



THE UNIVERSITY OF
JORDAN



The University of Jordan

Sustainability Policy

ويجملكم
الكتاب والكملة
2022-2027

Deans' council Decision No.:2023/19

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Introduction

The University of Jordan is a modern as well as old institution of Higher Education in Jordan. It is the first university in Jordan, established in the capital city of Amman by a Royal Decree in 1962 and has grown to become Jordan's largest university. It has evolved into a comprehensive university with a second branch in the port city of Aqaba. The University applied itself to the advancement of knowledge no less than to its dissemination. In its capacity as a comprehensive teaching, research and community-service institution. The University of Jordan launched the slogan "Towards a campus with a beautiful, clean, and healthy environment" to reflect on the course of the teaching process and the performance of students, and based on the university's mission and vision towards a clean, friendly and a green environment in order to be attractive and comfortable for study. UJ has been rated five QS Stars and 498 in QS World University Rankings 2024.

The University of Jordan mission is not only high academic excellence but also applying the principles of quality management and the latest technologies in its programs and strategies. UJ has achieved international accreditation for their Medicine, Rehabilitation, Pharmacy, Nursing, Dentistry, Engineering, Information Technology, Natural Sciences, Applied English, English language and Literature, the Spanish and English and French language and Literature programs.

UJ has qualified academic staff who all work towards their ambitions to excel. Many of them have held key roles in academic, administrative, and political fields in Jordan, some of them are ministers, advisers, deputies, and heads of universities, while some have excelled in innovation and scientific research and literature.

The university is located in the heart of Amman and is surrounded by shopping centers, accommodation, restaurants, entertainment, and public transportation links. The official currency is Jordanian Dinar. The official language is Arabic, and English is the first foreign language.

The University of Jordan has developed its strategic plan for the years 2022-2027 in accordance with a scientific methodology based on keeping pace with global academic, technological development, and sustainable principles, and aligning academic programs with the changing labor market. The plan leads to a high-quality education system to prepare generations of leaders with a sense of responsibility and belonging, who are capable of entrepreneurship, creativity, critical thinking, and keeping pace with cognitive developments to meet society's current and future

needs, and to achieve economic, social, and national sustainable development. The plan focuses on excellence in knowledge-producing scientific research that impacts sustainable development. UJ strategic plan (2022-2027) will emphasize and involve sustainability principles in its operations, wherever applicable and possible.



Policy Overview

This policy outlines the objectives and parameters of sustainability at the University of Jordan. The University of Jordan is dedicated to integrating sustainability principles across its educational process, research activities, and community initiatives. The Sustainability Policy aligns with the University of Jordan vision, mission, and core values. It encompasses six strategic goals that prioritize sustainability, along with 34 initiatives/programs designed to enhance sustainable practices.

Policy Purpose

The purpose of this policy is to ensure that all the University of Jordan processes and practices are in harmony with sustainability development goals. It is based on international best practices and the recommendations of the University of Jordan committees, councils, stakeholders, and accreditation agencies. The policy aims to provide the objectives and framework for delivering the UN Sustainable Development Goals (SDGs), with a focus on climate change, water conservation, sustainable institutions, sustainable education, and sustainable research, and social impact measures such as equality, knowledge exchange, educational impact, employability, opportunities, and quality of life.

Policy Application

This policy application will be applied through a comprehensive sustainability management plan. The plan will guide decision-makers, management staff, and operators from different disciplines in adopting sustainable operations and procedures.

Scope of the Policy

This policy applies to all members of the UJ community, including staff, students, and the local and global community. The University of Jordan recognizes the importance of extending its commitment to sustainability beyond the university campus and engaging with the wider community.

Governance

To regulate and supervise the sustainability policy and strategic plan, several committees are established at the university level. These committees, including the Board of Trustees and the Deans council, will ensure effective governance and oversight of sustainability initiatives.

Continuous Improvement

The sustainability policy and strategic plan will undergo regular reviews and updates, conducted at least annually. This will enable the UJ to incorporate emerging best practices and maintain alignment with sustainability goals.

Policy Compliance and Accountability

The UJ will ensure compliance with the sustainability policy and strategic plan through annual internal audits and performance evaluations. These assessments will hold the UJ accountable for its sustainability commitments and provide opportunities for learning and growth.

The University of Jordan Strategic Plan (Sustainability part) (2022-2027)

The sustainability part of the University of Jordan strategic plan reflects our commitment to social responsibility and sustainable development. It outlines our vision, mission, values, strategic goals, initiatives, and performance indicators that will drive positive change in our teaching, community services, and research processes. Through this plan, we aim to enhance sustainability and make a significant impact on the local and global community.

Vision

A leading university in scientific, technological, economic, social, and cultural transformation, outstanding in performing its role in the development and modernization of the Jordanian state, and a pioneer in serving the local and global community.

Mission

To create an outstanding educational, learning, and research environment that stimulates creativity, innovation, and entrepreneurship, aiming to prepare individuals who are capable of contributing to sustainable development locally and globally.

Values

Our values guide us in our pursuit of excellence and social responsibility. They include:

- Excellence
- Creativity, entrepreneurship, and innovation
- Diversity
- Civic engagement and social responsibility
- Good governance

Sustainability Strategic Goals

1.	Good governance and modern management
2.	Purposeful and motivating learning and teaching experience for students and a supportive environment
3.	Knowledge-producing scientific research with impact on development
4.	Effective societal role
5.	Safe and stimulating university environment
6.	Sustainable and impactful partnerships

Basic and Supporting Pillars

Basic pillars

Learning and teaching: *(Goal # 2 Purposeful and motivating learning and teaching experience for students and a supportive environment)*

Provide a purposeful and motivating learning and teaching environment that equips students with the skills and competencies for sustainable development.

- **Initiatives:**

- Develop sustainability-focused curricula and courses.
- Foster experiential learning opportunities that address real-world sustainability challenges.
- Encourage faculty to incorporate sustainability principles into their teaching methods.

Scientific research: *(Goal # 3 Knowledge-producing scientific research with impact on development)*

Promote knowledge-producing scientific research that contribute to sustainable development and address national and global priorities.

- **Initiatives:**

- Facilitates interdisciplinary research focused on sustainability issues including climate change.
- Encourage research on sustainable solutions for societal challenges.
- Collaborate with industry partners to address sustainability issues.

