PHILOSOPHY OF DEVELOPMENT

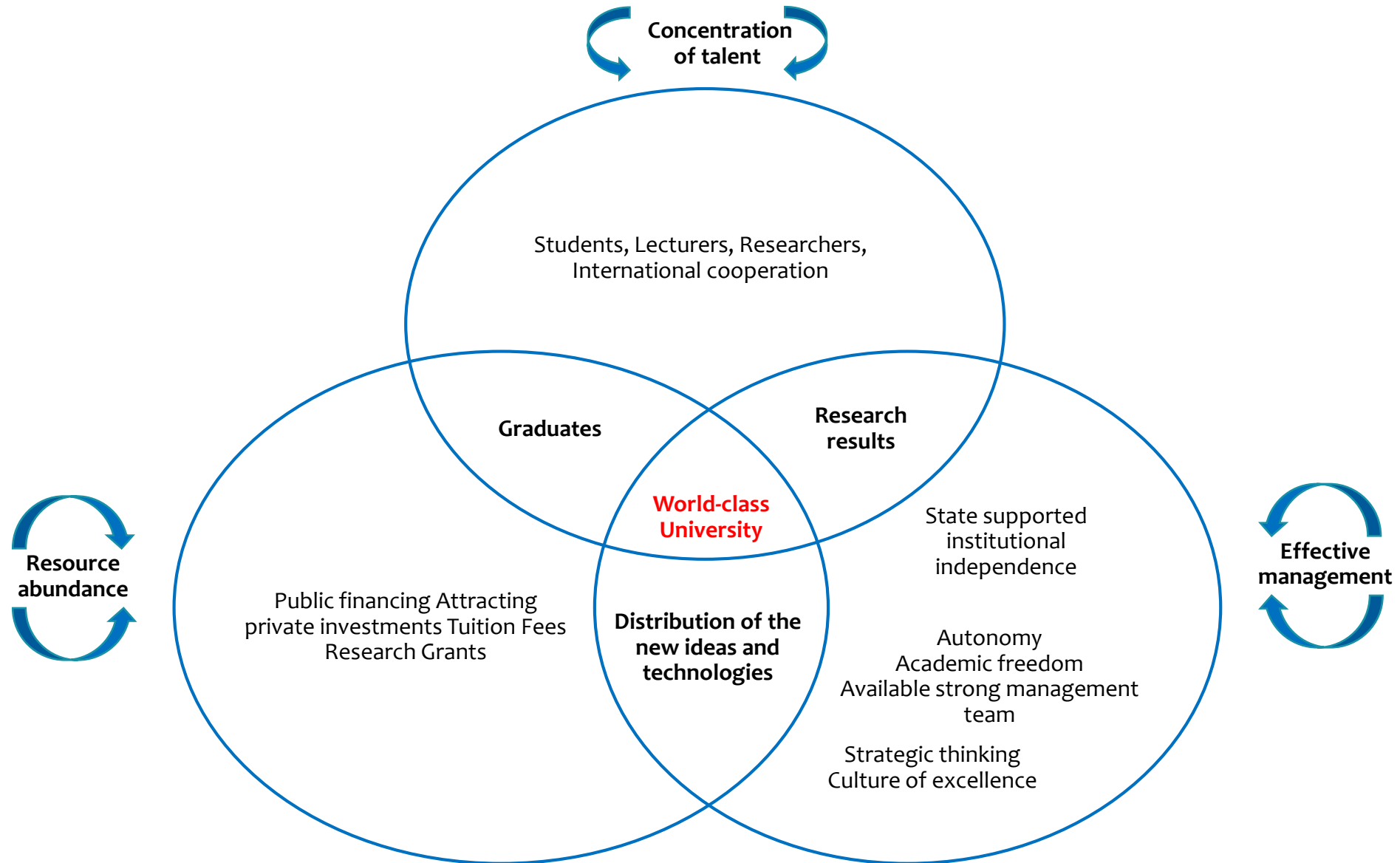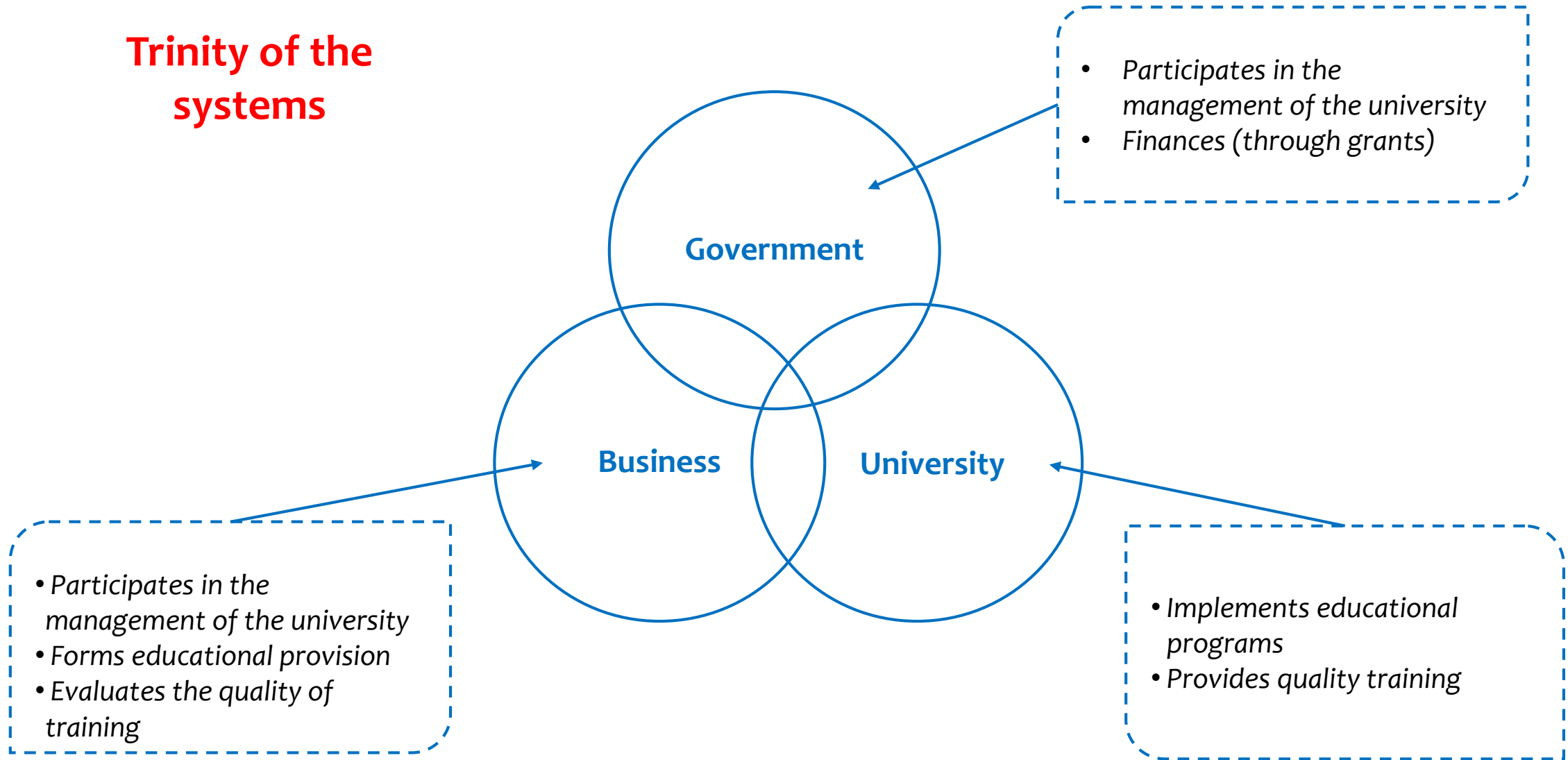| **Mission:**	to be an active player in the innovative development of the economy through the creation, accumulation as well as the transfer of scientific and technological knowledge and the formation of personality
Values:	university traditions based on the cult of knowledge, spirituality and patriotism; corporate governance; personality orientation
Vision:	We are to create a university brand which has been based on the leadership in the training of the human resources with entrepreneurial mindset and has been recognized for contributing and promoting innovative ideas and products

