



The Strategic Plan

(2025-2030)

College of Pharmacy

University of Baghdad

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1-Dean's Message (from the website)



As the dean of the College of Pharmacy University of Baghdad, I, Professor Dr. Sarmed H Alkhateeb, have the pleasure of announcing the strategic plan of the University of Baghdad, College of Pharmacy (UoB COPharm) 2025-2030.

Since its foundation in 1936, the UoB COPharm was and still a leading pharmacy college in Iraq. It supplies the country with competent pharmacists capable of providing services in the different areas of pharmacy practice. The college maintain its pioneering status through highly qualified faculty members, well equipped facilities, and carefully designed and skilfully implemented curriculum. The UoB COPharm adheres to national and international academic standards. The college has recently acquired the national accreditation status by NCAPC as a major milestone toward excellence in education. The UoB COPharm excels in research through its large graduate program and continuous faculty efforts.

The strategic plan revolves around the college vision in maintaining its leadership and distinction in preparing successful and authoritative pharmacists to work in health institutions, developing health care sciences and scientific research. The strategic plan aligns with the college mission to provide high-quality education and training with the latest and multidisciplinary means to prepare pharmacists and pharmaceutical scientists with high scientific and professional capabilities and skills to be leaders in their specialties able to

spread health culture and provide the best society health care, as well as develop scientific research for the welfare of society and human health.

The strategic plan covers ten main directions. Those are the academic program, the teaching staff, the administrative staff, sustainable financial resources, research, academic reputation, accreditation, community engagement, diversity and inclusivity, and environmental care.

The strategic plan set for the college takes into consideration existing resources and opportunities, prospective plans for development and empowerment, and the changing landscape of pharmacy education and practice. Additionally, possible challenges were thoughtfully considered to minimize their impact on the strategic plan implementation.

Our strategic plan was developed through collaboration with key stakeholders, including faculty, staff, students, alumni, and community partners, to ensure it reflects diverse perspectives and addresses the needs of our entire college community.

Professor Dr. Sarmad H. Kathem Al-Khateeb

Dean

2-Strategic Plan Committee

Prof. Dr. Sarmed Hashem Kadhem – Chairman

Prof. Dr. Munaf Hashem Abdul Razzag – Member

Assistant Prof. Dr. Khalid Kadhem Abd – Member

Assistant Prof. Dr. Fadia Thamir Ahmed – Member

Assistant Prof. Dr. Kawthar Khalid Ahmed – Member

Dr. Kawthar Faris Nasser – Member

Ms. Shifa Obeid Mohsen – Member

Mr. Waseem Jamal Ibrahim – Member

Alaa Ammar Tariq – Student Member

Alhassan Anwar – Student Member

3-Overview of the College of Pharmacy, University of Baghdad

The College of Pharmacy was established in 1936 due to the urgent need to prepare pharmacists and chemists with the scientific and technical competence to provide pharmaceutical services and chemical analysis in Iraq. Initially, it operated in a temporary building annexed to the Royal Hospital, and the first batch of graduates (12 students) received the title of "Pharmaceutical Chemist."

In 1947/1948, a scientific branch for the study of chemistry was introduced, leading to the awarding of a Bachelor's degree. The college was officially named the College of Pharmacy and Royal Chemistry until 1958/1959 when it became part of the University of Baghdad, having previously been affiliated with the Directorate of Public Health in the Ministry of the Interior, then the Ministry of Social Affairs, and the Ministry of Health during the earlier years.

In 1959/1960, in line with the degrees granted by the University of Baghdad, the degree awarded to the college's graduates became the Bachelor of Science in Pharmacy. In 1972/1973, graduate studies were introduced, offering a Master's degree in four scientific fields: pharmaceutical chemistry, pharmacognosy, toxicology, and pharmaceuticals. In 1975/1976, a doctoral program in pharmaceutical chemistry was introduced, and in 1979/1980, the college adopted the semester system for its studies.

To keep up with scientific and global developments, a clinical laboratory sciences branch was introduced in 1984, and a clinical pharmacy branch was added in 1993. As a result, the college now offers six scientific branches: pharmaceutical chemistry, pharmaceuticals, pharmacognosy, pharmaceuticals and toxicology, clinical laboratory sciences, and clinical pharmacy.

College Website in Arabic: <https://copharm.uobaghdad.edu.iq>

College Website in English: <https://en.copharm.uobaghdad.edu.iq>

Establishment Date: 1936

Study Start Date: 1936

Graduation Date of First cohort: 1940

Institution Address: Iraq / Baghdad / Bab Al-Muadham / Bab Al-Muadham College Complex

4-College Council

Assistant Prof. Dr. Sarmad Hashem Kadhem – Chairman of the Council, Dean

Prof. Dr. Munaf Hashem Abdul Razzaq – Member, assistant Dean for Scientific Affairs and Students

Assistant Prof. Dr. Shihab Hattab Mutlak – Member, assistant Dean for Administrative Affairs

Assistant Prof. Dr. Mohammed Hassan Mohammed – Member, Head of the Pharmaceutical Chemistry and Pharmaceuticals & Toxicology Branches