Social responsibility: *(Goal # 4 Effective societal role)*

Institutionalize the university's social responsibility and actively contribute to the development of the Jordanian society.

- **Initiatives:**

- Strengthens partnerships with local community organizations to address societal needs.
- Conduct awareness-raising campaign on sustainable practices within the community.
- Engage students, faculty, and employees in volunteerism and community service activities.

Goal # 1 Good governance and modern management.

Implement transparent and effective governance practices to promote sustainability throughout the university.

- Initiatives:
 - Establish sustainability committee to oversee sustainable practices and initiatives.
 - Integrate sustainability considerations into decision-making processes.
 - Enhance communication and transparency with stakeholders regarding sustainability efforts.

Goal # 5 Safe and stimulating university environment.

Create a safe, healthy, and environmentally friendly campus-environment that fosters student well-being and sustainable living.

- Initiatives:
 - Implement sustainability initiatives in waste management and energy efficiency.
 - Enhance campus safety measures and promote sustainable transportation options.
 - Encourage sustainable practices in campus facilities and operations.

Goal # 6 Sustainable and impactful partnerships

Forge partnership that supports sustainable development and have a positive impact on society.

- Initiatives:
 - Collaborate with governmental and non-governmental organizations to address sustainability challenges.
 - Engage in international partnership to contribute to global sustainable development efforts.
 - Seek funding opportunities for sustainability related projects.

Supporting pillars

- **Institutional development:**

- **Initiatives:**

- Strengthening good governance practices including participation, transparency, justice, gender equality, accountability, and effectiveness.
- Continuously evaluate and improve institutional processes for sustainability and quality enhancement.
- Incorporate sustainability standards into the university's quality assurance mechanisms.

- **Human resources:**

- **Initiatives:**

- Provide professional development opportunities for faculty academic and administrative staff to stay updated in sustainable practices.
- Foster a culture of sustainability and social responsibility among academic and administrative staff.

- **University environment:**

- **Initiatives:**

- Upgrade campus infrastructure to be energy-efficient and environmentally friendly.
- Develop a university environment that is stimulating, safe, green and healthy.
- Provide classrooms with technical equipment suitable for e-learning.

- **Digital Transformation:**

- **Initiatives:**
 - Implement digital solutions to reduce paper usage and streamline administrative processes.
 - Enhance e-learning capabilities to support sustainable educational practices.
- **Financial Resources:**
 - **Initiatives:**
 - Growing the university's financial resources and rationalizing common public expenditures.
 - Allocate funds to support sustainability initiatives and research projects.
 - Identify cost-saving opportunities to invest in sustainability efforts.

Examples of Sustainability Initiatives at the University of Jordan

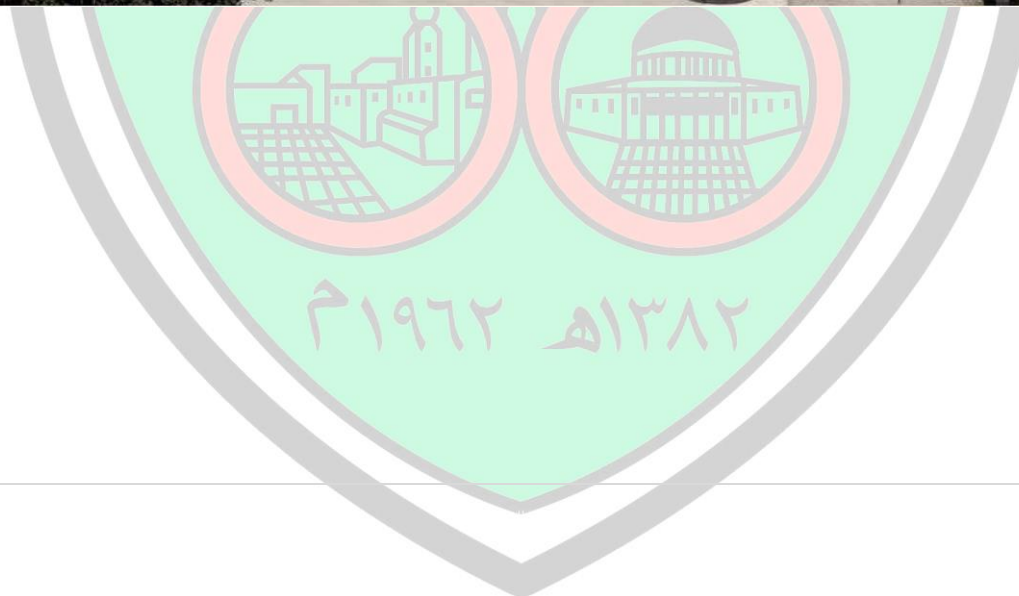
Green Campus - Setting and Infrastructure

