

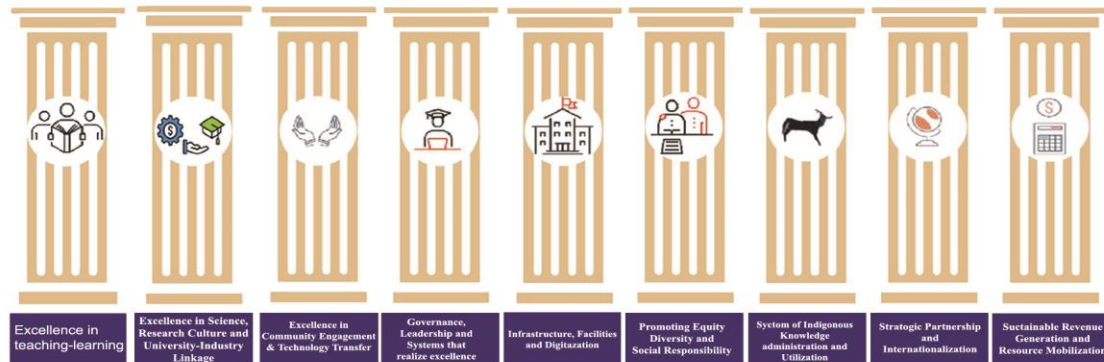


Oasis of Knowledge

STRATEGIC PLAN 2020-2030

To produce competent graduates, problem solving research and technology output and provide demand driven community engagement through fostering an international academic environment enriched with democratic values thereby supporting realization of the country's vision.

Dire Dawa University Aspires to be the Premeium choice in Ethiopian and among the top ten Applied Science Universities in Africa by 2030



1. Brief history of Dire Dawa University

Dire Dawa University is found in the industrial and commercial city of Dire Dawa, which is located at 515 km east of Addis Ababa. It is a young higher education institution, established and started its teaching and learning activities in 2007 academic year. The university is established with Ethiopian government's willingness and determination to expand higher education coverage and ensure its equitable distribution across the country in order to produce competent human resources and research outputs to meet the national development target through poverty reduction strategy.

The actual operation of the university began by enrolling 754 regular students in three faculties (Faculty of Natural Science and Mathematics, Faculty of Social Science and language and Faculty of Business and Economics) in 13 different undergraduate academic programs with 90 academic staff and 103 administrative support staff operating with limited facilities. In 2008, the satellite campus of Haramaya University was merged with Dire Dawa University, which gave an opportunity to gain more buildings and workshops.

Currently (i.e.,2019 G.C.) the university has one Institute (Institute of Technology) and Five Colleges (College of Natural & Computational Science, College of Business & Economics, College of Social Sciences & Humanities, College of Law and College of Medicine and Health Science) with 47 undergraduate and 46 graduate programs. The current enrollment has reached to more than 21,159 students in undergraduate and graduate programs via regular and non-regular admission modalities.

Institute of Technology is one of the ten institutes started in Ethiopia to support the realization of the transition towards the industry-led economy. The University was contributing to the then national policy of 70:30 (Engineering & Natural Science to Social Sciences) program mix through prioritization of science and technology.

Dire Dawa University has 1296 Academic Staff in total, of which 794 are on duty and 21 are expatriates, the remaining 502 are on study leave for their second and third degrees. Among the staff on duty, 27 % are first-degree holders, and 66% are second-degree holders and 5% are PhD and above. In addition, the University has 1670 administrative staff and 107 technical and ICT staff.

2. Vision, Mission and Values

2.1. Mission

To produce competent graduates, problem solving research and technology output and provide demand driven community engagement through fostering an international academic environment enriched with democratic values thereby supporting realization of the country's vision.

2.2. Vision

Dire Dawa University aspires to be a premium choice in Ethiopia and among the top ten Applied Science Universities in Africa by 2030.

