**THE MINISTRY OF EDUCATION AND SCIENCE**
**OF THE REPUBLIC OF TAJIKISTAN**


**TAJIK NATIONAL UNIVERSITY**


**THE SELF-CONCEPTION STATEMENT**
**IN ACCORDANCE WITH THE CRITERIA OF**
**THE STANDARDS FOR INSTITUTIONAL**
**ACCREDITATION OF ECCA**


**DUSHANBE 2020**

# CONTENT

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| **Name of the educational organization** | **TAJIK NATIONAL UNIVERSITY** |
| **Officially authorized details** | 17 Rudaki Ave., Dushanbe, 734025, Republic of Tajikistan.<br>IIK KZ176010181000011617<br>BIC HSBKKZKX<br>BIN 000340002393<br>Economic sector code 6<br>Sign of residence 1<br>Destination Code Amonatbonk, Dushanbe, Tajikistan. |
| **Surname, name, the father's name of the rector of the educational organization** | **KHUSHVAKHTZODA QOBILJON KHUSHVAKHT** |
| **Type of ownership / type of organization** | Republican state enterprise on the right of economic management |
| **Contact Information** | Postal address:<br>17 Rudaki Ave., Dushanbe, 734025, Tajikistan.<br>Phone 8 992372217711 (rector reception)<br>Phone fax: 8 9922372214884 (clerical office)<br>E-mail address:  tnu.int.re@gmail.com |
| **The Date of Self-Assessment Report** | **10.03.2020** |
| **Surname, name and father's name of the contact person reporting** | **MIRZAMONZODA KHAYRULLO MIRZAMON,<br>e-mail: tnu.int.re@gmail.com** |
| **Self-Assessment Information** | The self-assessment procedure was carried out on November 19, 2019 under Order 510-6, on the basis of principles of objectivity, transparency and openness. Self-assessing group used the systemic method, methods of quantitative and comparative analysis, and generalization during preparing the present report. |
| **University web resources** | https://www.tnu.tj |

## LIST OF EDUCATIONAL PROGRAMS OF THE
## TAJIK NATIONAL UNIVERSITY

| | Undergraduate Educational Programs | |
|---|---|---|
| | **Humanitarian sciences** | |
| 1. | 1-23010100 | International relations |
| 2. | 1-23010106 | Foreign regional geography |
| 3. | 1-2301020305 | Information activities - analysis in international relations |
| 4. | 1-21030101 | History |
| 5. | 1-21030102 | History (Archaeologist) |
| 6. | 1-23011301 | Archival Studies |
| 7. | 1-21050100 | Tajik language and literature |
| 8. | 1-21050103 | Linguistics and new information technologies |
| 9. | 1-26020401 | Clerical work |
| 10. | 210601-0202 | Literary translation |
| 11. | 1-02020400 | World and national culture. Folklore. |
| 12. | 1-21050110 | Heritage line |
| 13. | 1-21020100 | Philosophy |
| 14. | 1-2301060103 | Politics and Public management |
| 15. | 1-23010500 | Sociology |
| 16. | 1-23010400 | Psychology |
| 17. | 1-86010102 | Social business |
| 18. | 1-230600301 | Political management |
| 19. | 1-21050200 | Russian philology |
| 20. | 1-21050404 | Theory and practice of translation |
| 21. | 1-23010203 | Linguistic support for intercultural relations (Arabic-English) |
| 22. | 1-23010203 | Linguistic support for intercultural relations (Arabic-French) |
| 23. | 1-23010203 | Linguistic support for intercultural relations (Persian-English) |
| 24. | 1-23010203 | Linguistic support for intercultural relations (Persian-French) |
| 25. | 1-23010203 | Linguistic support for intercultural relations (Hindi English) |
| 26. | 1-23010203 | Linguistic support for intercultural relations (Urdu-English) |
| 27. | 1-23010203 | Linguistic support for intercultural relations (Pashto-English) |
| 28. | 1-21060102 | Modern foreign languages (English, German, French, Chinese) |
| 29. | 1-02030702 | Foreign language (Chinese, computer science) |
| 30. | 1-23010800 | Journalism |
| 31. | 1-23010900 | International journalism |
| 32. | 1-47010104 | Publication |

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| 33. | 1-23010701 | Communication and community |
| 34. | 1-23010903 | Journalist-translator. WEB-journalism |
| | **Law** | |
| 35. | 1-24010200 | Jurisprudence |
| 36. | 1-24010100 | International law |
| 37. | 1-26010200 | State law management |
| 38. | 1-93010100 | Law enforcement |
| 39. | 1-24010302 | Legal regulation of finance and credit |
| 40. | 1-93010200 | Forensic inquiry |
| 41. | 1-24010218 | Protect incorporeal right |
| | **Social Sciences and Business** | |
| 42. | 1-25010700 | Economics and enterprise management |
| 43. | 1-26010301 | State regulation of the national economy |
| 44. | 1-25010715 | Economics and management in a complex enterprise |
| 45. | 1-26020101 | Central and local authorities |
| 46. | 1-25010701 | labour economics |
| 47. | 1-40010202 | Technology and information systems |
| 48. | 1-26020200 | Management |
| 49. | 1-26020300 | Marketing |
| 50. | 1-26020203 | Innovation management |
| 51. | 1-25010400 | Finance and Credit |
| 52. | 1-25010402 | Banking. |
| 53. | 1-25010300 | World economy |
| 54. | 1-25010304 | Foreign Investment. Management. |
| 55. | 1-25010717 | Economic and tourism management. |
| 56. | 1-25010404 | Insurance. |
| 57. | 1-25010403 | Taxes and taxation. |
| 58. | 1-25010800 | Account, analysis and audit |
| 59. | 1-25010500 | Statistics. |
| 60. | 1-25011100 | Audit and inspection. |
| 61. | 1-31010601 | Economic cybernetics. |
| | **Natural Sciences** | |
| 62. | 1-31030400 | Computer sciences. |
| 63. | 1-31030302 | Applied. Mathematics |
| 64. | 1-31030102 | Mathematics. |
| 65. | 1-98010101 | Computer security. |
| 66. | 1-31030202 | Mechanics. |
| 67. | 1-31040103 | Physics. |
| 68. | 1-3102010209 | Meteorology and climatology. |
| 69. | 1-02050405 | Astronomy. |
| 70. | 1-40020100 | Computing machinery, networks and systems. |
| 71. | 1-31040200 | Radiophysics and Electronics. |
| 72. | 1-33010300 | Radioecology. |

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| 73. | 1-54010104 | Metrology, standardization and certification |
| 74. | 1-31050102 | Chemistry. |
| 75. | 1-02040600 | Applied chemistry. |
| 76. | 1-48010100 | Technology Chemistry of inorganic materials, materials and products. |
| 77. | 1-48010300 | Chemical technology of energy resources. |
| 78. | 1-54010300 | Physical-chemical methods and research appliance. |
| 79. | 1-31010101 | Biology. |
| 80. | 1-33010101 | General ecology. |
| 81. | 1-31010102 | Biology (biotechnology). |
| 82. | 1-750101-01 | Forestry and forest science. |
| 83. | 1-79010800 | Pharmacist |
| 84. | 1-49013201 | Technology of leather products, oils |
| 85. | 1-79010400 | Medical diagnostics |
| 86. | 1-79010100 | Medical business |
| 87. | 1-31040309 | Medical Electronics |
| 88. | 1-51010100 | Geology and exploration of mineral deposits |
| 89. | 1-51010103 | Hydrogeology and engineering geology |
| 90. | 1-51010104 | Geology, exploration of oil fields |
| 91. | 1-25010711 | Economics and management in the mining mineral recourses |
| 92. | 1-51020102 | Mineral deposits engineering |
| 93. | 1-51010102 | Methods of geophysics, search and exploration of Mineral deposits |
| 94. | 1-51010110 | Hydrology and Glaciology |
| **Technics and technologies** | | |
| 95. | 1-98010101 | Computer security |
| 96. | 1-31030802 | Mathematics and Information Technology |
| 97. | 1-31030700 | Applied Informatics |
| 98. | 1-100010100 | Nuclear and radiation safety |
| 99. | 1-43010600 | Energy efficient technologies |
| 100. | 1-80020100 | Medical and biological business |
| 101. | 1-57010100 | Environmental protection and use of natural resources |
| 102. | 1-48010200 | Chemical technology of substances, materials and products |
| 103. | 1-48010100 | Chemical technology of inorganic substances |
| 104. | 1-030403 | Applied Psychology |
| **Services** | | |
| | 1-89010100 | Tourism and hospitality |
| **Master's degree programs** | | |
| **Humanitarian sciences** | | |
| 1. | 1-230101 | International relations |
| 2. | 1-230101-06 | Foreign Regional Studies |
| 3. | 1-230101-01 | Foreign policy and diplomacy |

| 4. | 1-240102 | Jurisprudence |
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| 5. | 1-240101 | International Law |
| 6. | 1-930101 | Law enforcement |
| 7. | 1-260102 | Public Administration and Law |
| 8. | 1-240102-18 | Intellectual Property Rights |
| 9. | 1-240102-12 | Comparative Law |
| 10. | 1-930102 | Forensic examination |
| 11. | 1-240102-03 | Judicial, prosecutorial and investigative activities |
| 12. | 1-240102-06 | Legal protection of nature and the environment |
| 13. | 1-240103-02 | Legal regulation of finance and credit |
| 14. | 1-210201 | Philosophy |
| 15. | 1-230106-0103 | Public Policy and Management |
| 16. | 1-230104 | Psychology |
| 17. | 1-230105 | Sociology |
| 18. | 1-860101-02 | Social work (socio-medical-psychological activity) |
| 19. | 1-030404-01 | Social pedagogy, psychologist |
| 20. | 1-210301-01 | History (domestic and universal) |
| 21. | 1-230113-01 | Archival Studies |
| 22. | 1-230108 | Journalism |
| 23. | 1-230109 | International journalism |
| 24. | 1-230109-03 | Journalist – translator |
| 25. | 1-470101-04 | Publishing |
| 26. | 1-210501 | Tajik language and literature |
| 27. | 1-260204-01 | Documentation and management documentation |
| 28. | 1-210501-03 | Linguistics and new information technologies |
| 29. | 1-210601-0202 | Literary translation |
| 30. | 1-020204 | World and domestic culture. Folklore |
| 31. | 1-210502 | Russian philology |
| 32. | 1-210504-04 | Theory and practice of translation |
| 33. | 1-210501-10 | Written heritage |
| 34. | 1-230102-03 | Linguistic support of intercultural communications (Arabic-English) |

| 35. | 1-230102-03 | Linguistic support of intercultural communications (Persian-English) |
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| 36. | 1-230102-03 | Linguistic support of intercultural communications (Hindi-English) |
| 37. | 1-230102-03 | Linguistic support of intercultural communications ( Urdu-English) |
| 38. | 1-230102-03 | Linguistic support of intercultural communications ( Pashtu-English) |
| 39. | 1-210601-02 | Modern foreign languages (Chinese translator) |
| 40. | 1-210601-02 | Modern foreign languages (English translator) |
| 41. | 1-210601-02 | Modern foreign languages (German translator) |
| | **Social Sciences and Business** | |
| 42. | 1-250104 | Finance and credit |
| 43. | 1-250104-02 | Banking |
| 44. | 1-250103 | World economy |
| 45. | 1-250107-17 | Economy and management of tourism |
| 46. | 1-250104-03 | Taxes and taxation |
| 47. | 1-250104-04 | Insurance |
| 48. | 1-250103-04 | Foreign Investment Management |
| 49. | 1-250108 | Accounting, analysis and audit |
| 50. | 1-250105 | Statistics |
| 51. | 1-310306-01 | Economic cybernetics (mathematical methods in economics) |
| 52. | 1-250111 | Audit and revision |
| 53. | 1-260103-01 | State regulation of the national economy |
| 54. | 1-2501-07 | Economics and enterprise management |
| 55. | 1-250107-01 | Labor economics |
| 56. | 1-260202 | Management |
| 57. | 1-260101-01 | State and municipal government |
| 58. | 1-400102-02 | Technology and information systems (in economics) |
| 59. | 1-260201 | Business administration |
| 60. | 1-250107-15 | Economics and management in agricultural enterprises |
| | **Natural Sciences** | |
| 61. | 1-310301-02 | Mathematics (scientific and pedagogical activity) |
| 62. | 1-310304 | Computer science |
| 63. | 1-310401-03 | Physics (scientific and pedagogical activity) |

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| 64. | 1-54-0101-04 | Metrology, standardization and certification |
| 65. | 1-310201-0209 | Meteorology and climatology |
| 66. | 1-310402 | Radiophysics |
| 67. | 1-02050405 | Astronomy |
| 68. | 1-310403 15 | Nanotechnology |
| 69. | 1-310501-02 | Chemistry (scientific and pedagogical activity) |
| 70. | 1-310101-02 | Biology (scientific and pedagogical activity) |
| 71. | 1-310101-02 | Biology (biotechnology) |
| 72. | 1-330101-01 | General ecology |
| 73. | 1-280107-11 | Economics and enterprise management (mining) |
| 74. | 1-510101-02 | Development of mineral deposits (маркшейдерское дело) |
| 75. | 1-510101-03 | Hydrogeology and engineering geology |
| 76. | 1-510101-10 | Hydrology and Glaciology |
| 77. | 1-510101-04 | Geology, prospecting and exploration of oil and gas fields |
| 78. | 1-790108 | Pharmacy |
| | **Engineering Science and Technology** | |
| 79. | 1-980101-01 | Computer security |
| 80. | 1-480103 | Chemical Technology of Energy Resources |
| 81. | 1-480101 | Chemical technology of inorganic substances, materials and products |
| 82. | 1-020406 | Applied Chemistry (research and production activity) |

# THE STAFF OF THE SELF-ASSESSING GROUP OF THE UNIVERSITY

1. Khushvakhtzoda Qobiljon Khushvakht - Rector of TNU  (head of)
2. Khojazoda Tohir Abdullo - Vice-Rector for Academic Affairs  (Deputy head)
3. Mirzamonzoda Khayrullo - Vice-Rector for International Relations (Deputy Head)
4. Safarmamadov Safarmamad - Vice-rector for science.
5. Rakhmonova Jamila - Vice-rector for educational work.
6. Sobirzoda N.M. - Vice-rector for socio-economic issues
7. Rajabov T.R. - Chairman of the university's trade union committee of the
8. Azizzoda U.A. - head of the educational department
9. Kosimov S. S. – deputy of academic unit
10. Odinaev R. - Dean of the Faculty of Mechanics and Mathematics
11. Solekhov D. - Dean of the Faculty of Physics
12. Fayzulloev E. - Dean of the Faculty of Chemistry
13. Valiev Sh. - Dean of the Faculty of Geology
14. Karimov A. - Dean of the Faculty of Biology
15. Kalemulloev M.V. - Dean of the Faculty of Economics and Accounting
16. Shamsov I. - Dean of the Faculty of Economics and Management
17. Khushvakhtzoda K. - Dean of the Faculty of Economics and Finance
18. Ismatov S. - Dean of the Faculty of Journalism
19. Mukhammetov G.B. - Dean of the Faculty of Russian Language and Literature
20. Shodiev R. - Dean of the Faculty of Languages of Asia and Europe
21. Emomali S. - Dean of the Faculty of Philology
22. Sharifov R. - Dean of the Faculty of History
23. Samiev H. - Dean of the Faculty of International Relations
24. Rahmon D.S. - Dean of the Faculty of Law
25. Muhammadizoda N. - Dean of the Faculty of Philosophy
26. Musozoda S. - Dean of the Faculty of Pharmacy
27. Talabzoda M. - Dean of the Faculty of Medicine
28. Kodirzoda F. - Dean of the Joint Tajik-Belorussian Faculty
29. Dzhuraeva Z.G. - Scientific Secretary of Dissertation Councils
30. Bakhrombekov D. - Chief of the center for sociological research
31. Abdulloev J. - Chief of the talent development center
32. Gafforov Sh. - Chief of the center of pre-university training
33. Gafforzoda I. - Director of the Institute advanced training for teachers of higher education institutions of TNU
34. Tavkiev E. - Chief of the personnel and special work department
35. Naboti R. - Chief of the Department of Science and Innovation
36. Makhmadiev I. – Head of International Relations department
37. Aliyeva G. - Director of the scientific library
38. Ismonov K. - Chief of the Center for Publications and Translations
39. Ikromov R. - Chairman of the youth organization

40. Fayzulloev E. - Chairman of the Council of Young Scientists

41. Kurbonov H. - Chief of the testing, IT and distance learning center

42. Khasanov S. - Chief of the department of accounting and statistics

43. Aminova V. - Student community representative

44. Davlatzoda K. - Director of the Agency for Standardization, Metrology, Certification and Trade Control under the Government of the Republic of Tajikistan

45. Mukhiddinzoda K. - Chief of the department of secondary educational institutions of the Ministry of Education and Science of the Republic of Tajikistan

46. Boboshozoda M. - The first deputy of Chairman of the Committee on Television and Radio Broadcasting under the Government of the Republic of Tajikistan

47. Khodzhiev A. - Director of Shifo Diagnostic and Treatment Center LLC

## BRIEF SUMMARY OF ACTIVITIES

Tajik National University is one of the republican oldest universities, which was formed by the Decree of the Council of Ministers of the USSR on March 21, 1947 under order 643. In order to increase the effectiveness of higher education and streamline the higher education structure in Tajikistan - Tajik State University granted the status of an autonomous, self-governing higher education institution and it became known as Tajik State National University (TSNU) on February15, 1997 by the Decree of the President of the Republic of Tajikistan (No. 669). On October 2008 by the Decree of the President of the Republic of Tajikistan Emomali Rahmon the University was finally approved as Tajik National University.

Today Tajik National University consists of 117 departments functioning at 19 faculties, the Research Institute, the Confucius Institute, the Institute advanced training for teachers of higher education institutions, Lyceums with in-depth study of the natural sciences and mathematics, a scientific library, 103 research and educational laboratories, 14 research laboratories, 10 Internet centers, 73 computer and language classes, Biotechnology Center, Technological Park, Language Learning Center, Publishing Center, preparatory courses, 4 gyms, a dispensary and a medical center. Such proper, sophisticated technical logistics of educational processes means that TNU, being the education and science flagship in the republic, steadily develops in different directions. Currently 23,359 undergraduate, 624 postgraduate and doctoral students are studying at TNU, they are taught by 1,528 highly qualified teachers, including 13 academicians of the Academy of Sciences of the Republic of Tajikistan, 15 corresponding members of the Academy of Sciences of the Republic of Tajikistan, 152 doctors (D.Sc.) and 515 candidates of science (PhD). Classes are held in 19 academic buildings.

The university's legal address: 17 Rudaki Avenue, Dushanbe, 734025 the Republic of Tajikistan.

Phone +8992372217711 (university rector reception), Tel. fax: +8992372214884 (chancellery). E-mail;

TNU does not have branches neither in Tajikistan nor beyond the republic. In conducting its activities, the University is guided by accordance of the Charter of the university, the governmental regulatory acts of the Republic of Tajikistan.

**STANDARD 1.** DEVELOPMENT STRATEGY **AND QUALITY ASSURANCE**

The Development Strategy for 2019-2029 was adopted at TNU taking into consideration the primary directions of the state educational policy of the Republic of Tajikistan,

The realization of the TNU Development Strategy for 2019-2029 mainly contributed transition to a credit system and predisposed university and academic staff special training regarding that transition. Appropriate curriculum have been developed and approved, a catalog of elective disciplines was compiled, and significant changes in hour's calculation and class schedules as well as in other relevant documents have been made. In general, it could be stated that TNU was functioning as a state university in absolutely new conditions and the "Strategic Development Plan of Tajik National University for 2008-18" was basically implemented. The University is also nationally accredited. Joint effort of all university staff in involvement in maintaining the quality of education was resulting in the successful state certification without any non-conformity identified by the certification body.

By this time, a new program for the university strategic development is required. The conditions for the educational activities implementation have changed significantly, in particular, due to fierce competition in educational services market, the rapid development of new technologies and other factors.

The newly designed "Development Strategy of Tajik National University for 2019 - 2029" is guided by the Constitution of the Republic of Tajikistan, the Law of the Republic of Tajikistan "On State Forecasts, Concepts, Strategies and Programs of Socio-Economic Development of the Republic of Tajikistan", and in accordance with the long-term goals and the country's development priorities identified by the President of the Republic of Tajikistan in the messages to Majlisi Oli of the Republic of Tajikistan in 2014 and 2015. State education policy required urgent active measures to improve higher education system in order to guide our society to the dominance of a knowledge economy, high technology, and the internationalization of education.

According to the results of the discussion at all levels, "Development Strategy of the Tajik National University for 2019 - 2029." (See AppendixБа замима нигаред?) was approved by the decision of the Scientific Council of 10.28.2018 protocol No. 19. In the new version of the Strategy, the choice of directions for the development of TNU until 2029 was determined by its mission, vision and priorities for the development of Tajik society, science and economy, the system of higher and postgraduate education, program documents of the Republic of Tajikistan in the field of education.

In the new Strategy version the choice of directions for TNU development until 2029 was determined by its mission, vision and top priorities for the progression of Tajik society, science and economy, the system of higher and postgraduate education as well as program documents of the Republic of Tajikistan in the field of education.

Thus, a system of constant strategic documents updating which has been developed at the university ensures the implementation of the goal-setting principle in the university activities.

The university strategic documents are designed on the basis of an available resources (material, financial, informational, personnel, etc) analysis.-. The university international relations (allowing training, academic exchanges), virtual resources (video training courses

posted on the Internet, a job site, social networks), image potential (the university is the largest center of science, culture and education of the Republic of Tajikistan, the major conductor of majority of state programs) are taken into account. Issues related to the resource analysis become the agenda item in the Academic Council meetings and discussion, which based on systematical reports on financial and economic activities, dormitory provision, library replenishment, digitalization and information resources development , the university international policy activities, etc. Resource support issues as well as questions about building acquiring, allocating funds for personnel training, etc. are also discussed at unscheduled meetings.

The most important condition for the development of strategic documents was the involvement of all interested parties; the draft Development Strategy for 2019-2029 was posted on the university website.

In a framework of strategic documents designing, in particular during the current strategic plan devising a, serious attention was paid to development problems and preventing risks identification, as well as the university strengths and weaknesses sorting out. .

An analysis of the internal environment showed that the university, along with the problems inherent in the entire system of higher education in the country, began to encounter a number of problems that hinder competitiveness and require timely response, these are:
- lack of qualified personnel for individual training programs;
- insufficient level of commercialization of research results;
- insufficiently high salary of teaching staff;
- low demand from applicants for a number of educational programs;
- outflow of applicants to the central abroad.

To solve these problems and prevent risks, a system of measures and a set of preventive and corrective actions have been developed for each item. For example: points, a program for training scientific and pedagogical staff at the expense of the university was adopted, a mentoring system was introduced, working groups were created to open postgraduate education programs, etc.

On the other hand, an analysis of the external environment showed that the university has a long-standing and stable positive image, which is cultivated by regular media support of all scientific, educational, cultural events taking place at the university that creates a positive stereotype of the university far beyond Tajikistan borders.

Starting from 2016, the university annually conducts surveys among eleventh grade students of schools around the country in order to ascertain their educational intentions, preferences, and motivational forces and to identify potential students for entering TNU.

According to the results of these comprehensive surveys on TNU image conformity with the key characteristics of an "ideal university", it can be seen that the university meets such criteria or parameters as "prestige and popularity", "the availability of highly qualified teaching staff", "ensuring quality training in the specialty".

The top quality of education and the stable position of TNU in the labor market are evidenced by data from independent external partners. In March 6, 2018 (AUE 0002496), TNU successfully passed state certification.

According to the International ranking directory of world colleges and universities, Unirank, TNU takes the 1st place among Tajik universities.

Another survey conducted among domestic and foreign employers to identify the their expectations and requirements due to graduates preparedness to real labor market conditions

showed following results: the vast majority of respondents highlighted that TNU graduates are well-educated, mature, intelligent, more prepared, informed and not lacking in self-awareness.

Marketing analysis demonstrated that the main advantage of the university(along with its rich historical, cultural and scientific background , a large number of graduates and their growing in- demand rate in labor market, a top rating among applicants, and highly positive evaluation from modern employers), The employers' appreciation was the multidisciplinary nature of the activity - teaching students in 111 areas of training and 109 undergraduate majors, 83 master's and 103 doctoral programs in the specialty (PhD). Currently, there are 19 Councils for the defense of candidate and doctoral dissertations in TNU.

Thus, such a positioning of the university is carried out on the basis of resource assessment, engaging different level partners, large-scale surveys, marketing analysis, and independent assessment results. The data of this critical analysis allow concluding that TNU has extremely vital in the current climate competitive advantages in the country's educational environment and determines the top priority areas of its development.

