



Faculty of Nursing

Ain Shams University

*Strategic Plan*  
*Faculty of Nursing*  
*Ain Shams University*

**2007-2010**

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## Institutional strategic plan

- **Vision:**

Vision of Faculty of Nursing Ain Shams University is to promote excellence in nursing education and scientific research, through focusing on community needs for high quality health care and scientifically educated professional nurses. Faculty will strive to provide a learning environment that fosters the educational and developmental needs of students, faculty, and the community at large.

- **Mission:**

Faculty of Nursing is aiming to prepare a qualified nurse scientifically and skillfully to be capable of performing quality nursing care and total societal health awareness and improving his/her managerial and leadership abilities. The faculty is participating in enhancing the academic role in the development of nursing profession with the different health services as performing field researches that closely related to various nursing sciences and community needs.

- **Locally the faculty adopt the Egyptian nursing academic reference standards: (NARS)**

Egyptian nursing faculties guided by the academic standards developed by the Nursing Sector Committee (NARS). These standards are the yardstick for all the Faculties of Nursing in Egypt. Compared with the national academic reference standards (Skills included), it is evident that Faculty of Nursing Ain Shams University (FNASU) program intended learning outcomes are up to those standards.

- **International Benchmark**

### **United Kingdom Nursing School affiliated to Keele University**

Graduates of this school gain understanding of complex body of knowledge and develop analytical techniques and problem solving skills applicable to nursing and other types of employment. They will demonstrate qualities related to exercise of personal responsibility and decision making in complex and unpredictable circumstances.

## **Regional Competitors**

### **Faculty of Nursing, Jordan University**

Intended learning outcomes of Faculty of Nursing, Jordan University geared on developing and disseminating evidence based practice.

## **International Competitors**

### **Indian Faculty of Nursing**

#### **Amity University**

They consider quality-nursing program, which built on a holistic philosophy that promotes caring relationships and critical thinking. Its curriculum promotes diversity; social tolerance and justice; and personal, interpersonal, and professional development. It supports mission work and an interdisciplinary process that focuses on the physical, spiritual, and intellectual dimensions of health. Research methodologies and research critique for the nursing research articles and the student gain a deeper understanding of research activities through projects that promote the benefits of evidence-based nursing practice.

#### **Pilippine's Faculty of Nursing**

##### **The Lyceum College of Nursing**

Objectives of this Faculty are Develop relevant and responsive to the needs of the individual, family and community (local and global).It Create an organizational climate that will maximum potentials of the individual. It provide also opportunities for personal and professional growth of the faculty and support staff. The faculty, provide human and material resources for effective and efficient instruction equipped with the state-of-the-art technology. It create an environment conducive for teaching-learning process employing instructional procedures in the development of the critical thinking skills of the learner. Develop graduates with competencies for professional practice imbued with values and qualities of honesty; enlightened and assertive nationalism; social responsibility and a high sense of moral integrity.

**Faculty of nursing Ain Shams University is striving to exceed the academic standards developed nationally by the sector committee to accommodate with the international standards in such items as critical thinking, problem solving and evidence based practice.**

## **Strategic objectives**

### **1. Ensure the faculty program excellence through improving learning environment and quality of undergraduate and postgraduate curricula**

- 1.1. Update the undergraduate program to ensure its compliance with the national reference standards.
- 1.2. Assure quality of the postgraduate program through infusing principles of quality assurance in the program and courses.
- 1.3. Update the undergraduate and postgraduate programs to comply with the international standards.
- 1.4. Enhance quality assurance system to improve the teaching/learning process

### **2. Improve the learning environment to assure quality of teaching/learning process that will enhance students' achievement**

- 2.1. Improve facilities that support excellence in undergraduate education, including library renovations, laboratories, classrooms, and allocating simulated facilities that support discovery-based learning and evidence based learning
- 2.2. Raising the faculty effectiveness and efficiency through providing quality learning environment, which prepare the graduate to compete in the labor market nationally and internationally
- 2.3. Provide adequate audiovisual resources giving more attention and plans for its maintenance, management and enhancements.
- 2.4. Provide professional development for the librarians and clinical laboratory technicians to assure effective running of student practical skill training in addition to the assistive staff.
- 2.5. Allocate the automated computed based network for courses and program implementation and evaluation through E-Learning strategies.

**3. Improve faculty, and departmental services that assure excellence in graduate education.**

3.1. Strengthen graduate programs through infusing of quality assurance principles in its processes

3.1.1. Design standards for quality in graduate programs, clarifying the different expectations for research-oriented and professional programs and applying those criteria consistently.

3.1.2. Maintain national best practices in electronic graduate admissions and teaching /learning procedures.

3.1.2.1. Initiate e learning for the graduate programs

**4. Build academic staff capacity through technical and professional development to act as teachers, advisors, counselors, and student personal development agent.**

**5. Improve productivity of faculty's research, scholarly programs and increases the level of externally sponsored research.**

5.1. Improve productivity of departmentally sponsored research; strengthen assessment and support higher levels of performance.

5.2. Strengthen start-up scholarship and research in selected areas of priority.

5.4. Expand the Undergraduate Research Program with extended college and program collaborations so that all students have the opportunity to participate.

5.5. Provision of adequate resources for research implementation giving more attention for creating channels nationally regionally and internationally.

**6. Increase the visibility of the faculty and nursing profession through conduction of in campus and outside community development strategy focusing on proper community needs analysis.**

6.1. Promote faculty -wide service learning and citizenship programs, and make service learning and citizenship opportunities available to all students.

6.2. Strengthen partnerships in areas of faculty priority and delivery of non-profit services, professional development for the in-service nurses, and health professionals, and improvement in the practices environment.

6.3. Create faculty models for community services that are responsive to the evolving needs of the community, and based on community needs analysis.