2.3. Values

- Quality
- Professionalism
- Integrity and Honesty
- Equity
- Diversity
- Social responsibility
- Accountability

2.4. Motto

‘Oasis of Knowledge’

3. Strategic Issues

1. Teaching-learning
2. Science & research culture and Indigenous knowledge
3. Community Engagement, Technology Transfer and Social Responsibility
4. University-Industry linkage
5. Partnership and Internationalization
6. Leadership, management and good Governance:
7. Infrastructure, facility development and digitalization
8. Capacity development and Staff Retention
9. Revenue generation and resource mobilization
10. Diversity
11. Operational excellence

4. Strategic Themes

Based on identified strategic issues in the previous part, eight strategic themes that will guide the plan are presented as follows:

1. Excellence in Teaching-Learning



2. Excellence in Science, research culture and university-industry linkage



3. Excellence in Community Engagement & Technology Transfer



4. System of Indigenous knowledge administration and utilization



5. Governance, Leadership and Systems that realize Excellence



6. Sustainable revenue generation and resource mobilization



7. Infrastructures, facilities and digitization

ADMINISTRATION BUILDING WORKSHOPS



CLASSROOMS



LIBRARY



STAFF RESIDENCE



HIGHER CLINIC



ICT FACILITIES AND INFRASTRUCTURES



8. Promoting Equity, Diversity and Social Responsibility



9. Strategic Partnership and Internationalization

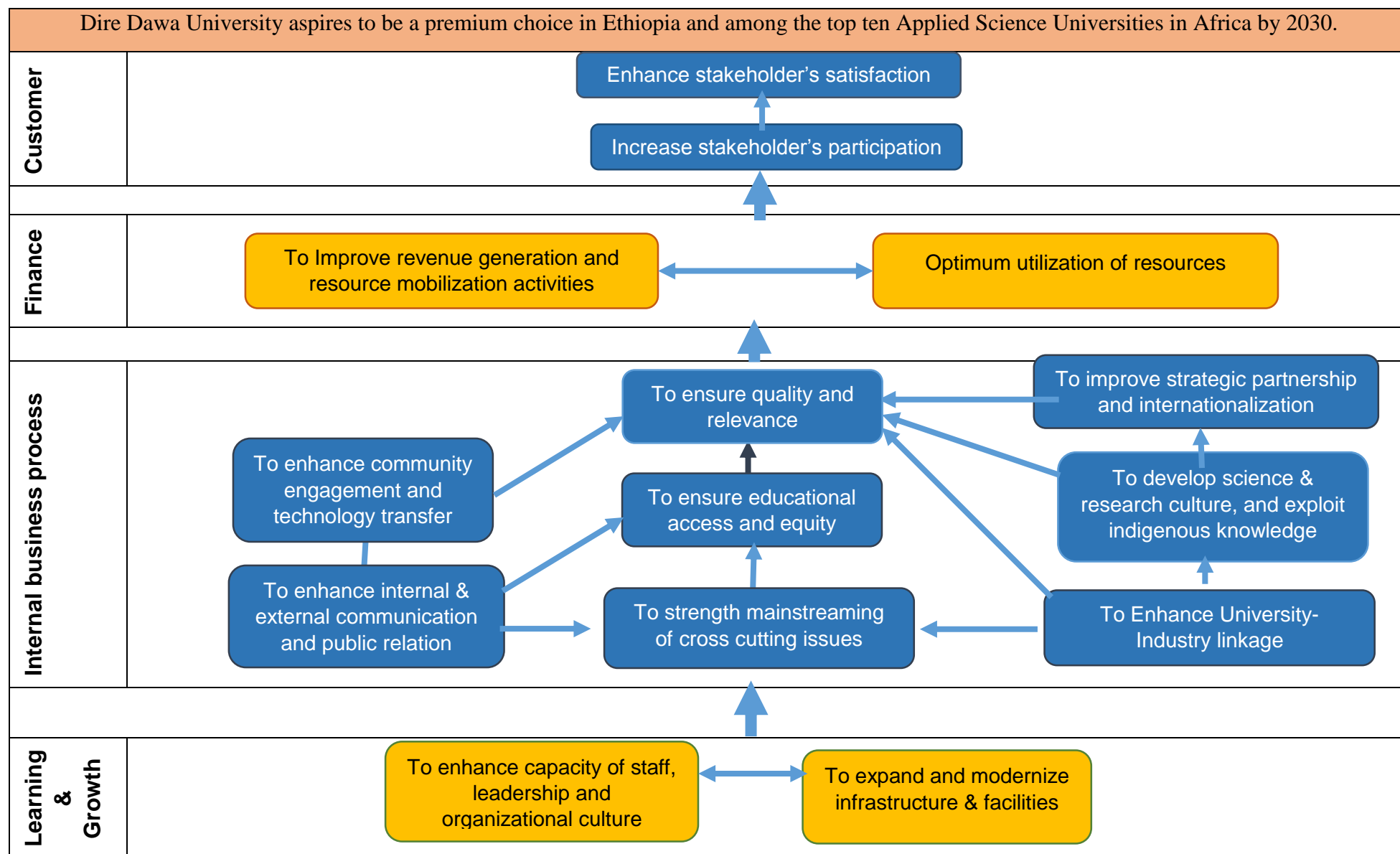


5. Corporate Strategic Objective, Strategy & Map

Based on the identified strategic issues and subsequent strategic themes, the following are the major corporate strategic objectives up on which specific strategies were designed:

Table1: Corporate Strategic Objective and Weight

Perspective	Weight (%)	Corporate strategic objectives	
Stakeholder	20	1	To enhance stakeholder satisfaction
		2	To increase stakeholder participation
Finance	15	3	To Improve revenue generation and resource mobilization activities
		4	To enhance Optimum utilization of resources
Internal Business Process	40	5	To ensure educational access and equity
		6	To ensure quality and relevance
		7	To develop science & research culture and exploit indigenous knowledge
		8	To enhance community engagement and technology transfer
		9	To Enhance University-Industry linkage
		10	To enhance internal and external communication and public relation
		11	To strengthen mainstreaming of cross cutting issues
		12	To improve strategic partnership and internationalization
Learning and Growth	25	13	To enhance capacity of staff, leadership and organizational culture
		14	To expand and modernize infrastructure and facility

