



Policy for Activating Legislation Supporting Decentralization

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Basic Policy Information

Policy Title:

Policy for Activating Legislation Supporting Decentralization

Policy Owner:

The entity that owns this policy is: the Legal Department at the University in cooperation with the College of Law, where they are responsible for monitoring its implementation, reviewing it, and ensuring its alignment with national legislation and ministerial instructions - University Presidency

Target Audience

This policy applies to all university components to ensure the activation of the principle of decentralization in a fair and effective manner, and includes the following categories:

- ● The University Council as the supreme authority overseeing the adoption and direction of policies.
- ● Administrative leaders (University President, Assistants, Deans, Department Heads) as those directly responsible for implementing the policy provisions and delegating authorities.
- ● Departments and administrative units to ensure the exercise of the powers delegated to them in a manner that achieves speed of accomplishment and improvement of operational efficiency.

Target Audience (Continued)

- ● The teaching staff by enabling them to participate in academic and administrative decision-making related to their work.
- ● Students as the ultimate beneficiaries of the efficiency of the administrative and academic system, and through enhancing their participation in student councils and academic activities.
- ● The Legal Department to review legislation and ensure compliance of all practices with applicable instructions and laws.
- ● External stakeholders (Ministry of Higher Education, accreditation bodies, local community) as strategic partners who benefit from the activation of decentralization through enhancing the quality of education and services.

Scope of Application and Responsible Authority

Scope of Application:

All university formations

Responsible Authority for Implementation and Follow-up:

The following entities undertake the implementation of this policy within the scope of their powers and responsibilities:

- • The Supreme Committee for Formulating University Policies
- • University Presidency
- • Office of Assistants (Scientific and Administrative)
- • Deans and Department Heads
- • Quality Assurance and University Performance Unit
- • Legal Department
- • Administrative and Financial Units
- • University and College Councils

Implementation Date and Official Website

Implementation Date:

Official Website:

<https://alayen.edu.iq>

Introduction

This policy comes in response to national legislation and instructions from the Ministry of Higher Education that call for activating the principle of decentralization in university work in a manner that ensures speed of decision-making, raising performance efficiency, and enabling colleges, departments, and administrative units to exercise their powers with flexibility and effectiveness, without prejudice to the principle of institutional policy unity.

This policy has been prepared based on proposals submitted by the College of Law and the Legal Department to ensure its alignment with the legal and legislative framework of the state.

General Concept

Decentralization:

Transfer of some powers from central administration to academic and administrative units.

Delegation:

Granting specific legal authority for a specified period of time.

Powers:

A set of decisions and procedures with which units are authorized.

Vision

A pioneering university that adopts an administrative and academic system based on sound decentralization, enhancing quality, transparency, and accountability, and contributing to raising the efficiency of educational, research, and administrative outputs.

Mission

Activating legislation supporting decentralization through clear legal frameworks and effective implementation mechanisms, achieving a balance between delegation of powers and institutional oversight, and ensuring sustainable performance improvement.

Objectives

- • Enabling colleges and administrative units to exercise their powers within an organized legal framework.
- • Enhancing the speed and efficiency of decision-making in a manner that serves the quality of the educational and research process.
- • Supporting the principle of transparency and accountability at all administrative levels.
- • Establishing the principle of effective participation in decision-making between the center and colleges/departments.
- • Ensuring the compatibility of legislation supporting decentralization with national laws and international standards.

Principles

- ● Transparency: Clarity of powers and procedures.
- ● Accountability: Linking delegation with follow-up and evaluation.
- ● Equity: Equal opportunities between colleges and departments in exercising powers.
- ● Restricted Autonomy: Granting freedom of decision-making while adhering to general policies.
- ● Sustainability: Ensuring continuity of work efficiently through policy development.
- ● Participation: Involving stakeholders in decision-making.

Justifications

- Expansion of the size of colleges and departments, requiring distribution of powers.
- The need to accelerate the decision-making process and reduce bureaucracy.
- Supporting transparency and enhancing accountability at all levels.
- Enhancing the autonomy of colleges and departments while preserving university unity.
- Achieving academic accreditation requirements and international standards in governance.

