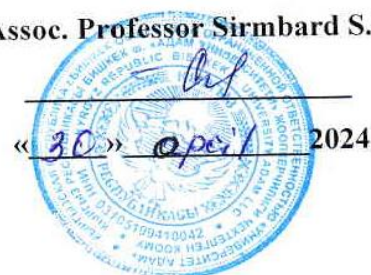


**Ministry of Education and Science of the Kyrgyz
Republic
Adam University**

«APPROVE»

Assoc. Professor Sirmbard S.R



SELF-ASSESSMENT REPORT

within the framework of institutional accreditation at the non-profit institution “Independent Accreditation and Rating Agency”

Bishkek 2024.

Я, Сирмбард Светлана Рустамовна, подтверждаю, что в данном отчете по самооценке ОсОО «Университет Адам», содержащем 163 страниц, предоставлены достоверные, точные и исчерпывающие данные, которые адекватно и в полной мере характеризуют деятельность образовательной организации.

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Content

General information about the university	3
1. Designations and abbreviations	4
2. Introduction	6
3. General information about LLC Adam University	7
4. Previous accreditation	8
5.1. Standard "Strategic development and quality assurance"	10
5.2. Standard "Leadership and Management"	26
5.3. The Information Management and Reporting Standard.....	40
5.4. The standard "Development and approval of educational programs"	61
5.5. The standard "Continuous monitoring and periodic evaluation of educational programs". ..	76
5.2.1. The EO should ensure that the effectiveness and efficiency of its activities are assessed. Including in the context of the MEP, using a monitoring mechanism.	76
5.6. The standard "Student-centered learning, teaching and assessment of academic performance"	89
5.7. The "Students" standard.	105
5.8. The 'Faculty and Staff' standard.	124
5.9. The standard "Scientific research work"	139
5.10. Standard 'Finance'	154
10.2.1 The educational organisation shall generate development scenarios aligned with the strategy, taking into account risk assessment5.10. Standard 'Finance'	154
5.11. The standard "Educational resources and student support systems"	160
5.12 The standard "Informing the public"	169
12.2.1 The EO should demonstrate the functioning of the public information mechanism	169

Table 1**General information about the university**

Full name of the university	Limited Liability Company "Adam University"
Founders	1. Sarwar Ghulam Muzhtaba Chaudhary Ghulam Sarwar 2. Sopubekova Zhyldyz Zhenishbekovna
Year of foundation (name, renaming)	05/31/1994 - International Center for training and retraining of financial and economic personnel; 03/04/1998 - Bishkek Academy of Finance and Economics; 08/19/2016 - LLC Adam University
Current accreditation status	Certificate of Accreditation 2019. (Program accreditations); Program accreditation of the BEP GM (5y) Program accreditation BEP GM (6y) Institutional accreditation
Location	Kyrgyz Republic, Bishkek, blvd. Molodaya Gvardiya, 55, st. April 7, 155A, Chui Ave. 186
Rector	Sirmbard Svetlana Rustamovna
License (title document)	License: LD160000810 от 2016 г., LD170001314 от 2017 г. LD180000488 от 2018 г.
Number of students (full-time, part-time)	Full-time department – 1100 people. Correspondence department - 33 people.
Levels of education implemented by the AU in accordance with - HCK - QF-EHEA	6,7 1,2 cycles
Postal address of the educational institution, telephone numbers, fax, email, website.	720010, Bishkek, blvd. Molodaya Gvardiya, 55, st. 7-April 155A. Telephone number: +996 312 530530, e-mail: bafe.rectorat@yandex.ru Web-site: www.adam.kg , www.fm.adam.kg
Responsible person	Sarbagysheva Gulmira Esengulovna, (+996)551005373, gsarbagysheva@mail.ru
Self-Evaluation Working Group	Order on the formation of the WG

1. Designations and abbreviations

ECTS - European credit transfer and accumulation system;

ESG -European standards and guidelines for quality assurance;

IAU - International Association of Universities;

Moodle – electronic educational platform;

SWOT – analysis of strengths and weaknesses, problems and opportunities;

Webex – software;

Zoom - software;

AMS- administrative and managerial staff;

BC – basic curriculum;

WHO – World Health Organization;

HPE - higher professional education;

IQAS – internal quality assurance system;

HEI – higher education institution;

SM – School of Medicine;

SAC – State Attestation Commission;

SES HPE KR – State educational standard of higher professional education of the Kyrgyz Republic;

FSC - Final state certification;

IC - instrumental competencies;

ID - information department;

IC – individual curriculum;

LR - local regulations;

MH KR - Ministry of Health of the Kyrgyz Republic;

MES KR - Ministry of Education and Science of the Kyrgyz Republic;

MF KR – Ministry of Finance of the Kyrgyz Republic;

MEC KR – Ministry of Economy and Commerce of the Kyrgyz Republic;

SRW – scientific research work;

SRW - student's research work;

RD - regulatory documents;

STC – scientific and technical council;

ERD – external relations department;;

HR – Human Resources Department;

QAD - quality assurance department;

MEP - Main educational program;

BEP HPE– basic educational program of higher professional education;

OR – Office of the Registrar, Adam University's electronic management system;

NT - nationwide testing;

PC - professional competencies;

RCM KR – Resolution of the Cabinet of Ministers of the Kyrgyz Republic;

DG KR - Decree of the Government of the Kyrgyz Republic;

TS – teaching staff;

WG – working group ;

RK – Republic of Kazakhstan;

LO – learning outcomes;

WC - working curriculum;

RF – Russian Federation;

SPC - social and personal competencies;

IWS – independent work of students;

AU – LLC «Adam University»;

ESS – educational support staff;

TMC – training and methodology complex;

EMC - educational and methodological council;

ED – Educational Department;

AC – Academic Council;

GEP – goals of the educational program;

CC – career center;

EC – experimental curriculum.

2. Introduction

In May 2021, an external expert commission of the Independent Agency for Accreditation and Rating (IAAR) and the Independent Accreditation Agency “Bilim-Standard” visited LLC Adam University to assess compliance with the requirements of international institutional accreditation standards.

By decision of the IAAR Accreditation Council (Minutes No. 59 of June 11, 2021), the AU is accredited for a period of three years. The validity period of the certificate is from 06/11/2021 to 06/10/2024..

AU 07/31/21 the [Action Plan of LLC Adam University](#) for the implementation of the recommendations of the EEC (IAAR) approved on June 25, 2021 by the rector of the AU was presented.

In March 2023, the AU submitted a report to post-accreditation monitoring for the period from July 2021. until March 2023, an online visit of the EEC IAAR took place, and the AU successfully completed this procedure.

In September 2023, by [order of the rector](#) of the AU, a working group was formed to prepare a report on the self-assessment of the university’s educational activities, which included the rector’s office, heads of structural divisions, representatives of the teaching staff, and the student government. The working group has prepared a [Preparation Plan](#) for accreditation.

The purpose of the self-assessment in preparation for the international institutional accreditation of the AU was a comprehensive examination of all work processes and results of activities, which allows one to obtain up-to-date information about the effectiveness of the AU’s functioning, identify the dynamics of improvements and priority areas for improvement, modernize the management of the university as a whole and individual its divisions.

The self-assessment process was considered as:

- an effective analysis tool that allows the entire team to study the state of the university.

Considering that the AU is currently expanding the number of educational programs, increasing the number of teaching staff and employees, the self-assessment process makes it possible to involve not only key administrative figures in self-examination, but also as many personnel as possible;

- a training tool for newly recruited employees and teachers, providing an opportunity for a systematic view of the management processes;

- a tool for further planning and improvement. Over the past years, AU has been at the stage of searching for new priorities, and self-examination was viewed through the prism of a historical perspective: determining the main stages of development and forming a model of the future university, giving a new impetus to its development;

- the opportunity to assess the quality of educational, research, and management processes in accordance with national and international accreditation standards.

This AU self-assessment report covers the period from July 2021 to April 2024, developed taking into account the comments of the EEC IAAR on the previous institutional accreditation and post-accreditation monitoring, which took place in March 2023.

3. General information about LLC Adam University

Full name of the educational organization in accordance with the [Charter of the University](#): Limited Liability Company "Adam University" Short name: LLC "Adam University".

Adam University is a non-state higher educational institution operating in accordance with the Constitution of the Kyrgyz Republic, [the Law of the Kyrgyz Republic](#) “On Education”, regulations and acts, [the Founding Agreement and the Charter](#), as well as the AU development [Strategy for 2020-2025](#).

The university went through a number of stages in its development. The university was organized as an International Center for Training and Retraining of Financial and Economic Personnel by the Inter-Bishkek business company on March 1, 1994. After state certification, by decision of the board of the Ministry of Education and Science of the Kyrgyz Republic, the university received a new status and was renamed the Bishkek Academy of Finance and Economics (November 28, 1997). In connection with the expansion of the list of educational services in accordance with the regulatory documents of the Kyrgyz Republic, on August 19, 2016 it received the status of a University and is called “Adam University”».

Data on the organizational and legal form of the AU and form of ownership [Certificate](#) of state re-registration of a legal entity, series RPSR No. 0038104 dated June 10, 2019, with registration number 2391-3301-LLC issued by the Chui-Bishkek Department of Justice of the Ministry of Justice of the Kyrgyz Republic.

From 2005 to 2018, AU was the only non-state pilot university of the Ministry of Education and Science of the Kyrgyz Republic to develop and implement various aspects of reforms in higher education:

- transition to a 2-level system (bachelor's and master's degrees);
- development of State Educational Standards for Higher Professional Education and Public Education on the basis of a competency-based approach (TUNING methodology);
- development and documentation of internal quality assurance systems;
- implementation of Ph.D programs;
- development of e-learning.

The university has implemented more than 30 international projects and is an active participant in national and international network

1. [Magna Carta of Universities](#) – signed in 2010, [re-signed in 2020](#);
2. Bologna Club of the Russian Federation - since 2014;
3. [World Health Organization](#), since 2018;
4. [International Association of Universities](#), since 2019;
5. [Kyrgyz Association of Distance Education](#), has been the founder since 2013;
6. [Association of Higher Educational Institutions](#) of the Kyrgyz Republic, since 2015;
7. [Association of Medical Schools in Europe](#) (AMSE) - from 2021 member of the association;
8. Kyrgyz Association of Tour Operators, since 2010

The AU has a system of collegial management that ensures the principles of academic self-government and autonomy and the involvement of representatives of external stakeholders in the work of the AU.

The governing bodies are: the [Board of Founders](#), the Board of Trustees, the Rector's Office, [AC, QC, EMC, STC](#).

The AU [structure](#) has more than 20 structural divisions providing educational and research processes.

The organization of the activities of the structural divisions of the AU is ensured by their heads, on the basis of the legislation of the Kyrgyz Republic, [the Regulations](#) on the relevant divisions and the relevant job descriptions. Heads of [structural divisions](#) bear personal responsibility for the results of the work of these structures.

AU in 2017 in accordance with the [Strategic Development Plan](#) for 2017-20. and, within the framework of cooperation with the [Agency for the Promotion and Protection of Investments](#) under the Ministry of Economics of the Kyrgyz Republic, opened a structural unit of the Kyrgyz-Indian Medical Institute to implement the main educational program “Medicine” and received a [license](#) to conduct educational activities.

In 2018, the structural unit of the Kyrgyz-Indian Medical Institute was renamed the International Medical Faculty, to work with applicants from far abroad (based on order [No. 52-OD](#) dated July 1, 2020, IMF was renamed to SM AU).

4. Previous accreditation

In May-June 2021, AU passed primary institutional accreditation at NU IAAR. Based on the results of the work of the external expert commission, the UA received the following results: strengths – 3; satisfactory – 95; suggest improvements – 36; unsatisfactory – 0.

By decision of the IAAR Accreditation Council (Minutes No. 59 of June 11, 2021), the UA is accredited for a period of three years. The validity period of the certificate is from 06/11/2021 to 06/10/2024..

Based on the results of post-accreditation monitoring, which took place in March 2023, the IAAR EEC noted the following results in a report on the implementation of recommendations:

For standard 1 “Strategic development and quality assurance”, 5 recommendations were received. Completion - 50/80/80/90/60%. The AU carries out active work on the processes of management, development, formation, approval and revision of strategic documents. Traditions of maximum transparency and participation of all internal and external stakeholders are established.

For standard 2 “Leadership and Management”, 6 recommendations from the EEC were received. Completion is 100/100/60/0/50/70%, respectively. In addition to the post-accreditation monitoring work done, the university carries out targeted and systematic work to ensure the successful implementation of the development strategy and improve the mechanisms of the internal quality assurance system.

For standard 3, Information Management and Reporting, 3 recommendations were received. The EEC IAAR noted the completion of 70/80/90% and work on the development of AU according to the requirements of this standard continues successfully.

For standard 4 “Development and approval of educational programs”, the AU received 5 recommendations; at the time of post-monitoring, the external expert commission noted 40/80/40/70/70% implementation. AU, understanding the importance of MEP and the availability of a documented procedure for its development and approval, has done quite a lot of work to develop the quality of MEP.

According to standard 5 “Continuous monitoring and periodic evaluation of educational programs,” there were 2 recommendations, which by the time of post-monitoring were already 60/50% implemented.

According to standard 6 “Student-centered learning, teaching and performance assessment” there are 4 recommendations, which by the middle of the accreditation period, according to the EEC, were fulfilled by 70/50/40/40%.

Standard 7 “Students” is the subject of special attention of the AU and for this standard only 2 recommendations were received, which were already completed by 95 and 100% by the time of the EEC’s visit for post-accreditation monitoring.

Standard 8 “Faculty and teaching staff”, the EEC noted 100/75/50/100% implementation of four recommendations.

According to standard 9 “Research work”, the university received 3 recommendations (90/40/90% implementation) and during the reporting period carried out stable, planned work on the development of research activities.

According to standard 10 “Finance” there are only 3 recommendations and their implementation, according to the EEC, was 100/100/60%.

Standard 11 “Educational resources and student support systems” has 3 recommendations and all of them, according to EEC experts, are 100% implemented.

According to standard 12 “Informing the public”, the AU received 5 recommendations, which were implemented - 85/75/100/75/100%.

Summarizing the above, it can be noted that the AU takes an active position and carries out stable, systematic work to promote and implement a culture of quality and proper documentation in all aspects of its activities.

5.1. Standard “Strategic development and quality assurance”

1.2.1. An educational organization must demonstrate the development of a mission, vision and development strategy based on an analysis of external and internal factors with the broad involvement of a variety of stakeholders.

The activities of the AU are carried out in accordance with the [Mission, Vision, Values, Quality Policy, strategic and operational plans and documents](#).

AU regularly reviews its mission and vision, taking into account both external and internal factors, which ensures their relevance and adaptability to changing conditions.

AU's current Mission reflects a focus on achieving high standards in educational/research services and products, which underscores its focus on quality and innovation. It also reflects AU's commitment to continuous development and improvement of its processes and approaches.

Adam University's mission and strategy differ significantly from other universities in the region and beyond. While many institutions focus solely on educational activities, Adam University incorporates into its mission the promotion of sustainable community development and the development of a competitive workforce.

Unique Mission Elements

Adam University's mission is not only to train professionals, but also to actively contribute to the development of both social and economic institutions. This dual focus makes the mission unique because it goes beyond the traditional academic approach to include meaningful societal aspects.

AU's current Vision includes the desire to become a leader in its industry, which indicates ambitious plans for development and strengthening its position in the market. This vision is

supported by strategic initiatives aimed at market expansion, innovation and improvement of the level of educational/research services and products.

Adam University's vision is aimed at achieving leadership in the global scientific and educational space. The University aims to become an active participant in international educational and scientific communities, which emphasises its ambitious plans and distinguishes it from a number of other universities that are predominantly nationally oriented.

The values are fixed in the university strategy and represent complex and multidimensional principles that serve as the basis for the culture and strategic development of the University. Each of them plays an important role in shaping the university's approach to teaching, research and interaction with stakeholders:

Trust and respect: These values encourage relationships based on honesty and mutual respect among students, faculty and staff to create an effective and supportive learning environment.

Leadership: Emphasizes the importance of developing leadership skills among students and staff, and the university's commitment to leadership in education and research at the national and international levels.

Academic Freedom and Integrity: AU promotes freedom of thought and expression, which promotes intellectual growth and scholarly inquiry, and adheres to high standards of academic ethics.

Quality and Commitment to Excellence: The commitment to excellence in teaching and research indicates the relentless improvement of all aspects of AU's work.

Team spirit and partnership: AU values collaboration and teamwork both internally and with external partners, which leads to more effective achievement of common goals. *Инновационность:*

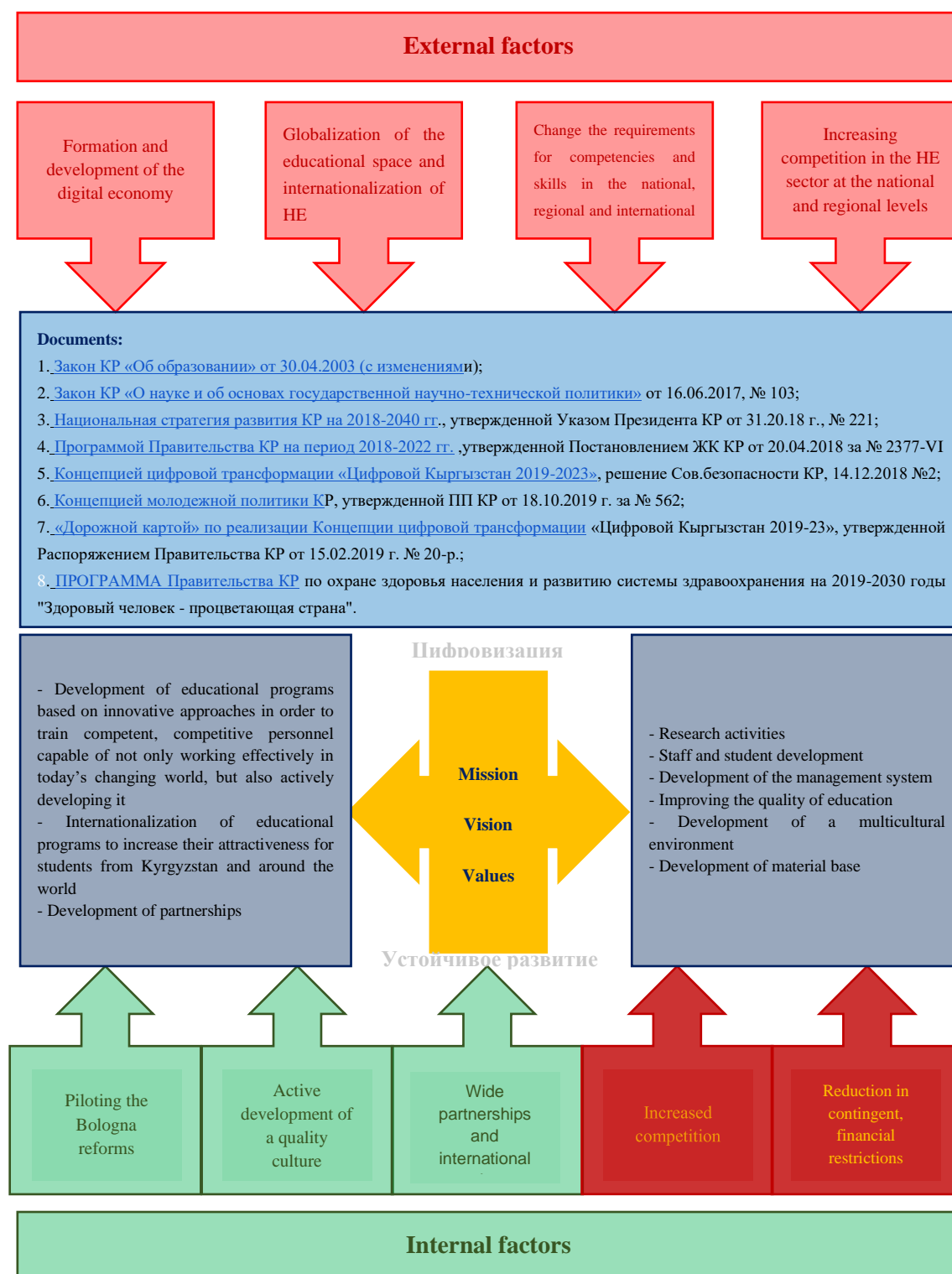
Innovation: This value reflects the university's commitment to constantly updating approaches, methods and technologies in the educational process and research.

These values create the foundation for the development strategy of the AU and serve as a guide for all its members, directing their efforts to achieve common goals.

To adjust key provisions (Mission, Vision, Values, Quality Policy) and develop strategic objectives, AU regularly analyzes external and internal factors and reflects these connections in the [AU strategy](#).

The results of accreditations and positive feedback from external expert commissions testify to the high level of quality of Adam University's strategy. The external expert commission noted that Adam University is actively managing the processes of development, formation,

approval and revision of strategic documents, establishing traditions of maximum transparency and involvement of all stakeholders.



Pic. 1.2.1 Relationship between external and internal factors with the mission, vision, values and strategic objectives of the Agency.

The main external factors determining the strategic vectors of development of management at the current stage were identified:

a) Development of educational programs based on innovative approaches in order to train competent competitive personnel capable of not only working effectively in the modern changing world, but also actively developing it;

- 6) Globalization of the educational space and internationalization of higher education;
- б) Changing requirements for competencies and skills in the national, regional and international labor markets;
- г) Increased competition in the higher education sector at the national and regional levels.

Analysis of [the internal environment](#) made it possible to identify the potential and limiting factors of development:

- AU is a pioneer in private higher education in the Kyrgyz Republic with a 30-year history, starting with an international retraining center and becoming a full-fledged academy in 1997 and transforming into a university in 2016. The university actively participated in the formation of a new type of economic education, the introduction of ECTS and the development of a competency-based approach in educational programs. The university has been a pioneer in quality education, receiving the CAMEQ Gold Mark and issuing the European Diploma Supplement.

- Since 2014, AU has focused on the integration of digital technologies and eLearning, the development of e-learning programs and services, and has almost completely transferred the educational process to an electronic format. AU also cooperates with many international universities, holds conferences and actively participates in the development of distance education.

- Despite its successes, AU faces a number of challenges, such as increased competition, declining student numbers and financial constraints, which require adaptation and development of new strategic programs. Promotion of new directions requires the development of infrastructure, including the creation of new laboratories and clinical sites. By 2025, AU aims to strengthen its position and expand international recognition of its education and research.

When formulating key documents, the AU takes national and sectoral conceptual and strategic documents as a basis.

[Mission, Vision and Strategy for 2020-2025 developed/updated](#) in accordance with national strategic and National Action Plans, taking into account national development priorities of the country, national priorities in the field of higher education, including::

1. [Law of the Kyrgyz Republic “On Education” dated April 30, 2003](#) (as amended);
2. [Law of the Kyrgyz Republic “On Science and the Fundamentals of State Scientific and Technical Policy”](#) dated June 16, 2017 No. 103;
3. [National development strategy](#) of the Kyrgyz Republic for 2018-2040, approved by Decree of the President of the Kyrgyz Republic dated 20/31/18 No. 221;

4. [Program of the Government](#) of the Kyrgyz Republic for the period 2018-2022. "Unity. Confidence. Creation", approved by the Resolution of the Jogorku Kenesh of the Kyrgyz Republic dated April 20, 2018 No. 2377-VI;

5. [The concept of digital transformation "Digital Kyrgyzstan 2019-2023"](#), approved by the decision of the Security Council of the Kyrgyz Republic dated December 14, 2018 No. 2;

6. [The concept of youth](#) policy of the Kyrgyz Republic, approved by the Government of the Kyrgyz Republic dated 10/18/2019 No. 562;

7. ["Road map" for the implementation](#) of the Concept of digital transformation "Digital Kyrgyzstan 2019-23", approved by Order of the Government of the Kyrgyz Republic dated February 15, 2019 No. 20-r.;

8. [Program of the Government](#) of the Kyrgyz Republic for the protection of public health and development of the healthcare system for 2019-2030 "A healthy person is a prosperous country."

Thus, at the current stage of development, the mission, vision and strategic objectives of the AU are determined by the challenges facing the AU, the higher education system and the country as a whole, which made it possible to formulate a number [of strategic objectives](#) for the period until 2025:

a) Development of educational programs based on innovative approaches in order to train competent competitive personnel capable of not only working effectively in the modern changing world, but also actively developing it;

b) Internationalization of educational programs to increase their attractiveness for students from Kyrgyzstan and around the world;

c) Development of partnerships;

d) Research activities;

e) Development of staff and students;

f) Development of the management system;

g) Development of the material base.

The implementation of these tasks involves taking into account external challenges and internal restrictions defined in the management strategy.

All categories of stakeholders actively participated in the discussion of the updated mission and projects of the AU Development Strategy:

1) internal stakeholders:

- students are key stakeholders as receiving a quality education directly impacts their future;

- Teaching staff: they are interested in creating and maintaining the university's reputation as a center of academic and scientific excellence;

- employees: management and support personnel responsible for strategic planning and daily operational activities of the AU;

2) external stakeholders:

- applicants and their families: the interests of future students and their loved ones are related to the choice of educational institution and investments in education;

- alumni: can support AU by promoting its reputation and attracting resources or creating networks for current students (AU Alumni Association);

- employers (both at the [national](#) and [foreign](#) level): are interested in attracting qualified specialists trained by the AU;

- government and regulatory bodies: responsible for the formation of educational policy, accreditation and financing of educational institutions (MES KR, MOH KR, MEK KR, MF KR, MFA KR, accreditation agencies);

- professional and academic associations: KATO, High Technology Park, Kyrgyz Association of Medical Education, [KADO, Association of Higher Education Institutions of KR](#), [Association “Kyrgyz Scientific and Educational Computer Network” \(KRENA\)](#), [International Association of Universities \(IAU\)](#), [Association of Medical Schools in Europe \(AMSE\)](#), [World Directory of Medical Schools](#);

- international partners: including overseas institutions, organizations and international students who collaborate with AU;

- [media](#): [the media can influence](#) public perception and reputation of the AU.

Representatives of all stakeholders in different formats were involved in the discussion of key documents and the strategy of the AU: [at meetings of structural units](#), meetings with students, online meetings, meetings of [collegial bodies](#), round tables. [Students and employers](#), as representatives of stakeholders in university structures at various levels, participate in the discussion and development of mission, curricula and programs.

The Strategy identifies the main risks. In order to successfully implement the Management Development Strategy (in terms of clause 3.2.9. Risks and risk mitigation measures), work is being carried out to introduce systematic risk management activities in accordance with the requirements of the international standard ISO 9001:2015. The [main regulatory document regulating risk management](#) issues is the Regulations on Risk Management of the Management Agency, which defines and documents the requirements for risk management, as well as other documents of the management quality management system of the Management Company. Risk management is carried out at all levels of the management agency.

Thus, the AU develops [Risk Registers](#) and action plans for each academic year. The actions of the risk-owning structures are reflected in the operating plan of the management agency. Follow-up work is presented in the [Risk Management Report](#). The duration of the current Development Strategy of the AU is determined until 2025; in this regard, the AU is already carrying out preparatory work to develop a draft of a new Development Strategy for the next period. [Responsible employees](#) were trained on the topic “Strategic planning for universities of the Kyrgyz Republic” (MES KR, Erasmus+), [a Methodological Guide](#) for the development of the Management Strategy was developed, approved and put into effect, a [working group](#) was appointed to develop a draft of a new development strategy AU. The approximate strategy horizon is 2025-2030.

1.2.2. The educational organization must demonstrate transparency in the processes of formation, monitoring and regular review of the mission, vision, strategy and quality assurance policy.

Mission, Vision, Values, Strategy and Quality Assurance Policy are regularly reviewed/adjusted in accordance with changes in the external and internal environment.

Table 1.1.

Comparative analysis of adjustments to the mission, vision and values of AU

2012-2017	2017-2020	2020-2025
Mission of the university (BAFE): assisting society in the formation and development of market institutions through training and retraining of personnel in the field of economics and business on the basis of educational programs of an applied nature..	<u>Mission of ADAM University</u> - assisting society in the sustainable development of social and economic institutions by training competent personnel and conducting scientific research	<u>Mission of ADAM University</u> – assisting society in the sustainable development of social and economic institutions by training competent, competitive personnel capable of not only working effectively, but also in the modern changing world, but also actively developing it.
	<u>Vision:</u> AU is an effective, steadily and dynamically developing non-state university, an active participant in the national and global scientific and educational space, training highly educated, competitive, innovation-oriented specialists.	<u>Vision:</u> Adam University – is an effective, steadily and dynamically developing non-state university, an active participant in the national and global scientific and educational space, training highly educated, competitive, innovation-oriented specialists.

	<u>AU values</u> - trust and respect; - academic freedom and honesty; - quality, striving for perfection; - partnership; - innovation.	<u>AU values</u> - trust and respect; - leadership; - academic freedom and honesty; - quality and commitment to excellence; - team spirit and partnership; - innovation.
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Documents are adjusted constantly with the wide involvement of various stakeholders. Thus, by the beginning of the 2021-2022 academic year, a new draft Quality Policy was prepared and published on the AU website for the purpose of wide familiarization and discussion. The developed document was discussed and considered at a meeting of [the Quality Council](#) and put into effect by [order of the rector](#).

The quality policy (the name of the document changed as a result of discussions) was developed taking into account internal and external mechanisms for assessing the quality of education (which are reflected in [the Regulations on monitoring the](#) quality of educational services of the AU) and in accordance with the Strategy, Mission and Vision of the AU.

As part of this work, working meetings were held with [teaching](#) staff of programs and [departments](#), with [administration staff](#) and [students](#) to communicate the Strategy, Quality Policy and explain the requirements of the implemented quality management system according to ISO 9001:2015 standards.

To strengthen work with external and internal stakeholders, structural units consider lists of interested parties for inclusion in collegial bodies. (examples [2022-23](#) academic year, 2023-24 academic year (current as of [09.13.23](#))).

Структурные Structural divisions, in order to implement the development strategy, taking into account the changes made to the normative legal acts of the Kyrgyz Republic, and to ensure the high-quality achievement of learning results, hold events with representatives of external stakeholders to discuss strategic documents:

- [round table "Mission, main educational program](#) of the Adam University School of Medicine" with representatives of professional organizations, healthcare organizers, representatives of relevant ministries and employers ([Protocol, list of participants](#)). As part of the event, a [resolution](#) was prepared.

- [a round table in a hybrid format with representatives](#) of foreign employers and students to discuss the mission of SM, the main educational program, experimental curriculum. "General Medicine", including learning results, graduate models with representatives of the [Islamabad Fundamental Medical Institute](#);

Based on the results of the work of the AU in the 2021-2022 academic year and the discussion of the results of external expert assessment within the framework of the primary program accreditation, as well as in order to implement strategic objectives and achieve the implementation of the mission, goals and objectives for the 2022-2023 academic year, adjustments were made to the composition of the collegiate bodies, in [particular Academic Council, educational and Methodological Council, Scientific and Technical Council and Quality Council, educational and Methodological Council, SM](#). The composition of collegial bodies is revised in accordance with the provisions.

To timely inform interested parties about the activities of the university, [a Regulation on the official website](#) of the AU has been developed.

1.2.3. The educational organization must have a published quality assurance policy, mission, vision and development strategy.

In order to communicate to all interested parties, the University has a [Quality Policy, Development Strategy](#) for 2020 - 25, [Mission, Vision of the](#) University, which are the fundamental documents of the University's activities, posted on the [official website](#) in three language versions. Also, this information is distributed via e-mail and online communication groups to all departments of the University, teaching staff, students; placed on AU [information stands](#); available in the documents included in the nomenclature of structural divisions.

By the beginning of the 2021-2022 academic year, a draft Quality Policy was prepared and published on the AU website for the purpose of wide familiarization and discussion. The developed document was discussed and reviewed at a meeting of [the Quality Council](#) and put into effect by [order of the rector](#). The quality policy (the name of the document changed following discussions) was developed taking into account internal and external mechanisms for assessing the quality of education (which are reflected in the Regulations on monitoring the quality of educational services of the AU) and in accordance with the Strategy, Mission and Vision University.

In addition, working meetings are held with [teaching staff](#) of programs and [departments](#), with [administration staff](#) and [students to](#) communicate the Strategy, Quality Policy and clarify the requirements of the implemented quality management system according to ISO 9001:2015 standards.

1.2.4. An educational organization's quality assurance policy should reflect the relationship between research, teaching and learning.

The activities of structural units and individual work of teaching staff are comprehensively formed from educational, educational-methodological, organizational, methodological and scientific work, reflected in the [Work Plans of](#) educational units, [individual](#)

[plans](#) of teachers and are regulated by [the Regulations on time standards](#) for planning the work of teaching staff. Scientific activity is determined by the specifics of the structural unit and is directly related to its educational objectives. The topics of scientific research are fixed by the decision of the meeting of the scientific and technical council of the AU.

Basic research skills are developed at the bachelor's level ([see competency matrices](#)), then developed at the master's level. In the curriculum of master's programs, research is included as a mandatory component in all educational modules and amounts to approximately 45 credits (38%). The results of research work are presented [at conferences](#), through mandatory publication in [scientific journals](#), as well as during the public defense of a master's thesis. The research work of the teaching staff is related to the direct profile of the training modules, the results are discussed at meetings of [structural divisions](#), the [scientific and technical council](#), and the [academic council](#). The results of the research work of teaching staff and AU students are presented through participation in [scientific conferences](#), Olympiads and [methodological seminars](#) in relevant industries

AU is the organizer [of scientific and practical conferences](#) on current areas of development of higher education and publishes the international scientific journal [“Economics. Management. Education”](#) and the scientific and practical journal [“Medical Bulletin”](#).

The current [AU Quality Policy](#) is in line with Adam University's intentions to implement a Quality Management System based on the requirements of ISO 9001:2015, the objectives and context of AU. The Policy defines the main priorities in the field of quality, which reflects the issues of development of the content of the Basic educational program, training, openness, availability of information about the activities of the university, social support for employees and students, the scientific component, etc. Also, attention is paid to the competitiveness of graduates and AU itself in the national and international markets, the integration of the university into the global educational, medical and scientific community.

In 2022, [a Business Incubator](#) was created to develop the entrepreneurial skills of students. [The purpose of the Business Incubator](#) is to: organize the process of commercialization of innovative entrepreneurial ideas of students and young scientists, as well as prepare specialists for the realities of a market economy and the requirements of entrepreneurial activity.

In 2023, the [Competence Center in the field of hospitality and tourism was opened in collaboration with the Autonomous non-profit organization “Competence Center in the field of tourism and hospitality” \(St. Petersburg\)](#) to provide services for methodological support of hotel staff training programs, creation and development of integration ties, introduction of new technologies and scientific developments, implementation of joint projects. The main areas of cooperation are the organization of joint projects, scientific research, development and other

work in current areas of activity of the parties, as well as the creation of conditions for the exchange of ideas, information and technologies, as well as the organization of joint research and development within the framework of agreed priority areas.

One of the priorities of the [AU Quality Policy](#) is to ensure openness and accessibility of information about the quality of educational services (clause 10), including commitment to the principles of academic integrity, freedom and anti-corruption. The [Code of Ethics](#) for teachers, staff and students of the AU proclaims that freedom of speech is the cornerstone of democratic education (clause 5.1.) and one of the requirements for teaching staff (clause 6.1.) is the teacher's duty to "fight for deep students' understanding of the need to maintain academic integrity."».

Adam University teachers, administrative and managerial staff of the AU are strictly prohibited from demanding or accepting remuneration in exchange for grades or special treatment of students (clause 17). Also, the code stipulates the need to report when violations are discovered (clause 21).

In addition, high-quality assessment of student learning outcomes (including objectivity and reliability of assessment) is enshrined in the [Regulations on the system](#) for assessing the learning outcomes of AU students.

An accepted practice in the activities of the AU is regular anonymous surveying of students, teaching staff and employees, where, in addition to the survey questions, survey participants can leave their comments, complaints, and suggestions.

[Regulations on the Procedure for Considering Complaints](#) and Suggestions regulate the issues of prompt acceptance, recording and consideration of written requests from students/employees containing respect for the rights, freedoms or legitimate interests of the student/employee, as well as appeals via e-mail bafa.rectorat@yandex.ru. The official website of the AU has a form for "[no corruption](#)" requests.

1.2.5. The educational organization must demonstrate management of quality assurance processes, including planning and allocation of resources in accordance with the strategy.

AU clearly understands that quality assurance is a key element in achieving high results and compliance with international education standards. Our approach to managing quality assurance processes is closely integrated with planning and resource allocation, which ensures consistent and focused achievement of the university's strategic goals.

Approaches to the development of strategic documents and plans for their implementation are constantly being improved. [A methodological guide for developing a strategy](#) for Adam University has been developed and approved.

Strategic objectives directly follow from the AU mission and are specified in operational plans. The format of operating plans provides for an indication of a clear connection between operating activities and specific strategic objectives.

Planning of resources (financial, material and technical, human) is carried out taking into account the achievement of key objectives.

The AU develops [Risk Registers and Action Plans](#) for each academic year. In accordance with possible risks, the corresponding types of activities can be adjusted.

For example, AU in 2022. faced a situation which is defined in clause 2.1 in the Risk Register. "Legislative changes. Non-compliance with regulatory requirements" (Changes in legislation may affect the work of the UA, the risk level is high).

In March 2022 On the website of the Cabinet of Ministers of the Kyrgyz Republic, a draft "TEMPORARY REGULATIONS on the procedure for licensing educational activities in the Kyrgyz Republic" was posted, in accordance with which new requirements for conducting educational activities were defined (non-state educational organizations must have, by right of ownership or operational management, a clinical base, an appropriate license for the implementation of medical activities)

AU, anticipating possible risks, held negotiations with Plaza Clinic LLC, as a result of which on April 29, 2022, a decision was made and signed on state re-registration and AU joining the co-founders of [LLC Plaza Clinic](#).

On May 11, 2022, AU entered into a loan agreement No. 4-01-L-01/131 with OJSC KIKB for the purpose of acquiring ownership of the premises of LLC Plaza Clinic in accordance with the purchase and sale agreement for non-residential premises No. 322-1328 dated May 11. 2022

"TEMPORARY REGULATIONS on the procedure for licensing educational activities in the Kyrgyz Republic" was approved by the Cabinet of Ministers of the Kyrgyz Republic on October 7, 2022 No. 552. By this time, the possible negative consequences of the risks associated with changes in legislation, thanks to the preventive actions of the AU, were eliminated.

At the same time, taking into account the additional costs on the most important line - the development of the SM, which is currently a budget-generating one, in the operational plans for 2022-23, 2023-24. Activities related to the organization of the college were not included.

In connection with the Resolution of the Cabinet of Ministers of the Kyrgyz Republic dated December 14, 2023 No. 678 "On licensing issues for certain types of activities," an additional agreement was concluded with the [Republican Center for Forensic Medical Examinations of the Ministry of Health of the Kyrgyz Republic](#).

The approval of key documents of the AU is carried out by decisions of the [Academic Council](#).

1.2.6. The educational organization must show that it is developing documents on individual areas of activity and processes (plans, programs, regulations, etc.) that specify the quality assurance policy.

AU is actively working in the field of regulatory support of the AU Quality Management System. In addition to the existing regulatory legal acts (including [the Regulations on the internal quality assurance system](#)), the [Regulations on monitoring the quality of AU education](#), [Rules for the registration](#) of local regulations, [Instructions for office work at Adam University](#), [Rules for conducting internal audit of the QMS AU](#) were developed, [Code of Ethics](#) for Internal Auditors of the QMS AU, etc., changes have been made to the job descriptions of [administrative and management personnel and teaching staff](#). A complete list of the existing regulatory framework governing the activities of the AU is systematized in the [Register of internal regulations](#) of the AU.

[A methodological guide for developing the University strategy](#) was developed, approved and put into effect.

The AU is working to bring internal documentation to a unified format. [Instructions for office work](#) and [Rules for registration](#) of local regulations have been developed and approved. This area of activity was reflected in the work of the Working Group, which was formed [by order of the rector](#) of the AU to develop QMS documentation. According to the [WG Plan](#), work is being carried out to systematize documents, proper execution, and normative (regulatory) support for processes. With a positively accepted decision of the [Quality Council](#), the order of the [rector](#) determined that the scope of application of the QMS is the activities of all structural divisions of the AU.

The implementation of the strategic objectives of the Management Agency was carried out on the basis of the Operational Work Plans, taking into account the [Development Strategy](#) of the AU, [the Quality Policy](#), as well as the implementation of the [QMS Implementation Plan](#) in accordance with the [requirements of the international standard ISO 9001:2015](#).

1.2.7. An educational organization must demonstrate the development of a quality assurance culture aimed at new results and quality of education.

[The decisions of the Quality Council](#) dated March 10, 2022 formed the basis for the fundamental actions of the management of the AU to implement a QMS in its activities in accordance with the requirements of international [quality standards ISO 9001:2015](#), posted on the AU website.

[By order of the rector](#) (No. 06-OD dated March 11, 2022) “On the development of a QMS according to the requirements of the international quality standard ISO 9001:2015,” work began

on the implementation and preparation for subsequent certification of the AU QMS. According to [the ISO 9001:2015](#) Implementation Plan, as well as the [Working Group Plan](#):

- the stages and timing of implementation of the ISO 9001:2015 QMS have been determined;

- [a training agreement was concluded](#) and general training was carried out for the administration of the AU in the basics of QMS ISO 9001:2015, as well as in-depth training of employees with subsequent certification ([5 employees](#) of the administration and teaching staff received the corresponding certificates);

- [an agreement was](#) concluded and training was conducted for QMS auditors ISO 9001:2015 and 5 employees received [certificates](#);

- an [agreement was concluded with NPI IAAR](#) and, according to the [order of the rector](#) of the AU, 19 employees and the chairman of the Student Government were trained in the training seminar “Quality Assurance System” and [received certificates](#);

- according to the [Monitoring Plan](#) for educational activities and in accordance with the [order of the rector No. 06-OD](#) dated 03/11/22. “On the development of a QMS in accordance with the requirements of the international standard ISO 9001:2015”, the scope of application of the QMS was determined by the activities of all departments of the AU, and according to the [order of the rector](#), an internal audit of the educational activities of the AU was carried out for compliance with the requirements of the international standard ISO 9001:2015 according to approved schedule and audit program. Expert commissions prepared reports and structural units were familiarized with their results. Inconsistencies of both systemic and operational nature were identified.

The results of the audit were reviewed at a meeting of [the Academic Council of AU](#). Currently, structural units are working on action plans for a system of corrective measures for identified inconsistencies. The educational process is included in the [Monitoring Plan](#) for the educational process of AU for the 2023-24 academic year; [subsequent monitoring](#) of the implementation of corrective measures of structural units:

- In order to effectively and competently prepare for certification of the university’s QMS, AU entered into an agreement with [InterConsult Bishkek LLC](#) to provide consulting services for the project “development and implementation of the international standard ISO 9001:2015.” According to the [terms of reference](#), the project involves 6 stages and support for the certification procedure;

- according to the Monitoring Plan, the procedure for assessing the satisfaction of teaching staff and AU employees is carried out annually at the end of the academic year ([2021-22 academic year, 2022-23 academic year](#)).

Also, on a regular basis, 2 times during the academic year ([1st half of 2022-23](#), [2nd half of 2022-23](#)), an anonymous survey of all aU students is carried out. After each survey procedure, an [analysis of student satisfaction](#) is carried out. The intermediate results were considered at a meeting of the [educational and methodological council](#), and the final results of the survey as a whole for the AU were considered at a meeting of the academic council of the [Academic Council](#) in accordance with the [Work Plan](#). By decision of the Academic Council, appropriate instructions were given to the heads of structural divisions and the Student Government. Also, a decision was made to consider the issue of rewarding teachers who received the best results in the “Teacher through the eyes of students” survey. Taking into account the wishes of employees, AU management considered the possibility of switching to [a five-day work](#) week based on flexible schedules for ease of access for students and employees to laboratories, simulators, libraries, etc.

In addition, work is underway on a focus group survey ([Report of curators on student satisfaction](#) and [expectations](#)), and a [questionnaire on](#) the adaptation of foreign students.

