



STRATEGIC PLAN (2022-2027)

VERSION 1/2022

FACULTY OF PHARMACY
MUTAH UNIVERSITY



His Majesty the Hashemite King
Abdullah II Ibn Al-Hussein



His Royal Highness the Crown Prince
Prince Hussein Ibn Abdullah II

University name	Mutah University
Faculty name	Faculty of Pharmacy
Chancellor	Prof. Arafat A. Awajan
Dean of the Faculty	Prof. Amin Abdel Fattah Aqel
University website	Karak - Mutah
Phone number	00962 3 2386287
Fax number	00962 3 2386175
Website	https://www.mutah.edu.jo/ar/pharmacy/Home.aspx
Major	Bachelor of Pharmacy
The establishment of the faculty	The placement of the Council of a University of Mutah at its meeting on 25 July 2013 resolution No. (268).
Faculty accreditation decision number for the first time and its history	Decision No. (268) of 25 July 2013
The decision number of the capacity of the major and its history	Decision No. (268) of 25 July 2013
Current capacity of the major	750

Strategic Plan Review Committee

1. Dr Amin Aqel, Dean of the Faculty of Pharmacy
2. Dr. Yasser Gaber, Vice Dean
3. Dr Mousa Almagharbeh, head of the pharmaceutical chemistry department
4. Dr Ahmed Youssef, Head of Pharmaceuticals department
5. Dr Lidia Al-Halaseh, Head of Cosmetology department
6. Dr Abeer Kharshid, Assistant Dean for Quality Affairs

The Strategic Planning Committee:

- 1- Dr Yasser Gaber, as Committee Chairman
- 2- Dr Rehan Kasasbeh
- 3- Pharmacist Areej Awadellah
- 4- Pharmacist Rawan Suhimat (supporting staff representative)
- 5- Pharmacist Muhammad Saleh (graduates' representative)
- 6- Raw'ah Mobaydeen (students' representative)
- 7- Mr Talal Habashneh (Administration representative)

Supporting committees representatives:

1. Curriculum and Plan Committee: Dr Lidia Al-Halaseh as Committee head
2. Academic subjects Equivalency Committee: Dr Moussa Almagharbeh, Committee head
3. Community Service Committee: Dr Abeer Kharshid, Committee head
4. Exam Committee: Dr Yasser Gaber, Committee head
5. E-learning Committee: Dr Tayel Al-Hujran, Committee head
6. Academic Guidance Committee: Dr Hayat Al-Btoush, Committee head
7. Website Committee, Library and Student Guide: Dr Rasha Hussein, Committee head
8. Student and Alumni Affairs Committee: Dr Rehan Kasasbeh, Committee head
9. Investigation Committee: Dr Moussa Almagharbeh, Committee head
10. International Relations Committee: Dr Yasser Gaber, Committee head

Participants form the employers and the local community

Members of the community:

1. Food and Drug Administration, representative of the Foundation
2. Jordanian Pharmacist Association - Karak Province, Dr Khaled Jibril Al Hasani
3. Jordanian Pharmacist Association. Mohammed Abu Assab
4. Director of Karak government Hospital, Dr. Mutaz Salem Al-Qarala
5. Dr. Fares Zaharan ,head of TPP enterprise (education and training enterprise)
6. Pharmacist Dr Tahrer Radwan Al-Nawaisa,
7. Pharmacist Dr Amal Ahmed Al-Jaafra, head of the pharmacy department at the government hospital
8. Pharmacist Dr Khaled Jibril Al-Hasani,
9. Director of the pharmacy chain of the AL-Qaser, Dr Yousef Al-Saudi,
10. Pharmacist Raham Khaled Al-Nawaisa,
11. Pharmacist Sa'id Al-Sarira, Pharmacy
12. Pharmacist Shatha Rolleh,
13. Pharmacist Sara Tarawneh,
14. Pharmacist Islam Taha Tarawneh
15. Pharmacist Dr. Ziad Al-Madanat
16. Pharmacist Nariman Al-Jawbara

Introduction

The Faculty of Pharmacy is one of the scientific faculties of the Ancient Mutah University, the third oldest university in Jordan and the newly awarded five-star for Global QS Assessment to become the third university in Jordan to receive this classification. On campus, the faculty is equipped to provide educational and training services to the faculty's students at the highest level. The building includes 8 student laboratories, a distinguished research center, an animal house, a virtual pharmacy, and a computerized laboratory.

There are currently 6 faculty members on the UK university scholarships in clinical pharmacy and pharmaceutical majors and 4 master's degree scholarships. The master's programme in pharmaceutical sciences (comprehensive and letter paths) began in the first semester of 2021/2022.

At the beginning of its establishment, the establishment of the Faculty of Pharmaceutical Sciences with its two majors (industrial pharmacy and administrative pharmacy) was approved under the decision of the Council of Higher Education No. 268 dated July 25, 2013 and amended decision No. 291 dated 7/8/2013 reported to us in the book of the Ministry of Education. The instructions for awarding a bachelor's degree in pharmaceutical sciences were based on the fact that they contained two majors: administrative pharmaceutical sciences and industrial pharmaceutical sciences, and a bachelor's degree was awarded, including a 164-hour study. 98 credit hours of specialty requirements and the rest distributed between the requirements of the university 27 credit hours and the requirements of the faculty 39 credit hours, distributed as follows: compulsory faculty requirements 33 credit hours and optional specialty requirements 6 credit hours.

According to Book No. 10/1/4350 of April 17, 2017, the Higher Education Council approved a university request to cancel the two majors at the Faculty of Pharmaceutical Sciences and to specialize only in pharmacy. This decision was made based on feedback from the community, Jordanian Professional Associations, the quality center, and the university's accreditation authority. The faculty has also been renamed the Faculty of Pharmacy instead of the Faculty of Pharmaceutical Sciences as decided by the Higher Education Council No. 11225 dated 4/10/2017.

The faculty also has a laboratory for a virtual pharmacy to support student training. The university has also begun to invite a group of pharmacists on PhD in various pharmaceutical sciences from ancient foreign universities to secure the required number of faculty members.

The Faculty of Pharmacy has three academic departments:

1. Department of Pharmaceutical Sciences and Pharmaceutical Technology.
2. Department of Pharmaceutical Chemistry
- 3- Department of Cosmetology and Cosmetics

Evaluation of the student enrollment, mobility and attrition ratios within the faculty of pharmacy at Mutah University during 2015-2022

The analysis of the students enrolled at FOP Mutah University showed that the faculty attrition rate is estimated at 64 % based on the 2015 enrollment and graduation data. The main reason for leaving the program is moving to other universities within or outside Jordan (31 %). This might relate to the location of Mutah University might be far from the capital. It is noteworthy that the unified admission scheme for TWAJIMI students can direct students to far-located universities. Therefore, some students seek to move after their first-year admission in case they could be nearer to their hometown. Other reasons are the change of major (for example, studying medicine, engineering, etc.). The graduation-on-time ratio was 86–89% for the enrolled students.