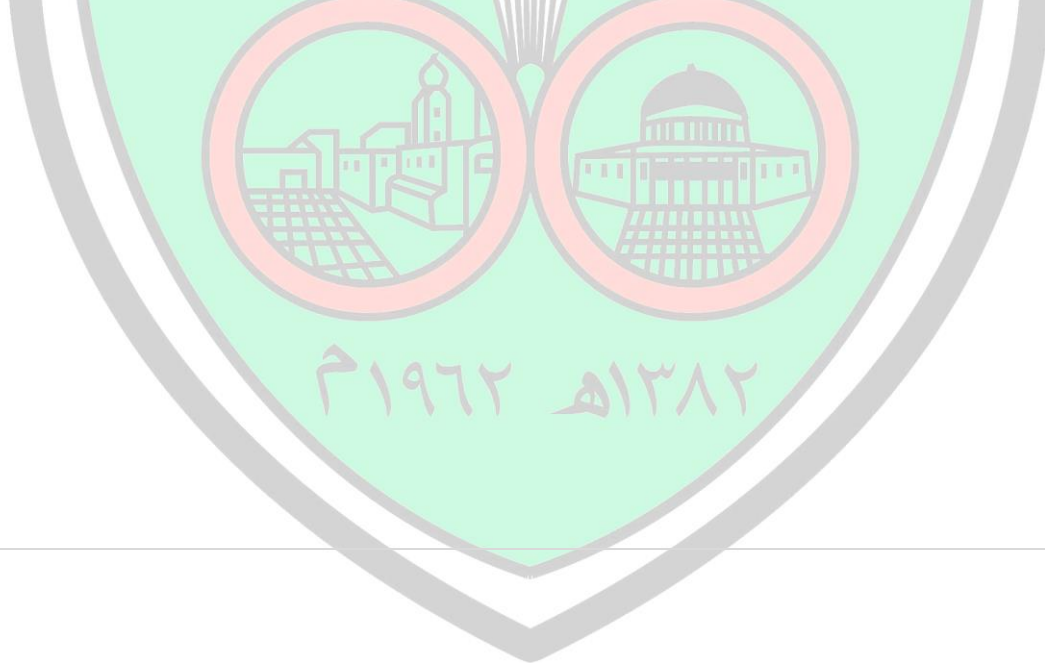
- The University of Jordan is keen to be committed to creating a green campus that fosters sustainability, environmental consciousness, and social responsibility. Planting trees is a yearly habit at the university, the strategic plan of the University of Jordan, includes an initiative that aims at fostering sustainability (sustainable university environment, green environment, recycling, promoting health and well-being, and public safety, (Initiative of sustainable university environment and adoption of the applicable goals (United Nations 17 Sustainable Development Goals)). We launched the slogan “Towards a campus with a beautiful, clean, and healthy environment”, students, faculty members, and staff planted trees yearly, and accordingly, the green area was increased. Creating green spaces and safety for students to sit and create aesthetic views so that students spend their time and reflect on their performance and there is an outlet for students in a beautiful and sound environment and a clean campus free of pollutants, mitigating climate change. Our green campus also emphasizes the importance of green spaces, encouraging the preservation of natural habitats and the integration of greenery within the university grounds. By fostering a culture of environmental awareness, sustainability education, and community engagement, the University of Jordan strives to lead by example, inspiring positive change and contributing to a more sustainable and greener future for

our campus and beyond. The University of Jordan has stepped up their efforts on sustainability, this has been seen with the adoption of mainstreaming environmental sustainability across the curriculum and engaging with the community and stakeholders at all levels on priority sustainability issues.

- Affiliated with the University of Jordan, the farm in Jordan Valley has an area of about 850 acres, which is typical, containing animal production and plant production, and planted in various fruit trees, vegetables, and rain-fed agriculture. The university is keen to create sustainable projects that reflect the development of students' skills, the teaching process, and the development of the agricultural sector. Faculty members have implemented advanced agricultural projects over the past years.
- Another affiliated area with the University of Jordan is Al-Muwaqqar station in the Badia areas, this area is characterized as a dry area, over exploitation of natural and water resources, improper agricultural practices, and the adoption of farming patterns that are not suitable for local environments have led to evident deterioration in the Jordanian Badia. To change this situation and to meet sustainability goals the University of Jordan established Al-Muwaqqar Research Station Initiative: Advancing Water and Land Resource Development for Sustainable Dryland Ecosystems ([Attachment 1](#)).
- The University of Jordan has allocated approximately 14 million dinars, 10% of the university budget for 2023; for general maintenance and for classroom and general facilities renovation to develop the infrastructure and support educational facilities in alignment with international standards and digital learning.
- The University of Jordan has signed an agreement with a national recycling company funded by an international organization in order to facilitate the recycling initiatives at the University that includes waste segregation from the source, and improve solid waste management practices and raising awareness among students, staff and faculty members. <https://sawtalhaq.com/article/80375>

Aerial photos of the university showing the spread of trees and green spaces







YOUSEF DAHDOUH
PHOTOGRAPHY





The Marine Science Station - University of Jordan Aqaba branch

- The Marine Science Station plays a vital role in the field of environmental sustainability through its monthly monitoring of the quality of seawater and marine organisms along the Jordanian coast of the Gulf of Aqaba. This contributes to the protection of the marine environment, living organisms, and the preservation of delicate ecological systems.
- The station's rescue operations for turtles and other marine creatures serve as an example of safeguarding marine life and preserving marine biodiversity.

- Moreover, the MSS plays an important role in supporting the community through underwater cleaning operations in collaboration with the Aqaba Special Economic Zone Authority and Aqaba Divers Association. These joint efforts enhance environmental awareness and encourage community participation in preserving the marine environment and tackling environmental challenges.
- The Aquarium at the MSS plays a significant role in raising environmental awareness of the importance of conserving marine life and the fragile marine ecosystem. It showcases biodiversity and environmental systems to introduce the beauty and value of the sea and the significance of protecting it for current and future generations.

Climate Change & Gender Equity

- Many projects were conducted by Faculty members at the University of Jordan related to climate change, one of those projects was the project entitled “Simulate Flash Flood in the Dead Sea Basin under the GCMs/RCMs Projections: Building Resiliency for Flood Vulnerable Communities”. The main objective of this project was to investigate changes in runoff within hydro-climatological study under climate change scenarios to achieve SDGs in Climate Change, gender equity, and vulnerable communities’ support ([Attachment 2](#)).
- Drought Assessment and Simulation in accordance with Climate Oscillation and Land Cover Changes, Methods and Applications- Amman Zarqa Basin- Jordan ([Attachment 3](#))
- Ambient Air Pollution in Jordan- Examine Emissions of Air Pollutants and Compare with Different CMIP5 Models under Concentration-Driven Projections and Changing Land-Use Patterns ([Attachment 3](#))
- Climate Change-Driven Crop Production in Jordan: Insights on Wheat and Olive Sensitivity to Climate Extremes - CMIP5 Multi-Model Ensemble under two climate scenarios RCP4.5 and RCP8.5. ([Attachment 3](#))

Research and Sustainability

- The University of Jordan provides a unique research and educational environment, with a strong emphasis on research projects related to sustainability and finding solutions to contemporary environmental concerns including water, clean energy, energy efficiency, climate change, and waste management. One of the initiatives included in the University of Jordan strategic plan (2022-2027) is (to set research priorities and focus on sustainable development issues (climate change, hunger eradication, non-discrimination on any basis...) (The 17 United Nations Sustainable Development Goals)).

Investment in Students'

- The University of Jordan has a special acceptance policy for students living in different governorates outside Amman the capital of Jordan, especially students with the highest average, and students in underprivileged areas and villages. The idea of this initiative is to increase students' diversity, and to improve their living conditions and make it more sustainable, promote their communities, and decrease the unemployment rate among them.

