 2025
- 5.2 Increase student satisfaction with learning and infrastructural resources (library, information



technology (IT), study space and equipment) to at least 75%
Finance Focus
<i>Delivery of our school's aims and objectives is dependent on our overall financial strength. The financial soundness we strive to achieve will assist us in fulfilling our strategic goals.</i>
Aim To maintain and enhance our overall financial strength in order to deliver our strategic goals and enhance the school's competitive position.
Objectives To meet our aim we will: <ul style="list-style-type: none"> • secure long-term viability • ensure short- and medium-term viability • ensure high standards of accountability, probity and financial control • deliver best value in all our activities • ensure good governance.
Strategies We will achieve our objectives by: <ul style="list-style-type: none"> • prioritising and aligning our resources to our strategic priorities by actively monitoring the economic and funding environment and objectively appraising the short and long-term financial implications of all major decisions • periodically reviewing and updating our financial strategy and undertaking an annual assessment of our financial sustainability • regularly updating our short- and long-term financial forecasts, and using these to guide decision-making • growing and diversifying our income from a wide range of financially sustainable academic programs and commercial activities which generate surpluses for re-investment • securing and managing our funds to support investment in our infrastructure and development of sustainable new activity • keeping the balance between our recurrent and capital spend under review • managing our costs and driving efficiencies in the delivery of all our activities, including through procurement • maintaining a comprehensive and effective risk management, internal audit and assurance framework and carefully managing major financial risks • coordinating with the Development Trust to deliver a new fundraising campaign and encourage increased philanthropic income.
KPI 6.0 Operating surplus as % of turnover (aim for 3%)
Targets 6.1 Increase our Return on Capital Employed (ROCE)



Strategic premises

The essential achievements and objectives that are enlisted in our goals and implementation plan can only be successfully achieved through better implementation of six strategic premises as presented above. Our approach to the achievement of strategic goals is shaped by our six strategic premises which will be regarded as the strategic bases that upholds the strategic implementations and goal achievement.

**Outstanding student experience**

This strategic premise builds on our Excellence in education strategic goal, covering some of the opportunities available to our students and the support we provide, which contribute towards our students' outstanding experience.

Aim

To create the opportunities for our students to have an exceptional and distinctive experience which prepares them for life beyond their studies and which is the beginning of lifelong relationship with the school.

Objectives

To meet our aim we will:

- combine our recognised teaching excellence with an outstanding student experience both on-and-off the school
- revitalise our academic support framework
- foster in our students and alumni a real sense of belonging to a community of learners
- take a cohesive, inclusive and individualised approach to enhancing our student experience that encompasses all disciplines, all modes of learning and all student services
- promote student health, wellbeing and safety through varied extracurricular activities
- equip our graduates with the expertise and graduate attributes they need to achieve their full potential within the local and global community

Strategies

We will achieve our objectives by:

- ensuring staff have the skills and knowledge to respond effectively to the range of our students' circumstances, experience, expectations and aptitudes
- raising students' awareness and take-up of curricular and co-curricular opportunities, such as study abroad, learning a language, leading a project and expanding provision of these opportunities
- promoting and recognising students' participation in co- and extra-curricular activities which can contribute towards achievement of student representation roles, work experience and helping with a peer-assisted learning scheme
- providing high-quality and well-placed learning and social spaces that support group and individual learning in our academic community
- providing inclusive and extensive recreational and sports facilities and supporting our student societies and sports clubs
- taking action in response to internal and external student feedback
- working for strategic partnerships between academics, industry, specialists and other institutions to enhance the development of graduate attributes
- improving connectivity and linkages between Schools, Colleges and University-wide student support services, to better recognise and respond to the needs and expectations of our students, prospective students and graduates
- creating lifelong links with alumni, and between the school and the wider community, which are mutually beneficial, and essentially bring richness to our student experience

KPI

7.0 Proportion or percentage increase of graduates (undergraduate and graduate) in employment or further study



Targets

- 7.1 Increase the level of overall satisfaction expressed in responses to the tracing study questionnaire of UGC
- 7.2 Increase at least 50 new opportunities for our students to gain local and global experiences in employability and job creations

**Global outreach**

In this strategic premise, we highlight our approach to achieving global outreach and impact. This section complements our three strategic goals, but also links with our community engagements and alliances strategic themes.

Aim

To be global in our aspirations, impact and dimensions, to the benefit of the University community and society as a whole.

Objectives

To meet our aim we will:

- expand our global outreach and capacity-building contributions
- build integrated responses to complex global issues through discussions and development of nexus with global academia
- promote global citizenship.