In 2015, 143 students enrolled in the faculty of pharmacy on a regular admission type, 41 left Mut'ah University, seven moved to another major and three lost their academic seats. The total number of graduates was 92 students, 86 students graduated on time and five ahead of the regular time. While 61 students enrolled in the faculty of pharmacy on a Parallel regular admission type, 19 left mut'ah university, 13 moved to another major, and three lost their academic seats. The total graduates were 24 students, 76 students graduated on time and one ahead of the regular time. No one enrolled in a Parallel bridging admission type in 2015. Two students enrolled in an international admission type, but they left Mut'ah University.

In 2016, 110 students enrolled in the faculty of pharmacy on a regular admission type, 28 left Mut'ah University, five moved to another major and two lost their academic seats. The total number of graduates was 73 students, 89 students graduated on time and three ahead of the regular time. While 31 students enrolled in the faculty of pharmacy on a Parallel regular admission type, seven left mut'ah university, 11 moved to another major, and no one lost their academic seats. The total number of graduates was 13, and 100 students graduated on time. No one enrolled in a Parallel bridging admission type Neither international admission type in 2016.

In 2017, 149 students enrolled in the faculty of pharmacy on a regular admission type, 40 left Mut'ah University, 13 moved to another major and three lost their academic seats. The total number of graduates was 88 students, 78 students graduated on time, and no one graduated ahead of the regular time. While 48 students enrolled in the faculty of pharmacy on a Parallel regular admission type, 10 left mut'ah university, 13 moved to another major and one lost their academic seats. The total graduates were 23 students, 71 students graduated on time and one ahead of the regular time. No one enrolled in a Parallel bridging admission type in 2017. One student enrolled in an international admission type, but they left Mut'ah University.

In 2018, 156 students enrolled in the faculty of pharmacy on a regular admission type, 51 left Mut'ah University, 11 moved to another major and seven lost their academic seats. The total number of graduates was nine students. While 110 students enrolled in the faculty of pharmacy on a Parallel regular admission type, 30 left mut'ah university, one left the faculty because of academic dismissal, 13 moved to another major and seven lost their academic seats. The total number of graduates as nine students, 71 students graduated. seven students enrolled on a Parallel bridging admission type, two left mut'ah university, one moved to another major, and one lost their academic seats, The total graduates were three students. One student enrolled in an international admission type.

In 2019, 195 students enrolled in the faculty of pharmacy on a regular admission type, 63 left Mut'ah University, two moved to another major and seven lost their academic seats. The total number of graduates was two students. While 157 students enrolled in the faculty of pharmacy on a Parallel regular admission type, 119 left mut'ah university, 18 moved to another major and five lost their academic seats. 11 students enrolled in a Parallel bridging admission type, three left mut'ah university, and one lost their academic seats, The total number of graduates was seven students. Two students enrolled in an international admission type.

In 2020, 252 students enrolled in the faculty of pharmacy on a regular admission type, 119 left Mut'ah University, 18 moved to another major and five lost their academic seats. While 146 students enrolled in the faculty of pharmacy on a Parallel regular admission type, 43 left mut'ah university, six moved to another major and two lost their academic seats. three students

enrolled in a Parallel bridging admission type, one moved to another major, and two lost their academic seats. One student enrolled in an international admission type.

In 2021, 254 students enrolled in the faculty of pharmacy on a regular admission type, 79 left Mut'ah University, two moved to another major, one left the faculty because of academic dismissal, and two lost their academic seats. While 103 students enrolled in the faculty of pharmacy on a Parallel regular admission type, 21 left mut'ah university, and two moved to another major. One student enrolled in a Parallel bridging admission type and lost their academic seat. No one enrolled in an international admission type.

Admission year	Type of admission	total enrolled	Lost his seat	Moved to military wing	left Mutah university	move to another Major	academic dismissal	change to another major	left for different reasons	Rest of enrolled students	Departure ratio	retention ratio	2022 student count (academic seats)	2015 graduation	2016 graduation	2017 graduation	2018 graduation	2019 graduation	2020 graduation	2021 graduation	2022 graduation	Total graduated	Graduated on time	percentage of graduation on time	Graduated ahead the regular time	percentage	All graduation	Overall attrition ratio
2015	Regular	143	3	1	41	4	0	2	51	92	36	64	0	0	0	1	4	79	8	0	0	92	86	100	5	5	92	64
2015	Parrallel regular	61	3	3	19	10	0	1	36	25	59	41	1	0	0	0	1	19	3	1	0	24	76	96	1	4	24	39
2015	Parrallel bridging	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
2015	International	2	0	0	2	0	0	0	2	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0				
2016	Regular	110	2	1	28	3	0	1	35	75	32	68	2	0	0	0	1	2	67	3	0	73	89	97	3	4	73	66
2016	Parrallel regular	31	0	1	7	9	0	1	18	13	58	42	0	0	0	0	0	0	13	0	0	13	100	100				
2016	Parrallel bridging	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
2016	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
2017	Regular	149	3	12	40	0	0	1	56	93	38	62	5	0	0	0	0	0	15	73	0	88	78	95				
2017	Parrallel regular	48	1	0	10	13	0	0	24	24	50	50	1	0	0	0	0	0	6	17	0	23	71	96				
2017	Parrallel bridging	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
2017	International	1	0	0	0	0	0	0	0	1	0	100	0	0	0	0	0	0	1	0	0	1	0	0				
2018	Regular	156	7	2	51	1	0	0	61	95	39	61	86	0	0	0	0	0	3	6	0	9	0	0				
2018	Parrallel regular	110	7	0	30	10	1	0	48	62	44	56	53	0	0	0	0	0	6	3	0	9	0	0				
2018	Parrallel bridging	7	1	0	2	1	0	0	4	3	57	43	0	0	0	0	0	0	0	3	0	3	0	0				
2018	International	1	0	0	1	0	0	0	1	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0				
2019	Regular	195	7	0	63	2	0	0	72	123	37	63	121	0	0	0	0	0	1	1	0	2	0	0				
2019	Parrallel regular	157	5	0	42	15	0	1	63	94	40	60	94	0	0	0	0	0	0	0	0	0	0	0				
2019	Parrallel bridging	11	1	0	3	0	0	0	4	7	36	64	0	0	0	0	0	0	0	7	0	7	0	0				
2019	International	2	0	0	2	0	0	0	2	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0				
2020	Regular	252	5	0	119	16	0	2	142	110	56	44	110	0	0	0	0	0	0	0	0	0	0	0				
2020	Parrallel regular	146	2	0	43	6	0	0	51	95	35	65	95	0	0	0	0	0	0	0	0	0	0	0				
2020	Parrallel bridging	3	2	0	0	1	0	0	3	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0				
2020	International	1	1	0	0	0	0	0	1	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0				
2021	Regular	254	2	1	79	0	1	0	83	171	33	67	171	0	0	0	0	0	0	0	0	0	0	0				
2021	Parrallel regular	103	0	0	21	2	0	0	23	80	22	78	80	0	0	0	0	0	0	0	0	0	0	0				
2021	Parrallel bridging	1	1	0	0	0	0	0	1	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0				
2021	International	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	Total	1944	53	21	603	93	2	9	781	1163	40	60																

Figure 1 : student enrollment data for 6 years 2015-2022

There are 33 students admitted to the Faculty of Pharmacy for the Master of Pharmaceutical Sciences program.