## **Accreditation accomplishment**

Accreditation phase will be after three years, by the end of **year 2010**.

### **Needs Analysis:**

Needs identified by different means:

#### **1- SWOT Analysis**

Analysis was doing to determine the faculty strengths, weaknesses, opportunities, and threats. It indicated the following:

##### **Faculty strengths**

- Establishment of quality assurance system
- Compliance of the faculty with the quality principles
- Faculty administration board
- Participation of faculty members in the developmental initiatives
- Using different evaluation methodologies
- Using of internal auditing system.
- Computer availability in each department
- Students participation in internal and external activities
- Availability of handout and books
- Success of projects implemented by the faculty
- Availability of powerful administrative staff
- Development of some infrastructure in the faculty
- Students evaluate the faculty staff.
- Desire of faculty for success

##### **Faculty weaknesses**

- Limited number of books in the library
- No internet access in the Faculty
- Limited learning and teaching resources.
- Inadequate skill lab equipments simulators.

- Inadequate computer sets for students' training
- Lack of conference rooms
- Lack of stationery facilities.
- Inefficiently equipped teaching halls
- Inadequacy change training uniform halls.
- Untrained administrative personnel.

### **Opportunities**

- Experienced Faculty staff
- New evaluation methodology
- Faculty incorporated in developmental projects.
- Education development center aiming at non profit Staff development.
- Cooperative faculty staff.
- Availability of Internal quality assurance system.
- Expansion of training sites
- Postgraduate studies.
- Scholarship
- Many faculty conferences.

### **Faculty Threats**

- Competition with other nursing and non nursing faculties
- The accreditation /rules
- The new Higher education law
- Fast change in health technology
- population explosions
- Increasing number of learners in relation to faculty resources
- Drain Faculty staff /clinical Teachers to other countries
- Information explosion demands knowledge up date and more education in addition to staff over work lauds
- Fast change in community needs and expectations



**2. Report of peer reviewer:**

- Report of the two visits from the quality assurance and accreditation committee emphasized the need for giving more attention to teaching and learning resources in the action plan.

Faculty weaknesses as reported by the two visits done by the Quality assurance & accreditation committee	Faculty Needs	Activities Proposed
<p>- The faculty needs to revise program and course specification using NARS</p> <p>Lack of response or discussion to students evaluation</p>	<p><b>NEED.</b> To Improve the learning resources</p> <p><b>OBJ.</b> Ensure the faculty program excellence through improving learning environment and quality of undergraduate and post graduate curricula</p> <p>Improve faculty, and departmental services that assure excellence in graduate education</p>	<p><b>Enhance quality of the faculty programs</b></p> <p><b>Improve quality of student assessment system</b></p>
<p>- There are many weaknesses acknowledged in learning resources regarding the library, the skills laboratory and the computer laboratories which need to be improved (1<sup>st</sup> Visit report)</p> <p>- The learning resources needs more attention and plans for enhancement (second visit report)</p> <p>- There are no internet facilities or on line catalogues for students</p>	<p><b>NEED.</b> Improve faculty resources</p> <p><b>OBJ.</b> Improve the learning environment to assure quality of teaching/learning process that will enhance students' achievement</p>	<p><b>Establish central lab to enhance students acquisition for skills</b></p> <p><b>Improve quality of the teaching halls</b></p> <p><b>Improving the quality of library services provided for the undergraduate and postgraduate students</b></p> <p><b>Establish Language skill laboratory.</b> <b>Upgrading the available Computer Laboratory in quantity and quality</b></p>

<p>-There is no unified research plan and database.</p> <p>The faculty has no community involvement policy; the limited budget is a constraint. .</p>	<p><b>NEED.</b> To improve research process and outcome</p> <p><b>OBJ.</b> Improve productivity of faculty's research, scholarly programs and increase the level of externally sponsored research.</p> <p>Build academic staff capacity through technical and professional development to act as teachers, advisors, counselors, and student personal development agent.</p> <p><b>NEED.</b> To improve community services provided by the faculty to strengthen link between the faculty and the community</p> <p><b>OBJ.</b> Increase the visibility of the faculty and nursing profession through conduction of in campus and outside community development strategy focusing on proper community needs analysis.</p>	<p><b>Improve productivity of faculty researches.</b></p> <p><b>Establishing conference room to provide professional location for Faculty activities</b></p> <p><b>Improve faculty participation in community health activities.</b></p> <p><b>Fulfilling program requirements related to community</b></p>
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**Challenges:**

- Competition with other faculties
- The accreditation rules
- The new higher education law
- Fast change in health technology
- Fast changes in medical related sciences.
- Increasing number of learners in relation to faculty resources
- Academic staff is drainage to other countries and consequently shortage.
- Information explosion demands for knowledge up date and more staff education in addition to over work lauds.
- Fast change in community needs and expectations

- High orientation of community for their demands
  - Limited faculty size
  - Population explosions
- 
- **Current competitors:**
    - Local**  
Faculty of Nursing Alexandria University
  
    - Regional**  
Faculty of Nursing affiliated to Jordan University
  
    - International**  
Indian Faculty of Nursing, Amity University

**Expected future competitors:** (Local, Regional, International)

**Local**

Faculty of Nursing Alexandria University  
Faculty of Nursing Cairo University

**Regional**

Jordan and Lebanon Nursing Universities

**International**

**Pilippine's Faculty of Nursing, Lyceum College of Nursing**

**Competitors' strength:**

- Advanced teaching and learning resources based on the international standards.
- Advanced learning environment based on the international standards.
- Students are good English speakers.
- Good recording and reporting skills.
- Faculty housed in quality building.
- Enough learning resources
- Adequate faculty budget:
- Continuous financial support for library, labs and staff development.