TNU introduces the Continuous Development of the system of higher and postgraduate education based on science and education production approaches integration to ensure high quality training of specialists and sustainable development of the university.

The university's mission development methodology was based on the need to reflect the history of the university; determine the place and role of the university in the republic; show commitment to the ideas of interethnic and intercultural cooperation; to reveal participation in the processes of democratization of society, humanization and innovative development of education; emphasize the high requirements of the university to the quality of education in accordance with the implemented areas of training; place and role of university graduates in the development of the region and the country.

Mission: Preservation and enhancement of the traditions of one of the oldest universities in Tajikistan, the social dimension of higher education, academic mobility, internationalization, student centrism in education. Training of highly qualified specialists using advanced training technologies, techniques and modern educational infrastructure, the accumulation and dissemination of humanitarian, natural-scientific and technical knowledge.

Thus, the introduction of TNU mission and strategy is the clearly formulated prospects for the development of this outstanding educational organization, logically and reasonably related to the initial (both external and internal) conditions assessment, fully consistent with the national education goals and objectives as well as with development strategy of the country.

Package of the university strategic documents includes the Guide to the quality of education, developed on the basis of ESG standards. (Appendix 1.4.). For its concretization the Academic policy, Research policy, personnel policy and other documents have been issued. In general, quality policy aim is to provide and maintain a direct link between research, teaching and learning.

All these documents have been published in a printing way and are located in each university department/division. The university's activities in the creation of documents for certain activity areas and processes that specify the quality assurance policy are permanent.

The priority development tasks are further reflected in the operational planning of the university and its departments. The subject of great importance is the university work plan for the current academic year. In particular plans for scientific researches, educational activities, etc. are being devised the university planning is developed at different levels - divisions,

departments, faculties, etc. Plans structure and approval deadlines, are defined due to the Planning Matrix, access to which is open to users as it is available on the university's internal website. The control mechanism is an evaluation of the operational planning effectiveness and, a comparison of goals and achieved results based on reports. Thus, the annual university self - assessment procedure allows monitoring its strategic tasks implementation.
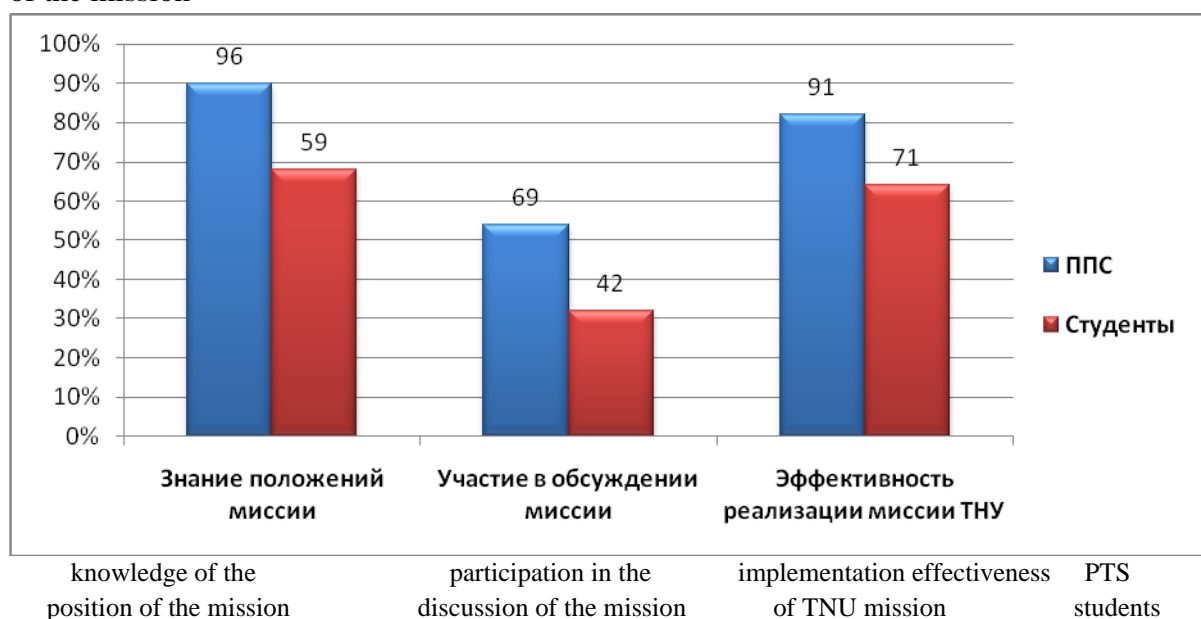
Each unit of the University is carefully monitored. Such a practice really provides a full assessment of the quantitative and qualitative changes in the processes that a particular structural unit is responsible for. At the same time, the university structure includes a special department for monitoring and controlling the education quality, which provide reliable information on the dynamics of processes at the entire university level.

One of the tools for monitoring the implementation of TNU mission and strategy is the annual sociological surveys undertaken among students, teachers and university staff: " Opinion of students and teachers about the effectiveness of the educational process in TNU", "State of interethnic relations, language practice and religion in TNU students perception" and others.

As a result of the polls are accepted as educational and educational in nature. The most pressing problems, in particular, religious extremism, terrorism, inter-religious and interethnic issues are becoming the subject of discussion on curatorial hours.

Monitoring and polls' results are provided to TNU administration, and are also posted on the university's internal website.

Fig. 1 Results of surveys on participation in the discussion and evaluation of the effectiveness of the mission



knowledge of the position of the mission     participation in the discussion of the mission     implementation effectiveness of TNU mission     PTS students

The most important apparatus for maintaining the mission, strategy and policy in term of quality of different educational and scientific items are regular meetings of the rector with the university staff. In the process of discussion, the introduction of innovations, changes in the structure and an analysis of the current state of affairs, etc.

The university authority is open to cooperation with all interested parties, rector and vice-rectors office hours for visitors are set, and boxes for appeals are placed in all university's buildings.

Thus, TNU systematically develops and updates the university development strategy, which is based on an analysis of external and internal factors and is verified through widespread

involvement of all interested parties.

TNU mission and strategy are aimed at satisfying the needs of the state, society, sectors of the real economy, potential employers and students. The processes of formation, review and monitoring of the mission, strategy, quality assurance policy of TNU, and in general the activities of the university, are open, transparent and accessible to all interested parties.

All strategic documents were discussed, published in a printing way and posted on the university website. TNU develops conceptual documents on areas of activity and processes that allow realizing the mission, strategy and quality policy of the university. A system of planning and monitoring is developed.

The mission, strategy and quality assurance policy are aimed at accomplishing the main task of higher education -to providing and strengthen a link between research, teaching and training. The culture of quality assurance in TNU has multi-level nature and is constantly being improved.

The strategic plan of the university is developed on the basis of a SWOT analysis of all university activities with an analysis of the current state for 2019 (see the appendix) and is aimed at achieving the maximum result. We consider the maximum efficiency of any university, including TNU, the demand and employment of graduates (currently at TNU more than 90%), the qualifications of teaching staff (currently at TNU the number of graduate teachers is more than 60% of the total.

## STANDARD 2. RESOURCES

TNU has an effective personnel development system. The principles and procedures for the recruitment and development of employees are based on the goals of the strategic plan for the development of TNU and are fair and transparent. The career development model of the teaching staff motivates talented young people to start an academic career, creates opportunities for progress and ensures the stability of the teaching staff. The principles of remuneration and motivation of employees are defined, accessible to all employees and respected. The procedure for conferring academic ranks (associate professor, professor) and appointment to positions (department heads, dean) at TNU is based on the announcement of a competition for existing vacancies and candidates are elected at a meeting of the Academic Council of TNU by closed ballot. (see Appendix).

TNU has a system for popularizing its core business and academic career opportunities. The university has a system of internal and external communications corresponding to the target audience. University members are informed in a timely manner of their decisions. In order to popularize all aspects of the activities, TNU is in constant contact with the most popular media.

The financing system of TNU is based on the principles of efficiency, effectiveness, responsibility, transparency. The University carries out ongoing planning and distribution of financial resources based on the mission and strategy, and includes procedures for preparing a draft budget; review and approval of the budget; budget execution; execution report execution. Long-term and short-term planning of financial activities allows you to effectively distribute the resources of the university.

The university's activities are carried out in accordance with the Development Plan at the expense of its own income and budgetary funds received in the manner determined by the budget legislation of the Republic of Tajikistan (state order). The development plan was developed for

10 years in the maximum compliance with the strategic plan of TNU and 2019-2029 and agreed with the authorized body - the Ministry of Education and Science of the Republic of Tajikistan.

In order to fully realize the principle of student-centered learning in the activities of TNU, the university leadership pursues a policy aimed at providing the educational process with the necessary amount of modern, accessible and diverse educational resources, as well as student support structures. Strengthening and developing the material and technical base of the university, modernizing the information technologies and tools used in it, optimizing its organizational structure are aimed at creating the most favorable learning environment in the university.

The need of TNU for various resources is determined in accordance with the goals of the strategic plan for the development of the university, the needs of the study program and departments of the university, as well as the requirements of regulatory documents in the field of education. In this case, an analysis of statistical data characterizing the activities of the university, contained in the annual report on the work of TNU, in the reports of faculties, departments and other departments of the university, as well as analysis of information obtained during sociological surveys or received through feedback channels is used.

At the beginning of each academic year, all departments of the university send applications to the procurement department for the purchase of the funds and materials they need, various activities, etc., on the basis of which the university's procurement plan is drawn up. In accordance with this plan, the computer equipment fleet is updated, training equipment is purchased, repair and construction work, etc.

Currently, on the balance of TNU there are 20 educational buildings, a testing laboratory of ecology and biology, 7 student dormitories, 4 sports halls, 2 outdoor sports grounds, a health center, and a garage for official vehicles. The number of classrooms for educational buildings is 488. The total area of educational buildings, workshops, laboratories, gyms, sports grounds, dormitories where classes are held with students is 65651sq.m.

Students and university staff are served by 14 canteens with 1,520 seats, as well as three buffets with 48 seats. In the dining rooms and buffets there is all the necessary equipment, the premises comply with sanitary standards.

The total area of gyms and sports fields is 1340 square meters. There is a first-aid post in which 1 doctor and 2 paramedics work who provide first aid, do preventive vaccinations, etc. In TNU there is an editorial and publishing center with its own printing house. Repair works are regularly carried out in all the buildings and structures of the university. Currently, preparatory work is underway to build a new hostel.

The university has a modern scientific and educational laboratory base. The testing laboratory of ecology and biogeochemistry is a structural unit of the university. The laboratory is accredited and registered in the register of the State system of technical regulation of the Republic of Tajikistan.

The university has 103 educational laboratories.

The functions of training laboratories for language specialties are performed by 10 multimedia and 73 computer rooms.

The university has scientific and methodological rooms, which are the basis for humanitarian and natural-scientific educational programs. They are provided with computer equipment and the necessary literature, handouts, etc.

Currently, the TNU computer equipment fleet is 2477 PCs based on Intell processors. On average, there are 97 students per computer, with a norm of 20. Students can access computers located in the electronic reading room and teaching rooms not only during school hours, but throughout the work day.

The data obtained in the course of conducted sociological studies indicate that the number of students who are satisfied with the material and technical support of the educational process at TNU is consistently more than 4/5 of all respondents.

The dynamics of the development of material and technical resources is positive. Based on the results of assessing the degree of deterioration of buildings, inventory results, the moral aging of computer equipment, etc., measures are being taken to maintain university resources at the level of requirements for educational organizations.

The issues of sufficiency and modernity at the disposal of EP resources - classrooms, laboratories, computer equipment and software, financial resources, access to international databases, research results, professional practice and employment systems, teaching aids and materials are considered at meetings of departments, councils of faculties, UMC and the Academic Council of the University.

The Tajik National University's financial system   is based on the principles of competence, efficiency, responsibility and intelligibility. The University realized current planning and distribution of financial resources based on mission and strategy and includes   procedures formation of  budget  program;  consideration and confirming of  budget; budget execution; making report about execution.  Long and short terms planning of financial activities allows effectively distribute the resources of university.

 The University's activities are implemented in according to the Development program at the expense of its own income and budgetary funds received in the order determined by the budget of legislation of the Republic of Tajikistan. The Development program was settled for 10 years, conformed to the authorized organ – the Ministry of Education and Science of the Republic of Tajikistan.

The income part of the development program is planned based on the contingent of students (students, master's degree, preparatory department) due account to the expected graduation and the planned admission for the new academic year, the cost of training for the state order and on retribution basis according to the concluded research contracts, approved calculation on the provision of paid educational services and income from none volatile activities. The financial mechanism forms systematic approach to optimizing costs, falling production costs, growing profits and productivity, increasing economical position in the market, etc.

The source of financing the University's economic activity is carried out at the expense of funds allocated from the republican budget for the education of students; master's degree under the state program, as well as none-budgetary funds depends on the result of the university's work on the realization of the mission and strategy. The of the republican budget in the total volume of financial resources averages 24.9 % per cent. The university financing system is based on the principles of competence, efficiency, priority, directness, responsibility, allocation and independence off all budget levels.

The financial activities of the university are based on the following task defined by the financial management system: strategic and tactical planning of expenses and profits of financial resources; mobilization of financial resources; mobilization of financial   resources; distribution of financial resources; audit of the use of financial resources. An accounting system based on

financial, statistical, tax, management counting has been created. The existing financial management system at the university is fulfilled through planning and reporting, which ensure the transparency collegiality of the formation of the university's budget.

Financing from the republican budget is approved according to the following programs:

| № | program name | allocated amount |
|---|---|---|
| 1. | Training of specialists with higher and postgraduate education (based on the average annual number (including graduation and admission) of students of all levels, while the average cost of training students is calculated in accordance to the Decree of the Government of the Republic of Tajikistan from June 01, 2118 for 2018-2019 academic year) | 32650434 somoni |
| 2. | The providing of social support to students in higher and postgraduate education programs (scholarship and compensation for reduced fares) | 8579256 somoni; |
| 3. | Invite foreign scientists to the universities of the Republic of Tajikistan | 47576.00 somoni |
| 4. | Grant research funding | 3262217.83 somoni |

Extra budgetary funds of the university in the total amounted to 75.10% (98653069 somoni). The sources of formation, which were:
-    the provision of educational services on a paid bases – 957984466 thousand somoni;
-     grants from education departments – 3262217.83 thousands somoni;
- from the provision of paid services (preparatory courses, foreign language courses, additional services in disciplines, etc.) - 2636110 somoni;
- remuneration on the current account - 4381491,00 somoni (барои онхо нофаљо?)

One of the main means for achievement of planned targets of TNU is setting up the financial and economic activities. A document containing projected information of the movement of financial runs for the next planning period is a sketch of financial and economic activity. The financial economic activities' plan of TNU is extend in accordance with the order of the Minister of Finance of the Republic of Tajikistan.

The plan of financial and economic activity consists of financing the following priority areas.(бо таблитса нишон дихед)

Funding in 2018 was in the sum of 5937801 somony, which amounted to the following budget programs - "Providing social support to students in the program of higher and postgraduate education" - 8579256 thousand somoni; fundamental applied and scientific research 20,000.00 thousand somoni.

Financing in 2016 amounted to the republican budget for the programs: 204 "Training of specialists with higher and postgraduate education" - 25018433.0 thousand somoni; 030 "The provision of social support to students in higher and postgraduate education" - 6671087tys. somoni; invitation of foreign scientists –47516 thousand somoni; fundamental applied and scientific research 20,000 thousand somoni. The provision of paid educational services - 75745299 thousand somoni.

Financing from the republican budget in 2018 amounted according to the programs: 204 "Training of specialists with higher and postgraduate education" - 32650434 thousand somoni;

academic mobility of students and post graduates - 98434576 thousand somoni; invitation of foreign scientists - 47516 thousand somoni; The provision of paid educational services - 98434576 thousand somoni.

Planning the financial and economic activities of the university contributes to the improvement of organization the educational process and the updating of the educational and laboratory facilities, educational and scientific literatures, material and technical facilities, capital and maintenance of educational buildings.

Financial management is regulated accounting to the policy of the university developed on the basis of the Law of the Republic of Tajikistan "On Accounting and Financial Reporting" dated April 9, 2015 No. 204, international financial reporting standards, guidelines for the application of international financial reporting standards, as well as other regulatory legal acts of the Republic of Tajikistan and agreed with the Ministry of Education of the Republic of Tajikistan.

The University is guided by accounting policies in the preparation of financial statements, while ensuring its reliability, clarity and usefulness for a wide range of users.

Timely receipt of funds, both on the state budget and additional budgetary funds, allows you to make timely payments according to the plan of financial and economic expenses. The University has no debts in payments, including salaries, services, repairs, etc.

The university's budget in 2018 amounted to 131.3103503.00 thousand somoni. The university receives the main income from the provision of training services for specialists with higher and postgraduate education at the expense of the republican budget and at the expense of students' own funds. In the course of activities when spending money, the university is directed by the financial standards of the Ministry of Education and Science and confirms the targeted use of funds.

The indicators show that inventories, receivables and money cover liabilities without taking into account the amounts of income and expenses of future periods. The financial condition of the university is stable, borrowed funds for the activities of the university were not involved, long-term receivables and payables are not available.

The calculation of the ratio of own and borrowed funds shows that the university does not depend on the amount of the state order.

The staffing and number of employees is determined based on the ratio of students to the number of categories of workers. The number of employees in all categories of employees corresponds to the required financial standards.

During the period under review, average monthly wages increased by an average of 26%. The share of wages in university expenditures remained stably high, and this indicates the fulfillment of management's intentions to increase the material and social well-being of their employees. The size of wages is one of the significant stimulus factors for staff, therefore the university management makes every effort to ensure a high level of salary for its employees.

Planning the receipt of funds at the university from educational activities is carried out according to the student contingent.

The report on changes in equity provides the user of financial statements with detailed information about all significant changes in the financial position of the enterprise.

In 2018, the following items were purchased to provide specialized laboratories and classrooms: materials worth 3420 thousand somoni, fixed moneys in the amount of 11193871.42 thousand somoni, including laboratory equipment in the amount of 614000.00 thousand somoni, educational literature in the amount of 2,82893,00 thousand somoni.

There were bought computers, printers, MFU in the total amount - 2946158 thousand somoni, transport facilities – 220000,0 thousand somoni. Payment for public utility and including the central heating in 2018 made 9862021 thousand somoni.

Annually in the aim of sanitarian-hygienic standards rate conducts current repairing the classrooms, laboratories and hostels. So in 2018 year the expenses for repairing formed 9862021 thousand somoni.

The system of internal audit conducted by an internal audit service of the Ministry of Education and Science of Tajikistan.

As of June 30, 2018, the university passed an independent audit. According to the audit, the financial statements are presented reliably, in all material respects, the financial position and financial results of its activities for 2018 year comply with International Financial Reporting Standards and the auditor gave a positive opinion.

In accordance with the financial calculations based on the results of activities for 2018, the actual amount of net income amounted to 1313035503 thousand somoni.

In accordance with the Decree of the Government of the Republic of Tajikistan "On the standards for the distribution of net income of state enterprises on the basis of economic management" dated December 31, 2018, this amount was distributed in the following order:

-Transferred to the republican budget in the amount of 12155318 somoni.

The University has at its disposal to develop production, strengthen the material and technical base and other areas - 119148185 thousand somoni, of which:

- to strengthen the material and technical base - 104639424 thousand somoni;
- for the formation of a social reserve fund - 14508761 thousand somoni;

The University constantly carries out purposeful work to save money and material resources:

- Every year, optimization of the structure and staff of administrative and managerial, educational support and other personnel;
- all university facilities are equipped with meters for the consumption of heat and electric energy;
- a plan has been developed and is being implemented to exclude unreasonable expenses.

Every year, the results of financial and economic activities are heard at meetings of the Sciences and Supervisory Boards of the University.

The university purchases goods, works and services according to the procurement plan through the government procurement web-portal.

The positioning of the university as innovative involves costs under the item "Costs of Internet communications" associated with the introduction and use of new teaching technologies. Every year, the university allocates funds for updating, expanding the material, scientific, educational and laboratory base, material and technical base, computer equipment. All this contributes to the active implementation of information and innovative technologies in the educational process. Financing under this article is increasing by 15-20% from year to year, which contributes to the installation of high-tech equipment in computer labs, laboratories, interactive and multimedia classrooms.

The fund of educational, methodological and scientific literature is annually updated, which has 282502 units of storage (in Tajik, Russian, etc., languages), there are more than 9742 copies per student of this contingent books for the entire period of study.

The results of the analysis of financial indicators characterize the financial condition of the university as stable, stable and sufficient for educational activities. There is a positive growth

trend in the financial stability of the university, which helps to strengthen the material and technical base, increase wages, and also use other forms of encouragement and financial support for the staff and students. The current system of planning and reporting financial and economic activities, the regulatory requirements of the authorized body, the Charter of the university do not provide for the availability of own financial resources and the right to dispose of them at the university departments - departments, faculties, departments, etc. For funded research (grants, commercial agreements), project teams independently manage the allocated funds on the basis of estimates approved by the customer. Settlements are made through accounting and university accounts.

**STANDARD 3. QUALITY OF CULTURE (- дар ин стандарт бештар холатхои такрори зиёд ба назар мерасанд онхоро ислох намуда матнро дар хачми 3-4 сахифа кутох кунед; - тахлили СВОТ ин стандарт вучуд надорад, бояд баъди хар як стандарт вучуд дошта бошад;- ба фикри мо дар ин стандарт чавобњои конкрети ба талаботхои стандарт зиедтар бошанд;чи тавр шумо сифати тахсилотро муайян мекунед; кадом омилњои таъмини сифати тахсилот мавчуд аст; ба хамаи ин суолхо чавоб тиед)**

A qualification for the effectual organization of educational programs implemented in TNU and, consequently, an important factor in their improvement, ensuring high learning outcomes, is monitoring of these programs. During the monitoring of the academic program, the University periodically collects and analyzes data characterizing the quality of the educational process, evaluates them and makes decisions intended at ensuring that the University achieves its strategic goals and best meets the students' requirements, society and the state. In order to increase the effectiveness of this work and make it more systematic, the University adopted the Concept for monitoring the internal and external environment of TNU (Концепция мониторинга внутренней и внешней среды деятельности ТНУ должен быт указана здесь).

Its focus on monitoring of educational programs implemented at the University are the objectives of these programs, their content and the results obtained in the process of their realization; organization, forms and methods of enlightening, educational and research work; material-technical, information technology and human resources; students contingent; external conditions for the implementation of the educational process (educational services market and labor market).

A set of internal and external apparatus is used to monitor and evaluate EP and determine their effectiveness. First of all, the collection and analysis of objective data necessary for the preparation of various kinds of reports and information on various requests characterizing the implementation of the educational program, their personnel, educational, methodological, scientific, information-technological and material and technical support, the achievements of students and their employment. In addition to these data, systematic surveys of students, teachers, practice base managers, employers and graduates, as well as other elements of the criticism mechanism, are used in monitoring EP.

A comprehensive assessment of the state and effectiveness of the implementation of EPs, their compliance with state and international standards is periodically given in the process of specialized accreditation and in the course of post-accreditation control.(Мисолхо оварда шаванд; аз тарафи акредитация мешавад)

The systematic sociological inspection of students at TNU are conducted ("Students' Opinion on the Efficiency of the Educational Process in TNU", "Assessment of the Social Well-Being of

TNU Students"), which allow to regularly receive information characterizing the satisfaction of students in a particular educational program, the effectiveness of the educational process, and the provision of educational -methodical and information-technological resources, forms of control and assessment of student knowledge, etc.

For example, over the past five years, more than 4/5 of TNU students have traditionally shown satisfaction with the quality of their education (see Fig. 1)
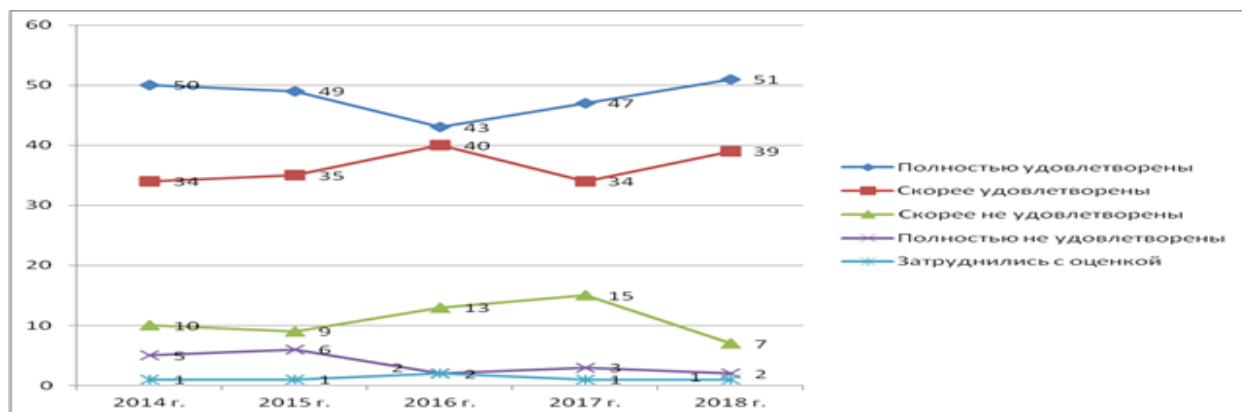


Completely satisfactory
Rather satisfactory
Completely unsatisfactory
Difficulty with the grade

Fig. 1 The degree of satisfaction of students of TNU with the quality of their education (in%)

For information support of the educational process in the University the collection analysis and management of information the assessment of students' knowledge by organizing exams of the student service centre are used.