The results of the monitoring were subsequently reviewed at a meeting of the [Quality Council](#). In pursuance of the [order of the rector](#) and further the [QMS Implementation Plan](#) (ISO 9001:2015), the [Working Group Plan](#):

- analysis of existing internal regulatory and working documentation was carried out;
- a list [of regulatory legal acts](#) for further development has been determined;;
- classification was carried out and a unified format for the preparation of internal regulatory documentation was determined with the assignment of an identification number in the documented quality management system of educational activities of the AU;
- the holder structures of the regulatory legal acts responsible for compliance with the norms of the document and its timely updating have been identified;
- all local regulations are systematized;
- an editorial check of the texts of all [local regulations](#) was carried out;
- developed and published on the website the Register of internal regulatory documentation of the AU;
- according to the [order of the rector](#), the structural divisions of the AU are working on making changes and additions (updating) to existing local regulations; The development and approval of internal regulations is carried out in accordance with the “[Rules for registration of local regulations of Adam University](#)”.

AU continues to work on systematizing working documentation.

At the moment, [all job descriptions of the university](#), according to the [order of the rector](#), are brought into line with a unified format for internal documentation and entered into the [Register](#). Also included is the requirement that an AU employee must know and must comply

with the requirements of [international standards ISO 9001:2015](#), which are posted on the AU website.

Working meetings are held with teaching staff of [programs](#) and [departments](#), [with administration staff](#) and [students](#) to communicate the Mission, Strategy, Quality Policy and clarify the requirements of the implemented QMS according to ISO 9001:2015 standards.

AU in accordance with the [AU Development Strategy for 2020-2025](#). and based on the study of the EEC reports on program and institutional accreditations, the study of the international and national labor market, participation at the [national](#) and [international levels](#) of university rankings, developed an [action plan to improve the image](#) of the University, and the AU annually develops a plan for career guidance work ([examples: 2021-2022, 2022-2023](#)).

Promotion and communication of AU with the target audience is carried out through various channels ([Instagram](#), [Facebook](#)). This includes [targeted advertising on social networks](#) and [the official AU website](#), participation in educational [exhibitions](#) and [events](#), as well as [cooperation](#) with partners and employers.

To achieve the goals of the strategic plan to promote the image of the AU, a [Development Plan for the AU for 2022-2025](#) was developed, which is subsequently reflected in the operational plan of the AU and in the [work plans](#) of the structural divisions. [AU management, teachers, students](#) are active participants in international forums, [seminars, conferences, Olympiads, jury members](#), participate in the work of [the State Attestation Commission](#) in [other universities](#), and [act as experts](#).

According to the "Strategic development and quality assurance" standard, 7 criteria are disclosed, of which 2 have a strong position, 5 are satisfactory

5.2. Standard "Leadership and Management"

OO 2.2.1. The educational organization must demonstrate management of quality assurance processes, incl. planning and allocation of resources in accordance with the strategy

In order to manage quality assurance processes when developing a development strategy, the AU analyzed a number of national and international strategic documents in the field of education, digitalization, healthcare and the socio-economic sphere, on the basis of which [the Mission, vision and values](#) of the AU were formulated. The AU development strategy underwent a series of discussions with internal and external stakeholders.

Based on the developed Development Strategy of AU and based on the results of [corrective measures](#) developed on the basis of external assessments, AU to fully ensure the management of the quality assurance process in 2021, a quality assurance department was

created, [documents](#) were developed/revised providing for adequate distribution of resources. The process of planning resources and activities of structural divisions and of AU in general is based on the Development Plans for the main processes of AU for 2022-2025. Then the structural units develop their Work Plans for the current academic year, taking into account the resources of AU. Also, based on the Operational Plan, [work plans for collegial bodies](#) are developed, at the meetings of which reports and results of constant monitoring and analysis of the effectiveness of processes at AU are heard. The AU Operational Plan is also the basis for the quality allocation of Adam University's financial resources.

For successful and high-quality management of quality assurance processes, the AU takes into account cross-functional interaction and coordination within the university.

2.2.2. The educational organization must demonstrate an analysis of the effectiveness of changes in the quality assurance system and the modernization of its mechanisms

As part of the self-assessment and preparation for the previous institutional accreditation, and the subsequent recommendations received from the EEC of the IAAR, it was revealed that the AUQMS requires improvement. And from September 2021 AU began systematic work on the development of the university's QMS (the work done is described in more detail in criteria 1.2.7. and 2.2.3.). Currently, the AU is at the stage of active preparation for QMS certification. In this regard, an internal [self-examination](#) was carried out and an analysis of the compliance of the current QMS AU with the requirements of the international standard ISO 9001:2015 was prepared.

2.2.3. The educational organization must demonstrate the successful operation and improvement of its internal quality assurance system

In September 2021, [by order of the Rector](#), changes were made to the organizational structure, which is an integral part of the [University Regulations](#). Formed:

- a collegial body, the Quality Council, which coordinates the activities of the QMS. The Quality Council forms, ensures planning, management and control of the implementation of the strategic goals and policies of the Quality Management System;
- and a structural unit of the QAD, the main purpose of which is to implement the mission and policy in the field of quality of the AU.

The following have been developed and approved: [The Regulation on the QC](#), [the Regulation on the QAD](#), [job descriptions](#), Work Plans of the QC ([2021-22](#), [2022-23](#), [2023-24](#)) and the QAD ([2021-22](#), [2022-23](#), [2023-24](#)). [By order of the rector](#), the composition of the Quality Council was determined, in which the teaching staff are represented, students, employers, graduates, partners, administration and founder of the university.

In the 2021-22 academic year, work began on the inventory of all available intra-university NAPS and its systematization. This direction is reflected in the development and implementation of the QMS according to the requirements of the international standard ISO 9001:2015.

The results of the monitoring were subsequently reviewed at a [meeting of the Quality Council](#). In pursuance of the [Rector's order](#) and further the [QMS Implementation Plan](#) (ISO 9001:2015), [the Plan of the Working Group](#):

- an analysis of the available internal regulatory and working documentation has been carried out;
- a list of [Regulations](#) has been defined for further development;
- classification was carried out and a single format for the design of internal regulatory documentation was determined with the assignment of an identification number in the documented QMS of educational activities of the University;
- the structures-holders of the Regulations responsible for compliance with the norms of the document and its timely updating have been identified;
- all local regulations are systematized;
- an editorial review of the texts of all SHE;
- developed and published on the website the Register of the internal NPD of the AU;
- according to the rector's order, the structural divisions of the AU carried out work on making changes and additions (updating) to the existing LNA. The development and approval of internal NAPS is carried out in accordance with the "[Rules of registration of LRA AU](#)".

According to the [Plan for monitoring](#) educational activities and in accordance with [Rector's Order No.06-OD dated 03/11/22](#) "On the development of the QMS according to the requirements of the international standard ISO 9001:2015", the scope of the QMS was determined by the activities of all departments of the AU, and the activities of all structures of the AU [were checked](#). Expert commissions have prepared reports and structural units have been familiarized with their results. Inconsistencies of both a systemic and operational nature have been identified.

The results of the audit were reviewed at the meeting of the [Academic Council](#). Currently, structural units are working on action plans for a system of corrective measures for identified inconsistencies. The QAD has been included in the [Plan for monitoring](#) the educational process of the AU for the 2023-24 academic year, subsequent control ([order](#)) over the implementation of corrective measures by structural units.

In order to effectively implement the QMS and competently prepare for the certification of the university's QMS, AU concluded an agreement with [LLC InterConsultBishkek](#) on the

provision of consulting services on the project "Development and implementation of the international standard ISO 9001:2015". Currently, the AU is working on the results of an external diagnostic audit.

2.2.4. The EO must provide evidence of transparency of the management mechanism, demonstrate evidence of openness and accessibility of managers and administration for students, teaching staff, staff and other interested persons

The following [collegial bodies](#) operate in the AU: [the AC](#), [the Quality Council](#), [the EMC](#), [the STC](#), [the SM EMC](#), which perform their functions in accordance with the regulations and work plans for the academic year. Teaching staff, external stakeholders (employers, partners), and employees are widely represented in all designated collegial bodies. The composition of the [Academic Council](#) also includes students represented by the Chairman of the Student Government. Moreover, [the composition of the Quality Council](#) is widely represented by both the AMS and the teaching staff, external stakeholders, the Student Government, the Association of AU Students, as well as the founder of the university. All the designated persons are active participants in the work of the collegial management bodies of the AU. Such representation is explained by the importance for transparency of the decisions made, taking into account the opinions of the positions of different parties.

Thus, according to the decisions of the Academic Council, the Student Government also [receives the protocol decisions of the University for execution](#).

Also, for example, the students' appeal regarding the work schedule of laboratories of AU medical direction was submitted for consideration of the Academic Council of AU ([extract from the minutes of the meeting of the Academic Council](#)). And according to [the decisions taken](#), the system of work of the relevant laboratories has been changed at present. Students online choose the time convenient for them and get the opportunity to work in the laboratory at the booked time.

All collegial bodies work on the principles of equality of participants, freedom of speech, decisions are made on the basis of proposals from council members.

The AU pursues a policy of openness and accessibility of the AU management and administration for students, teaching staff, staff and other interested persons. The management and all structural units work according to approved work schedules, depending on the specifics of the unit (for example, [HR](#), [QAD](#), [EAD](#), Dean's Office of the School of Medicine). On the official [website of the AU](#), each [structural unit](#) has its own "division" with information about existing contacts.

2.2.5. The EO must demonstrate risk management.

In order to successfully implement the AU Development Strategy, work is underway to implement systemic risk management activities in accordance with the requirements of the international standard ISO 9001:2015. The main document regulating risk management issues is the [Regulation on Risk Management of the AU](#), which defines and documents the requirements for risk management, as well as other documents of the QMS of the AU. Risk management is carried out at all levels of the AU.

The AU has developed a [Risk Register and an action plan](#) for the 2022-23 academic year. The actions of the risk-holders are reflected in the operational plan of the AU for the 2022-23 academic year.

As an example, we can point to the results of working with risk 1.4 "Economic instability". This risk in the 2022-23 academic year was defined as having a high level and a high probability. In order to prevent/reduce the impact of this risk, it was planned to diversify educational markets and conclude contracts with new recruiting agencies. Implementation of this point of the plan:

- 2023 - entering the Indian educational market, signing an agreement with the [recruitment agency Wisdom International](#), conducting an advertising campaign;
- 2024 - entry into the educational market of the Russian Federation, the Republic of Kazakhstan, [conclusion of an agreement with the Kyrgyz-Kazakh University \(as an agent\)](#), preparation of an adjustment of the MEP with a 6-year period of study (with the Russian language of instruction).

In order to implement systematic risk management activities and develop risk-oriented thinking, [a 2-day risk management training was organized in January 2022](#). In addition, the staff and representatives of the teaching staff were trained:

- [responsible employees](#) were trained on the topic "Strategic planning for universities of the Kyrgyz Republic" (MOS KR, Erasmus+);
- [Seminar](#) "Diversity and inclusivity of higher education institutions in the Kyrgyz Republic";
- [seminar](#) "Development of research potential in the higher education system".

Since December 2022, the University has started implementing the [project](#) "Development of financial autonomy of universities in Kyrgyzstan", within the framework of which 5 employees completed a training tour in universities in Germany and Italy to develop a strategy for financial autonomy of the university and the financial model of universities.

[The report on risk management](#) and implementation of the action plan for the academic year 2022-23 was reviewed at the meeting of [the Academic Council of the AU](#).

Currently, the AU is working on [the risk register](#) and action plan for the academic year 2023-24 reviewed and [approved by the Academic Council](#).

2.2.6. The EO should demonstrate the development of annual activity plans, including teaching staff, based on the development strategy

In the AU, based on the [Development Strategy](#), they were developed for the period 2022-2025. [The development plan of the AU's activities](#), [the Plan of the AU's research activities](#), [the Plan to promote the image of the AU](#). On the basis of these documents, annual operational work plans of the AU and work plans of structural divisions are developed. The work plans of the structural units also take into account the analysis of the individual work plans of the teaching staff for the previous academic year. When planning its Individual Plan, the AU relies on documents such as the report for the previous academic year, strategic documents and the Work Plan of the structural unit to which its discipline is assigned. All documentation with the nature of planning goes through a series of discussions, starting with an individual plan and ending with the operational work plan of the AU. Work planning begins annually at the end of the academic year, and draft work plans are submitted for all departments.

Table 2.1.
Communication of strategic and operational plans of the AU, divisions and teaching staff

Development Strategy 2020-2025	The development plan of the AU's activities	Operational plan for the 2022-2023 academic year	Work plan of the Department of MDPH	Individual work plan -----
1.2. Improving the content of educational program modules with an emphasis on global, international and cross-cultural learning outcomes	Formation of a list of elective disciplines in the areas and specialties of training Organization of educational and methodological seminars and trainings for teachers on the introduction of modern educational technologies, effective forms and methods of teaching; 3. Monitoring of training sessions	Formation of a list of elective disciplines in the areas and specialties of training Organization of educational and methodological seminars and trainings for teachers on the introduction of modern educational technologies, effective forms and methods of teaching; 3. Monitoring of training sessions	Discussion of the MEP (mission and LO). Mutual attendance of teaching staff, mentors (for teaching staff with up to 5 years of experience). Analysis of teacher visits Training on methods of assessing students' knowledge	Reports on the half-year of the teaching staff

2.2.7. The EO must demonstrate innovation management, including the analysis and implementation of innovative proposals

In order to develop a culture of innovation and ensure effective management of the innovation process from their idea to implementation, the AU has developed a [Plan for the innovative development](#) of the AU for the period up to 2025 and reflected some aspects in the following documents such as the [Personnel Policy](#) of the AU, as well as the norms of the [Regulation on stimulating the publication activity of AU employees](#) and the [Regulation "On the assessment system for the key-whose performance indicators \(KPIs\) of the Adam University faculty"](#).

The implementation of this plan is reflected in the operational plan of the AU for the year, in the plans of the [structural divisions](#). At the top management level, he was the main responsible person for innovative development in the period from 2022 to September 2023. He was the vice-rector for Science and Development of the University, from 2023-2024 a [new full-time unit](#) was introduced, the vice-rector for [Development and innovation](#), at the middle level, the heads of structural divisions are responsible for the implementation of the innovative development plan.

As a result of the implementation of the [Innovative Development Plan](#), the management of the University actively initiates and promotes the participation of teaching staff and employees in project activities:

- [The project](#) "Effective management and prevention of noncommunicable diseases in Kyrgyzstan", funded by the Swiss Government. Since 11/10/2022, [a team has been formed](#) among students under the program of small grants for the prevention of noncommunicable diseases and a healthy lifestyle and [work is underway to implement the project](#). The TD and MNSD departments have developed a mobile application for collecting personal information within the framework of this project. Based on the collected data, Prof., MD Moldotashev I.K. He works together with student Mustafa Imran and their results are presented at [conferences](#) and competitions ([the Startups Students competition \(Kyrgyzpatent\)](#)). 1st place on the topic: "Development of a method for identifying diastolic dysfunction of the left ventricle in the early stages using a single-channel ECG indicator DuoeC");

- [Erasmus+ International Credit Mobility Programme](#) (Staff Mobilities for teaching/training). 2022-2023 - from 7 to 11.11.2022 Domashov I.A. participated in the EC academic mobility program Erasmus + Staff Mobility Program. Guest lectures were given to students [at the Faculty of Biology of the Aristotle University in Thessaloniki \(Greece\)](#);

- the project "E-QUALITY" Digital Education for social and financial integration and gender Equality", faculty and students of the program "Economics, Management and Tourism" together with DMNSD [are the authors](#) of [14 digital educational modules](#) (including modules on improving digital literacy, financial literacy, environmental tourism development) based on innovative micro-credentials models [within the framework of cooperation with InAKVA](#).

For further development, the GREENCAST- Erasmus+ project was submitted jointly with St. Kliment Ohridski Sofia University. The project is aimed at the systematic development and integration of environmental skills into the educational systems of Central Asian countries to promote holistic sustainable development.

Also, in order to support teaching staff on the introduction of innovations within the framework of teaching disciplines, it finances their research activities, for example, in 2021-2022 academic year for the publication of a scientific article in the journal Scopus, Ph.D. in Economics, associate professor of the program "[Economics, Management, Tourism](#)" Batyrbekova Zh.K. The AU has allocated financial resources. Recognizing the importance of intellectual property and innovation in the educational development of students and masters, as well as obtaining and applying new theoretical and practical knowledge in this field in professional activities, the University [concluded an agreement with the State Agency for Intellectual Property and Innovation of the Kyrgyz Republic](#), within the framework of this cooperation, representatives conduct a number of events for students and [staff](#). The result of this collaboration is also the participation in the National Startup Competition and the receipt of the first place by the student [Mustafa Imran](#).

To include innovations, scientific and technological developments, elements of fundamental or applied research in the MEP, teaching staff undergo [trainings/ seminars on new teaching methods](#), get acquainted with advanced developments in the pedagogical/professional fields, master new [practical skills](#) (in particular, working with simulation equipment), make changes in EMC, taking into account pedagogical and industry innovations ([examples of implementation acts](#)).

Table 2.2 shows examples of SM AU teaching staff, within the framework of their educational activities, applying innovations in the field of medicine and the results of research activities.

Table 2.2.

The application of innovations in the field of medicine and the results of scientific research activities of teaching staff of SM of the AU on the example of some disciplines

<i>№</i>	<i>Full Name of the Teaching Staff</i>	<i>Discipline</i>	<i>Innovations, scientific and technological developments</i>	<i>The form of mastering the material</i>
1	Kasymova R.O.	General hygiene	The impact of climate change on public health in Kyrgyzstan (current research)	Discussion at a practical lesson on the topic "Hygienic assessment of air temperature and humidity". The act of implementation

	Yrysbaev A.Y.	Pathological anatomy	Neural networks in the process of digital learning, in particular in the study of morphology disciplines	Lecture and practical material for students. The act of implementation
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2.2.8. The EO must demonstrate the provision of educational process management through the management of educational programs, including an assessment of their effectiveness.

The AU analyzed a number of national and international strategic documents in the field of education, digitalization, healthcare and socio-economic sphere. Based on this analysis, the mission, vision and values of the AU were formulated, which made it possible to adapt the Development [Strategy of the AU for 2020-25](#) to current and future requirements and trends. This strategy is clearly linked to the development plans of the main processes for 2022-2025 and the work plans of the structural divisions for the current academic year, which supports targeted and systematic management of the resources of the University.

Resource planning and the activities of structural units are based on the developed plans. These plans take into account logistical, information and communication, human and financial resources, which ensures an adequate allocation of resources. The operational plan of the AU is also the basis for the qualitative allocation of financial resources, which includes hearing reports and the results of constant monitoring and analysis of the effectiveness of processes at meetings of collegial bodies.

The AU analyzes the effectiveness of the implemented changes in the QMS and the modernization of its mechanisms. On the basis of external assessments and self-assessment, the needs for improving the system were identified, which led to the beginning of systematic work on the development of a quality management system according to ISO 9001:2015, including conducting a diagnostic audit and analyzing the degree of compliance of the current QMS with the requirements of this standard.

The AU began systematic work on the development of the QMS after conducting a self-assessment and preparing for institutional accreditation, where it was revealed that the quality assurance system requires improvement. This has led to active preparation for the certification of the QMS of the AU, which includes many steps from diagnostic audit to the analysis of compliance with ISO 9001:2015 requirements.

Updating the organizational structure: Since the AU is in a phase of active development, the organizational structure is constantly changing. For example, in September 2021, changes were made to the organizational structure of the AU, which are documented in the AU Regulations. New collegial bodies, such as the Quality Council, were created to coordinate the

activities of the QMS, new divisions were created at the SM in 2022, a new position of Vice-rector for Innovation and Development was created in 2023, etc. As the organizational structure changes, changes are made to the functional responsibilities, which are fixed by the proper instructions.

Systematization of normative documentation: The AU has intensified work on the inventory of the entire intra-university NPD and its systematization. This includes the development and publication on the website of the [Register of Internal NAPS](#) with hyperlinks to documents, which provides easy access and transparency of management processes.

Monitoring and reporting: on the basis of operational plans, work plans of collegial bodies are developed, at whose meetings reports on the results of continuous monitoring and analysis of the effectiveness of processes are regularly heard. This ensures continuous improvement and maintenance of quality standards.

The documentation of business processes in the AU is a comprehensive system that includes the following key aspects:

1. Development and approval of regulations and job descriptions

The AU has developed and approved regulations that define the structure and functions of collegial bodies such as [the AC, the EMC, the Quality Council](#) and [structural units](#). [Job descriptions](#) for each position clearly describe the responsibilities, rights and responsibilities of employees, thereby ensuring transparency and efficiency of process execution.

2. Work plans

The AU regularly develops work plans that include detailed planning of the activities of all structural units for the academic year. These plans are based on the overall strategic planning of the university and are adapted to the current needs and resources of each department. The plans include goals, objectives, activities, indicators and mechanisms for monitoring and controlling the performance of work.

3. Systematization of regulatory documentation

All regulatory documents, including curricula, regulations, internal rules and procedures, are systematized and registered in the Data Register. This provides easy access to up-to-date information for all interested parties and promotes compliance with quality standards and legal norms.

4. Registration and updating of documents

The AU regularly updates all documents to ensure that they comply with current legislative and regulatory requirements. The register of internal regulatory documents contains hyperlinks to current versions of documents, which facilitates the process of searching and using the necessary data for management and educational processes.

5. Clear definition of responsibility for documentation

The responsibility for keeping documentation up-to-date is clearly distributed among employees. The structural units responsible for maintaining the norms of the document are responsible for timely updating and updating the information in accordance with internal and external changes.

These documentation measures provide a structured and systematic approach to the management of the university, which contributes to improving its operational efficiency and educational quality.

MEP managers, when planning for the year, form budget requests, which includes the allocation of funds for the needs of the program, such as the purchase of equipment, organization of events, and remuneration of invited specialists. The requests are agreed upon and taken into account when forming the financial plan of the AU.

Currently, a new model of financial autonomy is being developed within the framework of the ERASMUS+ DEFA project, and staff training is being conducted. In accordance with the formed model, it is assumed to strengthen the financial autonomy and responsibility of the structural divisions of the AU.

Also, in order to assess the effectiveness and efficiency of educational programmes, a [Temporary Regulation on the assessment of the effectiveness and efficiency of educational programmes of the AU](#) was developed. On its basis, the main educational programmes 'Economics' and 'Medicine' were evaluated in the pilot model.

2.2.9 Commitment to quality assurance should apply to any activity performed by contractors and partners (outsourcing), including the implementation of joint/double degree education and academic mobility

Outsourcing in the AU is expressed in the transfer of part of the services to business structures - conducting an external assessment of the services provided, improving the skills of employees, attracting healthcare organizations as clinical bases, attracting hourly workers and part-time workers from other universities and organizations to the implementation of EP, public catering, security and repair work.

Ensuring the quality of services provided through outsourcing is prescribed in regulatory documents, in the terms of concluded contracts or technical applications.

For example, [by the rector's order](#) "On the development of the QMS in accordance with the requirements of international standards ISO 9001:2015", it was determined that the scope of application of the QMS is the activities of all structural divisions of the University, in connection with which a number of measures were carried out in all structural divisions and an internal audit of the NPA, the implementation of the MEP. Based on the activities carried out in order to

implement the quality assurance policy at the appropriate level of the CA and to identify the effectiveness and efficiency of the COC in 2022-2023. He attracted a number of organizations on the terms of outsourcing employee training: [LLC "9000"](#) and an agreement with LLC ["InterconsultBishkek"](#) for the implementation of the 2nd stage of the project "Development and implementation of the international standard ISO 9001:2015".

Ensuring quality assurance within the framework of academic mobility is regulated on the basis of an agreement between universities, the Provisions on academic mobility are studied, the accompanying documents of the educational process at the institutional level are analyzed, when filling out the documents of the Educational Agreement of students, the expected results within the disciplines and their comparability in accordance with the curriculum are studied, for the transfer.

At the national level, the levels of compliance with the NSC and the NRC are also taken into account.

2.2.10. The EO should strive to participate in international, national and regional professional alliances, associations, etc.

Currently, the AU continues to work in the field of management and administration of educational activities and, in particular, in the aspect of increasing financial autonomy. AU (as part of the national consortium of universities, developed a project within the framework of the Erasmus+ program ["Development of financial autonomy of universities in Kyrgyzstan" \(2023-25\)](#).

AU is one of the first universities to sign the ["Great Charter of Universities"](#). Today, the University is a member of: the Bologna Club, the World Federation of Medical Education (WFME), KATO, the Association of Universities of the Kyrgyz Republic, [the International Association of Universities \(IAU\)](#), the Association "Kyrgyz Scientific and Educational Computer Network" (KRENA), the Association of Medical Schools in Europe (AMSE), the World University- the head of Medical schools. and a number of international and national industry associations.

Over the past 5 years, AU has successfully implemented 10 projects funded by international organizations and donors such as: ["Erasmus+ Development of financial autonomy of Kyrgyz Universities"](#), [Erasmus + KA107 International Academic Mobility](#), [Sustainable Tourism Development: Rural Entrepreneurship and Cultural Heritage in Kyrgyzstan, Norway and Georgia"](#), [Erasmus+ Project "Educational Program for Bachelor's and Master's degrees in Tourism development in China, Vietnam and Kyrgyzstan, SIU-Practice preparation and writing of scientific papers in a foreign language"](#), Norway, Georgia and Kyrgyzstan, [A project for the prevention of noncommunicable diseases and a healthy lifestyle among students](#), funded by the

Swiss Government.

The AU and the Konrad Adenauer Foundation actively cooperate by [organizing international conferences and seminars](#). This partnership project also supports students who are actively involved in the cultural, creative, scientific and sports life of the university. Thanks [to the scholarships and financial support from the foundation](#) provided to these young people, they can focus on studying and participating in various aspects of public and political life. In the period from 2019 to 2023, 14 AU students received such support. Also, the AU, together with the national Office of Erasmus+ in the Kyrgyz Republic, conducts a number of [international seminars](#) for managers, teaching staff of all universities of the Kyrgyz Republic.

Based on the establishment of new partnerships from India, AU enters the international level and opens up new resources for the development of the university. On 07/16/2022, a memorandum of agreement was signed with [Wisdom International](#).

2.2.11. The EO should ensure the competence of managers, training of the university management, structural divisions and educational programs according to the programs of the Department of education

The AU organizes the work and actively finances the ongoing training of employees on educational management issues:

- [training contracts](#) were concluded and general training was conducted for the administration of the AU on the principles of the ISO 9001:2015 QMS, as well as in-depth training of individual employees with [the following certificates](#);

- [a contract was signed](#) for the training of QMS auditors and 5 employees received [certificates](#) of QMS auditors ([Sarbagysheva G.E.](#), [Chylabaeva A.T.](#) repeatedly undergo training on various aspects of the QMS, are fully responsible for the implementation of the QMS);

- [an agreement was signed with IAAR](#) and, according to the [order](#) of the rector of the University, 19 employees and the chairman of the Student Government were trained in the training seminar "Quality Assurance System", [received certificates](#);

- an [agreement](#) was signed with LLC Interconsultbishkek for the implementation of the 2nd stage of the project "Development and implementation of the international standard ISO 9001:2015"; - Training for managers and the implementation group, [where 20 employees](#), including the top management of the university, were trained and received [certificates](#);

- according to the [rector's order](#), 4 employees were trained in the program "Management in Education: organization and management of student-centered learning" and received [certificates](#);

- Training of the [OSCE Academy in Bishkek](#) "Crime prevention and legal culture";

- an agreement was signed with the Educational online platform SKLAD to conduct an

online course "Technology of blended learning" and, according to the order, 31 employees were trained and received certificates;

- the head of the HR Tashmatova E.S. was [sent to advanced training courses](#).

Due to the fact that the term of the current Development Strategy of the AU is set until 2025, the AU is already conducting preparatory work on the development of a draft new Development Strategy for the next period. [Responsible employees](#) were trained on the topic "Strategic planning for universities of the Kyrgyz Republic" (MOS KR, Erasmus+).

In order to implement systematic risk management activities and develop risk-oriented thinking, a 2-day [risk management training](#) was organized in January 2022.

In the 2021-22 academic year, AU submitted an application together with leading universities of the Kyrgyz Republic to participate in the Erasmus+ competition in the field of financial resources and risk management of the university. In December 2022. The AU has won this [project](#) "Development of financial autonomy of universities in Kyrgyzstan", and organizes work on teaching the AMP of the AU and studying the experience of European universities (Germany, Italy).

All of the above measures are aimed at improving the quality of the management system of the educational activities of the University, the competencies of the AMP. For example, after training QMS auditors:

- [the Rules for conducting internal audit of the QMS of the AU](#), [the Code of Ethics of Internal Auditors of the QMS of the AU](#) have been developed and put into effect;

- according to [the rector's order](#), an internal audit of the university's educational activities was conducted for compliance with the requirements of the international standard ISO 9001:2015 according to the approved schedule and Audit Program. Expert commissions have prepared reports and structural units have been familiarized with their results. Inconsistencies of both a systemic and operational nature have been identified;

- the results of the audit were reviewed at the meeting of the [Academic Council of AU](#). The QAD has been included in [the Plan for monitoring the educational process](#) of the University for the 2023-24 academic year, followed by control over the implementation of corrective measures of structural subdivisions;

- according to the [rector's order](#), the composition of the commission and the schedule of the execution control have been determined.

2.2.12. The EO should strive to ensure that the progress made since the last external quality assessment procedure is taken into account in preparation for the next procedure.

In May 2021, the External Expert Commission of the IAAR and the Independent Accreditation Agency Bilim-Standard visited the AU to assess compliance with the requirements of international institutional accreditation standards.

By the decision of the IAAR Accreditation Council, [AU is accredited for a period of three years.](#)

According to the report, all the recommendations of the EEC were included in the Action Plan of the AU for the implementation of the recommendations of the EEC NAAR and were reflected in the operational plans of the university and structural divisions, [collegial bodies](#) and the subsequent work of the university.

In June 2023 the AU has successfully passed the [post-accreditation monitoring](#) procedure for institutional accreditation and received a [report from the EEC](#) with information on the implementation of the recommendations of the EEC.

In addition, AU in October 2022. He successfully passed the [international primary program accreditation \(MEP LD\) in IAAR](#) for a period of 3 years, and in March 2024 an [online visit of the EEC](#) for post-accreditation monitoring took place.

According to the standard "Management and Management", 12 criteria are disclosed, of which ___1___ have a strong position, ___11___ satisfactory.

5.3. The Information Management and Reporting Standard

3.2.1. The EO should ensure the functioning of the information collection, analysis and management system based on the use of modern information and communication technologies and software tools

Information management is one of the important components of modern university management. The management of the AU should make decisions based on objective facts in order to achieve the goals and objectives of the strategic development of the AU in a qualitative manner for the period from 2020-2025. In this context, the AU actively develops and implements information management processes, including data collection and analysis, which are reflected in such documents as the AU Development Plan, operational work of collegial bodies, etc.

The distribution of responsibility for the collection of information in accordance with functional responsibilities is carried out on the basis of the [Responsibility Table for the internal quality assurance system of the AU.](#)

In order to manage information, the AU uses the following processes to optimize its activities:

[1. Electronic document management system:](#) this system allows you to exchange and store documentation in electronic format, with convenient access and control of access rights for

employees of the rector's office and heads of structural divisions, when interacting with government agencies and other organizations.

2. Educational materials management system: for this system, AU uses an electronic educational platform <https://moodle.adam.edu.kg> for electronic access to educational materials, assignments, lectures and other educational resources, as well as for the development of soft skills among students, it is used <https://academy.inaqa.com> , which is also available in the mobile app.

3. Personnel and study group management system: 1) For this system, we have developed and implemented the [GAUDI Information Management System](#) for managing data on students, teachers, study groups, class schedules, etc.

4. A system for monitoring academic performance and grades: to record and track student success, automate the process of grading and forming reports in AU have a [registrar's Office](#).

5. Financial and budgeting management system: in the accounting department of the AU, the 1C program is used to automate various sections of accounting, which allows you to keep records of financial transactions, budgeting, as well as monitoring and analysis of expenses and income.

6. Feedback and request management system: The AU uses the official website to collect feedback from students, teachers and other participants in the educational process, as well as to manage appeals and complaints <https://adam.kg/ru> , where questionnaires, Suggestions and complaints sections, No corruption, Contact details are posted.

Also, to ensure the continuous operation of information and communication resources that support the activities of the AU, the ID employees use the [Jira program, which is a project management tool](#) that helps optimize the work of the ID employees. The principle of operation of the service is similar to the task manager in a computer: it monitors running processes (requests from other structural units) and controls the number of resources (employees). With the help of this program, the head of the ID competently allocates employees to complete tasks and plans the work of the ID.

1. Research project and scientific data management system: in order to manage this process, the AU concluded an agreement on joining a consortium of universities organized by the Ministry of Education and Science of the Kyrgyz Republic, and in accordance with the development plan for the 2024-2025 academic year, laid the foundation for the development of a section of the AU ISU "GAUDI" for the organization of scientific research, data management, as well as analysis and publication of research results- Good luck.

2. Information Security management system: AU implements measures to protect confidential data, install software and hardware to detect and prevent information leaks.

In accordance with the above processes, the following information flows exist in the AU:

1. Administrative flows: [include the transfer of information](#) between the administration of the AU, structural divisions of the AU and external stakeholders (government agencies, employers, etc.), which includes for internal processes the distribution of orders, schedules, instructions and other administrative documentation and for interaction with external stakeholders information about the activities of the AU, reports, letters, information at the request of external stakeholders.

2. Learning streams: include information related to the educational process and include the [transfer of learning materials](#), assignments, lectures, [lesson schedules](#) and other teaching resources between teachers and students.

3. Research flows: These flows are [related to scientific activities](#) and include the transfer of scientific data, research results, publications, grant applications and other scientific information between researchers and research groups of the University and its partners both at the state level and internationally.

4. Financial flows: these flows relate to the financial transactions of the AU and include the transfer of information on budgeting, financial statements, tuition fees, scholarships and other financial transactions that ensure the qualitative achievement of the goals and objectives set by the Development Strategy of the AU.

5. Human resources management flows: these information flows are related to the management of university personnel and include the transfer of information about hiring, dismissal, transfers, professional development and other aspects of personnel management.

6. Feedback and communication flows: [these flows are related](#) to the exchange of feedback between various participants in the educational process, such as students, faculty and staff, graduates, employers, and include the transmission of suggestions, comments, complaints and other feedback.

In 2018, the management of the University created a new automated information system for educational process management "Office Registrar", which covered the following sections: Applicant, Staff, Students, Graduates, Curricula, Hours, BEP, Individual teaching staff plans, Reporting.

According to the results of the 2020-2021 academic year, an analysis of the use of electronic educational resources that support the activities of the AU and on the basis of the EEC IAAR Report on international institutional and programmatic accreditation of the AU was carried out:

1. The structure of the GAUDI [Information Management System](#) has been developed and approved. The structure of the ISU AU "GAUDI" consists of blocks:

- [The registrar's office](#) - the block provides opportunities for collecting and analyzing information and is adapted to the specifics of the organization of the educational process in the University: the content of students, its structure and changes during the educational process, the results of student academic achievements, the organization of individual educational trajectories, the activities of teachers and staff, etc.

- [The student's personal account](#) is a block that allows the student to track their academic achievements with access to the university's regulatory documentation and the electronic schedule of training sessions (access code for experts: Login: 20204714 and password: 20204714NAN);

- [Moodle is an electronic educational platform](#) that provides participants in the educational process with access to an educational and methodological system and allows for transparency of the learning process.

- [Electronic schedule of training sessions](#) – a block that allows you to view the schedule of classes of both groups and teachers at any time of the day.

2. In accordance with the [work plans of the structural divisions](#), training sessions for employees on the use of the GAUDI ISM are mandatory at the beginning of the 1st and 2nd half-years of each academic year, as well as regular consultations on working with electronic resources. The Information Department has developed a working training program "[Designing and creating electronic educational courses in the Moodle system](#)", as well as a number of instructions [in electronic form](#) to assist teaching staff in filling out the "Moodle" blocks.

3. [A Student's Memo](#) document has been developed for students, and during the adaptation week, trainings are conducted for first-year students by the [relevant structural units](#). Also, IO employees work with students daily, in accordance with the schedule of consultations on [working with electronic resources](#), both online (consultations via What'sApp, Telegram) and offline. This publication is posted on the website in the "[Information for students](#)" section and is updated annually at the beginning of the academic year.

The program is a multifunctional management of the university's educational process: the student body and its structure, editing changes in the educational process, student academic achievements, organization of individual educational trajectories, the activities of teachers and staff, the journal of group performance, etc.

3.2.2. The EO should demonstrate the use of processed adequate information for effective management of basic educational programs, improvement of the mechanisms of the internal quality assurance system.

In order to effectively achieve strategic goals in the field of quality assurance of services provided, the UA is improving its [organizational structure](#), so in September 2021 [the QAD was](#)

[established](#), in October 2021 [a Simulation Center](#) was opened, in August 2022 [3 departments were created at the School of Medicine](#) and [a Business incubator](#) for the development of entrepreneurial skills of students. [The structure of the AU](#) has been updated for the 2023-2024 academic year.

To determine and approve key performance indicators, changes have been made to the SM Development Strategy, [Development Plans for the University](#) have been developed, on the basis of which, taking into account the annual final report, an operational plan for the University and its structural divisions for the next academic year is being developed, which clearly reflects the indicators of achievements of the work performed. In order to achieve the indicators and ensure the quality of education and the services offered by the University, a number of NAPS and instructions have been developed and revised:

- [regulation on monitoring the quality](#) of educational services of the AU;
- [the regulation "On monitoring and mutual attendance of training sessions of teaching staff of the AU"](#);
- [the regulation "On the organization of elective and elective subjects in the AU"](#);
- [the regulation "On inclusive Education"](#);
- [instruction "On providing a teaching staff report in accordance with an individual plan"](#).

In general, in the AU, the responsibility for monitoring educational activities and quality assurance in the AU is borne by the [Quality Assurance Department](#) (2022-23, 2023-24), which conducts and organizes work on the monitoring procedure and subsequent analysis. The monitoring results are submitted to the collegial bodies for consideration and the adopted protocol decisions are sent to the appropriate executors.

In order to define goals, solve tasks, meet and identify the needs of stakeholders, the AU constantly collects internal and external information based on the [AU Activity Development Plan](#) and the operational work plan for each academic year, including the following aspects:

- monitoring of students' learning and academic performance;
- collection of information on the organization of the educational process, including e-learning and blended learning;
- collection of information on the organization of scientific activities;
- collection of information on student satisfaction with the work of supporting subdivisions;
- collection of information on awareness of teaching staff and employees about the types of activities;
- collection of information on the satisfaction of teaching staff and employees;

- collecting information about the needs of secondary educational institutions and colleges;

- collecting information about the needs of graduates;

- collecting information about the needs of employers.

All types of external and internal stakeholders are involved in collecting information about satisfaction with the implementation of the MEP through basic information collection methods:

- survey (students, graduates, employers);

- focus interviews (graduates, employers);

- discussions at round tables, conferences (employers, teaching staff, employees);

- working meetings of structural divisions and collegial bodies (teaching staff, co-workers).

To collect information on the satisfaction of external and internal stakeholders, the AU has developed a number of regulatory documents:

- [Regulations on the internal quality assurance system of Adam University;](#)

- [Regulations on the organization and conduct of questionnaires among students and teaching staff of the AU;](#)

- [Regulation on monitoring the quality of education in the AU;](#)

- [Regulations on Risk Management at Adam University;](#)

- [Regulations on the procedure for checking scientific papers for the presence of borrowings;](#)

- [Rules for conducting internal audit of the QMS of the AU.](#)

On a regular basis, twice during the academic year, the University conducts an [anonymous survey](#) of students ([1st half of 2022-23](#), [2nd half of 2022-23](#)), where, for example, such aspects of the implementation of the MEP as the availability of recommended literature in the library fund, the work of the electronic library, the activity of using the Moodle electronic platform, a number of questions on the quality of teaching academic disciplines and professional skills of teaching staff, as well as additional comments and suggestions from students, etc.. After each questionnaire procedure, an analysis of [student satisfaction](#) is carried out.

The interim results of the survey were reviewed at a meeting of [the Educational and Methodological Council](#), and the final results, as a whole for the university, were reviewed at a meeting of [the Academic Council](#) of the University according to the [Work Plan](#).

By the decision of the AC, appropriate instructions were given to the heads of structural units and the Student Government. In addition, it was decided to consider the issue of

encouraging teachers who received the best results based on the results of the questionnaire "Teacher through the eyes of students".

The CC conducts an analysis of graduate training in order to create a favorable environment for the formation of competitive specialists in the labor market, including a survey of employers on the quality of graduate training.

The survey of graduates ([Survey results 2019-2020, 2020-2021, 2022-2023](#)) plays a key role in understanding their experience and needs after graduation. This stage is important for evaluating the effectiveness of our programs and preparing students for employment.

The questionnaire of graduates 9-12 months after their graduation mainly examines aspects of the educational process, preparation for employment, problems encountered in finding a job, as well as areas and forms of employment and the relationship between training and work. The survey allows you to assess satisfaction with training and readiness for employment, identify problems in finding a job and adapting to the labor market.

Thus, the graduate questionnaire is an important tool for us to help improve our programs and better prepare students for the challenges of the real world.

Based on the results of information collection, [reports](#) are prepared, which are discussed at weekly meetings of structural divisions, weekly meetings and meetings of collegial bodies in accordance with their work plans, etc.

3.2.3. The EO should show the functioning of a regular reporting mechanism at all levels of the organizational structure, including an assessment of the effectiveness and efficiency of the activities of departments, MEP, scientific research and their interaction

- The AU has a system of regular reporting, which includes the display of the effectiveness and efficiency of the activities of all structural divisions and its assessment at the university level. The heads of structural divisions, in accordance with the Work Plans of both their own and collegial bodies, prepare semi-annual, annual reports covering all areas of work of the structural division, reports of teaching staff, curators, assistants to the Dean of the SM, academic consultants. Reports are signed by responsible persons and filed in special folders in accordance with the QMS of the AU. The structure of the reports is determined by the forms approved by the relevant documented procedures:

- [Standard instructions for office work in the AU;](#)
- [Regulations on the internal quality assurance system of Adam University;](#)
- [Regulation on monitoring the quality of education in the AU;](#)
- [Rules for conducting internal audit of the QMS of the AU;](#)
- [Regulation on the evaluation system for key performance indicators \(KPIs\) teaching staff AU;](#)

- [Regulation on stimulating the publication activity of employees of the AU:](#)
- [Regulations on the norms of time and planning of the work of the teaching staff.](#)

All structural divisions and collegial bodies carry out regular reporting in accordance with the work plans of the structural divisions, the operational plan of the AU, [the work plans of the collegial bodies](#) and the development plan of the AU.

Table 3.1. shows an example of documents reflecting the assessment of performance and efficiency of the EP implementation in the context of 5 years.

Table 3.1.