Investment in Human Resources

- At the University of Jordan we have a five years plan to hire qualified faculty members and provide scholarships for distinguished graduates to enhance the University of Jordan's commitment to sustainability and academic excellence.



The University of Jordan Strategic Plan (Sustainability part) (2022-2027)

First strategic goal: Good governance and modern management

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Strengthening good governance practices including participation, transparency, justice, gender equality, accountability, and effectiveness	Governance boards/committees. Schools; centers; units; departments; offices; Deanship of Student Affairs; Accreditation and Quality Assurance Center	Good governance initiative	Rate of employees' satisfaction with the University's adherence to good governance practices	The employee satisfaction rate is not less than 3 out of 5, according to the employee satisfaction assessment form regarding the adherence to good governance/integrity standards.	Annually/ university
			Rate of employee complaints and suggestions dealt with and resolved	66% of complaints and suggestions are resolved.	Annually/ university
			Rate of students' satisfaction with the University's adherence to good governance practices	The students' satisfaction rate is not less than 3 out of 5, according to the students' satisfaction assessment form regarding the adherence to good governance/integrity standards.	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Existence of student complaints management policy, procedures, and forms	Issuing policy, procedure, and forms	First year of the plan/ university
			Percentage of student complaints and suggestions dealt with and resolved	66% of complaints and suggestions	Annually/ university
			Number of violations linked to institutional values committed by the University employees	20% decrease compared to the previous year, where the number of disciplinary violations was 140.	Annually/ university
			Number of violations linked to institutional values committed by the University students	20% decrease compared to the previous year, where the number of disciplinary violations was 97.	Annually/ university
			Rate of student satisfaction with communication with the University leadership	Student satisfaction rate is not less than 3 out of 5, according to the student satisfaction	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
				evaluation form the item related to the (communication with university leaders)	
		Initiative of student participation in governance councils	Percentage of councils and committees in which students participate as members	66% of the councils and committees	Annually/ university
			Existence of a policy, procedures and forms for occupational safety and health	Issuing the policies, procedures, and forms	First year of the plan/ university
			Existence of a periodic preventive maintenance plan that is implemented regularly and monitored to ensure the sustainability of the University buildings,	Issuing the plan and its implementation	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			facilities, equipment, systems, and vehicles		

Second strategic goal: Purposeful and motivating learning and teaching experience for students and a supportive environment

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Developing academic and professional programs to keep pace with labor market requirements and contemporary challenges	School and department councils; Curriculum committee; University requirements coordination office; Center of Excellence in	Initiative to align academic programs with labor market requirements and to keep pace with scientific developments, and contemporary	Number of schools that have an advisory council (consisting of representatives of employers, students, alumni, unions and professional councils, and directors of public or private institutions, etc.) to the number of schools at the University	100% of schools having an advisory council	Annually/ school
			Percentage of study plans (bachelor's, master's, higher diploma, Ph.D.) that have been revised after five years of implementation	100% of curricula have been revised	End of 2nd semester of academic year

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
	Learning and Teaching Accreditation and Quality Assurance Center	issues and challenges			2022-2023/ University
			Percentage of study plans (bachelor's, master's, diploma, Ph.D.) that have been revised to meet labor market requirements	25% of curricula have been reviewed	End of 2nd semester of academic year 2022-2023/ University
			Percentage of study plans (bachelor's, master's, higher diploma, Ph.D.) that have been revised to keep pace with scientific developments, contemporary issues and challenges, for which there is a benchmarking study	25% of programs have been revised to meet scientific development, contemporary issues, and challenges	End of 2nd semester of academic year 2022-2023/ University
			Number of programs created as a result of scientific developments, and contemporary issues and challenges	Four new established programs including one interdisciplinary program	Annually/ school

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of programs that have been frozen or cancelled for not meeting labor market requirements	Three programs that do not meet the needs of the labor market, according to the Civil Service Bureau and the Ministry of Higher Education and Scientific Research, have been seized or cancelled	Annually/ school
			Existence of a plan to align student numbers with faculty numbers, the University enrollment capacity, and foundations of modern education	Plan development and approval.	Annually/ University starting from academic year 2023-2024
			Ratio of learning outcomes that focus on using scientific research results in teaching students to the total outcomes for each course	A 10% of the course focuses on teaching students using the results of scientific research published in influential	Annually/ school

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
				scientific journals over the past three years	
			Rate of satisfaction of employers, faculty, graduates, and students with the extent to which study plans meet labor market requirements, scientific developments, and contemporary challenges	A 5% increase in satisfaction rate from the previous year, where the rate was 70%, while 90% of the previous year's target was achieved	Annually/ school
			Rate of graduates' satisfaction with the quality and diversity of educational programs	A 5% increase in satisfaction rate compared to the previous year, where the rate was 70%, while 90% of the previous year's target was achieved.	Annually/ school

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Adopting learning and teaching strategies that keep pace with modern developments	schools; educational centers; Office of coordinating university requirements; Center of Excellence in Learning and Teaching; Accreditation and quality assurance center	Initiative to develop interactive learning and teaching strategies	Number of courses whose learning and teaching strategies have been revised according to recent developments that are based on results of scientific research in learning and teaching to the total number of courses for each program	A rate of 66% of the courses for each program	By the end of the second semester of the academic year 2022-2023/schools.
			Number of lectures in each course prepared by a team as ideal lectures for use as a reference for students, and whose allotted lecture time was used to actively involve students in the learning process through using active learning and discussions, and where the faculty member serves as a facilitator of the learning process	A 20% of the lectures in each course are exemplary prepared	On a semester basis/ for each school