Prof. Dr. Shatha Hussein Ali – Member, Head of the Clinical Laboratory Sciences Branch

Assistant Prof. Dr. Hanan Jalal Naoum – Member, Head of the Pharmaceutics Branch

Assistant Prof. Dr. Samer Imad Mohammed – Member, Head of the Clinical Pharmacy Branch

Assistant Prof. Dr. Khalid Kadhem Abd – Member, Head of the Pharmacognosy and Medicinal Plants Branch

Lecturer Dr. Muthanna Saadi Farhan – Representative of the Iraqi Academics Syndicate

Ms. Shaimaa Louay Abdulhadi – Council Secretary

الهيكل التنظيمي لكلية الصيدلة لغاية 2024/5/



6-Steps for Preparing the Strategic Plan and Timeline

Preparing a strategic plan for educational institutions and implementing it according to a specific timeline, while assigning responsible parties for each section, is crucial. The College of Pharmacy, University of Baghdad, has consistently developed action plans to improve academic performance and enhance the outcomes of the educational process. This is done by preparing self-assessment reports to identify strengths and weaknesses and by devising plans for improvement, which are implemented within specified timeframes.

The process of analyzing activities, events, educational, research, and administrative outputs, among others, is the first step in determining the institution's current position and charting its future course by identifying performance errors and weaknesses. The second step involves preparing plans to improve performance and initiating their implementation, along with strengthening its strengths and leveraging available opportunities.

A committee for preparing the strategic plan was formed by administrative order No. (601) on 24/1/2024 and the supplementary administrative order No. (2246) on 19/3/2024 to prepare and follow up on the implementation of the strategic plan. The committee held regular meetings to address issues and strategic directions for executing the plan. The committee also began diagnosing and analyzing weaknesses and challenges, proposing possible solutions to address them, as well as enhancing strengths and available opportunities for optimal benefit.

7- Vision, Mission, and Goals of the College of Pharmacy, University of Baghdad

College Vision:

The college strives to remain a leader and distinguished in preparing outstanding pharmacists to work in healthcare institutions and contribute to the development of healthcare and scientific research.

College Mission:

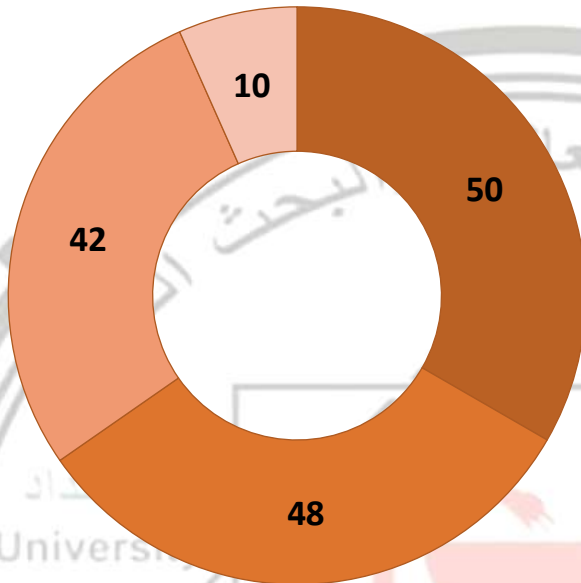
The College of Pharmacy is an educational and research institution of public benefit, dedicated to human health. The college is committed to providing high-quality, multidisciplinary education and training using the latest methods to prepare pharmacists and pharmaceutical scientists with high scientific and professional capabilities. These professionals are able to become leaders in their specialties, capable of promoting health culture and providing the best pharmaceutical care to society, in addition to their important role in advancing scientific research for the well-being of the community and human health.

General Goals of the College:

- Provide the highest levels of knowledge and skills, encouraging students to use the latest educational tools.
- Prepare qualified pharmacists and pharmaceutical scientists to work in healthcare institutions, community pharmacies, pharmaceutical laboratories, clinical analysis labs, pharmaceutical factories, and pharmaceutical marketing companies.
- Develop the role of pharmacists as a vital and active part of the healthcare team.
- Enhance the quality of education, scientific research, and pharmaceutical practice to achieve the best international standards.

