

**The ministry of higher education**

**University of Warith Al-Anbiyaa**

**College of nursing**



# **Strategic Plan**

**2025-2021**

## **Preparation Committee**

**Prof.dr Murtada Ghanem Adai Kitab**

**Assis Prof.dr Nassim Samir Saker**

**Dr . Zahraa Abd Ali**

# Content

Subject
Dean's Message
Preparation Committee Message
Features of the College of Nursing
Organizational Structure
Main Elements of the Strategy
1. Vision
2. Mission
3. Objectives
4. Governing Values
5. Analysis of the Current Reality of the College of Nursing
6. Strategic Objectives
7. Implementation and Follow-up Plan
Appendices
Appendix 1: College Formations
Appendix 2: Pictures of the College's Infrastructure

## **Dean's Message**

Since its establishment in 2017, the College of Nursing at the University of Warith Al-Anbiyaa has shouldered a significant responsibility towards community health by building and preparing highly qualified nursing staff through its academic and training programs for students. The college aims to equip students with the necessary skills and knowledge based on a solid scientific foundation in nursing science. The goal is to prepare a generation of university nurses capable of contributing to the development of the nursing profession in health institutions and providing high-quality services through a university education methodology. The college has derived its broad plans from the strategic goals set by the university, aspiring to be one of the leading nursing colleges at the national and regional levels in developing nursing science, scientific research, and community service. This is achieved through the application of a scientific curriculum and the provision of an exemplary educational environment that contributes to the development of the nursing profession. The college directs a significant portion of its attention and focus on the importance of conducting sound applied scientific research by its faculty members and dedicating research results towards meeting the needs of society and addressing its problems according to priority.



## **Preparation Committee Message**

In light of the ongoing development in global and local university education, and within the framework of the care given by the University of Warith Al-Anbiyaa to develop university education within its institutions, setting a vision for the future of the College of Nursing is considered the starting point that can be relied upon as a scientific approach based on facts rather than wishes. This approach helps implement the university's goals within the strategic plan. The primary objective of the plan is to keep pace with global academic and technological development and align academic programs with the changing job market requirements. The goal is to reach a high-quality higher education system capable of preparing human cadres with a polished and integrated personality, characterized by a sense of responsibility and genuine belonging, and capable of keeping up with the developments of knowledge. This meets the current and future needs of society and aligns with achieving economic, social, and national development. The inevitability of change will lead to achieving goals, and the ability to learn from past experiences will lead to a better future. The future vision of the college's strategic plan has been determined, deriving its objectives from the vision, mission, and goals of the esteemed university. All hopes are placed on the concerted efforts of the college's members to turn this strategic dream into a tangible reality.

### **1. Features of the College of Nursing**

#### **1.1 Establishment and Development**

The College of Nursing was established at the University of Warith Al-Anbiyaa in 2017 as one of the pioneering projects of the Holy Hussaini Shrine. This college officially became affiliated with the Ministry of Higher Education and Scientific Research. The idea behind establishing the

college stemmed from the need to create a developed scientific edifice that meets the needs of health institutions in Karbala Governorate in particular, and Iraq in general. This college aims to prepare nursing staff with high scientific and practical competence, in line with scientific and technological development, and commensurate with the need to provide advanced health services that promote and maintain the health of individuals, families, and society.

## **1.2 College Branches**

The College of Nursing includes seven scientific branches: Fundamentals of Nursing, Adult Nursing, Maternal and Newborn Health Nursing, Child Nursing, Mental and Psychiatric Health Nursing, Community Health Nursing, and Basic Sciences. The duration of study at the College of Nursing is four years, after which the graduate is awarded a Bachelor of Science in Nursing. The graduate is prepared to work in all healthcare institutions.

## **1.3 College Students**

The College of Nursing enjoys general acceptance among students and a strong desire to enroll in it due to its good reputation in academic circles across the country. The college includes students from all Iraqi governorates. In general, this student diversity helps create a college with multiple cultures, allowing its students a high degree of cultural diversity that enriches the educational process and the sharing of experiences.

## **1.4 Number of Students**

The College of Nursing has a total of 100 students.