The Faculty of Pharmacy is attended by a staff of 19 experienced faculty.

The Percentages of the correct answers and the extent to which they achieve the results of education and efficiency to major of pharmacy to the exact level in the proficiency exam

Percentages of correct answers at the universities level		Percentages of correct answers at the university level		School year
Compare the correct answer ratios with the 50% cut Percentages	The correct answer Percentages	Compare the correct answer Percentages with the 50% cut Percentages	The correct answer Percentages	
Their proficient	72.30%	Their proficient	63.16%	2019-2020 second and summer semesters
Their proficient	69.69%	Their proficient	64.28%	2020-2021 first semester
Their proficient	77.02%	Their proficient	73.08%	2020-2021 second s and summer semesters

Evaluation by employers to Faculty of Pharmacy alumni

Strongly disagree	disagree	neutral	agree	Strongly agree	Domain 1: Specialized Scientific Knowledge	No.
		2	6	2	A graduate of Mutah university employs the knowledge and skills necessary to do his job	1
			8	2	A graduate of Mutah University has sufficient scientific knowledge in his field of specialization	2
		1	6	3	A graduate of Mutah University keeps pace with cognitive and applied developments in his field of specialization	3
		2	4	4	A graduate of Mutah university excels in his field of specialization.	4
	1		7	2	A graduate of Mutah University is proficient in the language needed to perform his work (Arabic, English)	5
	1		5	4	A graduate of Mutah University has computer skills	6
		1	4	5	A university graduate has internet skills and search engines	7
		4	4	2	A graduate of Mutah University has the ability to solve problems	8
		4	4	3	A graduate of Mutah University has the ability to create and innovate	9
		2	3	5	A graduate of Mutah University has the ability to self-learn	10
Strongly disagree	disagree	neutral	agree	Strongly agree	Domain 2: Communication and Communication	No.
		3	4	2	A graduate of Mutah University has the right skill to communicate verbally and in writing with others	1
	1		5	3	A graduate of Mutah University has ethics related to his work (values of patience, cooperation, justice and spaciousness of the chest)	2
		1	6	2	A graduate of Mutah University deals professionally with the reviewers of the institution in which he works.	3
			6	3	A graduate of Mutah University has the ability to work in the team to reach common goals	4
		2	6	1	The reactions of a graduate of Mutah University are characterized by poise and distance from recklessness	5
			6	3	A graduate of Mutah University has leadership skills	6
		2	3	4	A graduate of Mutah University understands the bases of communication	7

Strongly disagree	disagree	neutral	agree	Strongly agree	Domain 3: Personality	No.
			4	5	A graduate of Mutah University has positive relationships with clients	1
		2	3	4	A graduate of Mutah University has positive relationships with the reviewers	2
		1	5	3	A graduate of Mutah University shows a willingness to do voluntary work	3
		2	4	3	A graduate of Mutah University has the ability to initiate	4
			2	7	A graduate of Mutah University is keen on good looks	5
			4	5	A graduate of Mutah University is characterized with tact	6
			4	5	A graduate of Mutah University accepts others and respects their views	7
Strongly disagree	disagree	neutral	agree	Strongly agree	Domain 4: Professional Dimension	No.
		2	7		A graduate of Mutah University proposes appropriate recommendations for doing and developing the work from the reality of his specialization	1
		2	5	2	A graduate of Mutah University shows the ability to think analytically and critically	2
		1	6	2	A graduate of Mutah University shows the appropriate ability to deal with problems and solve them from his specialty	3
		1	4	4	A graduate of Mutah University has the ability to employ what he has learned in his field in a practical and practical way.	4
		2	4	3	A graduate of Mutah University is keen to develop himself professionally and scientifically	5
		1	4	4	A graduate of Mutah University has the necessary skills in the use of information technology	6
		2	4	3	A graduate of Mutah University has a high degree of responsibility for his work	7
		1	4	4	A graduate of Mutah University maintains confidentiality and security of work information	8
		1	5	3	A graduate of Mutah University has the ability to adapt to the working environment	9
	Acceptable (1-2)	Good (2.01-3)	Very good (3.01-4)	Excellent (over 4)	General appreciation of the graduate of Mutah University who works in your organization knowing that the mark of (5)	
		1	2	5		

Stages of preparing the strategic plan

First: References adopted in the preparation of the strategic plan of the Faculty of Pharmacy:

1. 7th Panel Discussion - His Majesty King Abdullah II
2. The organizational structure document and the job description of the university.
3. Quality assurance standards issued by the Higher Education Institutions Accreditation and Quality Assurance Authority in 2015.
4. Jordan University Classification Criteria 2016.
5. The Strategic Plan of The University of Mutah 2021-2025.
6. States policies in higher education.
7. A number of strategic plans for local pharmacy faculties (Zaytouna University), regional (University of Sharjah, United Arab Emirates) and international (University of Washington, USA).

Second: The basis adopted in the preparation of the strategic plan:

1. Adoption of the academic year in determining the duration of the strategic plan.
2. Adoption of the strategic plan of a university that is a reference.
3. Adoption of medium- range strategic planning, with the strategic plan set at four years.
4. Adoption of SWOT Analysis.
5. Based on the quality assurance standards issued by the Higher Education Institutions Accreditation Authority and ensuring their quality in the development of the overall framework of the strategic plan.
6. Involving faculty members, faculty staff and students to formulating the faculty's vision, mission, values, and objectives.

Third: Stages of the preparation and implementation of the strategic plan:

Phase 1:

1. Identify the planning team, identify responsibilities, and distribute prerogatives to team members.
2. Start collecting, arranging and classifying the required data.
3. Study the surrounding working conditions.

Phase II: Study of the current overall situation.

Phase 3: Defining the Faculty's vision, mission, values and future objectives.

Phase 4: Identify and choose the action plan.

Phase 5: Evaluating institutional performance by studying, analysing and evaluating current performance, weaknesses, strength, improvement and development opportunities and expected challenges.

Phase 6: Formulating sub-objectives and performance indicators.

Phase 7: Follow-up implementation and assess progress in achievement

Fourth: Vision, mission, values and goals:

The vision and mission of the Faculty of Pharmacy have been defined to be consistent with the university's vision and mission and in keeping with the development in the field of pharmacy. It was prepared in cooperation between the staff of the faculty and after taking feedback from the relevant stakeholders to be as follows:

University vision:

A university that aspires to be competitive and pioneering in education and learning, scientific research, and sustainable economic and social development

University Mission:

Provide a university environment that promotes leadership and innovation, supports outstanding teaching and learning capabilities, and applied scientific research, achieves sustainable community development, and qualifies graduates capable of meeting the challenges of life and competing in the local, regional and global labor market.

Vision of the Faculty of Pharmacy:

The Faculty of Pharmacy at Mutah University aspires to excellence and leadership in pharmaceutical education, scientific research, and community service.

