

**MINISTRY OF EDUCATION AND SCIENCE OF THE KYRGYZ REPUBLIC  
MINISTRY OF HEALTH OF THE KYRGYZ REPUBLIC  
"SALYMBEK UNIVERSITY" INSTITUTION**



**APPROVED**

**at the meeting of the Academic council of  
"Salymbekov University" Institution  
Protocol No. \_\_\_\_\_ "\_\_\_\_" \_\_\_\_\_ 20\_\_\_\_**

**APPROVED**

**President of the "Salymbekov University"  
Institution Zhumadilov A.Zh.  
Order No. \_\_\_\_\_ "\_\_\_\_" \_\_\_\_\_ 20\_\_\_\_**

**STRATEGIC DEVELOPMENT PLAN  
OF THE "SALYMBEKOV UNIVERSITY"  
INSTITUTION FOR 2019-2024**

## ANNOTATION

Strategic development plan of the «Salymbekov University» Institution for 2019-2024 years is based on a vision for the development of education based on the mission and goals of the university, and is also aimed at achieving the goals of global education programs.

This strategy sets out the first stages of the development of the university, which will be the result of the joint efforts of staff, teachers, students and researchers of the university. Undoubtedly, as the university develops, overcoming difficulties and learning lessons, the real strategy will change. Regular assessment and strategy adjustments will allow quickly and effectively to use resources while maintaining commitment to the University's mission.

The strategic development plan aims to ensure that the quality of education, research, human resources, public services and infrastructure meets international standards.

The strategic plan is intended for the administration of the university, the teaching staff, students, all interested parties, and the general public.

**Table 1**

### Passport of the Strategic Plan

Name	Strategic development plan of the "Salymbekov University" Institution for 2019-2024 years.
Basis for development	Systematization of the University's work on the implementation of the University's mission and compliance with international standards
Goals and objectives	Definitions of a clearly formulated and accepted mission of the university, guidance on the implementation of the university's policy for the next 5 years. <ol style="list-style-type: none"><li>1. provision of education and training of highly qualified personnel in demanded areas of the labor market and in accordance with international standards of education quality.</li><li>2. development of human resources, education and healthcare systems of the country through the opening of modern and innovative educational and medical institutions.</li><li>3. transformation of the University into one of the first-class innovative and modern educational organizations in the country with a strong material and technical base, high-quality staff and a high reputation.</li></ol>
Terms and stages of implementation	2019-2021 years. The stage of the formation of the university, the formation of the regulatory and human resource base of the university. 2022-2024 years. Stage of implementation of tasks and achievement of indicators of the Strategic Plan.
Sources of financing	The university's own funds will be allocated for the implementation of the plan in 2019-2024 years based on the possibility of the revenue side, the size of attracting investments and other alternative sources.

## INTRODUCTION

Thanks to the successful experience and practice of the founders of the university in the implementation of educational programs and projects, due to the urgent need to introduce modern approaches, methods and programs for the training of highly qualified and in-demand personnel as well, it was decided to establish a higher educational institution, which includes five important areas:

1. Medical education.
2. Information Technology.
3. Vocational education.
4. Economics and Law.
5. Agriculture.

"Salymbekov University" Institution was created in the second half of 2019. The university is open to applicants from all countries of the world, and simultaneously can accept more than 1000 students, which is achieved by a wide clinical and university base. The university provides education in three languages: Kyrgyz, English and Russian.

One of the first directions of the university is the Faculty of Medicine, where the training of highly qualified medical personnel is carried out according to international standards. The use of effective teaching methods and modern educational programs will ensure the high competitiveness of university graduates in the domestic labor market and will help them to successfully carry out their labor activities in the international arena.

One of the main institutional tasks of the university is the high-quality education of students in accordance with modern requirements, the training of competitive specialists, the enhancement of the university's image and effective corporate governance.

The university's corporate governance is based on the principles of academic freedom, transparency, accountability, equality and responsibility, as well as standards of academic analysis and quality assurance in education and science.

The Strategic plan for the development of the university includes five areas for improving activities:

1. Development of educational and research activities.
2. Development of partnerships and international activities.
3. Development of financial and economic activities and infrastructure of the university.
4. Development of the system of employment of graduates.

Goals, objectives, activities and target values of parameters and indicators of the development of the University are determined within each direction.