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Percentage of faculty who have been qualified to use interactive/active learning strategies, case analysis, and discussions	33% of faculty are qualified to use those learning strategies	Annually/ the university
			Rate of students' satisfaction with the quality of learning and teaching (learning and teaching strategies)	A satisfaction rate of at least 3 out of 5, according to a questionnaire measuring student satisfaction with the quality of learning and teaching	Annually/ the university
			Percentage of faculty who receive a rating of at least 3.5 out of 5 in the evaluation of the quality of learning and teaching by final year students	66% of faculty receive a rating of at least 3.5 out of 5 in the level of evaluation of learning and teaching quality	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Developing students' creativity, innovation, and entrepreneurship skills	Deans; Deanship of Student Affairs; Innovation and Entrepreneurship Center; Office of University Requirements Coordination; International Program, alumni and Marketing unit;	Initiative to develop students' creativity, innovation, and entrepreneurship skills	Number of courses that focus on developing students' creativity, innovation, and entrepreneurship skills	One course per program	Annually/school
			Number of courses, workshops, lectures, and programs held to develop students' creativity, innovation, and entrepreneurship skills	Five activities	Annually/university
			Number of creativity, innovation, and entrepreneurship initiatives accomplished by students	An increase of 5% in the number of initiatives compared to the previous year, where there were 26 initiatives	Annually/University
			Number of students' participation in external creative activities	At least one participation in external creative activities	Annually/University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of activities that prepare students for local and international competitions	An increase of 10% in the number of activities compared to the previous year, where 29 activities were held	Annually/University
			Number of projects incubated in the business incubator at the Innovation and Entrepreneurship Center as a result of students' creativity and innovation	An increase of 5% in the number of projects hosted in the technology business environment, while there were 16 projects in the previous year	Annually/University
			Rate of student's satisfaction with the creativity, innovation, and entrepreneurship activities	A satisfaction rate of no less than 3 out of 5 in evaluating the effectiveness of activities in creativity, innovation and leadership	Annually/University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of graduates honored during the academic year for their achievements and creativity	A rate of 66% of alumni who have outstanding achievements	Annually/University
Continuous preparation and motivation of students for purposeful learning, critical thinking, and self-development	Learning Outcomes Committee; Deans; Office of University Requirements Coordination; Accreditation and Quality Assurance Center	Initiative for academic development and education improvement for bachelor's, master's, and doctoral programs	Establishing a learning and teaching center specialized in improving education	Presence of a center for learning and education	During the academic year 2023/2024
			Percentage of programs in which learning outcomes and assessment methods have been reviewed and developed to focus on and stimulate critical and analytical thinking	66% of programs	By the end of the academic year 2022-2023
			Number of learning outcomes that enhance learning skills, critical and analytical thinking skills, and problem-solving skills in each course	One learning outcome per course that enhances one of the learning skills and critical thinking	Annually/school

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Percentage of students who achieve the learning outcomes that enhance learning skills and critical and analytical thinking skills in each course	66% of students achieve learning outcomes per course	Annually/ school
Adopting modern technologies and digital transformation to enhance and enrich learning and teaching processes	Deans; University Requirements Coordination Office; Center of Excellence in Learning and Teaching; Schools; educational centers; Accreditation and Quality	Blended learning, e-learning, and e-teaching initiative	Ratio of courses that use modern technologies and electronic programs as sources of learning and teaching to the total number of courses	70% of courses use modern technologies	Annually/ University
			Ratio of faculty members who have been qualified to deal with modern technologies through specialized training courses held for this purpose to the total number of faculty members	20% of faculty are qualified.	Annually/ University
			Ratio of courses taught through e-learning, e-teaching, and blended learning to the total number of courses	Achieving the minimum ratios set by the Ministry of Higher Education and Scientific Research	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
	Assurance Center		Percentage of courses, out of those taught online or through blended learning, which use educational activities that rely on objective-based self-directed research and learning	50% of courses taught online or through blended learning use educational activities based on research and self-directed objective-based learning	Annually/ University
			Percentage of students who achieve the learning outcomes in courses taught through e-learning, e-teaching, and blended learning, out of the total number of students in each course	66% of students achieve learning outcomes	Annually/ University
			Number of professional programs that have been created through international platforms such as EdX and Coursera	One full online educational program, provided that it is approved by the Ministry of Higher Education and Scientific Research and the Accreditation	5 years/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
				Commission for Higher Education Institutions and Quality Assurance	
			Rate of students' satisfaction with e-learning and e-teaching	An Increase by 5% in satisfaction compared to the previous year, where the percentage was 70% and the achievement rate was 90%	Annually/University
			Rate of faculty members' satisfaction with e-learning and e-teaching	An Increase by 5% in satisfaction rate compared to the previous year, where the percentage was 70% and the achievement rate was 90%	Annually/University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Ratio of classrooms that are technically equipped to suit e-teaching to the total number of classrooms	100% of classrooms are equipped to accommodate e-learning	5 years/ University
			Rate of satisfaction of students with learning and teaching resources	Satisfaction rate of at least 3 out of 5 with learning and teaching resources	Annually/ university

Third strategic goal: Knowledge-producing scientific research with impact on development

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Creating a stimulating, advanced and sustainable research environment	Deanship of Scientific Research; Schools; Accreditation and Quality Assurance Center; Library Unit	Developing scientific research instructions initiative	Modifying and developing scientific research instructions	Issuing regulations	First year of the plan/ University
			Rate of satisfaction of the University's researchers with the scientific research instructions	A satisfaction rate of at least 3 out of 5 with regard to scientific research instructions	Annually/ University
		Incentivizing outstanding researchers initiative	Existence of incentivizing instructions for researchers linked to the evaluation of research performance	Issuing of incentivizing instructions	The first year of the plan/ University
			Rate of satisfaction of the University's researchers with the incentivizing instructions	Satisfaction rate of at least 3 out of 5 with the incentivizing instructions	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
		Student scientific research clubs initiative	Number of established clubs	One research club	Annually/ University
			Number of students participating in clubs	25 students per club	Annually/ University
			Number of activities carried out by clubs	Two activities	Annually/ University
			Rate of students' satisfaction with clubs	Satisfaction rate of at least 3 out of 5 for clubs	Annually/ University
Engaging in collaborative research projects at the local and global levels	Deanship of Scientific Research; Schools; Centers	Collaborative research projects initiative	Number of published research articles by researchers from the University and local and international research teams	5% of research papers done by groups, and published or accepted for publication in first- category journals	Annually/ University
			Number of research projects carried out in collaboration between researchers from	5% of the projects are carried out in collaboration with researchers from the university, and from national	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			the University and local and international research teams	and international research groups, and published or accepted for publication in first category journals	
Directing support for research projects concerned with solving contemporary problems, issues, and challenges within the national priorities and	Deanship of Scientific Research; Schools; centers; Accreditation and Quality Assurance Center	Initiative to set research priorities and focus on sustainable development issues (climate change, hunger eradication, non-discrimination on any basis...) (The 17 United Nations Sustainable Development Goals)	Availability of a list of research priorities	providing a list of national priorities and sustainable development	Annually/ University
			Percentage of research prepared and published viewed by stakeholders in the labor markets	At least 50% of research is reviewed by stakeholders.	Annually/ University
			Rate of satisfaction of stakeholders with published research whose results have been provided to them	Stakeholders satisfaction rate of at least 3 out of 5 with published research whose results have been provided to them	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
sustainable development priorities			Number of research studies whose results have been used to improve local or global issues	At least 5% of published research in the first category Journals have been used to improve local or global issues	Annually/ University
			Number of published articles focusing on sustainable development including climate change	At least 5% of research studies focusing on sustainable development, published or accepted for publication in first category Journals	Annually/ University
		Networking with vital national sectors initiative	Number of support agreements signed with the sectors	5% increase in the number of agreements with various sectors	Annually / University
			Percentage increase in the amount of support from the sectors	5% increase in the amount of support compared to the previous year	Annually/ University
			Amount of funding acquired	5% increase in funding over the previous year	Annually/ university