The monitoring and periodic assessment of educational programs carried out at TNU are focused on analyzing the content of programs from the standpoint of their scientific and social relevance, which provides for the reflection in the content of specific disciplines of modern scientific achievements, as well as their compliance with the needs of society and the professional environment. In addition, the load, performance and graduation of students are monitored; the effectiveness of student assessment procedures is determined; identifies expectations, needs and satisfaction of students with training in EP; the educational environment created at the university, student support services and their compliance with the goals of the study program are analyzed. (see Attachment бо чанд мисохо натичаи тахлилро нишон дихед)

A more complete depiction of how the educational process at TNU meets the requirements of the credit system of education is provided, it takes into account the interests of consumers of the educational services it provides, data allow us to characterize the real level of involvement of university students in its organization. Such data, among other things, include the views of students on the degree of effectiveness of their participation in the organization of the educational process at the university.

According to the vast majority of students (from 2/3 to 4/5) TNU students have good opportunities to participate in the organization of the educational process, their needs and

assessments are taken into account when determining the content of training programs, the development and evaluation of training courses and teaching materials.

How effective, according to students, departments and deans are encouraged to participate in determining the content of training programs and the organization of the educational process can be judged by the data presented in Fig. 2.

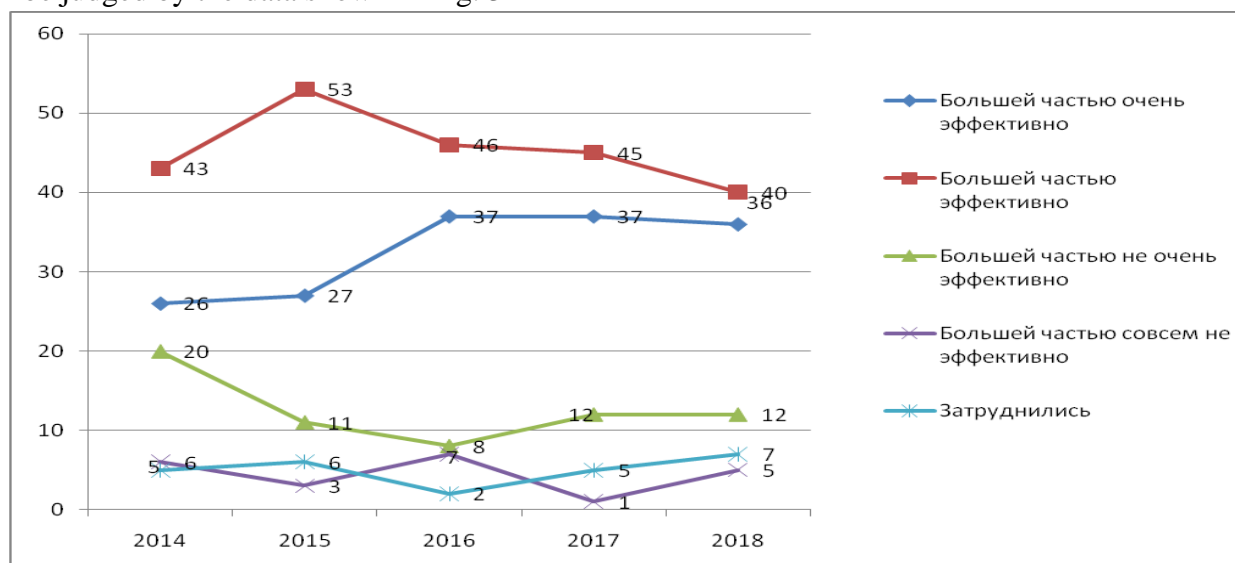The most part is very effective.
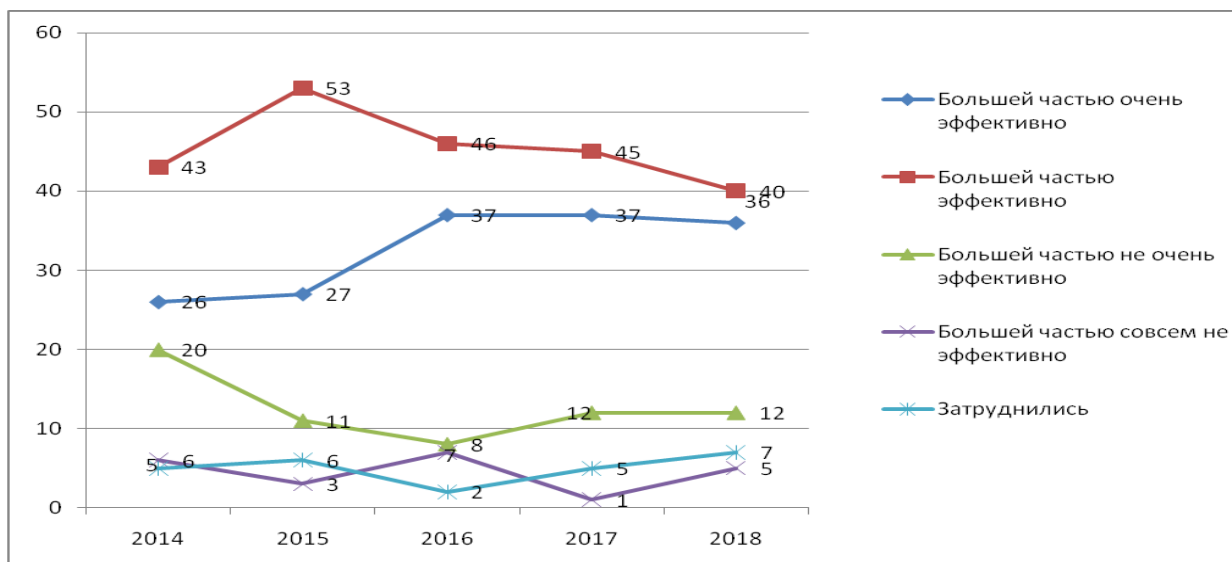


The most part is effective
The most part is not so effective
The most part is ineffective
 Predicament

Fig. 2 Students' opinion on the effectiveness of encouraging the department and the dean of students to participate in determining the content of the curriculum and organization of the educational process (in%)

How effective, according to students, departments and deans take their needs into account when developing educational materials on disciplines and training programs to a certain extent can be judged by the data shown in Fig. 3

The most part is very effective

The most part is effective

The most part is not so effective

The most part is ineffective

Predicament

Fig. 3 Students' opinion on the effectiveness of the department and the dean's accounting of students 'needs when developing teaching materials for disciplines and the training program as a whole (in%)

The focus of EP on the development of professional skills is realized through constant monitoring of the quality of teaching updated disciplines and the compliance of learning outcomes with existing requirements.

Monitoring satisfaction of students, business leaders - the base of practices and employers is carried out mainly through surveys. The purpose of the survey of student interns is to elicit the students' opinion on the needs of the labor market in highly qualified specialists of their profile, assessing the level of professional training and the content of educational programs implemented in TNU.

According to the results of the surveys, student practitioners are satisfied with their professional practice (78%). 65% of student students believe that they have a real opportunity to influence the formation of the content of educational programs implemented at the university. According to the results of surveys of the leaders of practice bases and employers, it was revealed that on average 92% of respondents were satisfied with the quality of work of TNU graduates. The questionnaire showed that university graduates have a sufficiently high training, have theoretical and analytical knowledge.

Employers expressed wishes to improve the quality of training of specialists: bring theoretical knowledge closer to practice, supplement the list of elective disciplines, give knowledge in the field of using subject methods and improve students' study of foreign languages. According to the survey, the number of positive assessments of the quality of vocational training of graduates by employers averaged 86% (see Fig. 4).
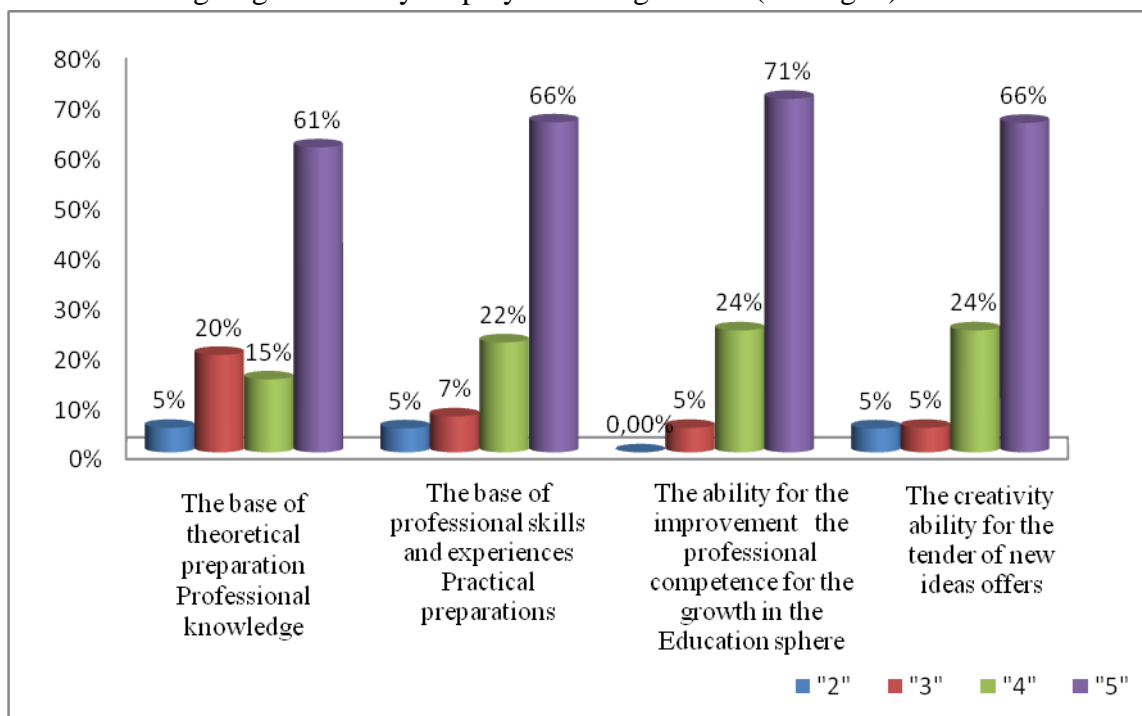
Fig. 4. The assessment by employers of the professional qualities of graduates on a 5-point scale


Catalogs of elective disciplines of specialties are compiled taking into account educational trajectories of students' choice. The selection of disciplines for QED is undergoing a bidding procedure for elective disciplines, determining relevance in the ED selection matrix, and taking into account the opinions of employers.

The practice of employers' participation in the educational activities of the University is actively expanding. The departments for each EP concluded cooperation agreements in terms of the participation of employers in the development and examination of EP, the participation of employers and representatives of practice bases in the educational process of the university.

 The employers participate in the development of academic programs, are managers of diploma projects (works), methodologists for industrial practice of students, take part in the final certification of university graduates, and take an active part in facilitating the employment of our graduates.

The system of monitoring the educational process at TNU actively uses innovative assessment tools that allow continuous monitoring of the quality of academic achievements, the formation of professional competencies and creative abilities of students.

To implement educational programs in the educational process, practitioners are involved as part-timers, co-supervisors of theses, heads of internships, chairmen and members of the SAC.

Employers systematically conduct master classes, consultations for students, which allows for the implementation of practice-oriented training. Practicing classes directly in the production environment.

Within TNU, maximum efforts are made by the faculty to help graduates in finding employment. Attraction of new employers, holding meetings, conclusion of agreements on social partnership allowed to increase the number of employed up to 80%. According to the results of 2018, a ranking of the country's universities by the demand and employment of their graduates was compiled within the Ministry of Education of the Republic of Tajikistan. TNU took the 1st place in the ranking and entered the TOP-10.  Totally 38 universities of the Republic of Tajikistan were studied. The rating is based on the actual employment of graduates who graduated from the university in 2016-2018.

The EP management conducts an annual review of the content of work syllabuses, modular educational training programs, work curricula taking into account changes in the educational labor market, the wishes of students and teachers, and also involves employers, students and interested parties in making decisions. The following tools are used to identify changes: analysis of strategic documents, decrees of the Ministry of Education and Science of the Republic of Tajikistan, questionnaires, surveys, consultations, discussions, seminars, a final conference on practice, a meeting, a round table with employers, etc. As noted above, a thorough analysis of the results of surveys and joint meetings provides the opportunity to make effective decisions regarding the introduction of changes in the content and form of the OP.

The require to change the content of curriculum and educational programs is determined on the basis of an expert assessment of the current state, where experts of the department, employers, students, and all interested parties can act as experts.

Analysis of changes in the labor market is carried out on the basis of reports of the Ministry of Education and Science of the Republic of Tajikistan, meet with legislative body of employers.

The wishes of students and the opinions of teachers are considered at meetings of departments, where a decision is made on how to satisfy them.

The proposals for making changes to the content of educational programs are made by all interested persons at a meeting of the department, ata meeting of the academic committee on RUE and QED and in the same collegial way make a decision.

Modification, regulation of the academic program at the University are carried out in compliance with the principles of student-centered learning, transparency and taking into account the needs of consumers of educational services. Therefore, students, employers and other interested parties are purposefully involved in these procedures.

Modern conditions of the educational process put forward new requirements for the planning, organization and implementation of the educational process at the university. The process and procedure for the development and approval of educational programs is carried out in accordance with the requirements of the Ministry of Education and Science of the Republic of Tajikistan. At the same time, all significant university subjects, faculty, departments, faculties, departments, etc. are involved. Implementation mechanisms are open and vowels, decision-making is collegial. The scientific level and goals of the university's academic program meet the requirements, are consistent with the mission of the university and meet the needs of potential consumers.

A survey of employers is carried out at all departments in order to determine the content of additional educational programs. Working curricula, catalogs of elective disciplines, additional curricula are reviewed annually.

In accordance with the requirements of the time and processes taking place in society, the Jurisprudence Public Partnership includes the discipline "Fundamentals of Mediation", according to which a work program has been developed. The jurisprudence work curricula in the QED include the disciplines of Logic, Rhetoric, Latin, and Forensic Psychology.

The identification of needs for changing the content of curricula and educational programs is also carried out by analyzing the work of the departments, the results of practices, job vacancies of specialists available in the field, employment results, etc. Thus, the university has created a mechanism for attracting employers to the development of educational programs.

The real positioning of the EP is carried out on the basis of a study of the labor market, the needs of employers and graduates, employment results, and a feedback system with stakeholders.

The main work on the content of the EP is carried out by the academic committees on RUE and QED, which are created at all faculties.

The responsibilities of deans and departments, in particular, include: questionnaire and surveys of employer; questionnaires and surveys of students; definition and development of additional educational programs in the framework of the EP; examination of working curricula of elective disciplines, etc.

The Interested persons from among highly qualified, competent, experienced specialists were selected to participate in the formation of a development plan for the EP. The department guarantees representativeness interested parties through the selection of personnel corresponding to the specifics of the educational program. All interested parties have the opportunity to influence the content of the EP development plan based on the choice of elective disciplines of the EP. Interested parties have the right to vote when approving the plan, based on the results of the survey, their opinions are taken into account and changes are made to the catalog of elective disciplines.

The University demonstrates the transparency of the expansion plan progress processes, as all the necessary and detailed information is available on the university website, booklets and advertising campaign sheets. The university ensures that interested parties are informed about the content of the EP development plan and the processes of its formation by posting information on the website that is accessible to a wide range of people, which is confirmed by the fact that nonresident residents have the opportunity to find out detailed information about the magistracy specialties. Distribution of information on all aspects of the development, formation, approval and implementation (including the results of implementation) of the plan is carried out by special information resources and by any other means.

On a special information resource TNU (www.tnu.tj, stand, etc.), significant information is distributed regarding the formation and implementation of the development plan of the EP. Interested sides can obtain information on the processes of formation and achievement of the upgrading plan of the EP (RUE, QED, RP, and UMKD) on the website.

The peculiarity of EP progress plans is determined by the ability of students to build an individual educational trajectory through the choice of disciplines taking into account personal preferences and changing needs of the labor market.

Correspondence of the progress plan of the EP to the existing conditions at the University was determined on the basis of an analysis of the university's resource potential, which confirm spacious international relations and recognition of the University abroad; the presence of an education superiority control system, including internal regulatory documentation, monitoring studies, current, intermediate and final knowledge control, rating and expert control of the professional level of teaching staff, questioning of employers, etc .; availability of material and technical base corresponding to qualification requirements; high level of scientific and methodological training of teachers with academic degrees and titles.

Analysis of the results of surveys of students and teachers, employers and joint meetings provides the opportunity to make effective decisions regarding the introduction of changes in the content and forms of EP.

The necessity of changing the content of curricula and educational programs is determined on the basis of an expert measurement of the contemporary situation, where experts of the department and all interested persons can act as experts. To guarantee the quality of education that meets the requirements of the labor market (the formation of 4K communication, teamwork, creativity, critical thinking), modern educational technologies are used: design technology, information and communication technologies for problem-based learning, context-oriented training, interactive forms and teaching methods. In order to study the current situation on the labor market of the Republic of Tajikistan as a whole, a "Labor Market Research Program in the Republic of Tajikistan" was developed. The subject of the research is the opinions, evaluative judgments of employment specialists, as well as managers, their deputies, heads of personnel services of education departments, colleges, secondary schools and vocational lyceums, government, social security, defense and law and order, state and State-owned enterprises (organizations). The results of the study are taken into account in the procedures for reviewing the content of the OP.

**STANDARD 4. ACADEMIC ETHICS (маълумот дар бораи КЭ; чаласаи мунтазами ин комитет; аъзоёни кумита; онхо кихоянд ва аз тарафи ки интихоб мешаванд; баъзе маълумотхои кори ин кумита дар чараёни таълим пешниход намоед; тахлили СВОТро рочеъ ба ин стандарт пешниход кунед)**

The mission of the University, as it was noted, isn't only training a specialist with a high level of knowledge, but it is also forming personality. It is especially important what moral standards of the future professional activities and what ethical principles of behavior the University environment gives to student, relationships and traditions. Historically, in universities (and before universities in the madrasah) the special spirit reigned, membership in the University of community was significant, and the honor of students was the veneration of teachers, the cult of learning and enlightenment, the support and development of traditions, the observance of high moral principles, and the honest fulfillment was of one's duty and much more. All these constituted the system of the University's ethics. Preserving and developing of the University's environment in the spirit of the aforementioned values is certainly not easy today. It is influenced by many external and internal factors, often of a negative nature. The globalization and changes the paradigms of the Soviet period, accompanied by the erosion of social and moral guidelines in the public consciousness, the mix of education in the sphere of "educational services", rapid technological changes, changes in the nature of communications - all of these complicates the process of socialization of youth.

Often, such concepts as academic ethics narrow down to the level of incorrect borrowing, or in other words, plagiarism. In TNU, the actual fight against the plagiarism takes place at a fairly of effective level. Any graduation work, article, dissertation or monograph, except of discussion at different levels, receiving feedback from internal and external reviewers, is subject to mandatory testing by the University's Anti-Plagiarism program. It was this problem that was dedicated to a special seminar of the Anti-Plagiarism Training Center "Problems of academic honesty in the scientific and educational communities: from the theory to practice", which took place on October 7, 2019 in TNU.

But issues of academic ethics are not limited only by plagiarism. Tajik education is part of the community, and has the same problems. The relationships in Universities are influenced by the specific problems of society - the social and material status of the teacher remains low, the general, linguistic and behavioral culture is declining, the worst examples of mass culture affect the youth environment, etc. Corruption, the most dangerous thing for the moral and ethical basis of education, has not been eliminated. The most important resource of upbringing and socialization are all the elements of the University's corporate culture, the core of which can be considered the code of ethics, which affects the educational environment, forms the qualities of the environment that directly affect the nature of students' socialization. The academic ethics is a certain set of rules of human behavior in the academic environment. It provides, first of all, the moral, and only the second, the legal components of the regulation of this behavior during the performance of educational or research tasks. In the Tajik National University, the only university of the republic, in 2018, The Code of the Academic Ethics was adopted. The code below was adopted after a rather long discussion at all levels, including among students. Based on the discussion and study of the experience of leading Universities, the main aspects of the problem of the university were identified space.

1. Aspect STUDENT - ACADEMIC SPACE. Zones: dress code, speech etiquette, attitude to the property of the university, internal rules, etc.

2. Aspect STUDENT - EDUCATIONAL PROCESS. Zones: student's attitude to his duties: attending classes, being late, academic honesty, attitude to independent work, research ethics, lack of motivation, plagiarism, knowledge acquisition fraud, knowledge control fraud, student behavior thatinterferes learning process, etc.

3. ASPECT TEACHER - EDUCATIONAL PROCESS. Zones: teacher's attitude to his duties, ethical aspects of professional activity, teacher - translator of ethical standards

4. Aspect STUDENT - STUDENT. Zones: a) the educational process - the ethics of joint activities, mutual assistance, the exploitation of other people's labor, - classrooms, common areas, etc .; b) extracurricular activities - student events, the territory of the university, intended for sports, creativity, food, dormitories. The problems: mutual respect, speech culture or its absence, interethnic relations, the degree of conflict in the student environment, attitude to deviant forms of behavior, attitude to bad habits, gender aspects, etc.,

5. ASPECT TEACHER - STUDENT. Zones and problem areas: a) the educational process of bias, bias in the educational process, unprofessionalism, optionality, humiliation: teacher - student, student - teacher, ethnic preferences in assessing knowledge, family relationships in assessing knowledge, corruption, student insecurity b) extracurricular activity: the involvement of teachers in the space of cultural and social life of the university, their attitude of teachers to extracurricular activities of the student.

6. Aspect TEACHER - TEACHER. Problem fields: elements of professional ethics of relationships as colleagues, public clarification of relationships, corporate solidarity of teachers in the student-teacher conflict, insecurity of teachers from aggression by self-asserting students.

7. Aspect STUDENT - ADMINISTRATION. Zones: the principles of building relationships, the ethical aspect: the ethical aspects of addressing social protection issues, the administration's response to student appeals.

8. ASPECT TEACHER - ADMINISTRATION. Zones: managerial ethics, translation of ethical standards by management, administration reaction to appeals, etc.

The process of creating a code of ethics requires a certain sequence of steps. It is important not only to familiarize yourself with the book entitled "TNU Ethical Code", but learn to use it to resolve real ethical situations. It should be noted that taking into account students' opinions, reliance on the above-mentioned elements of the document development logic became decisive in the development and adoption of the Code of Ethics in TNU. This theme has been actively discussed in the University for more than two years, with the participation of students, and as a result, a document was adopted that incorporated the most important fundamental aspects of all planes of relations in the University. Various aspects of the academic behavior of the students and teachers, as well as requirements for the appearance of students, were most actively discussed among students. The results of the survey showed that in the students' community the idea of having an ethical code was recognized as timely, and such of document is needed (68%). It should determine the border beyond which entails public condemnation. Students in the vast majority (76%) believe that introducing standards only for students and removing teachers from the ethical field is unacceptable, the single document should be developed for everyone. It is also important that the students note the need for ethical education and even an "educational program" on ethical issues (34%). The survey also intended to identify which basic ethical prohibitions in the University's space the students of TNU consider the most important.

For all of their democracy, students are favor of matching the student's appearance with time and place, that is, with dress code elements (62%), but against the introduction of any standards

or strict standards (47%). The students are concerned about the unfair attitude to study, passivity, the attitude of students to the property of the University, smoking, being late, provocative behavior, turning on pairs of phones (by the way, by teachers too), etc. (in general, more than 50%) the students expect better understanding from teachers (26%), increasing of professionalism and objectivity (34%), negatively perceive bias, preferences in cases of teacher mistreatment with a student (72%), the creation of certain problems for socially active students etc.

Based on the document below, the Academic Council of TNU determined the quantitative and qualitative composition of the Ethics Commission, which, as a result of the voting, included: Radzhabov TR - Chairman of the Trade Union Committee of TNU, Ikromov R. - Chairman of the Youth Council, J. Sadullaev, Professor, Department of Printing, Journalism Department, Radzhabov N.R., Academician, Professor, Department of Mathematics, and Nagzibekova MB, Professor, Department of Linguistics, Faculty of Light Brown Philology.