**Competitors' weakness:**

- Graduates are inadequate to community needs.
- Limited female student recruitment.
- Majority of graduate are male (Regional).
- No postgraduate programs ( Some competitors )
- Dependent on external staff (Some competitors )

**Obstacles might hinder the development process**

- **Legislative:**  
Complicated procedures for delivering decisions  
Delay in decision-making  
Controversy in policy items  
Delayed cycle to change in the policy items, or to initiate change
- **Administration:**  
Untrained administrative staff  
Missing of English speaker secretaries  
Administrators are not oriented with the current development  
Sometimes they resist change
- **Technical:**  
Inadequacy of the faculty learning resources  
Crowd ness of training settings.  
Crowd ness of teaching classes and library.  
Unqualified skill lab team and librarians.  
Unqualified administrative team.  
Unavailability of training equipment and models.
- **Budgeting and finance:**  
Low estimation of faculty financial needs  
Low estimation of the faculty budget  
Delay in the delivering procedures
- **Others:**  
Underestimating for the nurses' roles  
Lagging of nurses role behind the physicians' role

**Correction measures to overcome obstacles: (Institutional perspective)**

- Improve learning resources and environment
- Developing protocols for work
- Qualify skill lab management team, and librarians.
- Raising awareness for faculty and administrators.

**II. Generalities:**

**II.1. Basic data**

• **Institution**

Faculty of Nursing  
Ain Shams University

• **Budget information**

Total Budget (L.E) = **2.462.475LE**

• **Budget analysis**

Total Education = **2130075 L.E**  
Total Research = **84.000 L.E**  
Total Community service = **118.400 L.E**  
Total Others (L.E) =(Stationery supplies & printing requirements) **11.000LE**  
**(Total Monthly mangment team meetings)20.000 LE.**  
**Total manthly payments:99.000LE**  
-Manager 1500X30 =**45.000 LE**  
-Assistant manger1000X 30=**30.000LE**  
-Acountent 500X30=**15.000 LE**  
-Secertary 300X30=**9.000 LE**

• **Plan duration**

**(36 ) Months**

**II.2 manager data**

Name of the Institution: Faculty of Nursing  
Ain Shams University

Name of PM: Safaa Hashim

Current Position: Professor\progect manger

Address:45 Raba El Estesmary , Nasr City, Egypt

Postal Code, City: ----

Tel: 0224175075

Mobile: 012 3562198

Fax: 2 4861277

E-mail: hashim\_safaa @yahoo.com

### II.3. Team data

Category	Number of Staff involved in the project
Ass Lecturers.	
Lecturers	
Ass. Professor	
Professor	
Nonacademic Staff -Accountants -Purchasing -Secretary -Storage	
Total number of academic and non-academic staff involved in the project	

No	Name	Responsibilities in Implementation	Position of the Member	Academic Credentials/qualifications and Experience, "detailed in CV's should be submitted"
<b>Members of the " Management Team"</b>				
1	Prof. Sabah Saad El Sharkawy	Dean	Prof.	DNs
	Prof. Aziza Tosson Labeeb	Vice dean	Prof.	DNs
	Prof.wafaa abd el Gleel	Vice dean	Prof.	DNs
	Prof. Safaa Abd El Raouf	Manager of Quality Assurance Unit	Prof.	DNs
	Dr.Sahar Moussa	Assistant manager	Lecturer	DNs
6	Dr Nematalla Gomaa	Member	Lecturer	DNs
7	Dr. Randa Mohamed	Member	Lecturer	DNs

<b>Members of the Implementation Team</b>				
	Prof. Zinab Lofty.	Implementation	Prof.	DNs
	Prof. Faten Kirat.	Implementation	Prof.	DNs
	Prof. Tahany Elsonosy	Implementation	Prof.	DNs
	Prof. Sohair makemer	Implementation	Prof.	DNs
	A..Prof.Samya Adam .	Implementation	Ass. Prof	DNs
	A.Prof. Eman Ibrahim	Implementation	Ass. Prof.	DNs
	A.Prof. Thoria Ramadan	Implementation	Ass. Prof.	DNs
	Prof Kamilia Foud	Implementation	Prof.	DNs
	Dr.Magda Abd Elsatar	Implementation	Lecturer	DNs
	Dr.Manal Salah	Implementation	Lecturer	DNs
	Asst. Prof. Salwa Samir	Implementation	Asst. Prof.	DNs
	Dr.Mona El Shazly	Implementation	Lecturer	DNs

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	Dr. Mona Hassan	Implementation	Lecturer	DNs
	Dr.Nevin Samir	Implementation	Lecturer	DNs
	Dr.Ghada Mourad	Implementation	Lecturer	DNs
	Dr.Rabab Mahmoud	Implementation	Lecturer	DNs
	Dr.Samah Faysl	Implementation	Lecturer	DNs
	Iman Mostafa	Implementation	Lecturer	MSc
	Hayam Refaat	Implementation	Lecturer	MSc
	Bothina Nader	Implementation	Ass. Lecturer	MSc
	Dr. Orban Ragab	Implementation	Lecturer	DNs



### **III. Activities**

#### **III.1. Introduction:**

Education plays a vital role in the development of any nation. Therefore, there is currently a strong move throughout the Egyptian Faculties towards having rigorous, nationally recognized higher education academic quality assurance processes. The present Plane aims at re-energizing the faculty organization to assure quality of its processes. Ultimately this goal will not only improve learning outcomes, strengthen faculty effectiveness, but also will give greater credibility to the faculty degrees, certificates and indeed, the faculty graduates. This plane addresses a widely perceived need for improvement and development. It focuses on faculty development as a means for total quality management. It helps to realize institutional mission more effectively, it also gives channel to community services through developing faculty strategies for community development and using research methodologies in the development and for serving community.