Fourth strategic goal: Effective societal role

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Developing an administrative system for social responsibility	Community Development and Services Center; Accreditation and Quality Assurance Center	Initiative to develop and implement the University's social responsibility strategy	Existence of a strategic plan for social responsibility	Issuing the plan	First year of the plan/ university
			Rate of implementing the social responsibility strategic plan	70% implementation rate	Annually/ university
		Initiative to develop instructions, foundations, policies, procedures, and forms for the community service system	Number of instructions, foundations, policies, procedures, and forms developed for the community service system	66% of the developed instructions, foundations, policies, and procedures	First year of the plan/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Developing value-added community development services	Community Development and Service Center; Deanship of Student Affairs; Schools; centers; units; departments; offices; Faculty for factory program; Center for Accreditation and Quality Assurance	Initiative for developmental community service and sustainable development consultations that are based on the needs of beneficiaries	Number of developmental events, programs, and community consultations provided to the community according to its needs	An event/program for each school/ center	Annually/ School/ Center
			Rate of adherence to use forms for implementing development programs and for consultations provided to the community	80% compliance rate	Annually/ University
			Number of students, faculty members, researchers and administrative staff participating in providing each program annually	25% of students	Annually/ University
				10% of faculty and researchers	
				10% of administrative staff	
			Number of international students involved in supporting and serving the community	25% of international students	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of students from low-income backgrounds benefiting from the “Student Corner for Clothes” Project	50 low-income students annually	Annually/ University
			Percentage of needs met based on the implementation of community service activities	60% of needs are met	Annually/ University
			Rate of satisfaction among beneficiaries with the services provided to them	Beneficiaries’ Satisfaction rate of at least 3 out of 5 with the services provided to them	Annually/ University
			Number of faculty members participating in the “Faculty for Factory” program annually	One doctor in a company or factory	Annually/ University
			Rate of faculty members’ participation in professional societies and/or national and/or international committees	50% of faculty participate in professional societies and/or national and/or international committees	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Rate of employees' participation in local/community committees	25% of employees participate in local/community committees	Annually/ University
			Rate of students' participation in local/community committees	10% of students participate in local/community committees	Annually/ University
Developing the culture of voluntary work and social entrepreneurship among students, faculty members, and employees	Center for Community Development and Service; Deanship of Student Affairs	Initiative for the participation of students and the University employees in voluntary programs on campus and with institutions engaged in voluntary work	Number of institutions participating in voluntary programs	Two participating institutions in voluntary programs	Annually/ Faculty/ Center
			Number of voluntary programs and implemented campaigns	One voluntary program/ One voluntary campaign	Annually/ school
			Number of students, faculty members, and administrative staff participating in voluntary programs	One activity per student, faculty, researcher, and administrative	Annually/ University
			Rate of beneficiaries' satisfaction with voluntary	Satisfaction rate of at least 3 out of 5 with voluntary	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			programs, campaigns, and services provided to them	programs, campaigns, and services provided	
		Community-serving student clubs and societies initiative	Number of student clubs or societies serving the community	Four clubs or societies	Annually/ University
			Number of activities held to serve the community through student clubs and societies	One activity per semester	Annually/ University
			Rate of beneficiaries' satisfaction with the implemented activities and services provided to them	Beneficiaries' satisfaction rate of at least 3 out of 5 with the implemented activities and services	Annually/ University
Enhancing the University's awareness-raising, educational, national, and	Deanship of Student Affairs; Community Development and Service Center;	The University's awareness role initiative	Number of activities and awareness-raising lectures held by each school and center	Two activities/lectures	Annually/ school /center
			Number of students participating in formal and	One participation per student	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
religious roles in national issues	Media and Public Relations and Radio Unit; Cultural Forum; Schools; Centers		non-formal university activities and events.		
			Number of university staff participating in formal and non-formal university activities and events	One participation per faculty, researcher, employee, and technician	Annually/university
			Number of university leadership participations in community activities	One activity for each university leader	Annually/university
			Number of educational, national, and religious seminars	Two seminars (educational, national, and religious)	Annually/school/center
			Number of university theses linked to societal issues and contributing to their solution	One thesis for each social issue based on national priorities	Annually/university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of educational radio programs aimed at raising awareness of societal issues	One weekly radio program for raising awareness of societal issues service	Annually/ university
Enhancing local community involvement in the various university activities	Community Development and Service Center; Deanship of Student Affairs.	Community participation in university activities initiative	Number of agreements with local community institutions	One agreement per school or center	Annually/ school/ Center
			Number of activities in which the community participated with the university	Two activities hosted by the community at the university level	Annually/ University
			Rate of satisfaction of community participants with the activities	Community participants Satisfaction rate of at least 3 out of 5 with the activities	Annually/ University
			Number of awards and certificates of appreciation presented by the community to the University	One award or certificate of appreciation	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of activities in which the local community used the University facilities	One activity in which the local community used university facilities	Annually/ University
			Number of experts from the community who participated in awareness and training programs	Five experts participating in awareness and training programs	Annually/ University