ZHANGIR KHAN
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FEATURES AND QUALITIES OF THE WORLD-CLASS UNIVERSITY

Concentration of talent

Students, Lecturers, Researchers, International cooperation

Graduates

Research results

World-class University

Resource abundance

Public financing Attracting private investments Tuition Fees Research Grants

Distribution of the new ideas and technologies

State supported institutional independence

Autonomy
Academic freedom
Available strong management team

Strategic thinking
Culture of excellence

Effective management

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LEADERSHIP IN INNOVATIVE DEVELOPMENT

Trinity of the systems

Government

Business

University

- Participates in the management of the university
- Finances (through grants)

- Participates in the management of the university
- Forms educational provision
- Evaluates the quality of training

- Implements educational programs
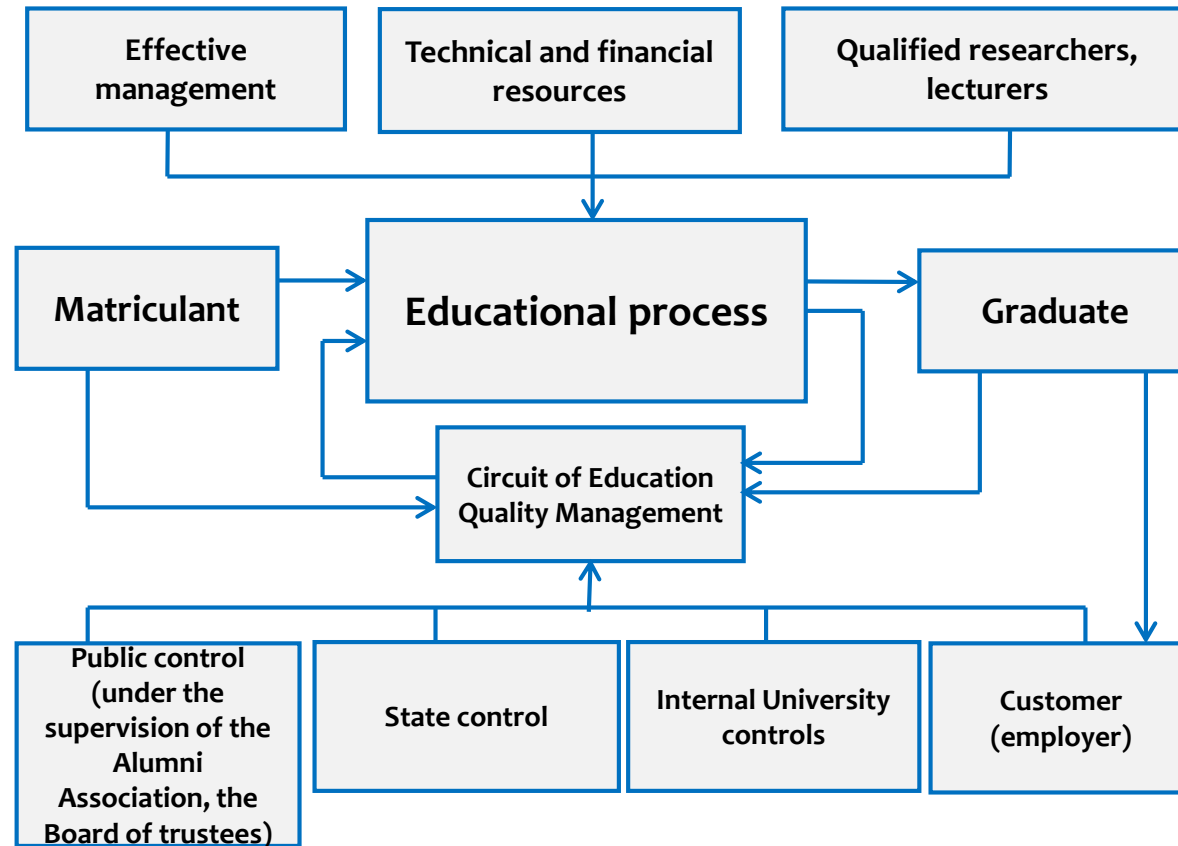- Provides quality training