Example of documents reflecting the assessment of performance and efficiency of the EP implementation

Direction of the main educational programme	2019-2020 academic year	2020-2021 academic year	2021-2022 academic year	2022-2023 academic year	2023-2024 academic year
Economics (Bachelor's and Master's degrees)	Conclusion of programme accreditation ; Reports of the State Attestation Commission; Annual and semi-annual reports; Self-evaluation report; Reports research work and research work of the student	Reports of the State Accreditation Commission; annual and semi-annual reports; Monitoring of employment of graduates; Analysis of students' progress; Reports on research and development work and research work of students	Results of the survey on student and faculty satisfaction; Analysis of students' academic performance ; Annual and semi-annual reports; Monitoring of employment of graduates; Reports research work and student's research work	Results of the survey on student and teaching staff satisfaction; Results of inspection of the Teaching and Methodological Complex by the internal expert commission; Annual and semi-annual reports; Monitoring of employment of graduates; Results of post-accreditation monitoring; Research and development reports Efficiency and effectiveness assessment report	Self-evaluation report main educational programme; Analyses of student performance ; External reviews of the main educational programme; Reports on research work and research work of the student
Management	Conclusion of programme	Reports of the State Attestation Commission;	Results of the survey on student and teaching	Results of the survey on student and	Self-evaluation report main

(Bachelor's and Master's degrees)	accreditation ; Self-evaluation report; Reports of the State Attestation Commission; Annual and semi-annual reports; Monitoring of employment of graduates; Reports of Scientific Research Work and Scientific Research Work of the Student	annual and semi-annual reports; Monitoring of employment of graduates; Analysis of students' progress; Reports research work and research work of students	staff satisfaction; Analysis of students' academic performance ; Annual and semi-annual reports; RW and SRW reports	teaching staff satisfaction; Results of the internal expert commission for the inspection of the Teaching and Methodological Complex of the Department; Annual and semi-annual reports; Monitoring of employment of graduates; Results of post-accreditation monitoring Efficiency and results assessment report	educational programme; Analyses of student performance ; External reviews of the main educational programme; RW reports
Tourism (Bachelor's and Master's degrees)	Conclusion of programme accreditation ; Self-evaluation report; Reports of the State Attestation Commission; Annual and semi-annual reports; Monitoring of employment of graduates; RW reports	SAC reports; annual and semi-annual reports; Monitoring of employment of graduates; Analysis of students' progress; RW and SRW reports	Results of the survey on student and teaching staff satisfaction; Analysis of students' academic performance ; Annual and semi-annual reports;	Results of the survey on student and teaching staff satisfaction; Results of the internal expert commission for the inspection of the Teaching and Methodological Complex of the Department; Annual and semi-annual reports; Monitoring of employment of graduates; Results of post-accreditation monitoring Efficiency and results	Self-evaluation report main educational programme; Analyses of student performance ; External reviews of the main educational programme; RW reports

				assessment report	
Business management	-	-	Results of the survey on student and teaching staff satisfaction; Analysis of students' academic performance ; Annual and semi-annual reports; RW and SRW reports	Results of the survey on student and teaching staff satisfaction; Results of the internal expert commission for the inspection of the Teaching and Methodological Complex of the Department; Annual and semi-annual reports; Monitoring of employment of graduates; Results of post-accreditation monitoring Efficiency and results assessment report	Self-evaluation report main educational programme; Analyses of student performance ; External reviews of the main educational programme; RW reports
Information systems and technologies	-	-	Results of the survey on student and teaching staff satisfaction; Analysis of students' academic performance ; Annual and semi-annual reports; RW and SRW reports	Results of the survey on student and teaching staff satisfaction; Results of the internal expert commission for the inspection of the Teaching and Methodological Complex of the Department; Annual and semi-annual reports; Monitoring of employment of graduates;	Self-evaluation report main educational programme; Analyses of student performance ; External reviews of the main educational programme; RW reports

				Results of post-accreditation monitoring Efficiency and results assessment report	
General medicine	-	SAC reports; annual and semi-annual reports; Monitoring of employment of graduates; Analysis of students' progress; RW and SRW reports	Results of the survey on student and teaching staff satisfaction; Analysis of students' academic performance ; Annual and semi-annual reports;	Results of the survey on student and teaching staff satisfaction; Results of the internal expert commission for the inspection of the Teaching and Methodological Complex of the Department; Annual and semi-annual reports; Monitoring of employment of graduates; Results of post-accreditation monitoring Efficiency and results assessment report	Self-evaluation report main educational programme; Analyses of student performance ; External reviews of the main educational programme; RW reports

In the reporting period, the following statistics of master's students defence is observed, see Table 3.2., when identifying problem cases before the defence of master's theses and formation of admission to the Final State Attestation, the programme 'Economics, Management, Tourism' in order to improve the performance and efficiency of master's students, as well as to improve the quality of training of graduates takes the following actions:

1. Carrying out individual consultations with Master students to identify problematic aspects and provide additional support in the main areas of research;
2. Regular monitoring of each master's student's progress and timely correction of master's thesis fulfilment in accordance with the identified weaknesses;
3. Providing access to additional educational resources and materials for in-depth study of the subject area;

4. Additional organisation of meetings of the State Attestation Commission.

Table 3.2.

Statistics of Master's students' defence during the accredited period

Name of training	2020-2021 academic year	2021-2022 academic year	2022-2023 academic year
Economics	2	4	8
Managemen	6	-	1

3.2.4. EO should establish the frequency, forms and methods of evaluation of the management of the main educational programme, activities of collegial bodies and structural subdivisions, top management, implementation of scientific projects

All collegial bodies and structural subdivisions are involved in the evaluation process. Methods, forms and structure of reports are prescribed in the regulations on collegial bodies and structural units. At AU periodicity, forms and methods of evaluation of the management of the main educational programme, activities of collegial bodies and structural units are determined by the provisions 'On the internal quality assurance system of Adam University', [‘On monitoring the quality of education at AU’](#), and the [Rules of internal audit of the Quality Management System of AU](#). The frequency of performance evaluations depends on the specific processes implemented.

Decisions on the results of the reports are made at AU and department/programme/SOM levels depending on the level of the reports and the information received. The submitted reports are collegially discussed and analyzed at department/programme/SOM meetings. In accordance with the results of the meetings, changes are made to work plans and corrective actions are developed. The main forms of evaluation of collegial bodies and structural units of the University to identify the degree of satisfaction with the quality of education, service, etc. are reports of heads of units on the implementation of adopted work plans, acts of internal audit, survey of students, teaching staff and employees of the AU.

The work of the teaching staff is carried out on the basis of individual plans for the academic year. Control over the implementation of individual plans is carried out on a [monthly and semi-annual basis](#). [The Instruction on submission of the teaching staff report in accordance with the individual plan was developed for the teaching staff on preparation of semi-annual and annual reports](#).

Current control over the implementation of operational plans of structural units is carried out at weekly planning meetings and is reflected in reports ([Report on the analysis of the Teaching and Methodological Complex](#), [Report on the testing of new approaches](#) to the

assessment of learning outcomes, Report on satisfaction, [Report on the adaptation of freshmen](#), etc.), with subsequent collegial discussion at meetings.

Structural units also summaries semi-annual (for academic units) and annual results of work.

The rector's report on the implementation of operational plans with the analysis of the achievement of indicators is carried out at the end of each academic year. At the same time, the framework of activities for the next academic year is established.

3.2.5. The educational organization must demonstrate the protection of information, the processing of personal data of students, teaching staff and staff on the basis of documentary consent, the identification of persons for the reliability and timeliness of the analysis of information, and its provision

AU ensures the protection of information and data provided in accordance with the [The Law of the Kyrgyz Republic "On personal information"](#). Each employee, the holder of personal data, signs a non-disclosure document, as well as in each employment contract [agreement, section 3. General Terms of the Agreement](#) *,the employee consents to the processing, storage and use of his personal data by the employer in connection with the employment relationship.*

The GAUDI IMS used in the AU includes security subsystems that implement a security policy to protect the personal data of students and employees. The security policy, depending on the goals and conditions of the system, determines the access rights of employees to the resources available in the GAUDI IMS and regulates the procedure for users' actions in the system, protecting network communications, forms ways to restore the system after accidental failures, etc.

The security subsystems of the GAUDI ISU use encryption and access control mechanisms that control the process of accessing user information, such as personal data, passwords, access time, access duration, etc. In addition, the GAUDI IMS:

- excludes access by unauthorized persons to the equipment used for processing personal data;
- prevents unauthorized reading, copying, modification or removal of data carriers (control over the use of data carriers);
- prevents unauthorized recording of personal data and the modification or destruction of recorded personal data (record control) and provides the possibility to establish retroactively when, by whom and what personal data was changed;
- ensures the security of data processing systems designed to transfer personal data regardless of the means of data transmission (control over the means of data transmission);
- provides each user of the data processing system with access only to those personal data to which he has access (access control);

- provides the possibility to establish retroactively when, by whom and what personal data was entered into the data processing system (input control);
- does not allow unauthorized reading, copying, modification and destruction of personal data during the transfer and transportation of personal data (transport control);
- ensures the confidentiality of information received during the processing of personal data;
- ensures compliance with the requirements established by the Government of the Kyrgyz Republic for the protection of personal data during their processing in personal data information systems, the implementation of which supports the established levels of personal data security;
- allows you to keep records of machine-based personal data carriers;
- allows you to ensure the recovery of personal data modified or destroyed due to unauthorized access to them.

To ensure secure Internet access, as well as network protection and network traffic control, the licensed Dr.Web antivirus program is used in the AU. A functional firewall guarantees a secure channel through which employees can surf the web. The program has a built-in proxy server and can connect additional anti-virus protection tools.

To ensure the security of the information resources of the AU, a file server is used, which performs a weekly backup of the data of the IMS "GAUDI".

3.2.6. An important factor is the involvement of students, teaching staff and staff in the processes of collecting and analyzing information, as well as making decisions based on them

All types of external and internal stakeholders are involved in collecting information. The distribution of responsibility for the collection of information is carried out in accordance with [The responsibility table for the internal quality assurance system of the AU.](#)

The main methods of collecting information are:

- survey (students, graduates, employers);
- focus interviews (graduates, employers);
- discussions at round tables, conferences (employers, teaching staff, employees);
- working meetings of structural divisions and collegial bodies.

Decision-making is usually carried out at meetings of collegial bodies, depending on the importance of the issue. The collegial bodies include representatives of all interested parties.

In order to strengthen work with external and internal stakeholders, the AU annually reviews the list of stakeholders for inclusion in the collegial bodies of the AU, which play an important role in making decisions on results and evaluation of the activities of structural units ([21-22 acad. years.](#), [22-23 acad. years.](#), [23-24 acad. years.](#)).

During the period from 2021-2022 academic year to 2023-2024 academic year, there has been an increase in the membership of external stakeholders in all collegial bodies of the AU. Also, from the 2022-2023 academic year, was organized [Quality Council](#), elected for 2 years.

For example, in order to implement the development strategy, taking into account the changes made to the Regulations of the Kyrgyz Republic, and to ensure high-quality achievement of learning outcomes, AU SM held a number of events with representatives of interested parties to discuss the mission of AU SM and the development of the MEP EEP "General Medicine":- [round table "Mission, MEP General Medicine"](#) with representatives of professional organizations, health care organizers, representatives of relevant ministries and employers ([Protocol, list of participants](#)), a [resolution](#) was prepared within the framework of the event;

- [round table in a hybrid format with representatives of foreign employers and students](#) to discuss the mission of the SM, MEP EEP "General Medicine", with representatives [Islamabad Fundamental Medical Institute](#);

- [round table](#) in a hybrid format to discuss the content of the MEP EEP "General Medicine" with [representatives of the Center for General Medical practice \(General Medical Practice Center\) Tokmok c.](#) ;

- [meetings with parents and applicants](#). At meetings with parents of applicants from India, in [the period of the working visit of the Adam University team](#) in 2023 the issues of adaptation of the MEP to the requirements of the National Medical Commission (NMC), the Bangladesh Medical and Dental Council (BMDC) were discussed.

Thus, the recommendations of stakeholders were included in the [updated version of the PLO](#).

3.2.7. The collection and analysis of information should take into account the following:

- **key performance indicators:**

In order to effectively achieve strategic goals in the field of ensuring the quality of services provided, the AU improves the organizational [structure](#), so in September 2021, the OOC was created [Quality Assurance Department](#), a [Simulation Center](#) was opened in October 2021, and in August 2022 was created [3 departments of SM](#), [Business Incubator](#) To develop students' entrepreneurial skills, a Competence Center in the field of hospitality and Tourism was opened in May 2023 and the structure of the University was updated for the 2023-2024 academic year.

To identify and approve key performance indicators, we have developed [AU Development Plans](#), on the basis of which, taking into account the annual final report, the operational plan of the University and its structural divisions for the next academic year is developed, which clearly reflects the indicators of achievements in the performance of work. In order to achieve the indicators and ensure the quality of education and the services offered by the

AU, a number of naps and instructions have been developed and revised:

- [Regulation on monitoring the quality of educational services at AU](#);
- Regulation ["On monitoring and mutual attendance of training sessions of teaching staff of the AU"](#);
- Regulation ["On the organization of elective and elective subjects in the AU"](#);
- Regulation ["On inclusive Education"](#);
- Instuction [« On the provision of a teaching staff report in accordance with an individual plan»](#);
- [Regulation on the evaluation system for key performance indicators \(KPIs\) of teaching staff of AU](#);
- [Regulation on stimulating the publication activity of employees of the AU](#).

- compliance of the infrastructure with the strategy of the EO:

AU provides students with all the necessary material resources for successful studies. This includes state-of-the-art computer classrooms equipped in accordance with the latest advances in IT technology, as well as educational equipment specially selected to support the academic needs of our students.

AU, in accordance with the Development Strategy 2020-2025, conducts constant monitoring of facilities and resources and information resources in the month of June, the report on the results of which is discussed at the meeting and a decision is made to update the resources providing the educational process for the next academic year. AU has developed and approved [Regulations on monitoring and collecting information on the necessary resources for the activities of the Adam University](#) This document provides for the procedure for reviewing and making decisions on improving the resources of the University in accordance with the needs of the staff and students of the University. Modern educational technologies are widely used in the educational process of the university. For the successful organization of the educational process, the university has a sufficient base of computer and office equipment.

- availability of educational resources and support systems for students:

The AU creates the necessary conditions for work [in reading rooms](#) and libraries in accordance with the [Regulations on the library](#) and the operational work plan of the AU.

Currently, the collection of the AU library has 22,492 printed units. The literature of the economic field mainly prevails, which corresponds to the profile of the AU. The fund has a wide range of educational, scientific, popular scientific literature on universal subjects, reference and bibliographic, periodicals in Kyrgyz, Russian, and foreign languages. For each student, the possibility of individual unlimited access to <https://biblioteka.bafe.edu.kg/vnutrivuzovskie-izdaniya>, containing publications on the main subjects studied and formed in agreement with the

copyright holders of educational and methodical literature from any point where there is access to the Internet.

For the full implementation of the educational process, the University updates equipment, educational literature, software, etc. every five years. AU uses in the educational process [the Moodle electronic educational platform](#) and Adobe CC and Zoom software. AU has extensive experience in organizing the educational process online and developing full-fledged e-courses.

The number of e-courses developed today is more than 50. Faculty and students of the program "Economics, Management and Tourism" together with the DMNSD [are authors](#) of 14 [digital educational modules](#) (including modules on improving digital literacy, financial literacy, and environmental tourism development) based on [innovative micro-credentials models](#) in cooperation with PF InAQ AU.

At AU, special importance is attached to the social support of students, as this can fully contribute to the successful professional and personal development of future specialists. The curators/assistants of the SM Dean, academic consultants, Student Government, and other departments try to monitor and respond to changes taking place in the living conditions of students and their social security. At the same time, their focus is on preserving and strengthening the moral and physical health of young people, helping them in difficult life situations, establishing relationships in society, analyzing specific social situations related to the development of a student's personality and his creative abilities.

The system of social support for students in the AU is carried out on the basis of the Charter of the AU, the Regulations of the AU and in accordance with the [Provision on tuition benefits in the AU](#).

The achievement of RS is facilitated by the existing system of encouraging well-performing students in AU. Thus, excellent students receive benefits for paying from 10% to 40% of the annual cost of studying at a university in accordance with the [Provision on Tuition Benefits](#). Well-educated students are recommended to participate in competitions for scholarships and internships, semester studies at foreign universities.

[In recent years, more than 20 students have received a scholarship from the K. Adenauer Foundation, 1 student received a scholarship from the A. Salymbekov Foundation for Progressive Initiatives and more than 50 students have completed internships at foreign universities such as the Southeastern University of Norway \(8 people\), the Baltic International Academy \(1 person\), Narkhoz University \(3 people\), Batumi State University University \(5 people\), American University in Girne \(at least 10 people annually\).](#)

In order to protect the health of students, a [Medical center](#) has been operating in the University since 2021, whose staff regularly conduct medical examinations and fluorographic

examinations of students and employees of the University. All students are registered at the student polyclinic.

For students with medical indications of disability (i.e. unable to physically attend classes) Teaching staff and curators organize training sessions on an individual basis in accordance with the schedule of individual consultations through the electronic educational platform Moodle according to [Regulations on inclusive education for people with disabilities at Adam University](#).

The curators/ assistants of the SM Dean, together with a lawyer, annually organize events for students with foreign citizenship with the authorized bodies of the Kyrgyz Republic in the AU on the topic of [corruption](#) at the university and [religious extremism](#).

- satisfaction of students and teaching staff with the quality of educational services and the implementation of the MEP:

All types of external and internal stakeholders are involved in collecting information on satisfaction with the implementation of accredited MEP through basic information collection methods:

- survey (students, graduates, employers);
- focus interviews (graduates, employers);
- discussions at round tables, conferences (employers, teaching staff, employees);
- working meetings of structural divisions and collegial bodies.

To collect information on the satisfaction of external and internal stakeholders, the AU has developed a number of regulatory documents:

[Regulation on the internal Quality Assurance System of Adam University;](#)

[- Regulations on the organization and conduct of questionnaires among students and teaching staff of the University;](#)

[- Regulation on monitoring the quality of education in the AU;](#)

[- Regulation on Risk Management of Adam University.](#)

- dynamics of the contingent of students in the context of forms and types of training:

The collection of data on students begins from the moment of admission to the University, the staff of the personnel department, after issuing an order for enrollment in the number of students, form a personal file in the ISM of the University "GAUDI", which displays the full name, date and place of birth, nationality, citizenship, form of study, group, tuition fees, orders, educational documents and etc. From the entered data, the ISM AU "GAUDI" generates [a list of students](#) of the group, [the contingent of the student movement](#), and exam sheets. On the basis of these documents, a set of data on the movement of the contingent by month is compiled in the context of directions and forms of training, from which they are prepared

statistical data for government agencies.

The contingent of AU students for three years is given in the table. 3.1

Table 3.1.

The contingent of students in the AU for the accredited period

Structural division	2021-2022 academic year	2022-2023 academic year	2023-2024 academic year
The program "Economics, Management, Tourism" (people)	299	238	169
School of Medicine (people)	776	751	823
Department of Mathematical and Natural Sciences (people)	35	51	34

Tracking of data on attendance, academic performance, achievements and expulsion of students is carried out on the basis of statistical reports, results of examination sessions, information from structural divisions, test sheets, group journals, orders of the rector on expulsion, benefits, awards or disciplinary penalties.

Information about students' [academic performance](#) and [achievements](#), and [orders on their movement](#) are entered in the relevant sections of the GAUDI ISM.

A [block](#) dedicated to the success stories of graduates, employees and teaching staff has been created on the AU website in the "CC" section, which are updated on a regular basis.

Информация об [успеваемости](#) и [достижениях](#) студентов, [приказы об их передвижении](#) вносятся в соответствующие разделы ИСУ УА «GAUDI».

- employment and career development of graduates:

A specialized structure for the promotion of graduates' careers is the [Career Center](#), which was established in 2003. The Career Center acts as a key and connecting link between the university and employers, [provides assistance](#) to students and graduates of the University in career planning and development, as well as in establishing and maintaining communication with the University. The Central Committee of the University offers support to graduates in finding a job - the website of the University provides information about the [internship](#) program or [job fairs](#). Students can contact the CC directly or through the AU website to find out about employment opportunities.

Cooperation agreements have been concluded with more than [25 organizations](#), both government agencies and organizations, as well as with private sector organizations and [foreign organizations](#).

One of the areas of work of the Career Center is to carry out measures to track the employment of graduates, including the collection and accumulation of information on the employment of graduates after 9 months. Based on this, the Career Center analyzes the training

of graduates in order to create a favorable environment for the formation of competitive specialists in the labor market, in addition, a survey of employers on the quality of graduate training is conducted.

The graduate survey ([Survey results 2019-2020, 2020-2021, 2022-2023](#)) plays a key role in understanding their experiences and needs after graduation. This stage is important for evaluating the effectiveness of our programs and preparing students for employment.

In addition, the Career Center of the University holds meetings and [round tables](#) based on the results of graduates' employment, where students are told in detail about the personnel policy of organizations, career opportunities and requirements for future specialists.

In order to ensure the employment of graduates or their continuation of studies at other levels of education, the AU works in this direction not only with the private sector, but also with government agencies (example: for the specialty General Medicine, the AU fills in the database of the [National Information System for Resource Management of the Ministry of Health of the Kyrgyz Republic](#)).

3.2.8. The EO should demonstrate the practical application of a communication mechanism with students, employees and other stakeholders and a conflict resolution mechanism

AU, in accordance with the [AU Development Strategy for 2020-2025](#) and based on the study of the EEC report on program and institutional accreditations, the study of the international and national labor market, participation at the [national](#) and [international](#) levels of university rankings, developed an [action plan to improve the image of the University](#) and annually develops a career guidance plan ([2021-22, 2022-23](#)).

Facebook [Instagram](#), [Facebook](#), [targeted advertising on social networks](#) and the [official website of the University](#), participation in educational [exhibitions](#) and [events](#), as well as [cooperation](#) with partners and employers, are used to promote and communicate with the target audience.

The involvement of students, staff and teaching staff in the processes of collecting and analyzing information and subsequent decision-making is the result of external communication and questioning of all stakeholders of the University. Communication between students, staff and other interested parties is carried out in the following forms:

- through group thematic meetings;
- during individual consultations and conversations;

The involvement of students, staff and teaching staff in the processes of collecting and analyzing information and subsequent decision-making is the result of external communication

and questioning of all stakeholders of the University. Communication between students, staff and other interested parties is carried out in the following forms:

- through group thematic meetings;
- during individual consultations and conversations;
- if necessary, through the organization of special commissions to objectively resolve the issue;
- when a student or other interested person is located remotely, mail, electronic communication via the official website of the University ([Contacts and details section](#)) or online group chats are used.

Information can be provided by a [curator](#) or an [academic consultant](#) whose responsibilities include communication support, and if there is dissatisfaction or the need for confidentiality of information, applicants can use the [Suggestions](#) and Complaints sections and [No corruption](#).

The AU has developed and documented mechanisms for resolving conflicts when they arise among students, staff and others in such documents as the [Code of Ethics](#), [the Regulation on the Ethics Commission](#) and [the Regulation on the Procedure for Reviewing Complaints and Suggestions from Students and AU Staff](#).

In accordance with these documents, a student, an employee, or other interested person has the right to file a complaint to resolve certain problems that arise in the course of study or work. Purposeful work is constantly carried out among students to prevent corruption offenses and negative phenomena in the University. Curators / assistants of the Dean of the School of Medicine / academic consultants monitor the progress of the educational process of the University in accordance with the [Regulations on educational work](#) and [the Program of adaptation of first-year students](#).

AU provides effective communication with students, staff, graduates and employers through the educational process, thematic meetings and curatorial hours, the university's website, the electronic educational platform Moodle, social networks Facebook, Instagram, TikTok, LinkedIn, etc.

3.2.9. The EO should demonstrate information management in the relevant fields of science

The research of students and undergraduates is related to the general directions of scientific work of the structural units implementing the MEP and has a continuity of topics and areas of research.

Research of students and undergraduates is carried out in accordance with the [Regulations on Research and Development of the AU](#) and in the process of preparing term papers, WRC,

master's theses (selection and correction of the topic, preparation of general characteristics of the work: determination of research objectives, theoretical, practical significance, research methods, determination of the research hypothesis, preparation of the theoretical and practical part of the master's thesis). There is a "Pyramid" of scientific research in AU bachelor-master-PhD.

Students publish scientific articles together with scientific supervisors in scientific publications, including the International Scientific Journal "Economics. Management. Education", participate in scientific conferences, round tables, etc.

Programs and departments implementing MEP in the areas of training, for the organization of research activities, participate in various national and international projects.

In order to include **innovations, scientific and technological developments, elements of fundamental or applied research in the EP**, [teaching staff undergo trainings / seminars on new teaching methods](#), get acquainted with advanced developments in the pedagogical / professional fields, master new [practical skills](#) (in particular, working with simulation equipment), make changes to the teaching staff taking into account pedagogical and sectoral innovations ([examples of implementation acts](#)) .

The inclusion in the EP and MEP of scientific and technological developments, elements of fundamental or applied research in the AU is ensured through cooperation with national scientific organizations such as the [Institute of Chemistry and Phytotechnology of the National Academy of Sciences KP](#).

According to the Information Management and Reporting standard, 14 criteria have been disclosed, of which __2__ have a strong position, _12_ satisfactory.

5.4. The standard "Development and approval of educational programs"

4.2.1 The EO must demonstrate the existence of a document regulating the processes of quality assurance of the basic educational program: management, development, approval, implementation and evaluation of effectiveness

The AU carries out educational activities in the areas of training in accordance with licenses issued by the Ministry of Education and Science of the Kyrgyz Republic (see tab.4.1.)

Table 4.1.

Information about the available licenses in the areas of training

№	MEP Code	Name of MEP	№ лицензии и дата выдачи	Примечание
1	580100	Economics (Bachelor's degree, Master's degree)	License № LD160000810 as of 14.10.2016	indefinite
2	580200	Management (Bachelor's degree, Master's degree)	License № LD160000810 as of 14.10.2016	indefinite
3	600200	Tourism (Bachelor's degree, Master's degree)	License № LD160000810 as of 14.10.2016	indefinite

4	580700	Business Management (Bachelor's degree)	License № LD170001314 as of 07.07.2017	indefinite
5	710200	Information Technology (Bachelor's degree)	License № LD170001314 as of 07.07.2017	indefinite
6	560001	General Medicine (specialty)	License № LD170001314 as of 07.07.2017 License LS230000066 as of 27.01.2023	indefinite

Table 4.2.

Structural units responsible for the development of the MEP

№	Name of the program	Structural division
1	580100 Economics (Bachelor's degree, Master's degree)	Program "Economics, Management, Tourism"
2	580200 Management (Bachelor's degree, Master's degree)	Program "Economics, Management, Tourism"
3	600200 Tourism (Bachelor's degree, Master's degree)	Program "Economics, Management, Tourism"
4	580700 Business Management (Bachelor's degree)	Program "Economics, Management, Tourism"
5	710200 Information systems and technologies (Bachelor's degree)	Department of Mathematical and Natural Sciences
6	560001 General Medicine (specialty)	School of Medicine

MEP of AU are developed and approved in accordance with the requirements of the [State Higher Educational Institution of the Kyrgyz Republic](#) in the areas of training 580100 "Economics", 580200 "Management", 580700 "Business Management", 600200 "Tourism", 710200 "Information Systems and Technologies" approved by the Ministry of Education and Science of the Kyrgyz Republic from No. 1578/1 dated 09/21/2021, 560001 "General Medicine" approved by the Ministry of Education and Science of the Kyrgyz Republic KR No. 1357/1 dated 30.07.2021, and is regulated by the internal Regulations ["Regulation on the development, approval and evaluation of basic educational programs of higher professional education of the AU"](#).

The content of the MEP provides a general description of the direction / specialty of training: the purpose of the MEP, correlating with the mission of the AU, the form of education, the standard period of development, the complexity and structure of the MEP, the volume of classroom work, the qualifications assigned to graduates, the requirements for the applicant and the language of instruction, the requirements for facilities, IER and human resources. The MEP also describes the characteristics of the future professional activities of graduates who have mastered the MEP, namely: the field of professional activity, objects, types, tasks of professional

activity, for which graduates are prepared by responsible structural units. Also, the structure of the MEP includes

All stages and levels of quality assurance in the implementation of the MEP are regulated by the current legislation of the Kyrgyz Republic and the provisions of the AU: [the Regulation on conducting an external assessment of the RO](#); [the Regulation on the development, approval and evaluation of the MEP of the HPE AU](#); [the Regulation on the internal quality assurance system](#); [The Regulation on the survey among teaching staff and students of the AU](#), the [Regulation on the organization of the educational process based on the credit system in the AU](#), the [Regulation on monitoring and collecting information on the necessary resources for the activities of the AU](#), the [Regulation on mutual attendance of teaching classes of teaching staff of the AU](#), the [Regulation on monitoring the quality of education of the AU](#), the [Regulation on the system of evaluating the learning outcomes of students of the AU](#), the [Regulation on the composition and structure of the EMC of the AU disciplines](#).

These internal AU Regulations clearly set out the procedures for the development, approval, monitoring and evaluation of the effectiveness of the MEP and are considered by the structural units that hold the MEP, **for example:** [Extract from the minutes of the meeting of the program "Economics"](#).

The goals, objectives and RT of the MEP reflect the mission and vision of the AU, which meet the requirements of the State Higher Education Institution, the needs of students and other stakeholders.

In the AU, the quality management of the MEP is carried out with active work on improving the MEP, for example, on the MEP "General Medicine". In accordance with the [proposed recommendations](#) from interested parties: employers ([national](#) and [foreign](#)), specialists in the field of education and medicine, students, work is underway [to change the MEP](#) for the 2024-25 academic year.

In addition, in all departments implementing the MEP of General Medicine, work was carried out to discuss recommendations for making changes to the MEP (for example, [the DTD protocol](#)), [generalized recommendations](#) of experts and employers were prepared for making changes to the MEP.

The revised elements of the MEP "General Medicine" with a focus on RT are also reflected in the [SAC Program](#), in the assessment criteria and other documents defining the educational process.

The current [MEP](#) in all areas of bachelor's, master's and specialty training is posted on the university's website to familiarize all interested parties with the changes currently being made.

4.2.2. The EO should show transparency of quality assurance processes, ensure collegiality in the development, approval and monitoring of the MEP through the participation of students, teaching staff and other stakeholders.

When developing the MEP in the areas of training, the AU creates a working group from among the teaching staff of responsible and auxiliary structural units, with the mandatory involvement of employers representing the sector of the training area. Following the results of the work of the working group, a mandatory discussion is held with the involvement of students, teaching staff and external stakeholders. Based on the discussion of the draft MEP, adjustments are made and submitted to the relevant collegial bodies. The development and control of the implementation of the MEP is carried out by employees of the programs /departments/SM together with the QAD, ED and EMC of AU.

To make changes, each structure responsible for the PLO in the relevant areas annually develops a work plan for compliance with the PLO of the State Higher Education Institution ([EMT](#), [DMNSD](#)), where measures are planned to attract specialists, practitioners, employers to the educational process, as well as to make adjustments to the WC, taking into account the competence approach and expected RT. During the discussion of the MEP, the features of methods of working with students are considered, elective courses are discussed that will allow students to achieve the expected goals and meet the needs of the labor market. (Example in the context of the academic year: [Minutes of the meeting of the Economics program, 2022](#), [Minutes of the meeting of the Economics, Management, Tourism program, 2023](#),).

Annually, together with CC, following the results of the FSC, a round table is held with members of the SAC and representatives of government agencies, stakeholders, where they discuss prerequisites, post-prerequisites, a list For example, on 06/24/2023, [a round table was organized: The role of flexible skills in developing the potential of young people](#).

Also, in order to implement the development strategy, taking into account the changes made to the Regulations of the Kyrgyz Republic, and to ensure the qualitative achievement of the RT, the SM of AU held a number of events with representatives of interested parties to discuss the mission of the SM of AU and the development of the MEP EEP "General Medicine": a round table "[Mission, the main educational program of the School of Medicine of Adam University](#)"; round table in a hybrid format with representatives of the [Islamabad Fundamental Medical Institute](#); [a round table](#) in a hybrid format to discuss the content of the MEP EEP "General Medicine" with representatives of the [Center for General Medical Practice \(CGMP\) in Tokmok](#).

According to the results of meetings, round tables with employers, with representatives of universities, government agencies, the developed/revised MEP are subject to external review,

which reflects all the basic requirements and compliance with the State educational standards, the content and organization of the educational process, educational and methodological support, the use of active and interactive forms of classes in the educational process, etc. ([Reviews of MEP](#)).

When selecting reviewers for the examination of the MEP, it is recommended to appoint persons from reputable institutions (universities, organizations in the field of training) who are active and respected representatives in academic programs and specialists in this field. (List of employers-stakeholders of [bachelor's](#), [master's](#) and [specialty degrees](#)).

4.2.3. The EO must ensure that the MEP meets the established goals, including the expected RT through monitoring and content review mechanisms.

The procedure for reviewing the objectives of the MEP is regulated by the internal Regulation, in particular Appendix 5 "Regulations for the periodic assessment and updating of the MEP as a whole and its constituent documents" regulations "[On the development, approval and evaluation of the MEP of the Higher Educational Institution of AU](#)". The goals and objectives of the MEP implemented in the AU are shown in Table 4.3.

Table 4.3.

Information about the goals of the MEP implemented in the AU

Mission of AU		Assistance to society in the sustainable development of social and economic institutions through the training of competent competitive personnel who are able not only to work effectively in today's changing world, but also to actively develop it
№	Name of program	Goals of MEP
1.	Economy Bachelor's degree Master's degree	- to promote the development of an international educational space for the training of highly professional and socially responsible specialists capable of ensuring innovative economic growth and prosperity of society in a globalized economy.
2.	Management (Bachelor's degree, Master's degree)	- providing comprehensive and high-quality training of qualified, competitive managers in the field of production management at enterprises, organizations, firms, in business areas in various industries, able to effectively carry out organizational, managerial and information-analytical activities, as well as the acquisition and development of additional professional skills and abilities that help graduates of the program to solve various complex tasks, which arise in the process of production and economic activity of the enterprise.
3.	Tourism (Bachelor's degree, Master's degree)	- on the basis of a competence-based approach, to ensure the preparation of bachelors for successful professional activity in the field of tourism, as well as for the successful continuation of professional education in the master's degree. Training of highly qualified specialists in the field of tourism, which is one of the points of implementation of the strategic direction of socio-economic development

4.	Business Management Bachelor's degree	providing comprehensive and high-quality training of qualified, competitive managers in the field of small business management, able to effectively carry out organizational, managerial, information and analytical activities, as well as the acquisition and development of additional professional skills and abilities that help graduates of the program to carry out the development and implementation of projects aimed at the development of small businesses.
5.	Information Systems and Technologies Bachelor's degree	It is the training of a professional, practice-oriented, socially adapted, economically competent specialist capable of developing software, designing information systems, collecting, processing and analyzing information, being able to make decisions, create and manage databases for the successful functioning of an organization, and successfully work in a team of developers.
6.	General Medicine specialty (6 years) specialty (5 years)	to prepare highly qualified and competitive specialists-doctors who are able to carry out the prevention, diagnosis and treatment of diseases, with a stable system of moral, personal, values in demand in the domestic and foreign labor markets.

The AU [monitors and periodically evaluates](#) the MEP in order to ensure that they achieve their goal and meet the needs of students and other stakeholders. All interested parties are informed about any planned or undertaken actions regarding the MEP through discussion at meetings or informing through <https://adam.kg/ru/> and social networks.

In accordance with the above provisions, internal and external quality assessments are used to monitor and evaluate the MEP in the AU. The following tools are used for external evaluation - institutional and programmatic accreditation, external reviewers. The internal assessment examines the results of student satisfaction and teaching staff, self-assessment reports on the implementation of the MEP; internal audit by departments; internal control of programs/departments; current, intermediate and final student attestation.

Based on the results of the analysis, recommendations are being developed to improve the educational process and eliminate the identified shortcomings. Monitoring results and recommendations are reviewed at meetings of collegial bodies in accordance with work plans, the decisions of which are communicated to all structural divisions and corrective measures are developed to eliminate deficiencies.

The monitoring and evaluation of the MEP is carried out by all [stakeholders](#), including [employers](#), in accordance with the [Regulations on the MEP](#).

Every year, the AU develops a Plan for monitoring the educational process and the labor market ([2021-22](#), [2022-23](#), [2023-24](#)), on the basis of which work is carried out to collect information about aspects of the AU 's activities based on a survey of the target audience. This

[method of obtaining information](#) has a number of advantages that allow you to get the most reliable feedback.

Labor market analysis is carried out using various methods, including the collection and analysis of statistical data, [surveys of employers](#) and [market research](#). The obtained results are used to predict trends in the labor market, career planning, development of educational programs and decision-making in the field of employment.

The results of the conducted research are reviewed at the EMC AU ([EMC AU Protocol No. 3 dated 11/29/21](#), [EMC AU Protocol No. 7 dated 03/11/22](#), [EMC AU Protocol No. 3 dated 11/26/22](#)), which includes specialists from structural divisions responsible for educational programs, as well as representatives of organizations (employers). According to the decisions of the EMC AU, recommendations are being developed to improve the educational process and eliminate the identified shortcomings.

For example, at the request of employers on the development of soft skills among students, changes were made to the curriculum to include the subjects "Public Speaking" and "Leadership" ([Minutes of the meeting of the Economics program No. 8 dated 04/18/2022](#)).

4.2.4. The EO should demonstrate the documentation of the development of a graduate OOP model describing learning outcomes and personal qualities.

When developing a graduate model, the level of education in the field of MEP training (bachelor's, master's) or specialty is taken into account.

The results of mastering the MEP HPE are determined by the competencies acquired by the graduate, i.e. his ability to apply knowledge, skills and personal qualities in accordance with the tasks of professional activity. In accordance with the [Regulation on the development, approval and evaluation of the MEP HPE AU](#) (section 3 Graduate Competence model), the graduate model is determined (for example, [Economics](#) and specialty [Medicine](#)), taking into account the results of surveys of representatives of target groups.

The graduate model is formed in the form of a matrix of competencies indicating the level of complexity of the tasks to be solved and includes mandatory competencies in accordance with the requirements of the State Higher Education Institution and competencies are supplemented/deepened by responsible structures for the MEP, taking into account the needs of stakeholders. Due to the introduction of new State higher education institutions in 2021, the Graduate model developed in 2019 has been improved, which reflects the learning outcomes, competencies and disciplines through which they are achieved.

The frequency of updating graduate models for implemented MEP in the AU is given below, taking into account the above internal and external changes:

Table 4.4.**The frequency of updating graduate models for implemented MEP in the AU**

№	Name of the direction	Making changes to Graduate Models according to the relevant MEP		
		2014 y.	2019 y.	2021 y.
1	Economy (Bachelor's degree, Master's degree)		(changes have been made in accordance with the requirements of the labor market)	(changes have been made in accordance with the new FSES HPE)
2	Management (Bachelor's degree, Master's degree)		(changes have been made in accordance with the requirements of the labor market)	(changes have been made in accordance with the new FSES HPE)
3	Tourism (Bachelor's degree, Master's degree)		(changes have been made in accordance with the requirements of the labor market)	(changes have been made in accordance with the new FSES HPE)
4	Business Management (Bachelor's degree)		(changes have been made in accordance with the requirements of the labor market)	(changes have been made in accordance with the new FSES HPE)
5	Information systems and technologies (Bachelor's degree)		(changes have been made in accordance with the requirements of the labor market)	(changes have been made in accordance with the new FSES HPE)
6	General Medicine (specialty)		(changes have been made in accordance with the requirements of the labor market)	(changes have been made in accordance with the new FSES HPE)

The results of mastering the MEP HPE are determined by the competencies acquired by the graduate, i.e. his ability to apply knowledge, skills and personal qualities in accordance with the tasks of professional activity. In accordance with the Regulation on the development, approval and evaluation of the MEP HPE AU (section 3 Competent graduation model), the initial [graduate model](#) is determined, taking into account the results of surveys of representatives of target groups.

The graduate model is discussed and adjusted during [working meetings](#) and [round tables](#), and is recommended for approval based on decisions of collegial bodies and approved by order of the rector.

4.2.5 The EO must ensure that the content of academic disciplines and learning outcomes correspond to the level of education (bachelor's, master's, doctoral studies).

When forming graduate models for the purpose of comparability of the MEP with other international programs before 09/18/2020 The AU relied on the Dublin Descriptors, which are the basis of the European Qualifications Framework, and from September 2020 on the [NQF](#) of the Kyrgyz Republic, which was developed in accordance with the European Qualifications Framework, when developing the expected program-level RT.

The NQF of the Kyrgyz Republic has been developed taking into account the European Qualifications Framework (EQF) and the European Higher Education Qualifications Framework (QF-EHEA) and has 9 levels. The compliance of the MEP AU with the levels of the NQF is shown in Table 4.5.

Table 4.5.

Compliance of the MEP AU with the levels of the qualification framework

№	Name of the program	NQF level/EQF/QF-EHEA
1	Economics, Management, Tourism, Business Management, Information Systems and Technologies (Bachelor's degree)	6 level NQF 6 level EQF 1 cycle QF-EHEA
2	Economics, Management, Tourism, (Master's degree)	7 level NQF 7 level EQF 2 cycle QF-EHEA
3	General Medicine (specialty - 6 years, specialty - 5 years)	7 level NQF 7 level EQF 2 cycle QF-EHEA

The goals and expected results of the programs are formulated on the basis of:

- global trends in education, socio-economic and technical spheres;
- National priorities;
- the needs of the labor market;
- missions of the AU.

Together with the CC of the AU, meetings and round tables are held following the results of graduates' employment, where students are told in detail about the personnel policy of organizations, about career opportunities, and about the requirements for future specialists. ([The program of the round table and resolution 14.10.2022](#)).

Based on the list of training modules and agreed RT, expressed in terms of universal and professional competencies, the responsible structural unit, with the involvement of teaching staff and employees from educational structures associated with the implementation of the MEP, develops EMC of disciplines in accordance with the [Regulations on the composition and structure of educational and methodological complexes in the AU](#), including work programs

([DMNSD](#), [DHD](#), [EMT](#), [SM](#)) lecture notes, assessment funds, methodological recommendations/instructions, etc. (examples of the design of the EMC ([DMNSD](#), [DHD](#))).

According to the "[Regulations on the composition and structure of the EMC in the AU](#)", the EMC is considered at a program meeting, and approved at a meeting of the EMC, subject to [external reviews](#). The development of the discipline's curriculum is carried out in accordance with the above list of documents, as well as taking into account modern requirements of special professional training. When designing and implementing the MEP HPE, according to the requirements of the STATE HPE, compulsory courses account for 50% of the entire program, while 50% fall on elective courses (university component and elective course), which are developed in accordance with the requirements of the labor market, which the responsible structural unit together with the educational institution can change, introduce new most important ones for teaching disciplines to students. The list of disciplines and their volumes are determined based on consultations with domestic and foreign specialists. Thus adapting the educational process to the needs of students, taking into account the specifics of annual changes in a particular field - medicine, economics, etc. both at the national and international levels.

Changes to the structure of courses and their content are introduced based on analysis and consultations with national stakeholders, foreign experts and an analysis of the requirements for graduates of target educational markets.

According to the [order of the Rector of the AU dated 01/27/2023 for No. 13-U](#), on the establishment of an internal expert commission, the basic rules for the functioning of this commission were established, as well as responsible persons were appointed, whose duties included conducting an examination and developing recommendations for improving the EMC.

According to the results of the work of the internal commission, according to the [approved schedule](#), a [report](#) was prepared, which was presented at a meeting of the internal expert commission, where the members of the meeting heard the results of the work of the commission and decided to carry out work to bring into line all the EMCs affected by the examination ([Extract from the protocol of the internal expert commission No. 3 dated 05/10/2013](#)).

If inconsistencies or weaknesses are found, identified as a result of reviewing or analysis, corrective proposals are developed to eliminate them, deadlines are determined, and responsible persons are appointed in the Work Plans of the structural unit. According to the results of the internal and external evaluation of the MEP, the EMCs are systematically improved, the content of existing disciplines is adjusted, changes are made in connection with the appearance of new research papers, new literature, changes in legislation, standards.

Compliance of educational and methodological support of the MEP, taking into account the disciplines of the professional cycle of the main and elective parts, form the professional

competencies of students. Educational and methodological support is provided by all available educational, scientific and other materials in libraries, reading rooms, and the electronic library of the university.

Annually, the program/department develops ([Publication Plan](#)), ([Plan on teaching methods](#)), ([Schedule of mutual visits of teachers, extracts of meetings](#)). As the above-mentioned measures are implemented, additions, changes are made to the educational and methodological support, to the fund of evaluation funds, to the methodology of the disciplines taught. ([Excerpts from the meetings](#)).