Legislative and Legal Framework

- • Law of the Ministry of Higher Education.
- • Organizational regulations for universities.
- • Instructions on governance and good management.
- • Proposals from the College of Law and the Legal Department as a supporting annex to the policy.

Organizational Structure for Implementing Decentralization

First: Organizational Structure for Implementing Decentralization:

Central Level (University):

Setting general policies, oversight, and evaluation.

College Level (Colleges):

Exercising delegated academic and administrative powers.

Partial Level (Departments and Divisions):

Implementing daily operations and ensuring achievement of direct objectives.

Governance

University Council:

Adopting the policy and monitoring its implementation.

University Presidency:

General supervision of legislation activation and ensuring its consistency with the law.

College of Law and Legal Department:

Providing legal consultations and ensuring compliance of activated legislation with the legal framework.

Quality Assurance Unit:

Monitoring policy implementation and evaluating its results periodically.

Colleges and Departments:

Implementing delegated powers within their administrative and academic scope while adhering to general policies.

Implementation Mechanisms

Second: Implementation Mechanisms:

- ● Developing detailed regulations for powers delegated to colleges and departments.
- ● Organizing training workshops to introduce legislation and decentralized work mechanisms.
- ● Developing an electronic system to document powers and procedures.
- ● Activating effective communication channels between the center and decentralized units.

Continuous Improvement Methods

Third: Continuous Improvement Methods:

- - Adopting feedback from colleges and departments on difficulties and challenges.
- - Applying the continuous improvement cycle (Plan-Do-Check-Act).
- - Comparing internal experiences with successful international practices.
- - Introducing digital technologies to support decision-making processes and simplify procedures.

Key Performance Indicators

Fourth: Key Performance Indicators (KPIs):

Percentage of decisions made at the college level instead of the central level.

Speed of transaction completion after implementing decentralization.

Level of college satisfaction with their autonomy.

Extent of unit compliance with legal legislation.

Risk Management

Fifth: Risk Management:

Potential risks such as:

Conflict of decisions between colleges, weak oversight, misuse of powers.

Ways to deal with them:

Unifying regulations, having an internal oversight system, training administrators.

Communication and Awareness

Sixth: Communication and Awareness:

- ● Mechanism for disseminating the policy within the university (introductory workshops, electronic publication, brochures).
- ● Ensuring it reaches all staff and students if it affects them.

Final Provisions

Seventh: Final Provisions:

- ● This policy is considered binding on all university units.
- ● It is published through official channels and circulated to all colleges and departments.
- ● It may not be amended except with the approval of the University Council and after consulting the College of Law and the Legal Department.

Accountability and Auditing

Eighth: Accountability and Auditing:

- ● Any misuse of delegation exposes its holder to accountability according to university regulations.
- ● Withdrawal of delegation in case of non-compliance.
- ● Annual reports linking performance level and continuation of delegation.

Funding and Support

Ninth: Funding and Support:

- Allocating financial resources to support college autonomy.
- Determining financial limits for spending at the college level.
- Central financial oversight to ensure transparency.

Grievance and Complaints Mechanism

Tenth: Grievance and Complaints Mechanism:

- Any college or department has the right to object to delegation decisions.
- Formation of a specialized legal committee to consider complaints.
- Ensuring resolution of complaints within a specified period.

Periodic Review

Eleventh: Periodic Review:

- ● Reviewing this policy and its associated legislation every three years or when substantial changes occur in national legislation.
- ● Submitting annual reports by colleges to the University Presidency on the level of decentralization activation.
- ● Involving the College of Law and the Legal Department in any amendment or development.

The Supreme Committee for Formulating University Policies

Al-Ayen Iraqi University

Final Approval:

Signature:

Date:

Policy Effective Date:

Scope of Effect

This policy applies starting from () and all colleges are committed to it without exception. The policy provisions are in effect provided that they do not conflict with the instructions, regulations, and laws in force of the Ministry of Higher Education and Scientific Research)