The commission meets as necessary, but at least twice a year, and more often as necessary. For 2019, the Commission received three applications. Two of which concerned the relationship between the teacher and students and one complaint on the plagiarism of graduation work.

**The Code of academic ethics  the member of the university community of TNU  (see the appendix)**

## CODE OF ACADEMIC ETHICS
member of the university community TNU
1. Key terms and definitions

**Academic ethics**

A set of principles and standards that promote good faith and prevent unfair behavior within or in relation to the University in the conduct of educational and research activities.

**Academic Secret**

Information about the authorship of scientific results that a member of the academic community received directly or indirectly. The possession of such information cannot be used by a member of the academic community for personal (tangible or intangible) benefits, since this destroys the reputation of both the University and the participant who divulges it.

**Affiliated organization**

A company, foundation or other structure, regardless of the legal form with which the TNU employee worked (works, including part-time or at the main work), with respect to which he had (has) subordination relations in which he worked (work) his relatives, which in the future may cause a conflict of interest, including material damage to TNU.

**Academic Ethics Commission**

A council that decides on the compliance of actions with the principles of academic ethics and considers conflict situations on issues of academic ethics.

**Dishonest behavior**

Actions that violate the principles of academic ethics.

**Plagiarism**

Borrowing ideas, texts and other elements of intellectual property from other authors without specifying appropriate references to original (source) works. The concept also includes works containing less than 30% of the original material.

The concept also includes "semantic imitation" of works by other authors. Plagiarism can be conscious or unconscious. The latter includes an unintentional expression of an idea on one's behalf, which has already been expressed, proved or justified before it by another author.

Regardless of the type of plagiarism (conscious or unconscious), it is a violation of the principle of academic ethics.

**University**

Tajik National University, as an organization that provides resources and opportunities for a member of the university community to study, teach, conduct research and conduct organizational and administrative work.

**University Community Member**

A person who acts within the framework of the Tajik National University, including studying, teaching, conducting research, conducts organizational and administrative work. The concept refers to any person who associates himself and / or publicly represents the Higher School of Economics at any events, including interaction with the media.

## 2. The purpose of the code of academic ethics.

☐ The Code outlines the basic principles of ethical academic conduct that are shared by every member of the university community.

☐ The Code stimulates the formation of an academic atmosphere in which each member of the university community can conduct their activities, be respected and receive the most positive emotions from work, study and research at the University.

☐ The Codex lists a number of expectations for a member of the university community in terms of the ethics of their academic activities, although the list of these expectations cannot be considered exhaustive.

☐ The Code does not replace the existing policies and regulations of the University, but forms the paradigm within which they are applied.

☐ The Code is not intended to resolve all controversial situations related to dishonest behavior, but it lays the foundations, guided by which such situations should be resolved with a focus on the mission of the university and a member of the university community.

☐ The Code covers the main mechanisms for identifying and resolving disputes or cases of violation of academic ethics.

3. Mission and values

3.1. University Mission

☐ The University has as its mission the formation of a high culture of human behavior through educational and research activities at the highest professional and ethical standards.

3.2. The mission of a member of the university community.

☐ A member of the university community has as its goal the benefit of society regardless of its role: student, graduate, teacher, researcher, administrative worker, trustee.

3.3. Values of a member of the university community.

☐ A member of the university community is guided by the following values in its activities:

- Honesty, justice, objectivity

If following the code can cause damage or damage to a member of the university community or fail to bring possible benefits and benefits (both tangible and intangible), the participant in the university community, regardless of this, chooses to follow the principles set forth in this code.

The principle implies the absence of "double standards" in decision making.

When assessing academic results, participants in the academic community strive to ensure the anonymity of the results presented for assessment; those who evaluate keep academic secrets before and after evaluating the results (for at least five years).

- Ethics and respect for others

☐ Respect is manifested in actions and words in relation to all people both inside the University and outside it.

Understanding ethics in terms described in this code.

If there is any doubt about whether an act or action is ethical in terms of this code, a member of the university community can use the list of questions from Appendix 2 to make a final decision about whether to commit such an act or not.

- truth

Upon receipt of negative or undesirable conclusions, a member of the academic community saves them, without distorting, regardless of possible circumstances.

- Independence in conclusions and judgments

When making assessments and conclusions in scientific research, a member of the university community is guided only by sound conclusions, without distorting them for the sake of affiliates and / or companies.

No kind of appreciation may be accepted by a member of the university community to influence the decision made.

- Disinterest, lack of conflict of interest

When making decisions, including procedures for evaluating and monitoring the results of both scientific and academic activities, situations of conflict of interest are excluded (the interest of one or more members of the university community in a particular decision). In particular, the contractor by type of work or service of a scientific or economic nature cannot be a member of the commission for evaluating the results of such work.

If there is interest in making decisions or formulating conclusions, a member of the university community will either refuse to participate in such a decision or formulate a conclusion, or will act in accordance with the principle

equity in obtaining an appropriate permit to operate in the presence of a conflict of interest.

- High professionalism

Each member of the university community strives to maintain their professional competencies at the highest level.

For example, if a member of the university community experiences difficulties in preparing a publication in a foreign language, then he is not limited to technical means of translation, actively resorting to the help of colleagues, since a poor level of presentation affects the reputation of the University and the author.

- Informational transparency

All members of the university community who are affected by a particular information receive it on time. No one may be selectively excluded from the dissemination of such information.

- Corporate Identity

A member of the university community takes pride in being affiliated with the University.

If in a situation it is possible to report membership in a university, thereby increasing its recognition and strengthening its reputation, a member of the university community will report on its membership in the university.

The use of corporate email is a confirmation of the corporate identity of a member of the university community.

- Compliance with internal university regulations, laws of the country and international regulatory legal acts

Within the framework of any type of activity, a member of the university community is guided by existing internal regulatory documents, the laws of their country and other countries, if applicable. A member of the university community is responsible for knowing the latest changes to the relevant documents.

☐ All members of the university community (students, teachers, researchers, administrators) strive to create the most optimal conditions for following this code of academic ethics.

### 4. Principles of academic ethics

4.1. Common principles for all categories of participants

☐ A member of the university community respects other people, including foreign colleagues, regardless of gender, age, nationality or any other criterion and regardless of the meeting place: in Russia or abroad.

☐ Each member of the university community uses a literary language in communication, especially in public speaking (including online sources: blogs, posts, etc.).

☐ Each member of the academic community expresses respect for his colleagues, observing a proper and decent appearance.

☐ For the most productive discussion in classes and seminars, only one person speaks at a time. A member of the university community does not interrupt his interlocutors during a conversation.

☐ A member of the university community strives to arrive at the scheduled events on time, appearing at the meeting place a few minutes earlier, because he respects his colleagues' time and time.

☐ At any meetings (including classes, scientific seminars, in the library), a member of the university community turns off the sound of mobile devices so as not to interfere with themselves and colleagues in holding the event.

☐ A member of the university community regularly responds to emails of a professional nature, regardless of whether they were received from internal or external senders for the University. The deadline for reply is the third day after receiving the email.

A member of the university community sends materials for discussion at meetings, meetings, meetings in advance (at least a day before the date of the meeting) to increase the productivity of the discussion.

☐ A member of the university community is doing everything possible to promote the educational, teaching and research processes. Therefore, if any of the actions obviously cannot be carried out, a member of the university community informs colleagues immediately so as not to mislead them, considering it their duty to propose a solution to the current problem.

4.1.1. Interaction outside the university.

☐ A member of the university community has the right to conduct other activities outside the University, including socio-political and commercial, provided that such behavior

- does not harm the reputation of the University;

- does not prejudice the adherence to the values of a member of the university community, in particular, the values of high professionalism;

- does not cause material damage to the University;

6.1.2. Interaction with the media.

☐ When communicating with the media, a member of the university community always informs the media representative of their affiliation with the University.

☐ If necessary, a member of the university community can inform the media that his position is not the official position of the university while maintaining the designation of affiliation with the University.

☐ After giving an interview or a message to the media, a member of the university community can inform the public relations service about the fact of the interview indicating the organization, topic and time of the interview so that the public relations service has a full understanding of the university's representation in the media information in advance.

☐ If there is a publication in print, a member of the university community must receive the text before printing, check it and permit publication only after its approval.

☐ If a member of the university community considers himself incompetent in the question addressed to him, the participant refuses to give an interview and express his opinion, since an incompetent answer may negatively affect the reputation of the University.

☐ University management does not censor the content of speeches of university community members to the media.

4.2. Principles for groups of participants in the academic community

4.2.1. For students

☐ A member of the university community does not write off any results of intellectual activity from his colleagues, students of previous courses or other colleagues who can provide such assistance, regardless of whether it is homework or classroom work. The highest honor is to do the work yourself and get a well-deserved mark.

☐ A member of the university community does not and does not offer to write off when preparing independent work, regardless of format: homework or classroom work.

4.2.1.1. Interaction with the supervisor

☐ The student seeks to actively work with the supervisor, focusing on obtaining knowledge, skills and scientific results.

☐ When receiving comments on scientific work, the student readily reflects all the necessary changes. If you disagree with the changes, they are discussed with the supervisor to find the best solution.

☐ The student pre-arranges the visit time with the supervisor or scientific advisor in order to avoid overlaps and miss the meeting. If it is impossible to be at the appointed meeting, the student warns the supervisor in advance (if possible, the day before the meeting), suggesting an alternative time.

☐ The student is responsible for obtaining the final scientific result and its reflection in the research work (course, WRC, dissertation, report, publication).

4.2.2. For teachers

☐ Participants in the university community create equal opportunities for students to gain knowledge and fair assessments of their knowledge, preventing the possibility of unfair behavior on the part of students.

☐ Participants in the university community fairly evaluate the results of students' work, regardless of gender, age, nationality or any other grounds not related to knowledge of the subject and competencies acquired during the course.

☐ Participants of the university community know and are guided by relevant provisions governing the educational process, including the process of knowledge control to create equal opportunities for students to acquire knowledge and competencies, and their control.

☐ The teacher believes that it is not in accordance with the principles of academic ethics when presenting recommendations to a student whom he knows little (for example, whom he taught on the course; but did not conduct a joint study when a recommendation is subsequently requested to specialize a student in a research direction).

4.2.2.1. Student Supervision

☐ The supervisor actively interacts with the supervised student, regularly submitting feedback on the results.

☐ The supervisor carefully familiarizes himself with the results of the study presented to him and presents feedback.

☐ The supervisor readily determines the time convenient for him and the student to meet and discuss the results of the study. If it is impossible to be at the meeting, the supervisor warns the student in advance, suggesting alternative time.

☐ Supervisor independently

4.2.3. For researchers

☐ A member of the university community respects itself and the University. Therefore, he does not allow plagiarism or self-plagiarism.

☐ A member of the university community considers it his duty to conduct research at the most professional level, involving the use of relevant empirical data, knowledge of relevant (including modern) literature, adequate research methods, and the construction of objective conclusions.

☐ When formulating conclusions and publishing (declaring), a member of the university community is responsible for their relevance, scientific novelty, testability and independence.

☐ A member of the university community, when publishing the results of the study, indicates links to sources of funding for the study.

☐ A participant in the university community during the testing and publication of scientific research results expresses gratitude to colleagues who assisted in its conduct or provided comments that allowed to improve the study.

☐ A member of the university community publishes its research results in the most recognized journals, refusing to pay publications, as they are characteristic of low-quality publications that worsen the reputation of the University and the author.

☐ By registering at conferences to discuss research results, a member of the university community regularly attends events and sections of the conference, not limited to his own report, and actively communicates with colleagues (including foreign ones), as this positively affects the reputation of the University and the participant.

4.2.3.1. Copyright

☐ After discussing research ideas, a participant in the university community - the initiator of the discussion, seeks to record the results of the discussion by sending a confirmation letter to the participating colleagues in order to consolidate the authorship of the ideas and the contribution of each of the participants.

☐ A participant in the university community publishes a plan-prospectus for a dissertation in the form of an extract from a meeting of the dissertation council to consolidate the authorship of the topic and idea.

☐ A member of the university community takes into account the contribution of colleagues in the study, dividing levels such as:

- Gratitude (expressed as simple actions as comments, data collection, etc.);

- Co-authorship (given in the presence of work of a more complex level, for example, calculations; interpretation of results, etc.);

4.2.3.2. Use of confidential information.

☐ When conducting research based on private (closed, confidential) information (from individuals or legal entities), a TNU employee receives written confirmation from representatives of the primary source of information about their consent to the collection and processing of relevant information, and the possibility of publishing the results of the study in publicly available sources on based on such information.

☐ An employee of TNU who has received private (closed, confidential) information considers it his duty to ensure the complete protection and safety of this information so that its processing does not cause any harm to the persons who provided it, including confidential information should not be left on the computers of the university use; Forwarded by e-mail without a password, etc.

4.2.4. For administrative staff

4.2.4.1. Interaction with suppliers.

☐ A member of the university community works with suppliers on conditions that are economically beneficial for the University without compromising the reputation of the University and eliminating the risk of unfair behavior by a member of the university community and / or supplier.

☐ No member of the university community has the right to approve, recommend, advertise or facilitate the conclusion of transactions in which this participant has a direct personal interest, or otherwise influence the decision of the University's responsible persons to establish contractual relations with such an organization in which the participant is one of the leaders , or in which he owns (directly or indirectly) more than 5% of the voting shares, until the participant firstly notifies in writing (arbitrary) his relationship with this organization and the relevant circumstances relating to this transaction to the Rector and Chairman academic ethics commissions and secondly:

- Ensures that the transaction in question is fair for the University and does not lead to loss of income and / or additional expenses of the University if a product or service of similar quality were purchased from another supplier;

- The Chairperson of the Academic Ethics Commission will present a report to the Board of Trustees, the audit committee about all disclosed information in accordance with this section and about all relevant circumstances and permits that the board and / or committee may request. If possible, such a report shall be submitted to the Council and the Committee before the conclusion of the transaction, but not less than for one quarter. In exceptional cases, the

Chairman of the Academic Ethics Commission, with the consent of the Rector, may give preliminary consent to conclude a transaction, guided by the provisions of this section, subject to subsequent approval by the audit committee. The Secretary of the Board of Trustees must record in the minutes of the next meeting of the Board of Trustees all disclosed information and permissions made on this issue.

☐ Under no circumstances can a member of the university community who meets the description of this section be solely on behalf of the University to make decisions on concluding contracts, making purchases or approving payments in favor of affiliates or organizations. In this case, affiliated persons are understood as close relatives, close friends and other persons cohabiting with the participant in question.

4.2.5. For Top Management

☐ Participants of the university community undertake to carefully and fairly handle the University's property, acting in accordance with the wishes of the trustees and within the framework of laws and internal rules.

☐ Top management have an obligation to the University to always act for the good and in the interests of the University, with due attention and justice, as any ordinary member of the university community would do in this position.

5. Resolution of disputed cases

☐ In case of violation of academic ethics, a TNU employee may be severely reprimanded, up to and including expulsion (for students) and dismissal (for teachers, researchers, administrators) by decision of the rector of the University.

☐ To resolve disputes at the university level, the Academic Ethics Commission convenes by decision of the university rector. Teachers, students or experts external to TNU can be invited to the commission.

☐ To resolve disputes related to training at the faculty level, the Student Commission on Academic Ethics may convene, which must include representatives of the student council of the faculty.

☐ If it is impossible to directly apply the code to resolve private disputes, a member of the university community may contact one of the members of the Academic Ethics Commission for recommendations on resolving disputes.

6. Responsibilities of a member of the university community

☐ Before starting a research project for those already working or when hiring a university, a member of the university community must inform which organizations he is affiliated with, in order to subsequently avoid a conflict of interest.

7. Declaration of participation in the university community

☐ Each member of the university community must sign a declaration from Appendix 1, confirming his agreement with the principles that are reflected in the code of academic ethics of the University and the desire to follow them.

☐ If a declaration is not signed, a person cannot be accepted to the University.

Appendix 1. An example of a university community member declaration.


To the rector of TNU
Academician Khushvakhtzoda K.Kh.
From an employee of TNU

FULL NAME. [full]

COMMUNITY PARTICIPANT DECLARATION
TAJIK NATIONAL UNIVERSITY

With this declaration I, _____ full name. [fully] _____, I confirm that I have read the TNU Code of Academic Ethics and undertake to abide by it in my studies, teaching, research, and organizational and administrative duties.

Date ____._____ 20___

Signature _____

Appendix 2. Questions for self-assessment of ethics.

1. Does the act contradict academic standards or is it directed against the University?
2. Do you have an inner feeling that you are doing the right thing and ethically?
3. Does your action run counter to internal or external (including international) legal acts?
4. Can it negatively affect the reputation of your and / or University?
5. Who else may be at risk from your actions (colleagues, students, citizens external to the University, etc.)?
6. Will you be saddened if you learn about what act and why you decided to commit?
7. Is there an alternative solution that does not contradict the principles of academic ethics?
8. How could a report on your deed in a newspaper look like?
9. What can a stranger think about your action?
10. Will you sleep peacefully after such an act?

**STANDARD 5. INTERNATIONALIZATION (СВОТ анализ илова кунед; статистика бо нишондоди зерин илова намоед: - харакати хайати устодон; - харакати донишчуён; - микдори барномахои таълими бо забони англиси ва дарачаи тахсили онхо)**

The globalization of world processes inevitably leads to the internationalization of higher education, one of the consequences of which is the internationalization of every university involved in the global educational environment. In turn, this leads to the strengthening of

international cooperation in education, which ultimately contributes to the further development of the globalization process.

The accession of the Republic of Tajikistan to the Bologna Declaration has led to significant changes in the education system in the country. This process is characterized by such features as: adoption of a system of comparable degrees, including through the introduction of the European Diploma Supplement; introduction of two-stage training: undergraduate and graduate programs; the introduction of a European system of transferring credits of labor-intensive units to support large-scale student mobility (credit system) based on ECTS (European Credit Transfer System); the development of mobility of students, teachers and other staff; setting standards for transnational education; formation of international standards for educational programs; promoting European cooperation in quality assurance in order to develop comparable criteria and methodologies, and some others. This process has own idea about education of internationalizations. In Tajik, national University this work underway was starting from 2017 year, when the decision was step in the international action within of the Bologna process. Regulations local acts developed and approved at the university at the starting stage. They possible made to pass on to all over foresaid of the European provisions education system. The Internationalizations process is based on such basic document as: " The Law of the Republic of Tajikistan on education"; The Republic Tajikistan's politics state concept in the education sphere; ENQA standards and guidelines. Strategic development plan.

Education of internationalization at TNU provides for the forms and international cooperation way in the education sphere, the internationalization education direction, among them; students of international academic mobility, teachers science and other employees of the educational system, TNU attracting foreign citizens to study; mutual security recognition of education or qualifications; participate to the different international organization activities at the education sphere in compliance with international agreement of the RT, MES RT and TNU. Tajik National University has used different ways for internationalizations, such as increasing foreign universities and organizations the number of contracts, as a basic for international carriage activities, by "Education law of the Republic of Tajikistan" The quantity of contacts and agreements about cooperation in area of education increased to 283 at 2019. The increasing universities and partners in the organizations, by the way contributed to the increase number events of the foreign participators, the university was spending, by the turn bring to university formations of a positive image and its same, as university providing training for students and carrying out for scientific research. If the university spent 8 international activities at 2017 year as so conferences, symposia, discussions and etc., then at 2018 year their numbers grew to 17. Accordingly, the number of foreign participators at these events increased from 163 at 2017 year to 289 at 2019 year. If at 2017 year the university had only 126 foreign students in the given contingent, so at 2019 year this indicator amount to 888.

**Statistical information about the education of foreign citizens in Tajik National University**

| № | Level of education | | Bachelor's degree | Master's degree, | Ph.D. | Researcher | Students of the Centre of foreign languages | Total |
|---|---|---|---|---|---|---|---|---|
| 1. | Afghanistan | full | 45 | 88 | 20 | - | - | 152 |

| No. | Country | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|
| | | diss. | 2 | - | - | 9 | - | 12 |
| 2. | Saudi Arabia | full | - | 1 | - | 1 | 1 | 3 |
| | | diss. | - | - | - | - | - | - |
| 3. | South Korea | full | - | 1 | - | - | 6 | 7 |
| | | diss. | 1 | - | - | - | - | 2 |
| 4. | Kazakhstan | full | 10 | 1 | - | - | 1 | 12 |
| | | diss. | - | - | - | - | - | - |
| 5. | Qatar | full | 4 | - | - | - | - | 4 |
| | | diss. | - | - | - | - | - | - |
| 6. | Kyrgyzstan | full | 6 | - | - | - | - | 6 |
| | | diss. | - | - | - | - | - | - |
| 7. | Pakistan | full | - | - | 2 | - | 1 | 3 |
| | | diss. | - | - | - | - | - | - |
| 8. | Polish | full | - | - | - | 1 | - | 1 |
| | | diss. | - | - | - | - | - | - |
| 9. | Russia Federation | full | 7 | - | - | - | - | 7 |
| | | diss. | - | - | - | - | - | - |
| 10. | Turkmenistan | full | 4 | - | - | - | - | 4 |
| | | diss. | 1 | - | - | - | - | 1 |
| 11. | Turkey | full | - | 1 | - | - | - | 1 |
| | | diss. | - | - | - | - | - | - |
| 12. | Uzbekistan | full | 398 | 1 | 1 | - | - | 400 |
| | | diss. | 246 | - | - | - | - | 246 |
| 13. | China | full | 1 | 7 | 3 | - | 8 | 19 |
| | | diss. | - | - | - | - | - | - |
| 14. | India | full | 1 | - | - | - | - | 1 |
| | | diss. | - | - | - | - | - | - |
| 15. | Northern Ireland | full | - | - | - | - | 1 | 1 |
| | | diss. | - | - | - | - | - | - |
| 16. | Switzerland | full | - | - | - | - | 2 | 2 |
| | | diss. | - | - | - | - | - | - |
| 17. | USA | full | - | - | - | - | 2 | 2 |
| | | diss. | - | - | - | - | - | - |
| 18. | Australia | full | - | - | - | - | 2 | 2 |
| | | diss. | - | - | - | - | - | - |
| 19. | Syria | full | - | - | - | - | 1 | 1 |
| | | diss. | - | - | - | - | - | - |
| 20. | Iran | full | 2 | - | - | - | - | 2 |
| | | diss. | - | - | - | - | - | - |
| 21. | Vietnam | full | - | - | - | - | 4 | 4 |
| | | diss. | - | - | - | - | - | - |
| | **Summary** | | | | | | **Total** | **888** |
| | | | | | | | **Full-time** | **634** |
| | | | | | | | **Distance** | **254** |

Target of the cash flows from foreign student also increase from 989716 somoni (at 2017 year), up to 91049997 somoni (at 2019 year). Over the years Tajik national university have passed Ballons process came, the university took difficult way to internationalization of education which is provided to consumers of educational services applicants and their parents.

Systematically conducting SWOT - analyzes of the internal and external environment of the organization, TNU created its competitive advantages- preparation of specialists in the field of management and law with knowledge of the English language. This made possible through develop competitive curriculum and the whole program of education, built of European standards in accordance with requirement, the education system have been developed so that qualification, realized by exploration programs, accordance in higher education qualifications a certain level of the national structure, and also in European area of the higher educations, structure of qualifications. In accordance with existing standards, and directives, the educational program are always constantly being improved; the teachers have been systematically increasing qualification abroad and participate for educational services; student centered learning (so, have learning abilities to uses different structures of teaching, there is constant feedback from consumers of services); the students, performance assessment is carrying out always through the current, intermediate and final certification in accordance with local regulations; public information is provided through the university's website. Orientation to these requirements, standards and directives led the university attract student to all forms of educations, including preparatory not only Tajik new entrants, but the other applicants from CA countries and abroad. Competitive programs built on international management; international marketing, international business, foreign economic activity and the English language make it possible to expand students, mobility, which is the basis of internationalization. According to the requirements of educational standards, a foreign language is a compulsory discipline and be studied, by students in the basic part of the Curriculum - Block No. 1. According to the Order of the Rector, 336 hours allocated, for a foreign language (14 credits).