Figure: Corporate Strategic objective map

Corporate Objective – Initiative Matrix

Table2: Objective-Initiative Matrix

Corporate objectives	Initiative	Owner
To enhance stakeholder satisfaction	Infrastructure and facility enhancement & modernization	President, BDVP
	Capacity building	President
	Service delivery Enhancement	President, AAVP /BDVP/RCEVP /ASSVP/Scientific Director
	Change management and good governance	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
	Mainstreaming of Crosscutting issues	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
To increase stakeholder participation	Research, technology transfer and community engagement program	RCEVP/Scientific Director
	University social responsibility initiative	President, AAVP /BDVP/RCEVP /ASSVP/Scientific Director
To improve revenue generation and resource mobilization activities	Revenue generation	President and BDVP
To enhance optimum utilization of resources	Change management and good governance	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
	Revenue generation	President and BDVP
	Service delivery enhancement	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
To ensure educational access and equity	Academic access, quality and equity	AVP/ASSVP/Scientific Director
To ensure quality and relevance	Academic access, quality and equity	AVP/ASSVP/Scientific Director
To develop science culture, research and indigenous knowledge	Research, Technology transfer and community engagement	RCEVP/Scientific Director
To enhance community engagement and technology transfer	Research, Technology transfer and community engagement	RCEVP/Scientific Director

Corporate objectives	Initiative	Owner
To enhance university-industry linkage	Communication, partnership and internationalization	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
To enhance internal & external communication & public relation	Communication, partnership and internationalization	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
To strengthen mainstreaming of cross cutting issues	Mainstreaming Crosscutting issues	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
To improve strategic partnership and internationalization	Communication, partnership and internationalization	President, AVP /BDVP/RCEVP /ASSVP/Scientific Director
To enhance capacity of staff, leadership and organizational culture	Capacity Building	President
To expand and modernize infrastructure and facility	Infrastructure and facility enhancement and modernization	President and BDVP



Oasis of Knowledge



📍 Sabian around Mermersa 📧 1362, Dire Dawa, Ethiopia 📞 +251 251 11 15 01 📠 +251 251 12 79 71
✉ ipr@ddu.edu.et 🌐 www.ddu.edu.et 📘 DDUniv 📡 DDUniv