The plan scope is total quality management through which all efforts of development implemented through the faculty departments. In addition to principles of quality assurance and strategies of total quality management, organizational development principles will be executed. In addition, the faculty infrastructure and processes will be assessed and developed. This plan will focus the efforts in the educational facility to upgrade learning resources and environment, through which quality practical training will be assured. A crucial component in the current plan is the research and community service that will executed through developing strategies for development.

**Plan contents:** Faculty of nursing, Ain Shams University will be committed to quality enhancement and total quality management in terms of its core activities (education, research and community service). To achieve these, the plan has different activities, namely are fact-finding (assessment), development, monitoring and controlling, and dissemination and sustainability.

**Beneficiaries:**

**Internal Stakeholders:**

- Students
- Faculty
- Administrative personnel and co-workers.

**External Stakeholders (consumers)**

- Students' contactors.
- Other health profession.
- Hospital administrators.
- Private health sectors.
- Community at large

**III.2. Needs:**

Needs were identified after realistic analysis of the faculty current situation, resources, capabilities and potentials. As well as meticulous analysis to strength and weakness included in QAAP reviewer report , also analysis of our competitors strengths and weakness taking into consideration the changes in the labor market The over all process was done under the umbrella of the Faculty vision and mission which is subtracted from Ain shams University vision, mission and strategic plan.

Faculty needs could be summarized as follows:

1. Development of undergraduate and postgraduate curricula
  - 1.2. To respond to consumer needs
  - 1.2. To be congruent with models of contemporary nursing and health care
  - 1.3. To draw stimulated material for actual skill training.
  - 1.4. Educational program at all levels need to incorporate context and processes on contemporary nursing, where appropriate, practices are maintained.

2. Flexibility in modes of program delivery should be a criterion for courses development.
3. Undergraduate and graduate programs need to incorporate concepts pertaining to contemporary models of care.
4. Research strategies incorporate with the community needs and congruent with the advances in other sciences.
5. Improving the faculty educational resources
  - 5.1. Skill lab
  - 5.2. Library
  - 5.3. Teaching Halls
  - 5.4. English linguistic lab
  - 5.5. Conference rooms
6. Raising capabilities of the academic and nonacademic faculty staff
7. Establishment of Research and Community Development Center
8. Automating student assessment
9. Automating the administrative processes.
10. Create channels for community services.

### **III.3. Plan of Action**

Action Name:	1. Enhance quality of the faculty programs		Total (78.500) LE		Activity Code: "edu" 85% - com 10% res5%	
Starting Date:	(12/07)	Duration	(40) Weeks	End Date:	(9/08)	
Rationale	<ul style="list-style-type: none"> <li>• To Achieve faculty vision</li> <li>• To assure advantages achieved by the QAAP project and extend these efforts (quality assurance to the internship and graduate program</li> <li>• To achieve faculty strategic plan (objective), which is based on University strategic plan?</li> </ul>					
Action Description	<p>1.1. Revising and updating the undergraduate courses.</p> <p>1.2 Updating the internship training to accommodate quality assurance system.</p> <p>1.3 Updating postgraduate master courses.</p> <p>1.4 Updating post graduate doctorate courses</p> <p>1.5. Reviewing under and postgraduate programs by national peer reviewers</p> <p>1.6. Raising capabilities of the quality assurance unit members by specialized training at AUC OR RCT</p> <p>1.7. Continue second ,third ,and forth years students -staff evaluation through internet</p>					
Input	<p><b>Academic</b> Management team Implementation team. National peer reviewers.</p> <p><b>Non academic</b> Secretary Accountant</p>					
Indicators	<b>Completion:</b> Quality assurance system developed in either undergraduate or postgraduate programs.					
	<b>Success:</b> Quality assurance mechanism is practiced					
	<b>Impact:</b> Graduates qualifications matching with the license criteria & with the international standards The faculty proceed for the national accreditation and prepared for international one					
Dissemination and sustainability	<p>Faculty brochures and fliers</p> <p>Quality assurance sustain all the efforts done to initiate quality</p>					

<b>Action Name:</b>	<b>2. Establish central lab to enhance students acquisition for skills</b>	<b>Total(1.616.575) LE</b>		<b>Activity Code: "edu"90%,coms. 5%,res.5%</b>	
<b>Starting Date:</b>	(12/007)	<b>Duration</b>	(52)week	<b>End Date:</b>	12/008
<b>Rationale</b>	<ul style="list-style-type: none"> <li>• Faculty of nursing Ain Shams University is striving to be benchmark for faculty of nursing nationally and to compete faculties of nursing regionally and internationally</li> <li>• Graduate competency level depends on quality of nurse education, which depends on student's skill development, the cornerstone of which is the practical teaching.</li> <li>• Practical teaching is unique, depends mainly on the availability of wide enough lab containing simulators and models. Simulators and models allow student to have frequent and Nemours and effective training chance until acquisition and mastering of the required skill, that require small group of student teacher for each skill development training.</li> <li>• Faculty of Nursing An Shams University lab is small and narrow in relation to student number and acquisition of different skills number are required by FNASU program ILOS.</li> <li>• Lab inadequacy is among the faculty weaknesses that reported by the first and second report done by the National committee for quality assurance and accreditation.</li> </ul>				
<b>Action Description</b>	<p><b>2.1. Establish central foundation lab.</b> Purchasing models</p> <p><b>2.2. Establish specialized part of the central skill lab (Maternal &amp; Child Health)</b> Purchasing of models</p> <p><b>2.3. Establish of specialized part of pediatric Nursing lab</b></p> <p><b>2.4. Establishing two computer assisted part of the lab.</b></p>				
<b>Input</b>	<p><b>Academic:</b> Project management team Implementation team</p> <p><b>Non Academic</b></p>				