Education of internationalization is carried out at the university through international department TNU. Realization of different tasks programs and Russian language course get off, as a foreign, English language; academic summers international school; exchange programs and research projects. Every year the department holds up to 100 different courses and projects, contribute to university's internationalizations. The important place at the internationalization education take the foreign students at co-education at the multinational groups. This increase their capacity to live, study, and work at the multinationals words; be tolerant of kin religions, customs and traditions, in the difficult living conditions willingly come to help foreigners. Moreover the foreign students which study in Tajik language at the foreign language, talks among themselves in the native language and learn English language, serve as an excellent example of the limitless possibilities of internationalizing education for the purpose of integration into the international world community. The important moment at the third form of internationalization education is assortment and high professional grows of the teaching staff, guaranteeing for its continuous improvement for development students through the improvement of mobility. Teachers of TNU systematically increase the effectiveness of their scientific and professional activity, to study teaching, methods and new technologies teaching in the international space educational, to traveling abroad to other universities: Russian Federation,

Estonia, Czech Republic, Germany, Uzbekistan, China, Kazakhstan, Belarus, Norway, Portugal, etc.. The foreign teachers lecturing for students and participate in projects and conferences, also contribute to the formation of the methodological maturity of the teaching staff of the institute by presenting innovative teaching methods and the use of advanced educational technologies. Speaking for teachers mobility, should also be mentioned term " intellectual migration" which implies that in the current conditions of the internationalization of education, there is an active migration of scientific and teaching personnel engaged in research and development, as well as serving a specific industry. Mobility closely linked as students so teachers, this form of internationalization in our view, export of education services. One of the major achievement is internationalization proses of education, at the every institute university is the adaptation, such linguistic and socio psychological without which it seem so difficult keep students at the university until 4 years in mastering undergraduate programs and 2 years for master's programs.

The international department of TNU systematically carries out work on the organization of external and internal academic mobility of students and assists them in obtaining spring grants for study. Academic mobility is funded from the republican budget; income received from the sale of paid services; grants from employers and partners, international and domestic funds and scholarships; personal means of students.

Students are informed about the programs of external and internal mobility on a regular basis by the methodologist and consultant of the internationalization center by holding meetings with students and faculty at faculties, transmitting information through mobility coordinators. Students annually participate in the Erasmus + international scholarship grant programs. The university is a partner of Erasmus +, annually in collaboration with the center's representatives meetings, online conferences, online briefings, information days and consultations are held.

In accordance with State Standards of RT in TNU the following types of practices are carried out: training, continuous pedagogical, professional (pedagogical and production), pre-diploma. Prior to the start of all types of practice, a career center, together with faculties and departments, concludes agreements that define the responsibilities of the university, practice bases and students. Every year, the Career Center conducts active work with companies and organizations to formulate practice bases for students. If in May 2018 there were 93 contracts with practice bases, then as of November 30, 2019 their number reached 109.

The process of planning, organizing and monitoring students' internships is regulated by internal documents of TNU. Practice planning is carried out on the basis of working curricula of specialties and a working curriculum of practice. Issues of readiness for practice, the results of practical training are considered at the departments and at the Career Center. The main document for organizing practices is the practice program. This is a normative-methodical document that defines the content of practice-oriented student training that corresponds to the profile of its preparation. All practice programs in the specialties of the faculty correspond to modern requirements and are focused on production. In the development of practical programs, employers, representatives of the practice bases took an active part, all the trainee's tasks were agreed with the employers

We consider that it has been proven feasibility of all types of activities for the internationalization of education, such as improving the work on the linguistic and socio-psychological adaptation of foreign students; improving the qualifications of teachers through educational and scientific activities abroad; earning and income grows from the foreign students; an increase in the percentage of foreign students, at the university as a whole, which over the

past three years have contributed to the further internationalization of the activities of the Tajik National University. Arguable that the internationalization of education at TNU not only helps to further strengthen the prestige of the university and its economic prosperity, but also strengthens the image of Tajikistan in the international markets for educational, scientific and production services.

Students are consulted on an ongoing basis in the international department, additional support is provided through mobility coordinators at the faculties. On a regular basis, meetings are held between employees of the international department and students of faculties, where students and faculty are informed about the possibilities of academic mobility. These measures allow you to quickly identify problems in the early stages and solve them.

## STANDARD 6.  TEACHING STAFF (СВОТ анализро пешниход кунед; инчунин статистикаи нишондоди вазифаньоро гузоред; - имтихони кабули довталабон; натичаи бахогузории донишчуен ба устодон; иштироки устодон дар курсхои такмили ихтисос ва ё дигар шаклхои рушди малака)

The main resource of the educational process is professorial- teaching Staff, which consists of scientists and highly qualified specialists, honorary educators, distinguished culture workers and sports.

In the selection and placement of personnel, the university is guided by the current laws of the Republic of Tajikistan and the legal acts of the Ministry of Education and Science of the Republic of Tajikistan: the Labour Code of the Republic of Tajikistan; Law of the Republic of Tajikistan "On  Education"; Law of the Republic of Tajikistan " On Science".
The key provisions of the personnel policy at the university are defined in such documents as the Policy of Quality of TNU and the Strategic Plan for the Development of TNU for 2019-2029 (Политика в области качества ТНУ и Стратегический план развития ТНУ на 2019-2029г тарчумаи англисии ин хуччатњо).
 The university has developed a number of documents that reflect various aspects of personnel policy. The Regulation on the personnel policy of TNU determines the procedure for hiring, determining the needs for personnel and their selection, training staff, its assessment. The TNU Code of Conduct for Employees establishes the rules of conduct for employees in the exercise of functional duties and includes responsibility to the university, society, colleagues, the observation of technical security, the protection of health and the environment. Internal regulations of TNU define the rights and obligations of employees, rights and obligations of the employer; working time and rest time, work schedule in educational buildings; the maintenance of order in the room and on campus; social guarantees, incentives and penalties. The rules of internal labor regulations TNU determine the rights and obligations of employees, the rights and obligations of the employer; working time and rest time, work schedule in training corps; Compliance with the order on the premises and on the territory of the university; social guarantees, rewards and penalties. The qualification characteristics of the positions of scientific and pedagogical workers of TNU, contain the basic requirements presenting for the employee in relation to special knowledge, the knowledge of legislative and regulatory of legal acts, regulations, instructions and other materials, methods and ways that the employee must apply in the performance of official duties. The rules for competitive filling of posts of teaching staff of TNU determine the procedure for notification of the competition, the formation of the competitive commission, the procedure for reviewing documents of bidders, as well as the procedure for appealing against decisions of the competitive commission. The Competitive Substitution Rules for the posts of heads of structural units of TNU also apply. The rules for certification of employees of TNU determine the tasks of certification of employees, the

procedure for certification. The regulation on bonus payments to employees based on labor results determines the procedure for material incentives for teachers and employees.

Based on the results of the analysis of the needs of educational programs for qualified personnel, a competition for filling positions is announced. Announcements about the competition are being published in the media, the Employment Center, tnu.tj.

Competitive selection of candidates for the filling of teaching staff positions is carried out in accordance with qualification requirements and job descriptions. The main objectives of the competition are to assess the professional qualities of specialists, increase the professional level, improve work with a reserve of personnel for nomination. The activities of the commission are carried out on the basis of the principles of independence, collegiality, openness, publicity. Applicants, heads of departments, deans are invited to a meeting of the Competition Commission. The results are announced immediately. Candidates for employment, university employees can make an appointment with the university leadership.

The heads of structural divisions are recruited based on the results of competitive selection for a vacant position in accordance with the qualification requirements for the position. When hiring workers, they acquaint on signature with the Internal Labor Regulations, the Collective Agreement, job descriptions. Employees sign Consent to the collection and processing of personal data. The training on safety and labor protection is carried out.

Personnel changes are carried out in connection with the retirement of teaching staff; expiration of the post; the nomination of young experienced professionals; dismissal of employees; changing the structure of the university. For example, in the 2017-2019 academic year. were appointed to the post of vice-rector 1 person, to the post of dean of the faculty - 5 people, to the post of head the department - 64 people, the department head - 13 people. The dismissal of university employees is carried out in accordance with the legislation of the Republic of Tajikistan. Basically, they are dismissed from the university in connection with a change of residence, with admission to doctoral and master programs, on the initiative of the employee, in connection with reaching retirement age. Personnel procedures are open to faculty and university staff, information is posted on the university's website, published in periodicals within the framework of TNU.

**The quantitative and qualitative of the teaching staff of TNU is given in the Table**
**Quantitative and qualitative composition of faculty**

| HR potential | unit of measurement | 2016 2017 ac.y. | 2017 2018 ac.y. | 2018 2019 ac.y. |
|---|---|---|---|---|
| The number of full-time teaching staff, total: including: | num. | 1242 | 1252 | 1272 |
| - with academic degrees and titles | num. | 681 | 686 | 712 |
| - Doctors of sciences, professors | num. | 161 | 172 | 179 |
| Candidates of Sciences, Associate Professors | num. | 519 | 513 | 532 |
| - PhD doctors | num. | 1 | 1 | 1 |
| Full strength of staff on the staffing: staff list | % | 100 | 100 | 100 |
| The age of teaching staff with academic degrees and titles: | year | 50,3 | 50,8 | 47,8 |

The average age of teaching staff was 47.8 years, including those with a degree and academic rank - 51.4 years. Currently, the percentage of full-time faculty with academic degrees and ranks at the university of their staffing amount is 54.5%.

The university's need for teaching staff is determined by calculating the hours of the department and the university as a whole, as well as based on the contingent of students.

In the vast majority of TNU specialties, the percentage of faculty from the number of full-time teachers, including in basic and majors, complies with qualification requirements. For a number of educational programs, the percentage of faculty members with academic degrees and titles and conducting classes in basic and major disciplines. To eliminate this discrepancy, teachers with academic degrees and titles are invited.

It should be noted that at the university over the past three years there has been an increase in teachers with an academic master's degree - 14 people.

Among the teaching staff conducting classes for university students: state prizes - 32 people; holders of the badge "Excellence in Education and Science of Tajikistan" - 87 people; the holders of the badge "Excellence in Culture of Tajikistan" - 7 people; the holders of the badge "Excellence in Health Care in Tajikistan" - 6 people; are members of public academies of sciences 12 people.

The university has developed mechanisms and criteria for the systematic assessment and improvement of the competency of teaching staff. The competency model of the teacher of TNU is developed. This model represents, as far as possible, a complete ranked set of competencies that describe the key qualities, behavior, knowledge, skills and other characteristics necessary to achieve quality standards and labor efficiency, as well as the creation of a tool for more objective selection of candidates for the position of teacher.

Establishing the level of claims for core competencies, which have a high rank, can improve the quality of selection of candidates for positions. To determine the level of competency of teaching disciplines at the departments, mutual and control visits to classes are carried out, open classes are held. Attendance of classes is carried out in accordance with the established schedule and is recorded in the journal. The results of the mutual visits are discussed at the meetings of the departments.

In order to assess the professional level of teaching staff, identify problems associated with the implementation of the educational process and determine the directions of its preparation, improve the methodological support of the educational process, an expert commission has been created at the university. The activities of the commission are carried out in three areas: 1. assessment of the professional level of teaching staff by experts; 2. assessment of the teacher's activities by students, questionnaire "Teacher through the eyes of students", which allows to implement the principle of feedback (an electronic version of the questionnaire "Teacher through the eyes of students" has been developed); 3. assessment of the professional level of teaching staff by colleagues in the department, for this purpose, the questionnaire "Teacher through the eyes of colleagues" was developed and adopted, which allows for a close relationship between the work of the expert commission and the results of mutual visits.

In order to objectively assess the professional level of the teaching staff, an expert card was developed that reflects the criteria and basic requirements for the teacher's pedagogical activity in the context of a credit training system. The professional level of teaching staff is determined by the degree of competence of the teacher and the level of communicative interaction between

the teacher and students, which are identified on the basis of a detailed analysis of classroom studies. The following criteria are used to evaluate the activities of a teacher: compliance with the time and content of the lesson Compliance of UMKD with the requirements of regulatory documents, SS, standard training programs; teacher competency; level of communicative interaction between teacher and student (using interactive teaching methods); assessment of the content of the lesson; assessment of pedagogical data of the teacher; assessment of the effectiveness of the lesson, etc. A comparative analysis shows that the average score for assessing the level of teaching staff is quite high.

At the university, an increasing proportion of faculty members are young teachers who have graduated from a magistracy, for which a school for a young teacher is organized. Within the framework of TNU, courses for the didactics of higher education program were organized for young teachers, which addressed issues of the methodology and methodology of scientific creativity, the basics of the communicative culture of the teacher, and interactive credit learning technology. About 30 teachers are trained annually at the young teacher's school. To ensure the professional training of young personnel in the university, a video base of master classes of experienced teachers has been formed. The university has a mentoring system.

Further training by teachers and staff is stimulated by providing them with the opportunity to gain experience, both in universities within the country and in foreign ones, to participate in competitions, to master new information and educational technologies, etc. The faculty upgrading system also includes upgrading the rating of teachers and the corresponding enhance their moral and material incentives The university provides an opportunity for young teachers to study at the magistracy and doctoral programs, including abroad, to hold the posts of teacher, senior teacher, and so on, depending on qualification requirements.

The university is responsible for its employees, provides favorable working conditions for them. When hiring, employees undergo introductory training in safety and labor protection, as well as training in the workplace.

The implementation of the principle of student-centered learning led to a change in the functions of the teacher: a modern teacher is a teacher-manager, consultant, and not a "translator" of educational information. In TNU, the teacher focuses on the following functions: constructive - the interaction of the teacher and student when discussing the content of the lesson, the effectiveness of the teaching methods used; organizational - the organization of joint student and teacher activities, the overall responsibility for the success of training; communicative-stimulating, involving a combination of various forms of educational activity (individual, group, frontal); emotionally corrective - the implementation in the educational process of the principles of cooperation, partnership, prospects; control and evaluation - organization of mutual control, self-control, joint debriefing and self-assessment To perform these functions, a new quality of teacher training is required, as well as their mastery of innovative teaching and assessment technologies.

Monitoring the satisfaction of teaching staff with working conditions is carried out by conducting sociological surveys in the framework of the project "Assessment of the social well-being of teachers and employees of TNU"( Мониторинг удовлетворенности ППС условиями труда осуществляется посредством проведения социологических опросов в рамках проекта «Оценка социального самочувствия преподавателей и сотрудников ТНУ».натичаи асосии он чист; натичаи кор дар шакли таблиса пешниход шавад;).

In the framework of research activities, teachers and employees of TNU conduct fundamental, applied, innovative, exploratory research and development work in natural, social, humanitarian and natural-technical scientific fields.

The system of advanced training, professional and personal development of teaching staff, as well as administrative and managerial personnel is organized in the RT by the Center for Advanced Studies. The strategic plan of the center provides for advanced training of teaching staff both within the university and in other universities of the Republic of Tajikistan, as well as abroad When drawing up a training plan, both the needs of teaching staff and modern technologies of the educational and educational process of higher education are taken into account. To prepare young teachers for admission to the magistracy and doctoral programs, special courses of Russian and English are organized annually.

Changes in the financing system have led to the diversification of forms and means of advanced training.

The preparation of the university leadership - vice-rectors, deans, heads of departments is carried out mainly under the program of higher education management in TNU. So, on the basis of TNU in 2018, training seminars "Management of Higher Education: Problems and Prospects" were held for forty senior employees, with the participation of invited scientists and the issuance of certificates.

In order to study the experience of teaching abroad, our teachers annually go to universities in Europe, Asia and Russia.

Systematically organized courses within the university to improve computer literacy, IT competencies of teachers. Annually, about 40 teachers take a course on "Using IT technology in the educational process." Organized are courses within the university for the training of distance learning teachers. In 2019, 63 teachers took the course "Distance Learning Technology".

The Institute for Advanced Studies of Workers of the University of the Republic of Tajikistan operates at TNU, which, along with the advanced training of university teachers, provides retraining and advanced training for university and college teachers. So, in 2019, courses were held on the methodology of teaching pedagogical disciplines for teachers of the medical college. In 2019, further training is planned for 707 teachers and university staff in 2020 - 400, in 2021 - 700,2648. In 2019, further training is planned for specialists in postgraduate education - 2000, in 2020 - 2371, in 2021 . - 2648.

The system of advanced training provides an incentive for professional and personal growth of teachers and staff with the possibility of systematic training, traveling abroad, participating in competitions, and mastering information technologies   On the whole, the system of incentives includes the assessment of the professional level of faculty by the expert commission and based on the results of the rating, the announcement of gratitude and material incentives for the totality of the results of work. The university provides the opportunity to study at the magistracy and doctoral programs, including abroad, to hold the positions of a teacher, senior teacher and so on, depending on the length of service, the availability of publications, etc. requirements.

To implement educational programs, practitioners are also involved as part-time workers who conduct a number of practice-oriented disciplines, are co-directors and reviewers of diploma works / projects, and heads of professional practice.

Employers not only provide the basis for internships, but also participate in evaluating students' work experience. At the graduation course, having gained practical experience in the enterprise and using the data of advanced technologies, students carry out research works and

projects as part of the graduate design under the guidance of representatives of practice bases, employers.

The involvement of practitioners in the educational process is an important component of the training of future specialists: part of the practical classes is conducted in an organization or enterprise, where students have the opportunity to familiarize themselves with the specifics of future activities, in addition, practitioners assist in the formation and adjustment of educational programs, including necessary elective disciplines and determining their content, determining professional competencies and learning outcomes.

When selecting practitioners to participate in the educational process, basic education, work experience in the specialty, the availability of scientific articles, awards and incentives, the presence of recommendations from the organization's management are taken into account, as well as the presence of an appropriate base in the enterprise for practical training and industrial practice.

In order to develop scientific and educational activities at TNU, special attention is paid to the preparation of scientific and pedagogical personnel through master's, doctoral and postgraduate studies. In 2019, a total of 187 university employees studied at the doctoral program of the Republic of Tajikistan and postgraduate study in Russia.

The University has a Regulation on the procedure for bonuses and the provision of one-time financial assistance to employees of TNU. A bonus fund is formed by saving funds from the wage fund.

Bonus is carried out: for the high quality of training and education; for the performance of particularly significant research work; for effective actions to increase the receipt of budget and extra-budgetary funds, strengthening the material and technical base of the university; for increasing the efficiency of financial and economic activities; for active participation in the public life of the university; for the implementation of particularly significant tasks of the administration; for his many years of contribution to the training of specialists, to the development of the university.

It should be noted that annually employees and teachers of the university are paid bonuses for their great contribution to the development of the educational process of the university. Thus, in TNU a system of motivation for teachers and employees is being formed that stimulates effective activity to achieve the goals set.

The goals and objectives of the implementation and use of information and communication technologies are determined by the model of e-learning implemented at the university.

Access to all educational resources located on different servers and websites of TNU is provided through the official website of the university www.tnu.tj, presented in 3 languages, in which access to electronic resources of the university is open.

Scientists from countries near and far abroad were involved in conducting training sessions for students and undergraduates. Over the 2017-2018 academic year, more than 52 foreign scientists were involved in teaching under the EP: Pavlina Kleberova Faculty of International relations, Czech Republic, Ina-Maria Stichler - Dresden University, Olga Bogdanova - Johan Skytte Institute for University of Tartu, Estonia, Tomas Furst - Department of Politics and European Studies Faculty of Arts, Czech Republic, Raul Eamets - Dean of the Faculty of Social Sciences for University of Tartu, Estonia, Tomas Linsenmaier - Johan Skytte Institute of Political Studies, Tartu University, Lapaeva V.V. Institute of State and Law, Russian Academy of Sciences, N. Lopashenko - Saratov Law Academy Russia, A. Aleksandrova - Academy of the Ministry of

Internal Affairs of Russia, A. Lukin –Voronezh State University, B. M. Murzubraimov - Academy of Sciences of Kyrgyzstan, Nikolai T.A. - St. Petersburg State University, Stefan Lene - Carnegie European Analytical Center France, etc.

Over the past 3 years, the total number of faculty staff has been 128 teachers. Attraction of foreign teachers occurs mainly in the framework of bilateral cooperation. The main criteria for attracting them are the following: the number of classes (seminars, lectures, master classes, trainings); co-management or consultation with a master's thesis; conducting training, seminars for university employees; the number of published scientific articles in the journals of the republic, collections of international conferences; satisfaction of students (bachelors, undergraduates, doctoral students, teaching staff) the quality of teaching; co-management of the development and production of digital educational multimedia tasks, video lessons; co-management or consultation with a doctoral dissertation; Co-management of the development of practice-oriented manuals for undergraduates and doctoral students; number of disciplines taught in English; peer review of scientific and research works; involvement of undergraduates / doctoral students in grant programs, international projects, international scientific research.

Monitoring the activities of the involved teaching staff is carried out by listening to the report of the involved teachers on the work done, drawing up an act of work performed (for the teaching staff invited under the program of the Ministry of education of the Republic of Tajikistan).

The faculty of the university is actively involved in society, creates a cultural environment. Teachers participate in events dedicated to the City Day, are experts in creative competitions in the city and region, are initiators of creative, thematic exhibitions, and jury members of city and regional competitions. The university encourages the social activities of teachers, creates conditions, and takes into account the work done in determining the supplement to the salary.

## STANDARD 7.   EDUCATIONAL  PROGRAM (СВОТ анализ илова кунед;)

Demonstration of the effectiveness of academic freedom in TNU is the demand and satisfaction of students with the quality of education, a high percentage of employment, feedback from employers, and the status of our graduates in the public life of the republic. The normative basis for the training of professional personal at the university is the National Qualification System.

EP (educational program) development at TNU is carried out in 106 undergraduate specialties and 83 master's specialties. Evaluation of the quality of EP has external and internal procedures

The educational program is a set of basic characteristics of education, organizational and pedagogical conditions, certification forms, which is presented in the form of a general description of the educational program, curriculum, work programs of disciplines (modules), practical programs, other components, assessment and teaching materials. To ensure inclusive education for people with disabilities and persons with disabilities, the graduating department includes specialized adaptation disciplines (modules) in the educational program.

The development of the EP in the direction of preparation (focus profile) of the specialty (specialization) is carried out by the graduating department. The procedure for external assessment of the quality of EP at the university is carried out in 3 stages:

1. The purpose, objectives and content of the EP are discussed and agreed upon with representatives of potential employers and other interested parties through the Council of Employers of TNU;

2. An external expert assessment of the EP is conducted by leading specialists and successful practitioners in this field;

3. External peer review by employers.

The procedure for internal quality assessment and approval of the OP is carried out in 4 stages: 1. Development of the OP and discussion at a meeting of the department; 2. Discussion of OP and decision at a meeting of the Faculty Council;

3. Discussion of the OP and the decision at the meeting of the UMC University; 4. Discussion of the OP and approval at the meeting of the Scientific Council.

The following state regulatory legal acts are the basis for the development of educational programs at TNU: Orders of the Ministry of Education and Science of the Republic of Tajikistan "On Approval of the Rules for the Organization of the Educational Process on Credit Technology of Education"; "On approval of the Model Rules for the Activities of Educational Organizations of the corresponding types"; "On the approval of the Model Rules for admission to education in educational institutions implementing educational programs of higher and postgraduate education»,» On the approval of standard curricula for the cycle of general education for organizations of higher and or postgraduate education", "On the approval of state compulsory education standards at all levels of education", "Classifier of training areas with higher and postgraduate education", and etc.

The internal regulatory documents governing the development of educational programs are as follows: "Regulation on the formation of educational programs"; "Regulation on the evaluation criteria of educational programs, educational activities"; "Regulations on the formation of a catalog of elective disciplines", etc.

Approval and revision of educational programs at the university is carried out annually at the end of the school year. The heads of departments, deans of faculties, heads of departments (department of planning and organization of educational and educational-methodical work), and vice-rector for educational and methodical work are responsible for the execution of the development and quality assessment of educational programs. The basis for the development and evaluation of EP are quality criteria (guaranteed "compliance with goals" and "compliance with goals").

Evaluation of the quality of the EP is carried out systematically during the school year. For this, methods of self-examination, expert assessment, sociological research, SWOT analysis, and others are used. The forms are open discussion at round tables, dialogue platforms, workshops, meetings of university department heads with students, faculty, employers, experts, parents, and representatives of public organizations and business structures. Assessment procedures are carried out through an internal audit on the quality management system and the Quality Standards of the European Higher Education area.

The assessment of the EP is carried out according to the following criteria: demand for the program; program content (basic and elective components); correct distribution of loans by structural units of the program; definition of learning outcomes relevant to the profile of the program in terms of competencies; resource provision; full and clear description of the qualification profile of the program; selection of training and assessment methods appropriate to the objectives of the program.

Consideration of the results of the assessment of EP is provided for at meetings of the collegial bodies of the university - the Academic Council, the Council of Employers, the Alumni

Association, UMC University, the Faculty Council, the UMC faculty, and meetings of departments.

The purpose of the study program at TNU are determined in accordance with the requirements of the State Educational Standard of Higher Education, the standard curriculum, the mission of the university and provide competent training for specialists in the relevant field of professional activity, taking into account the current state of science and socio-economic needs of society.

The purpose of the EP bachelor's program is the formation of students' moral, psychological, pedagogical and professional competencies of professional activity, incentives for personal development, the formation of a professional and moral culture of a future specialist.

The purpose of the EP bachelor's program is the development of key competencies necessary for any professional activity (the ability to work with information, enter into communication, knowledge of the social and legal foundations of personality behavior in society, etc.) and special competencies developed for each specialty taking into account the requirements of employers and the social request of society, reflecting the specifics of a certain professional activity.