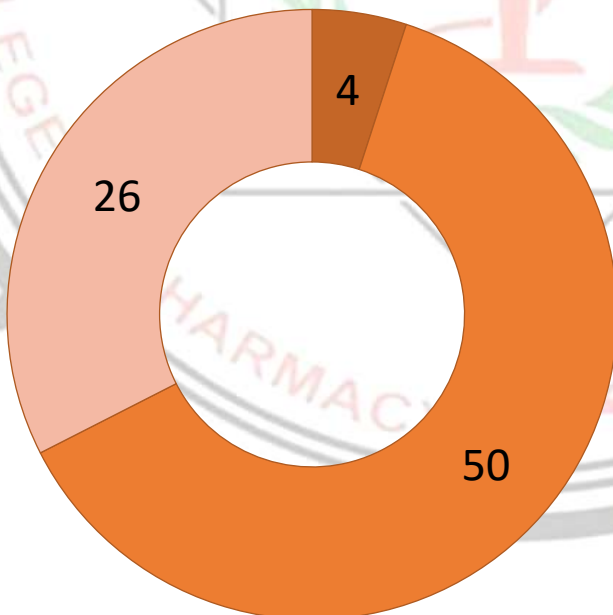
- Strive to make the college stand out among colleges in the region and worldwide.
- Provide scientific and professional consultations to ministries, state institutions, and the private sector.
- Contribute effectively to spreading awareness and health culture in society.
- Prepare postgraduate programs (Master's, Ph.D.) to supply Iraqi universities and community institutions with teaching staff and experts in various pharmaceutical specialties, qualified to lead and develop their institutions.
- Conduct scientific research in various pharmaceutical sciences, organize conferences, seminars, and discussion forums, and work on linking undergraduate and graduate education with real-world applications to meet community needs and national development plans.
- Collaborate with local and international educational, research, industrial, and commercial institutions to achieve the college's goals.

8-Infrastructure (Teaching Staff – Technical and Administrative Staff – Classrooms and Laboratories