Fifth strategic goal: A safe and stimulating university environment

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Providing a safe, healthy, and sustainable university environment	Student Affairs Dean's Office; Community Development and Services Center; Water, Energy, and Environment Center; Accreditation and Quality Assurance Center; School of Agriculture; Engineering Department; Maintenance Department; General Safety Office; Food and Nutrition Services Department; schools;	Initiative of sustainable university environment, green environment, recycling, promoting health and well-being, and public safety (Initiative of sustainable university environment and adoption of the applicable goals United Nations 17 Sustainable	Number of activities aimed at raising awareness among students and employees about the importance of green environment, recycling, promoting health and public safety	Annual activity/ lecture/ course/ workshop in the following areas: green space, recycling, promoting health and well-being, and public safety	Annually/ university
			Percentage increase in the number of seedlings and trees planted annually	5% increase in the number of trees and plants planted compared to the previous year	Annually/ university
			Percentage increase in green spaces to buildings at the University	5% increase compared to the previous year	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
	Centers; Support Services Department	Development Goals)	Percentage increase in reliance on alternative energy at the University	5% increase compared to the previous year	Annually/ university
			Percentage reduction in electricity and water costs	1% reduction in cost compared to the previous year	Annually/ university
				Reduction in consumption rate per student and individual on campus	
			Number of activities carried out by students and employees at the University to preserve the environment	70% of students and faculty and employees who carry out one activity to preserve the environment	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Percentage decrease in the amount of food waste generated from university restaurants	5% less than the previous year	Annually/ university
			Number of environmentally friendly waste containers	5% increase in the number of environmentally friendly waste containers.	Annually/ university
			Percentage increase in the amount of waste collected for recycling compared to waste that is not recycled	10% increase over the previous year	Annually/ university
			Number of sustainable development initiatives accomplished by students	At least five initiatives specifically related to sustainable development completed by students	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			The University's international environmental ranking	The university's international environmental ranking improved by 1% over the previous year	Annually/ university
			Adherence to the University's security and public safety policy, procedures, and forms	100% compliance rate	Annually/ university
			Percentage increase in the number of electronic gates at the University	5% increase in the number of electronic gates in the university compared to the previous year	Annually/ university
			Rate of employees' satisfaction with the University environment	66% satisfaction rate	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Rate of students' satisfaction with the University environment	5% increase in satisfaction compared to the previous year, where the satisfaction rate was 61% in the previous year	Annually/ university
		Clean public facilities initiative	Adherence to the policy of support services affairs, its procedures, and forms	90% compliance rate	Annually/ university
			Rate of employees' satisfaction with the University's facilities	66% satisfaction rate	Annually/ university
			Rate of students' satisfaction with the University's facilities	66% satisfaction rate	Annually/ university
		Initiative to maintain and rehabilitate the	Adherence to maintaining buildings, equipment, and natural resources according to	90% compliance rate	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
		University's facilities and infrastructure	the relevant policies, procedures, and forms		
			Percentage of facilities, infrastructure, and vehicles that have been maintained and rehabilitated	10% increase in the percentage of facilities, infrastructure, and vehicles maintained compared to the previous year	Annually/ university
			Percentage increase in the number of preventive and corrective maintenance operations that are conducted on campus but subject to external maintenance contracts for technical equipment	66% preventive maintenance operations	Annually/ university
			Percentage of closed maintenance contracts	66% of closed maintenance contracts	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			completed on time and within specified costs		
			Rate of employees' satisfaction with facilities, infrastructure, equipment, and supplies	66% satisfaction rate	Annually/ university
			Rate of students' satisfaction with facilities, infrastructure, equipment, and supplies	66% satisfaction rate	Annually/ university
		Internal transportation service development initiative	Number of buses for internal transportation	One bus dedicated to transporting students on campus	Annually/ university
		Initiative to enhance students' participation in	Percentage increase in the number of students	5% increase in the number of students belonging to clubs and	Annually/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
		student scientific, professional, and sports clubs	participating in scientific, professional, and sports clubs	actively engaged in their activities compared to the previous year	
			Number of activities per club	Two activities per club	Annually/ university
Providing appropriate support for students with disabilities and qualifying them to perform their duties	Deanship of Student Affairs; Community Development and Services Center; Engineering Department; Maintenance Department; Support Services Department; General Safety Office;	Supporting students with disabilities initiative	Percentage increase in the number of buildings that have been rehabilitated to accommodate persons with mobility disabilities	5% increase in renovated buildings over the previous year	Annually/University
			Rate of satisfaction of visually impaired students with regard to the extent to which safe walkways are spread	Satisfaction rate of at least 3 out of 5	Annually/University
			Percentage of students who have access to modern and	30% of students have access to the service	5 years/University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
	Accreditation and Quality Assurance Center		advanced technologies based on artificial intelligence, such as smart text reading applications for students with disabilities, simulation systems, and chatbots		
			Rate of satisfaction of students with disabilities with assistance programs	5% increase in satisfaction rate compared to the previous year.	Annually/University
			Percentage increase in the number of volunteers and employment and training opportunities to deal with and assist students with disabilities	5% increase in the number of volunteers from the previous year	Annually/University
			Number of awareness activities within the university	Two activities	Annually/University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			campus to raise awareness of the characteristics and needs of students with disabilities		
			Rate of awareness of students and staff about the characteristics of students with disabilities and their needs from the point of view of students with disabilities	66% rate of awareness	Annually/University
Providing excellent counseling and guidance services to students in the educational, psychological, and	Deanship of Student Affairs; schools; educational centers; Accreditation and Quality Assurance Center; Admission and Registration Unit;	Initiative to care for students and guide them educationally, psychologically, and professionally	Commitment to the educational, psychological, and professional services policy for students, and its procedures and forms	90% compliance rate	Annually/ University
			Percentage increase in the number of educational activities, educational services, and educational	5% increase in the number of activities and services from the previous year	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
professional fields	Financial Affairs Unit		guidance services provided to students according to their needs		
			Percentage increase in the number of psychological activities, psychological services, and psychological guidance services provided to students according to their needs	5% increase in the number of activities and services from the previous year	Annually/ University
			Percentage increase in the number of professional activities, professional services, and professional guidance services provided to students according to their needs	5% increase in the number of activities and services from the previous year	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Percentage increase in the number of students benefiting from health care and psychological counseling services at the University	5% increase in the number of students benefiting from the services	Annually/ University
			Rate of faculty members' adherence to students' academic advising policy and procedures	70% compliance rate of faculty with the academic the students' advising policy and its procedures	Annually/ University
			Number of counseling, awareness-raising, and guidance sessions between faculty members and students	Eight sessions	Annually/ University
			Rate of student's satisfaction with the care and services provided to them	5% increase in student satisfaction with the care and services	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
				provided to them over the previous year	
			Percentage increase in the number of financially challenged students who have been provided with financial support	5% increase in the provided financial support compared to the previous year	Annually/ University
			Percentage increase in the number of students employed by the University	3% increase in the number of employed students compared to the previous year	Annually/ University
			Percentage decrease in the number of students expelled from the University	5% decrease in the number of expelled students compared to the previous year	Annually/ University
			Percentage decrease in the number of academically	5% decrease in the number of	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			struggling students out of the total number of students	academically struggling students compared to the previous year	
			Percentage decrease in the number of disciplinary violations among students	5% decrease in the number of disciplinary violations compared to the previous year	Annually/ University
			Number of institutions that offer students experiences in the labor market	5% increase in the number of institutions providing work experience opportunities for students compared to the previous year	Annually/ University
			Level of employability reputation of graduates in the QS ranking	Continued employment reputation level of graduates in	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
				global rankings to be among the top 400 universities worldwide	
			Percentage of students who graduated within the specified time period	95% of students	Annually/ University
			Percentage increase in the number of graduates who obtained jobs or enrolled in graduate programs within one year of graduation	5% increase in the number of graduates obtaining jobs or enrolling in graduate programs within one year of graduation compared to the previous year.	Annually/ University
Raising awareness among	Deanship of Student Affairs	Students and political life initiative	Number of dialogue sessions on legislations regulating political life	Six sessions	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
students and educating them about the value of parties and enhancing their role in political participation			Number of awareness and educational campaigns on the value of political participation	Six campaigns	Annually/ University
			Number of awareness and educational seminars on the value of partisan work	Six seminars	Annually/ University
			Number of awareness programs to combat extremist ideologies	Two programs	Annually/ University
			Rate of students' satisfaction with political awareness activities	66% satisfaction rate	Annually/ University