# **1. MISSION, GOALS, OBJECTIVES AND VALUES OF THE UNIVERSITY**

## **MISSION OF THE UNIVERSITY**

### **TRAINING OF HIGHLY QUALIFIED SPECIALISTS AND DEVELOPMENT OF HUMAN RESOURCES THROUGH BUILDING A UNIVERSAL EDUCATIONAL PLATFORM IN THE KYRGYZ REPUBLIC.**

As part of the general mission of the education system, Salymbekov University strives to form a universal platform of modern higher education in the Kyrgyz Republic, providing high-quality educational services in accordance with international standards, in the best traditions of the education system of Great Britain, the United States, as well as leading countries of Europe and Asia. Such a platform will be a complex of educational buildings, practical research centers, clinics, a high-tech park, coworking centers and production workshops, which will improve the quality of training of professional personnel and specialists in various industries for the country.

#### **Strategic goals for the development of the University:**

- ✓ providing education and training of highly qualified personnel for demanded directions of the labor market and in accordance with international standards of quality education.
- ✓ developing human resources, education and health care system in the country by opening modern and innovative educational and medical institutions.
- ✓ transformation of the University into one of the first-class innovative and modern educational organizations in the country with a strong material and technical base, high-quality staff and a high reputation.

#### **The main tasks of the University:**

Summarizing the foresaid, it is necessary to highlight the following initial comprehensive objectives of the university:

- ✓ implementation of basic educational programs in accordance with state and international educational standards, licensing and accreditation requirements.
- ✓ meeting the needs of society and the state in highly qualified specialists and modern personnel;
- ✓ opening new specialties and specializations, tracking the needs of the labor market, developing and improving the educational structure of the University, strengthening cooperation with other universities.
- ✓ promoting the development and modernization of the country's education system by introducing modern and innovative educational programs that combine the best educational traditions and values of the country's upbringing, as well as international experience and practice;
- ✓ introduction and development of a multilingual education system, which, in combination with modern skills, increases the ability of graduates to freely compete in the external labor market and master foreign professions that are inaccessible for graduates.
- ✓ active participation of the university in the transformation of education, research and innovation work of the university, production and application of scientific and technical developments;
- ✓ joint work with state and public institutions, organization and development of distance educational programs at the university;
- ✓ organization of regional, republican and international events, popularization of the university and the formation of a prestigious image of the university.
- ✓ accumulation, preservation and augmentation of the moral, cultural and scientific values of society, the formation of students' civic position, the ability to work and live in the conditions of modern civilization and democracy;

- ✓ promoting the integration of science and education of the University into the international research and educational space, as well as the development of scientific research, experimental development, cooperation with industrial and scientific organizations;
- ✓ scientific, methodological and personnel support for the development of science and education in the Kyrgyz Republic, ensuring the competitiveness of the University in relation to leading foreign educational and research centers;
- ✓ promoting the innovative and sustainable development of the country through the implementation of active research, experimental design, innovation and technology, expert analytical and financial and economic activities.

**On the way to its goals, the University adheres to the following values:**

- ✓ Spiritual renewal: Human values, spiritual wealth, the formation of a patriotic spirit, national identity, clarity of consciousness.
- ✓ Friendship, equality and tolerance: Equality and smoothing of cultural differences, mutual tolerance.
- ✓ Transparency, honesty and openness of activities.
- ✓ Integrity - awareness of scientific, pedagogical and administrative staff of the institution with legal knowledge and legal culture.
- ✓ Professionalism: Degree of professional skill of the teaching staff, high qualification, discipline and ability to develop.
- ✓ Innovation: The formation of new ways of teaching, new planning, design, knowledge acquisition through the active scientific activity of the teacher.
- ✓ Engagement. Participation of students in the social life of the university and involvement in scientific activities.
- ✓ Mutual assistance. Assistance in various kinds of training for teachers and students, support for the initiatives of teachers and students, scientific and informational assistance.
- ✓ Research based on intellectual curiosity of national and global importance.
- ✓ Cultural diversity - integration into all aspects of education, science and community.
- ✓ Equal access to education - equal conditions for all, regardless of race, religion, gender, socioeconomic status or physical ability.
- ✓ Achievement Based Selection - open to all talented students, faculty and researchers.
- ✓ Integrity - unity in all aspects - educational, research, managerial and student life of the university.
- ✓ Observance by students, teachers and researchers of high ethical principles and professionalism.
- ✓ Transparency and openness - public access to all aspects of the university's activities.

**For graduates, these values are:**

- ✓ Possess deep and comprehensive knowledge of their specialization.
- ✓ Be intellectually developed, inquisitive, creative and broad-minded.
- ✓ Be able to make decisions judiciously and be able to unite and involve others.
- ✓ Be entrepreneurial, proactive and able to create new opportunities.
- ✓ Free to navigate in a multilingual and multicultural world.
- ✓ Be an educated citizen of the world who embraces cultural diversity.
- ✓ Demonstrate individuality and consistency as a person.
- ✓ Be ready to take the lead in the development of country.