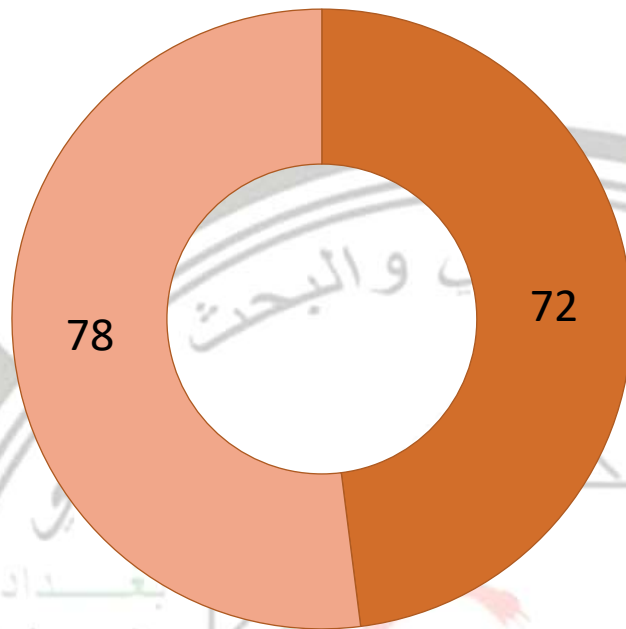
Teaching Staff
Total Number: 150

Assistant
Lecturer
Lecturer
Assistant prof.
Proffesor

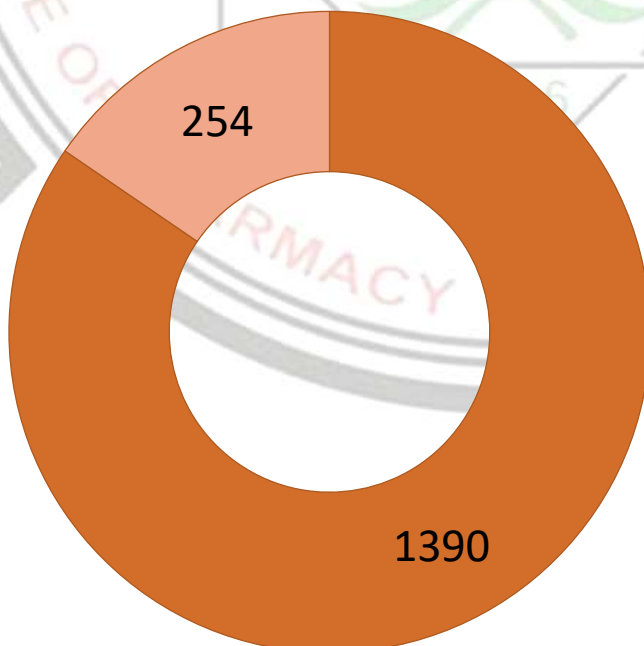


Postgraduate Level
Graduated 80

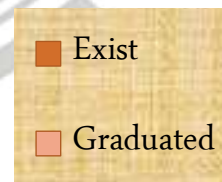
Diploma
MSc
PhD

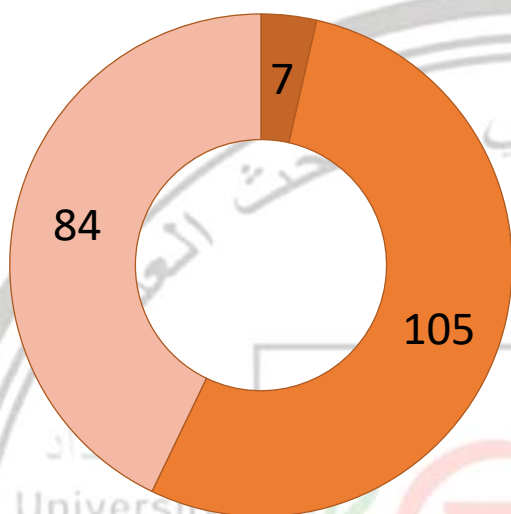


Teaching Staff
Total Number: 150

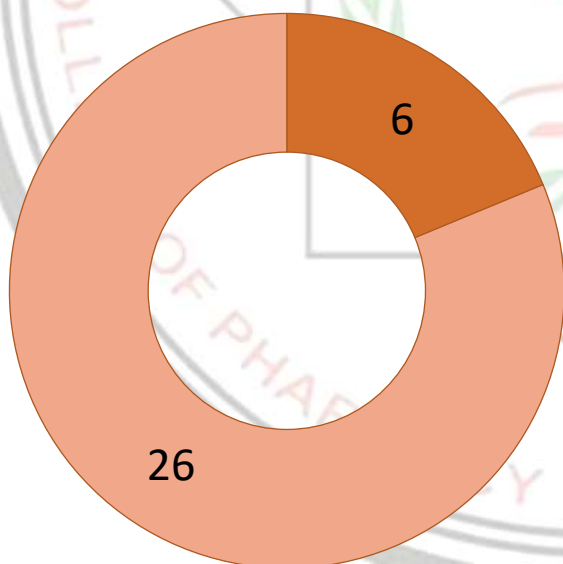
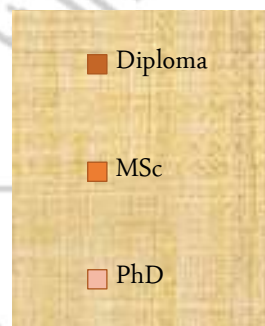


Undergraduate Level

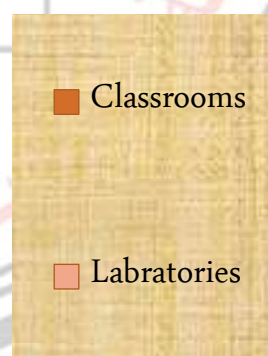




Postgraduate Level
Exist ١٩٦



Classrooms 6
Labratories 26



9. Strategic Directions of the College of Pharmacy, University of Baghdad

1. Developing and Updating Academic Programs at the College:

The College of Pharmacy, University of Baghdad, places great importance on the adequacy of its academic programs, ensuring they align with and achieve the college's vision, mission, and goals. Currently, the College of Pharmacy offers fourteen academic programs, including both undergraduate and graduate studies. Like other professions, pharmacy is undergoing changes in the labor market's needs, which requires academic programs to keep up with these demands through continuous review. Furthermore, educational institutions are experiencing rapid growth in teaching methods and technologies. The development of academic programs includes the continuous review of curricula, teaching methods, and assessment tools to ensure the desired learning outcomes.

2. Enhancing the Performance of the Teaching Staff at the College:

To achieve an outstanding academic program, it is essential to have teaching staff with exceptional capabilities, diverse skills, and high performance, who believe in their critical role in achieving the academic program's goals. Enhancing the performance of the teaching staff involves balancing existing abilities with the potential for development, through providing opportunities for training, development, and various incentives that foster initiative and self-development.

3. Developing Administrative Staff capabilities and Improving the Administrative System at the College:

Developing and improving the administrative system at the college is just as important as enhancing the capabilities of the teaching staff. Having a capable administrative staff who are well-versed in their job duties and familiar with the details and procedures of work helps create an environment that supports progress and growth, positively reflecting on the performance of the faculty and students. The College of Pharmacy, University of Baghdad, strives to achieve flexible work patterns and move towards electronic governance.

4. Developing the Infrastructure and Achieving Sustainable Financial Resources:

The College of Pharmacy, University of Baghdad, strives to create a suitable working, studying, and research environment for its users, including students, faculty, staff, and all beneficiaries of the college's services. This is achieved by developing, equipping, and

rehabilitating the college's facilities, along with the prudent management and development of financial resources.

5. Developing Research and Scientific Publishing:

The college continuously works to advance in the field of research and scientific publishing, aiming to achieve high rankings in local, Arab, and international classifications.

6. Achieving Excellence and Enhancing the Academic Reputation:

The College of Pharmacy, University of Baghdad, believes in the importance of continuously striving to maintain the historical legacy of the college and its distinguished academic reputation locally and regionally.

7. Achieving Quality Education Requirements and Academic Accreditation:

The College of Pharmacy, University of Baghdad, works on improving quality management methods and obtaining programmatic accreditation for its academic programs.

8. Promoting Voluntary and Community Activities:

The college seeks to implement its policy of encouraging voluntary work and various charitable activities through community initiatives, campaigns, and extracurricular volunteer activities. These efforts aim to deepen the spirit of citizenship and solidarity and enhance teamwork to achieve social goals and improve healthcare.

9. Promoting Diversity and Inclusivity in the Academic and Research Environment:

The College of Pharmacy, University of Baghdad, is committed to fostering an inclusive environment that respects diverse backgrounds and experiences. This is achieved by connecting the college with the local community and various local institutions and by creating partnerships with reputable global universities. The college supports students' cultural, sports, artistic, and operational talents.