Academic Policy of the University

POLICY

- of the internal support of the quality education

- of the assessment of educational achievements of students

- of the academic integrity

- of the academic mobility

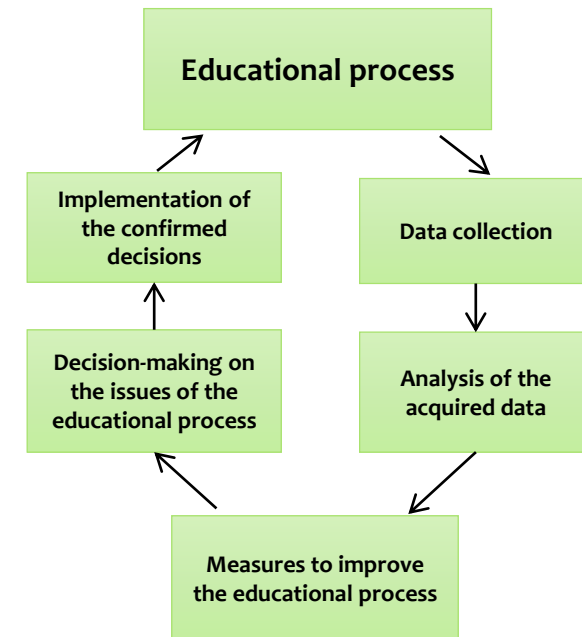- of the student admission

- of the human development

Academic policy of the university represents the concept of the stable functioning of the internal quality assurance system in the context of the implementation of educational programs based on standards and guidelines to ensure the quality of higher and postgraduate education in the European Higher Education area (ESG).

Effective management

Technical and financial resources

Qualified researchers, lecturers

Matriculant

Educational process

Graduate

Circuit of Education Quality Management

Public control (under the supervision of the Alumni Association, the Board of trustees)

State control

Internal University controls

Customer (employer)

Circuit of Education Quality Management

Educational process

Implementation of the confirmed decisions

Data collection

Decision-making on the issues of the educational process

Analysis of the acquired data

Measures to improve the educational process

Continuous improvement of the technology of the educational process and, as a consequence, improvement of the quality of education - is realizable under the following mandatory conditions: the organization and management, the material and technical base, the qualifications of the teaching staff

DEVELOPMENTAL DIRECTIONS OF THE UNIVERSITY STAFF TRAINING

OBJECTIVES

1. Transition to a knowledge-based approach in training, including knowledge of digital technologies, practical skills and critical thinking skills

2. Involvement of business structures in the corporate governance system of the university, in the assessment of the quality of educational programs and the process of practical training of students
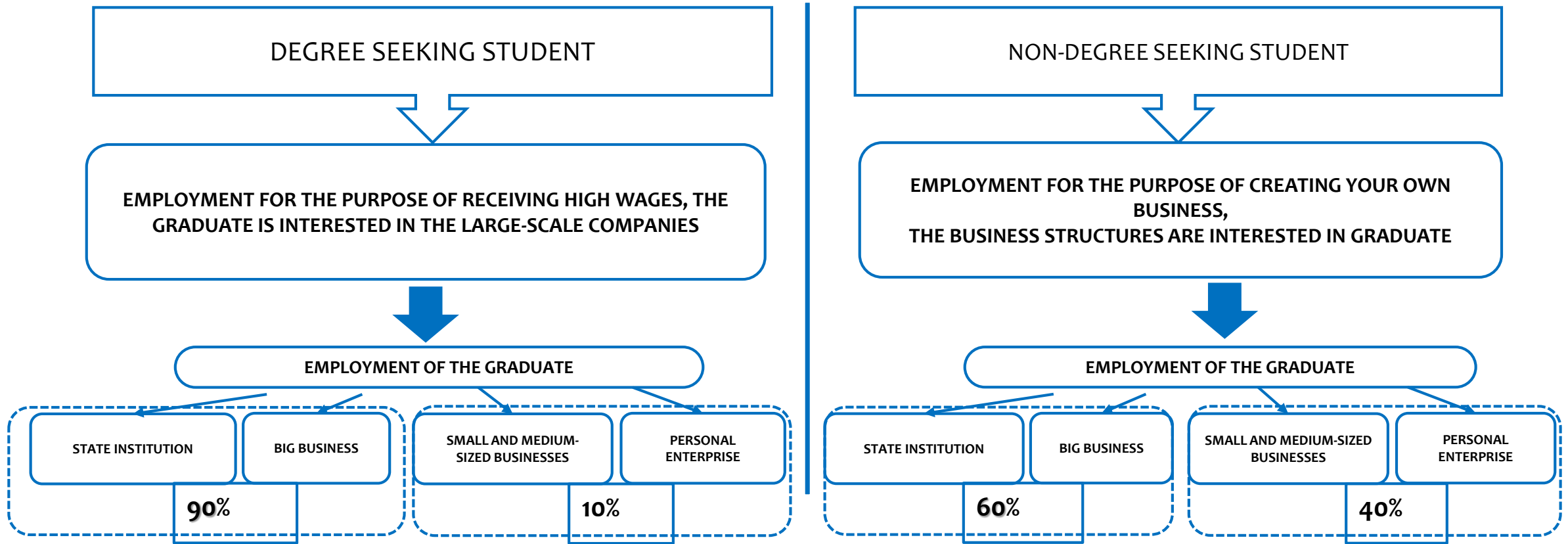
3. Transition to a competence-based approach to the formation of modular educational programs with the involvement of foreign experts