Sixth strategic goal: Sustainable and impactful influential partnerships

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Building active local, Arab, and global strategic partnerships	International Affairs Unit; Legal Affairs Unit; schools; Deanship of Scientific Research; Centers; International Program, alumni and Marketing unit; Accreditation and Quality Assurance Center; Deanship of Student Affairs; Engineering Department;	Initiative of institutional planning and operational work with partners and suppliers	The existence of policies, procedures, and forms to regulate the institutional relationship with external partners and suppliers	Issuing policies, procedures, and forms	First year of the plan/university
			Compliance with policies and procedures for regulating the institutional relationship with external partners and suppliers	70% compliance rate	Annually/university
			Percentage of partners and suppliers who have been classified, analyzed their capabilities and potentials, and identified the most important partners to achieve the strategic objectives of the university	66% of partners and suppliers	Within two years/university
			Percentage of action plans designed to work with partners and suppliers to	66% of action plans to be	First year of the plan/university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
	Central Tenders Department; Central Supplies Department		achieve the strategic objectives and future directions of the university	designed in the first year.	
			Percentage of achievements made from each action plan with partners and supplier	50% of action plans to be completed.	Annually/university
			Percentage of implementation of improvement plans developed to cover gaps in achievements based on feedback from partners and suppliers	50% of improvement plans to be implemented.	Annually/university
			rate of satisfaction of partners and suppliers with their partnerships with the university and meeting their needs	66% satisfaction rate	Annually/university
		Initiative of creating joint	The number of new academic programs	Four programs	5 years/ university

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
		academic and professional programs with external partners	The number of new professional programs	Four programs	5 years/ university
		Initiative of stimulating the exchange of distinguished international faculty	The number of faculty benefiting from the academic exchange initiative to and from the university	Five faculty members in each department	annually/university
			The improvement rate in the world ranking indicator "Nationalities"	Positive improvement from the previous ranking	annually/ university
Establishing local, Arab, and	International Affairs Unit; Legal Affairs Unit;	Initiative of student exchange	The number of University of Jordan students who benefit from student exchange programs abroad	5% increase compared to the previous year	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
international partnerships to enrich students' learning experience and enhance their employment opportunities	Relevant schools	through partnerships with international organizations, such as the	The number of international students enrolled in student exchange programs at the University of Jordan	5% increase compared to the previous year	Annually/ University
		International Association for the Exchange of Students for Technical Experience (IAESTE) for all professional and technical specialties and Erasmus programs	The satisfaction rate of students with exchange programs	66% satisfaction rate	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
Enhancing collaboration and mutual relationship with graduates	International Program, alumni and Marketing unit; in collaboration with the Deans' Assistants for Graduate Affairs	Sustainable and promising relationships with graduates Initiative	The existence of policies, procedures, and forms to enhance the relationship with graduates	Issuing policies, procedures, and forms	The first year of the plan/university
			Compliance with policies, procedures, and forms to enhance the relationship with graduates	70% compliance rate	Annually/university
			Expansion and development of the University of Jordan's alumni database	5% increase in the number of registered alumni in the database	Annually/university
			Establishment of a graduate employment platform	Availability of the platform	End of academic year 2022-2023
			Number of activities held with graduate participation	One activity with graduates per semester	Annually/ school

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
				Holding a forum for university graduates	Once every two or three years/university
			Number of awards/honors for outstanding graduates	Award or recognition for three outstanding graduates	Annually/faculty
			Graduate satisfaction rate with the relationship with the university	60% graduate satisfaction rate	Annually/university
Building partnerships that achieve sustainable development goals	schools; Deanship of Scientific Research; Research Centers; International Affairs Unit	Partnerships for sustainable development Initiative	Number of joint projects that achieve sustainable development	Three projects that achieve sustainable development	Annually/ University
			Number of faculty and researchers involved in promoting partnerships related to sustainable development	20 faculty and researchers	Annually/ University

Strategic objectives	Authorized entity	Initiatives (Programs)	Performance indicator	Targeted outcomes	Timeframe
			Number of published research papers with international partners related to sustainable development	Ten research papers published or accepted annually in first-class international journals	Annually/ University