Mission of the Faculty of Pharmacy:

The Faculty of Pharmacy at Mutah University is committed to providing a distinct educational environment to qualify competitive graduates in the labor market locally and internationally, enhance scientific research capabilities and concepts of entrepreneurship and innovation and contribute effectively to achieving sustainable development goals to serve the community and the nation.

Values:

The Faculty of Pharmacy has adopted the university's own values:

1. Ethics
2. Continuous improvement.
3. Leadership and excellence.
4. Integrity and transparency.
5. Continuous learning.
6. Social responsibility.

The university's main goals:

1. Continuous improvement of academic programs at the university, in accordance with national, regional and global quality assurance standards
2. Developing scientific research, scholarships, and creativity capabilities in accordance with national, regional, and global scientific research priorities
3. Enhancing the university's role in production and transfer knowledge and skills to serve the community and consolidate external relations to ensure the university's interaction with the local, regional, and global community
4. Enhancing strategic planning and governance to ensure that academic and administrative services are provided in accordance with global best practices
5. Establishing a culture of leadership and innovation in the university work environment
6. Improving services for students to match national and international standards

In line with the university's goals, the Faculty of Pharmacy has set its goals of:

1. Achieving national quality assurance requirements and international accreditations through the development of programmes, study plans and teaching and training methods
2. Developing the capabilities of applied scientific research and improving the dispatch system
3. Enhancing leadership and communication skills and encouraging entrepreneurship and innovation among faculty students and graduates
4. Provide a major working environment and activate governance concepts and effective strategic planning practices
5. Activating communication with external entities from employers and government and non-governmental institutions
6. Seeking to serve the community, spread knowledge and strengthen the health system in the country
7. Active contribution to achieving the Sustainable Development Goals in line with the faculty's goals

The matrix of the link between the goals of the university and the goals of the Faculty of Pharmacy

Strategic Goals Mutah Un.	Continuous improvement of academic programmes at the university in line with national, regional and global	Develop scientific research capabilities, scholarships, and creativity in accordance with national, regional and	Reinforce the role of the university in the production and transfer of knowledge and skills to serve the community and consolidate external relations, ensuring the university's	Strengthen strategic planning and governance to ensure that academic and administrative services are	Develop the efficiency and effectiveness of the university's human, financial and material resources in	Establish a culture of leadership and innovation in the university work environment.	Improve services for students to match national and global standards
Strategic goals FOPMU							
1. Achieving National Quality Assurance Requirements And International Accreditations Through The Development Of Programmes, Study Plans, Teaching And Training Methods	√						
2. Developing The Capabilities Of Applied Scientific Research And Improving The Dispatch System		√					
3. Promoting Leadership And Communication Skills And Encouraging Entrepreneurship And Innovation Among Faculty Students And Graduates						√	√
4. Provide A Disciplined Working Environment And Activate Governance Concepts And Effective Strategic Planning Practices					√		
5. Activating Communication With External Entities From Employers And Government And Non-Governmental Institutions			√				
6. Seeking To Serve The Community, Spread Knowledge And Strengthen The Health System In The Country		√	√				
7. Active Contribution To Achieving The Sustainable Development Goals In Line With The Faculty's Goals			√		√		√

Reference comparison

Reference comparison is an ongoing process of measuring products, services and activities against better performance levels that are often found in competitors or others with similar processes. The reference comparison method is one of the effective methods of self-assessment that the Higher Education Foundation can adopt as a way to compare its performance and results with its distinguished counterparts taking into account the special differences and circumstances surrounding each institution. The reference comparison used in strategic planning procedures aims to assess the current status of the institution in the light of the comparison with similar institutions that are selected in the light of certain criteria, and in this context the following criteria for selecting institutions for the work of reference comparisons have been established as follows:

- 1 - Selection of faculties of pharmacy at Jordanian public universities - with a founding date from 1995 to 2005
- 2 - Selection of faculties of pharmacy with Jordanian private universities - founding date from 1995 to 2000
- 3 - Selection of faculties of pharmacy with distinct local classification universities
- 4 - Selection of faculties of pharmacy from the region with a relatively advanced level on the Faculty of Pharmacy University

Faculty of Pharmacy Shareqeh University	Faculty of Pharmacy university Middle East	Faculty of Pharmacy Yarmouk University	Faculty of Pharmacy Mutah University	Comparison area	
2004	2014-2015	2013	2013	Year of establishment	1.
		1200	910	Total number of students	2.
It doesn't apply.	There is	There is	There is	Obtaining Jordan's National Special Accreditation	3.
It doesn't apply.	Ranked 11th	Ranked 4th	Ranked 9th	University classification according to the National Classification of Jordan	4.
It doesn't apply.	There is	There is	Yes	Get a National Quality Assurance Credit	5.
There is	Yes	There's no.	In progress	ACPE Credit	6.
		23	14	Number of faculty members with PhD	7.
		20	2	Number of Faculty with master's degree	8.
		11	6	Number of supervisors	9.
5		8	10	Number of members of the administrative apparatus	10.
		27 Hall Listed 2	7 halls 3 stands	Number of halls and stands	11.

Faculty of Pharmacy Shareqeh University	Faculty of Pharmacy university Middle East	Faculty of Pharmacy Yarmouk University	Faculty of Pharmacy Mutah University	Comparison area	
		21000	10000	Building area	12.
3	2	3	1	Number of programs from bachelor in the faculty	13.
Master+Ph D	There's no.	Master	Master	Master's or PhD program	14.

The comparison shown in the table above shows that the Faculty of Pharmacy is a well-established university that distinguishes from its counterparts from faculties in some areas of evaluation, for example, operating under a public university, which makes it a competitive advantage compared to many of the faculties of private universities, unique in the southern Jordan region. Domains:

- 1 - ACPE Credit
- 2 - Curriculum Review
- 3 - Promoting creativity among faculty and students to patent
- 4 - Enhanced communication with graduates
- 5 - Improvement of quality management within the faculty
- 6 - Activating pharmaceutical training practices and improving the selection criteria for training institutions to cover the desired objectives

Results of the vote on the vision and mission of the Faculty of Pharmacy

5. هل تتفق مع مقترح رسالة كلية الصيدلة ونصه كالتالي؟

الرسالة: تلتزم كلية الصيدلة في جامعة مؤتة بتوفير بيئة تعليمية متميزة لتأهيل خريجين قادرين على المنافسة في سوق العمل محليا ودوليا وتعزيز قدرات البحث العلمي ومفاهيم ريادة العمل والإبتكار والمساهمة الفعالة في تحقيق أهداف التنمية المستدامة لخدمة المجتمع والوطن

[More Details](#)

موافق تماما	140
موافق	57
محايد	11
غير موافق	3
غير موافق تماما	0



4. هل تتفق مع مقترح تحديث رؤية كلية الصيدلة إلى النص التالي؟

رؤية كلية الصيدلة (المقترح): تطمح كلية الصيدلة في جامعة مؤتة إلى التميز والريادة في التعليم الصيدلاني والبحث العلمي وخدمة المجتمع

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[Insights](#)

موافق تماما	145
موافق	58
محايد	6
غير موافق	1
غير موافق تماما	1



Fifth: Strategic analysis

SWOT ANALYSIS has been adopted as a tool for strategic analysis and the analysis has concluded the following findings:

The quadrant analysis was carried out, which is summed down to:

The vote of the relevant employees of pharmacy owners, hospitals and government institutions related to the faculty on the elements of the quadruple analysis of the faculty

Totally disagreeable.	I don't agree.	neutral	Totally ok.	Agree	Strengths
0	0	2	5	3	The existence of a modern building in the Faculty of Pharmacy with an area of 7000 m2 with specifications that serve the educational and research process of laboratories, classrooms and various modern equipment.
0	0	1	2	7	The availability of distinguished and diverse faculty members with experience, modernity and social diversity from graduates of international universities, different academic ranks and various majors
0	0	2	3	5	Continuous update of study plans and teaching methods in accordance with variables and to meet the needs of the community and target groups
0	0	1	2	7	The ability of the faculty to carry out effective research activity that serves national priorities
0	0	3	3	4	Exchange of scientific expertise and training of students in pharmaceutical practices and practical research methods with faculty of pharmacy in neighbouring countries through student exchange agreements
0	1	2	3	4	A virtual pharmacy that simulates reality to train students in pharmaceutical practice with modern computers and a drug database is provided by the faculty.
1	0	2	3	4	Mutah University is the only governmental university offering pharmacy specialisation in the southern region
0	2	1	3	4	Full financial and moral support from the university to achieve the Scientific and Research goals for the Faculty
0	1	2	5	2	Interaction with the community through the Social Activities Committee and the Community Committee of the Faculty
0	1	2	3	4	Provides a website for the Faculty of Pharmacy and updates it continuously
0	1	3	3	3	The presence of a library at the university is updated periodically to provide all scientific references to serve pharmaceutical research objectives
0	1	2	3	4	

Totally disagreeable.	I don't agree.	neutral	Totally ok.	Agree	chances
0	2	1	5	2	Increased demand for bachelor's and master's degree studies locally and regionally
0	1	2	5	2	Increasing the interest of a university in obtaining international credits for scientific faculties .
0	0	3	2	5	Increased demand from pharmaceutical companies and factories to train and employ students
0	0	4	3	3	The need of the southern region for highly qualified graduates in pharmacy to promote the pharmaceutical field in the region .
0	0	3	3	4	Providing opportunities for students to study for postgraduate completion purposes at the expense of Mutah University and other donors to European and Arab countries
0	0	3	4	3	Increased orientation to non-traditional teaching methods such as online learning and increased electronic component in education and training
1	0	2	4	2	Provides opportunities for scientific trips to pharmaceutical companies, factories and hospitals in the Kingdom
0	0	3	4	3	Increasing demand for medical majors after Corona pandemic

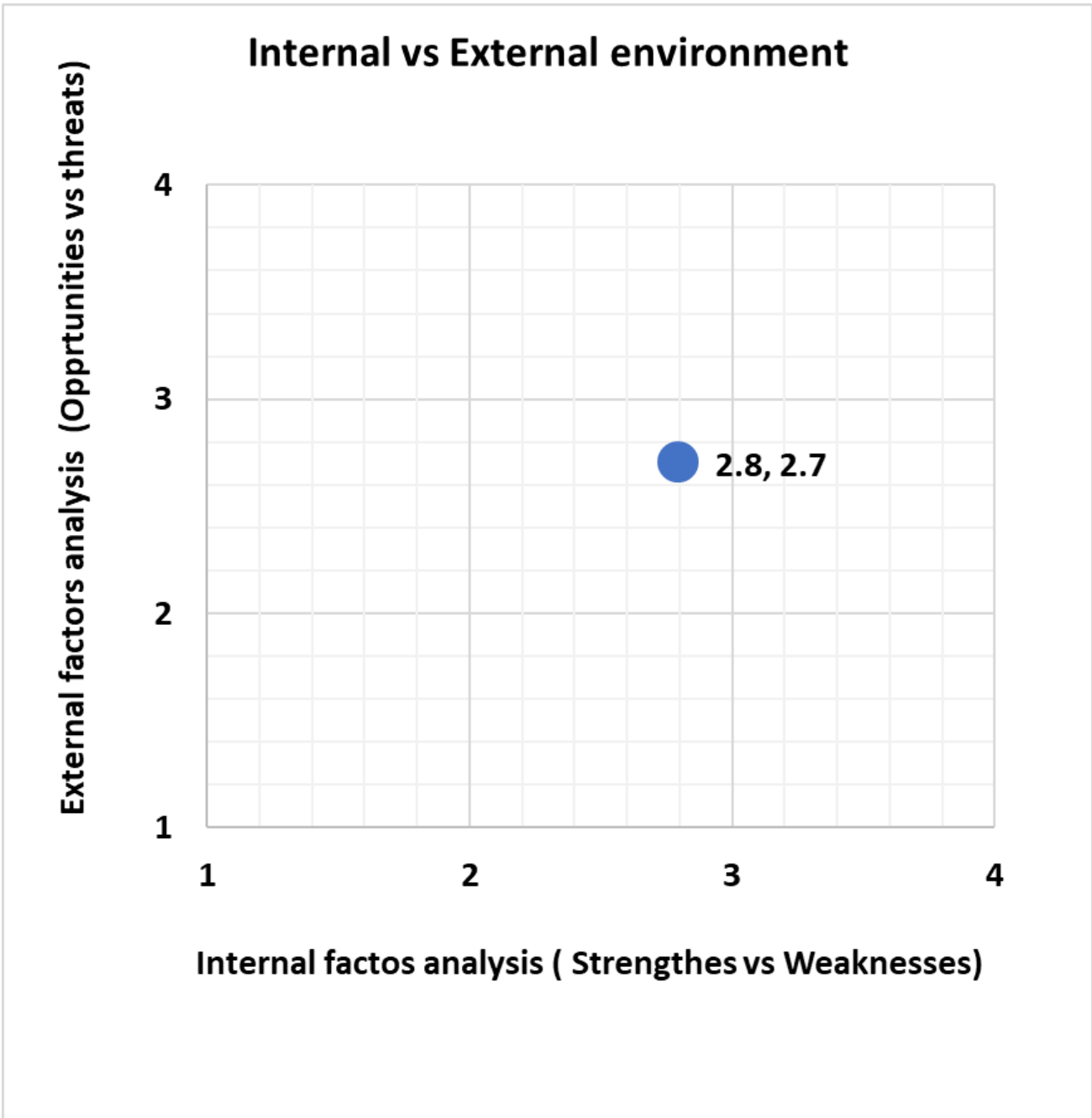
Totally disagreeable.	I don't agree.	neutral	Totally ok.	Agree	Weaknesses
1	3	2	1	3	The location of a university is far from the capital weakens its competitiveness.
1	0	3	1	5	Limited financial resources and poor public spending on education, scientific research and training
1	3	2	2	2	Failure to provide incentive awards to students to improve the academic and research level of students
2	1	6	0	1	Poor attendance of teaching members for scientific conferences
1	1	5	1	2	Lack of a private library for the Faculty of Pharmacy other than the university library
1	2	2	1	4	Weak incentives for students to encourage them to participate in entrepreneurship, innovation and voluntary activities
1	1	2	2	4	Lack of a pharmacy doctor's major as in competing universities
1	2	3	0	4	Poor rehabilitation and training programs for faculty members in the fields of teaching, scientific research and community service in accordance with quality standards
1	1	3	1	4	Lack of Faculty in some majors
0	2	4	1	3	Poor technical capabilities of equipment and devices for scientific research
1	1	2	1	5	The faculty lacks periodic studies of the needs of the local and international labor market to facilitate the involvement of graduates in the labor market
1	1	1	2	5	Lack of training agreements with hospitals and pharmacies
1	3	4	1	1	external interventions that had a negative impact on the path of the faculty's educational process.
1	3	2	0	4	Poor communication skills and social intelligence among faculty graduates
1	1	1	2	5	Lack of a university hospital at the university
1	1	3	2	3	Poor communication with supporting external entities such as pharmaceutical companies and factories, which has a negative impact on student training and the financial resources of the Faculty

