



**KING SAUD UNIVERSITY
COLLEGE OF DENTISTRY**

RISK MANAGEMENT PLAN

(2016-2020)

The Executive Summary

Most recently a lot of changes have occurred in legal and socioeconomic setup of the Kingdom. Most significant changes include National Transformation Program 2020 and reduced dependency on the oil based economy. The government has urged the government entities to explore and generate new financial sources to cope with the falling oil prices in the global market. All these changes have significantly affected public and private sectors including the education sector. Although there are a lot of opportunities in the new era, yet there exists many risks too. Risk in the KSU's context is inherent in all academic, administrative and business activities of the University and every member of the University is responsible for the adoption of sound Risk Management practices within their particular area of responsibility. The University recognizes that the aim of Risk Management is not to eliminate Risk completely, but rather to provide the structural framework to effectively manage the Risks involved in all University activities. Furthermore, the University acknowledges that Risk Management is an essential element for good corporate governance and good management practice. A strategic and formal approach to Risk Management will improve decision making, encourage positive outcomes and enhance accountability. The KSU therefore urges all colleges to include risk factor while developing strategic plan.

While developing this plan, the strategic plan team has considered all potential risks that could affect efficiency and productivity of the college. The college is fully aware of the global and regional factors that are affecting the country and the institutions. That is why our risk management plan focuses on identifying, evaluating, controlling and managing Risks. Risk Management is as much about identifying opportunities as avoiding or mitigating losses. It allows the College to seek and take advantage of opportunities to achieve improved education & research outcomes and outputs by ensuring that any risk taken is based on informed decision-making, realistic and measurable objectives and sound analysis of possible outcomes

The Risk Management Plan of the college of Dentistry involves a planned and systematic approach to the identification, assessment and mitigation of the risks which could hinder the achievement of the College strategic objectives. As stated above, the strategic plan team has considered legal, financial, social, cultural, and traditional factors that may significantly affect the implementation of our strategic plan through numerous internal and external risk factors. Common risks include reduced financial allocation from the institution, faculty & staff resistance to change, leadership changes,

staffing difficulties and ineffective communication. Following table highlights mitigation actions to cope with the potential risks.

Overall Risk Table: The College of Dentistry Risk Management Plan

Risk	Impact	Probability	Mitigation Actions
Leadership Changes	High	Intermediate	- Continuously Review the Strategic Plan - Formalize teams to monitor implementation
Faculty Resistance	High	Intermediate	- Enhance buy-in & communications - Publicize Success Stories
Staffing Difficulties	High	Intermediate	- Improve compensation system - Clear Career Path & Skill Development
Ineffective Communications	Intermediate	Low	- Comprehensive Communication Plans - Involvement of all Stakeholders
Lack of Support from Partners	Intermediate	Intermediate	- Effective Communications - Recruit global Ambassadors
Lack of Funding	High	High	- Accelerate Developments - Obtain Political Support - Diversify Sources of Funding

Furthermore, the tables below show more specific risks associated with each strategic objective, their impact, probabilities, and actions to mitigate them:

Goal 1: Competitive Graduates Locally and Globally

Risk	Impact	Probability	Mitigation Actions
Faculty resistance	High	Intermediate	- Enhance buy-in & communications - Publicize Success Stories - Facilitate faculty skill-development
falling faculty: student ratio	high	intermediate	- Recruit par-time faculty - Reduce acceptance rates
Lack of Funding	High	I High	- Improve financial planning & control - Diversify Sources of Funding
Not attracting good students	High	low	- Improve compensation system - Promote the college through 3 rd party

Goal 2: Strengthening the research ranking of the College

Risk	Impact	Probability	Mitigation Actions
Staffing difficulties	High	Intermediate	- Improve compensation system - Clear Career Path & Skill Development
Lack of research interest	Intermediate	Intermediate	- Utilize KSU research support - Provide research incentives & facility
Low quality publishing	Intermediate	Intermediate	- Guidance & publishing support - learn from partners via twinning programs
Lack of Research Funding	High	High	- Accelerate Developments - Improve financial planning & control - Diversify Sources of Funding

Goal 3: Best faculty and employees

Risk	Impact	Probability	Mitigation Actions
Difficulties in attracting faculty	High	High	- Improve compensation system - Promote the college through 3 rd party
Difficulty attracting staff	High	Intermediate	- Revise compensation system & add benefits - Improve career advancement opportunities
High employee turn-over	high	high	- improve communications - Provide
Lack of Research Funding	High	high	- Accelerate Developments - Improve financial planning & control - Diversify Sources of Funding

Goal 4: Excellence in Patient and Community Services

Risk	Impact	Probability	Mitigation Actions
Inadequate clinical staff	High	intermediate	- Improve staff compensation system - Utilize 3 rd party recruiters - Improve career advancement opportunities
Dissatisfied patients	Intermediate	Intermediate	- Improve patient communications - Improve quality of care
dental public health Limitations	Intermediate	Intermediate	- Expand recruitment of public health faculty and demonstrators - Utilize faculty exchange programs
Lack of Funding	High	High	- Improve financial planning & control - Diversify Sources of Funding

Goal 5: Building Bridges; Local, Regional and Global Communications

Risk	Impact	Probability	Mitigation Actions
Ineffective communication	High	intermediate	- improve communications - Provide alumni services & loyalty programs
Inactive partnerships	Intermediate	intermediate	- improve communications - Provide alumni services & loyalty programs
Alumni not interested	intermediate	intermediate	- improve communications - Provide alumni services & loyalty programs
Advisory board not functional	High	intermediate	- Sound communications - Empower advisory board by responsibilities

Goal 6: Strengthening and Diversifying Financial Resources

Risk	Impact	Probability	Mitigation Actions
Fall in oil prices	High	High	- Appropriate financial planning - Diversified sources of funding
University Resistance	high	high	- Make the case for importance of financial independence
Difficulty staffing financial manager	Intermediate	intermediate	- Revise compensation system & add benefits - Utilize part-time financial manager

Goal 7: Optimal infrastructures using smart technologies in both divisions of the College

Risk	Impact	Probability	Mitigation Actions
Failure to deploy Technology	High	Low	- Technology evaluation & selection process - Careful implementation planning
Resistance to using technology	Intermediate	Intermediate	- Recruit champions - Provide training courses
Lack of Research Funding	High	High	- Improve financial planning & control - Diversify Sources of Funding