## **1.5 College Infrastructure**

The College of Nursing possesses a supportive infrastructure for the educational process, established over the years of its history. This includes offices, lecture halls, and advanced scientific laboratories that meet the requirements of the educational process. It can be summarized as follows:

### **Scientific Laboratories**

- **Nursing Laboratories:** Currently, there are three laboratories serving the first and second academic years. Work is underway to complete other laboratories for the third and fourth academic years. The laboratories are contemporary and meet the conditions of the laboratory quality system of the Ministry of Higher Education. Each laboratory can accommodate up to 20 students and is equipped with electronic educational technologies, modern means of illustration, and multiple educational simulations that meet the training requirements for most of the prescribed nursing skills and experiences. The teaching method in them is contemporary, based on checklists, teacher practice, feedback, and documentation in the logbook. The laboratories are:
  - (a) Fundamentals of Nursing Laboratory
  - (b) Adult Nursing Laboratory
- **Basic Medical Sciences Laboratories:** Currently, there are four laboratories serving the first and second academic years. The laboratories are contemporary and meet the conditions of the laboratory quality system of the Ministry of Higher Education. Each laboratory can accommodate up to 20 students and is equipped with electronic

educational technologies, modern means of illustration, and multiple educational simulations that meet the training requirements for most of the prescribed nursing skills and experiences. The teaching method in them is contemporary, based on checklists, teacher practice, feedback, and documentation in the logbook. The laboratories are:

- (a) Anatomy Laboratory
- (b) Physiology Laboratory
- (c) Microbiology Laboratory
- (d) Clinical Chemistry Laboratory

### **Computer Laboratory**

The computer laboratory at the College of Nursing at the University of Warith Al-Anbiyaa is one of the important laboratories in the college. This is due to its importance in providing students with sufficient information and expertise in the field of software, networks, and information technology. It is considered a distinguished scientific edifice in its programs and scientific research, as well as an electronic educational platform. The College of Nursing attaches special importance to e-learning and electronic exams, which develop students in the field of information technology needed during their educational journey. Due to the great importance that educational institutions place on computer laboratories, the laboratory has been equipped with the latest devices with high capabilities to deal with all educational, research, and scientific requirements. This is to ensure that the college graduates a generation capable of keeping pace with development and information technology in the field of work, both in the private and public sectors.

### **1.6 Learning Outcomes**

A university nurse possessing scientific and practical qualifications to work in all healthcare institutions and provide high-quality health services.

## **3. Main Elements of the Strategy**

### **Vision**

Within the vision of the University of Warith Al-Anbiyaa, the college seeks outcomes that combine the values of the Islamic faith with contemporary professional values in scientific and technical quality and professional ethics. The ambition is to support and improve health services in society.

### **Mission**

The college's mission is to be a national model in developing nursing services through excellence and innovation in nursing education, leadership, modern scientific curricula, research, and direct practical training.

### **Objectives**

Through adherence to the principles of the Islamic faith, scientific modernity, cultural exchange, and twinning with prestigious universities, the College of Nursing aims to:

1. Adopt an integrated and contemporary curriculum that is periodically updated, along with modern teaching methods and effective academic guidance.
2. Provide adequate training opportunities to deliver effective professional nursing services.
3. Develop research, education, and supervision skills.
4. Train students on logical and critical thinking.
5. Provide reliable care to individuals, families, and the community in health and illness.
6. Adhere to national, social, ethical principles, honesty, and integrity in work.
7. Develop communication and understanding skills.
8. Develop teamwork spirit by working together and with health teams.
9. Develop leadership qualities and decision-making abilities.

#### **4. Governing Values**

- Integrating the concept of total quality and continuous nursing education into the educational system.
- Authenticity and Modernity: The College of Nursing is committed to the constants of the cultural heritage of society, along with contemporary scientific and cultural openness.
- Enhancing the sense of institutional belonging.
- Achieving the principle of equality and equal opportunities in education.

#### **5. Rewarding Distinguished Performance**

The positive behavior of college members, including faculty, staff, and students, must be supported through plans that support distinguished performance. This is achieved through programs aimed at rewarding faculty, staff, and students.

## **6. Teamwork**

The combined efforts of individuals involved in the educational process at the college achieve the desired goals that cannot be achieved by one party alone. This is achieved by activating the role of specialized committees with diverse scientific backgrounds.