I don't agree.	neutral	Totally ok.	Agree	Threats
2	2	2	4	Opening new medical branches and majors (private faculty of pharmacy) in the province South
1	3	1	5	Competition of local and regional universities in attracting Faculty
0	4	3	3	Increase in the number of graduates in pharmacy major in the region, lack of employment opportunities for graduates and high unemployment rates in the local labor market
2	5	1	2	Poor benefits offered to non-Jordanian faculty compared to regional and national universities
0	4	1	5	Trends in reducing financial support for higher education institutions and reducing the budget for supporting scientific research
0	2	2	6	Migration of Arab and Jordanian minds and competencies, especially abroad
1	2	2	5	The development of quality major and modern programs competing with Jordanian universities attracts new students
1	2	3	4	Low scientific level of students as a result of e-learning and the Corona pandemic
0	3	4	3	Low employment rate of graduates nationwide
1	3	1	4	Poor scientific level for pre-university students

Analysis of the matrix of internal and external factors affecting the Faculty of Pharmacy

Weighted points (4)	Order	Weight	The most important strengths and weaknesses with an impact	Icon
0.6	4	0.15	The presence of a modern building in the Faculty of Pharmacy with an area of 1000 square meters with specifications that serve the educational and research process of laboratories, classrooms and modern equipment and various modern equipment and infrastructure at the university such as the computer center	S1
0.6	4	0.15	Increased interest in international credit for scientific faculties.	S2
0.15	3	0.05	The availability of distinguished and diverse faculty members with experience, modernity and social diversity from graduates of international universities, different academic ranks and various majors	S3
0.15	3	0.05	The faculty has a virtual pharmacy that simulates reality to train students in pharmaceutical practice with modern computers and a drug database.	S4
0.15	3	0.05	Continuous update of study plans and teaching methods in accordance with variables and meets the needs of the community and target groups	S5
0.15	3	0.05	Interaction with the community through the Social Activities Committee and the Community Committee of the Faculty	S6
0.2	2	0.1	Lack of training agreements with hospitals and pharmacies	W1
0.2	2	0.1	Lack of Faculty in some majors	W2
0.2	2	0.1	Limited financial resources and poor public spending on education, scientific research and training	W3
0.2	2	0.1	Poor technical capabilities of equipment and devices for scientific research	W4
0.05	1	0.05	Poor benefits offered to non-Jordanian faculty compared to regional and national universities	W5
0.05	1	0.05	Lack of a university hospital at the university	W6
2.7		1		

Weighted points (4)	Order	Weight	The most important points of opportunities and threats that have an impact	Icon
0.6	4	0.15	Increased demand for bachelor's and master's degree studies locally and regionally	O1
0.6	4	0.15	Full financial and moral support from the university to achieve the scientific and research objectives of the Faculty	O2
0.3	3	0.1	The southern region needs highly qualified graduates in pharmacy to promote the pharmaceutical field in the region.	O3
0.15	3	0.05	Providing opportunities for students to study for postgraduate completion purposes at the expense of Mutah University and other donors to European and Arab countries	O4
0.15	3	0.05	Increasing demand for medical majors after Corona pandemic	O5
0.2	2	0.1	Increase in the number of graduates in pharmacy major in the region, lack of employment opportunities for graduates and high unemployment rates in the local labour market	T1
0.2	2	0.1	Low employment rate of graduates nationwide	T2
0.2	2	0.1	The development of quality specialties and modern programs competing in Jordanian universities attracts new students	T3
0.2	2	0.1	Trends in reducing financial support for higher education institutions and reducing the budget for supporting scientific research	T4
0.1	2	0.05	Low scientific level of students as a result of e-learning and the Corona pandemic	T5
0.1	2	0.05	Competition of local and regional universities in attracting Faculty	T6
2.8		1		



Sixth: Strategic goals

The strategic goals of the Faculty of Pharmacy have been set to conform, emerge and align with the strategic goals of Mutah university and to conform to the vision and mission of the Faculty of Pharmacy, and to be achievable within the specified period of the strategic plan, based on the strategic analysis of the internal and external environments, which are as follows:

1. Achieving national quality assurance requirements and international accreditations through the development of programmes, study plans and teaching and training methods
2. Developing the capabilities of applied scientific research and improving the reporting system
3. Enhancing leadership and communication skills and encouraging entrepreneurship and innovation among faculty students and graduates
4. Provide a disciplined working environment and activate governance concepts and effective strategic planning practices
5. Activating communication with external entities from employers and government and non-governmental institutions
6. Seeking to serve the community, spread knowledge and strengthen the health system in the country
7. Active contribution to achieving the Sustainable Development Goals in line with the faculty's goals

8. لديك الأهداف الاستراتيجية المقترحة لكلية الصيدلة ما مدى موافقتك على كل منها؟

[More Details](#)

غير موافق تماما غير موافق محايد موافق موافق تماما

تحقيق متطلبات الاعتمادات الوطنية والدولية عن طريق تطوير البرامج والخطط الدراسية وطرق التعليم والتدريب

تطوير قدرات البحث العلمي التطبيقي وتحسين منظومة الايفاد

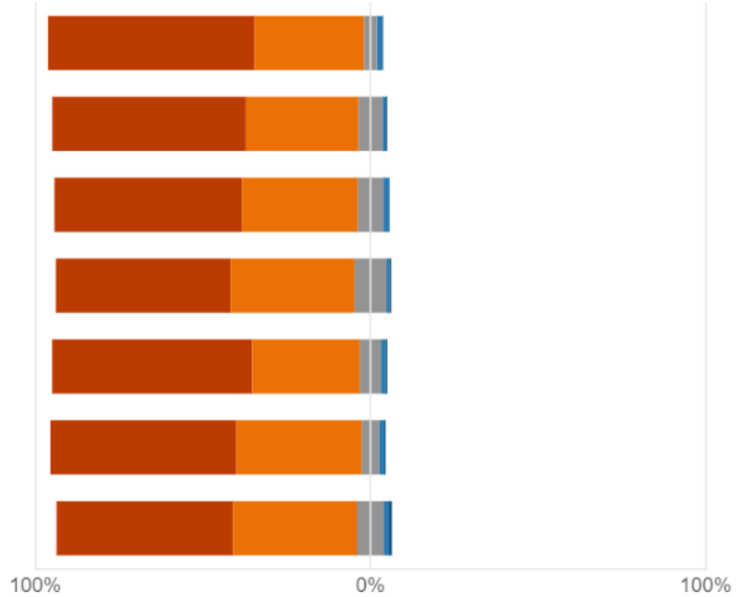
تعزيز مهارات القيادة والتواصل وتشجيع ريادة الأعمال والإبتكار لدى طلاب وخريجي الكلية