4. Support of the youth initiatives with the training in the Basics of Entrepreneurship and the subsequent methodological support of the grand funding submitted business projects

RESULTS

DEVELOPMENTAL DIRECTIONS OF THE UNIVERSITY STAFF TRAINING

DEGREE SEEKING STUDENT	NON-DEGREE SEEKING STUDENT

EMPLOYMENT FOR THE PURPOSE OF RECEIVING HIGH WAGES, THE GRADUATE IS INTERESTED IN THE LARGE-SCALE COMPANIES

**EMPLOYMENT FOR THE PURPOSE OF CREATING YOUR OWN BUSINESS,
THE BUSINESS STRUCTURES ARE INTERESTED IN GRADUATE**

EMPLOYMENT OF THE GRADUATE

EMPLOYMENT OF THE GRADUATE

STATE INSTITUTION	BIG BUSINESS	SMALL AND MEDIUM-SIZED BUSINESSES	PERSONAL ENTERPRISE
90%		**10**%	

STATE INSTITUTION	BIG BUSINESS	SMALL AND MEDIUM-SIZED BUSINESSES	PERSONAL ENTERPRISE
60%		**40**%	

ZHANGIR KHAN UNIVERSITY PROVIDES THE NECESSARY KNOWLEDGE SO THAT GRADUATES CAN CREATE THEIR OWN BUSINESS, OPEN NEW JOBS AND IN THE FUTURE BECOME INVESTORS FOR THE NEW ENTERPRISES THEMSELVES. THE ENTREPRENEURIAL COMPETENCIES OF THE GRADUATES MAKE IT POSSIBLE TO INCREASE THE NUMBER AND INCOME OF THE BUSINESS ENTITIES.

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BASIC PRINCIPLES OF THE STAFF TRAINING SYSTEM

Leveled learning	Education through upbringing	Individualization of training
The student studies according to the leveled training system, which allows him/her to advance confidently	The student studies in the atmosphere of love for the Motherland, acceptance of the values of the society and the university, the patriotism for his/her profession	Optimal conditions are created for the realization of the student potential opportunities

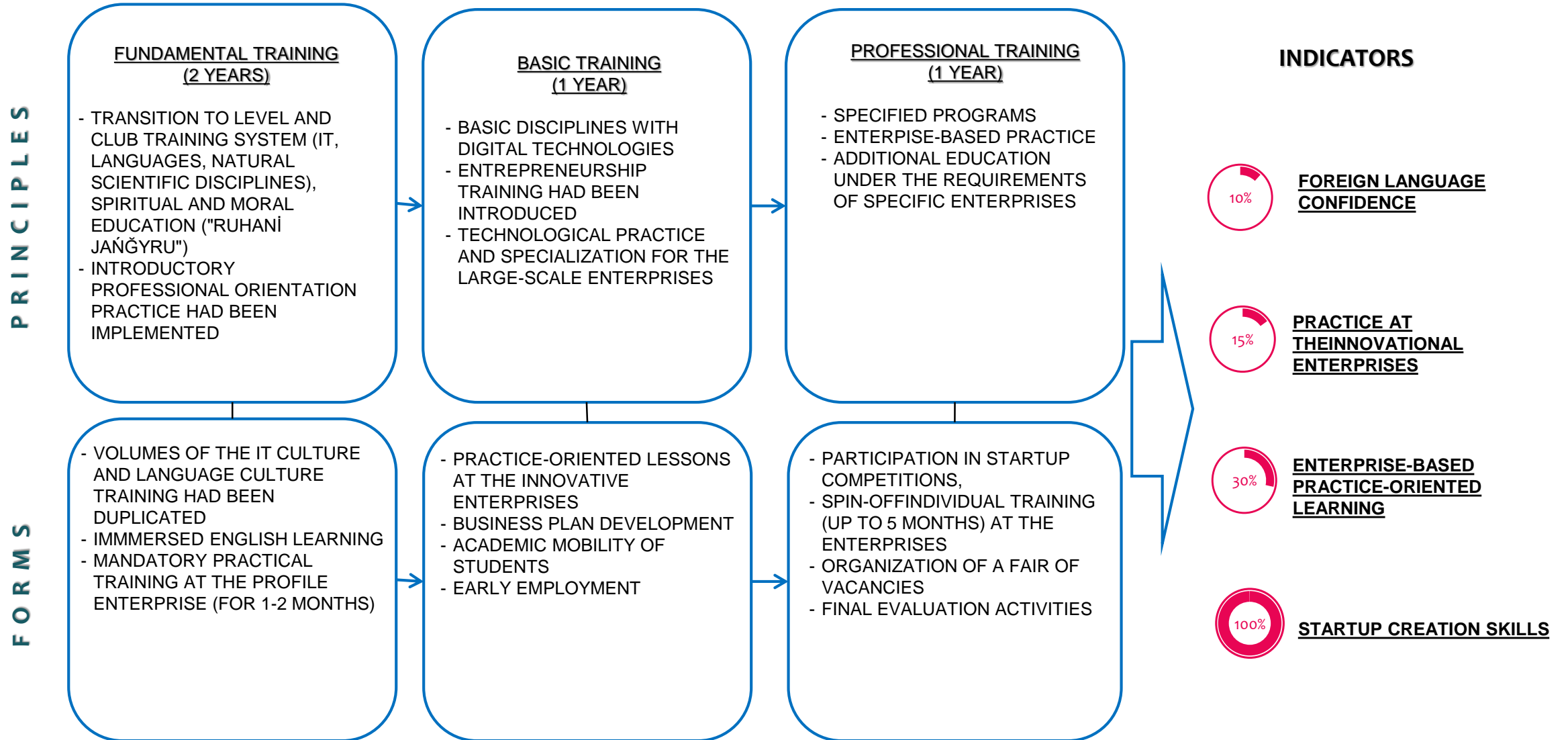| Minimal knowledge instead of the program minimum	Modular competence-based method
Educational programs are created on the basis of accessibility for the student and the need for the labor market with the formation of creative thinking skills	The student masters the educational program in a comprehensive manner according to the modules of the professionally significant competencies