The purpose of the Master's program is consistent with the mission of the university and is aimed at the personal development of the undergraduate and raising his scientific level. The purpose of the Master's program is to deepen and expand professional competencies formed in the undergraduate program, to train scientific personnel capable of carrying out teaching and research activities.

Learning objectives at TNU are declared in the strategic plan for the development of the university ("Strategic plan of TNU for 2018-2019", etc.). In the context of the study program, open access learning objectives are presented on the websites of faculties and departments.

All university structures, including the Center for Strategic Development and Quality, take an active part in determining the long-term development goals of the EP.

The procedure for revising the goals of the EP is described in the "Regulation on the formation of the EP TNU".

The only requirement for the formation of the goals of EP at the university is the requirement of their compliance with the modern educational paradigm. To achieve this conformity, the goals of education are considered in the form of competencies implemented in a competency-based approach. TNU has developed graduate models.

The competency model of the graduate determines the content and process of implementing the EP and allows you to focus on the consistent formation of the required list of universal and professional competencies among students.

The competency model of the graduate is developed by the graduating department and approved by the dean of the faculty. At the design and development stage, the graduate model is agreed with employers and representatives of business structures.

When discussing and approving the graduate model, representatives of various organizations, practitioners, experts and reviewers who participated in the development phase by participating in expert surveys, conducting consultations and are entitled to vote when making decisions on the model are invited to speak at the meetings of departments, Councils of faculties. In accordance with the level of training, the content of the graduate model also changes.

Validation of the TNU graduate model is ensured by following its contents to the requirements of the Higher Education Standard of Higher Education, the Standard Qualification

Requirements and state regulatory documents in the field of higher education of the Republic of Tajikistan. Verification of the TNU graduate model is confirmed by numerous positive feedback from employers and the high percentage of employment (78%) of our graduates. Examples of the graduate model are presented in the "Regulation on the formation of the OP". According to the newly developed EP, an external examination is carried out according to three criteria:

1. The relevance of the program (the correspondence of the target segment to its content and training methodology; the demand for graduates of the program; the correctness and completeness of determining its competitive advantages).

2. The content of the program (compliance of the list of disciplines with the stated goals and objectives; compliance with the training profile, consistency and consistency of study, correct title, adequacy of the volume and adequacy of the forms of study; versatility, the ability to deepen knowledge, relevance of practices and research to the needs of the development of science and technology);

3. Assessment of the competence model of the graduate (list of competencies of the graduate, their completeness; attractiveness of the competency model for applicants).


Employers, representatives of the practice bases, authoritative and competent specialists in this field are involved in conducting examinations.

Experts are determined by the graduating department, in agreement with the dean of the faculty and vice-rector for educational work. The expert is given the entire list of documents that discloses the main content of the OP. Within 1-2 weeks, the expert studies the documentation and prepares an expert opinion.

In some cases, when developing related EPs, several experts may be appointed. Based on the expert opinion, a decision is made on the EP (recommendation for implementation, an indication of the necessary improvements, etc.).

In TNU, the qualifications obtained at the end of the study program are determined in accordance with the current State Educational Standard of Higher Education, typical qualification characteristics of positions in the Republic of Tajikistan, and the professional standard "Pedagogue".

Students are informed about the level of the NQF of the corresponding EP by special advisers, group curators, explained by the heads of departments at meetings with 1-3 year students, by posting the EP on the departments' website, which specifically lists information about the list of qualifications and positions, as well as qualification characteristics of the graduate of the EP. Therefore, for example, a bachelor of education carries out its professional activities in the field of education.

The decision on the assignment of qualifications to the student is made at the final stage of the IHE (based on the results of complex testing, a combined exam, defense of qualification work, etc.) by the chairman of the State Customs Committee.

The teaching staff of the departments possess information about the results of training, qualifications of the EPs, since when preparing the teaching materials, organizing and conducting practices, and managing the final qualification works, they are necessarily guided by the requirements for the universal and professional competencies of the student of the corresponding EP of undergraduate and graduate programs. The teaching staff is introduced to the qualification requirements when discussing and approving the list of universal and

professional competencies, preparing the EP for review and reapprove at meetings of collegial bodies.

Each student at TNU during the entire training period is provided with the possibility of unlimited access to the electronic information and educational environment. Informing students about the list of disciplines is logical, systemic and consistent. Starting from the first course, students go through the registration procedure of disciplines.

Advisers of specialties present the curriculum and catalog of elective disciplines. Students choose those elective disciplines that correspond to their chosen specialization. Based on the results of registration of disciplines for each student, an individual student curriculum (IPS) is formed, which is signed by the student, adviser, head, department, head of the office of the registrar and DSP and approved by the dean of the faculty. Taking into account the individual plan of the student, a training schedule is compiled.

The relevance and modernity of the content of academic disciplines, the fundamental nature and compliance with new research areas is ensured by the annual updating of the content of the study program and the ED catalog. When developing the content of the disciplines, a review of its relevance, relevance, scientific and practical novelty is carried out. When developing the teaching materials of the university teaching staff, the results of our own scientific research, the experience of continuing education, specializations and the experience of our own professional self-improvement are used.

The methodology for designing a discipline in the form of "learning out come" at TNU is built in such a way that the pedagogical resources are focused on obtaining a pre-defined learning outcome. Specific learning outcomes are indicated both in the EP and are described in more detail in the introductory part of the teaching materials of each discipline. When formulating the learning outcomes, the teaching staff of the university focuses on sets of keywords describing the activities that students will have to demonstrate after graduation. Bloom's taxonomy is often used with six levels of learning: knowledge, understanding, application, analysis, synthesis and evaluation.

In the process of studying disciplines and passing professional practices, a comprehensive formation of the professional competence of graduates takes place. This competency is consolidated and improved directly in the practical-industrial sphere. In addition to the content of the study program and teaching materials, the learning outcomes are indicated in assignments for independent work, guidelines for practical training, writing term papers and dissertations, and writing a master's thesis  project. The university has a unified system for assessing students according to the point-letter system ("The provision on the criteria for assessing EP, educational activity"). When implementing educational programs with the use of distance educational technologies, educational activities are organized both on the basis of case technologies and through the information and educational system Moodle (modular object-oriented dynamic learning environment). All types of educational activities for postgraduate education are implemented in accordance with the "Rules for the organization of the educational process in distance educational technologies" (approved by the order of the Ministry of Defense of RT dated 05/29/2017 No. 7/35. The portal email address is tnu.tj. The presentation "Student Manual TNU for work with the distance educational portal of the university. «To help network teachers, distance-learning center, "Methodological recommendations for the development of an electronic training course" have been compiled.

The contribution of the discipline to the formation of the main learning outcomes during the semester is determined by both students and the teacher of the discipline. Students during lectures and practical classes at the SRSP conduct self-reflection of educational achievements.

On the basis of conducting oral interviews, writing and examinations, writing essays, creative works, projects, colloquiums, micro-exams and differentiated tests, setting 1 and 2 boundary ratings, the contribution of the discipline to the student's professional development is objectively assessed. It also takes into account reports and recommendations of representatives of the practice bases, employers, external experts based on the results of industrial and professional practices.

EP in all undergraduate and graduate specialties suggests the need for professional practice. The name and terms of professional practices are approved in the work curricula and IUP of students. The place of practical training and the number of places is determined by the ussuing department in coordination with the Career Center. When selecting the base of professional practice, priority is given to institutions most fully corresponding to their specialties (the institution should have a specialist position corresponding to the qualifications of a future graduate), who have authority in the professional environment, innovative production experience, and qualified staff.

Of paramount importance in the distribution of students on the basis of practice is the theme of graduation work. This responsibility is assigned to the head of the department of the graduating department and the head (methodologist) of the practice and, if necessary (absence of an agreement), enter into a model agreement. The form of a standard contract of professional practice was approved by the decision of the Scientific Council of TNU.

Practices are planned in the logical sequence of mastering basic knowledge and emerging competencies. The fund of assessment tools for conducting intermediate certification of students in a discipline (module) or practice, which is part of the corresponding work program of the discipline (module) or practice program. For each result of training in a discipline (module) or practice, the organization determines indicators and criteria for assessing the formation of competencies at various stages of their formation, scales and assessment procedures.

The appraisal fund for final (state final) certification includes a list of competencies; description of indicators and criteria for assessing competencies, assessment scales; typical control tasks; teaching materials. The procedure for assessing the qualifications of graduates consists of three stages: 1) theoretical stage - verification of basic and special competencies by profession; 2) the practical stage - checking the level of possession of practical skills by profession, competencies; 3) filling out the questionnaire by an independent expert.

All interested parties participate in the development of content and quality assurance of the study program. So, at the stage of development and selection of the list of elective disciplines, students and faculty of departments take an active part. In the 2017-2018 academic year. In the year, the teaching staff of the department "Biology and Ecology" developed and included such new disciplines as "Regularities of functioning of aquatic ecosystems", "Ecological diagnostics of the environment".

Employers as members of the Academic Committees, chairmen of the SAC make recommendations for improving the EP. Representatives of the business community at meetings of the Council of Employers make proposals to include in the EP the name of certain professional competencies and disciplines.

An analysis of the compliance of tasks for independent work of students with the level of training and the specifics of the discipline is carried out by the teacher-compiler of the teaching department, a reviewer and discussed at a meeting of the department. Compliance is ensured by correlation of learning outcomes and the need to solve a specific problem.

When planning and conducting independent work of students, a number of principles are observed: ensuring the integrity and continuity of the didactic training cycle; development of the student's intellectual potential; interactivity learning. Taking into account the course and level of training, 4 levels of independent work are applied: 1. Work according to the model; 2. Reconstructive and variable; 3. Search and analytical; 4. Intrasubject and interdisciplinary research. At the university, students have the opportunity to consistently receive education in related subjects of undergraduate and graduate studies. At the university, various types of activities in the educational process are regulated by the "Regulation on the criteria for evaluating the academic degree, educational activity" (dated January 30, 2017, No. 246). The types of activities of students are described in the teaching materials, guidelines for the organization and conduct of classroom studies, independent work, developed at the graduating departments.

In the study of disciplines, various types of activities of students are provided:

1. Interactive interaction at lectures and practical classes, the use of individual, paired and group activities;

2. Laboratory and practical activities (trainings, role-playing games, playing situations, etc.);

3. Activities for self-assessment and self-reflection;

4. Independent activities (annotating, reviewing, writing an essay, etc.).

For the formation of cognitive competencies, scientific analysis of literary sources, independent design of experimental work, and presentation of the results of their intellectual activity are successfully applied. For the formation of functional competence - collective and group activities, trainings, business and role-playing games, situation modeling, etc. Personal competence is qualitatively formed when applying individual, paired and group activities using interactive teaching methods. Ethical competence allows the formation of self-assessment and self-reflection activities using critical thinking strategies.

Personal and psychological characteristics of students are taken into account at all stages of the educational process. So, the most active students in the process of group, design work are given the opportunity to lead a subgroup, manifest initiatives. Less active students with psychological difficulties in collective activities are assigned the role of an observer with subsequent evaluation and commentary.

The professional context of the activity is reflected in the content of academic disciplines of all cycles. Therefore, the graduating departments form the content of the program and regulates the balance between theoretical and practice-oriented disciplines. The development of joint educational programs with foreign educational organizations is carried out in accordance with the Concept for the development of the parameters of the Bologna process. Accredited universities with international recognition and high ratings are selected as partner universities.

Tutorial for students is conducted on the constant base in the International department, extra supporting is given by coordinator routine at the faculties. Staff meeting of International department with the students of the faculties where informing learners are realized, is often held. The given measures give the opportunity to define problems at an early level and solve them.

In accordance with SEST Tajik Republic in TNU is conducted the following kinds of practice: educational, continued pedagogical, professional (pedagogical and industrial, before degree work.

Before starting all kinds of practice agreement is concluded by the career centre jointly with faculties and departments in which the duty of the university, fund of practice and students are fixed.

Annually career Center conducts active work with companies and organizations on forming practice base for students. In May 2018 there were 93 agreements with practice base while in 30.11.2019 their number reached 109.

Plan process, organization and having practice by students is regulated by the inner documents of TNU.

Practice plan is done on the base of working educational plan of speciality and

practice. The problem of being ready for practical work, the result of industrial practice are reviewed in the departments and in the career Center. The main document in organizing practice is practice program.

It is a standard-methodical document, defining the plot of practice-reference point of students' training, corresponding with the profile of his training.

All programs of practice on the specialities of the faculty meet the modern requirement. In working of the practice program employers, representatives of base practice took an active part, all tasks of trainee are coordinated with the employers.

In 1-2-3-4 forms during practical training working out of necessary professional competence is going. Practical training is done on the simple condition of work. The employers prepare the base not only taking training but they take part in marking the results of training practice of students. In final course, getting experience of practical work, using the newest modern technology, students do research work and graduation project. More experienced teachers of the department are appointed the supervisors of the practice.

In accordance with the Strategic plan of TNU for 2018-2027 the project "USM (University – School – Mastery)" is being realized.

The conception of the project is approved by the decision of the Scientists Council of the university.

The project conception is approved by the decision of the Scientist Council of the university. It is directed to the application renovated the content of education, the integrative practice for the students of pedagogical EP TNU is foreseen in it. The project on approving of Ministry of Education of Tajik Republic is being realized.

28 educational programs take part in the project. In the project 20 1st and 2nd-year students, 8 teachers, 9 city schools, 28 school teachers work.

The monitoring process of training practice is realized by the departments, deans of the faculties and the head of the practice. At the end of the practice the conference is held with the participation of the head of the practice, where theoretical knowledge of students, as well as requirement for educational program given by employers is analyzed. At the faculties' meeting regularly the result of placement of graduators is analyzed and the report about them is given in the meeting of the Scientists' Council of the university. The outcome of the practice is approved by the high level mark and the result of questionnaire of employers.

**STANDARD 8. STUDY AND TEACHING (Свот аннализ пешниход шавад ва инчунин маълумот статистики оиди нишондињандаљои академи: -ќаноати донишљуен аз мазмун ва ташкили таълм, ќаноатмандии корфармо аз хатмкунандоњо, маълумоти бештар дар бораи методњои таълим мавчуд бошад (шумо аллакай онро мувофиќи дигар меъёрњо доред - ин бояд дар ин ҷо бошад!)**

TNU pursues a multifaceted and transparent policy of forming and supporting the contingent of students, which includes procedures governing the entire life cycle of students, from the organization of their enrollment, admission to university, and until its graduation. These procedures are reflected in a number of documents approved and published by the university.

These procedures are regularly covered in the university-wide newspaper "Ba qullahoi donish" in accessible form.

An important component of the policy for the formation of the contingent of students is career guidance. This work is carried out in accordance with the approved university plan and plans of university departments to prepare applicants for admission to the university. The centralized management of this work is carried out by the Center for Pre-University Training. All information about student contingent is available on the university website.

Each department of the university conducts the following events with a view to recruiting students: visiting schools, talking with parents and graduates, questioning, presenting videos about university specialties, conducting contests and competitions, subject Olympiads, Open Doors, etc. Questionnaires are conducted among 11th grade students to identify future university entrants. Based on the results of career guidance work of the departments, a database of graduates is being formed.

The career guidance work of the university is carried out throughout the territory of the Republic of Tajikistan. Based on the results of career guidance work, a unified base of applicants is formed who have expressed a desire to enter VTNU. The end result is an increase in the number of university students among applicants from all regions of the Republic of Tajikistan. The share of students from the regions of the Republic of Tajikistan in the total number of students enrolled in the 1st year has significantly increased from 15% in 2011 to 22% in 2018.

The procedure for admission of applicants is governed by the Regulations and Rules on the admission committee of TNU. The rules for admission of applicants are posted on the university website, the main provisions and terms are published on information boards in two languages. Admission to the university is based on the results of the unified national testing (UNT) and complex testing (CT). In accordance with the Model Rules, universities are not entitled to determine their own passing grades in educational programs. When enrolling in a university, the optimal requirements are presented to applicants based on the results of UNT and CT in accordance with the Model Rules and with the internal rules for admission to TNU. When accepting applicants for creative educational programs, they pass creative exams aimed at identifying their giftedness, skills, talents and educational opportunities in selected specialties.

A special orientation week was organized for freshmen of the university, within the framework of which students get acquainted with the leadership of the university and faculties, the Charter of the university, the rules of conduct, the rules of credit technology of training, attend presentation of disciplines, with the help of an adviser form an individual training path, compile IEPs, and also pass testing on foreign languages, get acquainted with tutors, with student exchange programs, visit the university's scientific library, museum, etc. Information for freshmen nicknames placed on the website of the University. After registration of freshmen in

the disciplines, flows are formed: for lectures on disciplines of the OOD cycle - up to 100 students, for seminars and practical classes - up to 25-30 students, for classes in languages and computer science - 12-16 students.

The organization of socio-cultural adaptation of foreign students and undergraduates is directly involved in the management of the host departments and faculties (deans, department heads, coordinators for academic mobility). The control of the socio-cultural adaptation of foreign students is carried out directly by the vice-rector for educational work of TNU and student self-government of the faculty (organizing conversations about the traditions of the Republic of Tajikistan, cultural values, visiting museums in the city, mastering new types of activities and behaviors, etc., that help the student adapt to the conditions new sociocultural environment).

The work on adapting foreign students and undergraduates to the educational process is carried out by the leadership of the international department of TNU, host departments and faculties (deans, managers, coordinators) and consists in adapting a foreign student to the new language environment, new requirements and the knowledge control system; organization of the educational process at the university.

In order to guarantee the proper procedure for recognition of qualifications and prior education, TNU conducts its activities in accordance with accepted standards. No discrimination is allowed at the university; openness, consistency and reliability of the procedures and criteria used in the assessment and recognition of qualifications are ensured; all required information is provided; access to further education in higher education is provided, etc.

Consulting on the status, rules for issuing and recognizing documents on education, recognition of higher education qualifications, as well as developing criteria for mutual recognition of periods of study and methodological recommendations for comparing the content and complexity of training courses, a system for assessing the knowledge and quality of educational services provided by a partner university is carried out in in accordance with the Order of the Minister of Education of the Republic of Tajikistan.

The University collaborates with the Bologna Process Center and the Ministry of Education and Science of the Republic of Tajikistan in a number of key areas, including information and analytical support for the implementation of the principles of the Bologna Declaration, the implementation of the main BP parameters, joint work to ensure comparable recognition of qualifications, academic mobility and the external dimension of internationalization.

Currently, the university has concluded more than 283 agreements with foreign and domestic partner universities. The university has defined a mechanism for recognizing learning outcomes learned during academic mobility, additional, formal and non-formal learning. All recognition procedures are reflected in the Regulation on the Office of the Registrar, the Regulation on Academic Mobility and are known to students and faculty. After passing the semester training, the Registrar's Office, on the basis of a transcript issued by the receiving party (partner institution), carries out the procedure for recognizing the learning outcomes.

Students are informed about internal and external mobility programs on a regular basis by a specialist and consultant of the internationalization center by holding meetings with students and faculty at faculties, transferring information through mobility coordinators, posting information on the page of the internationalization center.

In the process of organizing internal and external mobility, the coincidence of the EP does not always occur. In the case of coincidence of the academic program in the sending and receiving

universities, the acquired disciplines are rewritten by the Registrar's Office. If it does not match, the OP of the partner university is entered by the Registrar in the annex to the diploma, and the OP TNU is mastered remotely with the subsequent passing of exams upon return.

The university and the leadership of the EP contribute to the development of students 'mobility by financing expenses (travel expenses, medical insurance or accommodation), developing joint educational programs with foreign partner universities, attracting foreign scientists to increase the students' language competence and their theoretical training.

Support for academic mobility is also carried out through the joint work of employees of the international department, employees of the educational department and mobility coordinators at the faculties. This work includes the study of prerequisites, the comparison of the OP in the sending and receiving universities, the re-reading of the completed disciplines, the paperwork of students according to the list of documents specified in the order "On Approving the Rules for Directions for Studying Abroad". Academic support for university students participating in mobility programs is carried out in the form of consultations conducted by the methodologist and the international department, providing access to educational resources, including online, monitoring performance through the coordinators of international centers in the partner university, by email. As a result of the organization of meetings at the faculties on the explanation of the rules for participation in the program of academic mobility over the past 3 years, about 125 students were enrolled. These events allow informing students and faculty about the possibilities of academic mobility. Following the results of meetings and training seminars, protocols are filled.
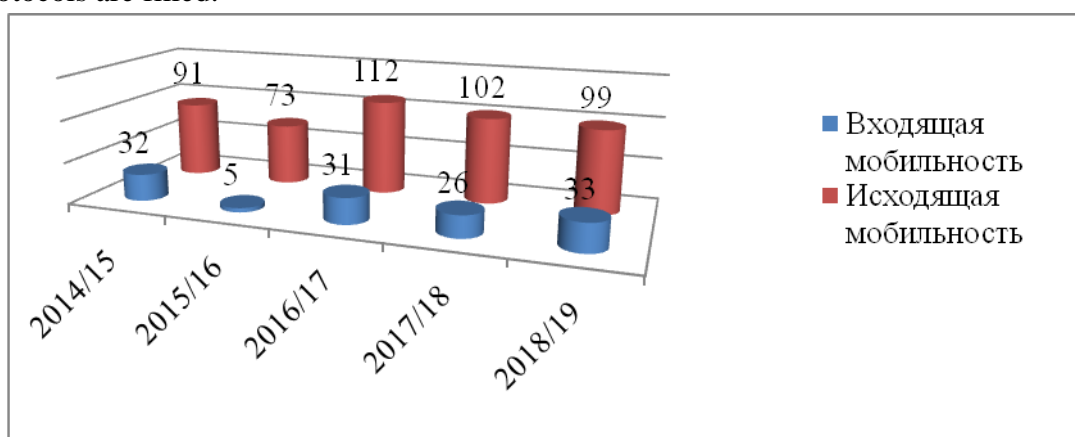


Fig. 1 Indicators of academic mobility over the past 5 years

On average, academic mobility is about 20-25 people per academic year. As can be seen from the diagram, which reflects the flows of incoming and outgoing academic mobility, the largest participation in exchange programs was recorded in the 2017/18 academic year.

It should be noted that the republic has an international cooperation program, including the development of relations in the field of education. In this regard, university students often choose Russian universities as a partner university for semester studies.

Students are consulted on an ongoing basis in the international department, additional support is provided through mobility coordinators at the faculties. On a regular basis, meetings are held between employees of the international department and students of faculties, where students and teaching staff are informed about the possibilities of academic mobility. These measures allow you to quickly identify problems in the early stages and solve them.

In accordance with GOSO RT in TNU the following types of practices are carried out: educational, continuous pedagogical, professional (pedagogical and production), pre-diploma.

Prior to the start of all types of practice, the career center, together with faculties and departments, concludes agreements that define the responsibilities of the university, practice bases and students. Every year, the Career Center conducts active work with companies and organizations to form practice bases for students. If in May 2018 there were 93 agreements with practice bases, then on November 30, 2019 their number reached 109.

The process of planning, organizing and monitoring students' internships is regulated by internal documents of TNU. Practice planning is carried out on the basis of working curricula of specialties and a working curriculum of practice. Issues of readiness for practice, the results of practical training are considered at the departments and at the Career Center. The main document for organizing practices is the practice program. This is a normative-methodical document that defines the content of practice-oriented student training that corresponds to the profile of its preparation. All practice programs in the specialties of the faculty comply with modern requirements and are focused on production. In the development of practical programs, employers, representatives of the practice bases took an active part, all the trainee's tasks were agreed with the employers.

At 1-2-3-4 courses during the period of professional practice, the development of necessary professional competencies is underway. Professional practices are oriented towards natural working conditions. Employers not only provide the basis for internships, but also participate in assessing the results of students' field trips. At the final course, having gained practical experience at the enterprise, using the latest innovations in advanced technologies, students carry out scientific work and graduation projects as part of graduate design. Heads of practice are appointed by the most experienced faculty members.

In accordance with the Strategic Plan of TNU for 2018-2027, the university implements the project "USM (University - School - Mastery)". The concept of the project was approved by the decision of the Academic Council of the University. It is aimed at introducing schools with updated educational content, it provides for integrative practice for students of pedagogical educational institutions of TNU. A project is being implemented with the support of the Ministry of Education and Science of the Republic of Tajikistan.

The project involves 28 educational programs. The project involves 20 students of 1 and 2 courses, 8 teachers, 9 city schools, 28 school teachers.

The process of professional practice is monitored by departments, deans of faculties and the head of practice. Based on the results of the practice, final conferences are held with the participation of the leaders of the practices, which analyze the theoretical preparedness of students, as well as the requirements made by employers for educational programs. The Council of faculties regularly analyzes the results of the employment of university graduates in the context of specialties and reports are submitted to them at meetings of the Academic Council of the university. The effectiveness of the practices is confirmed by the high level of assessments and the results of surveys of employers.