10. Environmental Care (Sustainable Development):

The College of Pharmacy strives to contribute to environmental preservation by focusing on green spaces, reducing pollution, increasing reliance on clean energy, and organizing volunteer activities to enhance environmental responsibility and conservation.

10. Analysis of the Current Situation of the College of Pharmacy – University of Baghdad

The assessment of the current situation is based on the results of the college's self-assessment study, including the results of the SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats). This analysis provides a realistic view of the current state of the college in all its aspects, the challenges faced in implementing the strategy, and ways to confront and positively deal with them.

In light of the increasing challenges faced by pharmacy colleges, strategic planning has become an urgent necessity. Rapid changes in the external environment require the development of clear future visions and the establishment of comprehensive action plans to enhance the ability to compete and achieve academic and research excellence.

Strengths:

1. The college's distinguished and long-standing academic and research reputation.
2. Availability of a distinguished teaching staff in both core and supportive specializations.
3. A culture of excellence and striving for the advancement of the college.
4. Availability of human resources that can enhance the college's potential for improvement.
5. The college has a website providing access to services for its beneficiaries.
6. The college maintains active pages on social media platforms.
7. The college has received program accreditation.
8. Ongoing support from the university and its continuous effort to ensure quality and improve all its sectors.
9. The college is connected to a wide network of academic relationships with local and international universities.
10. The college has extensive scientific relationships with various local institutions and ministries.
11. The college offers the largest graduate program in pharmacy in Iraq.
12. A wide range of academic programs offered by the college in both undergraduate and graduate studies.

Weaknesses:

1. Weak financial funding and spending constraints.
2. Centralized hiring, limiting the college's ability to attract specialized administrative staff.
3. Weak connection between the academic program and the job market requirements.
4. Limited use of educational technology by the teaching staff.
5. Inadequate evaluation systems for teaching staff.
6. Weak e-governance in administration.
7. Weak communication with graduates.

Opportunities:

1. Community trust in the teaching staff and the college's outputs.
2. Benefit from the strategic planning of the University of Baghdad.
3. Support from the ministry and university in implementing the strategy, along with stakeholder solidarity.
4. Growing partnerships between the college and both public and private sectors.
5. Signing memorandums of understanding between the University of Baghdad and global universities.
6. Utilizing scientific research and educational programs to serve the community.

Threats:

1. Continuous updates of regulations and instructions from the ministry.
2. Lack of proper funding allocations specifically for supporting scientific research.
3. Relying on high school grades for student admission without the college's authority to determine the qualifications of accepted students.
4. Administrative complexity in obtaining approvals for local and international agreements and partnerships.
5. Changes in the job market and opportunities for employment after graduation.

11. Strategic Directions for the College of Pharmacy, University of Baghdad: Work Plan, Responsible Entities, and Performance Indicators

1. Developing and Updating Academic Programs in the College

The College of Pharmacy, University of Baghdad, places a high priority on ensuring the adequacy of its academic programs to align with its vision, mission, and objectives. Currently, the college offers fourteen academic programs, spanning both undergraduate and graduate studies. The field of pharmacy, like many other disciplines, is undergoing changes in the needs of the job market, which necessitates continuous adaptation of academic programs to meet these demands.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Updating Curricula for All Specializations	Updating Graduate Program Curricula	2025	-College Council -Scientific Committees	-Vice Dean for Scientific Affairs and Students - Scientific Committees in the Academic Departments	☑ Reports from the Evaluation and Assessment Committee External Examiner's Report
	Updating of Undergraduate Program Curricula	2030-2025	College Council Scientific Committees	Vice Dean for Scientific Affairs and Students Scientific Departments	Self-Assessment Questionnaires
Developing Academic Program Description Skills	Preparation and Update of the Academic Program Description for Each Study Program and Its Review	Annually	Scientific Committees in the Academic Departments	Heads of Academic Departments Quality Assurance Unit	Self-Evaluation Questionnaires Iraqi University Ranking Indicators

2. Enhancing the Performance of the Faculty Members

Achieving an outstanding academic program requires a teaching staff with exceptional capabilities, diverse skills, and high performance, all of whom understand their vital role in achieving the goals of the academic program. Enhancing the performance of faculty members involves balancing existing competencies with opportunities for development, and fostering continuous improvement.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Development of modern teaching skills based on the college's capabilities Establishing virtual training laboratories for clinical skills	Developing faculty skills in modern teaching methods	Ongoing	Continuing Education Unit	Studies and Planning Department, Associate Dean for Scientific Affairs and Students	Number of workshops held, Number of faculty members participating in the workshops
	2026	Clinical Pharmacy Department	Associate Dean for Scientific Affairs and Students	Self-assessment surveys	
Developing persuasion and influence skills based on the college's capabilities Developing skills in dealing with students through training workshops	Enhancing faculty persuasion skills through training workshops	Ongoing	Continuing Education Unit	Studies and Planning Department, Associate Dean for Scientific Affairs and Students	Number of workshops held, Number of faculty members participating in the workshops
	Ongoing	Continuing Education Unit, Psychological Counseling and Educational Guidance Unit	Studies and Planning Department, Associate Dean for Scientific Affairs and Students	Number of workshops held, Number of faculty members participating in the workshops	