توفير بيئة عمل منضبطة وتفعيل مفاهيم الحوكمة وممارسات التخطيط الاستراتيجي الفعال

تفعيل التواصل مع الجهات الخارجية من جهات توظيف ومؤسسات حكومية وغير حكومية

السعي لخدمة المجتمع ونشر المعرفة وتعزيز المنظومة الصحية بالوطن

المساهمة الفعالة في تحقيق أهداف التنمية المستدامة بما يتلاءم مع أهداف الكلية



Those involved in those strategic goals have been identified as follows:

1. Leaders and governing councils at the university.
2. Faculty.
3. The administrative board.
4. Students.
5. Graduates.
6. Local community.
7. Partners (universities, schools, pharmacists' profession association, food and drug foundation, ministries of health).
8. Job market (pharmacies, pharmaceutical companies, pharmaceutical factories, community faculties, hospitals).
9. Research centers inside and outside the Kingdom.

The main products and services of the Faculty of Pharmacy have also been identified as follows:

1. Academic programs (Bachelor's and Master's).
2. Scientific research.
3. Entrepreneurial projects.
4. Creations and patents.
5. Training courses.
6. Student services.
7. Local community services.
8. Graduate services.

Mechanism for preparing and reviewing the strategic plan:

The Strategic Planning Team is working on the strategic and then implementation plan that emerges from it based on the illustration -1 below. This includes the mechanism for preparing the plan every five years, followed by an annual review of implementation plans and then an amendment to the strategic plan based on the results of the review.

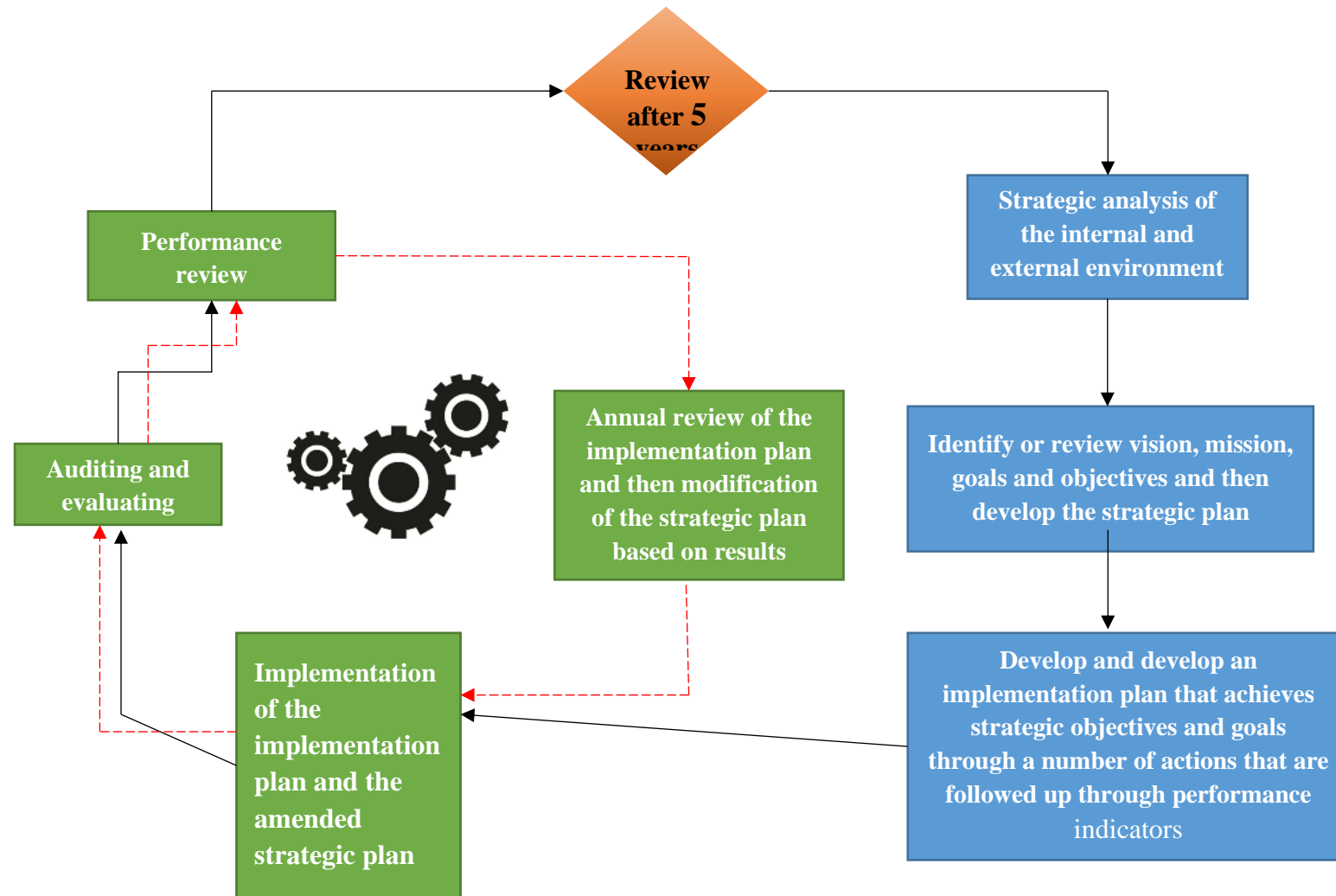


Chart 1: A demonstration outlines the mechanism for preparing and reviewing the strategic plan

Strategic goals and related key performance indicators (2022-2027)

Strategic goal No. 1: To achieve national quality assurance requirements and international accreditations through the development of programmes, study plans and teaching and training methods							
NO.	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type	
1.1	Maintaining the special accreditation requirements of the Bachelor of Pharmacy by following up on the National Accreditation Authority	1.1.1	Ratio of Faculty to students	1: 25	Assistant Dean for Quality Affairs	Once a year	data
		1.1.2	Matching the number of students enrolled in capacity	100 %	Assistant Dean for Quality Affairs	Once a year	data
1.2	Periodic follow-up to the reports of the ACPE Accreditation Authority of the Faculty of Pharmacy	1.2.1	Meet periodic observations from the ACPE Accreditation Authority	80 %	Assistant Dean for Quality Affairs	Once a year	data
		1.2.2	Number of Faculty from the major of clinical pharmacy at the head of work	5	Head of Clinical Pharmacy	In four years.	data
1.3	Continuous review of the efficiency and effectiveness of study plans, courses and training	1.3.1	Number of courses modified or developed by a change of more than 20%	Scheduled at least annually	Department heads	Once a year	data
		1.3.2	Degree of satisfaction from external reviewers from a faculty for course plans	80 %	Assistant Dean for Quality Affairs	Once a year	Questionnaire
		1.3.3	Degree of satisfaction from final year students and graduates' for faculty courses	70 %	Assistant Dean for Quality Affairs	Once a year	Questionnaire
		1.3.4	Degree of satisfaction from employers and training destinations for the follow-up training of students	80 %	Assistant Dean for Quality Affairs	Once a year	Questionnaire