MODERNIZATION OF EDUCATIONAL PROGRAMS

P R I N C I P L E S

FUNDAMENTAL TRAINING (2 YEARS)

- TRANSITION TO LEVEL AND CLUB TRAINING SYSTEM (IT, LANGUAGES, NATURAL SCIENTIFIC DISCIPLINES), SPIRITUAL AND MORAL EDUCATION ("RUHANİ JAŃǴYRU")
- INTRODUCTORY PROFESSIONAL ORIENTATION PRACTICE HAD BEEN IMPLEMENTED

BASIC TRAINING (1 YEAR)

- BASIC DISCIPLINES WITH DIGITAL TECHNOLOGIES
- ENTREPRENEURSHIP TRAINING HAD BEEN INTRODUCED
- TECHNOLOGICAL PRACTICE AND SPECIALIZATION FOR THE LARGE-SCALE ENTERPRISES

PROFESSIONAL TRAINING (1 YEAR)

- SPECIFIED PROGRAMS
- ENTERPISE-BASED PRACTICE
- ADDITIONAL EDUCATION UNDER THE REQUIREMENTS OF SPECIFIC ENTERPRISES

INDICATORS

10% — **FOREIGN LANGUAGE CONFIDENCE**

15% — **PRACTICE AT THEINNOVATIONAL ENTERPRISES**

30% — **ENTERPRISE-BASED PRACTICE-ORIENTED LEARNING**

100% — **STARTUP CREATION SKILLS**

F O R M S

- VOLUMES OF THE IT CULTURE AND LANGUAGE CULTURE TRAINING HAD BEEN DUPLICATED
- IMMMERSED ENGLISH LEARNING
- MANDATORY PRACTICAL TRAINING AT THE PROFILE ENTERPRISE (FOR 1-2 MONTHS)

- PRACTICE-ORIENTED LESSONS AT THE INNOVATIVE ENTERPRISES
- BUSINESS PLAN DEVELOPMENT
- ACADEMIC MOBILITY OF STUDENTS
- EARLY EMPLOYMENT

- PARTICIPATION IN STARTUP COMPETITIONS,
- SPIN-OFFINDIVIDUAL TRAINING (UP TO 5 MONTHS) AT THE ENTERPRISES
- ORGANIZATION OF A FAIR OF VACANCIES
- FINAL EVALUATION ACTIVITIES