	<p>Purchasing &amp; storage department members</p> <p>Accountants</p> <p>Secretary</p>
<p>Indicators</p>	<p><b>Completion:</b></p> <ul style="list-style-type: none"> <li>• Establishment of Central Skill lab</li> <li>• Predetermined resources are available in places and working.</li> <li>• Additional clinical instructors are recruite.</li> </ul> <p><b>Success:</b></p> <ul style="list-style-type: none"> <li>• The developed skill lab used for teaching learning process effectively.</li> <li>• Skill lab technicians and management team are performing well.</li> </ul> <p><b>Impact:</b></p> <ul style="list-style-type: none"> <li>• Students are fulfilling program ILOs ( B NUR 401, B NUR 301, B NUR 201, B NUR 302)</li> <li>• Graduate will have the qualifications of licensure. They can compete regionally and internationally.</li> <li>• Faculty graduate acquires skills help them to improve the nursing profession, which has its effect on the community health and development.</li> </ul>
<p>Dissemination and sustainability</p>	<ul style="list-style-type: none"> <li>• Propagate to the lab through brochures, leaflets, and faculty web site</li> <li>• Lab will be sustained through using it in the students training and also in the nurses training through the professional development programs.</li> <li>• Maintenance plan will be developed</li> </ul>

<b>Action Name:</b>	<b>3. Improving the quality of library services provided for the undergraduate and postgraduate students</b>		<b>Total Cost 1st + 2nd PATCH</b>		<b>Activity Code: "edu"</b>	
				<b>LE</b>		<b>85%, res. 10%, com5%</b>
<b>Starting Date:</b>	(1/09)	<b>Duration</b>	(48) Weeks	<b>End Date:</b>	(12/09)	
<b>Rationale</b>	<p>According to regional competitors standards library must</p> <ul style="list-style-type: none"> <li>• allow 0.8 M. for each student and air conditioned</li> <li>• contain enough seats for students and faculty</li> <li>• contain one computer for each 200 students</li> <li>• Include qualified librarian for each 300 students.</li> <li>• Participate in electronic titles.</li> <li>• Provide 10 titles for each student.</li> </ul>					
<b>Action Description</b>	<p>Purchasing books from different specialties. seats 10 computers. Index cupboard. Shelf Units. Air Conditioner. Tables. Computer tables. Photocopier Upgrade the librarian skills by on the job training Provide means for internet in the library. Participate in the electronic titles.</p>					
<b>Input</b>	<p><b>Academic:</b> Management team. Implementation team <b>Non Academic</b> Purchasing &amp; storage department members Accountant, Secretary.</p>					
<b>Indicators</b>	Completion: Library is updated					
	Success: Library is used by the students Librarians are working well					
	Impact: Graduates having knowledge that help them to practice Achieving for the ILOs concerned with Knowledge and attitude.					
<b>Dissemination and sustainability</b>	Library is maintaining working through the faculty.					

<b>Action Name</b>	<b>4. Establish Language skill laboratory.</b>	<b>Total(79.7 )LE</b>	<b>Activity Code: “edu” 85%, com 5%,res10%</b>		
<b>Starting Date:</b>	(1/09)	<b>Duration</b>	(12) Weeks	<b>End Date:</b>	(3/09)
Rationale	<ul style="list-style-type: none"> <li>• Our competitors characterized by above average writing and speaking linguistic skills.</li> <li>• To increase student and staff ability to use international text and magazines...</li> <li>• For better reporting and recording of nursing procedures as well as health team interaction and exchange of experiences.</li> <li>• To match with the national, regional and international labor market as well</li> <li>• to be able to compete with the benchmark</li> </ul>				
Action Description	<ul style="list-style-type: none"> <li>- Biding for purchasing</li> <li>- Purchasing air conditioner</li> <li>- Purchasing 24 unit (cub)</li> </ul>				
Input	<p><b>Non Academic</b> Purchasing &amp; storage members</p> <p><b>Academic</b> Management team Implementation team</p>				
Indicators	<b>Completion:</b> Linguistic lab is ready for use by the students				
	<b>Success:</b> Achievement of ILOs of the English language for each year Achievements of program ILOs related to communication skills				
	<b>Impact:</b> Graduate qualifications matching with the labor market requirements.				
Dissemination and sustainability	<p>Maintenance for the lab will be guaranteed by the faculty</p> <p>Lab will be sustained through using by the students and maintained by the faculty.</p>				



<b>Action Name:</b>	<b>5. Upgrading the available Computer Laboratory in quantity and quality</b>		<b>Total (123.200) LE</b>		<b>Activity Code:</b> "edu" 85% res10% com 5%
<b>Starting Date:</b>	(4/09)	<b>Duration</b>	(12) Weeks	<b>End Date:</b>	(6/09)
<b>Rationale</b>	<p>Computer skills are important for the students to help them to keep informed about recent development in the nursing field.</p> <p>Universities accreditation standards indicate that the faculty must have 20 computers and five printers for each 500 students.</p> <p>Updating the computer lab will help in attaining university and faculty missions of enabling students to advanced knowledge base through web search and on-line learning opportunities as well as the use of computer lab will help students achieve the faculty program ILOs d.8,d.10,d.11, d.12</p>				
<b>Action Description</b>	<p><b>5.1Purchasing:</b></p> <ul style="list-style-type: none"> <li>• Air conditioner</li> <li>• Computers</li> <li>• Printer.</li> <li>• Computer tables.</li> </ul> <p>5.2-Establish the faculty intranet (LAN)</p> <p>5.3 -Improve lab technicians skills by training</p>				
<b>Input</b>	<p><b>Non Academic</b></p> <p>Members of the purchasing &amp; Storage department</p> <p>Lab team</p> <p><b>Academic</b></p> <p>project implementation team</p>				
<b>Indicators</b>	Completion: complete purchasing for the computers and other equipment				
	Success: The computer lab is being used by the students				
	Impact: Achievement of program ILOs Graduates are using search engines based on computer				
<b>Dissemination and sustainability</b>	Sustainability is achieved through the computer lab , and maintenance guaranteed by the faculty				