Also, the curricula for each discipline reflect the amount of time allocated to extracurricular, independent work of students. The SIW is planned by each teacher, its types and evaluation criteria are fixed in the syllabus, in which students can always find information about the amount of independent work, the time of their completion and the maximum score when evaluating the results of their performance. The SIW is organized in the AU according to the [Regulations on the SIW of the AU](#).

4.2.6. The EO should provide various types of activities in the structure of the MEP that ensure the achievement of expected results.

AU, in order for students to achieve the appropriate MEP, implements a number of corrective measures such as the creation of [digital learning modules based on the "micro-credential"](#) approach in such areas as digital and financial literacy, entrepreneurial and leadership skills. These micro-courses help students develop soft skills that will allow them to achieve high-quality RT.

In the second half of 2023-24, the piloting of the digital course "Financial Literacy" for first-year students began, and 13 digital courses are planned to be tested in 2024-25.

For example, based on the decision of the [round table](#) "Harmonization of training requirements for the tourism sector of the economy of Russia and Kyrgyzstan", which was held on 10/27/2023 on the basis of the "Center of Competence in Tourism and Hospitality" of the AU, where representatives of the Ministry of Education and Science of the Kyrgyz Republic, the Ministry of Labor, Social Security and Migration of the Kyrgyz Republic, representatives of the SPSUE and An autonomous non-profit organization Center of Competence in the field of tourism and hospitality of the Russian Federation, an [electronic course "Maid"](#) was developed.

Also in the AU, students of the specialty "Medicine" participate in scientific circles, where they are provided with conditions for the development of research skills. For example, in physiology, first-year students study conditioned and unconditioned reflexes by conducting experiments on mice, followed by presentation of reports at a conference. [Students of the 2nd semester since March 2022](#), within the framework of the scientific circle, have been

implementing interdisciplinary scientific research in such areas as: assessment of the biotoxicity of various media using a number of types of bioindicators (drosophila (*D. melanogaster*), Onion (*Allium cepa*), Duckweed (*Lemna minor*), radish (*Raphanus sativus*), watercress (*Lepidium sativum*), etc.). Practical staging of experiments on classical Mendelian genetics using pure drosophila lines (wild form and pure lines e, vg, w, Bar).

4.2.7. An important factor is the possibility of preparing students for professional certification.

The AU conducted a [review](#) of legislative acts, regulatory documents in the field of professional certification and an analysis of the labor market in search of organizations engaged in professional certification in the Kyrgyz Republic. When studying legislative documents, it was revealed that there is no professional certification system in the Kyrgyz market in its full understanding. But, nevertheless, taking into account that the connection with professional practice provides an operational link between the educational program and the subsequent stages of postgraduate professional training, the University develops partnerships with domestic and foreign organizations. Based on the review, I have developed a number of recommendations for myself in order to ensure the quality of services provided.

Due to the lack of the concept of professional certification, the AU has concluded cooperation agreements in the field of the introduction of professional courses in the educational process and on the preparation of the center for the certification of professional skills with the following organizations:

- [International Bureau for Quality Assurance "InAQA" \(KR\);](#)
- [Institute of Professional Accountants and Auditors \(KR\);](#)
- [Autonomous non-profit organization "Center of competence in the field of tourism and hospitality" \(Russian Federation\).](#)

In the AU in the 2021-2022 academic year, the practice of conducting training sessions by a representative of the business environment within the framework of the course "Public Speaking" (KPV) was tested on the basis of the presentation of the program "Management and Tourism" to students of the M-2-19 group who received certificates for this training, some topics on the [discipline](#) "Public Speaking" were reassigned.

As part of the piloting of digital courses on digital and financial literacy, more than 150 students (more than 25 AU students) received digital certificates.

4.2.8. The EO must demonstrate the conduct of external examinations of the MEP.

The external expertise of the MEP in the AU is carried out both at the national and international levels. In 2022, the AU passed the accreditation procedure of the MEP EEP "General Medicine" (the previous accreditation of the MEP was carried out by NAAR for a period of 1 year). In this regard, a [list of accreditation agencies](#) has been identified. Also, [information](#) about potential accreditation agencies was submitted for consideration by the US. At the same time, the situation was discussed where, in accordance with the GD of the Kyrgyz Republic dated 01/22/2020 No. 18, upon receipt of accreditation for 1 year, an educational organization must be re-accredited no earlier than one year later by the same Agency that made the decision on accreditation with comments (conditional accreditation) or refusal of accreditation.

On the basis of GD KR No. 18 dated 01/22/2020, NAAR was selected for re-accreditation. In the month of June 2022. The visit of the EEC NAAR took place and, by the decision of the Accreditation Council, the MEP EEP GM received [accreditation](#) for a period of 3 years.

At the national level, the AU has access to export potential in the field of education and, as necessary, conducts an expert assessment of processes, practices and problems in the field of higher education, in particular medical education with the involvement of the Ministry of Health of the Kyrgyz Republic, employers, professional associations, doctors with experience in the study of the process of medical education, psychologists and sociologists in the field of education from other national and international institutions ([Expert opinion](#)).

Currently, 5 AU MEPs are working on preparing for [national program accreditation](#). In accordance with the Regulations on the development, approval and evaluation of the [MEP of the Higher Educational Institution of AU](#), annually in the Work Plans of the [EC](#), the [EMC](#), the Operational Plan of the AU, in the Work Plans of the [relevant structural units](#) for the academic year, the implementation of external and internal evaluation of the OOP is reflected. For example, the OOP HPE in the specialty "Medical care" has been updated taking into account the external assessment of the international primary program accreditation ([Protocol No. 2 of October 22, 2021](#)).

Also, in accordance with the Plan of Licensing [Control](#) of the Ministry of Education and Science of the Kyrgyz Republic, an assessment is being conducted for compliance with licensing requirements, which covers the issues of compliance of [the MEP with the requirements](#) of the State Higher Education Institution of the Kyrgyz Republic, in terms of accessibility and equipment of facilities, educational and methodological support, human resources and the fund of evaluation funds.

Discussions of the MEP with the participation of employers are held in the relevant structures, where proposals and comments on the PLO are discussed ([Protocol No. 13 of 03/15/2022](#)). For example, in order to update the MEP of General Medicine, taking into account the opinions of interested parties, reviews were received from competent specialists working in leading universities, for example, a review was received by the head of the Department of Pathological Physiology of KSMU, MD, Professor Tukhvatshin R.R. ([review dated 04/21/2022 is attached](#)). A review was also received from foreign employers – Professor Muhammad Munib Ater of Avicenna Medical College, Lahore gave a review with recommendations and suggestions, and there is also a review from Shamshad Ali Vahan, administrative sanitary doctor of Naushahro Feroz District of Sindh, Pakistan ([reviews are attached dated 04/12/2022 and 11/11/2022](#)).

To conduct an external examination of the MEP by the structural units – holders of the PLO, for each academic year, in accordance with the strategic regulatory documents of the AU, systematic work is carried out according to the action plans for the implementation of compliance with the MEP of the State Higher Educational Institution (Department of Mathematical and Natural Sciences ([2021-22](#), [2022-23](#)), the program "Economics, Management, tourism" ([2021-22](#), [2022-23](#)). As part of this work, regular discussions of the MEP with [employers](#) are held, [proposals for adjusting](#) the WC for all programs and levels are discussed, etc. and at the end of the academic year, information is being prepared on the [work carried out with stakeholders](#).

To continue work on the MEP General Medicine, an [external examination](#) has been organized at the moment with the involvement of qualified specialists from Ala-Too University (Bishkek) and the Central Asian International Medical University (Jalal-Abad).

In accordance with the [decree of the Government of the Kyrgyz Republic](#) on the Procedure for accreditation of educational organizations and programs and [minimum requirements](#), the main educational programs of the AU undergo the procedure of [national program independent accreditation](#). So, in June 2019. The university has passed the program accreditation procedure in the Independent Accreditation Agency "Bilim-Standard" for a period of 5 years in the fields of [Economics](#), [Management](#), [Tourism](#) (bachelor's degree, master's degree). The external examination was carried out for compliance with the accreditation standards established in accordance with the Regulations of the Kyrgyz Republic, the European quality assurance standards ESG-ENQA, the requirements of the State Higher Education Institution and the labor market.

In addition, in 2021, AU has passed the national institutional independent accreditation in [the IAA "Bilim-Standard" for a period of 5 years](#), as well as the international institutional independent accreditation in the [IAAR for a period of 3 years](#), passed the international

programmatic independent accreditation in the [IAAR for a period of 3 years](#) in the specialty "General Medicine".

All recommendations of the external expert commission of the National Academy of Sciences "Bilim-Standard" and IAAR on areas of activity were reflected in the subsequent work of both the BEP program holders and the administration of the AU, supporting and auxiliary structures, as well as collegial bodies of the AU.

Examples of external expertise from stakeholders in the context of each Educational Program ([Reviews of the main educational program](#), [reviews of the teaching and methodological council of teaching staff](#)).

4.2.9. An important factor is the availability of joint PLO with foreign universities

AU has developed a double degree MEP:

- [with Neofit-Rylski Southwestern University \(Blagoevgrad, Bulgaria\) - Tourism \(Bachelor's and Master's degrees\)](#)
- [with the Baltic International Academy \(Riga, Latvia\) – Economics, Management, Tourism \(Bachelor's and Master's degrees\).](#)

Coordination on the implementation of the Tourism network program with the participation of 12 universities of the consortium of the ERASMUS+ EurDiQ program "The European Dimension of qualifications for the tourism sector" is being completed.

EAD, together with the rector's office and relevant structural units, is actively working with partner universities [on two-degree education programs](#). In November 2021, [a meeting was held](#) with representatives of the Southwestern University "Neofit-Rylsky" with Professor Preslav Dimitrov, Mariana Usheva, Maria Stankova, Vladislav Krestnev to discuss the implementation of two-degree education. As a result of the meeting, some decisions were reached, reflected in [the resolution of the meeting](#):

- 1) Organize a training tour for AU employees (July 2022, December 2022);
- 2) Draw up a joint work implementation plan based on the results of the training tour in May 2023.;
- 3) [To develop joint electronic educational courses before the beginning of the 2023-2024 academic year;](#)

Currently, the implementation of joint courses on:

- Financial literacy;
- Investment Management;
- 1-C: accounting;
- Basic computer literacy;
- Digital skills for office work;

- Technologies for creating and editing graphic and video content.

4) Make an estimate of the cost of resources per student for the period of study in accordance with the chosen direction of the level of education and approve tuition fees per year.

Due to continuing negotiations on training formats, the pilot courses are free of charge. In order for students to participate in double-degree programs, the AU is working in the field of improving the level of English language proficiency, in connection with which the Department of Humanities, based on the Regulation "[On the organization of elective and elective subjects in the AU](#)", [developed a working program of an optional course in English](#). Elective courses are conducted according to an [approved schedule](#).

According to the standard "Development and approval of educational programs", 9 criteria are disclosed, of which 2 have a strong position, 7 satisfactory.

5.5. The standard "Continuous monitoring and periodic evaluation of educational programs".

5.2.1. The EO should ensure that the effectiveness and efficiency of its activities are assessed. Including in the context of the MEP, using a monitoring mechanism.

Monitoring and evaluation of the MEP is carried out by all [stakeholders](#), including [employers](#), in accordance with the [Regulation on the MEP](#); [Regulation on monitoring the quality of Education](#).

Every year, the AU develops a Plan for monitoring the educational process and the labor market ([2021-22](#), [2022-23](#), [2023-24](#)), on the basis of which work is carried out to collect information about aspects of the AU's activities based on a survey of the target audience. This method of [obtaining information](#) has a number of advantages that allow you to get the most reliable feedback.

All stages and levels of quality assurance of the MEP are regulated by the current legislation and the provisions of the AU: [the Regulation on conducting an external assessment of the RT](#); [the Regulation on the development, approval and evaluation of the MEP of the Higher Educational Institution of the AU](#); [the Regulation on the internal quality assurance System](#); [the Regulation on the questionnaire](#).

The Regulations of the AU clearly sets out the procedures for the development, approval, monitoring and evaluation of the effectiveness of the MEP. MEP in all areas of specialty, bachelor's, and master's degree training are posted on the university's [website](#) to familiarize all interested parties with the changes currently being made.

In accordance with the above provisions, [internal](#) and [external quality assessments](#) are used to monitor and evaluate the MEP in the AU. External evaluation uses such tools as institutional and programmatic accreditation, and the involvement of experts. The internal assessment uses the assessment of student/teaching staff learning achievement, self-assessment

of educational units of the University; internal audit by departments; internal control of programs/departments; current, intermediate and final attestation of students; participation in national and international rankings.

In accordance with the [decree of the Government of the Kyrgyz Republic](#) on the Procedure for accreditation of educational organizations and programs and the [minimum requirements](#), AU MEP undergo the procedure of [national program independent accreditation](#). So, in June 2019. The university has passed the program accreditation procedure in the [Independent Accreditation Agency "Bilim-Standard" for a period of 5 years](#) in the fields of Economics, Management, Tourism (bachelor's degree, master's degree). All the recommendations of the external expert commission of the IAA "Bilim-Standard" on the areas of activity were reflected in the [subsequent work](#) of both the MEP program holders and the administration of the AU, supporting and auxiliary structures, as well as [collegial bodies](#) of the AU.

In June 2022, the external expert commission of the IAAR visited the AU to assess compliance with the requirements of the standards of the international primary program accreditation of the MEP EEP "General Medicine".

By the decision of the IAAR Accreditation Council (Protocol No. 5/2022/3 dated 11/15/2022), the MEP EEP "General Medicine" was accredited for a period of three years. The validity period of the certificate is from 10/28/2022 to 10/27/2025.

Effectiveness reflects the degree to which the planned result has been achieved. Efficiency shows the ratio of the results obtained to the time and other resources spent to achieve them.

The results of the evaluation of the effectiveness and efficiency of the AU's activities based on the results of external and internal expertise.

- The AU presented [an Action Plan of the AU for the implementation of the recommendations of the EEC IAAR](#) based on the results of the international program accreditation of the MEP EEP "General Medicine". [Approved by the EC AU Protocol No. 3 dated November 23, 2022.](#)

- Annually, activities are developed, which in the future are also displayed in the work plans of the [collegial bodies](#) of the University, in the operational plan of the University, the work [plans of the student support](#) service, etc.

- An annual Action Plan is developed and approved to amend the MEP "General Medicine" ([2022-2023](#) academic year, [2023-2024](#) academic year),. "Information Systems and Technologies" ([2021-22](#), [2022-23](#)), "Economics", "Management", "Tourism" ([2021-22.](#), [2022-23](#)).

- Annually, together with the CC, following the results of the work of commissions, state certification, a round table is held with representatives of government agencies, stakeholders, where they discuss prerequisites, post-prerequisites, a list of relevant disciplines, for example: ([Minutes of the meeting of the program "Economics, Management and Tourism" No. 11 dated 06/24/2023](#)), ([Minutes of the meeting of the program "Economics, Management and Tourism" No. 11 dated 06/24/2023](#)). ([Minutes of the meeting of the Economics program No. 5 dated 10.01.2022](#)). ([Minutes of the meeting of the Economics program No. 8 dated 04/18/2022](#)). (SM Protocol No. 13 dated 03/15/2022).

In all departments of the SM, work was carried out to discuss recommendations for making changes to the MEP ([for example, the DTD protocol](#)), generalized recommendations of experts and employers were prepared for making changes to the PLO.

The revised elements of the MEP "General Medicine" with a focus on learning outcomes are also reflected in the SAC Program, assessment criteria and other documents defining the educational process.

The MEP is posted on the university's website to familiarize all interested parties with the changes currently being made ([according to the changes made to the MEP, generalized recommendations and a comparative table](#)).

- The results of the conducted analyses are considered at the UMC AU ([examples: EMC AU Protocol No. 3 dated 11/29.21](#), [EMC AU Protocol No. 7 dated 03/11/12](#), [EMC AU Protocol No. 3 dated 11/26/22](#)),, [EMC Protocol No. 9, dated 06/23/2023](#), [EMC Protocol No. 8 dated 04/17/2024](#)), which includes employees from structural divisions responsible for the implementation of educational programs, as well as representatives of organizations (employers). According to the decisions of the EMC AU, recommendations are being developed to improve the educational process and eliminate the identified shortcomings.

5.2.2. The EO should demonstrate the implementation of monitoring and periodic evaluation mechanisms to ensure the achievement of the program's goal, and show their focus on improving the MEP.

According to the AU, the responsibility for monitoring educational activities is borne by the [QAD \(2022-23, 2023-24\)](#), which conducts and organizes work on the monitoring procedure and subsequent analysis. The monitoring results are submitted to the collegial bodies for consideration and the adopted protocol decisions are sent to the appropriate executors.

The procedure for monitoring and periodic evaluation of the MEP is regulated by Appendix 5 ["Regulations for periodic evaluation and updating of the MEP as a whole and its](#)

[constituent documents](#)" [Regulations "On the development, approval and evaluation of the MEP of the Higher Educational Institution of Higher Education"](#). [The Regulation on the internal quality assurance system; the Regulation on the questionnaire.](#)

Each structure responsible for the MEP in the relevant areas annually develops a work plan for compliance with the MEP of the State Higher Educational Institution ([EMT](#), [DMNSD](#)), the MEP "General Medicine" ([2022-2023](#) academic year, [2023-2024](#) academic year), "Information systems and Technologies" ([2021-22](#), [2022-23](#)), "Economics", "Management", "Tourism" (2021-22, 2022-23) where measures are planned to involve specialists, practitioners, employers in the educational process, as well as to make adjustments to the work curriculum taking into account the competence approach and expected learning outcomes.

Discussions are held on the MEP in all areas with representatives, government agencies, and employers. During the discussion of the MEP, the features of methods of working with students were considered, elective courses were discussed that will allow students to achieve the expected competencies and results that meet the needs of the labor market. ([Minutes of the meeting of the Economics program No. 8 dated 04/18/2022](#), [Minutes of the meeting of the Economics, Management and Tourism program No. 9 dated 04/22/2023](#)). ([SM Protocol No. 13 dated 03/15/2022](#)).

The determination of the relevance of the MEP with the involvement of all stakeholders is revealed through a survey, focus groups, discussions at round tables and working meetings. [The surveys are conducted with the support of the Career Center](#). ([1st half of 2022-23](#), [2nd half of 2022-23](#)). ([EMC AU Protocol No. 3 dated 11/29/21](#), [EMC AU Protocol No. 7 dated 03/11/12](#), [EMC AU Protocol No. 3 dated 11/26/12](#))

According to the results of meetings, round tables with employers, with representatives of universities, government agencies, the developed OOP are subject to external review, which reflects all the basic requirements and compliance with the State educational standards, the content and organization of the educational process, educational and methodological support, the use of active and interactive forms of classes in the educational process, etc. ([Reviews of MEP](#), [reviews on the EMC of the teaching staff](#)).

MEP, WC, the schedule of the educational process, are reviewed annually and approved for the new academic year. ([EMC Protocol No. 8](#), dated 04/29/2022, [EMC Protocol No. 9](#), dated 06/23/2023, [EMC Protocol No. 8 on 04/17/2024](#))

5.2.3. Monitoring and periodic evaluation of the MEP should consider:

- changing needs of society and the professional environment;**

- **the content of the MEP in the context of the latest achievements of science and technology in a particular discipline;**
- **workload, academic performance and graduation of students;**
- **the effectiveness of procedures for evaluating students' academic achievements;**
- **needs and degree of satisfaction of students;**
- **compliance of the educational environment and the activities of support services with the objectives of the MEP.**

The AU conducts annual work on improving the MEP of the EEP "General Medicine". In accordance with the [proposed recommendations](#) from stakeholders: employers ([national](#) and [foreign](#)), specialists in the field of education and medicine, students, work is underway to [change](#) the MEP for the 2024-25 academic year.

In all departments of the SM, work was carried out to discuss the recommendations of experts and employers for making changes to the MEP ([for example, the Protocol of the DTD dated 12/26/12, the protocol of the DTD](#)) ([Minutes of the meeting of the Economics program No. 5 dated 01/10/2022](#)

[Minutes of the meeting of the program "Economics" No. 8 dated 04/18/2022](#)) (Minutes of the meeting of the program "Economics, Management and Tourism" No. 11 dated 06/24/2023). (SM Protocol No. 13 dated 03/15/2022).

To include innovations, scientific and technological developments, elements of fundamental or applied research in the EP, teaching staff undergo [trainings / seminars](#) on "General Medicine" with representatives of [the Center for General Medical practice in Tokmok](#), new teaching methods, get acquainted with best practices in pedagogical/ professional fields, master new [practical skills](#) (in particular, to work with simulation equipment), make changes to the management system, taking into account pedagogical and industry innovations ([examples of implementation acts](#)).

As part of the work of the departments, activities are carried out to introduce disciplines, the results of promising research, innovations, scientific and technological developments into the [work programs and the curriculum](#). The results of modern achievements in science and practice are used in such disciplines as [pathological physiology](#), [General and clinical Biochemistry](#), [Cardiovascular diseases](#), etc. Innovative digital tools are actively used within the subjects of [General and Clinical Anatomy](#), [Pathological Anatomy](#), such as the anatomical complex "Pirogov", simulation equipment is actively used, etc.

In the process of implementing the MEP, a comprehensive assessment of the EP, WC, EMC, FOS, and university resources is underway. This work is implemented both in the process

of interaction with stakeholders and other interested parties, as well as at the expert and licensing level.

The AU is working on the revision of work programs with the determination of the number of clinical hours in the clinical disciplines of the Departments of Surgical and therapeutic disciplines of the SM AU. To do this, an assessment of existing work programs in clinical disciplines is carried out, and the current number of clinical hours provided by the programs is determined.

Proposed changes to work programs, including determining the number of clinical hours for each clinical discipline, are discussed at [departmental meetings](#). Changes in work programs are approved in accordance with the requirements of the [regulations on the composition and structure of the EMC of the AU disciplines](#).

Following the results of the round table "The curriculum of the Economics direction and its relationship with the needs of the labor market and the state", changes were made to the work curricula for the 2021-2022 academic year, in terms of adjusting the volume of labor intensity, the sequence of studying disciplines. ([Minutes of the meeting of the program "Economics" No. 5 dated 01/10/2022](#); [Minutes of the meeting of the program "Economics" No. 8 dated 04/18/2022](#)).

WC ([Example, EMC Protocol No. 8, dated 04/29/2022](#)), [EMC Protocol No. 9, dated 06/23/2023](#)) [EMC Protocol No. 8 on 04/17/2024](#), the schedule of the educational process, are reviewed annually at a program meeting and approved for the new academic year.

On 06/22/2023, within the framework of the round table, a list of [competencies](#) was discussed and those that graduates should have were identified, and information [on the work carried out with](#) stakeholders is being prepared at the end of the academic year.

In accordance with the summing up of the 2022-2023 academic year and based on the analysis of [existing Provisions "On time Standards for planning teaching staff of the University"](#) dated 30.01.2018 and ["On the procedure for planning educational, teaching, organizational, methodological, research and educational work of the teaching staff of the School of Medicine"](#) dated 12/26/2022, [Personnel Policy](#) and other normative legal documents affecting the achievement of learning outcomes, the University has developed a single document on the university Regulation ["On the norms of time planning for teaching staff of the University"](#) approved on 30.06.2023.

In the new version of this provision, changes were made, in particular, in the sections Rules for registration and admission of teaching staff; Planning of teaching staff; Time standards for calculating the volume of educational, methodological, research and other work performed

by teaching staff. *A new subsection "Clinical work for SM teaching staff (allowed up to 400 hours per year)" has been introduced.*

The complexity of the disciplines is determined on the basis of the possibility of achieving the RO, then it is clarified annually and, if necessary, adjusted in the RT in accordance with the plan of educational and methodological work for the next academic year (but not lower than the complexity established by the State Higher Educational Institution and the orders of the Ministry of Education and Science of the Kyrgyz Republic for individual disciplines).

Both teachers and students are involved in the process of discussing and adjusting the workload. For example, according to the results of the round table ([program 14.10.2022](#)) and by decision of the teaching staff of the program, changes were made to the academic load in the disciplines: Tax accounting, ISA, Economic History, Financial control. ([extract from Protocol No. 5 dated 10.01.2022](#)). According to the results of the survey of teaching staff and students, adjustments are also made to the academic load. ([extract No. 10 dated May 23, 2023](#)).

On a regular basis, according to the results of the employment of graduates ([the results of the employment survey](#)), the MEP, RP are adjusted. In AU, the focus of the educational process is on a practice-oriented approach. In particular, in the curricula in all areas of training, the classroom hours for practical classes were increased, due to the reduction of traditional lecture sessions, [the minutes of the meetings of the EMT](#), [the Minutes of the meetings of the DMNSD](#).

The frequency of conducting current, milestone and final control and assessment of students' knowledge is determined by the [schedule of the educational process and the regulations on the system of evaluating student learning outcomes](#) in accordance with the [Collection of normative documents](#) on the use of the credit system at Adam University.

For the objectivity of assessing the knowledge of students of the AU, "[Methodological recommendations for optimizing methods and formats for evaluating students](#), [Regulations for analyzing the results of evaluating educational achievements of students of the AU](#), [Instructions on organizing and conducting intermediate certification in the AU](#), Instructions on organizing and conducting exams [online](#), [an algorithm for conducting lectures and practical classes in the AU](#), which is the basis to work to achieve a high level of assessment of students and allows you to improve methods for determining the reliability and validity of the assessment.

Quality control of the development of MEP in the areas of "Economics", "Management", "Tourism", "Business Management", "Information systems and Technologies", "Medical business" includes current and boundary control of academic performance, intermediate (semester) certification of students and state final certification ([Regulations on conducting current control and intermediate certification of students of Adam University](#), points 1.1., 1.2., 1.3., 1.4.) [and the state final certification of specialists, bachelors and masters](#).

The system of registration and storage of student performance results allows you to monitor this data during the entire period of study at the University. The results of the intermediate assessment for each semester are analyzed. The analysis of students' academic achievements is carried out, in [programs/departments](#), [according to the AU](#).

The result of the assessment by independent experts and the effective development of students' knowledge based on innovations, scientific and technological developments, elements of fundamental or applied research is the active participation of AU students in Olympiads and conferences ([with prizes](#)).

To assess the quality of graduates, employers are involved in the work of the [SAC](#) and are the heads of graduate qualification works ([order](#)).

Work is underway to discuss the assessment fund (FOS) and update them, which is reflected in the protocols of the program and the department. ([Extract of DMNSD](#), [EMT](#), [DHD](#)). (Выписка [ДМЕНД](#), [ЭМнТ](#), [ДГД](#), [ЕМС SOM FOS \(Russian, English\) Protocol № 2 dated 11.10.2022 Protocol № 7 dated 19. 03.2022 г. Protocol No. 2 dated 11.10.2023](#)

When evaluating students, it is important that students have information about the details of individual grades. In this regard, teachers in syllabuses prescribe criteria for evaluating each lesson (practical / seminar / laboratory). The syllabus/work program is uploaded to the [Moodle](#) electronic platform.

The AU has an [external](#) and internal system for assessing the quality of education. The internal education quality assessment system is carried out in accordance with [DG KR No. 346 dated 05/29/2012](#) "On approval of normative legal acts regulating the activities of educational organizations of higher and secondary vocational education of the Kyrgyz Republic". The assessment system for intermediate and final attestation and the procedure for its implementation are applied in accordance with the Regulation "[On conducting current control and intermediate attestation of students of higher educational institutions of the Kyrgyz Republic](#)", [the Regulation on the system of evaluating the results of AU students](#).

The internal system for assessing the quality of education is based on the current and intermediate control of the student's mastery of each discipline, which is carried out within the framework of the modular rating system operating in the AU.

Evaluation methods and results avoid conflicts of interest. The assessment system is objective, as it is determined by the criteria set out in the work programs, syllabuses. Students know their grades – each student can view their grades in their personal account at any time. One of the reasons for excluding conflicts of interest is the modular rating system. The organization of the educational process on the basis of a rating system is one of the effective forms of implementing mechanisms to ensure objectivity in evaluating learning outcomes, aims to

enhance educational activities, increase student responsibility through systematic, systematic work on educational material, which forms the motivations for managing academic performance.

The external education quality assessment system is based on two aspects:

1) Written exams are conducted by external observers under video surveillance, which is recorded and stored on the server for one year, as well as written works of students ([Regulations on conducting current control and intermediate certification of students of Adam University, paragraph 9, 10.](#));

2) The results of the exam, according to the examination sheet, are entered by the methodologist into the OR within three days after the exam. Applications for appeal based on the results of a written, oral exam or computer testing are accepted within one day following the announcement of the results, indicating the discipline requiring commission consideration. The head of the Educational institution with the head of the SM / program / department examines the application and decides on the expediency of the appeal, taking into account the points ([Regulations on conducting ongoing control and intermediate certification of students of Adam University, paragraph 5.2., 5.5. Regulations on the appeals commission for the academic year](#)).

3) The involvement of external experts to verify written examination papers, which are guided by the [Regulation on the External assessment of student learning outcomes](#) and, based on the results of the work carried out, issue a review or certificate ([Regulation on the external assessment of student learning Outcomes, paragraph 12.](#)) for compliance with the objectives of the work program and the results achieved by students;

4) The state certification is carried out under video surveillance, and for a comprehensive assessment of the results achieved by graduates, one of the questions in the examination tickets is practical (case, practical tasks, etc.) ([Regulations on conducting ongoing control and intermediate certification of students, paragraph 2.12.](#)). To ensure quality in accordance with the strategic plan, an external assessment is carried out the results achieved, written exams are conducted under video surveillance and in the presence of observers.

Students take part in the study of satisfaction with their expectations ([1st half of 2022-23 academic years, 2nd half of 2022-23 academic years](#)) After each questionnaire procedure, a systematization and [compilation of data](#) on student satisfaction and expectations is carried out. The final results of the survey as a whole for the university were reviewed at a meeting of the [Academic Council](#) of the University according to the [Work Plan](#). Also, the interim results were considered at a meeting of the [Educational and Methodological Council](#).

In addition, SM AU is working on a survey in focus groups ([Report of the Assistant Dean of SM on student satisfaction and expectations](#)). According to the university's Development Strategy, as well as taking into account the wishes of students, for example, work is underway to

open a new clinic of its own. Documents are being prepared for licensing the second own clinic, located in the immediate vicinity of the 1st academic building of the AU at the address: Bishkek Chui 186. Work is also underway to study the satisfaction of [parents of foreign students of the SM](#).

5.2.4. The EO should ensure a review of the structure and content of the MEP, taking into account the results of monitoring and periodic evaluation.

The procedure for reviewing the MEP is regulated by the current legislation and the provisions of the AU: [the Regulation on conducting an external evaluation of the RT](#); the [Regulation on the development, approval and evaluation of the MEP of the WC of the AU](#); the [Regulation on the internal quality Assurance System](#); the [Regulation on the questionnaire](#).

Changes and additions to the approved MEP HPE are considered independently by the structural unit in the areas of training being implemented.

After that, it is reviewed by the EMC and approved by the AU.

For each academic year, the programs and departments of the AU update the MEP, taking into account the opinions of interested parties. ([Extract from the minutes of the meeting of the program "Economics" No. 3 dated 11/10/2021](#)), ([Extract from the minutes of the EMC dated 11/29/2021](#)), ([Extract from the minutes of the EMC dated 12/06/2021](#))

It should be noted that the [EMC AU](#) includes employers in all areas of EP training.

In addition, work was carried out in all departments of the SM to discuss recommendations for making changes to the ME ([for example, the DTD protocol](#)), [generalized recommendations](#) of experts and employers were prepared for making changes to the MEP.

The revised elements of the MEP "General Medicine" with a focus on RT are also reflected in the [SAC Program](#), in the assessment criteria and other documents defining the educational process.

The current [MEP is posted on the AU website](#) to familiarize all interested parties with the changes currently being made (according to the changes made to the MEP, [generalized recommendations](#) and a [comparative table](#)). To continue work on the MEP, an external examination has been organized with the involvement of qualified specialists from Ala-Too University (Bishkek) and the Central Asian International Medical University (Jalal-Abad).

For example, the updated European algorithms for the treatment of hypertension are being introduced into the work program "Internal diseases: Cardiovascular system" ([DTD Protocol dated 10.01.24](#)) based on these recommendations, the work programs and the teaching staff are being finalized, taking into account the [acts of implementing the achievements](#) of teaching staff.

Proposed changes to work programs, including determining the number of clinical hours for each clinical discipline, are [discussed at departmental meetings](#). Changes in work programs

are approved in accordance with the requirements of the [regulations on the composition and structure of the EMC of the AU disciplines](#).

For example, at the request of employers on the development of soft skills among students, changes were made to the curriculum to include the subjects "Public Speaking" and "Leadership" ([Minutes of the meeting of the Economics program No. 8 dated 04/18/2022](#)) with [approval by the EMC of the AU](#).

As part of the external expertise, regular discussions of educational programs with [employers](#) are held, [proposals for adjusting](#) the WC for all programs and levels are discussed. On 06/22/2023, within the framework of the round table, a [list of competencies](#) was discussed and those that graduates should have were identified, and [information on the work carried out with](#) stakeholders is being prepared at the end of the academic year.

WC ([Example, EMC Protocol No. 8, dated 04/29/2022](#)), the schedule of the educational process, are reviewed annually at the program meeting and approved for the new academic year. ([Example, Minutes of the meeting of the program "Economics" No. 8 dated 04/18/2022; minutes of the EMC No. 8, dated 04/29/2022](#)).

5.2.5. The EO should ensure collegiality in monitoring, periodic evaluation and revision of the OOP, demonstrate the participation of students, employers and other stakeholders.

The AU ensures collegiality in monitoring. The relevant work was carried out at round tables to discuss the mission, MEP (competencies, learning outcomes, graduate model) with representatives of professional organizations, health organizers, representatives of relevant ministries and employers ([Protocol No. 10 of the round table dated 12/22/2022](#)), representatives of the Islamabad Fundamental Medical Institute ([Protocol of the meeting with the Islamabad Fundamental Medical Institute No. 11 of 12/27/2022](#)), with representatives of the Center for General Medical Practice in Tokmok, ([Protocol no.12 Meeting with stakeholders in the Central Executive Committee Tokmok](#)) also discussed issues related to the development and implementation of curricula (WC and EP), proposed elements for updating the curriculum in a number of disciplines. Teaching staff UMCS undergo an external examination, which affects not only the curriculum and the content of the subject, but also evaluation tools ([Examples of reviews of teaching staff EMC, an order for an external examination of the MEP](#)). The list of stakeholders is constantly updated ([2023-24 academic year](#)), updated and clarified.

The MEP are updated, taking into account the opinions of interested parties. The issues of aspects of the MEP are considered at the EMC of the AU, in particular at the meeting of the [EMC dated 04/29/2022. Protocol No. 8](#). It should be noted that the [EMC AU includes](#) employers in all areas of OP training.

The AU actively cooperates with the Institute of Professional Accountants and Auditors to improve educational modules and prepare students. ([Cooperation agreement](#)). A representative of the Institute of Professional Accountants and Auditors is involved in conducting classes and developing evaluation materials Khasanova A.M.

In the AU in the 2021-2022 academic year, the practice of conducting training sessions by a representative of the business environment within the framework of the course "Public Speaking" (KPV) was tested on the basis of the presentation of the program "Management and Tourism" to students of the M-2-19 group who received certificates for this training, some topics on the [discipline](#) "Public Speaking" were reassigned.

Due to the lack of the concept of professional certification, the AU has concluded agreements on mutual cooperation in the field of introducing professional courses into the educational process and training the center for certification of professional skills with the following organizations and joint training modules are being developed:

- [International Bureau for Quality Assurance "InAQA" \(KR\)](#) - preparation for training modules on digital and financial literacy;

- [Institute of Professional Accountants and Auditors \(KR\)](#) - preparation for professional certification in the AU takes place within the framework of the following disciplines: Management Accounting, Financial Accounting, 1C-accounting. A video course has been developed for 1C - accounting, which expands access to it not only for AU students, but also for persons from socially vulnerable groups of the population, including migrants.;

- [Autonomous non-profit organization "Center of Competence in Tourism and Hospitality" \(RF\)](#) - preparation of the digital training module "Maid".

On 27 October 2023 on the basis of the 'Centre of Competence in Tourism and Hospitality' of Adam University was organized a round table 'Harmonization of requirements to training for the tourism sector of the economy of Russia and Kyrgyzstan', where representatives of the Ministry of Education and Science of the Kyrgyz Republic, the Ministry of Labour, Social Security and Migration of the Kyrgyz Republic, representatives of St. Petersburg of the Russian Federation took an active part. The purpose of the round table: discussion of new challenges for labour migrants of the Kyrgyz Republic due to changes in the regional labour markets in the tourism sector of the economy. ([Round table programme](#))

5.2.6. The EO should ensure that the degree of satisfaction with the needs of students, teaching staff, and staff is measured and demonstrate evidence of the elimination of the detected shortcomings.

The procedure for assessing the satisfaction of teaching staff and AU employees is carried

out annually at the end of the academic year ([2021-22](#), [2022-23](#)). Also, on a regular basis, 2 times during the academic year ([1st half of 2022-23](#), [2nd half of 2022-23](#)), an anonymous survey of students is conducted AU, including SM students with a foreign language of instruction. After each questionnaire procedure, [an analysis of student satisfaction is carried out](#). The interim results were reviewed at the EMC meeting, and the final results of the survey as a whole for the university were reviewed at the [EMC](#) meeting according to the [Work Plan](#). By the decision of the AU, appropriate instructions were given to the heads of structural divisions and the Student Government. Also, it was decided to consider the issue of encouraging teachers who received the best results in the questionnaire "Teacher through the eyes of students". Taking into account the wishes of the employees, the management of the AU considered the possibility of switching to a [five-day working week](#).

SM AU is working on a survey in focus groups ([a report by curators on student satisfaction and expectations](#)), [a questionnaire on the adaptation of international students](#). Also, [work is underway to study the satisfaction of parents of foreign students of the SM](#).

Based on the analysis, the [Regulations for the analysis of the results of the assessment of educational achievements of AU students](#), [Methodological recommendations for optimizing the methods and formats of evaluating students at Adam University](#), Instructions for conducting intermediate certification in [online](#) and offline mode, an [algorithm for conducting lectures](#) and practical classes in AU.

For example, in order to compare the final results of the MEP "General Medicine" and the requirements for training doctors in the field of medical education in countries representing the main target educational markets of the AU (currently the Islamic Republic of Pakistan), [professional examination programs](#) were analyzed, consultations were held with representatives of the [academic community of universities in Pakistan](#).

Also, the AU directs its staff to [improve the skills of teaching staff](#), in accordance with new trends in teaching and assessment. In order to ensure the achievement of high-quality learning outcomes and professional skills, [AU students were sent to Public Speaking courses](#) with subsequent recalculation of the training results.

The AU is constantly working to improve the activities of its structural divisions. Improvement measures are discussed at the [meetings of the Management Committee](#). Thus, in order to improve the activities of the Educational institution, it is planned to analyze a number of internal regulatory documents of the Educational Institution for their further revision and modification with the participation of departments and departments, namely: "[Regulations on time standards at Adam University](#)", "[Regulations on the system of evaluating the learning outcomes of students at Adam University](#)". When making changes, it is planned to pay special

attention to the development of criteria for evaluating students' educational activities. Together with the departments, adjustments will be made to the EMC based on the changes.

5.2.7. The EO must ensure that stakeholders are informed about any planned or undertaken actions, including showing the publication of changes made to the MEP.

The website provides information on the results of the evaluation of the MEP, namely: [a report on the IAAR program accreditation](#), [a report of the licensing commission](#), [resolutions of the round table with stakeholders](#), [expert opinions of organizations in Pakistan](#) and others concerning the evaluation of the course and educational program "General Medicine" of SM AU.

To assess student performance, the site presents criteria for [evaluating student learning activities](#). The course evaluation criteria are discussed and adjusted at the level of SM departments. To access course assessments, at the request of interested (verifying) parties, access (login and password) to the student's personal account is provided. MEP in all areas of specialist training, bachelor's degree, master's degree are available on the university's website <https://adam.kg/ru/> to familiarize all interested parties with the changes currently being made.

According to the standard "Continuous monitoring and periodic evaluation of the basic educational program", 12 criteria are disclosed, of which __1__ have a strong position, __11__ satisfactory

5.6. The standard "Student-centered learning, teaching and assessment of academic performance".

6.2.1 The EO should demonstrate the functioning of a support system that ensures respect and attention to different groups of students and their needs.

When organizing the educational process, the management of the University adheres to the principle of ensuring respect and attention to various groups of students, taking into account their learning needs. According to the [Law of the Kyrgyz Republic "On Education"](#), educational opportunities are provided to students regardless of their gender, nationality, language, social and property status, health limitations, type and nature of occupation, religion, political and religious beliefs, place of residence and other circumstances.

At AU, education is implemented on the basis of the student-centered principle of preparation and through the provision of individual learning paths, which provides a differentiated approach to teaching students with different basic education. Elective disciplines are included in the WC of bachelor's, master's, and specialist courses to provide students with a choice.

Also, the AU has created a support system that ensures respect and attention to various

groups of students and their needs, it includes support programs for students of various groups of students. [According to the Regulation on Tuition Benefits in the AU](#), the University provides social and incentive benefits to students.

[A Regulation on inclusive education for people with disabilities](#) has been developed for students with disabilities, which ensures equal access to quality education.

The University actively participates in the development of national programs of the Kyrgyz Republic, so in 2024 the rector of the University was a member of the working group on the development of the University 4.0 Concept. Universities of the Kyrgyz Republic, in accordance with the Roadmap for the implementation of the University 4.0 Concept, prepare [reports](#) at the request of the Ministry of Education and Science of the Kyrgyz Republic. One of the main objectives of the implementation of the University 4.0 Concept is to "Create an innovative educational environment that will be hybrid through digitalization and technology integration" to achieve this task, universities need to implement the event ["Introduction of personalized learning trajectories adapted to individual needs and level of knowledge of students"](#), within which the University on 03/27/2024 achieved the following The results are **22% of students studying according to individual trajectories.**

6.2.2 The EO should demonstrate the provision of flexible learning paths, support for student autonomy, while providing guidance and assistance from the teacher.

One of the key tasks of the AU is to create conditions to support the autonomy of students. This includes ensuring the flexibility of curricula, supporting students' independence in choosing subjects and courses, as well as helping to form individual educational trajectories. The AU provides the development of flexible learning trajectories, including through e-learning and blended learning tools ([on the Moodle platform](#) and the Zoom program), creates conditions for increasing the motivation and involvement of students in the learning process; ensures consistency and objectivity of the assessment of learning outcomes.

The individual trajectory of a student is based on an [individual curriculum \(IC\)](#). The IC determines the list, number and sequence of study courses during the academic year or semester. It is approved by the Vice-Rector for Academic Affairs of the University. The approved copies are kept by the student in the personal file in the educational institution.

Strengthening support for students' autonomy in the educational and research processes is an important task that contributes to the development of independence, motivation and creative thinking among students. AU helps students develop planning and time management skills. In the 2022-2023 academic year, AU introduced an [electronic schedule](#) and a [personal account](#) that gives access to the Moodle platform. This allows students to organize their time independently.

The University also organizes access to a variety of information sources, resources and technologies, such as an [electronic library](#), which will help students conduct research and study independently.

To realize the potential of students at AU, there is a service of [academic consultants](#) who help to adapt the schedule depending on the needs of students. AU creates an open and trusting atmosphere where students feel comfortable and can express their thoughts and ideas.

6.2.3 The EO should demonstrate the functioning of the mechanism for distributing the educational load of students between theory and practice, ensuring the development of the content and achievement of the goals of the EO by each graduate

To ensure the development of the content and achievement of the goals of the MEP in each area, the AU has developed the following regulatory documents:

1. [Regulations on the organization of the educational process based on the system of credits \(credits\) at Adam University;](#)
2. Schedule of the educational process 2022-23, [2023-24;](#)
3. [The curriculum](#) is a document defining the sequence of studying disciplines, their amount of hours, forms of knowledge control and requirements for completing educational tasks;
4. [Basic curricula in all areas;](#)
5. [Regulations on the conduct of current control and intermediate certification of students of the AU;](#)
6. [The regulations on the final certification of graduates of the AU;](#)
7. The goals and objectives of the MEP, which are determined in accordance with the State Higher Education Institution of the Kyrgyz Republic and the mission of the university. The content of the [MEP](#) in each direction meets the requirements of the State Higher Education Institution of the Kyrgyz Republic.