Filling vacancies in the teaching staff	Granting study leave based on specialized fields	Ongoing	Scientific Departments, Graduate Studies Department	College Deanship	Number of faculty members with higher degrees in various specializations
Developing skills in coordination with global universities and UN development programs	Seeking communication with global universities in development programs to develop skills	Ongoing	Continuing Education Unit, Scholarships and Cultural Relations Unit	Associate Dean for Scientific Affairs and Students, Quality Assurance Department	Number of workshops held, Number of faculty members participating in the workshops

3. Developing Administrative Staff capabilities and Improving the Administrative System at the College:

Developing and qualifying the administrative system at the college is just as important as enhancing the capabilities of the teaching staff. Having a well-equipped administrative team that is skilled in performing their duties and aware of work details and procedures contributes to creating an environment that supports progress and growth, positively impacting the performance of the teaching staff and students. The College of Pharmacy at the University of Baghdad aims to achieve flexible work models and move toward electronic governance.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Developing Functional Staff	Training administrative staff	Ongoing	Associate Dean for Administrative Affairs	Planning and Studies Division, Associate Dean for Administrative Affairs	Number of training activities conducted
Restructuring Human Resources	Balancing job descriptions with professional qualifications	Ongoing	Human Resources Department	Planning and Studies Division, Associate Dean for Administrative Affairs	Self-assessment questionnaires

	Filling vacant positions in administrative staff	Ongoing	Associate Dean for Administrative Affairs	Planning and Studies Division, Associate Dean for Administrative Affairs	Self-assessment questionnaires
Updating and Developing Job Conduct Guidelines	Define job tasks without distinguishing between staff categories	Ongoing	Legal Department, Internal Audit and Inspection Department, Quality Assurance Department	Associate Dean for Administrative Affairs	Self-assessment questionnaires
Developing Model Work Procedures	Completing the work manual in collaboration with the university	2026	Planning and Studies Division	Quality Assurance Department	Self-assessment questionnaires Documentation of standard working procedures manuals
E-Governance	Conversion to electronic management system and archiving files using HR electronic archiving system and development of electronic administrative work in the completion of transactions to reduce paperwork	ongoing	Division of Human Resources Preliminary Studies Division Postgraduate Division	Deanship of the college	Number Electronically converted procedures
Developing crisis management work	Preparation of Crisis Management Program	2025	crisis management committee	Deanship of the college	Records of the Committee's work

4. Developing Infrastructure and Achieving Sustainable Financial Resources

The College of Pharmacy, University of Baghdad, aims to create a conducive environment for work, study, and research for its users, including students, faculty members, staff, and all beneficiaries of its services. This is accomplished through the development, equipping, and rehabilitation of the college's facilities, along with the sound management and growth of financial resources.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Developing College Buildings	Developing College Buildings	2025-2027	Construction and Projects Unit	College Dean's Office	Number of facilities rehabilitated compared to the plan
Activating Financial Resources Expanding seats for self-financed graduate programs Certificate equivalency	Activating Financial Resources Expanding seats for self-financed graduate programs Certificate equivalency	Ongoing	College Council	Vice Dean for Scientific Affairs and Students, Financial Affairs Unit	Increase in financial resources
	Ongoing	Graduate Studies Unit	Vice Dean for Scientific Affairs and Students, Financial Affairs Unit	Increase in financial resources	
	Ongoing	Certificate Equivalency Unit	Vice Dean for Scientific Affairs and Students, Financial Affairs Unit	Increase in financial resources	
Examination fees	Examination fees	Financial Unit			
Economic Investment of College Resources Reviewing photographer fees	Economic Investment of College Resources Reviewing photographer fees	Annually	Legal Unit, Financial Affairs Unit	Vice Dean for Administrative Affairs	Achieved revenue
	Annually	Legal Unit, Financial Affairs Unit	Vice Dean for Administrative Affairs	Achieved revenue	
Combating Administrative and Financial Corruption	Combating Administrative and Financial Corruption	Ongoing	Legal Unit, Audit and Control Unit, Continuing Education Unit	Vice Dean for Administrative Affairs	Number of training activities, number of trainees

Developing Media and Public Relations in the College	Developing Media and Public Relations in the College And work to provide modern technical requirements to cover various media activities	Ongoing	Media and Government Communication Unit	Vice Dean for Administrative Affairs	Activity of the college's media pages
	Preparing a cooperation mechanism with university departments to prepare various media materials aimed at students and the community	Ongoing	Media and Government Communication Unit	Vice Dean for Administrative Affairs	Activity of the college's media pages