<b>Action Name:</b>	<b>6. Improve quality of student assessment system</b>		<b>Total Cost 1<sup>st</sup> + 2<sup>nd</sup> PATCHS LE</b>		<b>Activity code "edu"85%,com10%,res 5%</b>
<b>Starting Date:</b>	(4/08)	<b>Duration</b>	(52) Weeks	<b>End Date:</b>	(4/09)
<b>Rationale</b>	<p>Student assessment is important for the quality graduate as well as educational quality system, it is crucial for attaining faculty mission.</p> <p>The faculty has started electronic assessment system, yet it is not completed because it needs extra financial support as well recruiting IT specialist who can design the assessment program and connect it with the control room also money is needed for purchasing computers, and improving working conditions of the control rooms aiming at affirming safety and quality of the processes.</p>				
<b>Action Description</b>	<p>6.1. Purchase five computers for the control rooms</p> <p>6.2. Improve the working environment of the control rooms by purchasing Tables Seats Shelves Develop a computerized system to assure validity of the formative students evaluation**</p> <p>6.3. Purchasing soft ware for the system **</p> <p>6.4. Train faculty demonstrators to use the developed System **</p> <p>6.5. Train control team to use the computerized summative evaluation**</p>				
<b>Input</b>	<p><b>Non Academic</b> Members of purchasing &amp; Storage department</p> <p><b>Academic</b></p> <ul style="list-style-type: none"> <li>• Faculty demonstrators*</li> <li>• Project management team</li> <li>• Project implementation team</li> </ul>				
<b>Indicators</b>	<b>Completion:</b> System is working and used by the faculty demonstrators				
	<b>Success:</b> Effective students assessment system is being used for evaluation students achievements				
	<b>Impact:</b> Graduates experience mastery of skills.				
<b>Dissemination and sustainability</b>	<p>Dissemination of the developed system through the training enter</p> <p>Sustainability of the developed system through updating and maintenance</p>				

\*Self financed activity

\* \* Financed by the Management information system

<b>Action Name:</b>	<b>7. Improve productivity of faculty researches.</b>	<b>Total Cost 1<sup>st</sup> + 2<sup>nd</sup> PATCHS 228000 LE</b>	<b>Activity Code: "edu"10%,coms. 10%,res.80%</b>		
<b>Starting Date:</b>	(3/08)	<b>Duration</b>	(104) Weeks	<b>End Date:</b>	(11/010)
<b>Rationale</b>	<p>Competent Nurses are contentiously acting as problem solver and critical thinker. They used nursing process so they collect data, analyzing it and after that take an action based on individualized condition even of the same diagnosis. Nurses should be trained to do this process in so limited time as time factor when offering patient care is highly considered.</p> <p>Switching to evidence based approach in education, practice and researches save patient life, staff effort as well as money of any given health organization. Evidence-based practices are dependent up on the research evidence.</p> <p>Qualifying faculty staff to research conduction and research teaching is basic requirement of fulfilling FONAU ILOS .It achieve faculty mission subtracted from both Ain Shams university and ministry of higher education.</p> <p>Total quality research management of collaborative and coordinated research activities can act as direct community support and participate in its development.</p> <p>Future planning is objective when based on needs assessment studies. Honest Barriers to best practices (in educational health services, health education, community health practices) discovered through analytical nursing studies and controlled through recommendation.</p> <p>Conferences aiming at wide range research findings dissemination are limited due to in availability of suitable equipped professional place (conference hall)</p>				
<b>Action Description</b>	<p>7.1. Up skill assistant staff in research methodology by sending one from each department for training at AUC social research center or RCT, this group will be responsible to train members of their department to improve research conduction and productivity in the different nursing specialties</p> <p>7.2. Establish automated research database on national, regional and international levels aiming at following evidence based nursing education and practices.</p> <p>7.3. Establish faculty scientific magazine to disseminate national nursing research papers and exchange culturally based studies and best practices*</p> <p>7.4. Initiate channels to exchange information needed for research projects (Lab for distance learning)***</p>				

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<p>Input</p>	<p><b>Non Academic:</b> Accountants Secretary</p> <p><b>Academic</b> Project management team. Project implementation team</p>
<p>Indicators</p>	<p><b>Completion:</b> Trained staff about research conduction, teaching and managements. Faculty scientific magazine established.</p>
	<p><b>Success:</b> Research teaching\ learning process is running effectively. Establishment of the electronic system for disseminating evidence based practice extracted from research findings</p>
	<p><b>Impact:</b> More internationally accepted papers and evidence based practice. Electronic research site visitors are increasing. More agreed fund raising studies.</p>
<p>Dissemination and sustainability</p>	<p>Experience of FNASU could be disseminated to other universities through Conferences and FNASU electronic site. Sustainability maintained through total quality management of research activities. Refreshing activity by education development center</p>