## **2. STRATEGIC DEVELOPMENT DIRECTIONS AND EXPECTED RESULTS**

The Strategic plan for the development of the University includes the following five main directions of development and improvement of activities in the framework of the implementation of the strategic goals of the University:

1. Development of educational and research activities.
2. Development of partnerships and international activities.
3. Development of financial and economic activities and infrastructure of the university.
4. Development of the system of employment of graduates.

Goals, objectives, activities and target values of parameters and indicators of the development of the University are determined within each direction.

### **2.1. Development of educational and research activities**

The purpose of this direction is the development and further improvement of the educational and research activities of the University. For achieving this goal, tasks provided are the following:

- ✓ Preparation, implementation and further development of educational and methodological and regulatory documents regulating educational and scientific activities of the University.
- ✓ Creation, further improvement and monitoring of the activities of structural units with an increase in their capabilities, role and responsibility.
- ✓ Creation of new forms and programs of basic and additional education in order to meet the needs of all interested parties in obtaining modern knowledge and competencies, increase the professional level.
- ✓ Implementation and further improvement of the automated information management system.
- ✓ Introduction and further improvement of the system of training, vocational guidance and selection for training at the University of the most educated citizens of the country and foreigners.
- ✓ Introduction and continuous improvement of the educational process quality control system in conjunction with the regular carrying internal and external audit of educational programs.
- ✓ The introduction and improvement of human resources policy on competitive selection, preparation and increase the qualification faculty and educational support personnel for the development of human capacity.
- ✓ Creation of conditions and sites for the organization of practical classes and courses for the implementation and improvement of the practice-oriented model of training a modern specialist.
- ✓ Implementation and development of the mechanisms of interaction with stakeholders (employers, government, students, parents and others.) for the improvement of university activity.
- ✓ Formation and development of research structures, identification of responsible persons for the organization of scientific and innovative activities of the University.
- ✓ Creating conditions for the implementation of the scientific potential of students and training of the most talented of them to research and teaching by improving the organizational structure of research work of students.
- ✓ Creation and implementation of an effective mechanism for the involvement in the research process and stimulation of scientific activity of the faculty of the University.
- ✓ Integration of university science into the world scientific space through the establishment and development of scientific and technical cooperation with foreign and international organizations and institutions.
- ✓ Establishment and development of scientific and technical cooperation with the institutes of the National Academy of Sciences of the Kyrgyz Republic, higher educational institutions, research and expert organizations, manufacturing companies of the country.
- ✓ Development, quality improvement and expansion of the range of fundamental, problem-oriented and applied research in relevant areas of scientific activity.

- ✓ Increased competitiveness and relevance of the results of research work of academic and teaching staff of the University and in the country, the region and the international scientific community.
- ✓ Implementation and improvement of the system of joint solution of scientific and technical tasks with research, design organizations, industrial and other enterprises.

## **CONCLUSION**

The set of directions for increasing the scientific and educational efficiency of the University and specific indicators of achieving the goals and results provided by the Strategic Development plan of the University until 2024 will allow to concentrate the activities of the team of teachers and students on the currently priority tasks and follow a clear trajectory to achieve the mission of the University.

The strategic plan is drawn up taking into account the status of the University as a beginner higher education institution, the formation of which is based on the transitional stages of the formation of the University base in the form of development and implementation of internal regulatory documents, the creation of educational and management infrastructure, as well as the formation of a personnel base including faculty and administrative staff of the University.

This stage covers the period from the creation of the University in 2019 to 2021 - the stage of assessing and optimizing all management and educational processes through the implementation of tools for assessing the quality management system and the compliance of the University with the current standards for basic educational activities.

Taking into account this period of the life of the University, the Strategic Plan includes aspects of directions, goals and objectives focused on the correct formation of the academic base, an comprehensive regulatory framework for managing the activities of the University, an effective corporate policy, the creation of a modern infrastructure with a margin for the future and an orientation towards international integration, relying on financial and infrastructural and academic capabilities of the University at the initial stages of development.

At the same time, despite the stage of formation, the period of "trial and error", the implementation of this Strategy will be systematically carried out according to the plans for the implementation of the Strategy, the University team will make every effort, taking into account the practices of other universities in the country, as well as abroad, to pass the first stage ahead of schedule and, fully implementing the current plans for the year to cover the implementation of the Strategic development plan of the University.

The second stage, falling in 2022 - 2024, will imply the stage of full loading of the University's capabilities to implement the tasks and achieve the indicators of the Strategic Plan.

To date, the university has achieved considerable success, consolidated by a talented, professional, dedicated and motivated group of university employees. But the journey towards becoming a world-class educational and research institution will be long and arduous.

The vision of the founders of the University is wider than the intended directions and goals of this development Strategy and the complete picture of the entire life cycle of the University the university team will try to implement in the following strategies of the University for the coming years.