The composition of the EMC disciplines includes the development of the implementation of the SRS, R&D. ([The Regulation on the SIW](#) was approved by EMC No. 1 dated 09/10/2011). To perform this type of work, teachers develop methodological guidelines, recommendations for the implementation of the SIW in the discipline taught, this planned type of work is reflected in the individual plan. The SIW is an integral part of the educational process. The scope of the SIW of all forms of education determines the basic curriculum compiled on the basis of the State Higher Education Institution of the Kyrgyz Republic in the field of training, specialty. The SIW is planned by each teacher in the work program /syllabus of the discipline, in which students can always find information about the amount of independent work, the time of their completion and the maximum score when evaluating the results of their performance.

Assessment of the adequacy of the discipline content is a complex process involving

several parties:

1. The teacher is a key person involved in assessing the adequacy of the content of the discipline. He develops the curriculum, selects teaching materials and methods, and evaluates how well they correspond to educational goals.

2. The EMC, including the content of the discipline, is considered at a meeting of the department / program, the Dean's office of the SM, then discussed at the EMC, the EMC includes the administration of the University, the Dean of the SM, heads of programs / departments, the head of the MEP.

3. Students - they can express their opinions, suggestions and comments on the content of the discipline through assessments, classroom discussions, questionnaires and other feedback forms.

4. External reviewers are experts in the field, employers involve experts from the scientific community to assess the relevance and compliance of the content of the discipline with modern requirements and trends.

5. After all the discussions, the teacher uploads the EMC to the electronic platform moodle.adam.edu.kg.

The management of the MEP monitors the progress of students in accordance with the [Regulation on Monitoring the quality of Education](#), along the educational trajectory using various tools and methods.

Academic Monitoring - Programs/departments, the SM Dean's Office conduct academic monitoring to track student progress, exam results, and academic assignments. At the end of each module, at meetings of the program/departments, the SM Dean's Office, the results of ongoing monitoring are discussed and problems are identified among students. This allows you to identify the weaknesses of students and provide them with the necessary support. The analysis of academic performance is submitted in paper form to the educational institution.

E-learning Systems (LMS) - using the [Moodle](#) e-learning platform allows you to track the progress of students, the success of completing tasks and participating in discussions.

Feedback from teachers - Regular feedback from teachers through grades, comments allows management to evaluate individual successes and difficulties of students.

Consultations - in the individual plan of the teacher, certain hours are allocated for consultation, the organization of periodic consultations between students and teachers contributes to understanding the individual educational needs and tasks of students.

Certification and quality control systems - provides an assessment of the effectiveness of the educational program and gives an idea of how successfully students follow the educational trajectory.

At the end of each semester, the heads of the program and departments prepare a report on the work done for the semester, where they also provide an analysis of students' academic performance in the disciplines assigned to the program/department. Based on these reports, the [Vice-Rector for SD makes a final report on student academic performance at the university as a whole](#). The final analysis allows you to track the progress of students along the educational trajectory and the achievements of students by semester (see Table 6.1.). The reports are considered at the meetings of the EMC AU and the EC AU.

Table 6.1.

Dynamics of the movement of the student body

Academic year	Number of students (pers.)	Left for a repeat year (pers.)	Expeleld (pers.)	Grad (pers.)
2021-2022	932	17	121	47
2022-2023	983	-	72	46
2023-2024	1133	-	51	40

Elements of dual education at AU are provided through the involvement of practitioner teachers in the educational process. Students learn practical skills both at practical classes, at the AU simulation centre and in private clinics, such as:

№	Subject / teacher	Total hours (credits) / practical hours (acad. hours)	Name of the organisation where students learn practical skills
1.	Surgical diseases / Berkulov D., Kubatbekov R.	12 / 96	AU (practical classes), Simulation Centre AU, Medical Centre KSMA
2.	Internal Medicine (Cardiology), Family Medicine / Moldotashev I.K.	2 / 16	AU (practical training), AU Simulation Centre, MedCity MC
3	Taxes and taxation Tumenbaeva E.S.	5 / 32	Training Centre of the State Tax Service under the Ministry of Finance of the Kyrgyz Republic
4	Technology of sales of tour products khalikova A.A.	5 / 32	Baysal Group Travel Agency
5	Operating systems	5 / 32	Freelance

	and applications of mobile platforms / Imanalieva Ch.A.		Flutter - developer Ryspaev S. - online
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Involvement of practicing teachers to give lectures to students is to a greater extent carried out in the EP 'Medical Business', for example:

№	FULL NAME OF THE TEACHING STAFF	Discipline	Place of employment
1	Abdybachayeva M.M.	Infectious diseases	Republican Infectious Diseases Clinical Hospital
2	Berkulov D.	Surgical diseases	KSMA Medical Centre
3	Kubatbekov R.	Surgical diseases	KSMA Medical Centre
4	Salomakhina N.S.	Obstetrics and gynaecology, Endocrinology	Dr Gromova's medical centre
5	Kubanychbekova A.	Anaesthesiology, intensive care, emergency conditions	City Clinical Hospital No. 4. Bishkek city
6	Moldotashev I.K.	Internal Medicine (Cardiology), Family Medicine	MedCity Medical Centre
7	Toksonbaev K.T.	Therapeutic physical therapy medical supervision	Kyrgyz Research Institute of Balneology and Restorative Treatment. Vorontsovka village.
8	Myktybekova Zh	Psychiatry and addiction medicine	Republican Centre of Psychiatry and Narcology of the Ministry of Health of the Kyrgyz Republic

6.2.4 The EO should ensure the implementation of the MEP by applying various modern teaching methods to ensure that the goals of the MEP are achieved at the required level.

The AU uses various teaching and learning methods. The validity of the teaching and learning methods used lies in their compliance with the goals and content of education, as well as in taking into account the direction of student training. The conformity of the applied methods is determined by analyzing and comparing the objectives of the discipline with the methods that can best contribute to their achievement. Teachers apply new teaching methods after completing the relevant courses. This makes it possible to improve the quality of education and adapt the learning process to modern requirements, as well as make the learning process more interesting and effective for students ([DHD](#), [DMNSD](#), [EMT](#)).

SM departments are constantly working to introduce [active learning methods](#). In a number of disciplines, these methods have been introduced and are actively used.

Table 6.2.

**The use of teaching staff in the SM of active and interactive teaching methods
(several subjects are presented for example)**

<i>No</i>	<i>Teacher full name</i>	<i>Name of discipline</i>	<i>Teaching methods</i>
1.	Azamat Yrysbayev	Pathological anatomy	<i>PBL, TBL, RBL, anatomical table "Pirogov"</i> <i>(application example)</i>
2.	Meisan A.A., Kuram A., Khan A.	<i>Normal and clinical anatomy (I, II)</i>	<i>PBL, TBL, RBL anatomical table "Pirogov"</i> <i>(application example)</i>
3.	Satybaldieva B.	Pathological physiology	<i>PBL, TBL, RBL</i>
4.	Iskenderova E. I.	Normal physiology	<i>PBL, TBL, RBL</i>

The assessment of the work of the teaching staff in this direction is also implemented through mutual visits, we will show on the example of the teaching staff of the SM AU ([Graphs](#) and [Analysis](#) of mutual visits).

One of the indicators of the development of knowledge using active teaching methods is the achievements of students (assessment of student performance, participation in [Olympiads](#), [competitions](#), [projects](#), etc).

In order to use active teaching methods in the teaching process, a Plan for conducting research on teaching methods ([EMT](#), [DMNSD](#)) has been developed. Based on these studies, interactive teaching methods (individual, group projects and assignments, discussions and discussions) are widely used in practical classes, which ensure active interaction between the teacher and students, as well as between the students themselves. Students work in small groups,

where each participant is responsible for a certain part of the task, or they can work individually. This method supports the principle of collective interaction and mutual assistance.

6.2.5 An important factor is the availability of own research in the field of teaching methods of academic disciplines.

Research in the field of teaching methods of academic disciplines is an important factor for improving the quality of the educational process. In accordance with the general [Plan of research in the field of teaching methods](#), the teachers of the AU are engaged in research in the field of teaching methods and make a significant contribution to improving the effectiveness of teaching.

To implement their own research in the field of MP, university teaching staff actively improved their qualifications in this field, for example, in the 2021-2024 academic year, AU teaching staff took [courses, trainings and seminars on advanced training in modern teaching methods and technologies](#).

Also, as part of the research in the field of teaching methods, HSE teachers have developed research plans for teaching methods in various disciplines, clinical skills and their assessment:

1) acting Associate professor of DMBD Domashov I.A. has developed a research plan in the field of teaching methods of the discipline "[Molecular Biology](#)"

This study covers such aspects as:

- updating knowledge and approaches;
- improving the effectiveness of training;
- a variety of learning styles;
- increasing the attractiveness of the discipline;
- support the development of scientific and research thinking. The implementation period

of the Plan is from September 2022 to November 2024.

2) SM teacher A.Y. Yrysbaev has developed a [plan for conducting research in the field of teaching methods and aspects of the introduction](#) of e-learning resources in the discipline "Pathology". The study considered the following:

- technical problems;
- meeting the needs of students;
- content quality: analysis of the quality of electronic materials and resources;
- interaction and feedback between students and teaching staff. The deadline for the

execution of the Plan is from November 2022 to August 2024.

3) Acting Associate Professor of the DMBD Domashov I.A. has developed a Research [Plan for the methodology of teaching clinical skills and their assessment](#) through an Objective

Structured Clinical Examination (OCE). Research based on the analysis of the current state of clinical education determines the goals and objectives of the project. The deadline for the implementation of the Plan is from September 2022.

4) teacher of DMD and OZ Meisan A.A. under the guidance of MD. prof. Moldotashev I.K. conducts [research on the prevalence of risk factors](#) for cardiovascular diseases among university students. The research results are used in the study of various disciplines such as: "Endocrinology", "Internal Medicine (cardiology)", "Public Health and Healthcare". The plan is drawn up for the period October 2022 to December 2023.

5) the teacher of DMD and OZ Muratalieva A.S. conducts research in the field of "Histology". She has developed a [Research Plan](#) and the use of its results in the field of teaching methods. The study is related to the study of the systemic effect of "drug X" on the course, outcome of the disease or on the performance and efficiency of a certain organ / system using the example of experimental animals. The plan is being implemented from July 2023 to December 2023.

In November 2023, senior lecturer DMNSD Nazarbayeva N. S. entered the [postgraduate](#) course of the full-time department at the I. Arabaev KSU. The topic of the candidate's dissertation for the degree of Candidate of Pedagogical Sciences: "Methodological foundations of professionally oriented teaching of mathematics to students of medical fields at the university." Cipher 13.00.02 - Theory and methodology of education and upbringing (mathematics).

Based on the innovative micro-credentials technology, AU teachers have developed [InAQA Academy](#) digital micro-courses in the following disciplines: computer literacy (3 levels), financial literacy (2 levels), leadership, entrepreneurship, etc.

To strengthen our own developments in the field of teaching methods of specialized disciplines and increase the number of our own electronic training courses, electronic methodological guidelines for disciplines and educational publications in electronic format, a publication [plan for the 2021-2022 academic year](#), [a publication plan for 2022-23 academic year](#), [and a publication plan for 2023-24 academic year](#) were drawn up. Professional development and publication plans were included in individual teaching staff plans.

6.2.6 The EO must demonstrate the functioning of a mechanism for evaluating students' academic achievements, learning outcomes, including an appeal that ensures consistency, transparency and objectivity of assessment procedures, criteria and methods.

AU adheres to the policy of clean education and transparency of assessment. The [Regulation on the system of evaluating the learning outcomes of AU](#) students prescribes the criteria for grading, evaluation scales of current knowledge control and intermediate certification, forms of knowledge control, skills and abilities. The assessment system makes it possible to

determine how successfully the student has mastered the educational material or has formed a practical skill. The assessment system has a mechanism that encourages, develops, and promotes self-assessment of students. The evaluation criteria are determined by the work programs of the academic disciplines. Teachers provide students through an electronic platform <https://moodle.adam.edu.kg> work programs/syllabuses, electronic textbooks, lecture notes, seminar assignments, practical assignments, SIW assignments, methodological manuals of laboratory work, video tutorials, etc. The work programs / syllabuses contain scores for practical / laboratory classes, modular work, exam, SIW and other types of assessment. It also specifies the evaluation criteria and ways to calculate the overall grade for the course.

On the educational platform, students can also ask questions, real-time feedback allows teachers to instantly assess the level of understanding of students and adjust the learning process according to their needs. The SIW is organized in the AU in accordance with the [Regulations on the SIW](#).

[The Regulations on the conduct of ongoing control and interim Certification](#) prescribe the procedure for conducting current, milestone and interim certification. The forms and methods of conducting boundary control of disciplines are determined by the work programs of academic disciplines (oral survey, test, control work, etc.). Current monitoring of student progress operational control during the semester and assessment of the level of knowledge and the degree of assimilation of educational material by students on logically completed topics. In addition, teachers provide additional consultations.

The monitoring of students' academic performance is carried out as part of the analysis of the results of the intermediate certification (semester sessions) [Regulations for the analysis of the results of the assessment of educational achievements of students](#). The analysis of the results is reviewed and discussed at the programs/departments, the SM EMC, then at the [EMC AU](#).

Upon completion of training, the final certification of graduates is carried out in accordance with the [Regulations on the final certification of graduates of the AU](#) and the Regulations on the IGA of graduates of universities of the Kyrgyz Republic.

In case of bias of the teacher, the student can apply to the educational institution with an appeal. The procedure for considering the appeal of students is the [Regulation on conducting current control and intermediate certification](#). The appeal is conducted the next day after the announcement of the results of the intermediate certification in this discipline at the request of the student. In this case, the ED notifies the head of the SM/program/department to which the subject is attached and an appeal commission is created from among experienced teachers and the head of the SM/program/department chairs this commission. The commission considers the student's response sheet, displays a summary table of responses, draws up a protocol of the

decision of the appeal commission and fills out a statement taking into account the appeal. In case of revealing an unbiased assessment, the Vice-rector for Academic Affairs issues an order on the composition of students admitted to the appeal, and a repeat exam is conducted.

In recent years, the UA has not received any complaints.

6.2.7 Evaluators should be familiar with modern methods of evaluating learning outcomes and regularly improve their skills in this area

ED AU is working to train teaching staff and staff on the effective use of assessment methods and forms. Methods and procedures for evaluating student achievements are mastered by teaching staff as part of advanced training courses. Gaining knowledge is reflected in the educational process in the classroom and in the teaching staff, and the university also conducts a number of internal trainings.

Table 6.3. provides examples of advanced training of AU teaching staff, with the inclusion of methods and procedures for evaluating the progress of students' achievements.

Table 6.3.

Advanced training of the teaching staff of the University with the inclusion of methods and procedures for assessing the progress of students' achievements

№	Name of the training/seminar	Number of hours	Number of trained teaching staff	The period of the event	The organization that conducted the seminar/training
1.	Basics of working with the Moodle electronic platform	36	9	25.01.2022, at the request of the teaching staff in online mode	Adam University
2.	Methods and procedures for assessing the progress of students' achievements	12	22	c 12.12.2022 to 17.12.2022 г. (1 stage) c 10.01.2023 to 14.01.2023 г. (2 stage)	Adam University
3.	OCE as an innovative method of teaching and assessment.	36	11	24 March – 7 June 2023	Adam University
4.	Training seminar "Education quality assurance system"	6	20	15.11.2023	IAAR

The results of the [testing of new approaches to the assessment](#) of academic achievements are regularly [reviewed at the EMC AU](#) meeting, including the results of the [current, intermediate and final control](#).

The AU has developed [Methodological recommendations for optimizing methods](#) and formats for evaluating students, [Regulations for analyzing the results of evaluating educational achievements](#) of AU students, Instructions on organizing and conducting intermediate

certification in the AU, Instructions on organizing and conducting exams [online](#), an [algorithm for practicing lectures and practical classes in the AU](#), which is the basis for working to achieve a high level. It allows students to evaluate and improve methods for determining the reliability and validity of the assessment.

Methods of assessment of learning outcomes and achievement of objectives

The objectives, outcomes of an educational programme are achieved through measurable activities that must be assessed.

Assessment is one or more of the processes of identifying, collecting, accumulating and analysing data used to evaluate the achievement of outcomes and objectives.

Assessment - determining the extent to which objectives and outcomes are achieved.

Key assessment questions:

- What do I want to know? What needs to be measured?
- What data should be collected to do this?
- Where is the best place to find this information?
- How will I collect the information?

Assessment Items:

- Knowledge, skills, abilities
- Attitudes and values
- Behaviour

Evaluation methods are quantitative and qualitative.

Quantitative answers the questions Who? How many? For example, (various types of surveys, questionnaires, ballot system).

Qualitative evaluation method answers the questions How? Why? For example, (group assignments, case studies, analysis, experimentation, modelling, portfolio development).

On the EM&T programme, quantitative method of assessment is used to assess learning outcomes, the student is given points for each type of work in the discipline. Qualitative method of assessment is considered as different methods of achieving learning outcomes, for example, through teaching methods.

1. Role-playing game

What are the benefits: students learn to play different roles, express their position, influence other participants, conduct dialogue and find compromise, solve conflict situations.

How to conduct. The teacher sets the rules of the game and the environment in which the action will take place, draws up a list of roles, defines the tasks and, if necessary, ethical guidelines for each role. Students assign the roles, prepare the necessary props and make other preliminary preparations. Then comes the time where students demonstrate what they have learnt and interact with each other. They can try different options and behaviours and choose the best one.

2. Case method (case studies)

What are the benefits: students learn to apply theoretical knowledge to solve practical problems; the material is learned more effectively through emotional involvement; communication skills, the ability to analyse and think critically are developed. It is suitable for use in any discipline. The essence of this method consists in the analysis of a problem situation created on the basis of facts from real life. Its task is to help not so much to master knowledge as to develop new qualities and skills. As a rule, a problem situation has several solutions and many alternative paths that lead to this solution.

The method of analysing a situation. Groups of students analyse the presented situation, find problems in it and come up with solutions. Then they evaluate the proposed solutions and choose the best one.

Incident method. Pupils are given an incomplete case - in the form of a brief report 'It happened...' or 'It happened...'. The students' task is to understand the problem, to identify what knowledge is lacking to make a decision. They ask questions and, once they have enough information, analyse it and make a decision.

3. The method of parsing business correspondence (basketball method, information maze). This is work with documents. Each group receives the same set of heterogeneous documents related to a certain problem, person or organisation - reports, memos, letters, personal documents, etc. The pupils' task at the first stage is to sort out all these documents and address them to the correct executor. At the second stage, they analyse all the documents and determine what happened and how the problem can be solved, i.e. how to get out of the labyrinth.

4. Experiment. A group of students defines a problem and conducts an experiment in class or at home, interviews other people, collects statistical data, analyses them. The result is a research paper with tables, diagrams, illustrations.

5. Calculation tasks: solving problems, drawing graphs and diagrams.

Here are examples by direction:

Direction Economics

№	Full name of the teacher	Name of discipline	Learning and assessment methods
1	Abykeeva M.A.	Macroeconomics 1	1. Narrative case situations - Method of analysing the situation - up to 20 points 2. Calculation tasks - 10 points
2	Churakaeva E.V.	Economic Analysis and Organisational Economics	1. Case situation - up to 20 points 2. Calculation tasks - 10 points 3. Modelling - up to 20 points
3	A.N. Sharsheeva.	Financial literacy	1. Quiz games - 5 points 2. Case - up to 20 points 3. Calculation task
4	Asanbekova A.A.	Marketing	Experiment (open, closed and mixed questionnaires)- up to 20 points

Direction Management and Business Administration

№	Full name of the teacher	Name of discipline	Learning and assessment methods
1	Adilbek Shumkarbek uulu	Management of investment projects and innovations	1. Case Situation - Method of Analysis - 20 points 2. Experiment - 20 points
2	Asanbekova A.A.	Marketing and market research	Experiment (open, closed and mixed questionnaires) - up to 20 points

3	Amanbaeva Ch.Sh.	Public speaking	1. Brainstorming up to 10 points 2. Small group work method - up to 15 points 3. Cursive phrases for diction - up to 5 points
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Direction Tourism

№	Full name of the teacher	Name of discipline	Learning and assessment methods
1	Seitakhunova S.R.	Excursion and recreational tourism	1. Presentations-discussions up to 10 points 2. Video clips up to 20 points
2	Amanbaeva Ch.Sh.	Sustainable tourism	1. Case - Situation analysis - up to 20 points 2. Experiment - Working in small groups, collecting information - up to 20 points 3. Presentations - up to 10 points

Direction Information Systems and Technologies

№	Full name of the teacher	Name of discipline	Learning and assessment methods
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1.	Zhalilova G.R.	Web programming technology	1. The verbal questioning. 2. test control. 3. rapid enquiry 4. Extended questioning 5. Self-assessment 6. Assessment of control papers. 7. Evaluation of laboratory works 8. Discussion of the material with the instructor and other students 9. Case method
2.	Imanalieva Ch.M.	Theory of information processes and systems	1. Verbal questioning. 2. test control. 3. rapid enquiry 4. Extended questioning 5. Self-assessment 6. Self-assessment of independent work.

6.2.8 The EO must demonstrate that there is a procedure for responding to student complaints.

In the AU, the procedure for responding to student complaints is specified in the [Regulation on the Procedure for Reviewing Complaints and Suggestions from students and AU Staff](#). The Regulation establishes the procedure for dealing with complaints and suggestions received from AU students.

The procedure for responding to student complaints is transparent, effective and focused on protecting the interests of students. Students can file a complaint in writing, online through the AU website or anonymously through the "Complaints and Suggestions Box", and can also make an appointment with the Rector in person.

The procedure for processing written requests:

1. The student sends a written request.

2. The written request is registered.

3. A written request within seven days from the date of registration is sent to the appropriate structural unit or to the appropriate official.

The procedure for processing online and anonymous appeals through the "Box for complaints and suggestions":

1. Online appeals are recorded every day, the "Box for complaints and suggestions" is opened on the last Friday of the month at 9 a.m.

2. The authorized structural unit keeps records and registers the received requests.

All applications are considered within 10 working days from the date of registration of the application. There were no complaints from students during the reporting period.

The AU uses regular feedback from students through questionnaires and online surveys. The AU is working to study the expectations of students and analyze their satisfaction with the educational activities of the university. Twice during the academic year (at the end of each semester), an anonymous survey of SM students with a foreign language of instruction is conducted. Students take part in the study of satisfaction and their expectations ([1st half of 2022-23 academic years](#), [2nd half of 2022-23 academic years](#)) After each questionnaire procedure, a systematization and compilation of [data](#) on student satisfaction and expectations is carried out. The final results of the survey as a whole for the university were reviewed at a meeting of the [Academic Council](#) of the University according to the [Work Plan](#). Also, the interim results were considered at a meeting of the [Educational and Methodological Council](#).

In addition, SM AU is working on a survey in focus groups ([Report of the Assistant Dean of GSOM on student satisfaction and expectations](#)). According to the university's Development Strategy, as well as taking into account the wishes of students, for example, work is underway to open a new clinic of its own. Also, work is underway to study the satisfaction of [parents of foreign students of the SM](#).

According to the standard "Student-centered learning, teaching and assessment of academic performance", 8 criteria are disclosed, of which ____1_ have a strong position, ____7__ satisfactory

5.7. The "Students" standard.

7.2.1. The university must demonstrate the implementation of the contingent formation policy, ensure transparency of its procedures governing the life cycle of students (from admission to completion).

1. The student, his legal representatives, parents and other interested persons have the right to familiarize themselves with all the fundamental documents of the Educational Institution:

- [The Charter of the AU](#), [licenses for educational activities](#), [certificates](#) of accreditation of the MEP;

- Information about the obligations of the parties when concluding a training agreement, the amount and procedure for paying tuition fees, and the possibility of providing benefits. ([Provision on benefits in tuition fees in the AU](#));

2. Admission of students to the AU is carried out in accordance with the regulatory documents published on the website in the "[Applicants](#)" tab.

PP of the Kyrgyz Republic dated July 8, 2020 No. 369 On Amendments to Some Decisions of the RCC Regulating the Procedure for the Selection and Enrollment of Applicants to Higher Educational Institutions of the Kyrgyz Republic;

- PCM of the Kyrgyz Republic dated June 30, 2022 No. 355 "On approval of regulatory legal acts in the field of higher and secondary vocational education of the Kyrgyz Republic";

- Order of the Ministry of Education and Science of the Kyrgyz Republic dated 02/15/2022 No. 164/1 "On approval of lists of specialties";

- Rules of admission to the AU;

- Regulations on the admission committee of the University;

- Regulations on the subject commission of the AU;

- Regulations on the AU Appeals Commission;

- Documents submitted by applicants for admission to the University.

Admission of applicants to the number of students according to the results of the GRT is carried out after submitting documents in electronic form through AIS "[Online enrollment in universities of the Kyrgyz Republic](#)". Admission to universities of the Kyrgyz Republic of citizens of [foreign countries](#) is carried out after registration on the portal.

In order to organize the admission of applicants to all forms of education, an admission committee is created by the order of the rector of the University. The Admissions Committee is guided by the NPA and the Regulations of the Admissions Committee. The Chairman of the Admissions Committee is responsible for fulfilling the maximum contingent established by the license, as well as the requirements of legislative acts and regulatory documents for admission to universities. Defines the duties of the members of the admission and appeal commissions, approves the procedure and schedule of their work. Video surveillance is carried out during the admission committee in order to ensure transparency and openness of the process. After the approval of the composition of the admission committee of the Educational institution, together with the lawyer of the Educational Institution, trainings are conducted for the composition of the Subject Commission, the Attestation Commission and for technical secretaries in accordance with the [training program](#).

In case of disputes, the applicant has the right to appeal. By order of the Rector of the University, the [appeals](#) commission is approved.

3. On the AU website, in the Applicants tab, there are "[Admission rules to the AU](#)" and other NAPS. The selection of applicants with Kyrgyz citizenship is carried out according to the results of the GRT. The admission and selection of applicants is observed online and the [educational requirements](#) are published on the website. During the selection and admission, the AU uses impartial and objective rules, and also eliminates unreasonable barriers to the admission of potential students.

The requirements for observing the size of the group during seminars, practical and laboratory work are reflected in the [Regulations on Time Standards in the AU](#).

AU is a non-governmental university, where education is conducted on a fee-based basis and does not provide for the award of state grants for training.

One of the important areas of the AU's work is the [social support of students](#). For students who actively participate in the public life of the University, excellent students, athletes, as well as students from socially unprotected families, a system of financial incentives and the provision of tuition benefits is provided.

Every year, by the decision of the Board of Founders of the AU, students from among orphans left without parental care and low-income students are granted tuition benefits. Information about benefits is publicly available: on the [official website](#), on social networks, with individual consultations.

During the study period, students use the following types of non-financial support at the University:

- Organizational motivation. The administration of the University always takes care of students, the state of the classroom fund, nutrition and recreation;
- Moral motivation. The administration of the University encourages the merits of students [by giving thanks](#);
- Psychological motivation. The university administration is systematically working to create a favorable environment among students. Events involving students are regularly held;
- Motivation to learn. The University attracts students to competitions for scholarships from various foundations, to participate in student mobility competitions, and provides discounts for the best students under the tuition contract. The AU defines the procedure for recognizing previous learning outcomes, competencies acquired within the framework of academic mobility, additional, formal and non-formal education on the basis of the "[Regulations on Academic Mobility](#)".

For a more transparent procedure for the admission, restoration and transfer of students,

in January 2022, the University developed [regulations on the procedure for the transfer and recertification of academic disciplines](#) (modules/sections) and practices in the University. On the basis of which, for applicants who have applied for an accelerated program or students from other universities who want to transfer to the University, [the protocols of the Attestation Commission and the Individual student's training Plan](#) are prepared, which is subsequently approved by the order of the rector.

For the 2019-2020 to 2023-2024 academic year, the following information is provided for the admission and dismissal of students.

Student education and contingent formation are also carried out taking into account the [‘Normative documents’](#) regulating the organisation of the educational process in AU.

4. For foreign citizens, internal entrance exams are conducted in accordance with AU's Admission Rules. Applicants from Russia, Kazakhstan, Belarus, and Tajikistan are subject to the same rules as citizens of Kyrgyzstan, with internal entrance exams organized for them as well.

5. AU ensures the dissemination of important information related to its image and reputation through mass media ([television](#), radio, print media, advertising on electronic displays, and in the virtual information space).

An important mechanism for information dissemination is the students and staff of the university themselves. AU maintains accounts on social networks such as [Instagram](#) and [Facebook](#), and has an [official website](#) where comprehensive information about AU is presented. The AU website contains detailed information on all areas of study, including the educational programs for bachelor's, master's, and specialist degrees, faculty, forms of education, as well as study plans, models, and competencies of AU graduates. These documents outline the learning outcomes and the disciplines through which they are achieved. The educational programs and the graduate model are reviewed and approved by the AU Academic Council and the University Council.

The AU has a well-established system of feedback with students and educational programme e.g. learning materials management system: for this system the AU uses [an e-learning platform](#) for electronic access to learning materials, assignments, lectures and other educational resources, as well as for the development of soft skills in students is used <https://academy.inaqa.com/> which is also available in the mobile application; the system of monitoring progress and grades: to record and track the progress of students, automating the process of higher education. Student's personal account; Moodle - an electronic educational platform that provides participants of the educational process with access to the teaching and learning system and allows to organise the transparency of the learning process; Electronic timetable of academic classes. A document Student's Leaflet has been developed for students,

and during the adaptation week for first-year students trainings are conducted by the relevant structural units. Also, the employees of the Information Department work with students on a daily basis, in accordance with the schedule of consultations on working with electronic resources, both online (consultations via What'sApp, Telegram) and offline.

7. AU has developed [a comprehensive program for forming a high-quality student body](#), which includes aspects such as career guidance, advertising activities, research and development (R&D), development of external relations, and work with alumni. Based on this program, the relevant departments create [Work plans](#) at the beginning of the new academic year and submit reports on the implementation of the program by the end of the academic year.

To attract a high-quality student body, AU involves foreign experts from partner universities for experience exchange, conducts student mobility activities, and signs memorandums with universities in Europe and Asia for further collaboration. Work is also being done with a recruiting company from India to attract new students, and a memorandum of agreement has been signed with the company [WisdomInternational](#).

According to the [plan of career guidance](#) (21-22, 22-23) activities, the CC conducts [promotional activities](#) in the Internet space, as well as invites alumni, prepares posts in social networks about talented [students, alumni](#) in the framework of work with the Alumni Association to highlight the activities of AU during career guidance work.

Also, in order to attract a quality contingent, the university pays great attention to the development of partnerships in various aspects of educational activities. Agreements were concluded with medical institutions and educational organisations of Pakistan ([Combined Military Hospital, Mind Labs](#)), [Turkey, China, Russia](#) and others.

Vocational guidance work at AU is systematic, its planning for the current academic year is carried out on the basis of the analysis report of the admissions committee of the previous academic year, taking into account the contingent of graduates of general educational organisations in the country. The main forms of career guidance work are trainings on preparation for the General Republican Testing, [business games, quizzes, meetings with representatives of the profession](#), consultations for applicants and parents on issues of admission and education, participation in university Olympiads of schoolchildren, advertising and information materials. Based on the results of career guidance and admission campaigns, which are considered by the Academic Council of the AU, an improved career guidance plan and admission plan for the new academic year are developed.

Please provide statistical data on the students (in the context of each educational programme and in the context of 5 years) who have indicators on the academic mobility programme, is available.



7.2.2. The HEI should provide for special adaptation and support programmes for students enrolled in the first year, international students and mobility students.

After admission of applicants to the AU in order to introduce them to the educational environment as soon as possible, the newly admitted students are thoroughly informed about the AU, its mission, vision, its programmes and departments at the first introductory classes ‘Introduction to the speciality’. At the same time, they are introduced to other departments of the university, student support services and student self-governance bodies. First-year students receive [first-hand information from the Rector, Vice-Rector, programme and department heads during the ceremony dedicated to the Day of Knowledge on the 1st of September.](#)

During the adaptation of new students, including international students, employees of the Career Center and the External Relations Department play an active role. Programs and departments of the School of Medicine, in collaboration with the [Career Center, organize round tables and guest lectures](#) with representatives from industry organizations and employers to familiarize students with various career paths. The goal of these activities is to inform students and graduates about the fields they plan to work in, invite them to work in organizations, and conduct career days, excursions to enterprises, and special days dedicated to national cultures.

Continuous work is carried out with international students, including passport registration and organization of courses such as Introduction to the Specialty, Russian language, and Kyrgyz language. Instruction is provided on the stay of foreign citizens in the Kyrgyz Republic, familiarizing them with the laws of the Kyrgyz Republic, [internal regulations of the university](#), and dormitory accommodation. Programs/departments and School of Medicine regularly hold [meetings with international students, focusing on educational activities aimed at instilling](#)

[patriotic attitudes towards the university](#), fostering serious attitudes towards studies, promoting a healthy lifestyle, actively engaging them in university life, and introducing them [to the history and culture of the Kyrgyz Republic](#). During the meetings of programs/departments/ School of Medicine, issues related to organizing the [educational process, daily life, leisure activities](#), as well as attendance of classes by international students, are discussed.

The implementation of adaptation and preparation programs for students allows for addressing the needs of different students and providing opportunities for the formation of individual learning trajectories. [An Individual Study Plan](#) determines the student's individual educational trajectory for the academic year. In some cases, individual study schedules are provided upon student request and submission of relevant documents. The development of individual student trajectories is supported by the academic counseling service, curators, and for School of Medicine, dean's assistants.

The educational process for accelerated educational programs is organized for individuals who have completed secondary vocational or higher education. In this case, [credits are transferred](#), and previously completed modules are taken into account, provided their volume is sufficient and there is continuity in the educational program. The trajectory and duration of study are determined considering the prerequisites of the learner, which are identified based on the transcript (an attachment to the diploma).

7.2.3. The HEI must demonstrate compliance of its actions with the Lisbon Recognition Convention, including the existence and application of a mechanism to recognise the results of academic mobility of students, the results of formal and informal learning.

AU objectively recognizes [qualifications and periods of previous education](#), which is an integral component in ensuring students' progress in their studies and contributes to academic mobility.

The procedure for recognizing qualifications and periods of previous education is regulated by:

- Admission Rules at AU, which describe the [admission procedure](#) for accelerated programs for individuals holding diplomas of various levels of secondary and higher professional education.
- [Regulation on transfer, reinstatement, and dismissal, Compilation of regulatory documents on the application of credit technology](#).
- The faculty actively participated in the development of the "Concept of the National Qualifications System of the Kyrgyz Republic" and the "National Qualifications Framework of the Kyrgyz Republic."

- [Regulation on academic mobility.](#)
- [Regulation on credit transfer.](#)
- [Recommendations for filling out the Diploma Supplement](#) were developed with the participation of AU representatives.

7.2.4. The HEI should show cooperation with other educational organisations and national centres of the ‘European Network of National Information Centres for Academic Recognition and Mobility/National Academic Recognition Information Centres’ ENIC/NARIC in order to ensure comparable recognition of qualifications.

AU staff cooperated with the national centres of the ‘European Network of National Information Centres for Academic Recognition and Mobility/National Academic Recognition Information Centres’ ENIC/NARIC Latvia within the framework of the Central Asian Education Platform project.

Academic mobility is carried out on the basis of the [Regulation on Academic Mobility](#). The forms of academic mobility in AU are: included study under [exchange programmes in the partner HEI](#); study under joint educational programmes [implemented in AU and partner HEI](#); language and scientific internships; all types of practice in the partner HEI; participation in summer schools (semesters) of the partner HEI. Table 7.1 shows the dynamics of [students' academic mobility](#):

Table 7.1.

The dynamics of academic mobility of AU students

Years	2021-2022	2022-2023	2023-2024
Number of students (people)	3	3	8

Responsibility for organizing academic mobility at AU lies with program directors and the dean of the School of Medicine. The coordination and regulation of activities related to academic mobility are carried out by the External Affairs Department (EAD) at AU.

Based on the application from the partner university, the EAD and relevant structural units of AU announce a competition among individuals interested in participating in academic mobility programs. This is done by posting relevant information on AU's website, [social media platforms](#), bulletin boards, and distributing informational emails. The selection of students and staff members from AU is conducted by a [committee](#) appointed by the rector, which operates throughout the current academic year.

To organize academic mobility for students, appropriate documents are required. These [documents for participation](#) in the academic mobility program are compiled by the EAD and provided to the selection committee. [The university's selection committee](#) reviews the submitted

applications through an open competition procedure, in accordance with the principles of equal opportunities and established criteria, during one session, and prepares a protocol accordingly.

When students undergo education through joint educational programs (JEP) or scholarship programs (grants) at the partner institution, the competitive procedures and student selection are determined by the corresponding regulatory documents for JEP (this type of mobility is currently only planned).

During student internships lasting one semester or more, [an educational agreement and a reconciliation statement](#) are completed.

[Academic mobility for faculty](#), students, and staff at AU is carried out in accordance with cooperation agreements with partner universities, research, and educational institutions, in the form of internships, research activities, lectures, and other forms specified in the agreements.

Recognition of learning outcomes within the framework of academic cooperation with partner universities is conducted using the European Credit Transfer and Accumulation System (ECTS), or with partner universities from other countries using the workload assessment systems adopted in those countries. [The basis for credit transfer of completed disciplines](#) is a transcript provided by the student, which includes a list of disciplines studied by the student, along with the workload for each discipline and the assessment results, certified by the seal of the partner university.

Based on the transcript, the Educational Department performs a mandatory credit transfer of completed disciplines from the core and elective parts, with the compilation of a protocol. If there are discrepancies in the disciplines of the partner universities' curricula or their workload, the AU student is given the opportunity for parallel learning within the main educational program, utilizing distance education technologies and through the Moodle electronic platforms.

For parallel learning, students must be provided by the relevant academic department with all necessary informational resources: electronic educational materials, access to network educational resources. Transferred disciplines are entered into the Information Management System "GAUDI." The transcript (or transcript) is kept in the student's personal file. Upon the student's request, disciplines studied during the additional learning beyond the Individual Study Plan are included in the diploma supplement, along with the results of their assessments.

The student's learning outcomes in the host university are documented in the ECTS transcript. These documents allow for standard documentation of student achievements at specific points in time and provide a standard format for reflecting all types of student academic activities. They include information about educational disciplines, credit counts, and grades according to the grading system used in the host university.

Academic mobility of students and faculty is one of the important directions of international and educational activities at AU. AU's academic mobility programs provide an opportunity for students and faculty to broaden their horizons, experience studying in another country, and gain unique educational experience in higher education institutions of other countries. Every year, the best students [embark on educational programs and internships in leading partner universities](#), ranging from one month to one year, funded through AU projects.

[Information support for academic mobility](#) is implemented through various means such as posting relevant information on the AU website, departmental notice boards, sending informational emails, conducting presentations, informational seminars for students and faculty, etc.

AU has a wide network of partnerships with whom ongoing work is carried out on academic mobility. Among them, the Aristotle University in Thessaloniki, Greece, stands out. For example, in 2021, as part of the mobility competition for the fall semester of 2022 at Aristotle University under the Erasmus+ project, three students were nominated. Subsequently, following the final selection process, student E-1-18, [Begimai Dzhenishova](#), was chosen based on the decision [recorded in Protocol No. 7 dated March 31, 2022](#). Begimai participated in this mobility program and studied for one semester at Aristotle University in 2021.

Also among the active partners, Southeast University of Norway stands out, where in the fall semester of 2022, student [Sultan Koichev](#) from the Economics program participated ([according to Protocol No. 6 dated February 10, 2023](#)). The mobility funding was provided based on the resources of the project "Sustainable Tourism Development: Rural Entrepreneurship and Cultural Heritage in Kyrgyzstan, Norway, and Georgia." Additionally, Ural State University of Economics hosted Ekaterina Zapatochnaya, a student from the Tourism program, for a semester-long academic mobility ([according to Protocol No. 5 dated January 10, 2022](#)).

Also, in recent years, AU has been expanding its international activities to broaden the horizon of countries and regions for cooperation. In 2022, a Memorandum and Agreement on Cooperation were signed between Anadolu University in Eskisehir, Turkey, and AU. As part of this collaboration, a mobility competition was announced, and among the candidates, [Jumakanova A.](#), a student from the IST program, was deemed most suitable. Aliya successfully studied for one summer semester at Anadolu University in 2022, and as an incentive for her mobility activity, AU covered the cost of her return ticket.

In 2023, Fatima Syed Itrat, a student from the School of Medicine, group Gm-1-20(2), won a scholarship under the [Erasmus+ academic mobility program](#). [Fatima](#) Syed Itrat will study for one semester at Aristotle University in Thessaloniki.

From November 7th to November 13th 2022, AU faculty member [Domashov I.](#) participated in the Erasmus+ Staff Mobility Program and visited the Department of Ecology at the School of Biology, Aristotle University, giving guest lectures.

Head of EAD, [Choyubekova A.Ch.](#), and OVS Manager, [Mamatova A.](#), underwent training as part of the KA1 Erasmus+ (ICM) program at Aristotle University from May 29th to June 2nd, 2023.

AU Rector Sirmbard S.R., Vice-Rector for [Academic Affairs Zhamangulov A.A.](#), and [head of EAD Choyubekova A.Ch.](#) attended a training seminar on "Developing Financial Autonomy of Kyrgyzstan Universities" at Otto-von-Guericke University in Magdeburg, Germany, from June 26th to June 30th, 2023.

[AU Rector Sirmbard S.R.](#), [Head of the Academic Affairs Department, Suerkulova N.T.](#), and [Manager of the External Affairs Department, Egemberdiev A.U.](#), participated in a training seminar on the DEFA Erasmus+ project at the University of Florence - UniFi from July 2nd to July 9th, 2023.

From June 16th to July 6th, 2023, Doctor of Medical Sciences, Professor Moldotashov I.K., Deputy Dean for Academic Affairs Meisan A.A., Coordinator for Student Affairs Kydyralieva Zh., and Professor of the Department of Dental Medicine and Maxillofacial Surgery Yrysbaev A.Y. held meetings upon the invitation of the partner company Wisdom in India (Hyderabad, Vijayawada, Kochi, Chennai, Trivandrum, Bangalore, etc.).

On October 31st, 2022, a delegation from [Wisdom Overseas from India](#) visited AU to familiarize themselves with the university, the educational process, and establish the basis for future cooperation.

From November 29th to December 3rd, 2023, employees of AU conducted a master class "[On the use of digital micromodules in the training of hotel staff](#)" at the XI International Forum "[Eurasian Economic Perspective](#)" in St. Petersburg, Russia.

Based on the establishment of new partnerships from India, AU is moving to an international level and opening up new resources for the development of the university.

AU actively collaborates with the Konrad Adenauer Foundation. AU's master's students involved in cultural life, creative activities, or scientific research, and participating in sports events, receive support and scholarships from the foundation, providing young people with the opportunity to dedicate themselves to their studies and participation in political and social life.

In the academic year 2021–2022, scholarships were awarded to 2 master's students at AU: Violeta Rubtsova and Asel Mambetova.

In the academic year 2022–2023, funding was provided to 3 master's students: [Gulbara Boogachieva](#), [Nazima Talantbekova](#), and [Shakhnoza Ismailova](#).

In the academic year 2023–2024, among the strong contenders, the scholarship was awarded to a student of group E-1-20, [Sultan Koichiev \(excerpt from protocol No. 2 dated September 11, 2023\)](#).

7.2.6. The HEI should demonstrate the functioning of the mechanism of providing students with internship places, facilitating the employment of graduates, maintaining contact with them.

At AU, a dual system of communication with industry is practiced to organize introductory, industrial, research internships, and practical training.

