



ევროპის უნივერსიტეტი
EUROPEAN UNIVERSITY

Action Plan Performance Monitoring Report

Reporting
Period: 2020
year

Description: The following document represents the monitoring report on the implementation of European University's action plan for the year 2020.

The Strategic Development office analyzed the monitoring results of the four quarterly report outcomes. Information provided by structural units was compared to indicators defined in the action plan, and tentative completion statuses were assigned to the planned events accordingly. The monitoring group evaluated the outcomes and identified final completion statuses in accordance to strategic development and action plan monitoring methodologies.

Introduction: Ongoing reporting period was affected by the Coronavirus pandemic and university was functioning in force majeure circumstances. Precisely, teaching was conducted remotely and administrative units had to change their ordinary working agenda. Consequently, some activities for certain structural units needed to be amended.

It needs to be mentioned, that structural units responsible for teaching (Faculty Administration, Teaching Process Administration Office, Exam Center) and Human Resource Management Office, International Relations Office, Quality Assurance Office, Training Center for Innovative Teaching Methods were exceptional with higher engagement in working process throughout the year. They ensured high-quality performance by maintaining uninterrupted work.

Based on monitoring outcomes, research and scientific work remains as a challenge and requires additional support. Medical faculty is an exception in this regard, as its clinical research results were shared by many medical institutions.

Challenges related to adapting to pandemics are clearly outlined also in quarterly monitoring outcomes. For instance, in first quarter, event completion rate was 54%. Results improved gradually and reached 65-67% at the end.

It needs to be outlined, that circumstances revealed in quarterly results were considered in planning year 2021:

1. Amendments were made in Action Plan and for possible outcomes were defined as a benchmark for activities allowing not only to evaluate the completion result, but also its effectiveness.
2. Events of first strategic priority were modified. Precisely, planning student quota became more inclusive. Faculty and relevant structural units have higher engagement.
3. Research and scientific activities were revised and steps for gradual enhancement were planned.
4. Role of Quality Assurance Office in program enhancement was outlined and therefore its responsibilities were increased (It does not mean that Office did not engage in these procedures but their role was defined as a lead in the area).

5. Need to revise many of the activities was also outlined and therefore it is desirable structural units to engage more in planning process.
6. During the process misinterpretation of indicators were also outlined. This also refers to the lack of engagement from structural units.

Brief overview of action plan performance monitoring by strategic directions:

Strategic Direction 1

Development of the university's brand and raising its social responsibility

Objective 1: Develop the university's brand and establish it in the market – Partly Completed

Objective 2: Attract local entrants/students – Partly Completed

Objective 3: Attract international entrants/students – Partly Completed

Objective 4: Raise social responsibility - Partly Completed

Strategic Direction 2

Development of programs of all three cycles of the higher education

Objective 1. Renew programs accredited in 2019 - Completed

Objective 2. Re-accredit ongoing programs – Partly Completed

Objective 3. Renew ongoing programs in line with accreditation standards – Partly Completed

Objective 4. Develop new programs in line with market requirements – Not Completed

Objective 5. Internationalize academic programs, develop and implement exchange and joint programs – Partly Completed

Objective 6. Develop innovative teaching courses in line with academic programs – Partly Completed

Objective 7. Strengthen the research component in teaching – Partly Completed

Strategic Direction 3

Increasing the quality of planning and implementing the learning /teaching process and wider establishment of innovative methods of evaluation

Objective 1. Implement innovative teaching and learning methods – Partly Completed

Objective 2. Establish new teaching practice centers and laboratories, and renew existing ones – Partly Completed

Objective 3. Strengthen external practice - Partly Completed

Objective 4. Raise awareness on academic integrity and plagiarism, detect violations and establish preventive mechanisms - Completed

Strategic Direction 4

Supporting and strengthening the scientific-research activities

Objective 1. Revise research potential of the university and define priorities - Completed

Objective 2. Develop and internationalize Scientific Research Institute of Law – Partly Completed

Objective 3. Develop and internationalize Research Institute of Globalization, Economic and Social Problems – Partly Completed

Objective 4. Initiate interdisciplinary research grants – Not Completed

Objective 5. Initiate individual research grants - Completed

Objective 6. Encourage and support students' involvement in research activities – Not Completed

Objective 7. Develop and internationalize Medical Research Institute – Partly Completed

Objective 8. Develop research-scientific activities related to international relations – Partly Completed

Strategic Direction 5

Development of Student Services and Environment

Objective 1: Support the promotion of students' civil awareness - Completed

Objective 2: Develop student services - Partially Completed

Objective 3: Provide social support to students - Completed

Objective 4: Support student and alumni career development - Completed

Objective 5: Strengthen extracurricular educational activities - Not Completed

Objective 6: Support cultural and sports activities for students - Not Completed

Objective 7: Adapt academic programs to meet student needs – Completed

Strategic Direction 6

Organizational Management of the University and Resource Development

Objective 1: Sophisticate organizational structure - Completed

Objective 2: Increase analytical capacity within strategic directions - Completed

Objective 3: Support qualification upgrades for administrative staff - Completed

Objective 4: Ensure sustainability of material resource development - Completed

Objective 5: Renew digital infrastructure - Completed

Objective 6: Ensure continuity of university authorization - Completed

It needs to be underlined that the document prepared by the monitoring group, outlining the objectives and statuses, was presented to the Governing Board. According to Clause 3, Article 6 of the 'Mechanisms for the Strategic Development of European University LLC and for monitoring the implementation of action plans and response to outcomes,' the Governing Board may take one of the following decisions based on recommendations:

- a) About the implementation of changes in the strategic development and/or action plan;
- b) About adding the unfulfilled measures described in the report to the action plan of the current academic year (if there is no lost interest in the implementation);
- c) To assign tasks to the structural unit to complete the recommendation, specify a deadline, and assign the Strategic Development Office to monitor its completion

Governing Board assigned some recommendations to non-completed recommendations and assigned Strategic Development Office to monitor completion:

- a) Prepare and complete new website – until June, 2021
- b) Flexible application system for international students – depends on when website will be completed
- c) Complete project “My Idea to My School” – until July 1, 2021
- d) Implement joint program in Business Administration with European or American universities – December, 2021
- e) Increase English language courses in educational programs – until September, 2021
- f) Establish psychological diagnostic center and engage student in its activities – September, 2021
- g) Promote student research activities – December, 2021

- h) Promote mentorship to senior student in Medical programs - December, 2021
- i) Promote facilitation to students in Medical programs – December, 2021
- j) Establish “Journal Enthusiasts Club” – September, 2021

Conclusion

Based on the provided information, it can be concluded that despite challenges, the university has managed to remain sustainable and achieve success in various areas. However, managing student quotas and enhancing synergy between structural units in this regard remains a major challenge. Despite this, it is crucial to implement external measures to strengthen research and scientific activities, as current conditions offer significant opportunities for improvement.

The administration can be considered as a strength of the institution, as they have successfully adapted to these challenges. Additionally, it is worth mentioning that the university has not only retained existing staff since the start of the pandemic but has also demonstrated the importance of recruiting new personnel, showing the institution's sustainability and growth.