1.4	Evaluation of teaching and evaluation methods in the Faculty	1.4.1 number of courses followed by more than one assessment method for evaluating students	4 courses per year	Department heads	Once a year	Data from department heads
		1.4.2 Introduce OSCE assessment in training courses	Done/Not Done	Head of Clinical Pharmacy	Once a year	Data from department heads
		1.4.3 Student satisfaction with the evaluation methods used in the courses	70 %	Assistant Dean for Quality Affairs	Once a year	Questionnaire

Strategic goal No. 2: To develop the capabilities of applied scientific research and improve the system of dispatch						
NO.	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type
2.1	Development of the scientific research system at the Faculty of Pharmacy	2.1.1 Number of research listed in the Faculty's Scopes database from a year earlier	120	Head of the Scientific Research Committee	Every year (January from the beginning of each year)	data
		2.1.2 Number of projects obtained by a faculty of the faculty from a Mutah university with internal or external funding	2	Head of the Scientific Research Committee	Every year (January from the beginning of each year)	data
		2.1.3 Total internal and external funding for faculty-supported scientific research projects over a 4-year period	JD 400,000	Head of the Scientific Research and Ethics Committee	End of Strategic Plan 2027	data
		2.1.4 Number of times devices maintenance occurs in laboratories	2	Head of the Building, devices and Laboratories Committee	Every year	
2.2	Raising the efficiency of scientific research skills for faculty members	2.2.1 Holding workshops and courses that will be conducted for faculty and graduate students at the Faculty	4 events per year (Attendance 200)	Head of the Scientific Research and Ethics Committee	Every year	data
2.3	Raising the efficiency of the reporting	2.3.1 Increase in dispatch spending in 2022-2027 compared to previous plan 2015-2020	30% increase or more	Assistant Dean for Quality Affairs	Evaluation by the end of the plan (2027)	data

Strategic Goal 3: Enhancing leadership and communication skills and promoting entrepreneurship and innovation among faculty students and graduates						
NO.	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type
3.1	Raising the competence of students and graduates in effective communication skills	3.1.1 Number of participants in workshops on leadership skills and effective communication	30% of total students per year	Assistant Dean for Quality Affairs	Once a year	data
		3.1.2 Participation of graduates in annual career days	50 participants	Head of the Student and Alumni Affairs Committee	Once a year	data
3.2	Raising student and graduate awareness of entrepreneurship	3.2.1 Number of participants per year from faculty in training courses and meetings on entrepreneurship	30% of total students per year	Department heads	Once a year	data
		3.2.2 Number of students and graduates participating annually in entrepreneurship competitions	5% of students	Assistant Dean for Quality Affairs	Once a year	data
3.3	Activating the activity of the Student and Graduate Affairs Committee at the faculty	3.3.1 Number of activities during a year	5	Head of the Student and Alumni Affairs Committee	Once a year	data
		3.3.2 Annual report on the commission's functions	Once a year.	Head of the Student and Alumni Affairs Committee	Once a year	data

Strategic goal No 4: To provide a disciplined working environment and to activate governance concepts and effective strategic planning practices

NO	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type
4.1	Raising awareness among members of the Faculty of Pharmacy with the regulations of the work organised by the University of Mutah and in the Faculty of Pharmacy	4.1.1 Number of faculty participants with introductory meetings on the regulations organised by a university	50% of faculty	Assistant Dean for Quality Affairs	Once a year	data
		4.1.2 Number of participants from the administrative board with awareness meetings and workshops in the field of management	50% of the administrative board annually	Assistant Dean for Quality Affairs	Once a year	data
4.2	Strengthening the faculty's strategic planning system	4.2.1 Appointment of Secretary to the Assistant Dean's Office for Quality Affairs	Done/Not Done	Assistant Dean for Quality Affairs	Once a year	data
		4.2.2 Activating the participation of students in different councils to ensure their participation in making decisions related to their affairs.	5 students	Assistant Dean for Quality Affairs	Once a year	data
		4.2.3 Review the faculty's vision, mission and goals	Twice in five years.	Head of the Strategic Planning Committee	Twice during the plan.	data
		4.2.4 Increase the proportion of participants in out-of-staff beneficiaries in formulating the elements of the strategic plan and in feedback	20 %		Once a year	data

Strategic Goal 5: Activating communication with external entities from government and non-governmental employers and institutions

NO.	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type
5.1	Achieving effective communication with different employers	5.1.1 Increase in the number of participants from recruitment and training agencies on the annual career day	20% annually	Head of the Student and Alumni Affairs Committee	Once a year	data
		5.1.2 Increase in the number of agreements signed by employers or training agencies annually	20% annually	Head of the Student and Alumni Affairs Committee	Once a year	data
		5.1.3 Signing cooperation agreements between the faculty and government and private sector supporters	2 agreements per year	Assistant Dean for Quality Affairs	Once a year	data
5.2	Collecting external support to support the faculty's development tasks	5.2.1 Percentage increase in support for the Faculty of Pharmacy	20 %	Dean of the Faculty	Once a year	data

Strategic goal No. 6: to seek to serve the community, spread knowledge and strengthen the health system in the country						
No.	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type
6.1	Increased communication with government and non-governmental entities in the university and at the national level	6.1.1 Number of training courses offered by the faculty to raise health awareness in the community	4	Head of the Community Service Committee	Once a year.	data
		6.1.2 Number of awareness lectures and days provided by the faculty to the community	4	Head of the Community Service Committee	Once a year.	data
6.2	Activating the volunteer activity of the faculty students for the community	6.2.1 Number of students participating in community service volunteer tasks	100 students	Head of the Community Service Committee	Once a year.	data
6.3	Spreading health awareness in society through social media and other modern means	6.3.1 Number of awareness posts on social media	20	Head of the Library and Website Committee	Once a year.	data

Strategic goal No. 7: Active contribution to achieving the Sustainable Development Goals in line with the faculty's goals

No	Sub-strategic objectives	Key Performance indicators	Target	Responsible	Time frame	Indicator type
7.1	Promoting the sustainability of financial resources by attracting new groups of students	7.1.1 number of international students enrolled in Faculty	50	Assistant Dean for Student Affairs	Year	data
7.2	Creating investment opportunities with pharmaceutical factories	7.2.1 number of agreements with supporters	2	Assistant Dean for Quality Affairs	Year	data
7.3	Providing outstanding modern educational sources	7.3.1 Amounts spent on software and modern books	5000 dinars	Assistant Dean for Quality Affairs	Year	data
7.4	Enhancing transaction digitizing attempts to save effort and time	7.4.1 number of transactions converted to electronic system	10	Assistant Dean for Student Affairs	Year	data