[Programs, in collaboration with the Career Center \(CC\), organize roundtable discussions](#) and guest lectures with industry representatives to familiarize students. [Contracts with organizations](#) are established for internships in Economics, Management, General Medicine, IST, and Tourism fields.

To support students on these programs, methodological recommendations for completing industrial and [pre-diploma internships](#) are developed.

Students of the "Tourism" program intern at tourist agencies such as "AKS Kyrgyzconcept," "Glavtour," "Top-Asia," MTAZ "Tian-Shan," "Muza Travel," ski resort "Kashka-Suu," among others. They also intern at hotels like the five-star hotel complex "Hyatt," and others.

["Management" programm](#) students intern in government and private organizations and maintain internship diaries (Appendices 13-16): Ministry of Economy of KR, Ministry of Education and Science of KR, state and commercial banks, microfinance companies, "AKS Kyrgyzconcept," the five-star hotel complex "Hyatt," LLC "Human Resources," among others.

Students of the "Economics" program undergo internships at various organizations with which agreements are in place. These include: Non-State Pension Fund "Kyrgyzstan"; CJSC "Bank Kyrgyzstan"; CJSC "EcoIslamic Bank"; JSC "Alpha Telecom"; MFI "Finka"; Training Center of the Ministry of Finance of the Kyrgyz Republic; Ministry of Economy of the Kyrgyz Republic; Investment Promotion and Protection Agency under the Government of the Kyrgyz Republic; Ministry of Economy of the Kyrgyz Republic; KICB, and others. Agreements on cooperation are [concluded with over 25 organizations](#), both governmental and private sector entities.

Additionally, students from all fields undergo internships and practical training at partner universities abroad with which agreements are in place (Latvia, Cyprus, Norway, Georgia). Information about internship competitions is announced on AU's notice boards, website, and [social media](#) platforms. For students of the "General Medicine" program, agreements with [clinical bases are provided](#).

Monitoring graduates' employment and professional activities is an important factor. Special units are effectively working to assist students in making the right educational choices and units responsible for working with graduates, tracking their professional careers. AU provides career counseling for students at all stages, including after graduation.

The AU practices a dual system of communication with industry for organising internships, traineeships, research and employment assistance:

- Close interaction with industry enterprises is established by the Economics, Management and Tourism programme for multilateral cooperation - shaping programme content, developing case studies, conducting joint research, engaging in training sessions, holding scientific conferences and round tables, and publishing scientific articles. The programme is actively involved in the development of the business environment. The programme regularly surveys employers to identify industry needs through focus groups, roundtables and conferences. It also supports and develops the process of integration with business professional communities - the Chamber of Accountants and Auditors of the Kyrgyz Republic, banks, tax services, MoF of the Kyrgyz Republic and IEC of the Kyrgyz Republic.

Practitioners are involved in teaching the disciplines of professional cycles of all areas of training implemented at the university and are part-time practitioners Khasanova A.M. - Institute of Professional Accountants and Auditors of Kyrgyzstan, Shakeeva A.T. - chief specialist of the Service for Regulation and Supervision of the Financial Market under the Ministry of Economy and Commerce of the Kyrgyz Republic, Adilbek uulu Shumkar - General Director of LLC 'M2' and others.

In addition to conducting classes, they are also supervisors or consultants of final qualification works.

The direction 'Tourism' represents AU as a member of the Kyrgyz Association of Tour Operators, and actively co-operates with the Association of the Great Silk Road, the Union of Pedestrian Tourism. Tourism direction has the most active cooperation with such companies as: Asia Trevel company, 'Inspiro Travel and Logistics' Ltd, 'Tian Shan Travel Ltd' Ltd, 'Tian Shan RTM 2' Ltd, 'Real Travel' Ltd, 'S. A.T. company' Ltd, 'Tian Shan Travel' Ltd, 'Tian Shan RTM 2' Ltd, 'Real Travel' Ltd, 'S. A.T. company' Ltd, "Novinomad" Ltd, "Pedestrian Tourism Union" Ltd, "Horizon Travel" travel agency, "Guest House Kegeta" Ltd and with the Department of Tourism under the Ministry of Culture, Information and Tourism of the Kyrgyz Republic. Within the framework of the projects, co-operation is carried out not only with enterprises of the tourism industry of Kyrgyzstan, but also with foreign ones, for example, with the Baltic Union of Tourism Industry (Riga, Latvia).

Since 2005, the Economics, Management and Tourism programme has regularly studied

the required skills and competencies for a successful career in the labour market. Management is realised through active participation in the business environment. Teachers of Management actively cooperate with 'InterCom' LLC, 'Retail Market' LLC, 'Bicroun' LLC, 'Calaxy ST' LLC, 'Eco-Islamikbank' OJSC, 'Tian Shan RTM 2' LLC, 'Ala Tash' LLC, 'Shoro' CJSC, 'Coca Cola Bottlers' CJSC, etc.

A specialised structure to promote the careers of graduates is [the Career Centre](#), which was one of the first to be established in 2003. For its development in 2005, the university received a grant from the CARANA Corporation through the Business and Economic Education Project (USAID) and the 2013-2017. TEMPUS Project [UNIWORK](#). The CC of AU promotes career development and employment for students and alumni through increased partnerships with the business community, assists in securing internship placements for students, supports and develops alumni relations through the Alumni Association, provides training for students to shape successful careers, and provides consulting assistance to students and alumni. With the help of the CC, students receive information about open opportunities in employment and further education, can undertake internships in companies in the KR or abroad, acquire skills necessary for successful job search (CV writing, preparation for interviews), develop an individual plan for future employment prospects. The CC helps to bridge the gap between academic education and practical work, therefore the work of the CC includes organising and conducting meetings, seminars and Career Days with the participation of representatives of interested companies.

The CC and Student Government conduct online surveys through the Google Disk platform for graduates ([Questionnaire for AU graduates 9-12 months after graduation](#)) with the aim of assessing employability, as well as identifying in-demand specialities/professions. The questionnaire is administered to final year students and AU graduates by online questionnaire through Google Disk platform.

The block of questions-answers is related to the employment of AU students and is of particular importance, as it reflects the competitiveness of specialists trained by our university in the labour market, as well as the ability of the university to meet its requirements. According to the questionnaire data 26.5% of final year students were employed at the time of the monitoring, and 20% of them work in their speciality.

The surveyed graduates felt confident in the labour market and on the question 'How long have you been looking for a job?' indicated strikingly low intervals - more than 50% were looking for a job for less than a month.

7.2.7 The HEI must demonstrate the provision of graduates with documents confirming the qualifications obtained, including the learning outcomes achieved, as well as the context, content and status of the education obtained, and evidence of completion.

In accordance with the ‘Regulations on the order of production, payment, storage, issuance and accounting of state educational documents’ approved by the [Government of the Kyrgyz Republic dated 29.05.2012 № 346](#) ‘On approval of regulatory legal acts governing the activities of educational organisations of higher and secondary vocational education of the Kyrgyz Republic’, students who have successfully completed their studies and achieved the expected results of successfully passing the final state attestation are issued a state diploma of higher (secondary) vocational education.

Two categories of diplomas on education are issued in AU: [diploma of ‘general sample’](#) and diploma ‘with honours’. Since 2012, AU has been issuing [Diploma Supplement](#) to its graduates in English, which gives our graduates an opportunity to continue their studies or find employment in foreign countries.

[Recommendations for completing the Diploma Supplement](#) have been developed with the participation of AU representatives.

7.2.8. An important factor is the existence of a support mechanism for gifted students.

By the report of the heads of structural divisions and by the Rector's order, students are awarded for high academic performance, participation in university, interuniversity conferences, Olympiads, active participation in social, cultural and sports life of AU (Rector's order on awarding students of the Human Resources Department).

In order to stimulate the creative activity of students, to encourage high performance in academic and scientific activities, as well as to support orphaned students, persons who lost one or both parents according to the [Regulations on benefits for studying](#) at AU students are given [discounts on the cost of tuition fees](#), by order of the Rector [awarded certificates, letters of appreciation](#).

Also, in order to support students, AU actively co-operates with the Konrad Adenauer Foundation. Konrad Adenauer Foundation. Master degree students who are involved in cultural life, are engaged in creative or scientific activities, participate in sports events receive support and scholarships from the foundation, thus giving young people the opportunity to devote themselves to their studies and participation in political and social life. In 2021, 2 master students from AU won the scholarship and in 2022, 3 masters students received funding and in 2023, 2 masters students received funding.

Academic mobility of students and teachers is one of the important areas of international and educational activities of Adam University.

7.2.9. The HEI should actively encourage students to self-education and development outside the main programme of extracurricular activities

To ensure the quality of independent work of students, AU has a library with a reading room. When using electronic editions each student is provided with a workplace in a computer class with Internet access in accordance with the scope of the disciplines studied. AU has a sufficient information and library base. The AU library plays an important role in the management of information resources of the university. The recommended lists of textbooks, study guides, scientific literature meet the requirements of the educational standard to the editions and to the electronic resources constantly replenished in the university library, including those in foreign languages. The AU library, having the latest means of telecommunication and providing free access to information resources, continues the formation of the 'Electronic Library'. The library's tasks include studying the bibliographic requests of students, teachers and providing them with educational and methodical literature, periodicals (newspapers and magazines) in all areas of study at the university. A promising direction of the library development is the transfer of the main publications to electronic media, creation of a computer library network based on the Electronic Library 'online', which allows to provide access to educational publications to all students and teachers of the university, and through the Internet - and with libraries of other countries.

Since 2018, a decision has been made on a new format of providing students with information on electronic media - through personal tablets (60 pcs.) with a set of information (video lessons, literature, exercises, videos, etc.).

The AU Information Department provides technical support of all information systems and uninterrupted operation of the university information network, as well as provides information and technical support for all events organised by the AU.

Students are provided with free round-the-clock access to the Internet. The whole territory of the university is covered with WiFi zone, which allows to realise transparent access of users to the Internet and network resources of the institution throughout its territory. This condition makes it possible to send newsletters, study materials and change timetables online, and for students to receive this information as soon as they log on to the Internet. For the staff of the institution, it also means the ability to move freely throughout the territory, while maintaining their functionality

[Electronic information resources](#) of the AU are available not only to teachers and students, but also to parents and social partners.

AU is aimed at forming the schedule of work of structural units taking into account the maximum access of students to laboratories, simulators, simulators. Digital products such as 1C-accounting, mobile application 'Pirogov', etc. are used for independent work. For independent study, video lectures/lessons are recorded and placed on the electronic platform Moodle.

AU provides incentives to students for self-education and development outside the core programme have organized:

1. The 'Talking club' course in Russian language is designed for 32 hours (once a week). The course is designed to ensure comprehensive and creative development of students, deepening of linguistic and cultural knowledge of the Russian language. The course of extracurricular activities is organized to develop students' communicative competence. The necessity of this course is conditioned by the following reasons: lack of oral speech practice during the main course; students' interest in the topics for discussion presented in the main Russian language course. This course will help students to practice their speaking skills, expand their vocabulary, gain confidence, and overcome the language barrier.

2. Geneticist' scientific circle. As part of the work of the scientific circle, field trips, visits to thematic museums, laboratories, research and educational institutions are organized. The scientific circle will start its work on the 2nd of March 2022. Within the framework of the scientific circle students of medical direction realize interdisciplinary scientific research in such directions as:

- Assessment of biotoxicity of various environments using a number of bioindicator species (*Drosophila* (*D. melanogaster*);
- Onion (*Allium cepa*), Small Ribbon (*Lemna minor*), Radish (*Raphanus sativus*), Watercress (*Lepidium sativum*), etc.);
- Practical setting up of experiments on classical Mendelian genetics using pure lines of *Drosophila* (wild form and pure lines e, vg, w, Bar);
- Studying the impact of environmental quality on public health.

As part of the work of the scientific circle are conducted field trips, visits to thematic museums, laboratories, research and educational organizations.

The course of the student circle '[Physics and Medicine](#)' is designed for 16 hours. The aim is to deepen the knowledge of medical students in physics, biophysics and mathematics, and to develop skills in applying these sciences to understand and solve problems in medicine.

3. [IT Clinic Circle](#). Information technology plays a key role in the modern world, determining the capabilities and functionality of a range of devices from personal computers to cloud computing. Understanding the basics of computer architecture and the principles of information systems is necessary to develop and support modern IT projects. Circle It - Clinic is designed for students studying in the direction of information systems and technologies. It includes the study of the basics of computer architecture, principles of information systems operation, as well as practical skills in programming and software development. [The programme](#)

is focused on the development of methodological, analytical and technical skills of students, as well as on their preparation for work in the field of information technologies.

4. From the academic years 2023-2024 some laboratories and stations of the simulation centre work in a new format (pilot project). Students visit the labs and stations of the simulation centre during their free time, according to [pre-registration](#). Teachers provide students through the Moodle platform with current topics of laboratory work and practical skills practice on a weekly basis. Upon completion of assignments, the lab technician and/or station assistant fills out a [checklist](#) and provides it to the instructor to track students' personal activity. The laboratory assistant and/or station assistant keeps a record of students' work in the appropriate [logbook](#).

6. Since 5 March 2022, students are working on self-preparation under the established tutoring club [ADAM \(Adam Association Career Advising Club\)](#). The purpose of this club is to provide additional sessions to AU medical students to prepare them for national and international licensing examinations viz. NLE, USMLE, NBE, PLAB, AMC etc. The club activities are aimed at improving and developing the critical thinking and study skills of the students. The club classes are held 6 times a week, lasting 40 to 50 minutes each. A manual 'Adam's Guide to MBBS' has been prepared and is available for students in the AU library.

7. The AU Enactus team implemented projects:

- 'Right Nutrition: Healthy Future' is aimed at developing children's healthy eating habits in order to improve their health. Through trainings and questionnaires in schools, we aim to increase pupils' interest in healthy eating and provide access to information materials on the principles of a healthy lifestyle. Co-operation with 42 schools has enabled us to reach a wide audience and achieve significant results in this area. <https://adam.kg/ru/news/enactus-projects/>
- 'Cotton': aims to address systemic problems in the cotton industry, such as low production, mill closures, market monopolization and environmental problems. Through training farmers and introducing new technologies for growing cotton, watermelon and alfalfa, the project creates new jobs, increases farmers' income and improves soil health. First launched in Uch-Korgon village, the project has reached more than 50 beneficiaries and planted more than 100 hectares of cotton and alfalfa.
- 'Eco-terra': developed by the Enactus Adam team and presented at Enactus Kyrgyzstan. It aims to address environmental issues through the use of innovative methods and received broad support from various stakeholders, including ministries and business companies.

[AU Enactus](#) is committed to transforming society through innovative digital solutions that address modern challenges and improve people's quality of life. In light of this, the team focuses its efforts on creating and implementing a number of projects aimed at digitalising various areas of activity:

1. The EDU-CONNECT project aims to revolutionize the educational process by providing access to high quality education through digital platforms.

2. 'Medicine 2.0: Caring for Health in the Motor Age' is an innovative project aimed at improving the accessibility and efficiency of medical services.

3. 'Rural Digitalization: Smart Agriculture for Sustainable Development'

The 'Rural Digitalization' project aims to improve production processes in agriculture through advanced digital technologies. We propose developing soil and plant monitoring systems, automating farm management processes and deploying digital solutions to optimise resource use and improve crop quality.

8. A [Book Club](#) has been started at AU, and members of the book club organise the club's work on the grounds of the Military-Antonovka Boarding School as well.

9. Business incubator is a complex of means and measures to provide support and assistance to students, young scientists in the organisation and development of their entrepreneurial activities and innovative ideas, for example, [4th year students](#) of the programme 'Economics, Management and Tourism' took part in the opening of the 'Youth Cup' pre-incubation programme for the implementation of innovative business ideas and projects at an early stage. There were very [interesting speakers](#), such as Daniyar Emilov founder of the course 'Entrepreneur', [Abdyakimov Erbol co-founder of the tourist](#) company 'Kettik'.

7.2.10. An important factor is the existence of an active alumni association/association.

In January 2006, the AU Alumni Association was established, uniting them into a collective of like-minded people and partners. S. Stupak (I Director of the Career Centre, 2005 graduate) was elected President of the Alumni Association, and [Sh. Adylbek uulu](#) (Director of the Investment Attraction Agency, 2006 graduate) was elected Vice-President.

Today, the CC endeavours to create a database on the career progression of graduates of the University both in the country and abroad, and together with the Alumni Association establishes links with them. To this end, alumni meetings are organised. Annually (except for 2020 due to quarantine), the Alumni Association meets at the end of April and beginning of May.

[The Association liaises with alumni on a regular basis, through seminars and alumni meetings. Providing information exchange between alumni, the Alumni Association organises activities aimed at preserving the best traditions of the University's student body.](#) It is called upon to support and implement programmes and activities aimed at promoting science, education and spiritual personality, and to participate as much as possible in the development and improvement of the educational process at the University.

Every year the alumni of the University join the ranks of the Association, thus gaining the opportunity to connect with professionals in their field of activity, acquire new ways of cooperation with the business environment of Kyrgyzstan and foreign companies.

An important contribution to the career development of new AU students are the trainings organised and conducted by AU graduates (Orozbayeva D, Dyikanbaeva E, Karipova E, Adilbek uulu Sh, Zhaparov A, Junusbekova Z, Kadyrov B, Musaeva S, Jenishova B, Alybekova E, Yudakhin S, Tabaldiyeva P, etc.).

In AU justification of student admission plans in the context of directions [\(2022-23 academic year\)](#), [\(2023-24 academic year\)](#) is developed. To prepare the justification, not only the strengths and weaknesses of the AU are taken into account, but also the staffing of teaching staff, its qualitative composition, work programmes, programme resources, recommendations of stakeholders (both local and foreign).

According to standard 'Learners', 10 criteria are disclosed, of which __0__ have a strong position, __10__ have a satisfactory position.

5.8. The 'Faculty and Staff' standard.

8.2.1. The educational organisation must demonstrate an objective and transparent personnel policy, including recruitment, professional growth and development of staff, ensuring the professional competence of all staff.

One of the main resources of the AU for the implementation of the Main Educational Programme is the Teaching Staff, which is one of the main factors for ensuring the quality of the educational process and training of competitive specialists taking into account the Mission, Vision and Values of the AU.

The AU implements the [HR Policy](#) in accordance with the main directions of the AU Development Strategy 2020-2025. The HR Policy enshrines the values and corporate guidelines of the AU, defines goals and objectives, principles, norms and rules in the sphere of work with personnel.

The HR policy is one of the most important strategic directions of the AU activity and includes work with the following target groups: Teaching staff; Administrative and managerial staff; Educational staff; students and graduates; representatives of partner organizations: employers, domestic and foreign universities, state bodies, etc.

The goal of the HR policy is to create a united initiative team, whose members enjoy mutual trust and respect, are able to effectively solve operational and strategic tasks facing the AU on the basis of continuous quality improvement and introduction of innovations.

The policy of selection and admission of teaching staff to the AU is carried out in accordance with the [Labour Code](#) of KR, the [Law of KR 'On Education' \(New Edition\)](#), the

requirements of the State Standard of Higher Professional Education of KR in the relevant areas, [the HR Policy](#), [the Regulations on the procedure for filling positions of teaching staff](#) and job descriptions of each position.

The HR policy on recruitment and selection ensures full equality and accessibility of all to the vacancies available at the MA and guarantees equal opportunities and objective assessment of candidates' professional qualities.

The AU publishes information on available vacancies as requested by authorised persons in the news feed on the website as well as through paid networks as <https://bishkek.headhunter.kg/>. During the selection of candidates for the positions of the Teaching Staff the priority is given to: compliance of the qualification level of the employees with the qualification requirements for the positions held, professional competence of the employees, language proficiency certificate (for groups with English language of instruction). Priority is given to the persons having: high qualification, results of pedagogical, scientific, clinical (for medical specialities) activity.

The AU adheres to the openness of the procedure of recruitment and selection of teaching staff, objectivity of contests and procedures in the selection of candidates, and the decision on employment is not influenced by political views, race, nationality, gender, age and religion.

[Human resources support of the Basic Educational Programme is carried out in accordance with the requirements of the State Standard of Higher Professional Education: teaching staff with academic degree and \(or\) academic title not less than 40-60% depending on the direction and level of education; education of the teaching staff corresponding to the profile of the discipline taught; teaching staff from among the heads and employees of organisations whose activities are related to the implemented Basic Educational Programme.](#)

In order to organise the educational process of the Core Educational Programme, on the basis of the calculation of hours, the staff and the schedule of the teaching staff of the relevant structural divisions are formed and approved by the Rector. The quantitative and qualitative composition of the teaching staff is planned on the basis of the needs of the educational process, the teaching load on the teaching staff, the contingent of students in the implemented Basic Educational Programme.

Leading specialists in the profile, who have high qualifications, work experience in the relevant field, as well as practitioners, are invited to work at the AU on a combined and hourly basis.

8.2.2 The educational organisation should have clear, transparent and objective criteria for recruitment, appointment, promotion and dismissal.

The HR policy of the AU is based on the requirements of [the Labour Code](#) of the Kyrgyz Republic, [the Law of the Kyrgyz Republic 'On Education' \(New Edition\)](#), the State Standard of Higher Education of the Kyrgyz Republic, licensing requirements, AU Local Normative Acts ([AU HR Policy](#), [AU Regulations](#), [Standard Qualification Requirements for Positions](#), [Regulations on Time Standards for Work Planning](#), [the Code of Ethics of Teachers, Staff and Students of Adam University](#)), [the staff schedule of the AU staff and personnel](#), [the staff schedule of teaching staff](#), which are approved annually at the beginning of each academic year and the internal labour regulations. The implementation of the envisaged document flow is entrusted to the Human Resources Department, acting on the basis of the [Regulations on the Human Resources Department](#).

In the recruitment process, special attention is paid to the following indicators: professional competences; formal education; previous work experience; informal learning experience (trainings, seminars, etc.) demonstrating candidates' activity, aspiration for development and learning; level of English language skills; level of digital skills; communication and leadership skills. The structural units of the AU have a high level of autonomy in personnel recruitment within the framework of the requirements established by the AU Local Normative Acts. Planning of the AU faculty is carried out in accordance with the strategic objectives, taking into account the student population and the approved plans for the admission of applicants for the next academic year. Planning of teaching staff needs serves as a guideline for the development and adoption at the end of each academic year of the draft staffing table, which includes all categories of positions necessary for the effective operation of the Core Educational Programme.

The main directions of the AU personnel policy at the stage up to 2025 are: the formation of a stable staff of new structural units of the AU (managerial and scientific-pedagogical); attracting the most qualified managers, professors and teachers on the basis of individual contracts; attracting foreign teachers using various formats (including online format); expanding the involvement of practitioners in educational and scientific activities (representatives of business, industry structures, government agencies, research organizations, etc.) using various formats (including online format); improving professional qualification requirements for Teaching Staff (including requirements for knowledge of foreign languages), Administrative and Administrative Staff and Educational Support Staff; continuous professional development based [on individual plans](#); attracting young staff; support for their professional development and staff; [improvement of the system for evaluating the effectiveness of the Teaching Staff and staff](#)

At the beginning of the academic year, educational structural units together with the human resources department fill out [Form No. 5 \(example 2022-2023\)](#) for compliance with

licensing requirements, which reflects the qualitative and quantitative composition of teaching staff.

8.2.3 An educational organization must demonstrate awareness of responsibility for its employees and the creation of favorable working conditions for them, ensuring adequate funding for the development of teaching staff

The AU provides a favorable environment based on the rights of the teacher, reflected in the Employment Agreement concluded between the employee and the employer.

In accordance with the [Regulation on time standards for planning the work of teaching staff in](#) the AU, general principles and basic requirements for rationing scientific and pedagogical activities of teaching staff are established. Educational work includes conducting classroom classes (lectures, practical classes, seminars, laboratory work, etc.), monitoring students' independent work, individual and group consultations, management of educational, industrial, clinical practices, final qualification works, conducting certification tests at all levels. For teaching staff, the actual academic work per full-time unit is set depending on the structure of the program unit/department, as well as on the qualifications of the teacher.

One of the main documents that regulates the effectiveness of teaching staff activities, including scientific, pedagogical and clinical (for the medical field) achievements is an individual plan, which defines the scope and timing of educational, educational-methodical, organizational-methodical, educational, scientific, therapeutic (for medicine), etc. types of work, in accordance with the mission, goals and objectives of the development strategy of the University, the work plan for the implementation of the corresponding General Educational Plan.

[The individual work plan](#) is discussed at a meeting of the structural unit, which is assigned to the teacher and his/her readable discipline and approved by the head of this structural unit. Individual plans of managers are approved by the Vice-Rector for Academic Affairs. During the academic year, the head monitors the fulfillment of the scope of all types of teacher's activities. At the end of each half-year of the academic year, the teacher prepares a report and at a meeting of the relevant structural unit, the implementation of planned indicators in the individual teaching staff plan is analyzed. The analysis of the performance indicators of the teaching staff is carried out by the heads / dean, Vice-rector for Academic Affairs and discussed at the Educational and Methodological Council and the Academic Council in the context of summarizing the work of the university for the half-year.

The AU has implemented a system of motivation and encouragement of personnel for activities to improve the quality of functioning of the AU, which consists of two components:

- *a compensation system* that includes the following components: remuneration; payments in case of disability; preservation of a workplace in a long period of disability of an employee;

- *a non-compensation system* that contains such methods: activities aimed at raising self-esteem and self-esteem, satisfaction from their work; rallying and encouraging the team through corporate events; an offer to take a leading position with setting goals and objectives and monitoring their implementation.

The AU creates all conditions for financing and supporting employee initiatives and their effective use. Financial support is aimed at [internships](#), participation in [scientific and practical conferences](#) in foreign partner universities, and inviting experts to improve the skills of AU employees within the framework of projects. Also, the AU is working to support teaching staff in [publishing scientific articles and abstracts](#), and organizing a [training seminar "Writing a scientific article"](#).

The teacher's workload has transformed with the increased use of electronic tools: the availability of materials for study on an electronic platform allows the student to access them at any time. When planning the training load, individual plans provide not only for the development of an Educational and Methodological Complex, but also for the creation of their digital analogues and mandatory placement on an electronic platform, step-by-step creation of video courses, self-monitoring materials, integrated assessment electronic materials. A modern AU teacher requires additional skills not only in specialized activities, but also a wide range of competencies in the use of digital tools. For this purpose, we have created supportive conditions – support services – Information Department, educational Department, special trainings, motivation systems.

Thus, the mechanisms approved and implemented in this area are aimed at introducing a fair, attractive, competitive and flexible system of financial motivation in order to select, develop and stimulate qualified personnel capable of demonstrating professional training in this field of activity.

In order to create favorable working conditions, the Quality Assurance Department annually conducts questionnaires, focus groups among teaching staff and employees about their satisfaction, based on their results, the management of the University allocates resources as necessary to create conditions and, taking them into account, makes operational plans for the next academic year. Based on the focus groups conducted with teaching staff in the 2021-2022 academic year, the operational plans included the development and revision of Local Regulations related to the activities of teaching staff: [The Regulation on Time standards](#) for planning the work of teaching staff; Instructions on the preparation of teaching staff reports; [Regulations on the](#)

[system for evaluating the learning outcomes of Adam University students](#); [Regulations on the composition and structure of the work program of the discipline at Adam University](#); [Regulations on stimulating the publication activity of Adam University employees](#); [Regulations "On the evaluation system for key performance indicators \(KPIs\) of the Adam University faculty"](#).

8.2.4 An educational organization should demonstrate the widespread use of information and communication technologies and software in the educational process (for example, on-line training, e-portfolio, MOHS, etc.)

The University is actively developing the IT competencies of its employees, in recent years more than 20 employees have completed advanced training at foreign partner universities and more than 70% of teaching staff undergo internal training in the use of ICT in the educational process.

For the full implementation of the educational process, the University updates equipment, software, etc. every five years. The staff of the AU being co-authors of the book ["E-learning. The Guidelines for the application and implementation in higher Education"](#), recommended by the Ministry of Education and Science of the Kyrgyz Republic for all universities and colleges, actively introduces elements of e-learning into the educational process, taking into account the needs of students. In this regard, the educational process uses the [electronic educational platform Moodle](#) and software Adobe CC, Zoom, Interactive anatomical table "Pirogov", etc. Taking into account the active use of electronic resources in the educational process, the internal training of teaching staff in working with Moodle is laid down annually in the operational plan and taking into account the needs of teaching staff, the staff of the AU developed in the 2022-2023 academic year the first digital learning modules ["Digital Literacy"](#) based on the "micro-credential" approach in the Kyrgyz Republic, which expands access to additional education not only not only by students to the staff of the University, but also to persons from socially vulnerable groups of the population.

To improve the quality of professional activity and transparency of control, the AU regularly [conducts trainings on teaching staff](#) and employees how to work with electronic platforms, as well as the Information Department has prepared videos, instructions on how to work and use these platforms and test tasks in iSpring. If necessary, any AU employee can receive individual advice on working with computer equipment, programs and electronic platforms MOODLE and ZOOM.

8.2.5 An educational organization should demonstrate the functioning of a mechanism for motivating the professional and personal development of teaching staff in connection with the transition to student-centered learning, including encouraging

contributions to the integration of scientific activity and education, the use of innovative teaching methods

In order to motivate and support teaching staff, the AU has developed a [Regulation on stimulating the publication activity of Adam University employees](#). Teachers who have high publication activity, conduct scientific research, are involved in the implementation of international projects, are appointed heads of scientific circles / centers, are recommended for academic titles, and are included in the personnel reserve for the management of a structural unit. Incentive allowances are also provided for such teaching staff for active publication activities or for the development of research activities. The publication activity of the teaching staff is also quite high (see the following standard). AU supports the publication of articles and presentations at conferences. Currently, the AU has provided the opportunity for the PS to access one of the four largest publishing houses in the world and the bibliographic and abstract database Scopus.

The AU organizes a number of trainings/seminars for teaching staff on the use of research results in training sessions, where teaching staff get acquainted with best practices in the pedagogical/professional fields ([examples of implementation acts](#)).

The basic salaries of employees and teaching staff are set in the AU according to the staffing table. The AU concludes a contract with each employee, which specifies the amount of work performed (for teaching staff based on an individual plan), and also sets a salary consisting of a basic part and [personal allowances](#). Personal allowances for employment can be established if you have significant professional experience in the industry, scientific or methodological achievements, as well as for a high level of language and information and digital skills. Since 2022, the University has developed a personnel assessment system, and during the completion of the 2023-2024 academic year, the assessment and certification of teaching staff and employees will be carried out. As a rule, personal allowances are provided for full-time teaching staff, however, in the conditions of active formation and formation of highly professional teaching staff of programs and departments, allowances for employees working on a part-time basis can be determined in order to attract them to full-time employment in the future. In some cases, additional allowances may be set for part-time employees for training full-time employees and university teaching staff (mastering new simulators, programs, etc.).

Additional financial incentives for teaching staff and AU staff also include tuition fees, internships, participation in scientific and practical conferences, payment for publications in journals, invitation to projects as experts, etc. Periodic reassessment of elements of the variable part of wages is carried out on the basis of performance criteria, such as remuneration or bonuses for staff, depending on the results achieved during the relevant period of activity, increases the

intensity of competition, the degree of participation and professional development, which as a result contributes to improving the quality of educational services.

Within the framework of the Erasmus+ academic mobility program, on the basis of a full grant, teachers and administrative staff will be able to complete internships and conduct research activities at the [Aristotle University](#) and [the Aegean University](#).

The results of the work of the teaching staff reflect the assessment of their activities in accordance with the Regulation on the KPI assessment system. AU creates favorable conditions when employees work with maximum efficiency, and also considers ways and means of recognizing and rewarding their work through various incentives, awards and career growth. Promotion mechanisms, both in the scientific and educational, and in the management sphere, provide that each employee of the AU has the necessary conditions for work and performance of official duties.

8.2.6 The educational organization should determine the contribution of teaching staff to the implementation of the institutional development strategy

In accordance with Local Regulations defining the recruitment and selection policy, it is determined that the teaching staff of the AU carry out their activities in accordance with the mission, goals and objectives set out in the Development Strategy of the AU, the Charter, Regulations and development plans of the AU.

The teaching staff of the AU contributes to the implementation of the development strategy of the AU through a number of key mechanisms and activities:

1. Development and modernization of educational programs: Teaching staff actively participate in the development of new General Educational Plans or in the modernization of existing ones in accordance with the requirements of the modern educational environment and strategic priorities of the University. That is, each teacher, when planning his activities for the current year, is necessarily guided by the Work Plan of his structural unit, which in turn is developed in accordance with the Development Plan of the University. Teaching staff actively participate in the development or modernization of the General Educational Plan, through participation in meetings of the structural unit, as members of collegial bodies, through discussion and construction of working curricula based on the graduate's competence model.

2. Introduction of innovative teaching methods: One of the main strategic objectives is to build a competitive General Educational Plan, for which the AU sets before the teaching staff the introduction of new teaching methods and evaluation of learning outcomes, technologies and pedagogical approaches that contribute to improving the quality of the educational process and achieving the strategic goals of the AU. In the individual plans of the teaching staff, this activity is reflected in the educational and methodological and organizational work, within the framework

of which the teaching staff independently pass or the AU organizes trainings / seminars on new teaching methods, get acquainted with the best practices in the pedagogical / professional fields as examples are given in Table 8.1.

Table 8.1.

Professional development of AU teaching staff on innovative teaching methods

№	Name of training/seminar	Number of hours	Number of teaching staff	Period of the event	Place of the event	Result
1.	Basics of working with the electronic platform Moodle	36	9	25.01.2022, at the request of online teaching staff	AU	increase in the number of platform teachers from 55.4 percent to 63.5 percent
2.	Blended learning technology	72	19	from 25.06.2022 to 23.08.2022.	SKLAD online education platform	Recommendations for the introduction of T&E elements in the disciplines 'Medical Biology', 'Normal Anatomy' "Recommendations for the introduction of T&E elements in the disciplines "Medical Biology', 'Normal Anatomy'.
3.	Methods and procedures for assessing the progress of students' achievements	12	22	December, January	AU	Changes were made in the evaluation procedure: evaluation criteria for disciplines; evaluation criteria for the State Attestation Commission, etc.
4.	objective structured clinical examination as an innovative method of teaching and assessment	60	11	March 24 – June 7, 2023	LLC "Kyr-ya med.association"	Package of documents (preliminary version)

5	"Features of clinical training using innovative technologies"	12	22	March 14, 2023, March 17, 2023	AU	Report, program and lists of participants of the training
6	Training " Active learning methods " for teaching staff of SOM AU	3	19	29.03.2023	OUL "Kyrgyz Medical Association"	Acts of implementation of active teaching methods in the subjects

1. **Research activities:** Teaching staff carry out active research within the framework of the strategic directions of the University, cooperating with various organizations or projects to solve urgent problems. The faculty, with the involvement of students, implemented international projects that take into account the priorities of the Strategy for the Development of the AU 2020-2025:

- Sustainable economic and social development contribution to the development of national priority areas.
- Digitalization the development of digital skills of students and teachers, the introduction of digital technologies to create new educational and research opportunities.
- The project "Effective management and prevention of noncommunicable diseases in Kyrgyzstan", funded by the Swiss Government.
- The project "E-QUALITY Digital Education for social and financial integration and gender Equality", students within the framework of this project, together with the faculty of the program "Economics, Management, Tourism" and the Department of Mathematical Natural Sciences, participated in the study "The need to improve financial and entrepreneurial literacy, digital and communication skills of young migrants in the Kyrgyz Republic".

Teaching staff are engaged in research activities in accordance with their scientific activities and the research direction of their structural unit and AU. Teaching staff of the AU publish the results of their research in periodicals indexed in the international information and analytical systems of scientific citation WoS and Scopus, as well as in the journals of the RSCI. The faculty also has the opportunity to publish the results of their research in scientific journals of the University.

Improving the quality of education and evaluating the results: Teaching staff participate in the process of evaluating the results of the educational process in the University, developing and implementing a system for evaluating the quality of education in order to achieve objective

results. For example, in the 2022-2023 academic year, [on the basis of the order](#) on the composition of the commission for internal examination of the Educational and Methodological Complex of disciplines, 5 teachers participated in the work, and teaching staff also participate in questionnaires/focus groups to assess the results of the processes implemented in the AU. In order to ensure adequate, transparent and productive solutions, teaching staff with professional experience are included in collegial bodies.

2. *Participation in the management of the university*: Teaching staff of the Adam University can hold positions in the management bodies of the University, taking part in making strategic decisions and shaping the development strategy of the organization. Teaching staff are represented in all collegial bodies.

8.2.7 An educational organization should involve practitioners from relevant sectors of the economy in teaching

In order to achieve the mission of the AU, structural units implementing the General Educational Plan and responsible for training competitive specialists capable of working effectively in a rapidly changing world actively involve practitioners from [relevant sectors of the economy in teaching](#). The practitioners involved in teaching, who have experience in the field of the implemented General Educational Plan, bring valuable knowledge and real cases to the educational process. Also, the involvement of practitioners in teaching allows students to get an idea of the real practice in their field, allows them to consolidate, deepen, improve the acquired theoretical knowledge and learn how to apply it in practice, develop professional abilities. In addition, it contributes to the updating of training programs, their compliance with the requirements of the labor market and current trends in the industry.

AU engages practitioners in teaching through various mechanisms, such as inviting them to lectures and seminars, organizing master classes and workshops, conducting courses together with industry representatives and other forms of cooperation.

Thus, the involvement of practitioners in teaching contributes to improving the quality of education, training competitive specialists and ensures the relevance and relevance of the educational programs of the University.

On the terms of combination and conditions of hourly payment, leading specialists in the profile with high qualifications, work experience in the relevant field, as well as practitioners are invited to the AU.

For example, [Khasanova A.M. concurrently - the Institute of Professional Accountants and Auditors of Kyrgyzstan, Bodoshov A.](#) on an hourly basis – an infection control specialist, etc.

As an example, on an hourly basis, Nagaeva G.K. is a leading specialist of the MF KR Training Center, Tyumenbayeva E.S. is the head of the training center of the State Tax Service of the Kyrgyz Republic, Shakeva A. is the chief specialist of the IEC of the Kyrgyz Republic, as well as graduates of the AU who have achieved career growth results: A. Shumkar uulu, Tabaldieva P., Musaeva S. and etc.

In general, in the 2021-2022, 2022-2023, 2023-2024 academic years, in order to attract practitioners to teaching at the University, employees of the following organizations were invited:

№	Full name	Programs/ departments	Main place of work
1	Berkulov Daniyar Abdusattarovich	School of medicine	City Clinical Hospital No. 1
2	Dzhumasheva Gulmira Sharshenovna	School of medicine	The Center of Public Practice Tokmak
3	Dyykanaliev Ulan Kubanychbekovich	School of medicine	The Center of Public Practice Tokmak
4	Zhanyshova Aidana Dastanovna	School of medicine	Ai-Mir Clinic
5	Zalesskaya Juliana Vladimirovna	School of medicine	National Center of Cardiology and Therapy named after Academician M. Mirrakhimov Senior Researcher at the Department of General Therapy
6	Koshukeeva Anara Koshukeevna	School of medicine	Family Medicine Center No. 18
7	Matkerimova Venera Akylbekovna	School of medicine	The Center of Public Practice Tokmak
8	Muratalieva Aigerim Nurbekovna	School of medicine	The Center of Public Practice Tokmak
9	Mukhambetov Muratbek Madatbekovich	School of medicine	The Center of Public Practice Tokmak

10	Sarybaev Akpai Shogaibovich	School of medicine	The Center of Cardiology and Therapy named after Academician M. Sirakhov. As a director
11	Sautenova Anarkul Koyaevna	School of medicine	The Center of Public Practice Tokmak
12	Toksonbaev Kubanych Talent	School of medicine	Kyrgyz Scientific Research Institute of Balneology and Restorative Treatment As physiotherapist
13	Gromova Zarema Zagidovna	Department of Morphological and Physiological Disciplines	MC of Doctor Gromovaya A cytologist
14	Kitaeva Cholpon Azimovna	Department of Morphological and Physiological Disciplines	Chui Regional United Hospital
15	Solomakhina Natalia Sergeevna	Department of Morphological and Physiological Disciplines дисциплин	MC of Doctor Gromovaya Endocrinologist
16	Shabdanbekova Aizharkyn Shabdanbekovna	Department of Morphological and Physiological Disciplines	Family Medicine Center No. 15
17	Abdyldaeva Mirlana Dzhumabekovna	School of medicine	Rehabilitation Center for People with Disabilities
18	Khasanova Ainura Melisovna	Program "Economics, Management and Tourism"	Institute of Professional Accountants and Auditors of Kyrgyzstan
19	Shakeeva Aida Turatbekovna	Program "Economics, Management and Tourism"	The State Financial Intelligence Service under the Ministry of Finance of the Kyrgyz Republic

20	Туменбаева Эльмира Сагыналиевна	Program "Economics, Management and Tourism"	Head of the Training Center of the State Tax Service under the Government of the Kyrgyz Republic
21	Адилбек уулу Шумкарбек	Program "Economics, Management and Tourism"	LLC "AMTinvest"; JSC "Commercial Bank "Kyrgyzstan"

8.2.8. An educational organization should demonstrate the focus of its activities on the development of academic mobility, attracting the best foreign and domestic teachers

In the AU, each structural unit has [Work Plans that reflect the professional development of teaching staff and employees for the academic year](#).

In this regard, AU is actively developing cooperation with representatives of the scientific and academic community, universities and public organizations around the world. [Our university provides](#) extensive opportunities for faculty and staff to complete internships and improve their skills both at the national and international levels. To implement activities for the development of academic mobility, AU has a number of agreements with foreign partners and a [Regulation on academic mobility](#).

Recent years, the following faculty and staff have completed academic mobility:

- 2022 Erasmus+ International Credit Mobility Program (Staff Mobility for teaching/training). This program allows teaching staff to gain practical experience abroad in order to develop mobility, as well as exchange experience between employees. (acting assoc. [Domashov I.A.](#) , was invited to conduct guest lectures at the Aristotle University;
- In May 2024, as part of the Erasmus+ International Credit Mobility Program (Staff Mobility for teaching/training), Associate Professor of the Economics, Management and Tourism program [Shumkarbek uulu Adilbek was selected and received a full grant to conduct his research work at the Aegean University in Greece](#);
- In June 2023, [the head of the EAD, A.Ch. Choybekova, and the manager of the EAD, A. Mamatova](#), completed a training course on the development of academic mobility of teaching staff and students within the framework of the KA1 Erasmus+ (ICM) program at Aristotle University in Thessaloniki, Greece;
- In September 2023, AU supported and sent the manager of the EAD, [Mamatova Aychurok](#), to study under the Master's degree program at the Eötvös Loránd University in Budapest (Hungary) under the management of the Tempus Public Foundation in Hungary (TPF);

- In November 2023, Doctor of Economics, Professor. B.K. Ernazarova, as part of academic mobility, delivered a course of lectures ([certificate](#), [program](#)) at the Central Asian International Medical University.

This area of work of the Adam University allows our employees to gain a unique learning experience in an international environment, as well as promotes the exchange of knowledge and experience between universities. Such initiatives contribute to improving the quality of education and bring new ideas to our institution, which is also being worked on by teaching staff, for example, based on personal connections in the field of research activities by the head of the Department of Biomedical Disciplines, Prof. Ernazarova B. K. [meeting was held with representatives of Xinjiang Medical University](#), with which an agreement was signed on the involvement of teaching staff in research activities, including participation in projects, scientific forums and publications.

[The University actively cooperates with foreign universities and invites foreign specialists and visiting lecturers.](#)

As an example, the work in the specialty of Medical Care is given. Within the framework of the activities of the departments of School of Medicine, [specialists of national and international level visited the university](#) (online/offline), such as, for example, the Department of Morphological Disciplines and OZ of the Higher School of Medicine organized a guest lecture with [Dr. NASIR HAMDANI – assistant professor](#) in the field of public medicine at King Edward Medical University in Lahore, Pakistan, he gave a lecture on the discipline "Epidemiology" on the topic: "[Epidemiological Methods](#)" and Ph.D., Associate Professor of the MUK Kadyrkulova Medical School S.O. in general and clinical biochemistry, she gave a [guest lecture](#) on the topic "Metabolism and functions of carbohydrates" for 2nd-year students majoring in General Medicine.