To create an effective system to promote the employment of university graduates, work is underway to conclude cooperation agreements with state authorities. The University annually holds a Career Day and meetings with employers. On April 18, 2018, TNU hosted a "Career Day" (job fair), which was attended by about 60 enterprises of the city and regions of republican subordination.

Significant assistance in the employment of graduates is provided by the TNU Alumni Association and the Council of Employers. During the year, they, together with the career center,

organize and conduct presentations and meetings of students with representatives of organizations and enterprises in order to undergo internships and further employment.

An important factor in promoting the employment of graduates and further maintaining contact with them is the constant communication with a potential employer. The site includes sections: vacancies presented by the regional department of education and the regional department of employment and social programs. Every year in February, a database of vacancies is created based on applications from departments, companies and organizations.

The university provides graduates with documents confirming their qualifications (bachelor / master diploma), including the results of studies, as well as the context, content and status of the education and evidence of completion, as reflected in the annex to the diploma. Students who have mastered at least 260 credits of the Republic of Tajikistan and have successfully passed state exams and defended their thesis receive diplomas with the assignment of an academic bachelor's degree. Together with the diploma, an application is issued in 3 languages: Tajik, Russian and English. In the 2017-2018 academic year. 5817 diplomas were issued, of which 253 with honors. In 2018-2019 -7027 issue, of which 269 with honors.

In the process of training, students can receive certificates of additional education - 9 months of language preparation for passing the IELST exam with native speakers (valid from 2018). During training at the university, students can additionally study in courses and receive appropriate certificates.

In TNU, the career center, together with faculties and departments, monitors the employment of graduates. During the monitoring process, annually in September-October, certificates are collected from the graduates' workplaces. Sociological surveys of employers and graduates of different years are important tools for this monitoring.

The geography of employment of university graduates has expanded, at present it covers all areas of the republic. The number of employed has reached 70%. According to the results of 2018, based on the analysis of information on the actual employment of graduates who graduated from the university in 2015-2017, TNU entered the top ten in the ranking of a country's university in the country, taking 1st place.

The development of the socio-cultural competence of students is one of the most important tasks in the training of demanded personnel. After entering the university, students get acquainted with the program for organizing out-of-school activities for the entire period of study. Representatives of the Youth Affairs Committee give them presentations on the organization of students outside the classroom. At the university, at each faculty there are circles, clubs, creative groups, public associations.

TNU students actively participate in scientific conferences, contests, festivals, concerts held at the university and beyond. The university holds regional competitions, a debate tournament for schools, universities, sports tournaments with the participation of college students and universities. TNU regularly collaborates with the teaching staff, where orphans, children left without parental care, and also with the Veterans House are brought up.


**STANDARD 9. ASSESSMENT OF STUDENT (Лутфан таҳлили SWOT-и ин стандартро илова кунед! Лутфан маълумотро дар бораи: дастгирӣ ҳайати омӯзгорон,**

The education system at TNU are realized at the based on that the student is the active "subject", not a passive object in educational process. Students' activities includes participation in definition of the contents of educational programs, independent formation of the educational trajectory, choice of the teacher, assessment of level of training. Effectiveness and teaching methods, assessment of professional quality of teaching staff (the teachers and professors), assessment of level of material and technical providing of educational process and sanitary condition of premises. Student-centered learning plays important role in improving of motivation and involvement of students in educational process and according to the achievement of the students learning outcomes. Realizing the student-centre training principle, the university provides:

- respect and attention for various groups of students and their requirements, giving (granting) flexible trajectories of training;
- using of various forms of teaching (where it is appropriate);
- flexible using of different pedagogical methods and others;

University leadership provides equal opportunities to students, regardless of training language on formation of the individual educational programmer. For the organization of educational activity students are provided with the reference book. At the university service of advisers operate which are recognized to give assistance in assimilating of the educational programmer. Advisor's tasks include acquaintance of student with organization of the educational process, higher education institution (HEI) charter, HEI regulations , to render assistance the students in decision of individual trajectory of training; conducting of consultations for learners at a choice of disciplines; assistance to learners in drawing up individual curricula, control of current , intermediate, total progress, attendance of studies, analysis of results of certification, exams; curriculum control over the implementation; organization of all types of additional training, etc. Within TNU registration of students on disciplines is carried out, and their individual curricula are formed.

At the beginning of the semester students are provided with an educational and methodical complexes, which includes training programme (Syllabus), active distributing materials, theses of lectures, plans of practical (seminar) training, plans of independent work of students (IWS) and independent work of students with the teacher (IWST), test tasks, semester tasks, examination questions, contains policy of giving marks (and criteria of assessment). Educational and methodical complexes of disciplines are placed in two languages, in a free access on chairs, in department of the organization of educational process and educational and methodical resources (EMR), computer classes, in the electronic reading room. For the academic support of the students, not making progress in disciplines, gathering low ratings, and also at requests of the students having admissions by reason of illness, for domestic reasons, additional classes, consultations are organized by chairs' teachers. Classes are given in convenient time for teachers and students, consultation schedules are drawn up on chairs. For the students, having scientific interests, scientific students' organization and circle work. For the students, expressing desire to receive additional competences and to learn additional credits, classes are organized on the basis of the Centre for Improvement of Qualifications of TNU (Professional Development). At TNU conditions were created for inclusive education: psychology system support and providing fast adaptation for studies in the student group, curator accompaniment and tutorship; access to

educational resources and rooms (ramps, reach of resources for disabled wheelchair invalids) are provided; adapted system of individual learning, providing with didactic-methodical materials, methodical guides are provided; distance learning technology has been introduced.

Centre for psychological and pedagogical support has been created at the pedagogical faculty. Students with OB3 are registered under the Centre, who needs active psychological and pedagogical support. The activity of the Centre includes social and psychological training, consultative work with students. University teachers choose teaching methods independently, ways and forms of organization and conducting of studies on the basis of educational programs and working training programs (Syllabuses).

Innovative methods of training widely are used at the university; their effective application is one of the priority tasks. Methods of conducting lectures are continuously being improved, modern pedagogical technology and teaching methods, promoting activization of cognitive activity of students are used. Problem lectures focused on statement of research tasks are practiced; thesis statement of the material-accompanied by drawing up basic summaries and schemes, being a basis for the organization of independent work (self-work); material studying by blocs; advancing training; broad application of distributing materials with tasks for IWS etc.

For introduction of innovative technologies are carried out a number of actions (measures): competition of innovative technologies, issue of methodical materials, record on the video of master classes, training seminars for teaching staff and many other things. Educational project "Introducing of Innovative Technology at the Educational Process" is being realized within which competition for research and methodical work of teaching staff of the university is annually held. The result of the innovative - project activities are real innovating product (e-textbooks, educational exercise machine, innovating training, etc.). Work of participants' competition is printed in the collection "TNU Bulletin" (TNU Messenger).

During the academic year for dissemination of the best practices it is traditionally carried out methodical weeks on faculties, video of the master classes, presentations, open classes have been spent on the following directions: "Quality of education: new approaches in teaching of practical and oriented disciplines at HEI" (law faculty), "Forms and methods of improving quality of education" (faculty of history). "Polylingual education - basis of formation of the polycultural personality" (faculty of philology), "Modeling as training method" (faculty of international relations), "Technology application of cooperation in organization of educational process" (physical and mathematical faculty). In total 104 open classes, 40 master classes have been given (conducted) (including employers).

Teaching staff of chairs take an active part in introducing innovations, methods and ways of teaching including during conducting of research projects, focused on inquiries of employers and consumers, and also conduct work on development of methods of teaching of disciplines. Results of researches have been approved at the scientific and methodical seminars of chairs, educational and methodical centre of faculty (EMC), various conferences, and also were published as methodical recommendations, educational and methodical appliances (supplies). For example, in 2018 - 741 training and methodical appliances, in 9 months of 2019 – 684 ones were published by the university teaching staff.

For the purpose of the qualified professional training of future teachers in the conditions of the updated content of education advanced training courses have been introduced for the teachers of the university. The objectives of the course are acquaintance with structure of the updated educational programmers on educational disciplines, sequence of complication of the material,

contents, aims; providing of understanding and application of criteria assessment for achievement of aims of the teaching of updated educational programmers; formation of necessary skills at teachers for realization of updated educational programmers. Efficiency of used methods of training can be assessed by results of training and scientific and research works of students. The gained knowledge with using of innovative methods of teaching are applied by students during the independent work, doing practical work (work placement), speaking at conferences and seminars, and also when writing scientific and research projects.

Innovative methods of teaching are used in disciplines of (EP) students and undergraduates (master students). Today broad application is found by technologies of design activity and interactive methods of teaching as the strategy of critical thinking, case technology, role-playing and business games, trainings. Teachers of the chairs actively use imitating (game method, game design, imitating training, playing of roles, training with performance of an official role, business games, economic situations, analysis of documents, etc.), and not the imitating (training without performance of an official role, discussion with brain storm and without it, problem situations and others) innovative methods of training.

In KED specialties are included elective disciplines "New approaches in teaching and learning", "IKT in disciplines teaching of preschool education", "Creative pedagogics". When studying these disciplines graduates master the methods of the training focused on the high involvement and motivation of learners. Today broad application is found by technologies of design activity and interactive methods of training as a strategy of critical thinking, role playing and business games, trainings. Innovative methods are an integral part in the process of teaching of special disciplines and techniques.

Collective discussions of various questions with attention to alternative positions of the speakers in the process of training group methods of work. Communicativeness of the training is formed and in the course of preliminary discussion and presentation of developed projects which discussion is connected with adoption of remark, recognition of alternative approaches to development of the project.

Skills of self-training at students are formed in the process of organization and conducting of independent work of students with a teacher (IWST) and independent work (self-work) of students (IWS). Since the first course , teaching staff of the chairs teach the students skills of independent information search, abilities to work with information, work up, systematize, transform, keep, transfer etc. On the 3-4 courses students in the process of independent work learn to apply the received skills for self-improvement and increasing of their own professional competence.

Efficiency of the used methods of training at the university can be estimated and by results of questionnaire of students. It is possible to judge how given lectures and used methods were evaluate by students according to sociological inspection conducted in TNU.
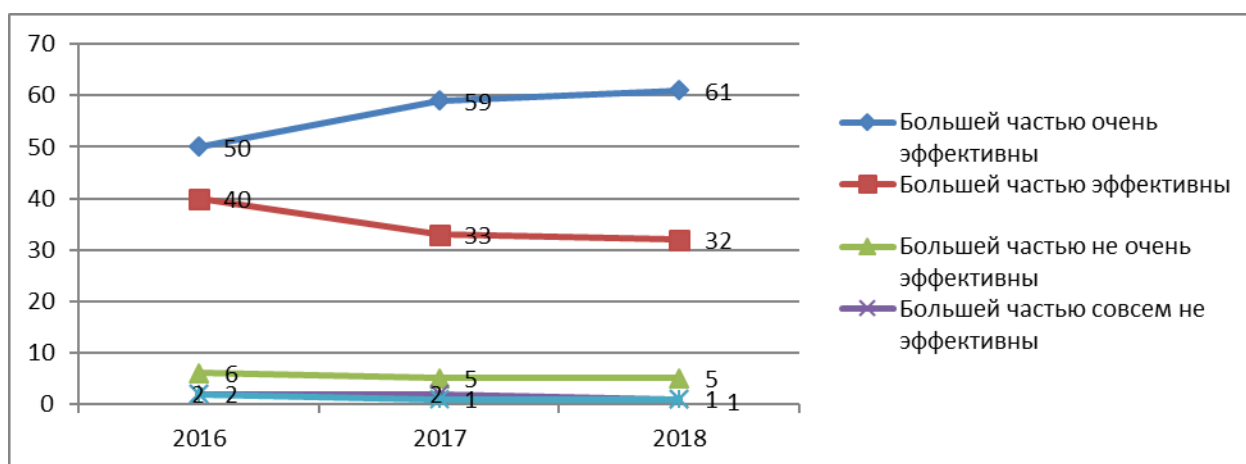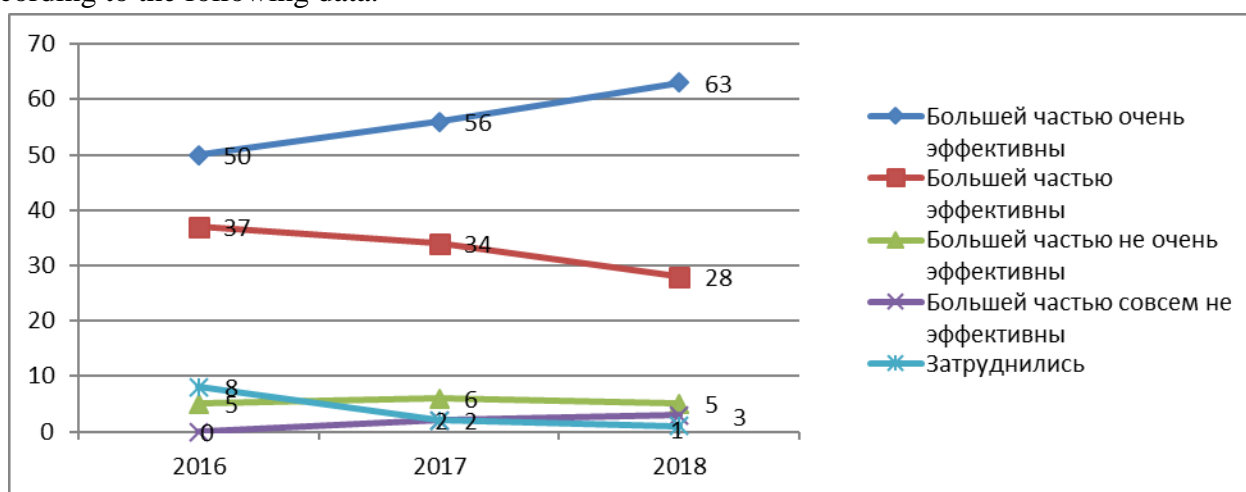
Figure 1. Assessment by students the effectiveness of lectures (in %)
- Are mostly very effective
- Are mostly effective
- Are mostly not really effective
- Are mostly not so effective

In total, as effective given lecture classes estimated in 2018 – 93% of respondents students , (in 2016 – 90%, in 2017 – 92%), as inefficient – 6% (in 2016 – 8%, in 2017 – 5%), 1% of respondents found it difficult to answer.

It is possible to judge how efficiency of given practical classes is estimated by students according to the following data.



- Are mostly very effective
- Are mostly effective
- Are mostly not really effective
- Are mostly not so effective
- Found it difficult to answer

Figure 2. Assessment by students the effectiveness of practical classes (in %)

In total , as effective given practical classes estimated in 2018 – 915 of respondents (in 2016 – 875, in 2017 – 90%), as inefficient – 8% (in 2016 – 6%, in 2017 – 6%). 1% of respondents found it difficult to answer.        The developed mechanisms and conditions of monitoring allows to carry out successful correction of educational process. The response directed on improvement of educational programmes includes monitoring of employers, graduates, etc.

The credit technology of training assumes a freedom of choice of elective disciplines for students included in the working plan that provides their direct participation in formation of the

individual curriculum. Educational programmes of TNU provide possibility of creation of the individual educational trajectory, accounting of personal requirements and opportunities of students.

The credit technology of training based on the organisation of independent work of students, application of the interactive pedagogigcal technology, using of point and rating system of the assessment, changing of the role of the teacher in the educational process, using of information technologies allows to reach the planned results of mastering of programmes.

The students join in decision-making process concerning the purposes, ways, and results of training (in traditional educational process it is excluded), and together with decisions and acceptance on themselves responsibility. Independent work ot the student with the teacher (IWST), urged to realize advisory and controlling function (monitoring of IWS), is carried out as individually, and in the group. Individual work with the student provides carrying out oral, written or combined survey (questionnaire), check and defence the individual tasks and testing works. Work ingroup is organised mainly with application of interactive methods in the form of discussion and debates, round tables, business games, modeling of situations, colloquiums, lessons conferences, presentations, discussions, group reports and others.

One of the forms of monitoring of independent work of students, as well as efficiency of used methodsof training, is sociological survey of students which are regularly carried out within the project "Opinion of students on Efficiency of Educational Process in TNU".

It is possible to judge how efficiency of their independent work is estimated by students according to the following data.
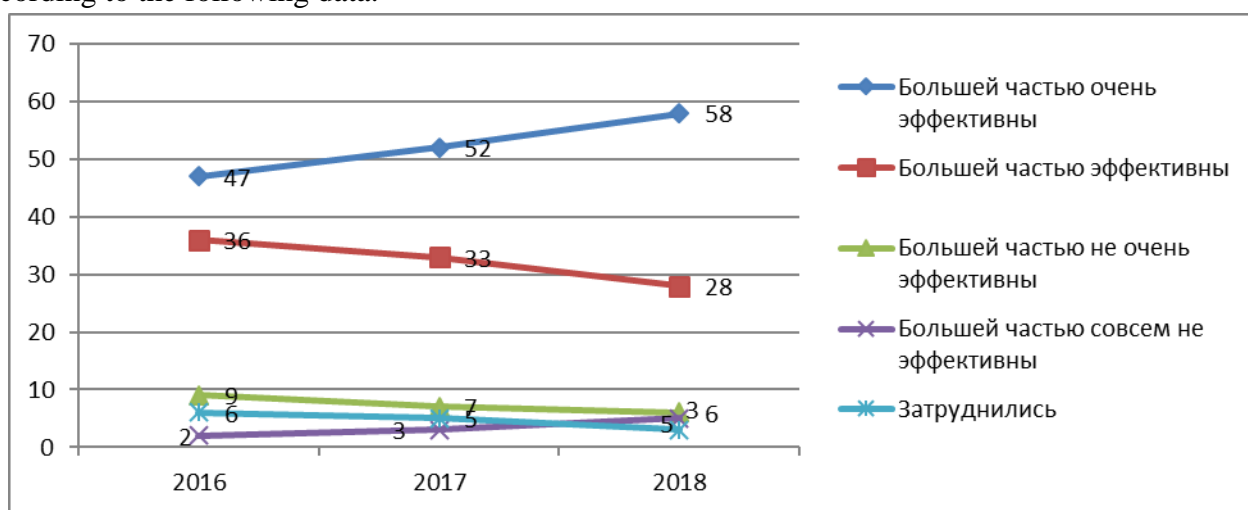


- Are mostly very effective
- Are mostly effective
- Are mostly not really effective
- Are mostly not so effective
- Found it difficult to answer

Figure 3. Assessment by students the effectiveness of independent work

As effective of independent work of students in2018 was assessed by 86% of respondents (in2016 – 83%, in 2017 – 85%), as inefficient – 11% (in 2016 – 15%, in 2017 – 12%), 4% of respondents found it difficult to give it a certain assessment.

As it was stated above, for obtaining information, characterizing satisfactions of students of TNU with activity of the HEI, quality of provided educational services, at the university it is actively used the annual surveys of students conducted in the framework of the projects:

"Opinion of Students on Efficiency of Educational Process in TNU", "Assessment of Social Well-being of Students of TNU", "The Tajik identity, the main lines of the modern personality and the ethno confessional relations in perception of students of TNU" and others.

The persons, wishing to address with any questions to the university leadership to use "mailboxes" and a telephone hotline, recently practically doesn't meet that is explained by wide use of the internet, addresses on the blog of the rector and regular reception by the leadership. At emergence of written complaints, claims using of the corresponding procedures for the solution of questions is necessary. In this regard the regulations defining the solution of the matters function at the university. More detailed information on feedback mechanisms is described in standard "Culture of Quality".

Objectivity of the assessment of knowledge and degree of formation of professional competences, the mechanism of the assessment of quality and examination of educational programmers in TNU is based on observance of the number of principles. The assessment of quality of learning outcomes demands success monitoring of training. The most important principles of diagnosing and control of progress of students are objectivity, systematicity, publicity. Objectivity consists in the scientific and reasonable content of diagnostic tests( tasks, questions), diagnostic procedures, exact assessment of knowledge adequate to established criteria, abilities.

Procedures of examination and the approval of educational and methodical complexes of disciplines, questions and test tasks for intermediate and final certification allow realizing these requirements. The requirement of the principle of systematicity consists in need of carrying out monitoring and assessment of activity and results of the students at all stages of studying of discipline. Systematicity is that all learners are exposed to regular assessment.

According to "Rules of the organization of educational process on credit technology of training" monitoring is realized as combination of control of development of the contents of training programmers (process) and control of success of training (results) with using of three procedures: the current control, mid-term control, intermediate certification (final control on discipline in whole/examination).

Results of the current and mid-term control of knowledge are as a percentage reflected in the magazine of the tutor (subject teacher). Control of maintaining of the magazine (group register) of the tutor is exercised by the head of the department, the dean of the faculty. Results of the current and mid-term control of knowledge also are registered, etc.

Intermediate certification (examination session) is carried out in the form of examination and the differential tests. Examinations are carried out in an oral, written form, in the form of computer testing, in the combined form, in the form of defense of projects, the essays etc. Control and measuring means of knowledge, abilities, skills and competences are developed by chairs according to specifics of discipline. These are control questions, examination cards, tests, subjects (themes) of the essay and projects, tasks for creative examinations, etc. If the discipline has a practical direction , one of the questions is formulated on detection of skills of the solution of the task, implementation of calculations, performance of the practical task. The principle of presentation (publicity) consists, first of all, in carrying out open tests of all trainees by the same criteria. The rating of every student, established in the course of diagnosing, has evident character. The principle of publicity demands also announcement (publication) and motivation of assessments. Necessary condition of realization of the principle is the announcement of results of control, discussion and their analysis.

As well as, at the university the system of measures of the prevention and elimination of the academic debts functions for assistance to the students. The student has right to submit the appeal by results of the rating and final examinations. During the examination sessions the appeal commission from among the teachers which qualification correspondents to the profile of disciplines is created.

The appeal is carried out the next day after carrying out of the examination according to the approved regulations. The decision of the appeal commission on changing of a total assessment locates in the protocol and is brought in the examination sheet.

By the beginning of the semester on the basis of individual curricula students are provided with an educational and methodical complex (EMC), which includes the training programme, active distributing materials, theses of lectures, plans of the practical (seminar) training, plans of independent work of students, test tasks, semestrial tasks, examination questions, contains policy of exposure of estimates and criteria of assessment. Educational and methodical complexes of disciplines are placed in a free access on chairs, on the university site, in the electronic reading room. Educational achievements (knowledge, abilities, skills and competences) of the students are estimated in points on a 12,5 – mark scale, corresponding to the alphabetic system accepted in the international practice (positive estimates, in process of decrease, from "A" to "D, is "unsatisfactory" – "FX", "F") with the corresponding digital equivalent on the 4th mark scale. The specified types of control allow the head of the department and the dean of the faculty to analyze the current progress, to estimate indicators of quality of knowledge of educational subjects, to compare extent of assimilation of disciplines, carried out by different chairs and certain teachers, level of training of specialists as a whole that in turn allows the leaders to define level of readiness and quality of work of teachers, chairs etc.

For the academic support of the students not reaching planned results of training, the purpose of the programme, gathering low ratings, and also at requests of the students having admissions by reason of illness, on family circumstances, teachers of chairs will organize additional classes, consultations. Classes are given (conducted) in convenient time for the teacher and the students, schedules of consultations are made up on chairs. For the students, having the academic debt on disciplines, difference in curricula when transfer from HEI to HEI, with OP on OP, from one form of education to another one, additional training summer semester is organized.

Intra-university normative documents provide a mechanism for appealing the results of current and midterm control, as well as the results of interim certification.

For the organization of educational activities, students are provided with a guidebook. From the reference book, the student has the opportunity to receive clarifications on general academic procedures. The reference book reflects the structure of the educational program and curriculum, the filling up of a loan, the procedure for passing practices (work placement), requirements for organizing of independent work. It also contains requirements for students related to attendance, registration, implementation of credits of the educational program, assessment of learning outcomes, obligations and rights of students. The handbook provides information on the university's point-rating system for assessing, conducting current, mid-term, intermediate control of knowledge, making an appeal, calculating the average score, additional training (summer semester), retraining, the order of deduction, restoration and translation. Analysis of the success of training is carried out according to the results of sessions for all educational programs, which allows for the successful adjustment of the educational process.

Learning outcomes directly correlate with learning levels and qualifications frameworks. A high correlation is ensured by the fact that the results of teaching OP are determined in accordance with the scope, object, subject, types, functions and typical tasks of professional activity specified in the NSC.

In addition to the content of (OP) and educational and methodical complex (SPTM) the study program and teaching materials, the learning outcomes are indicated in assignments for independent work, guidelines for practical training (work placement), writing term papers and diploma thesis, and writing a master's thesis / project. TNU has a unified assessment system with a description of the learning outcomes of students using a point-letter system.