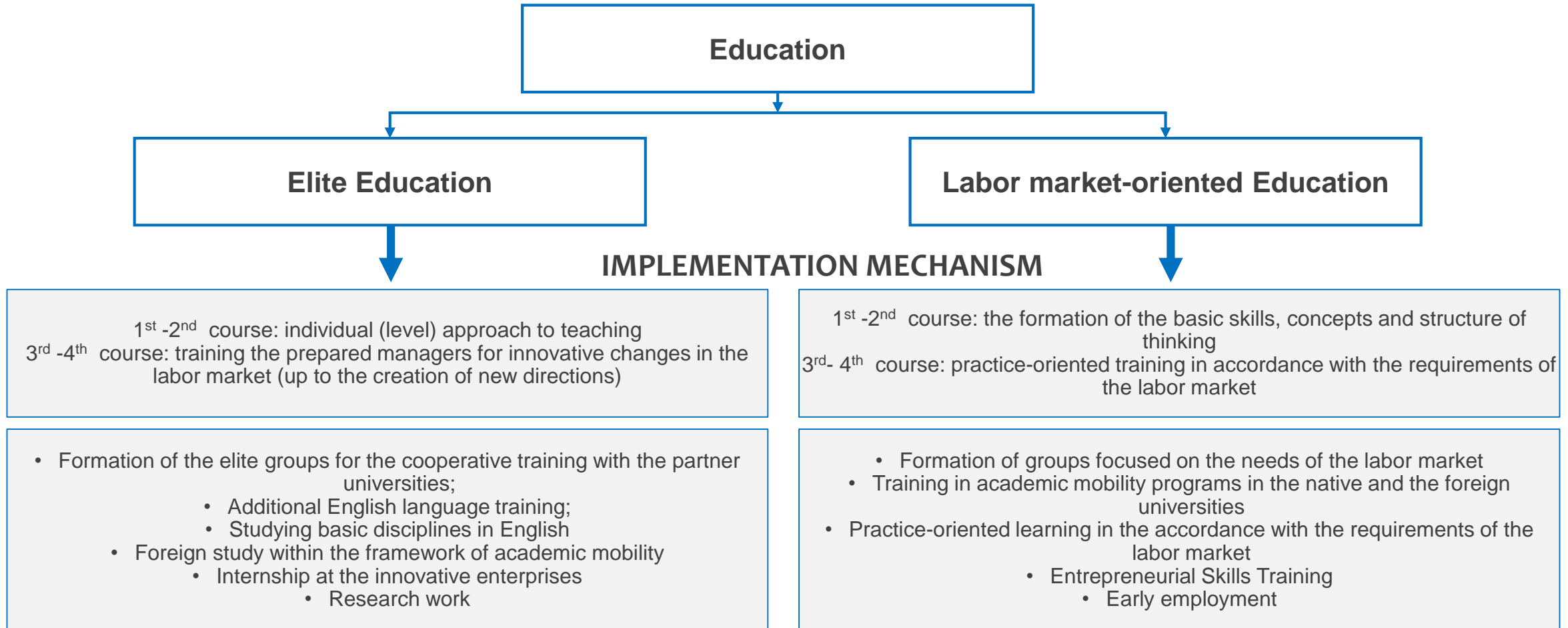**ZHANGIR KHAN UNIVERSITY**

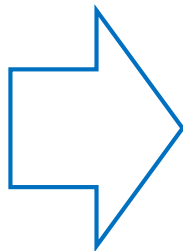# PERSONAL DEVELOPMENT OF STUDENTS WITH THE EDUCATIONAL PROGRAMS

THE GRADUATE IS READY FOR INNOVATIVE CHANGES IN THE LABOR MARKET (UP TO THE CREATION OF NEW DIRECTIONS) AND ABLE TO SOLVE COMPLEX PROBLEMS OF THE PRODUCTION/BUSINESS

Education

Elite Education

Labor market-oriented Education

IMPLEMENTATION MECHANISM

1st -2nd course: individual (level) approach to teaching
3rd -4th course: training the prepared managers for innovative changes in the labor market (up to the creation of new directions)

1st -2nd course: the formation of the basic skills, concepts and structure of thinking
3rd- 4th course: practice-oriented training in accordance with the requirements of the labor market

- Formation of the elite groups for the cooperative training with the partner universities;
- Additional English language training;
- Studying basic disciplines in English
- Foreign study within the framework of academic mobility
- Internship at the innovative enterprises
- Research work

- Formation of groups focused on the needs of the labor market
- Training in academic mobility programs in the native and the foreign universities
- Practice-oriented learning in the accordance with the requirements of the labor market
- Entrepreneurial Skills Training
- Early employment

DIGITALIZATION OF THE EDUCATIONAL PROGRAMS

Formation of the Educational Programs

IT-competencies of the graduate

Up to 30% of disciplines with 100% digital content
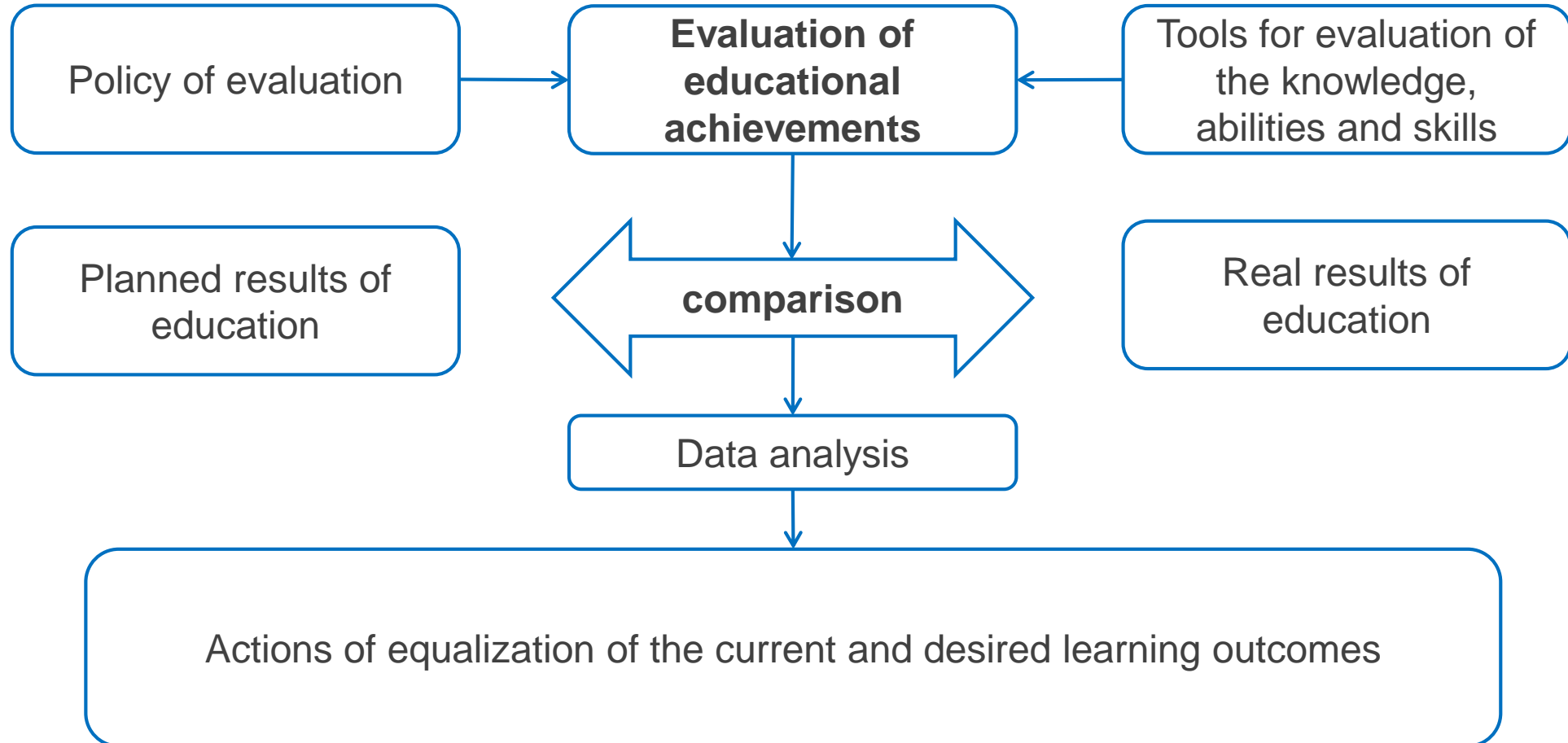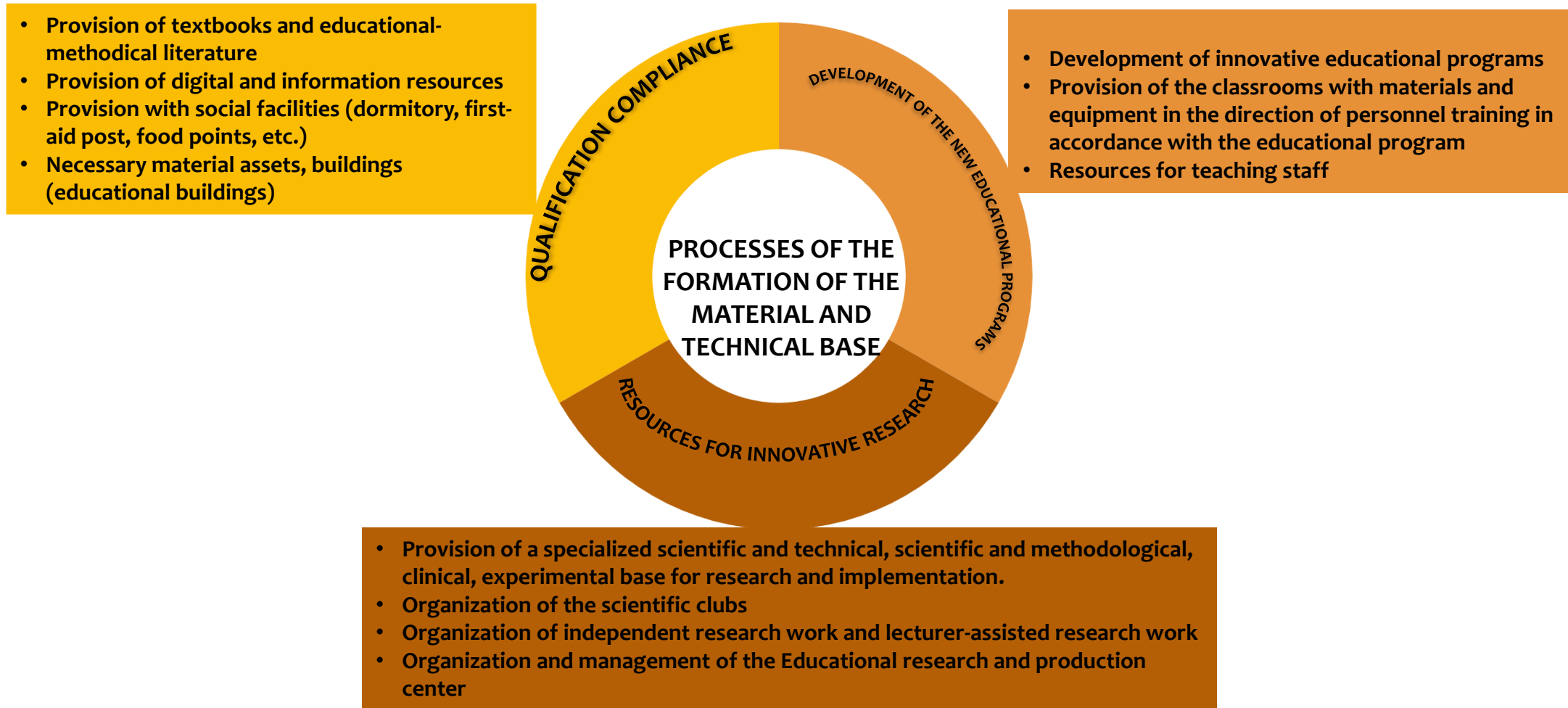
• is able to successfully continue education throughout life (including receiving educational services using the Internet);