8.2.9 An important factor is the involvement of teaching staff in the life of society (the role of teaching staff in the education system, in the development of science, the region, the creation of a cultural environment, participation in exhibitions, creative competitions, charity programs, etc.).

The AU is actively involved in [the development of education systems through the development of legislative, regulatory, methodological, and expertise of scientific and popular materials in this field](#). Adam University staff is actively involved in promoting processes aimed at economic, social and environmental sustainability. AU organizes conferences, seminars and round tables on [the most relevant issues for the society](#).

AU participated in the development of approaches to the organization of a safe school environment, having developed a number of Massive Open Online Courses, Digital learning modules, which it supports free of charge.

Teaching staff and students jointly organize permanent charity events to support the orphanage in Voенno-Antonovka.

Professor of the Department of Therapeutic Disciplines Moldotashev I. K., together with SOM students, [conduct a number of examinations in the field](#) of cardiovascular disease based on the results of scientific research within the framework of the project "Effective management and prevention of noncommunicable diseases in Kyrgyzstan" at the clinical base of the Center for General Medical Practice of the Sokuluk district.

An important factor is also [the participation of teaching staff in scientific conferences, seminars as participants and trainers, working with schoolchildren](#), etc.

Also, the staff of the AU developed and submitted applications within the framework of the implementation of the principles of sustainable development: "[Green Economy and sustainable development of the private sector](#)", within the framework of the GGF Small Grants Program in Central Asia (CA).

According to the "Teaching Staff" standard, 9 criteria are disclosed, of which 1 has a strong position, 8 is satisfactory.

5.9. The standard "Scientific research work".

9.2.1. An educational organization must demonstrate the conduct of research work in accordance with its mission and strategy.

The activities of the AU in the field of research and innovation are defined and regulated by the Development [Strategy of the AU](#).

Research and innovation activities of the educational institution are implemented and regulated by the [Law of the Kyrgyz Republic](#), [the Higher Attestation Commission \(HAC\) of the Kyrgyz Republic](#), the [Concept of Scientific and Innovative Development](#) of the Kyrgyz Republic.

AU participated in a PhD pilot project. PhD doctoral programs have been opened in the University since August 2013 on the basis of orders of the Ministry of Education and Science of the Kyrgyz Republic on the organization of an experiment on the development and implementation of Ph.D. doctoral programs for No. 733/1 dated December 12, 2012, No. 762/1 dated December 26, 2012 and [No. 311/1 dated 05/31/2013](#)

Discussion of doctoral dissertations submitted for an academic degree Doctor of Philosophy (PhD), conducted at the SRW and US.

Issues related to Research Work are discussed at the meeting of [the Scientific and](#)

[Technical Council](#) of the AU of Economics in accordance with the "[Regulations on the Scientific and Technical Council of Adam University](#)". [The Scientific and Technical Council](#) consists of professors, associate professors, teachers of programs and departments and SOM. Meetings of [the Scientific and Technical Council](#) are held quarterly or as needed (except for the summer months).

For example, in 2021-2022, at a meeting of the Scientific and Technical Council of the AU ([extract Protocol No. 1 dated 10/22/2021](#)), the abstract of the dissertation by M. E. Adamova was discussed. on the topic: "Formation of a risk management system to improve the quality of the implementation of national projects", submitted for the degree of Candidate of Economic Sciences in the specialty 08.00.05 – Economics and Management of the National Economy (standardization and product quality management) and sent to the Dissertation Council D 212.354.04 at the St. Petersburg State University of Economics, 191023, St. Petersburg.

In April 2024, a letter came from the [dissertation Council D 14.24.694](#). at the National Center of Cardiology and Therapy named after M.Mirraakhimov about giving a review to the dissertation of the applicant Mamatov A. "Prevalence, risk factors and prognostic significance of obesity among residents of small towns and rural areas of the Chui region of the Kyrgyz Republic (according to the INTEREPID study)", submitted for the degree of Candidate of Medical Sciences in the specialty 14.01.05 - "cardiology".

The teaching staff of the University in [individual plans](#) determine the subject of scientific research within the framework of the approved strategy of the university and the scientific theme of the program. The Research Work plans of the Teaching Staff of the programs and the department are submitted for approval by the STS of the AU.

The scientific research work of the teaching staff in these areas is of an initiative and exploratory nature. The main end results are the writing of monographs, textbooks, articles, presentations at scientific and practical conferences, updating of educational and lecture material. The results of the Research Work are reflected in the reports on the Research Work of the Publishers for the year. Reports on the Research Work of the Teaching Staff of the programs and the Department are submitted to the Scientific and Technical Council for consideration.

The topics of scientific research of the programs and the department are considered and approved at a meeting of the [Scientific and Technical Council](#) of the AU. (extracts [2021-2022](#), [2022-2023](#), [2023-2024](#))

For conducting scientific research, plans of scientific work of the AU are being developed ([Plan of Scientific Research and research work of a student of the UE for 2023-2024](#)). The

AU conducts scientific research in the following areas ([protocol of Scientific and Technical to the Council No. 1 dated 12.10.2023](#)):

The program "Economics, Management and Tourism":

- Financial and economic security of the Kyrgyz Republic;
- Sustainable tourism development as a factor in the development of the Kyrgyz economy;
- Development of the social sphere of the Kyrgyz Republic, and its financial aspects;
- Problems and prospects of development of small and medium-sized businesses in the Kyrgyz Republic.

Department of Humanities:

- The use of modern teaching methods in the educational process;
- Research on the methodology of education in the context of the integration of global educational systems.

SOM:

- The relationship between the state of the environment and public health (within the framework of this topic, direct work was carried out on subtopics, namely: Biosafety and environmental biotesting; Assessment of drinking water quality by species of bioindicator hydrobionts; Adaptation to the negative aspects of climate change and health Protection of health through safe nutrition and organic agriculture);

- Development of methods for obtaining physiologically active compounds from plant raw materials;

- Development of methods for obtaining antimicrobial, antidiabetic and anticancer drugs based on carbohydrates;

- Computer simulation of medicines;

- Research on environmental pollution and their impact on human health.

In terms of the research work of the DMB, a study is being conducted: harvesting jerusalem artichoke to produce inulin. Development of an improved method for the production of inulin. Encapsulation of biologically active molecules based on inulin. Determination of the structure of the obtained compounds using physico-chemical methods. Determination of the biological activity of the most promising compounds with antibacterial, antidiabetic and anti-tuberculosis properties by in vitro method.

Teacher of the Department of Biomedical Disciplines, graduate student Tashtanova Zh.M. is working on a PhD thesis on the topic: "Scientific and didactic work, the use of innovative methods for the nitrogen subgroup" in the specialty Pedagogy.

The research results are used for conducting training sessions, for example, on 11/24/2023, senior lecturer at the DMDB Dzhumaev A. conducted an open lesson on the subject "Microbiology, virology and immunology" for the LD-6-22 group on the topic: "Experimental methods for studying the virulence of microorganisms on the example of S.aureus". The teacher

A. Dzhumayev demonstrated his scientific and innovative experience to the students and introduced them to the methodological techniques of working with biological objects.

9.2.2 An educational organization should plan and monitor the effectiveness of research.

AU teaching staff are actively involved in the planning process of AU research activities. Research and development plans of programs, departments and SOM (research plans DMDiOZ, DMBD GSOM, "Economics, Management and Tourism") are drawn up on the basis of PPP proposals within the framework agreed at meetings of the program or departments, then considered at a meeting of the Scientific and Technical Council (Protocol 1 Scientific and Technical Council) and approved by the AU (the AU Research Plan for 2023-2024).

The AU is actively working on the implementation of research and review of the results. For example, a commission for the admission of HSE AU research has been established. The purpose of this commission is to receive the results of research carried out jointly with Hebei DSF-GEOS Technology Co Ltd on the topic: Development of a method for identifying diastolic dysfunction of the left ventricle in the early stages using the DuoEC single-channel ECG indicator (DSF-DD-P cipher). Expert opinion based on the results of the review of materials on the project and on the acceptance of work of the 1st stage of the research cipher "DSF-DD", performed by GSOM AU and Hebei DSF-GEOS Technology Co Ltd, Zhangjiakou City, Hebei Province, China "Development of a method for identifying diastolic dysfunction of the left ventricle in the early stages using a single-channel ECG indicator DuoEC (cipher DSF-DD-P) is positive, it provides recommendations for the implementation and development of an affordable screening method for the diagnosis of breast cancer, which is an urgent and practically significant task, as well as conclusions about the prospects of the project. This method can be used for mass screening studies for the purpose of preclinical diagnosis of CHF. To ensure quality control of the implementation of scientific research work and student research work, heads of programs, departments and GSOM provide reports on the implementation of the plan for [research and development work \(reports on research and research work of student DSD SM, DMDPH, DHD, EMT\)](#).

9.2.3 The educational organization must show the presence of processes for attracting students to the student's research work

[The regulation on the research work of a student](#) of the University regulates the research activities of students of the University and the mechanisms of their involvement in research work.

The involvement of students in research work takes place through participation in the work of specialized scientific circles, preparation and participation in Olympiads, international

and interuniversity scientific and practical conferences, which is reflected in the [Reports on research work and scientific research work of the student for 2022](#) and [2023](#).

In accordance with the "[Regulations on the research work of Adam University students](#)", when organizing the educational process in the University, effective interaction between teachers and students is ensured through interactive teaching methods, conducting scientific research work of the student within the framework of the work of the programs, department.

To increase the effectiveness of interaction between the teacher and the student, joint preparation and holding of scientific conferences, student Olympiads, research and volunteer projects, participation in academic mobility programs are actively used

The results of scientific research work in accordance with the "[Regulations on Scientific research work of Adam University](#)" and students of the University are brought to the general public, including international ones, through participation in scientific research conferences, round tables and are used in the educational process.

At AU, students are actively involved in research work through scientific circles organized under the program and departments of AU, including GSOM, where they are provided with conditions for the development of research skills. For example, in physiology, first-year GSOM students study conditioned and unconditioned reflexes by conducting experiments on mice, followed by presentation of reports at a conference. Students of the 2nd semester since March 2022, within the framework of the scientific circle, have been implementing interdisciplinary scientific research in such areas as: assessment of the biotoxicity of various media using a number of types of bioindicators (drosophila (*D. melanogaster*), Onion (*Allium cepa*), Duckweed (*Lemna minor*), radish (*Raphanus sativus*), watercress-lettuce (*Lepidium sativum*), etc.). Practical staging of experiments on classical Mendelian genetics using pure drosophila lines (wild form and pure lines e, vg, w, Bar).

Thus, the involvement of students already in the first year to work in the student scientific circle when [conducting research work makes it possible to comprehend certain aspects of future professional activity](#). Since the 2021-2022 academic year, a general surgery circle has started working at SOM, where senior students acquire practical skills in surgery (suturing, PHO, VHO, local types of anesthesia, types of surgical incisions). Students' research activity allows them to achieve key skills in the set of competencies of the future profession with the development of the scientific potential of the student's personality and the formation of a socially adapted, self-developing and self-learning competitive professional.

Students learn to search for and evaluate scientific evidence, develop practical activities, know the specifics of conducting scientific research, its ethical components and the rules of systematic data collection.

Attracting students to research work allows them to develop professional competencies related to the practical use of acquired knowledge, skills and abilities. The teaching staff is evaluated annually from the point of view of the application of scientific methods in the pedagogical and [scientific work of students](#), as well as through the participation [of students in Olympiads](#). For example, at SOM, the presence of biological objects and laboratory animals allows teachers to include elements of scientific research in the teaching of their disciplines (for example, medical biology, genetics, etc.).

The AU supports and encourages students who show a special interest in scientific work and demonstrate progressive research skills, include them in various [research projects initiated by departments and laboratories, with the possibility of continuing research activities in the field of medical sciences](#)

Mastering the principles of scientific methodology allows students to participate in [various scientific conferences](#) and present their scientific results. The results of scientific achievements are reported by students at various national and international scientific conferences, congresses, seminars, summer schools, etc.

. The AU systematically analyzes and determines the results of student involvement in research in various fields of economics, management and medicine.

To integrate into the international educational and scientific space, the AU constantly ensures the quality of scientific research and innovation, training of human resources, availability of material and technical resources, and the introduction of information technologies, which contributes to the competitiveness of educational programs.

In this regard, the policy of the University is aimed at constantly strengthening the link between science and education, which has a beneficial effect on the current learning process and the preparation of students for research work in various fields of economics, management, and healthcare. In each specialty, students participate in conducting scientific research on the basis of the program, departments and SOM of the University, as [part of university projects](#).

In 2021-2022, 2022-2023, 2023-2024 academic years, students actively participated in a number of interuniversity events, where they won prizes ([interuniversity scientific and practical conference](#)), which is reflected in the Reports on Research and [Research Work of the Student for 2022](#) and Reports on Research and [Development of the AU for 2023](#).

Intra-university events and Olympiads in subjects are held. Students actively participate in educational simulation games. They are working on self-training. Thus, the [ADAM EC3 training Club \(Adam Association Career Counseling Club\)](#) was created by foreign students.

Participants of Olympiads, international and interuniversity scientific and practical conferences receive certificates, and the winners receive additional valuable prizes.

The Department of Biomedical Disciplines of the School of Medicine of the AU organized a scientific and practical conference "Actual problems of science: a student's view" dedicated to the Science Day of Kyrgyzstan. The conference participants were young scientists and initiative students from 10 universities in Bishkek and Kant. All 164 participants prepared interesting and relevant reports.

The conference consisted of three sections, the work of these sections was moderated by doctors of sciences and teachers from all invited universities. Among the best reports are the speeches of AU students:

- Adil Iqbal ADAM 1 degree - "Actual problems of science research";
- Eyash Ahmed 1 degree AZMI - "Biotechnology and Genetic engineering ";
- Акылбекова Аяна - "Comparative analysis of temperature changes in students of KSMU and KRSU";
- Mustafa Imran "The relevance of learning Russian for students from Pakistan in Kyrgyzstan";
- Avicenna Syed Nayyab Fatimah Shah Hussainy «RETA hindering pharmacological research»;
- IMU Umer Sheh "Antibacterial activities of gold nanoparticles synthesized by citrus limonum fruit extract ".

9.2.4 An educational organization should provide motivation for students and teachers to carry out research projects

The University develops the student's research work and research work according to the approved Plan for the development of scientific activities. Adam University for 2022-2025 Work is constantly being carried out to implement the plan of scientific research and research work of the student.

In particular, work is underway to organize and conduct an international scientific and practical conference (SOM) jointly with Pakistani partner universities, organize scientific and practical seminars and advise on priority areas of scientific research of programs, departments and SOM :

1. A guest lecture was held on the academic mobility program in order to cooperate and improve the quality of education (Department of Biomedical Disciplines of the Higher School of Economics). In the discipline "Medical biology, genetics and parasitology" on the following topics: "Inheritance at the cellular level", "Inheritance at the molecular level";
2. A guest lecture on the topic "Interaction of genes" in the discipline "Medical Biology, genetics and parasitology" was held for the 2nd year students of SOM;
3. A guest lecture on the discipline "Medical Biology, genetics and parasitology" on the topic: "Fundamentals of genetics or inheritance at the organizational level" was held for students of the

[2nd year of the SOM](#) under the academic mobility program for cooperation and improving the quality of education.

The Department of Medical and Biological Disciplines of SOM AU organised a scientific-practical conference '[Actual problems of science: students' view' dedicated to the Day of Science of Kyrgyzstan](#).

AU on 19 November 2021 in held a round table dedicated to the Day of Science on the theme: 'Successes, problems and prospects of modern science in the Kyrgyz Republic. The round table was attended by: representatives of science, teachers, master's students, postgraduates, doctoral students, PhD students and all interested parties. Within the framework of the round table meeting the issues related to the problems and achievements in the field of humanities and basic sciences, health care, tourism in the Kyrgyz Republic were discussed. The roundtable was held on a hybrid system of communication: offline and online.

On 25 February 2022, SOM AU held the [Interuniversity Student Scientific and Practical Conference 'Global Health Problems: Antibiotic Resistance'](#) for students of medical universities of the Kyrgyz Republic. The aim of the conference was 'Raising awareness of the global problem of antibiotic resistance and dissemination among students, health care professionals to reduce and prevent further spread of resistance. The conference discussed the proper use of antibiotics and prevention of further development and spread of antibiotic resistance.

May 27, 2022 AU held a round table "[Science and education – the basis of innovative development of Eurasia](#)" (within the framework of the Eurasian Economic Forum "Eurasian Economic Integration in the era of global change. New opportunities for investment activity"). Purpose: regional and personalized dialogues planned at the round table "Science and Education– the basis for the innovative development of Eurasia" in the Kyrgyz Republic, within the framework of the Eurasian Economic Forum, are designed to form an understanding: how to ensure the further development of a single scientific and educational space in the interests of strengthening the common labor market in the Eurasian Economic Union, harmonizing educational systems based on the convergence of best practices, increasing the level of knowledge-based economy and the quality of human resources to strengthen regional and global competitiveness.

AU held an International Scientific and Practical Conference on the theme: '[Digital Revolution: New Reality and New Horizons](#)'. The conference was organised in a hybrid format on 28 April 2023. The purpose of the International Research and Practice Conference was to facilitate the exchange of knowledge, ideas and experiences among participants from various fields, including business, academia, government and civil society organisations, to develop innovative strategies and solutions that promote sustainable growth and development in the era

of digital transformation. The International Scientific and Practical Conference presented sessions that covered a wide range of issues related to digital technologies, including their use in medicine, economics, education, science and other fields

Programmes and departments of AU conduct scientific research within the framework of their scientific topics, for example, [the Department of Medical and Biological Disciplines](#) for the period from September to December 2022 on the [research work](#) on the theme: ‘Study of nitrogen compounds in biomedical sciences’ has done a lot of scientific work to study the properties of nitrogen and its compounds as a chemical and biogenic element, the elucidation of the mechanism of action of nitric oxide deserves close attention and further research, because it contributes to the solution of many fundamental problems of biology and has a great potential for further research.

The review article ‘Biological role of nitrogen and its compounds, mechanisms of action’, authors Tashtanova J.M., Usonkulova G.B. was prepared.

As part of the research work and research work of the student publish monographs, articles by faculty members in scientific journals and conference proceedings according to the Report on research work and research work of the student faculty members [of AU for 2021-2022](#) and [Reports on research work and research work of the student for 2022](#) and [Reports on research work and research work of the student for 2023](#).

9.2.5 The educational organisation must demonstrate the promotion of the presentation of scientific positions of researchers, teaching staff and students at various scientific platforms, publication of scientific results, implementation of research results, consulting and commercialisation.

In order to organise a system of measures to increase the number of publications of AU employees in Russian and foreign scientific publications included in the international citation indices Web of Science and Scopus, to improve their quality, including citations, as well as to improve AU positions in the Russian and world rankings of universities and research organisations, a [Regulation on Stimulating Publication Activity of Adam University Employees](#) was developed and approved by the Academic Council of AU 2 from 10.10.2022.

Also AU teaching staff publish articles and research results in various scientific journals. ([Publications for 2022](#) and [for 2023](#)).

For stimulation and motivation on increasing publications in international trade publications AU practices payment for publications in international rating journals:

- publication of article by [Manzhikova S. C](#); and AU students Adil Iqbal, Wazif Latif ‘Evidence-Based Approach in Education of Medical Students in the Analysis of the current TB Situation in

Kyrgyzstan and Pakistan', which according to the results of the International Scientific Conference 'Innovations in the field of medical science and education' will be published in the collection of scientific articles in the series indexed by the bibliographic base Web of science, in accordance with the Agreement № MEDSCI 2022/20 from 29 August 2022 (<https://dpcsms.delapress.com/index.php/dpcsms>);

- Publication of the article Domashov I. A. 'Assessment of the state of the Central Asian frog (*rana asiatica*) population and identification of mechanisms for its conservation in floodplain natural ecosystems in the vicinity of the village of Kochkorka'. International Scientific and Practical Conference 'Fundamental and Applied Science: Trends of Sustainable Development' Main organiser Southern Federal University. Indexed in Web of Science.

- publication of the article by [Batyrbekova J.K.](#)

AU in order to stimulate and motivate students and faculty members to carry out research projects participates in attracting educational grants for research:

- The teaching staff of SOM carries out research work in accordance with the scientific direction of the faculty, in particular 'Environment and Health' in various medical, socio-medical, educational and other directions. The AU teaching staff implements a wide range of medical, medical-biological, medical-ecological and medical-social and other researches. In particular, Yrysbaev A. participates in the international project WHO WHO Emp Med Mon Monitoring of availability and accessibility of VEDs in the KR, Meysan A.A., Domashov I.A. participated in [the preparation of medical-ecological and environmental data for the Ethnographic and Environmental Map of Central Asia](#). etc.

- In connection with the relatively recent start of the programme implementation of the results of research, developments of AU teaching staff is planned according to the [provision of the Scientific and Technical Council](#) of AU. At present Salomakhina N.S., senior lecturer of the MFD Department under the guidance of Candidate of Medical Sciences, Associate Professor Gromova Z. Z, conducts research on the thesis (Ph D) on the theme: 'Management of social and economic aspects of telemedicine development in the Kyrgyz Republic.

- [Domashov I. A.](#), Associate Professor of MFD, conducts research within the framework of the international partnership on the Erasmus+ International Staff Mobility programme with Aristotle University (Greece), School of Biology, Department of Ecology. Within the framework of this agreement Acting Associate Professor I.A. Domashov will be the head of the Department of Ecology. Domashov I.A. will teach at this university during the period June-July 2022.

- The important work of SOM faculty is carried out in the field of studying various aspects of Covid -19 pathogenesis and specifics of post-Covid syndrome. For example, Doctor of Medical Sciences, Prof. A.Sarybaev analyses the dynamics of comorbid diseases in patients

infected with SARS-CoV-2 (ACTIV SARS-CoV-2).

- The teaching staff carries out extensive scientific-publishing activities focused on the preparation of educational materials, manuals and methodological recommendations.

The teaching staff of the AU actively conducts research in the field of development of the education system of the Kyrgyz Republic. The AU systematically holds [scientific and practical conferences](#) on topical problems of higher education in modern conditions, with the participation of scientists, teachers from abroad and neighbouring countries, representatives of business structures, undergraduates.

Actual issues of economics, business and tourism and medicine are also covered by lecturers on the pages of the [International Economic Scientific Journal 'Economics. Management. Education'](#), registered in the Russian Science Citation Index and VAK KR.

A number of representatives of AU are members of editorial boards of foreign journals (Zholueva P.T. - Member of the Editorial Board of the journal International Association for Medical Education; Member of the Editorial Board of the international journal in India 'FERMS,S- international journal of economics and management studies', Sirmbard S.R. - Member of the Editorial Board of the journal ['Economics and management'](#) Bulgaria; Almakuchukov K.M. - Member of the Editorial Board of the journal 'Economics' RINC KR; Member of the Programme Committee of the [VI Plekhanov Forum of Teachers](#)).

The AU is a member of the consortium of higher education institutions of the Kyrgyz Republic, which are provided with access to scientific databases Scopus according to the [Agreement between higher education institutions of the Kyrgyz Republic](#) on the establishment of a consortium for the purchase of subscriptions to the international science metrics database from 21.12.2022.

In the AU, the teaching staff have taken courses to improve their qualifications in research competences and scientific standards of publications.

During the period from November 2023 to February 2024, young teachers of AU were trained - [training 'Writing a scientific article and preparation for publication'](#) with a duration of 72 hours in hybrid format in the period (from 15.11.2023 to 15.02.2024) on the preparation of scientific articles for publication in ranking journals, Scopus. The objective of the workshop is to help undergraduates, postgraduates and young staff to acquire skills in preparing scientific articles.

Research and development of master's students is carried out in the process of direct supervision of master's thesis preparation, as well as preparation of scientific articles for publication in the International Scientific Journal 'Economics. Management. Education'. For Master's students [for admission to defence it is obligatory](#) to have at least 2 publications.

For the last 5 years the employees of the AU have published: 7 monographs; 1 analytical report, 1 review, 18 educational and teaching aids; more than 150 scientific publications, including more than 50 articles in foreign publications.

Students participate in international scientific conferences. For the last 4 years students have presented at conferences, articles were published in scientific journals. The results of the conducted researches are used at practical classes. Each student is assigned a topic of course projects, Graduation Qualification Work and a supervisor.

9.2.6 The educational organisation shall facilitate the recognition of the results of scientific research, including registration of scientific projects with authorised bodies, patents and certificates of authorship.

The results of research, scientific projects, international programmes in which the teaching staff participated are actively used in the preparation of educational materials for students. Materials collected on the research topic ‘Environment and Health’ are included in such subjects as History of Medicine, Medical Biology, Microbiology, Biochemistry and so on.

The results of the research work are also implemented in the educational process:

- carrying out [scientific research and use in teaching methods in the direction of Histology teacher](#) of the Department of morphological disciplines and public health Muratalieva A.S.;
- carrying out [scientific research on the prevalence of risk factors of cardiovascular diseases among students of AU and using its results in the teaching process](#) - teacher of DMD and PH Meysan A.A.;
- conducting [research in the field of teaching methodology of the discipline ‘Molecular Biology’ acting assistant professor Domashov I.A.](#) DMBD.

Thus, the content of disciplines, including disciplines of the professional cycle is based on the application of scientific approaches and principles. The disciplines of each cycle have scientific orientation (history, medical biology, physics, anatomy, internal diseases, surgical diseases, paediatric diseases, epidemiology, public health, etc.).

The teaching staff of SOM AU apply innovations in the field of medicine and results of research activities within the framework of their teaching activities (see Table 9.1.).

Table9.1.

Application of innovations in the field of medicine and results of research activities of SOM AU teaching staff on the example of some disciplines

<i>№</i>	<i>Full name of teaching staff</i>	<i>Discipline</i>	<i>Innovations, scientific and technological developments</i>	<i>Form of learning the material</i>

1	KAzymova R.O.	General hygiene	Impact of climate change on public health in Kyrgyzstan (current researches)	Discussion at the practical session on 'Hygienic assessment of air temperature and humidity'
2	Azhimatova M.R.	General hygiene	Hygienic assessment of bottled water quality in Kyrgyzstan	Students' independent work
3	Yryspayev A.Y.	Pathological anatomy	Neural networks in digital learning, particularly in the study of morphology disciplines	Lecturing and practical material for students

The result of effective adoption of students' knowledge based on innovations, scientific and technological developments, elements of fundamental or applied research is the active participation of SOM AU students in [Olympiads](#) and conferences (with prizes).

One of the indicators of the results of learning the educational programme is also the students' achievements in scientific research. International students of AU actively participate in the work of [international scientific-practical conferences](#), [round tables](#).

The AU has concluded [an agreement with the State Agency for Intellectual Property and Innovation of the Kyrgyz Republic](#) (Kyrgyzpatent). Recognizing the importance of intellectual property and innovation in the educational development of AU students and masters, as well as obtaining and applying by AU teachers in their professional activities new theoretical and practical knowledge in the field of intellectual property and innovation, cooperation will be carried out in the following directions:

- inclusion of elective classes in the curricula;
- conducting training courses for teachers and master's students;
- conducting advanced training courses on an in-depth programme for AU teachers on the theory and practice of intellectual property and innovation;
- holding forums, scientific and practical conferences, round tables, seminars, trainings, exhibitions and competitions on topical issues of intellectual property and innovations;
- organising trainings, educational Olympiads, competitions, quizzes and exhibitions for AU students.

The teaching staff of the AU [have completed professional development courses on research competences and scientific standards of publications in their fields of activity](#), as well as according to the approved [professional development plans \(certificates\)](#).

9.2.7 An important factor is joint scientific research with foreign universities and research institutes

In 2022-2023 AU teaching staff participated in the development of new projects, preparation of applications to special funds, actively participate in international programmes and projects.

Applications for [participation in international projects were submitted and approved:](#)

- Project '[Effective management and prevention of non-communicable diseases in Kyrgyzstan' funded by the Government of Switzerland](#). Under the programme of small grants on prevention of non-communicable diseases and healthy lifestyle among students was conducted in 2023 ([order](#)). Objective: [To develop recommendations and to test them to reduce the prevalence of FR among students](#). Scientific novelty: for the first time in the Kyrgyz Republic, a study of the prevalence of FR Scientific Research Assignment among students of different nationalities is conducted.

- [Development of financial autonomy of](#) universities in Kyrgyzstan (DEFA). Within the framework of the project, it is planned to conduct needs analyses, develop an implementation strategy, develop a model of financial autonomy for universities, develop proposals for the revision of regulations in close co-operation with the responsible authorities, and pilot training activities.

- [Erasmus+ International Credit Mobility Programme \(Staff Mobilities for teaching/training\)](#).

2022-2023 Within the framework of this academic mobility programme, I.A. Domashov, Head of the General Medicine Department, held a discussion on his scientific research.

AU has submitted several projects under the Erasmus+ programme, demonstrating its active participation in international education and scientific cooperation:

- GREENCAST- Erasmus+ jointly with St Kliment Ohridski University of Sofia. The project aims to systematically develop and integrate environmental skills into the educational systems of CA countries to promote holistic sustainable development'.

The project 'Greening Curricula through STEAM Approach in Kyrgyzstan' jointly with the University of Applied Sciences for Small and Medium Enterprises (FHM) Bielefeld (FHM) in Germany. The project envisages increasing STEAM skills among students in different educational institutions, professional development of teachers from different education sectors to develop and implement STEAM education, growth of STEAM communities in Kyrgyz Republic, adaptation of STEAM approach to regional as well as national education decision makers and stakeholders.

- The project 'FAMILY-Development of a Master's Curriculum in Actuarial and Financial Mathematics and Establishment of a Financial Laboratory in CA Universities' in cooperation with the University of the Aegean in Greece. The main objective of the project is to create a Master's programme in Actuarial and Financial Mathematics (AFM) for students with

economic, financial and mathematical backgrounds to provide professionals with the knowledge and skills necessary to understand and apply innovative methods in pension funds and social insurance, thus guaranteeing sustainable jobs and growth in the field.

The programme on external mobility of students in the subject 'Fundamentals of Mendeleev Genetics' on the part of AU and the programme 'First Aid' on the part of [Salymbekov University](#) was developed to involve students and teaching staff in scientific exchange in non-university space.

The AU has long-standing opportunities for co-operation on sectoral databases of periodicals in English and exchange of experience with leading scientific schools, including initiating joint research projects with foreign partner universities and (or) researchers-practitioners: [Anadolu University](#), [Guangxi Normal University](#), [Gustav Stresemann Institut \(GSI\)](#) (Germany) in the framework of an EU project, [Shanghai University of Political Science and Law](#), [Tampere University of Applied Sciences](#), [Titu Maiorescu University](#), [Telemark University College \(TUC\)](#), [Faculty of Arts and Sciences, Norway](#), [Wisdom International LLC](#).

Fundraising work is carried out by the AU for the implementation of joint research projects.

The AU is constantly working on improving the current partnerships with foreign partners, as well as searching for new links to establish contracts.

Thus, in 2022, co-operation agreements and memoranda were concluded with [St. Petersburg State University of Economics](#), [Kokshetau University named after Ualikhanov](#), [KIMEP University](#), [Stavropol Institute of Cooperation](#), [Yakutsk Institute of Economics](#), [Turan University](#), East Kazakhstan University named after S. Amanzholov. The agreements are aimed at creating academic mobility programmes aiming at exchange, internships and research on bachelor, master and doctoral programmes in business sciences, including management, finance, accounting and auditing, management, marketing, information systems, tourism and hospitality, human resource management, management in the field of educational policy, social sciences (including state and local government, economics (international), big data analysis.

In addition, agreements with medical institutions and universities of Pakistan ([Combined Military Hospital](#), Mind Labs) have been established for the development of SOM.

In 2023-2024, in order to develop new directions in research cooperation, the staff of the Medical and Biological Department of SOM conducts joint research with researchers from the following organisations:

1. Institute of Chemistry and Phytotechnology of the National Academy of Sciences of the Kyrgyz Republic (Kyrgyzstan);
2. V.N. Orekhovich Institute of Biomedical Chemistry (Russia);

3. Tashkent Pharmaceutical Institute (Uzbekistan);
4. NMIC N. N. Blokhin Oncology Centre of the Ministry of Health of Russia (Russia);
5. Yakuzemi Educational Academy, Josai University (Japan). 6;
6. St. Louis University, Missouri (USA).

AU publishes the international scientific journal "Economics. Management. Education" since 2015 (<https://science.bafe.edu.kg/about-journal/>). The journal is a scientific periodical publication of articles, reviews, reviews, notices and reports on scientific events related to the development of science, the results of fundamental and applied scientific research of scientists, teachers and staff of the AU, teaching staff and students of partner universities, as well as scientists from other countries.

The AU has established agreements for the inclusion of the international scientific journal 'Economics. Management. Education' in RSCI (1.08. 2014) and on electronic platforms with the International DOI Foundation (18.11.2022).

According to the High Attestation Commission of the Kyrgyz Republic assessment of the state of scientific journals international scientific journal 'Economics. Management. Education' was included in the List of peer-reviewed scientific periodicals for the publication of the main scientific results of the thesis, approved by the Resolution of the Presidium of the High Attestation Commission of the Kyrgyz Republic from 29 December 2020 № 142, scoring 14 points (the presence of the full-text version of the publication in the database of the publisher's website: - 4 points, inclusion in RSCI (IF - 0.082) - 10 points).

AU 20 May 2022 registered scientific-practical journal 'Medical Bulletin of Adam University' <https://science.bafe.edu.kg/about-journal/>. 'Medical Bulletin of AU - scientific and practical journal is intended for medical workers - practical doctors of all specialities, teachers of higher medical and pharmaceutical educational institutions, employees of research institutes, managers and specialists of municipal and departmental medical institutions, listeners of postgraduate education system, postgraduates, residents and students of medical universities.

There are 8 criteria disclosed for the standard 'Scientific Research Paper', of which ___1___ have a strong position, ___7___ have a satisfactory position.

5.10. Standard 'Finance'

10.2.1 The educational organisation shall generate development scenarios aligned with the strategy, taking into account risk assessment

The financial and economic activity of the CA is aimed at the implementation of strategic objectives and achievement of the mission and goals of the CA development strategy, including

the implementation of the Main Educational Programme. Current planning and allocation of resources of the CA is based on its priorities, reflected in the AU Activity Development Plan and on the results of the academic year.

The AU carries out financial and economic activities in accordance with the Charter of the AU and legislative documents regulating educational and entrepreneurial activities of higher education institutions.

Financial planning at the AU is carried out taking into account the analysis of all areas of activity in accordance with the developed [strategic](#) and operational plans, as well as [the Risk Register and Action Plan](#).

Sustainable economic development of AU is achieved by stable provision of funding sources such as student contingent, annual admission, attraction of donors and partners, commercialisation based on the results obtained within the framework of research activities and other sources not prohibited by the legislation of the Kyrgyz Republic. The accounting department develops and approves by the Rector on the basis of the operational plan the estimate of income and expenses of the AU for the current year (2022-2023; [2023-2024](#)). The income part of the AU budget is formed by financial receipts (see Table 10.1)

Table 10.1.

Revenue part of the AU budget			
Name of income	2021-2022 academic year, thousand KGS	2022-2023 academic years, thousand KGS	2023-2024* academic year, thousand soms
Income from paid educational services	101847,6	102315,5	78151,7
income from attracting donors, projects, etc.	0	2759,1	340,8

The main objective of achieving the mission and performance of AU financial activity is the formation and strengthening of the equity capital system, for which the main indicator of AU's sustainable financial position is the volume of its assets (see Table 10.2).

Table 10.2.

Assets of AU			
Indicators	2021, thousand KGS	2022, thousand KGS	2023, thousand KGS
Cash	1089,3	518,8	535,6
Inventories	6234,7	6894,8	6956,3
Property, plant and equipment	41147,4	77330,5	75907,6

Показатели	2021 год, тыс. сом	2022 год, тыс. сом	2023 год, тыс. сом
Денежные средства	1089,3	518,8	535,6
Запасы	6234,7	6894,8	6956,3
Основные средства	41147,4	77330,5	75907,6

Considering the risks of staff turnover, in particular of the teaching staff, as well as the purpose of qualitative achievement of strategic objectives, the AU management makes maximum efforts to ensure a decent level of remuneration for its employees, as shown in the table for 3 years, the salary level of the teaching staff is growing annually (see table 10.3).

Table 10.3.

Dynamics of salaries of teaching staff at the AU

должность	2021-2022 academic year		2022-2023 academic year		2023-2024, academic year, сом	
	salary, with, for gr. with russian language of education	salary, with, for gr. with english language of education	salary, with, for gr. with russian language of education	salary, with, for gr. with english language of education	salary, with, for gr. with russian language of education	salary, with, for gr. with english language of education
professor, dr	from 16000 to 20000	from 26000 to 30000	from 22000 to 26000	from 28000 to 32000	from 24000 to 27000	from 30000 to 35000
professor, PhD	from 15000 to 18 000	from 24000 to 28000	from 21000 to 23000	from 26000 to 30000	from 22000 to 24000	from 30000 to 32000
associate prof., PHD	from 15000 to 17000	from 20000 to 24000	from 21000 to 24000	from 24000 to 28000	from 21000 to 24000	from 24000 to 30000
PHD	15000	from 24000 to 28000	from 20000 to 22000	from 24000 to 28000	from 20000 to 22000	from 24000 to 28000
senior teacher	from 13000 to 16000	from 22000 to 25000	from 19000 to 21000	from 22000 to 25000	from 19000 to 21000	from 22000 to 25000
teacher	from 12000 to 14000	from 15000 to 20000	from 16000 to 19000	from 18000 to 22000	from 16000 to 19000	from 18000 to 22000

According to established practice, at the end of each academic year, the issue "On the budget of the AU" is considered at the meeting, where the estimates of income and expenses for the next academic year are discussed ([protocol of the AU No. 10 of 7.06.21](#), [protocol of the AU No. 10 of 30.06.22](#)). Further, the budget of the educational institution for the academic year is considered at a meeting of the General Meeting of the Board of Founders ([minutes dated 1.01.21](#), [minutes dated 1.01.22](#))

In accordance with the [University's Development Strategy](#), [strategic](#) and operational plans, taking into account the possible risks indicated in the [Risk Register and the action plan](#), the university increased the provision of strategically important processes for it [in 2022-23](#)

compared to the last [2021-22 academic year](#). All these actions are taken in accordance with the decision of the EC "On the budget" of the AU for the academic year ([protocol of the EC No. 10 of 7.06.21](#), [protocol of the EC No. 10 of 30.06.22](#)). and its subsequent approval by the Board of Founders ([protocol of 1.01.21](#), [protocol of 1.01.22](#)).

10.2.2. The EO must demonstrate the existence of a formalized financial management policy, including financial statements.

In the AU, the main characteristics that make it possible to determine the efficiency of using financial resources are indicators of profitability and asset turnover. For these purposes: the structure and dynamics of changes in the sources of capital creation are studied; the factors causing certain changes are determined; the cost of the necessary sources of funds raised is determined; the degree of financial risks is assessed.

In order to improve the provision of financial statements and the allocation of financial resources, the AU continues to work in the field of management and administration of educational activities and, in particular, in terms of increasing the financial autonomy of structural units. And in order to ensure the high-quality implementation of financial policy and the development of financial management, the AU, as part of the national consortium of universities, has developed a project and is currently implementing it within the framework of the Erasmus+ program "[Development of financial autonomy of universities in Kyrgyzstan](#)" (2023-25), funded by the European Commission.

Within the framework of this project, [7 employees were trained at the national and international levels](#), and as part of consortia of universities of the Kyrgyz Republic developed a [draft Strategy for the development of financial autonomy](#) of universities of the Kyrgyz Republic and a [roadmap for the implementation of the strategy](#).

10.2.3 The EO must demonstrate strategic and operational budget planning in accordance with the line of business

Based on the financial plan, the AU allocates the resources necessary to implement approved strategic and operational plans and allocates resources in accordance with their needs, which include: annual salary fund; social fund; heat energy; water; landscaping plant; communication services; Internet; website development; electricity; rent; security services; household office expenses; travel expenses; maintenance; purchase and publication of educational and scientific literature; expenses for career guidance and advertising; costs related to the purchase and use of computer equipment; teacher training; membership fees; purchase of educational furniture and accessories; transportation costs; garbage tax; land tax; VAT 12%, sales tax 2%; transport tax; costs of cultural, scientific and sports events; representation expenses; creation laboratories and clinical facilities.

In 2023 The AU has developed [a regulation on the allocation of resources](#), which includes a policy on resource planning, allocation and control. A separate element deals with issues of financial resources and budget forms within the framework of resource management.

10.2.4 The EO must demonstrate the implementation of a mechanism for assessing the adequacy of financial security

To implement the mechanism for assessing the adequacy of financial security, the AU considers the following aspects:

1. **Monthly analysis of budget expenditures:** The Accounting Department of the AU conduct regular budget analysis to determine the adequacy of financial resources in accordance with the allocated funds for the tasks reflected in the operational plan of the AU for the current year, in order to achieve strategic goals.

2. **Needs assessment for the next academic year:** AU assess its current and future financial needs based on development plans, analysis of logistical and information and communication resources, in order to improve the quality of education, research and other priority areas. The need to update logistical and information and communication resources is determined annually when drawing up [a justification for the admission plan for the next academic year, which examines issues of compliance with the requirements of the legislative documents](#) of the Kyrgyz Republic.

3. **Risk management:** The AU identifies and manages financial risks associated with a shortage or uneven distribution of financial resources in accordance with the [Regulations on Risk Management of Adam University](#) and the [Risk Register and action plan for their elimination](#).

4. **Financial planning:** In order to manage financial resources and plan them more effectively, the University joined the consortium of universities of the Kyrgyz Republic to implement the project "[Development of financial autonomy of universities in Kyrgyzstan](#)" to develop documents and implement Financial autonomy. [The AU working Group](#) on the project at the moment, in accordance with the [Strategy for the Development of Financial Autonomy](#) of universities of the Kyrgyz Republic and [the roadmap for the implementation of the strategy](#) developed within the framework of the project, is developing a Model of financial autonomy of the AU, which will cover the qualitative implementation of the financial plan of the AU, taking into account the long-term and short-term goals of the AU, as well as predicting its financial condition in the future.

5. **Reporting:** Accounting and management of the AU provide transparent and timely financial statements annually at the end of the academic year, which demonstrate the financial condition of the AU, the results of its activities and the use of financial resources by collegial bodies, which allow interested parties to assess the adequacy of the financial provision of the

AU. The accounting department also provides the results of external audits, independent audits, tax audits, etc. at a meeting of collegial bodies whose competence includes reviewing the financial activities of the Accounting Department.

In general, the mechanism for assessing the adequacy of the financial provision of the AU is systematic, targeted and based on data analysis in order to ensure the sustainability and successful development of the AU in the long term.

10.2.5 The EO must demonstrate the existence of an internal financial audit system

The existence of an internal financial audit system has established procedures and mechanisms for the regular and systematic audit of its financial transactions and processes, as well as for the timely identification and elimination of possible risks and inconsistencies. Internal financial audit ensures transparency, reliability and efficiency of the financial processes of the Company and helps to reduce the likelihood of financial errors. An internal financial audit is conducted when financial errors are detected in the preparation of semi-annual reports for the current academic year, conducted on the basis of a request from the Founders of the AU, in accordance with the Charter and Regulations of the AU. To conduct an internal financial audit, a commission is created by order of the rector in agreement with the founders.

10.2.6 The EO must demonstrate the conduct of an external financial audit

In connection with the approach of completing the Development Strategy of the AU 2020-2025 and in order to implement the DEFA ERASMUS+ project to develop a model of financial autonomy in the 2023-2024 academic year, the AU conducts an external financial audit, including an audit and evaluation of the financial statements and activities of the AU for the period from 2020 to 2023 by an independent auditor, **the audit completion date is July 2024**. The main components of an external financial audit required for a:

- Audit of financial statements: an independent auditor analyzes the financial statements of the AU, such as accounting statements, income statement, cash flow statement and statement of financial position of the AU;
- assessment of internal control systems: an assessment of the internal control systems of the AU is carried out to determine their effectiveness and reliability, including an assessment of risk management procedures, verification of compliance with the legislation of the Kyrgyz Republic.
- verification of compliance with the standards and legislation of the Kyrgyz Republic: an independent auditor must verify the compliance of the financial statements and financial transactions of the Kyrgyz Republic with local and international accounting and reporting standards, as well as current legislation.