## **5. Analysis of the Current Reality of the College of Nursing**

Analyzing the current reality of the College of Nursing based on the SWOT analysis aims to identify strengths and weaknesses, and to understand environmental conditions and surrounding elements, including opportunities and challenges, and their impact on the college's ability to implement the strategic plan and achieve the desired goals. Identifying strengths and working on developing them, studying available opportunities and the possibility of investing in them, addressing weaknesses and challenges, and working to mitigate their negative effects enhance the chances of success for the strategic plan.

### **First: Strengths**

1. The presence of specific and clear criteria for admitting students.
2. Supporting the educational process for training and supervision.
3. Providing an educational environment that aligns with the requirements of labor market outcomes.
4. Encouraging cooperation and integration between college departments and working in a team spirit.
5. The presence of a group of distinguished faculty members known for their scientific excellence.
6. The presence of administrative leaders with long experience.
7. The availability of teaching hospitals affiliated with the university.
8. The availability of modern scientific laboratories.
9. Continuous updating of the scientific content of academic courses.
10. Coordination with the Karbala Health Department regarding clinical student training.

### **Second: Weaknesses**

1. A shortage of faculty members in some specializations and their disproportion with the number of students.
2. The lack of fixed mechanisms adopted for evaluating academic programs at the end of each academic year.
3. Some academic courses focus on theoretical knowledge more than practical application.
4. Weakness of media activity in the college.
5. Inflation in the shares of some faculty members in some specializations and their disproportion with the number of students.
6. Weak coordination and the absence of weekly leave to support research activity.
7. Weakness of students' level in English, which is the adopted language of study.
8. Delay in issuing some ministerial circulars and decisions.
9. Delay in issuing the results of admission of first-stage students.
10. Lack of providing local or international courses for faculty development.

### **Third: Opportunities**

1. The availability of a high budget for the university, which the college can benefit from in supporting and financing academic programs and projects.
2. The availability of the recruitment program at the university, which enables the college to attract distinguished scientific competencies.
3. The growing needs of the labor market for highly qualified graduates.
4. The possibility of signing agreements with several health authorities to improve the clinical performance of students.
5. Horizontal expansion in the university's colleges.
6. The distinguished geographical location of the University of Warith Al-Anbiyaa.
7. The possibility of student exchange with other universities to exchange experiences.
8. Facilities and encouragement from the university to participate in local and international conferences.
9. Forming joint research teams with the governmental University of Karbala.

### **Fourth: Challenges**

1. A high degree of competition among local colleges to attract and recruit outstanding competencies.
2. Incomplete infrastructure of the college and other facilities, and insufficient scientific equipment.
3. The need to keep up with the diversity of modern teaching methods in the age of knowledge and renewable information.
4. Increased annual cost of clinical student training.
5. The continuation of the Corona pandemic, which hinders clinical student training.
6. Lack of independence of the college's decision in annual practical training plans.
7. Lack of a permanent committee to follow up on graduates in the labor market.

## **6. Strategic Objectives**

1. Raising the efficiency of institutional performance to improve the college's competitive position.
2. Supporting the building of bridges of academic communication inside and outside the country.
3. Building effective partnerships with community institutions.
4. Creating an attractive educational environment that encourages creativity and excellence.
5. Providing pioneering academic programs according to the standards of total quality.

### **Vision**

To be a leading nursing college at the national and regional levels in developing nursing science, scientific research, and community service.

### **Mission**

To prepare a generation of university nurses capable of contributing to the development of the nursing profession in health institutions and providing high-quality services through a university education methodology.



## **Objectives**

1. Adopt an integrated and contemporary curriculum that is periodically updated, along with modern teaching methods and effective academic guidance.
2. Provide adequate training opportunities to deliver effective professional nursing services.
3. Develop research, education, and supervision skills.
4. Train students on logical and critical thinking.
5. Provide reliable care to individuals, families, and the community in health and illness.
6. Adhere to national, social, ethical principles, honesty, and integrity in work.
7. Develop communication and understanding skills.
8. Develop teamwork spirit by working together and with health teams.
9. Develop leadership qualities and decision-making abilities.