• is ready for the chosen professional activity with the solution of technological digital tasks in production;

Up to 50% of specialized disciplines with 50% digital content

•is ready to live and work in the information society, in the knowledge-based economy.

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FORMATION OF STUDENT KNOWLEDGE ASSESSMENT

TRANSFORMATION OF THE EVALUATION FROM CONTROL TOOL TO THE TOOL EDUCATION QUALITY MANAGEMENT

Policy of evaluation → **Evaluation of educational achievements** ← Tools for evaluation of the knowledge, abilities and skills

Planned results of education ← **comparison** → Real results of education

Data analysis

Actions of equalization of the current and desired learning outcomes

ZHANGIR KHAN UNIVERSITY

DEVELOPMENT OF THE MATERIAL AND TECHNICAL BASE

QUALIFICATION COMPLIANCE

- Provision of textbooks and educational-methodical literature
- Provision of digital and information resources
- Provision with social facilities (dormitory, first-aid post, food points, etc.)
- Necessary material assets, buildings (educational buildings)

DEVELOPMENT OF THE NEW EDUCATIONAL PROGRAMS

- Development of innovative educational programs
- Provision of the classrooms with materials and equipment in the direction of personnel training in accordance with the educational program
- Resources for teaching staff

PROCESSES OF THE FORMATION OF THE MATERIAL AND TECHNICAL BASE

RESOURCES FOR INNOVATIVE RESEARCH

- Provision of a specialized scientific and technical, scientific and methodological, clinical, experimental base for research and implementation.
- Organization of the scientific clubs
- Organization of independent research work and lecturer-assisted research work
- Organization and management of the Educational research and production center

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SOLUTION

THE TRANSITION TO THE CORPORATE GOVERNANCE

UNIVERSITY MANAGEMENT INCLUDES:
- LECTURERS, STAFF MEMBERS
- STUDENTS
- EMPLOYERS, GRADUATES

PRINCIPLE

EVERYONE IS INVOLVED IN THE UNIVERSITY MANAGEMENT

DIRECTIONS OF THE UNIVERSITY HUMAN RESOURCES DEVELOPMENT

HUMAN RESOURCES DEVELOPMENT

KNOWLEDGE LEVEL IMRPOVEMENT

1. Professional development of teaching staff
2. Improvement of the effectiveness of postgraduate education
3. Adaptation of the young scientists to the scientific and educational environment
4. Formation of a personnel reserve training mechanism