- identification of errors, inconsistencies and risks: an independent auditor should carefully examine the financial activities of the AU, identify whether there are errors, inconsistencies or potential risks in the financial statements and activities of the organization that may affect its financial condition or reputation.

- preparation of an audit report: the auditor prepares an audit report containing the results of the audit, identified inconsistencies and recommendations for their elimination, as well as an overall assessment of the financial condition and activities of the organization by 07/01/2024.

Conducting an external financial audit of the financial system provides an independent assessment of the financial statements and activities of the AU and its structural divisions, which will allow building an adequate and transparent Model of the financial autonomy of the AU, which will increase the confidence of all stakeholders.

According to the Finance standard, 6 criteria are disclosed, of which __0__ have a strong position, __6__ satisfactory

5.11. The standard "Educational resources and student support systems"

11.2.1 The EO must demonstrate the sufficiency and compliance of the material and technical resource, infrastructure for the implementation of the mission, strategy.

The AU provides students with all the necessary material and technical resources for successful studies. This includes state-of-the-art computer labs equipped with the latest technology, as well as educational equipment specially selected to support the academic needs of our students.

In accordance with the Development Strategy 2020-2025 and the regulation "On monitoring and collecting information on the necessary resources for the activities of Adam University", the AU conducts a constant collection of information on the equipment of MTB, information resources in the month of June each year. This information is analyzed and discussed at meetings of weekly planning meetings/collegial bodies, at which decisions are made on updating the resources that ensure the educational process for the next academic year.

To identify needs, the AU also uses online surveys, meetings of staff and students, or through "Suggestions and Complaints". Based on the survey conducted on students' satisfaction with the conditions of equipment, meetings of the heads of groups of all courses, the Student Government with the Vice-rector for Academic Affairs and the CC are held.

During the reporting period, the AU updated the MTB in accordance with the requirements for the implementation of the main educational programme and based on the results of surveys/focus groups/weekly meetings in the following main areas: classrooms; equipment

and facilities; information and communication resources; teaching materials and resources; laboratory equipment, etc.

Modern educational technologies are widely used in the educational process of the University. For the successful organization of the educational process, the university has a *sufficient base of computer and office equipment*.

[A database of computer and office equipment](#) was formed in AU - 127 personal computers, 15 laptops, 45 tablets and 2 servers (ProLiant DL360, 2 intel Xeon E5-2680v3 2.5Ghz processors, 128GB RAM, 3TB (5 computer classes equipped with multimedia equipment, 1 class of IT clinic and 1 class of office systems).

[11 multimedia projectors, 5 interactive whiteboards and 2 interactive panels, 6 screens with projectors, 18 televisions](#) with Internet access are actively used in the educational process of the University, this equipment allow teaching staff and students to organize interactive training sessions, conduct them in a hybrid format, etc.

To conduct training sessions in a hybrid or online format, the licensed Zoom online platform is used, with which classes are recorded, processed and posted on the Moodle electronic platform or on [YoutubeChanal](#).

The buildings of the AU have Internet access points via a wireless WiFi network. In addition, all personal computers are connected to a local network with Internet access at speeds up to 285Mb/s, and access in the kg zone provides speeds up to 1000 MB/s.

For example, based on the collection of information in the 2022-2023 academic year and in accordance with the analysis of new regulatory and legislative acts in the Kyrgyz Republic, [the PlasaKlinik Medical Center](#) was acquired for the implementation of the MEP General Medicine and in the 2023-2024 academic year work is underway to open a second own clinical base of the AU: [permission was received from the Central State Medical Institution of the Ministry of Health of the Kyrgyz Republic](#) and at this stage [The registration of the Medical Center of the AU](#) in the bodies of the Ministry of Justice of the Kyrgyz Republic is underway; the following equipment has been purchased to equip the offices of the medical center (see Table 11.1.)

Table 11.1.

Equipping the offices of the WYLE Medical Center

№	Дата	Name	Сумма сом
1	19.01.2022	The water distiller electric DE-4 M	45 000,00
2	19.01.2022	The electric thermostat.dry-air vehicle TC-1/80	37 000,00
3	01.03.2022	BASICBilly without feedback device	16 366,00
4	01.03.2022	Obstetric trainer	225 400,00
5	01.03.2022	Interactive Suture Simulator	24 206,00

6	01.03.2022	A multi-purpose pediatrician.care simulator	235 004,00
7	01.03.2022	A hand simulator for practicing suturing skills	28 126,00
8	01.03.2022	Simulator for training gynecological examination	76 342,00
9	01.03.2022	Simulator for training in trauma care	693 546,00
10	01.03.2022	The child's simulator	65 268,00
11	31.03.2022	Basic Mannequin for patient care 3B Scientific	194 432,00
12	23.05.2022	Small surgical kit	194 000,00
13	23.05.2022	Small surgical kit	60 000,00
14	26.05.2022	SUR-Surgical electric pump H-001	22 000,00
15	30.05.2022	4-petal lamp	179830,00
16	01.03.2022	Childbirth simulator "Noelle"	774 788,00
25	28.12.2022	Cloud Core Router 2116-12G-45+	80 625,00
26	06.10.2023	Mechanical scales with a height meter	13150,00
27	28.11.2023	Vibration massager "Tianshi" model S-780-1	55000,00
28	28.11.2023	Vibration massager "Tianshi" model S-780-1	55000,00
	ИТОГО		3075083,00

The AU has met all the licensing requirements of the MTB and has a sufficient number of training facilities to provide educational activities for the implemented MEP. [MTB AU](#) consists of: [academic buildings](#), including a simulation center, clinical bases, libraries with reading rooms, laboratories, a canteen, a sports ground, etc.

To equip the laboratories there is: a [lab. equipment](#), [sets of preparations for microscopy](#). The Chemistry Laboratory of the Laboratory Support Department has [License No. 00369](#) dated 01/28/2020.

Based on the collection of information and its analysis on [MTB AU](#) and information and communication resources, a [justification for the admission plan](#) for the organization of the admission company for the next academic year is being prepared, as well as repairs are being carried out to create a favorable environment for employees and students. For example, in the 2023-2024 academic year, the [Center for General Medical Practice](#) of the Sokuluk district was [renovated and classrooms were organized at the clinical base](#).

11.2.2 The EO should demonstrate the functioning of a support system for various groups of students (adults, working, foreign students, as well as students with disabilities), including information and counseling).

In the AU, in order to support and encourage students to achieve learning outcomes, there are such structural units as:

- [Institute of Curatorship](#) - introduces students to the mission of the AU, the goals of the MEP, the organization of the educational process, the Charter, the internal regulations of the educational institution, organize informing students about new regulatory documents related to their education;

- [educational department](#) - managing the organization of the educational process, assisting students in building an individual learning trajectory;

- [the Department of External Affairs](#) - works to establish contacts and partnerships with international and local universities, foundations, companies, organizations and other institutions to support students in order to participate in academic mobility, internships, etc.;

- [the personnel department](#) - ensuring the rights, benefits and guarantees to University employees; professional development;

- [Career Center](#) - assistance to students and graduates in choosing, planning and developing a professional career, increasing their competitiveness in a dynamic global society in close cooperation with university departments and employers, by providing high-quality counseling, resources, activities;

- [information department](#) - carries out the development and improvement of the effectiveness of the educational process, the implementation of a unified technical policy in the field of informatization of the educational process, the formation of a library fund, providing students with library services, the introduction of innovative methods and technologies for the preparation of electronic databases and educational materials;

- [academic consultants](#) - provide assistance in drawing up an individual educational trajectory.

The individual trajectory of the student is based on the IEP, which [determines the list, number and sequence of study courses during the academic year or semester](#). It is approved by the Vice-Rector for Academic Affairs of the University. Approved copies are stored in the student's personal file in the educational department.

The individuality of the trajectories in the AU can be stated in students who: recover after expulsion; come out of academic leave; transfer from another educational program or another university; participate in the academic mobility program; receive the right to re-study disciplines whose completion was not successful, as well as on the basis of medical indications.

The individual trajectory of a student's education is regulated on the basis of the Procedure for forming an individual student's plan in accordance with the Collection of normative [documents on the use of the credit system in the AU, the Regulations on elective and Fundamental courses, the regulations on the procedure for transferring and recertification of academic disciplines](#) (modules/ sections) and practices in the AU. On the basis of these documents, the protocols of the Attestation Commission are prepared for applicants who have applied for an accelerated program or students from other universities who want to transfer to the AU ([example: A. Stalbekova and Iqra Qasim](#)) and the student's IEP (example: A. Stalbekova and Iqra Qasim).

The structural units of the AU responsible for ensuring and maintaining the educational process pay due attention to providing and receiving timely information to students about the chosen educational trajectory, as well as academic mobility programs and career opportunities.

The staff of the EAD, together with curators/assistants and academic consultants, on the basis [of the Regulations on Academic Mobility](#) at Adam University, organize a number of events to organize the academic mobility of students and teaching staff. The staff of the EAD AU announces a competition among persons wishing to participate in academic mobility programs [by posting relevant information on the university's](#) website, [on the university's social networks](#), bulletin boards, sending information letters by e-mail, etc.

The EAD accompanies students and teaching staff from the moment of the announcement of the academic mobility competition to fill out the application form and until the end of the mobility and internship period. They conduct a number of advisory activities with students on writing a motivational letter for participation in academic mobility or internship, including with [the invitation of representatives of ERASMUS+](#). Academic consultants provide assistance in drafting a study agreement ([example: A. Dzhumakanova](#)) and choosing disciplines in accordance with the curriculum, taking into account prerequisites and post-prerequisites for disciplines. The staff of the EAD also advises students before departure about the rules of staying at other universities, as well as in the country where the university is located, introduces them to the website of the university of the host country, how to find information necessary for staying in another territory.

Curators /assistants of the SM Dean / academic consultants constantly carry out advisory work on educational processes in the University in accordance with the [Program of adaptation](#) of first-year students, as well as each student is introduced to the [freshman's Memo](#).

As part of the adaptation week or to identify any problems among students when meeting with elders, curators / assistants to the Dean of the SM / academic consultants organize meetings with the necessary departments for detailed consultation.

In the AU, in order to stimulate the creative activity of students, to encourage high performance in educational and scientific activities, as well as to support orphaned students, persons who have lost one or both parents, according to the [Provision on tuition Benefits in the AU](#), students are given [discounts on tuition fees](#), by order of the rector they are [awarded diplomas, letters of thanks](#).

Also, in order to support students, AU actively cooperates with the foundation Konrad Adenauer. Undergraduates of the AU who are involved in cultural life, engaged in creative or scientific activities, participate in sports events receive support and a scholarship from the foundation, thereby providing an opportunity for young people to devote themselves to study and

participate in political and social life.

In 2021-2022, [2 AU undergraduates won a scholarship](#), and [in the 2022-2023 academic year](#), 3 undergraduates received funding.

11.2.3 The EO must demonstrate the compliance of information resources with strategic goals

The development of digitalization and the use of information and communication resources in the educational process of the AU is based on the Concept of digital transformation "Digital Kyrgyzstan 2019-2023" (dated 12/14/2018, No. 2), [the Development Strategy of the AU for 2020-25](#), and [the Development Plan of the AU](#), which clearly shows the indicators of the implementation of ICT in the educational process of the AU.

The AU provides its activities and educational process with the introduction of new information resources that meet modern requirements in the educational labor market. The AU creates the following conditions for the functioning of the electronic information and educational environment:

- [The registrar's office](#) - the block provides opportunities for collecting and analyzing information and is adapted to the specifics of the organization of the educational process in the University: the contingent of students, its structure and changes in the educational process, the results of students' academic achievements, the organization of individual educational trajectories, the activities of teachers and staff, etc.;

- [The student's personal account](#) – the block allows the student track your academic achievements, access to the university's regulatory documentation, and the electronic schedule of training sessions;

- [Moodle is an electronic educational platform](#) that provides participants in the educational process with access to an educational and methodological system and allows for transparency of the learning process;

- [Electronic schedule of training sessions](#) – a block that allows you to view the schedule of classes of both groups and teachers at any time of the day;

- [Automated library system](#) - students of the Information Systems and Technologies program are developing as part of practical classes in the disciplines of Programming Technology 1,2,3;

- Electronic educational resources are actively developing - for which the University has created its own audio and video recording studio equipped with 2 graphic tablets, a video camera, etc., as part of the DEFA ERASMUS+ project, a web conferencing system has been purchased, which is installed in room 316;

- [the AU website](#) is functioning, which includes a huge amount of informational and educational content;

- a new additional educational platform has been developed <https://academy.inaqa.com/> with digital micro-courses aimed at developing digital soft skills for both AU staff and students, as well as for all stakeholders, which also has a [mobile version](#);

- all computers in the structural divisions of the AU are connected to each other by servers via a local network and with Internet access;

- for the smooth operation of the computer park and multimedia equipment, as well as to provide access to the electronic information and educational environment, the University has wired and wireless Internet connections throughout the academic buildings.

The AU has a sufficient database of information resources. The library plays an important role in the management of information resources of the University. The recommended lists of textbooks, textbooks, scientific literature meet the requirements of the State Educational Institution for publications and electronic resources that are constantly replenished in the library of the University, including in foreign languages. The AU Library, having the latest telecommunications facilities and providing free access to information resources, continues to form an "Electronic Library". The library's tasks include studying the bibliographic requests of students and teachers and providing them with educational and methodological literature, periodicals (newspapers and magazines) in all areas in which training is conducted at the university. A promising direction for the development of the library is the translation of the main publications into electronic media, the creation of a computer library network based on the online Electronic Library, which allows access to educational publications for all students and teachers of the university, and via the Internet with libraries in other countries.

Currently, the University library has 22,492 printed units. The literature of the economic field mainly prevails, which corresponds to the profile of the AU. The fund has a wide range of educational, scientific, popular scientific literature on universal subjects, reference and bibliographic, periodicals in Kyrgyz, Russian, and foreign languages. The library's fund is constantly replenished with educational and methodical, scientific literature, as well as its own developments of the teaching staff of the University. Table 11.2 shows information on the acquisition of educational and methodological support for the last 3 years (June 2021 – December 2023).

Table 11.2.

Dynamics of the provision of the library fund of the AU

Academic year	Educational literature	Methodological literature	Software
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	number of copies	amount, in soums	number of copies	amount, in KGS	amount, in KGS
2021-2022	529	800282	200	42000	225198,68
2022-2023	170	57131,33	1550	98750	157840,07
2023-2024			1200	60000	128845,82

In accordance with the information provided in the table, there is a decrease in the allocation of financial resources, which are associated with the fact that with the end of the COVID-19 pandemic, in the 2020-2021 academic year, the implementation of a new [Strategy for the development of the AU for 2020-25 began](#), according to the results of the preparation of the Self-assessment Report of the MEP "General Medicine" in the 2021-2022 academic year, it was planned and completed most of the purchases of educational and methodological support, since in subsequent years, in accordance with the [Development Plan of the AU](#), financial resources were planned to be allocated to improve the facilities.

Also, teaching staff, within the framework of their disciplines, library staff subscribe students to Telegram channels to access educational resources collected in one profile, thereby providing access to electronic versions of textbooks and materials.

The AU has access to information databases through an [electronic library](#).

11.2.4 The EO should create conditions for educational, scientific and other types of activities to develop infrastructure based on the results of monitoring the satisfaction of students, teaching staff, employees and other stakeholders

The CC conducts surveys of students and teaching staff twice a school year, through the online service, the results of the surveys are discussed at structural divisions, at planning meetings and at a meeting of the Management Board, and in accordance with the results of the survey, all activities of the Management Board are adjusted.

Based on the survey conducted on student satisfaction with the conditions of equipment, [a meeting was held](#) between the heads of groups of all courses, the Student Government with the Vice-Rector for Academic Affairs and the Central Committee. Among other issues, recommendations on opening a dressing room, equipping a gym, etc. were highlighted.

To solve these issues, AU equipped a gym in the amount of 425,000 som (exercise bikes VG-62B - 4 pcs., elliptical trainers VG-62E - 3 pcs., tennis table - 1 pc.).

[Upon request of students about organizing online](#) consultations on self-education of AU students, I purchased Zoom for students for the summer period.

In order to achieve high-quality research results for both teachers and students, in May

2022, the University signed an agreement to purchase the [Anti-Plagiarism license program](#). For the implementation and use of this program, a [Regulation has been developed on the procedure for checking scientific papers for the presence of borrowings](#).

To purchase a subscription to the international [scientometric database](#), on September 8, 2023, AU [joined the consortium of universities](#) of the Kyrgyz Republic (15 universities) organized by the Ministry of Education and Science of the Kyrgyz Republic. Access to this subscription is made through the corporate email address and a separate dedicated IP address (Video instructions for using the database (Password: Elsevier1!)).

https://elsevier.zoom.us/rec/share/lgasOLq1g4tbGHhyZjqL9MFg0gcIBpqGGYnzqnO3Igrep0Dfq_VANAYpd0CbZ67-.zLJPgot-mbcNY9hF?startTime=1690805566000

11.2.5 The NGO must demonstrate the implementation of measures to provide educational equipment, software, and analogues used in the relevant sectors of the economy

AU strives to provide students with access to modern equipment and software similar to what is used in the relevant sectors of the economy. To achieve this goal, we are taking a number of measures that allow us to create a stimulating and practice-oriented educational environment. In our educational institution, we actively invest in modern educational equipment that meets the requirements and standards applied in real professional practice. This includes laboratory equipment, computers, specialized devices and tools necessary to master key skills and competencies in selected areas of study.

In addition, AU provides students with access to a variety of software that reflects current trends and tools used in professional activities. The AU also provides students with the opportunity to work with similar tools that are used in the relevant sectors of the economy. This is achieved by organizing partnerships with enterprises, conducting internships, as well as by involving students in real projects and cases through participation in projects.

11.2. 6 The EO must ensure that the infrastructure meets the security requirements

[Safety in the AU](#) is achieved in the process of implementing the following basic measures and measures: organization of physical protection of the facility and territory; provision of engineering and technical fortification; maintenance of engineering and technical equipment; compliance with fire safety standards and internal fire supervision; compliance with labor protection and electrical safety standards.

The premises in the buildings of the AU comply with sanitary and fire protection requirements, as well as occupational health and safety requirements when working with computer equipment. There are also contracts, fire safety tools, and a safety magazine for laboratory classrooms. The AU has the conclusions of the [State Fire Service, a sanitary and epidemiological conclusion](#) from the occupational health and safety authorities. The AU has

safety instructions and evacuation schemes for emergency situations in the city, which are located on each floor of educational buildings.

AU according to the Regulations at the state level (legislation of the Kyrgyz Republic in the field of labor protection and the [Labor Code of the Kyrgyz Republic](#)) and local acts of the AU ([Regulations](#) (paragraph 6)). provides a safe environment for employees and students, including the necessary information and protection from harmful substances, microorganisms, compliance with safety regulations in laboratories when using equipment. The completion of the initial and subsequent briefings is recorded in the logs. Laboratories where work with an open flame is carried out are provided with [fire extinguishers](#), all laboratories are equipped with first aid kits. There are logs of laboratory visits.

Safety information is available to students, presented in the form of stands in laboratories, and described in the teachers' training manual.

[The educational premises are equipped with video surveillance](#) and are maintained in good condition, head of the Department. the household and technical staff carry out daily routine dry and wet cleaning. Repairs are carried out annually in accordance with the operational plan of the AU.

According to the standard "Educational resources and student support systems", 10 criteria are disclosed, of which 4 have a strong position, 6 are satisfactory

5.12 The standard "Informing the public"

12.2.1 The EO should demonstrate the functioning of the public information mechanism

Informing the public about its activities and important events available in the AU plays an important role in ensuring the quality of services provided. For the effective functioning of the public information mechanism, the AU reflected in a number of strategic documents such as the Charter of the AU, the [Adam University Development Strategy for 2020-25](#), the Adam [University Quality Policy](#), [the Regulation on Monitoring the quality of Education](#), a number of measures:

1. *Transparency*: The AU and its structural units must ensure transparency of their activities by providing information about the mission, goals, strategies and achievements of the university as a whole, and for their structural unit, which is carried out through publications on the website, on social networks, press releases, activity reports, etc.

2. *Use of mass media*: The EO can use mass media such as press conferences, interviews, articles in newspapers and magazines to convey its ideas and messages to a wide audience.



3. *Social networks and online platforms*: An active presence on social networks (



) and online platforms allows you to reach more people, share news and information, and interact with society.

4. *Events and campaigns*: AU organizes events, campaigns and actions to draw public attention to its initiatives and the problems it solves through seminars/trainings, conferences, round tables, etc.

5. *Public relations*: AU establishes open and direct contact with the public, accepts feedback, answers questions and takes into account people's opinions and suggestions.

Effective public awareness helps the AU to draw attention to its initiatives, mobilize support and resources, and create a favorable atmosphere for the realization of its goals and objectives for the quality provision of services.

In accordance with the above, one of the main tools for informing the public on an ongoing basis is the [university's website](#).

The AU website provides information for all interested parties on their activities: [mission](#), [vision](#), [values](#), [development strategy](#), [quality assurance policy](#), [structure of the AU](#); [on the MEP and expected results](#), [Regulations](#) and materials regulating the activities of the AU; [on the admission procedure to the AU](#); [on research activities](#); [on structural divisions](#) and their activities; about [cooperation](#) and student life, [electronic library](#) resources are reflected. Information is also posted on the possibilities of [obtaining E-education](#): students have the opportunity to form professional competencies and develop practical skills with open educational courses and [digital micro-courses](#).

In accordance with the recommendation of the EEC, the AU has developed a regulation on the Official website of the AU and instructions for updating or posting information for structural divisions. A [block](#) has also been created dedicated to the success stories of students, graduates, staff and teaching staff, which are updated on a regular basis.

12.2.2 Public awareness should include support and clarification of national development programmes and the higher education system.

AU representatives participate in the development of national programs aimed at:

- [optimizing the use of state educational grants](#);
- [development of the regulatory framework for the financial autonomy of HPE EO](#);
- [the introduction of 12-year school education in the Kyrgyz Republic](#);
- [development of the concept](#) and roadmap of the University 4.0. ([implementation of the Roadmap](#)).

12.2.3 The EO should demonstrate informing the public about the activities, conditions and features of the implementation of the MEP through a variety of ways to disseminate information (including mass media, web resources, information networks, etc.)

The management of the AU uses a variety of ways to inform the public about the activities of the AU and its structural divisions and the services provided within the framework of the MEP - coverage of events, plans and results of activities through the AU website and information resources both at the institutional level and at the national level, meetings held by the management, events related to [career guidance](#), job fairs based on University, [meetings with graduates](#) in order to receive feedback, round tables, working meetings with interested parties.

Below are the events that are being held to discuss the development and implementation of existing MEP in the AU and the conditions for providing services for implemented MEP at *the institutional level*:

- [round table "Mission, the main educational program of Medical care of SM AU"](#) with representatives of professional organizations, health care organizers, representatives of relevant ministries and employers ([Protocol, list of participants](#)). [A resolution](#) was prepared as part of the event;

- [a round table](#) in a hybrid format to discuss the content of the MEP EEP "General Medicine" with [representatives of the Center for General Medical Practice](#) in Tokmok, Chui region.

- annual [guest lectures for schoolchildren](#) on the topic "[Adam University: mission and areas of activity](#)", "[Critical Thinking](#)" and "[Leadership and Volunteerism](#)" ([Program](#));

at the international level:

- round table "[Harmonization of training requirements for the tourism sector of the Russian and Kyrgyz economies](#)", where representatives of the Ministry of Education and Science of the Kyrgyz Republic, the Ministry of Labor, Social Security and Migration of the Kyrgyz Republic, representatives of St. Petersburg of the Russian Federation actively participated;

- XI [International Forum "Eurasian Economic Perspective"](#), master class "On the use of digital micromodules in the training of hotel line staff";

- [a round table in a hybrid format with representatives of foreign employers, students](#) to discuss the mission of GSOM, OOP EUP "Medical Business", including RO, graduate models with [representatives of the Islamabad Fundamental Medical Institute](#);

- [meetings with parents and applicants](#). At meetings with parents of applicants from India, [during the working visit of the Adam University team in 2023](#), issues of adaptation of the PLO to the requirements of the National Medical Commission (NMC), the Bangladesh Medical and Dental Council (BMDC) were discussed.

12.2.4 The EO must show the existence of institutional requirements for the structure and content of a web resource that ensures the publication of reliable, objective, relevant information reflecting the areas of activity and their effectiveness

AU in accordance with the AU Development Strategy for 2020-2025. and based on the study of reports of external evaluations of program and institutional accreditations, the study of the international and [national](#) labor market, participation at the national and international levels of university rankings, he developed a regulation on the Official website, an action plan to [improve the image of the University](#), and the University annually develops a [career guidance](#) plan.

AU constantly updates the information [on the website](#) in accordance with the regulations on the Official Website. For example, in the Student Life section in 2022, in accordance with the developed and approved structure of the GAUDI Information Management System, subsections were added: [Academic schedule](#) and student's [personal account](#), an [Interest Club](#), Initiatives, etc. were also created.

Facebook Instagramming and communication of the University with the target audience are carried out through various channels ([Instagram](#), [Facebook](#)). This includes targeted [advertising on social networks](#) and the [official website](#) of the University, participation in [educational exhibitions](#) and [events](#), as well as [cooperation](#) with partners and employers.

12.2.5 The EO should ensure the openness and accessibility of information.

Openness and accessibility of information are fundamental principles for informing all stakeholders, that is, it promotes transparency in the activities of the AU and its structural divisions, strengthens public trust and creates conditions for active interaction with stakeholders.

AU provides access to information about its mission, goals, strategies and performance through its official website and social networks ([Dynamics of visits to information resources](#)). This includes the publication of annual reports, policies and procedures, as well as other documents that may be useful for understanding the work of the AU.

As an example, every year before the start of the admission company, the AU updates all the necessary information on admission, training and employment opportunities for students, provides up-to-date information on bachelor's, master's and specialty educational programs, then the information is updated constantly during the academic year:

1. Information about available educational programs is posted on the official website of the University ([adam.kg](#)), [requirements for applicants, deadlines for submitting applications and the admission procedure](#).

2. After admission, students begin studying according to the chosen program. The university's website provides information about the structure of [educational programs](#), [curricula](#), readable subjects, and [information about teaching staff](#).

3. During the academic year, students can access course materials, homework, an electronic library through the university's [online platform](#), as well as the opportunity to receive advice or comments on completed assignments from teachers.

4. The University offers support to graduates in their [job search](#), where information about the [internship program](#) or [job fairs](#) is provided on the university's website. Students can contact the university's website or directly to the University's Career Center to find out about employment opportunities.

If applicants or students wishing to transfer to our university always have [an electronic application form](#), the application forms are reviewed daily by the staff of the Department of Internal Affairs and the admissions committee, and [any questions](#) are answered through the specified contact details

12.2.6 An important factor is the availability of adequate and objective information about Teaching staff in the context of personalities

Taking into account that an important factor for ensuring the quality of education and scientific research is the availability of adequate and objective information about teaching staff providing the educational process in the implemented MEP, I have made changes to the structure of the site in the "[Divisions](#)" section, where personal information about teaching staff is posted example program "[Economics](#), [Management](#), [Tourism](#)", [Laboratory Support Department](#) etc.

The availability of objective information about teaching staff, including data on qualifications, scientific achievements and work experience in the context of training areas, allows applicants and parents to assess the quality of education they will receive at our university.

[Adequate information about teaching staff allows](#) you to act as experts in the educational, scientific and professional fields, as well as universities of the Kyrgyz Republic are invited to participate in the FSA.

12.2.7. An important factor is the publication of information on cooperation and interaction with partners, including scientific/consulting organizations, business partners, social partners and educational organizations.

One of the criteria for evaluating the success of our university is the publication of information on cooperation and interaction with [national](#) and [international partners](#), including scientific/consulting organizations, business partners, social partners and educational institutions. Cooperation with various types of organizations is an integral element of the

communication and transparency strategy, which affects the reputation and trust in the activities of our university, as well as its ability to achieve strategic goals and objectives.

Publishing information about cooperation with public and business sector organizations allows our students to develop practical skills through internships or graduates in employment.

Through the publication of information on international partnerships, AU offers a wide range of educational opportunities, including information on the possibilities of conducting part of the study abroad through the University's network of [international contacts](#) and participation in [international projects](#), participation in [public life of AU](#), for the development of professional and soft skills, etc.

12.2.8 The EO should ensure the publication of information and links to resources based on the results of an external assessment.

Publishing information on the results of an external assessment and providing links to relevant resources is an important step towards ensuring transparency and trust in the work of the AU and its structural divisions. This helps the AU and its structural units to establish open relations with the public and stakeholders, and also makes information about the quality and effectiveness of work more accessible.

In accordance with the structure of the AU, the holder of the quality assurance process is the QAD, the results of the [external evaluation are published](#) on the official website in the Division section.

According to the "Informing the Public" standard, 12 criteria are disclosed, of which ____3__ have a strong position, ____9__ satisfactory

. Conclusion of the self-assessment commission

№	№	Evaluation criteria	The position of the educational organization			
			Strong	Satisfactory	Suggests improvement	Unsatisfactory
Standard 1. Strategic development and quality assurance						
1	1.	The EO should demonstrate the development of a mission, vision and development strategy based on an analysis of external and internal factors with the broad involvement of a variety of stakeholders	+			
2	2.	The EO must demonstrate transparency in the processes of formation, monitoring and regular review of the mission, vision, strategy and quality assurance policy		+		
3	3.	The EO must have a published quality assurance policy, mission vision and development strategy	+			
4	4.	The quality assurance policy of the EO should reflect the relationship between scientific research, teaching and learning		+		
5	5.	The EO should show management of quality assurance processes, including planning and allocation of resources in accordance with the strategy		+		
6	6.	The EO must show that it is developing documents on individual areas of activity and processes (plans, programs, regulations, etc.) specifying the quality assurance policy		+		
7	7.	The EO should demonstrate the development of a culture of quality assurance aimed at new results and the quality of education		+		
Total according to the standard			2	7		
Standard 2. Leadership and management						
8	1.	The EO should demonstrate management of quality assurance processes, including planning and allocation of resources in accordance with the strategy		+		

9	2.	The EO should demonstrate the analysis of the effectiveness of changes to the quality assurance system, the modernization of its mechanisms		+		
10	3.	The EO must demonstrate the successful functioning and improvement of the internal quality assurance system		+		
11	4.	The EO must provide evidence of transparency of the management mechanism, openness and accessibility of managers and administration to students, teaching staff, staff and other stakeholders		+		
12	5.	The EO must demonstrate risk management	+			
13	6.	The EO should demonstrate the development of annual activity plans, including PPP, based on the development strategy		+		
14	7.	The EO should demonstrate innovation management, including the analysis and implementation of innovative proposals		+		
15	8.	The EO must demonstrate the provision of educational process management through the management of basic educational programs, including an assessment of their effectiveness		+		
16	9.	Commitment to quality assurance should apply to any activity performed by contractors and partners (outsourcing), including in the implementation of joint/double degree education and academic mobility		+		
17	10.	The EO should strive to participate in international, national and regional professional alliances, associations, etc.		+		
18	11.	The EO should ensure the competence of managers, training of the university management, structural divisions and educational programs in educational management programs		+		
19	12.	The EO should strive to ensure that the progress made since the last external quality assessment is taken into account in preparing for the next procedure		+		
Total according to the standard			1	11		
Standard 3. Information management and reporting						
20	1.	The EO should ensure the functioning of the information collection, analysis and management system based on the use of modern information and communication technologies and software tools		+		

21	2.	The EO should demonstrate the use of processed, adequate information for effective management of basic educational programs, improvement of the mechanisms of the internal quality assurance system		+		
22	3.	The EO should show the functioning of a regular reporting mechanism at all levels of the organizational structure, including an assessment of the effectiveness and efficiency of the activities of departments, MEP, scientific research and their interaction		+		
23	4.	The EO should establish the frequency, forms and methods of evaluating the management of the MEP, the activities of collegial bodies and structural units, and higher education management, implementation of scientific projects		+		
24	5.	The EO must demonstrate the protection of information, the processing of personal data of students, teaching staff and staff on the basis of documentary consent, the identification of responsible persons for the reliability and timeliness of the analysis of information, and its provision		+		
25	6.	An important factor is the involvement of students, teaching staff and staff in the processes of collecting and analyzing information, as well as making decisions based on them		+		
		<i>The collection and analysis of information should take into account following:</i>				
26	7.	key performance indicators		+		
27	8.	compliance of the infrastructure with the strategy of the EO		+		
28	9.	accessibility of educational resources and support systems for students	+			
29	10.	satisfaction of students and teaching staff with the quality of educational services, the implementation of the MEP		+		
30	11.	the dynamics of the contingent of students in the context of forms and types of training		+		
31	12.	employment and career development of graduates		+		
32	13.	The EO should demonstrate the practical application of the mechanism of communication with students, employees and other stakeholders, the mechanism of conflict resolution	+			
33	14.	The EO should demonstrate the management of the information provision process in the relevant fields of science		+		

		Total according to the standard	2	12		
Standard 4. Development and approval of the basic educational program						
34	1.	The EO must demonstrate the existence of a document regulating the processes of quality assurance of the basic educational program: management, development, approval, implementation and evaluation of effectiveness		+		
35	2.	The EO should show transparency of quality assurance processes, ensure collegiality of the development, approval and monitoring of the MEP through the participation of students, teaching staff and other stakeholders		+		
36	3.	The EO must ensure that the MEP meets the established goals, including the expected learning outcomes through monitoring and content review mechanisms		+		
37	4.	The EO should demonstrate the documentation of the development of a graduate MEP model describing learning outcomes and personal qualities	+			
38	5.	The EO must ensure that the content of academic disciplines and learning outcomes correspond to the level of education (bachelor's, master's, doctoral studies)	+			
39	6.	The EO should provide various types of activities in the structure of the MEP that ensure the achievement of expected results		+		
40	7.	An important factor is the possibility of preparing students for professional certification		+		
41	8.	The EO must demonstrate the conduct of an external examination of the MEP		+		
42	9.	An important factor is the availability of joint EP with foreign universities		+		
Total according to the standard			2	7		
Standard 5. Continuous monitoring and periodic evaluation the main educational program						
43	1.	The EO should ensure that the effectiveness and efficiency of its activities are assessed, including in the context of the MEP, using a monitoring mechanism		+		
44	2.	The EO should demonstrate the implementation of monitoring and periodic evaluation mechanisms to ensure the achievement of the program's goal, and show their focus on improving the MEP		+		

		<i>Monitoring and periodic evaluation of the PLO should consider:</i>				
45	3.	changes in the needs of society and the professional environment		+		
46	4.	the content of the MEP in the context of the latest achievements of science and technology in a particular discipline		+		
47	5.	workload, academic performance and graduation of students		+		
48	6.	the effectiveness of procedures for evaluating students' academic achievements		+		
49	7.	the needs and satisfaction of students		+		
50	8.	compliance of the educational environment and the activities of support services with the objectives of the MEP	+			
51	9.	The EO should ensure a review of the structure and content of the MEP, taking into account the results of monitoring and periodic evaluation		+		
52	10.	The EO should ensure collegiality in monitoring, periodic evaluation and revision of the MEP, demonstrate the participation of students, employers and other stakeholders		+		
53	11.	The EO should ensure that the degree of satisfaction with the needs of students, teaching staff, and staff is measured and demonstrate evidence of the elimination of the detected shortcomings		+		
54	12.	The EO must ensure that stakeholders are informed about any planned or undertaken actions, including showing the publication of changes made to the MEP		+		
Total according to the standard			1	11		
Standard 6. Student-centered learning, teaching and performance assessment						
55	1.	The EO should demonstrate the functioning of a support system that ensures respect and attention to different groups of students and their needs		+		
56	2.	The EO should demonstrate the provision of flexible learning paths, support for student autonomy while providing guidance and assistance from the teacher	+			

57	3.	The EO should demonstrate the functioning of the mechanism for distributing the educational load of students between theory and practice, ensuring the development of the content and achievement of the goals of the EO by each graduate		+		
58	4.	The EO should ensure the implementation of the MEP by applying various modern teaching methods to ensure that the objectives of the MEP are achieved at the required level		+		
59	5.	An important factor is the availability of own research in the field of teaching methods		+		
60	6.	The EO must demonstrate the functioning of a mechanism for evaluating students' academic achievements, learning outcomes, including an appeal that ensures consistency, transparency and objectivity of assessment procedures, criteria and methods		+		
61	7.	Evaluators should be familiar with modern methods of evaluating learning outcomes and regularly improve their skills in this area		+		
62	8.	The EO must demonstrate the existence of a procedure for responding to student complaints		+		
Total according to the standard			1	7		
Standard 7. Students						
63	1.	The EO must demonstrate the implementation of the contingent formation policy, ensure transparency of procedures governing the life cycle students (from admission to completion of studies)		+		
64	2.	The EO must demonstrate the implementation of special adaptation and support programs for students enrolled in the first year, foreign students and students of mobility		+		
65	3.	The EO must demonstrate compliance of its actions with the Lisbon Recognition Convention, including the existence and application of a mechanism for recognizing the results of academic mobility of students, the results of formal and non-formal education		+		

66	4.	The EO should show cooperation with other educational organizations and national centers of the "European Network of National Academic Recognition and Mobility Information Centers / National Academic Recognition Information Centers" ENIC / NARIC in order to ensure comparable recognition of qualifications		+		
67	5.	The EO should provide an opportunity for external and internal mobility of students, assist them in obtaining external grants for training		+		
68	6.	The EO should demonstrate the functioning of the mechanism for providing students with internship places, facilitating the employment of graduates, and maintaining communication with them		+		
69	7.	The EO must demonstrate the provision of graduates with documents confirming the qualifications obtained, including the achieved learning outcomes, as well as the context, content and status of the education received and evidence of its завершения		+		
70	8.	An important factor is the availability of a support mechanism for gifted students		+		
71	9.	The EO must show the existence of a program to encourage students to self-education and development outside the main program (extracurricular activities)		+		
72	10.	An important factor is the presence of an active alumni association/association		+		
Total according to the standard				10		
Standard 8. Teaching staff						
73	1.	The EO must demonstrate an objective and transparent personnel policy, including recruitment, professional growth and staff development, ensuring the professional competence of the entire staff	+			
74	2.	The EO must have clear, transparent and objective criteria for hiring, appointment, promotion, dismissal		+		
75	3.	The EO must demonstrate awareness of responsibility for its employees and the creation of favorable working conditions for them, ensuring adequate financing for the development of teaching staff		+		

76	4.	The EO should demonstrate the widespread use of information and communication technologies and software tools in the educational process ((for example, on-line training, e-portfolio, Bridge, etc.))		+		
77	5.	The EO should demonstrate the functioning of a mechanism for motivating the professional and personal development of teaching staff in connection with the transition to student-centered learning, including encouraging contributions to the integration of scientific activity and education, the use of innovative methods преподавания		+		
78	6.	The EO should determine the contribution of the teaching staff to the implementation of the institutional development strategy		+		
79	7.	The EO should involve practitioners from relevant sectors of the economy in teaching		+		
80	8.	The EO should demonstrate the focus of its activities on the development of academic mobility, attracting the best foreign and domestic teachers		+		
81	9.	An important factor is the involvement of teaching staff in the life of society (the role of teaching staff in the education system, in the development of science, the region, the creation of a cultural environment, participation in exhibitions, creative competitions, charity programs, etc.)		+		
Total according to the standard			1	8		
Standard 9. Research work						
82	1.	The EO must demonstrate the conduct of research work in accordance with its mission, strategy		+		
83	2.	The EO should plan and monitor the effectiveness of research work		+		
84	3.	The EO should show the presence of processes for attracting students to research work	+			
85	4.	The EO should ensure the implementation of a mechanism for motivating students' research activities, PPP and other internal stakeholders		+		
86	5.	The EO should demonstrate assistance in presenting the scientific positions of researchers, teaching staff and		+		

		students studying at various scientific sites for the publication of scientific results, the implementation of research results, consulting and commercialization				
87	6.	The EO should promote the recognition of the results of scientific research, including registration of scientific projects with authorized bodies, registration of patents and copyright certificates		+		
88	7.	An important factor is conducting joint scientific research with foreign universities and research institutes		+		
89	8.	The EO should strive to diversify the sources of funding for research work		+		
Total according to the standard			1	7		
Standard 10. Finances						
90	1.	The EO should form development scenarios consistent with the strategy, taking into account the risk assessment		+		
91	2.	The EO must demonstrate the existence of a formalized financial management policy, including financial statements		+		
92	3.	The EO must demonstrate strategic and operational budget planning in accordance with the areas of activity		+		
93	4.	The EO must demonstrate the implementation of a mechanism for assessing the adequacy of financial security		+		
94	5.	The EO must demonstrate the existence of an internal financial audit system.		+		
95	6.	The EO must demonstrate the conduct of an external independent financial audit		+		
Total according to the standard				6		
Standard 11. Educational resources and student support systems						
96	1.	The EO must demonstrate the sufficiency and compliance of the material and technical resource, infrastructure for the implementation of the mission, strategy	+			
97	2.	The EO should demonstrate the functioning of a support system for various groups of students (adults, working, foreign students, as well as students with disabilities), including information and counseling		+		

		<i>The EO must demonstrate the compliance of information resources with strategic goals:</i>				
98	3.	technological support for students and teaching staff in accordance with the objectives of the main educational programs (for example, online training, modeling, databases, data analysis programs)		+		
99	4.	sufficiency of the library resource, including the fund of educational, methodological and scientific literature on general education, basic and core disciplines of the MEP on paper and electronic media, periodicals, access to scientific databases		+		
100	5.	examination of research results, graduation papers, dissertations on plagiarism		+		
101	6.	access to educational Internet resources	+			
102	7.	the operation of Wi-Fi on the territory of EO	+			
103	8.	The EO should create conditions for educational, scientific and other types of activities, develop infrastructure based on the results of monitoring the satisfaction of students, teaching staff, employees and other interested persons		+		
104	9.	The EO should demonstrate the implementation of measures to provide educational equipment, software, and analogues used in the relevant sectors of the economy	+			
105	10.	The EO must ensure that the infrastructure meets security requirements		+		
Total according to the standard			4	6		
Standard 12. Informing the public						
106	1.	The EO should demonstrate the functioning of the public information mechanism		+		
107	2.	Public awareness should include support and clarification of national development programmes and the higher professional education system		+		
108	3.	The EO should demonstrate informing the public about the activities, conditions and features of the implementation of the MEP through a variety of ways to disseminate information (including mass media, web resources, information networks, etc.)		+		

109	4.	The EO must show the existence of institutional requirements for the structure and content of a web resource that ensures the publication of reliable, objective, relevant information reflecting the areas of activity and their effectiveness		+		
		<i>The EO should ensure the openness and accessibility of information, including:</i>				
110	5.	information about the main educational programs, indicating the level according to c NSC, QF-EHEA and expected learning outcomes		+		
111	6.	characteristics of the assessment system of educational achievements of students		+		
112	7.	information about academic mobility programs and other forms of cooperation with partner universities and employers	+			
113	8.	data on the opportunities for the development of personal and professional competencies of students and employment		+		
114	9.	information reflecting the positioning of EO and MEP in the educational services market (at the regional, national, and international levels)		+		
115	10.	An important factor is the availability of adequate and objective information about teaching staff in the context of personalities		+		
116	11.	An important factor is the publication of information on cooperation and interaction with partners, including scientific/consulting organizations, business partners, social partners and educational organizations	+			
		образовательными организациями				
117	12.	The EO should ensure the publication of information and links to resources based on the results of external evaluation procedures	+			
Total according to the standard			3	9		
TOTAL						