5. Developing Research and Scientific Publishing

The college works diligently and continuously to advance in the field of research and scientific publishing, aiming to achieve higher levels in local, Arab, and international rankings.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Scientific Research and Products Addressing Issues from the Public and Private Sectors	Work on increasing applied research with the Ministry of Health and Ministry of Industry	20% annually	Scientific Committees in Scientific Branches, Scientific Affairs Unit	Associate Dean for Scientific Affairs and Students, Quality Assurance Unit	Number of applied research projects supported by beneficiary organizations
Publishing Incentive Program for Databases and Prestigious International Repositories	Encourage publication in repositories and support financial and moral incentives for researchers	Ongoing	Scientific Affairs Unit, Quality Assurance Unit	Associate Dean for Scientific Affairs and Students	Number of beneficiaries of financial and moral incentives

Training Program on Publishing in Databases and Prestigious International Repositories	Train researchers through courses on how to publish in prestigious global repositories	Ongoing	Quality Assurance Unit, Continuing Education Unit, Scientific Affairs Unit	Associate Dean for Scientific Affairs and Students	Increase in research output in repositories
Iraqi Journal of Pharmaceutical Sciences in Prestigious International Repositories Entry into Clarivate Repository	Improve the ranking of the Iraqi Journal of Pharmaceutical Sciences in Scopus Repository	Ongoing	Journal Unit	College Deanship	Journal ranking in Scopus Repository
	Enter the Clarivate repository	2028	Journal Unit	College Deanship	Journal's inclusion in the Clarivate Repository
Marketing Plan for Applied Research	Increase marketing and promotion of applied research by organizing a scientific product exhibition	Ongoing	Rehabilitation and Employment Unit, Quality Assurance Unit	Associate Dean for Scientific Affairs and Students	Number of marketed research projects

6. Achieving Excellence and Enhancing Academic Reputation

The College of Pharmacy at the University of Baghdad believes in the importance of continuously striving to maintain the college's historical legacy and its distinguished academic reputation locally and regionally.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Developing qualified staff to work in the quality field.	Develop quality staff by conducting training workshops on quality, accreditation, global rankings, and scientific publishing.	Ongoing	Quality Assurance Unit	Vice Dean for Scientific Affairs	Number of workshops held College ranking in the Iraqi classification of universities

Increase the College's academic reputation and improve its position in global rankings	Increase the college's academic reputation and improve its position in global rankings	Ongoing	Cultural Relations Unit Scientific Affairs Unit	Quality Assurance Unit Vice Dean for Scientific Affairs	-College Entrance International Classifications by Specialty -Number of foreigners dealt with annually - Number of conferences and scientific workshops
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7. Achieving Quality Education Requirements and Academic Accreditation

The College of Pharmacy at the University of Baghdad works on developing quality management methods and obtaining programmatic accreditation for its academic programs.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Adoption of academic accreditation standards by program International accreditation	Follow up on NCAPC	Ongoing	Accreditation Committees Quality Assurance Unit	College Deanship	NCAPC program accreditation certificate
	ACPE	2025-2027	Accreditation Committees Quality Assurance Unit	College Deanship	ACPE program accreditation certificate

8. Enhancing Volunteer and Community Activities:

The College of Pharmacy aims to implement its policy of encouraging volunteer work and various charitable activities through community initiatives, campaigns, and extracurricular volunteer activities. This approach deepens the spirit of citizenship and solidarity and strengthens teamwork to achieve social goals and improve healthcare

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Work teams for contributing to community responsibility	Increase the number of guidance and awareness teams for the prevention of common diseases in the community, and for the proper use of medicines and their harms	Ongoing	Supporting Committee for Voluntary Work	Scientific Units, Quality Assurance Department	Number of activities implemented Number of faculty members participating in activities Satisfaction surveys from beneficiaries of voluntary campaigns
Awareness of the concept of community service	Combat negative social phenomena by holding scientific lectures and awareness workshops for students, including posters on topics like suicide, cyberbullying, and drug addiction	Ongoing	Psychological Counseling and Educational Guidance Unit Supporting Committee for Voluntary Work Media and Government Communication Department	Assistant Dean for Scientific Affairs Quality Assurance Department	Number of activities implemented
Raising awareness about the concept of community responsibility	Encourage students to hold awareness workshops that address community issues and mental and physical health problems	Ongoing	Psychological Counseling and Educational Guidance Unit Supporting Committee for Voluntary Work Media and Government Communication Department	Assistant Dean for Scientific Affairs Quality Assurance Department	Number of activities implemented Number of students participating in activities

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Contributing to solving community problems based on the college's specialties	Encourage voluntary campaigns to provide medicines, food baskets, clothing, and financial support to orphanages, elderly homes, and centers for people with disabilities	Ongoing	Supporting Committee for Voluntary Work	Assistant Dean for Scientific Affairs Quality Assurance Department	Number of activities implemented Satisfaction surveys from beneficiaries of voluntary campaigns
Awareness of extracurricular student activities	Encourage students to actively participate in extracurricular activities	Ongoing	Student Activities Unit Supporting Committee for Voluntary Work Media and Government Communication Department	Assistant Dean for Scientific Affairs and Students Quality Assurance Department	Number of students participating in extracurricular activities
Enhancing the effectiveness of the Student Activities Unit	Promote the organization of student and artistic activities and encourage student participation in university scout festivals	Ongoing	Student Activities Unit Media and Government Communication Department	Assistant Dean for Scientific Affairs and Students Quality Assurance Department	Number of extracurricular artistic, sports, and cultural activities implemented annually

