



Pharos University in Alexandria Sustainable Investment Policy

Investment in Human capital

Human capital development, often referred to as professional development or staff development, is the process during which employees, with the support of their employer, go through professional training or pursue learning opportunities to improve their skills and grow their knowledge and careers. Human capital is perceived by Pharos university as ways to increase productivity and thus profitability. The more investment the university makes in its students and employees, the chances of its productivity and success becomes higher. Human capital includes assets like education, training, intelligence, skills, health, and other things such as loyalty and punctuality. As such, it is an intangible asset or quality that isn't (and can't be) listed on the university balance sheet.

a. Investment in students

There's no better feeling than being a partner in someone's success and creating education opportunities for others. Pharos university helps the new generation of students realize their goals through providing the best education facilities and enabling environment for learning and pushing its students to achieve more than they imagined. The university is keen to open new multidisciplinary graduate and postgraduate programs in trending subjects and prominent topics. The university also supports students in need with scholarships, and students awards in order to complete their studies. Such scholarships can make a significant difference for a student in need and help students who might otherwise abandon their program because they lack funding, particularly those brightest and most driven students, helping them to reach their full potential.

b. Investment in Staff members

Pharos university invests in its staff by fostering a productive and employee-focused workplace, and making sure each faculty member is appropriately compensated and rewarded. This allows faculty staff to innovate and achieve excellence taking greater responsibilities towards development of inclusive society and knowledge-based economy. The University also works to make it easier for faculty staff members to do their work and to fostering an enabling environment of creativity, collaboration, and empowerment to produce direct benefits to the university performance. This is achieved through a fully functioning, innovative and bottom-up network of well-regarded faculty staff, with higher standards of performance in education, training, and research. Pharos university invested in purchasing the most valuable learning management systems and held all -level training courses to enhance the staff capacities in such systems.

c. Investment in Young generation - Assisting staff

The vision of Pharos University is to create a modern university satisfying needs and requirements of the new generation of leaders that will be heading a sustainable educational framework at the university in future. Investing in assisting faculty staff is achieved through many ways including reorganizing and developing useful training modules, and wide-ranging benefits e.g., rewards international publications and allowances to attend international conferences to widen their scope in their specialty and foster synergies and international cooperation.



d. Investment in Employees

Human capital is said to include qualities like an employee's experience and skills. Since all labor is not considered equal, Pharos university improves human capital by providing a comfortable workspace that is conducive to productivity. This is achieved through investing in training of its employees to helping them develop new skills. The university also attracts top-tier talent in the university niche, which can, in turn, help expedite the university daily routine administrative work. Doing this greatly reduces the turnover rate and allow high quality work to become even better.

Financial Investment

The university's investment assets are divided between (a) a long-term endowment, where the capital and reserves are invested to provide income and capital growth or a total return sufficient to support spending requirements and maintain a capital value at least in line with inflation over the long term, and generates the sufficient income to support the ongoing activities of the university. (b) a medium-term (5 years), to make the constitutional and governance changes required to permit a total return approach to investment of funds, and (c) a shorter-term endowments and other funds (2 years), which should be invested to preserve the capital value with a minimum level of risk and depreciation. The maintenance of the capital value of such funds is of greater importance than short-term income requirements.

Risks

The University seeks to produce the appropriate financial return within an acceptable level of risk. The university principal financial risks and uncertainties relate to being in an uncertain economic environment and ministerial policy changes while facing the challenges of the higher education sector. A key risk to the Long-Term Funds is inflation and assets are invested to mitigate this risk over the long-term. The key risk to the Short-Term Funds is financial security as it is required within a short timeframe to achieve financial sustainability and security.

The university operational cash balances is contained within a separate policy. An investment Committee, chaired by the board of trustees has oversight of, and monitors the investment assets. The Committee meets once a term and review all financial information provided. This Investment Policy Statement is reviewed on an annual basis to ensure continuing appropriateness.

Adopted by University Council: September 2020,

Endorsement

M. M. Mohyeldin

Prof. Mahmoud Mohy El Din
Pharos University President