Strategies

We will achieve our objectives by:

- incorporating internationalisation in all areas of our college's and University's activity, by developing a globally relevant curriculum
- promoting global citizenship and collaborating on teaching, research and knowledge exchange with international partners
- positioning ourselves at the forefront of understanding of trends in regions with the greatest pace of economic and social change, and using this knowledge to mitigate the risks and maximise the opportunities of working internationally
- developing the reach and nexus with our global academic partners and institutions where we have undergone MOUs
- promoting and recognising the value of cross-cultural understanding among all our students and staffs
- provisioning of programs that focus in global student induction, mentoring, mobility and representations

KPI

8.0 Work for the increment of proportion of international students from beyond our country—aim at least for the participation of 5 foreign students participation in a year

Targets

8.1 Increase our headcount of non-Nepali students by at least to 200

8.2 Increase our research grant income from global platforms and other global sources to increase our rank in UGC ranking



Community engagement
<i>This strategic premise sets the school's activities in the context of our contribution to wider community. External teaching and research collaborations and knowledge exchange are addressed in our strategic goals.</i>
<p>Aim</p> <p>To make a positive intellectual, educational, economic, scientific and cultural contribution to society and to promote understanding of, and support for, the University and its work.</p>
<p>Objectives</p> <p>To meet our aim we will:</p> <ul style="list-style-type: none"> • build on our enlightenment principles to enhance public engagement with our work, influence policy-makers, and bring about change • make our resources and expertise widely available to the public and community • be a responsible and influential neighbour, employer and adviser • build an informed, engaged and supportive community of alumni and associate friends, through a prolonged contact • have a valued cultural and sporting profile in Pokhara and across the country.
<p>Strategies</p> <p>We will achieve our objectives by:</p> <ul style="list-style-type: none"> • welcoming local residents and members of our wider community into our buildings to participate in lectures, conferences and wide-ranging, cultural and sporting events, to use our facilities, and to take-up lifelong learning opportunities • engaging positively with local councils and local bodies and other key partners over a range of issues, including strategic, economic, social and local planning, • demonstrating our view that public engagement is a key element of our purpose, linked to research impact, by promoting, recognising and celebrating success in this area • providing expert contributions to public debate and policy-making, and leading the engagement in Pokhara and the country • encouraging individuals and teams of faculties, staffs and students to participate in sporting events and other forms of competitions and to undertake volunteering activities • recognising the contribution of our former students, and increasing the extent and depth of the engagement of our alumni and associate friends through Alumni Cell of the college • promoting the colleges' achievements, both locally and globally.
<p>KPI</p> <p>9.0 Increasing physical and virtual presence through community engagement programs at least by 5% per year</p> <p>Target</p> <p>9.1 Increase the number of active alumni engagements with the college through the Alumni Services website, social media and e-newsletters, community interactions</p>

**Social responsibility and contribution**

In this strategic premise we set out our approach to embedding the principles of social responsibility and contribution that ultimately will pave sustainability across the schools' activities and leads to a sustainable future.

Aim

To create the conditions under which our students, staff and the wider community are inspired and supported to engage with and contribute to social responsibility and sustainability across the University and beyond.

Objectives

To meet our aim we will:

- minimise our environmental impact
- maximise our contribution to society
- have infrastructure which is developed and, where possible, operates to meet national and international environmental sustainability and social responsibility objectives
- exhibit high ethical standards
- balance our community's desire for around-the-clock access to responsive infrastructure.

Strategies

We will achieve our objectives by:

- embedding our commitment to social responsibility and sustainability in our curricula, policies, strategies and procedures
- motivating all members of the schools' community to become effective advocates who actively support best practice, innovation and leadership with regard to social responsibility and sustainability
- offering every student opportunities to study the broader aspects of current global challenges, social responsibility and sustainability, and to explore in depth how their chosen subjects relate to them
- demonstrating and reporting our main social, environmental and economic impacts
- recognising and sharing our current expertise, opportunities, activity and achievements relating to social responsibility, sustainability and the global challenges
- managing our physical infrastructure and the procurement of goods and services in ways that maximise efficiency and effectiveness while minimising social, environmental and other impacts
- applying sustainable development guidelines and adopting appropriate standards for improved environmental performance
- facilitating sustainable and active travel between the different parts of our dispersed estate and promoting more sustainable modes of business travel
- partnering with state and central government in consolidating our commitment to contribute in meeting the regional and national employment challenge through promotion of equal employment opportunity.

KPI

10.0 Increasing proportion of socially responsible actions with 2% a year in budgetary planning

Target

10.1 Work for paperless environment and increase the budget of green landscaping in and around the neighbours of the college.