\*Self financed

\*\*Financed by another project

\*\*\* Strategic objectives

<b>Action Name:</b>	<b>8. Improve faculty participation in community health activities.</b>		<b>Total (78.400) LE</b>	<b>Activity Code: "edu"20% ,coms. 70%res 10%</b>	
<b>Starting Date:</b>	(3/008)	<b>Duration</b>	(120) Weeks	<b>End Date:</b>	(9/010)
<b>Rationale</b>	<ul style="list-style-type: none"> <li>• Graduating community oriented nurse is basic requirement of fulfilling faculty ILOS .and mission subtracted from both An Shams university and ministry of higher education one.</li> <li>• Undergraduate students training in community health is 3days /week. It is mandatory for graduation criteria. Students during training use professional community bag that include all the equipment and supplies needed for home care nursing. Standards indicated that each student must has one bag.</li> <li>• The available faculty bags are not sufficient for the increasing number of students.</li> <li>• Effective community health nursing education is based on transferring staff and student with their professional bags containing necessary equipment and supplies in numerous site visits to out reach places of the villages to offer nursing care, a condition necessitate the availability of three Air-conditioned vans 29 seats each.</li> <li>• Dangerous or healthy practices can be controlled or enhanced by cooperative, and coordinated non-profit efforts of faculty staff and students that will be of sound when collaborated with other universities.</li> </ul>				
<b>Action Description</b>	<p><b>8.1.</b> Purchasing 50 equipped community bags.  <b>8.2.</b> Establish web sit for disseminating community support activities that done through faculty training center.*  <b>8.3.</b> Direct Research activities toward community needs assessment and its fulfillment activities*  <b>8.4.</b> Purchase three Air-conditioned vans 29 seats each.***</p>				
<b>Input</b>	<p>Project management team and accountants  Members of purchasing and storage department  Implementation team</p>				
<b>Indicators</b>	<p><b>Completion:</b></p> <ul style="list-style-type: none"> <li>• equipped community bags were purchased.</li> <li>• Training programs and materials is prepared and ready for use</li> <li>• Web sit for disseminating community support activities established.</li> <li>• Research activities directed toward community needs assessment and its fulfillment activities</li> </ul>				

	<p><b>Success:</b>                  Students and staff are satisfied with community health nursing education and services.                  Process is sustain.</p> <p><b>Impact:</b>                  Competent, community oriented graduates.                  More nationally accepted and respected community support profit and non-profit activities.                  Public appreciation and respect to nursing profession                  Increase faculty staff income.</p>
<p>Dissemination and sustainability</p>	<p>Experience of FNASU could be disseminated to other universities through Conferences and FNASU electronic site.</p> <p>Sustainability maintained through total quality management of community education and services process.                  Education development center refreshing activity.</p>

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Action Name:	9. Fulfilling program requirements related to community		Total(40.000) LE		Activity Code: "edu"40% res30% com 30%	
Starting Date:	(1/08)	Duration	(92) Weeks	End Date:	(11/010)	
Rationale	<p>Professional development is imperative for any organization.</p> <p>Nursing profession development could be achieved through continuous relevant training. Specialized training program can qualify nurses for license. The newly updated skill lab can be used as community support center and can be self sustained as well when used as a profit training center .</p>					
Action Description	<p>9.1.Updating the EDC by purchasing:</p> <ul style="list-style-type: none"> <li>• Disk top</li> <li>•printer</li> <li>•photocopier</li> <li>• Data Show</li> <li>• Data Show display (Screen)</li> </ul> <p>9.2. Expert staff preparing license qualifying Programs</p> <p>9.3. Expert staff preparing staff development Programs</p> <p>9.4 Expert staff preparing nursing development Programs</p>					
Input	<p><b>Non Academic</b></p> <p>Purchasing &amp; storage department members</p> <p>Secretary</p> <p><b>Academic</b></p> <p>Management team</p> <p>Implementation team preparing training materials</p>					
Indicators	<b>Completion:</b> the center is established and working well					
	<b>Success:</b> Programs are conducted for both faculty and nurses					
	<b>Impact:</b> Faculty is the focal point for license and re-license qualifications for nurses					
Dissemination and sustainability	<p>Brochures</p> <p>Develop web site to propagate for the programs</p> <p>Maintenance will be provided by the faculty</p>					

- Self financed activities.



<b>Activity Name:</b>	<b>10.Renovation of an multipurpose room suitable for academic &amp; non academic activities</b>	<b>Total cost:</b> <b>323.000 LE</b>	<b>Activity Code:</b> <b>“edu”35 %,coms. 30%,res.35%</b>
<b>Starting Date:</b>	1\12\2009	<b>Duration</b>	12\month
		<b>End Date:</b>	1\12\2010
<b>Rationale</b>	Scientific meetings are an integral part of any faculty activities and corporate establishment for academic and non academic staff. However, it is very important to have a perfect multipurpose room for both professional gatherings (lectures, meetings, conferences, symposia) and social events.		
<b>Activity Description</b>	<b>Purchasing procedure for the following items:</b> Renovation materials Seats Sound system Air conditions Speaker’s Panel Data show LCD projectors Desktop		
<b>Responsible parties</b>	<b>Academic &amp; non academic staff (Total cost 15, 000 LE).</b> Project management and implementation team. Consultant short term Technical staff. Supportive & administrative		
<b>Indicators</b>	<b>Completion:</b> Purchasing procedure for all items and completion of all renovation activities that making the auditorium ready for use.		
	<b>Success:</b> The faculty starting activities as scientific conferences, events of community services and meetings for academic and non academic pastorals students.		
	<b>Impact:</b> More participation for the side of faculty staff in scientific research activities. Increase participation of student at postural activities. Strengthens the relationship between employers and faculty staff\students.		
<b>Dissemination and sustainability</b>	Faculty counsel will approve the details of the implementation of the activity before submitting it to (UDFP). Sustainability maintained through the office of vice dean of postgraduate affair and research were the activities in such auditorium are paid such gained fund will be used to sustain the status of the auditorium.		