MOTIVATION IMPROVEMENT

1. Creation of the stimulating mechanisms for scientific and pedagogical workers
2. Development of a career growth system for young scientists through an official and individual career lift

CREATING THE CONDITIONS FOR THE HUMAN RESOURCES DEVELOPMENT

1. Formation of the mechanism for creating leadership-based creative groups
2. Informatization and automation of processes
3. Increasing the availability of material resources, the possibility of commercializing of the scientific and technical work results

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Project "Talent management" → Support and development of initiatives

Objective → **Formation of professional skills among young lecturers necessary for the performance of their official duties**

Tasks →
- **introduction practical skills in pedagogical work at the university;**
- **assistance in the mastering the innovative pedagogical technologies;**
- **acceleration of the process of adaptation to pedagogical activity at the university;**
- **creation of the system of professional development of young researchers;**
- **promotion of personal development and professional growth of young lecturers.**

Changes in the quality of the innovative educational environment

Alumni Association is to preserve traditions, improve the public image of the university, improve the quality of education.
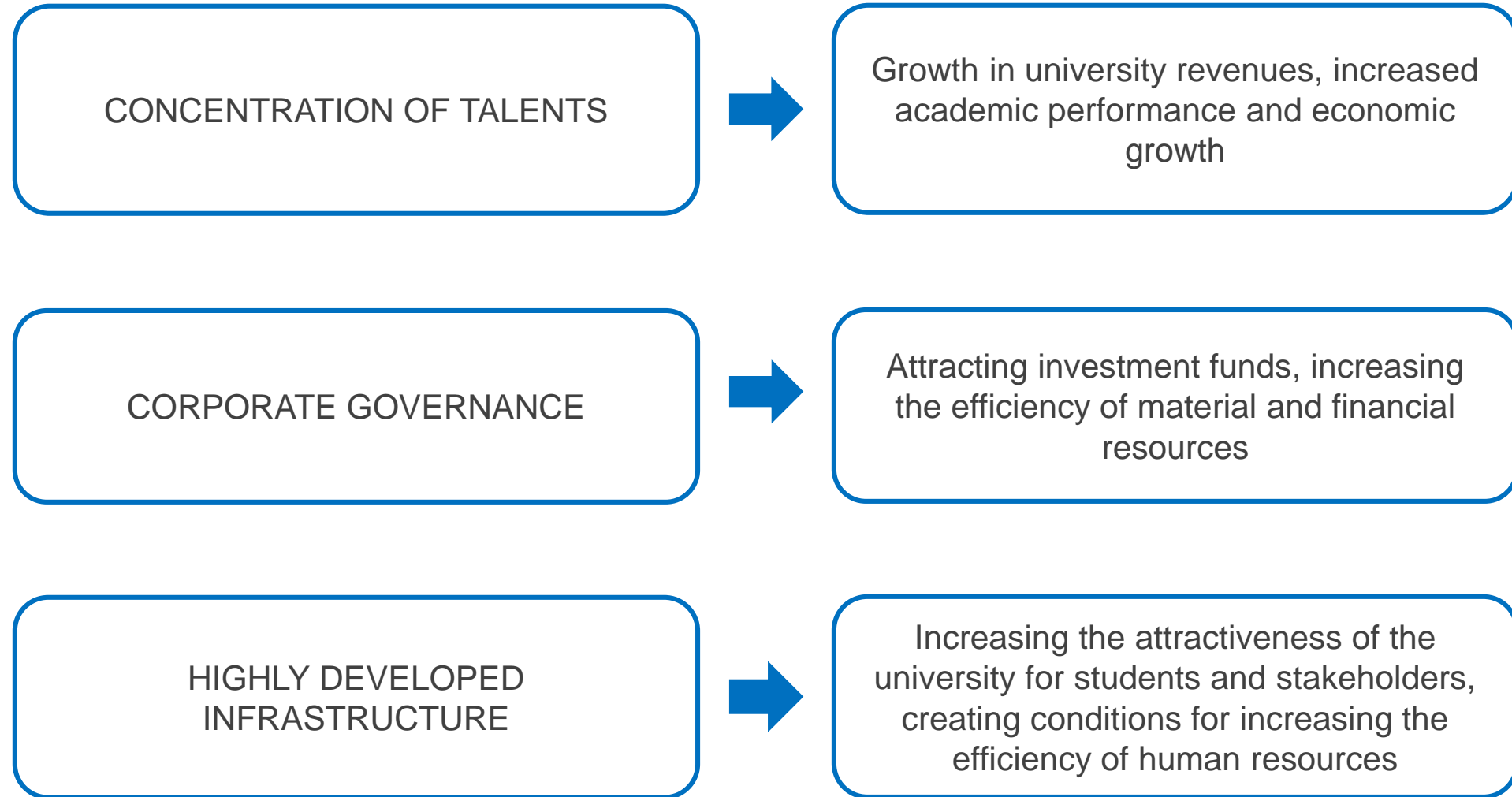
Board of trustees of the Institutes is to attract state-owned companies and private enterprises.

<u>Effectiveness</u>

- Assistance in the employment in the civil service - organization of internships in government agencies and assistance in preparing for the test
- Early employment in the large-scale companies - the formation of management skills

CONCLUSION

CONCENTRATION OF TALENTS	→	Growth in university revenues, increased academic performance and economic growth
CORPORATE GOVERNANCE	→	Attracting investment funds, increasing the efficiency of material and financial resources
HIGHLY DEVELOPED INFRASTRUCTURE	→	Increasing the attractiveness of the university for students and stakeholders, creating conditions for increasing the efficiency of human resources

THANKS FOR THE ATTENTION!

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