Alliances
<i>This strategic premise sets out our approach for attaining our strategic goals through the pursuit of alliances, strategic partnerships and collaborations.</i>
Aim To develop long-term productive alliances, partnerships and collaborations that augments the local and international standing of the college
Objectives To meet our aim we will: <ul style="list-style-type: none">• position ourselves to create and seize partnership opportunities at the frontiers of new knowledge in research and innovation• enhance our research capacity and competitiveness through local and global alliances• generate mutually beneficial sustainable outcomes• secure more efficient use of resources• contribute to national priorities for teaching and research.
Strategies We will achieve our objectives by: <ul style="list-style-type: none">• developing, and deriving benefits from, local and international strategic partnerships and collaborations with other leading colleges and universities, the commercial sector, and governmental and civil society organisations, which are built on excellence and driven by shared academic interest• deepening our established relationships with research pooling partners and other local institutions and businesses• hosting new, and developing existing, research centres , incubation centres and cutting-edge facilities of national and international significance for promoting research and innovation• striving for external expertise and participation in national and international academic and social networks• exploring opportunities to collaborate and share activities, services, and facilities internally, across institutional boundaries, and with commercial partners, where mutual benefits can be realised.
KPI 11.0 Increasing the number of our research publications which are internationally co-authored in journal of repute
Target 11.1 Increase our number of participant students in programmes jointly operated with international partners by at least 20%

**Equality and widening participation**

In this strategic premise we set out our approach to embedding the principles of equality, inclusion and diversity throughout our community and our commitment to widening participation.

Aim

To create and maintain a diverse community of students and staff, thereby enriching the learning, working and social experience for all and demonstrating our commitment to social justice.

Objectives

To meet our aim we will:

- admit the best students from a wide range of backgrounds through the application of rigorous entrance examination
- embed equality, inclusion and diversity as fundamental principles throughout our community by following the University's guideline of inclusion
- foster a culture which permits freedom of thought and expression within a framework of mutual respect
- strive to ensure that no student is deterred from entering the school by financial barriers
- enable students from under-represented groups or minorities to fully embrace their University experience, successfully complete their programme of study and expand their ambitions and employment opportunities.

Strategies

We will achieve our objectives by:

- protecting and celebrating diversity as a defining element
- ensuring that faculties and staffs have appropriate training and information in equality areas to prevent discrimination, make reasonable adjustments, and promote equality of opportunity
- ensuring staff and students with particular needs have access to appropriate facilities and support
- raising engagement and aspirations in individuals from minority groups, broadening the base of our applicant pool and scholarships
- orientating prospective students to the challenges and opportunities of higher education experience, through our targeted outreach work and on-school events
- developing flexible entry and exit routes for students
- taking context and individual circumstances into account when identifying students with the best potential to succeed, through our fair, clear and transparent admissions policy
- fully supporting our students in their learning and career planning, and in their living environment within the school and University, so that they achieve a good outcome from their studies
- providing, and raising awareness of our access to scholarships and searching of scholarship funds through philanthropic giving from renowned organizations

KPI

12.0 Increase the proportion of graduate and undergraduate entrants from under-represented and minority groups

Targets

12.1 Converge on our participation benchmarks for under-represented and minority groups

12.2 Increase the proportion of female employees appointments and their promotion to lecturer, reader and professor levels



Conclusion

These strategic premises, strategic implementations or enablers and goals we have formulated all aim to promote and improve functions of our faculties, staffs and stakeholders who manage them and lead towards the achievement of the vision of our school. These strategies are opportunities and alternatives that focuses to serve our organizations' best needs and interests and brings focal attention on serving our students and community in a more proactive and productive way, and to enhance the positive image of School of business and in the delivery of excellence in academic and support services to all our stakeholders.

To be successful in the implementation of this plan School of Business must provide ongoing support to the strategic goals as well as the strategic implementations or enablers and prepare an effective system that promotes better health of strategic premises by aligning these with the planning process of the University. All internal and external stakeholders must be committed to:

- Review, identify, define and report on the determined KPI metrics contained in the Strategic Plan.
- Participate in the collection, review and evaluation of all the parameters and targets set in each of the strategic premises and implementations.
- Identify and evaluate alternative strategies supporting reallocations contained in the plan.
- Participate in a school-wise and University-wide departmental data project/s and debates or planning in order to provide a consistent view of selected strategic planning and accurate assessment of information.

Generating new information and refining existing measures are vital to monitoring our progress toward strategic plan goals. New views and revisions presented and reviewed in a consistent fashion is essential for strategic revisions of the goals, objectives and plans included here. As a result, majority of our processes will be enhanced and errors will be minimized and focused service to the sustainability and competitiveness towards the school will improve.