9. Enhancing Diversity and Inclusivity in the Academic and Research Environment at the College

The College of Pharmacy at the University of Baghdad is committed to creating an inclusive environment that respects all backgrounds and values diverse experiences. This is achieved through linking the college with the local community and various local institutions, as well as establishing partnerships and relationships with reputable international universities. The college supports students' cultural, athletic, artistic, and operational talents.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Twinning and Agreements with Reputable International Universities	Striving to establish twinning agreements with local and international universities	Ongoing	Scientific Affairs Unit Cultural Relations Unit	Assistant Dean for Scientific Affairs and Students	Number of active twinning agreements each year
	Joint Supervision of Graduate Students with International Universities	Ongoing	Graduate Studies Department Cultural Relations Unit Scientific Units	Assistant Dean for Scientific Affairs and Students Quality Assurance Department	Number of foreign faculty members as second supervisors
Research Activities Development Program for Extracurricular Activities	Involve student research in conferences and scientific events	Ongoing	Scientific Affairs Unit	Assistant Dean for Scientific Affairs and Students Planning and Studies Department	Number of students participating in conferences and scientific events

10. Environmental Concern (Sustainable Development)

The College of Pharmacy strives to contribute to environmental conservation by focusing on green spaces, developing them, reducing pollution, increasing reliance on clean energy, and organizing voluntary activities to enhance a sense of responsibility towards the environment and its preservation.

Programs	Actions	Timeline	Executing Party	Follow-up Party	Performance Indicators
Alternative and Renewable Energy Program	Increase the number of solar panel systems in the college	2025-2026	Construction and Projects Unit	College Deanship Quality Assurance Department	Percentage of alternative energy provided relative to total energy

12-Alignment of the College's Strategic Plan with the University's Strategic Issues

The college's strategic plan directly contributes to achieving the university's overarching strategic goals by defining specific directions and necessary actions to achieve them at the college level. The college's plan, in harmony with the university's plan, ensures alignment and coherence between the efforts of the college and the university, thereby contributing to translating the university's future vision into tangible reality

Strategic Directions of the College of Pharmacy	Strategic Issues of the University of Baghdad
1. Developing and updating academic programs in the college	Strategic Issue 5: Developing undergraduate and graduate curricula according to global competitiveness standards
2. Enhancing the performance of the faculty members in the college	Strategic Issue 6: Adopting modern teaching methods that enhance blended learning, foster creativity, and promote research among students
3. Developing administrative staff and improving the administrative system in the college	Strategic Issue 1: Attracting and qualifying human resources to enable them to keep pace with rapid developments in the workplace
	Strategic Issue 2: Administrative development and improving work methods toward electronic governance and supporting the university's independence
4. Developing infrastructure and achieving sustainable financial resources	Strategic Issue 3: Maximizing the university's financial resources to complement the limited government funding
	Strategic Issue 4: Enhancing the university's capabilities and sustainability
5. Developing research and scientific	Strategic Issue 8: Developing scientific research and

Strategic Directions of the College of Pharmacy	Strategic Issues of the University of Baghdad
publishing	directing it to serve the community
	Strategic Issue 9: Publishing scientific outputs in reputable global databases and repositories
	Strategic Issue 10: Marketing applied research
6. Achieving excellence and enhancing academic reputation	Strategic Issue 11: Ensuring quality and university performance according to global competitiveness standards and achieving advanced rankings
7. Achieving education quality requirements and academic accreditation	Strategic Issue 12: Achieving programmatic and institutional academic accreditation
8. Enhancing voluntary and community activities	Strategic Issue 14: Strengthening community service initiatives and encouraging collective voluntary work
	Strategic Issue 15: Refining and developing students' extracurricular talents
9. Enhancing diversity and inclusivity in the academic and research environment in the college	Strategic Issue 4: Enhancing the university's capabilities and sustainability
	Strategic Issue 13: Activating international relations and cooperation with universities and institutions
10. Environmental concern (Sustainable development)	Strategic Issue 4: Enhancing the university's capabilities and sustainability

13. Monitoring and Reviewing the Implementation of the Strategic Plan

The Studies and Planning Department, the Quality Assurance and Performance Evaluation Department, in coordination with the College's Strategic Planning Committee, are responsible for monitoring the annual implementation of the strategic plan through the operational plans of the college's units and departments. The following considerations are taken into account:

The plan includes all activities that achieve the college's mission and strategic goals.

The plan highlights the priorities of activity implementation and their logical sequence.

Aligning actions and activities with the University of Baghdad's strategic plan.

The College's Strategic Planning Committee prepares annual reports, which include the activities completed within the strategic plan for the previous period, as well as the achievement percentage compared to the planned targets.

The committee provides specific recommendations to correct the course of the strategic plan's implementation to the College Council.

The committee defines the responsibilities for implementing the strategic plan.

The Studies and Planning Department in the college is responsible for communicating with the university regarding updates on monitoring and implementing the strategic plan