## IV. Overall work plan summary

Activity code: "edu"				
Actions name, number	Cost			PERIOD OF Time
	Staff	Equipme nt.	Others Edu programs development and updating	
<b>1. Enhance quality of the faculty programs*</b>				
1.1. Revising the undergraduate courses to match the reference standards\bench mark..				<b>3/ MONTH</b>
1.2. Updating the internship training to accommodate the quality assurance system.				<b>3/ MONTH</b>
1.3. Updating post graduate master forty two courses by internal and external specialized professors .				<b>2/ MONTH</b>
1.4. 4 Updating post graduate doctorate twenty five courses by internal and external specialized professors to Assure its quality.				<b>2/ MONTH</b>
1.5. Reviewing of the undergraduate and postgraduate programs by national peer reviewers.				<b>2/ MONTH</b>
1.6. Raising capabilities of the quality assurance unit members by training				<b>8/ MONTH</b>
1.7. Initiate teaching staff evaluation by the students via the internet.				<b>8/ MONTH</b>
<b>2. Establish central lab to enhance students' acquisition for skills.</b>				
2. 1. Establish central foundation skill lab				<b>6/ MONTH</b>
2.2. Update the specialized part (Maternal & child health)				<b>/ MONTH</b>
2.3. Update the specialized part (Pediatric Nursing)				<b>6/ MONTH</b>
2.4. Establish two computer assisted part of the lab				<b>3/ MONTH</b>
<b>3. Improving the quality of library services provided for the undergraduate and postgraduate students</b>				<b>12/ MONTH</b>
<b>4. Establishing Language skill laboratory.</b>				<b>3/ MONTH</b>
<b>5. Upgrading the available Computer Laboratory in quantity and quality</b>				<b>3/ MONTH</b>
<b>6. Improve quality of student assessment system</b>				<b>13/ MONTH</b>

<b>Activity code: "res"</b>				
<b>Actions name, number</b>	<b>Cost</b>			<b>Time</b>
	<b>Staff</b>	<b>Equipment.</b>	<b>Others</b>	
<b>7. Improve productivity of faculty researches</b>				
7.1. Up skill assistant staff members in research methodology to help them in conducting different types of research related their specialties				<b>21 month</b>
7.2. Establish automated research data base on national, regional and international levels for enhancing nursing education, practices and research.				
7.4. Establish faculty scientific magazine to disseminate national nursing research papers aiming at exchanging culturally based research studies on regional and international levels.*				
7.3. initiate channels to exchange information needed for research projects (Lab for distance learning)**				
<b>Activity code: "coms"</b>				
<b>Actions name, number</b>	<b>Cost</b>			<b>Time</b>
	<b>Staff</b>	<b>Equipment.</b>	<b>Others</b>	
<b>8. Improve faculty participation in community health activities.</b>				<b>25/ MONTH</b>
8.1. Purchase 50 equipped community bags. 50* 1500= 75000				
8.2 Establish web sit for disseminating community support activities that done through faculty training center.				
8.3. Direct Research activities toward community needs assessment and its fulfillment activities				
<b>9. Fulfilling program requirements related to community health activities.</b>				<b>29/ MONTH</b>
9.1. Updating the EDC .				
9.2. Preparing Programs of the license qualifications.				
9.3. Preparing programs for the faculty staff professional development				
9.4. Preparing Programs for the nursing profession development.				
<b>10. Renovation of an multipurpose room suitable for academic &amp; non academic activities</b>				<b>12/ MONTH</b>

Time frame of Activities (the whole strategic plan)

C o d e	Main Action	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11
e d u	1. Enhance quality of the faculty programs																																				
e d u	1.1 Revising the undergraduate courses to match the reference standards\bench mark..																																				
e d u	1.2. Updating the internship training to accommodate the quality assurance system.																																				
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e d u	1.5. Reviewing of the undergraduate and postgraduate programs by national peer reviewers.																																				
e d u	1.6. Raising capabilities of the quality assurance unit members by training																																				
e d u	1.7. contentiu started student\staff evaluation by internet.																																				





# **Annex**

## Faculty Benchmark

Aspects of Comparison	Locally	Regional Benchmark	International Benchmark
<p>University</p> <p>Faculty</p>	<p>NARS</p>	<p>University of Jordan</p> <p>Faculty of Nursing</p>	<p>Keele University</p> <p>Faculty of Nursing &amp; Midwifery)</p>
<p>Knowledge &amp; Understanding</p>	<p>The nursing programs' outcomes support the achievement of good levels of knowledge and skill, and ensure that theory and practice are integrated.</p> <p>Utilize knowledge of relevant concepts and evidence.</p>	<ul style="list-style-type: none"> <li>• Acquainted with All essential basic knowledge and understanding related to key concepts of the disciplines that underpin the education and training of nursing and all health care professionals</li> <li>• It is geared on evidence based practice</li> </ul>	
<p>Professional skills</p>	<p>Practice nursing within legal, socioeconomic and organizational aspects of care</p>	<ul style="list-style-type: none"> <li>• practice in accordance with ethical, regulatory and legislative standards</li> <li>• Participate effectively in inter-professional and multi-agency approaches to health where appropriate;</li> </ul>	<ul style="list-style-type: none"> <li>• Manage self one's practice and that of others according to professional code of conduct</li> <li>• Practice in</li> </ul>



			accordance with an ethical and legal framework that ensures the primacy of patient/client interest and well being.
Technical skills	Provide safe and sensitive care through the use of practical skills.	Demonstrate the ability to deliver quality patient/client centered care	<ul style="list-style-type: none"> <li>Based on available evidence , apply knowledge and appropriate repertoire of skills indicative of safe nursing practice</li> </ul>
Transferable skills	Use information technology, which support nursing practice	Participate in coordinating managing and enhancing quality.	<ul style="list-style-type: none"> <li>Problem solving and clinical decision making, extending to situations in which clinical decisions have to be made on the basis of limited information</li> </ul>