Specific learning outcomes are indicated both in the OP, through the description of universal and professional competencies, and are described in more detail in the introductory part of the teaching materials of each discipline. When formulating the learning outcomes, the teaching staff of the university focuses on sets of keywords describing the activities that students need to demonstrate after graduation, a description of the possible implementation of the learning process, as well as suggestions on forms of monitoring learning outcomes. The results of studies at the university fully meet the requirements of professional standards.

Naturally, doctoral studies of PhD began to work since the formation of the Higher Attestation Commission of the Republic of Tajikistan. After the approval of the Councils for the defense of the dissertation of PhD, i.e. since the end of 2017. Accordingly, there are many problems in the organizational as well as in the scientific and educational areas of doctoral studies. The main problem is poor knowledge of incoming foreign languages. And this problem affects the relevance of many selected topics.

The student who has not mastered the learning outcomes has the opportunity to re-register for the course within the summer semester, with the possibility of increasing the rating and retaking the final certification. If the result of retake is negative, he is expelled from the university. As a rule, students achieve learning outcomes and, upon graduation, retain their original quantitative composition upon graduation. According to the results of intermediate assessments, when transferring from course to course by deans, the registrar's office monitors the progress of students along the educational trajectory, the data is recorded in the information system and transferred to a single database.

Assessment of learning outcomes is carried out during the current, mid-term controls, intermediate and final certification of students.

Interim certification (examination session) is carried out in the form of exams and differential tests. Examinations are carried out orally, in writing, in the form of computer testing, in a combined form, in the form of defense of projects, essays, etc. Instrumentation knowledge, skills, competencies are developed by departments in accordance with the specifics of the discipline. These are control questions, examination tickets, tests, topics of essays and projects, tasks for creative exams, etc. If the discipline has a practical orientation, then one of the questions is formulated to identify skills for solving problems, making calculations, and performing practical tasks. Teachers, university workers involved in the evaluation of learning outcomes undergo advanced training at training seminars, training seminars, refresher courses, master classes and other events, as evidenced by certificates.

The student has the right to appeal on the results of the rating and the final exam. An appeal commission is created for the period of the examination session. The appeal is carried out on the initiative of the student in the following cases: assignments are incorrectly worded; do not

contain the correct answer; Contain some correct answers go beyond the curriculum. The appeal is held the day after the exam in accordance with the approved regulations. The decision of the appeals commission to amend the final grade is justified in the minutes and entered in the examination sheet. Appeals for oral, written and creative exams are not held, because the examinations are accepted by the commission. Over the past five years, the number of appeals has dropped significantly.

Retake of the grade "unsatisfactory" for students who have scored from 1 to 49 points in the current academic period is allowed in an amount up to 2 times. A student who did not attend the exam for a good reason has the right to take an exam on an individual examination sheet. Students who receive an "unsatisfactory" grade have the right to retake discipline during the summer semester.

The most important factor in ensuring the quality of education at the university is the management of TNU and faculty consider the continuous improvement of information and technological resources. The e-learning system created at the university allows using the latest technical achievements, introducing innovations, automating the educational process, creating electronic educational resources, and being actively present in the Internet space.

Electronic educational resources of TNU include electronic teaching materials and test tasks developed by teaching staff; electronic textbooks, multimedia and interactive materials developed at the university or acquired (more than 220 items); video lectures and video tutorials; electronic versions of educational and scientific literature, digitized funds of the TNU library; electronic databases of scientific periodicals, educational literature, the use of which is available through the scientific library of the university.

Students use these resources through the funds of the TNU library, where electronic textbooks, educational films, video lectures, etc .; an electronic reading room, which houses the digitized library funds and provides access to the Republican Interuniversity Electronic Library and other electronic databases; electronic databases of departments of TNU, where electronic versions of curricula, teaching materials, test assignments available through the university's local network are located; TNU website and an educational portal that provides Internet access to RUE, UMKD, test assignments for all studied disciplines, the schedule of training sessions, training videos and the electronic catalog of the TNU library, etc.

The university has created a unified corporate telecommunications network, which is a platform for the development, implementation and use of ICT.

Licensed software used in the educational process includes 53 items.

University software is constantly being improved. The program complex "Schedule of training sessions" is used to prepare the database and schedule training sessions. The 1QS mobile application developed at TNU is used to view electronic timetables from mobile devices by teachers and university students. To automate the work of the office registrar, an automated system for electronic registration of students and teachers was developed. The electronic shell Book Collector was developed to create electronic textbooks with simple editing and testing teams.

The automated system "Anti-plagiarism" is intended for the results of research. An integrated library automation system supports information management of library processes, maintaining an electronic catalog.

A variety of video products are prepared annually for the development of distance learning technologies. To date, more than 742 titles of various video materials have been prepared: video

lectures, workshops, seminars, videos and films on educational, educational and propaganda topics.

Much attention is paid to the use of multimedia tools in the classroom. In order to improve the quality of the learning process and professional training of students at the university, about 219 multimedia installations, portable or installed permanently in classrooms, are used.


## STANDARD 10.  STUDENTS SUPPORT SERVICES

A prerequisite for the implementation of student-centered learning is the availability and effective functioning of a system of individual assistance and counseling of students on educational issues at the university. TNU has a sufficient number of accessible and diverse student support services.

In order to help students rationally organize their educational activities, they are provided with a guidebook. It contains information on general academic procedures, presents the structure of the academic program and curriculum, provides explanations on the organization of CDS and practices, a point-rating system of assessments, knowledge control, appeal, calculation of the average score, etc. The handbook also sets out the internal rules, the mode of operation of all services, contact information of department heads, etc. For the formation of IEP, students are provided with catalogs of elective disciplines.

A center for psychological and pedagogical support has been created at the Faculty of Education. The center has registered students with disabilities who require active psychological and pedagogical support. The work of the center includes a socio-psychological training, advisory work with students.

University teachers independently choose teaching methods, methods and forms of organizing and conducting training sessions on the basis of the educational program and working training programs (syllabuses).

Innovative teaching methods are widely used at the university, their effective application is one of the priority tasks. The methodology for conducting lecture classes is constantly being improved, modern pedagogical technologies and teaching methods are used that contribute to the activation of cognitive activity of students. Practical lectures focused on setting research tasks are practiced; a summary of the material, accompanied by the compilation of supporting abstracts and diagrams, which are the basis for the organization of independent work; study of the material in blocks; advanced training; widespread use of handouts, with tasks for SRO, etc.

In order to introduce innovative technologies, a number of events are being held: a competition of innovative technologies, the production of methodological materials, recording on video master classes, training seminars for faculty and many others. An educational project "Implementation of innovative technologies in the educational process" is being implemented at TNU, within the framework of which a competition of scientific and methodological works of the University is held annually. The result of innovative design activities is a real innovative product (electronic textbook, training simulator, innovative training, etc.). The works of the contest participants are published in the collection "Vestnik TNU".

During the academic year, in order to disseminate best practices, methodical weeks are traditionally held in the faculties, master classes, presentations, and open classes are videotaped. Methodical weeks were held at the faculties in the following areas: "Quality of education: new approaches to teaching practice-oriented disciplines at the university" (law faculty), "Forms and methods of improving the quality of education" (history faculty), Multilingual education - the basis for the formation of a multicultural personality " (Faculty of Philology), "Modeling as a learning method" (Faculty of International Relations), "Application of cooperation technology in the organization of the educational process" (physical and mathematical Faculty cue). A total of 104 open classes were held, 40 master classes (including by employers).

The contract for the provision of educational services that each student receives contains information on the rights and obligations of the parties, their mutual responsibility, the amount and procedure for payment of the services provided by the university, the dispute resolution procedure, etc.

The university has an adviser service, which is designed to assist students in mastering the educational program. The tasks of the adviser include acquaintance of students with the organization of the educational process, the Charter of TNU, the internal regulations of the university, the Code of Academic Honesty, as well as assisting them in determining the individual learning path, consultations in choosing disciplines, etc. Ongoing counseling is also provided by the teacher, leading the lessons in a group or stream during the SRSP. The departments have schedules for counseling students indicating the day, time and place of the meeting.

The Student Service Center, opened at the university in 2018, is engaged in centrally consulting and providing services to students. Judging by the results of a sociological survey, the vast majority of students surveyed (a total of 82%) showed satisfaction with his work.

For the full realization of student centered learning principle in to the activities of TNU, the administration of the University pursues its policy aimed at provision of educational process with the necessary quantity of modern, available and various academic recourses, and the structure of students' support as well. Consolidation and improvement of material-technical base of the university, modernizing of the used in it informational technology and facilities, optimization of its organizational structure directed on creation of most favorable learning environment in the university.

Demand of TNU for different funds is determined in accordance with goals of the strategic development plan of the university, needs of EP and sub-units of higher educational school, also the requirements of normative-legal documents in the sphere of education. Analyses of statistic data characterizing the activity of the University given in the annual report on activities of the university, reports of faculties and departments and also analyses of information, gained in the cause of social investigation or information received through feedback links channels.

At the start of new academic years all divisions, sub-units of university submit requests for purchase of necessary equipments, facilities, materials for carrying out of different types of works to the department of public procurement, on the base of which the plan of purchase is draw up. In accordance with the plan, university renews techno park, purchases educational equipment, implement repairmen and construction works.

Nowadays 20 on the balance of the university there are 20 educational bodies, ecologic and biologic testing laboratory, 7students' dormitories, 4 gymnasiums, 2 outdoor sports grounds, a health center, and a garage for official vehicles. The total quantity of educational buildings makes 488. The total area of educational buildings, classes, workshops, laboratories, gyms, sports grounds, dormitories where classes are held with students make 65651sq.м.

Students and staff of the University are served up by 14 canteens with 1520 seats, three cafeterias, with 48 seats. The canteens and buffets have all modern equipment and meet the standard norm; the premises comply with sanitary standards.

The total area of sport halls and sport grounds makes 1340 sq. м. There is a first aid post where a practitioner and a medical nurse, serve students and staff and make vaccinations. Publishing house and typographic center function in the university too. Constructional works are regularly carried out in all erections and buildings of the university. Preparatory works for the construction of the new hostel are being conducted at present.

The university disposes of modern scientific and academic laboratory base. The testing laboratory of ecology and biochemistry is a structural sub-unit of the university. The laboratory is accredited and registered in the inventory of State system of technical regulation of RT.

More than 103 educational laboratories function in the university.

10 multi-median and 73 computerized rooms are used in the academic laboratories for the linguistic specialties.

The scientific-methodical centers functioning in the University are foundations for humanitarian and natural-scientific AS. They are supplied with computers, necessary literature and handouts.

Nowadays the computer park of TNU makes 2477 PC on the base of Intell processors. On average, 1 computer is due to 97 students at a norm -20. Availability of students to computers, in electronic reading hall and academic methodical rooms is provided not only during the lessons, but also during all office hours, working hours.

The gained in the cause of social monitoring data indicates, that quantity of students, satisfied with material-technical provision of educational process at the TNU makes defensively more than 4/5 of all interviewed.

The dynamic of development of the material-technical resources is positive. According to results of assessments on level of deterioration of structure, results of inventory, moral wear of computer mechanics are taken measures for maintenance of resources of the university on the level of requirements made to educational organizations.

Problems of sufficiency and modernity existing at the disposal of **EP** recourses-classrooms, laboratories ,computer equipment and program provision, financial resources, excess to international data base, results of researches, systems of professional practice and employment, educational aids and materials are considered at the meetings of departments, councils of faculties and academic councils of university.

The most important condition for realization of student centered study is availability and effective functioning in the university system of individual support and consulting students on educational process. There is enough quantity of available and different support services for students in the TNU.

The guide book is provided to support students in rational organization of their academic activity. It contains information on general academic procedures ,presents structure of AS and academic plan, explains organization of independent student works  CDS and practice ,grade rating system assessment ,conducting control of knowledge, appeal, estimation of  grade point average (GPA) and so on.   The guide book also provides information about the order of internal regulation, working regime of all services, contact information of sub-units executives. For the formation of   IEP   students are provided with elective system catalogues.

The student's contract for provision of educational service contains information about rights and responsibility of both sides, their mutual responsibility, amount and order of payment for, rendered by the higher educational institute services, procedure   to resolve an argument and so on.

The adviser service of university is used for rendering students assistance in mastering of educational programs. The objectives of adviser includes acquaintance   of students with academic process organization, regulations of TNU, rules of internal order of the institute of higher education, code of academic integrity, rendering them assistance in determination of individual training trajectory and consulting in elective system. .   Teachers working with a group or groups of students, conduct the current consulting during   individual works with a teacher.. Schedules indicating the date, time and location for conducting consultation are available in all departments.

The Students Support Services is engaged rendering centralized consulting service for students, opened in university in 2018.  In accordance with sociological monitoring the majority of interviewed students or 82% show satisfaction about the Support Service's activity.

The student is entitled to make appeal on the results of ratings and final exams.  The appeal committee works during the examinational session. The appeal is conducted by the initiative of a student in the following cases: Апелляция проводится по инициативе студента в следующих случаях: the assignment has incorrect formulating; doesn't have correct answers; contains several correct answers; out of academic programs.  The appeal is usually held next day after the exam in accordance with confirmed regulation.  A decision of appeal committee on changing the final grade is proved in the protocol and brings in to the examination sheet.  The appeals on oral, written creative examination are not made as exams are received by the commission. For the last five years number of appeals has considerably decreased.

Retake of unsatisfactory grade of students having from 1 to 49 scores in the current academic period is allowed in a quantity of  2 times.  Students who were   absent in examination for valid reasons are allowed to pass testing on individual examination sheet.    Students, who got unsatisfactory grade, have the right to retake discipline during the summer semester.

According to executives of TNU, the most important factor for provision of qualitative education in the university is a constant improvement of informational-technological resources. The established electronic system of education  in university assists using of up to date technical achievements, application of innovation, automation of academic process, creation of electronic educational resources and being an active participation in Internet space.

The electronic educational resources of TNU include electronic teaching materials   and test tasks, worked out       by teaching staff;   electronic textbooks, multimedia and interactive

materials elaborated in the university or acquired (more than 220denominations ) ;video-lecture and video-lessons; electronic version of textbooks and scientific literature , ,TNU digital funds of library; electronic data base of scientific periodicals, academic literature the use of which is available through the TNU scientific library.

Students can use these resources through TNU libraries funds ,where CD discs with electronic literature , video-lecture and video-lessons; electronic reading hall where students use the digital funds of library and implement excess to electronic libraries of different higher educational institutes of Republic  and to other electronic bases ; electronic data bases of TNU sub-units, and where they can get electronic version of syllabuses and academic plans, tests ,available through the local net of university, TNU site and educational portal, providing excess through the Internet to **RUE**, SPTM**,** tests on all academic disciplines ,time tables of lessons academic video materials and to electronic catalogues of  TNU libraries.

The united corporate telecommunication net of TNU is the platform for working up, application and use of **ICT.**  The licensed software of the university used in academic process includes 55 nominations.

 The   software of the university is constantly up dated. The complex program " Designing plans of academic activities  " is used for data bases  preparation and schedules of lessons .The developed mobile  «1QS» enclosure  is used for «1QS» and for teachers and students of university to review the electronic schedules of lessons from the mobile arrangements and devices. For automation of the work of office –register was developed a computer-based system for teachers and students registration.   The developed electronic framework Book Collector was created for electronic educational materials with easy for use command of testing and editing.

The computer based system "Antiplagiat" is premeditated to check plagiarism of students' graduate works, master's theses and research results. An integrated library automation system supports information management of library processes, maintaining an electronic catalog.

A variety of video products are prepared annually for the development of distance learning technologies. To date, more than 742 titles of various video materials have been prepared: video lectures, workshops, seminars, videos and films on educational, educational and propaganda topics.

Much attention is paid to the use of multimedia tools in the classroom. In order to improve the quality of the learning process and professional training of students at the university, about 219 multimedia installations, portable or installed permanently in classrooms, are used.

In general, the information and educational environment at the university is characterized by the data presented in Tables 2 and 3.

Table2

**Information and educational environment in TNU**

| Name | Quantity |
|---|---|
| The presence in the educational organization of an electronic educational information environment | + |

| | |
|---|---|
| The total number of computers with access to the information and telecommunication network "Internet" to which students have access | __ 1050 |
| The total number of EDS to which students have access (own or on a contractual basis) | 1050 |
| Availability of our own electronic educational and information resources | 30000000 |
| The presence of third-party electronic educational and information resources | _ |
| Availability of the database of the electronic catalogues | 18000_ |

Table 3

**University informatization indicators (academic years)**

| Indicators | **2016-2017** | **2017-2018** | **2018-2019** |
|---|---|---|---|
| The presence of a local network | + | + | + |
| Email Availability | + | + | + |
| Web site availability | + | + | + |
| Availability of Intranet site | + | + | + |
| The presence of an educational portal | + | + | + |
| Number of computers | 2188 | 2314 | 2477 |
| Number of students per computer | 9 | 8 | 8 |
| Access speed to the Internet | 80Mbit/s | 80 Mbit/s | 80 Mbit/s |
| Number of computer classes | 54 | 54 | 54 |
| The number of computers in computer classes | 941 | 998 | 1118 |

The university's scientific library has access to the following electronic databases - the Republican Interuniversity Electronic Library, the National Library. All the work of the scientific library is reflected on the website www.tnu.tj.

The information transfer speed within the corporate network is 40 Mbit / s, in the server segment and on campus highways 40 Mbit / s. Connection to the Internet is via fiber optic cable, at a speed of 80 Mbit / s with unlimited traffic.

The university has an expanded infrastructure of data transmission / reception channels, covering the entire computer park, interactive projectors and wireless access points. Access to the Internet and corporate network resources is distributed through organized virtual local area networks (VLANs), which not only simplifies administration, but also restricts unauthorized access to both the Internet portal and other shared resources, as well as isolating guest connections.

The University's Internet provider is currently VAVILON-M JSC. The total width of the Internet access channel is 7 Mbit / s. The key node of the university's infrastructure is the server complex of the network operations center.

Access to all educational resources hosted on different servers and websites of TNU is provided through the official website of the university www. tnu.tj presented in 3 languages.

A Wi-Fi network has been deployed on the territory of educational buildings, through which students and teachers receive free access to the Internet with coverage in various buildings from 50% to 70%. Compaction and expansion of the Wi-Fi network coverage area in educational buildings is based on requests from departments. Log in to the network without a password. The speed of access to the intranet via a wireless network is determined by the type of equipment of the access point and the distance of the user's device from it and can be up to 50 Mbit / s. Internet access through the Wi-Fi network in the territory of educational buildings is possible with a speed of up to 40 Mbit / s.

As part of the educational process, students access to all educational resources of the Internet is carried out in all educational buildings of TNU, both from computer classes and teachers' jobs, and wirelessly without restrictions. On all computers connected to the Internet, a content filtering program is installed and configured to ensure exclusion of access to Internet resources that are not related to the educational process.

The state of the learning environment at the university, the requirements for it are determined in the process of its monitoring, including through regular sociological surveys.

From 2/3 to 4/5 students are satisfied with the availability of the necessary educational and methodological and information technology resources at the university. Moreover, the largest number of respondents shows satisfaction with the amount of educational and scientific literature in the TNU library and the availability of places in the reading rooms, while satisfaction with the Internet shows less of them, which indicates the need for its further improvement.

A policy is being pursued at TNU to ensure that the training equipment and software used to master the educational program are similar to those used in their respective professional activities

The necessary marketing research is carried out by the information technology center and the leaders of the EP.

Heads of departments monitor educational and methodological support of the EP. In the process of this monitoring, in the course of analyzing the content of new academic disciplines, the need for the purchase of educational equipment and software is determined. All equipment and software used are regularly subjected to an analysis of adequacy according to the criteria of their sufficiency, modernity and effectiveness, conducted by the heads of departments and laboratories, senior laboratory assistants, and specialists of the information technology center.

The main responsibility for safety during the operation of equipment at the university lies with deans, heads of departments and laboratories, senior laboratory assistants, heads of structural divisions and those of their employees who are responsible for the safety of computers and office equipment. Safety requirements for the operation of equipment are regulated by order of the rector of the university and instructions for the use of this equipment.

Safety requirements in the learning process are determined by sanitary standards and Fire safety rules, established on the basis of the Order of the Minister of Internal Affairs of the Republic of Tatarstan, the Instructions for labor protection and safety, as well as the Regulation on the formation of educational programs, job descriptions. In all departments of the university, journals are kept for registering instructions on safety, fire safety and anti-terror.

The training facilities of TNU generally comply with sanitary and fire safety standards, as evidenced by the conclusions of the Dushanbe State Sanitary and Epidemiological Surveillance Office and the Dushanbe Emergency Management Directorate.

There are no specific requirements for individual students at the university. In order to ensure more complete compliance of the university with safety requirements in the learning process, it is necessary to give this work greater consistency, prevent violations of these requirements, and take prompt measures to eliminate such violations if they are detected.

TNU seeks to take into account the needs of various groups of students. Groups requiring additional attention and support at the university include the following categories of students: freshmen; students under the program "Quota of the President of the Republic of Tajikistan", nonresident students and people from areas of republican subordination; students from poor families; working students; students with disabilities; foreign students. Their needs are determined by objective factors characterizing their position in the student body of the university and are identified in the process of conversations with them.

First-year students master a new social role for them - the role of TNU student and need support in terms of adapting to the conditions of student life, and nonresident freshmen and people from rural areas, and especially foreign students, also to living conditions in Dushanbe. In addition, the last three categories, as a rule, need a hostel. Students from low-income families need financial support, deferred tuition fees, and living in a dormitory. Working students need a flexible training schedule, in providing opportunities to study remotely.

Students with disabilities need to ensure the physical and psychological accessibility of the educational environment. Their needs are identified in the program "Organization of psychological and pedagogical support of inclusive education until 2020."

In order to ensure the physical and psychological accessibility of the educational environment for students with special educational needs, special equipment is purchased; student volunteer work organized; University academic buildings are equipped with ramps; The interface of the official website of TNU is being revised in order to ensure its accessibility for this category of students. In RUEs of all specialties, an adaptive module is included in the optional component, which allows individually correcting violations of students' educational and communicative skills When developing the IEP for students with disabilities, the variable part (optional component) of the educational program includes specialized disciplines of the adaptive module based on the individual needs and capabilities of students.

A special orientation week has been organized for freshmen at the university. 100% of students enrolled in the quota of the President of the Republic of Tajikistan and foreign students are provided with accommodation in a new hostel in the structure of TNU. In order to provide in the future places for students in need in the hostel, preparatory work is underway to build a new hostel that meets all modern standards. Students from low-income families receive financial

support, if necessary, they are granted a deferment and discounts when paying for tuition, if possible, they are primarily transferred to training under a grant.

The international department of TNU systematically carries out work on the organization of external and internal academic mobility of students and assists them in obtaining spring grants for study. Academic mobility is funded from the republican budget; income received from the sale of paid services; grants from employers and partners, international and domestic funds and scholarships; personal means of students.

Students are informed about internal and external mobility programs on a regular basis by a methodologist and consultant of the internationalization center by holding meetings with students and faculty at faculties, and transferring information through mobility coordinators. Every year, students participate in the Erasmus + international scholarship grant programs. The university is a partner of Erasmus +; annually, in cooperation with the center's representatives, meetings, online conferences, online briefings, information days and consultations are held

The management of faculties and host departments (deans, department heads, academic mobility coordinators) is directly involved in the organization of the socio-cultural and educational adaptation of foreign students. Control over their socio-cultural adaptation is carried out directly by the vice-rector for educational work of TNU and student self-government of faculties. Talks are held with them about the traditions of the Republic of Tajikistan and the cultural values of Tajiks, they organize visits to museums in the city, help is provided in the development of new activities and forms of behavior.

## STANDARD 11. RESEARCH WORK (Лутфан таҳлили SWOT-и ин стандартро илова кунед, шумораи интишороти илмӣ / корҳои эҷодӣ барои њар як узви ҳайати омӯзгорон ва кормандон бо назардошти талаботи таҳқиқот, миқдори лоиҳаҳои берунаи маблағгузор мављуд нест)

Within the framework of scientific research, TNU conducts fundamental, applied, innovative, exploratory research and development work in the natural (mathematics, physics of chemistry, biology, ecology, geology, geography, etc.), social and humanitarian (pedagogy, history, philology , jurisprudence, economics, sociology, political science, etc.) and natural-technical (chemical technologies, information systems and computer engineering, etc.) scientific fields, i.e. in accordance with ongoing state programs.

TNU carries out RW in accordance with priority directions of state policy reflected in state programs of education and science development, development and functioning of languages, industrial and innovation development of the Republic of Tajikistan, etc. The RW carried out at the university and reflected the republican priorities defined by protocol decisions of the Government of the RT, as well as specialized scientific directions formed by the list of priority directions of scientific, technical and technological research in the Republic of Tajikistan for 2015-2020, and in particular:

1. "Rational use of natural resources, processing of raw materials and products": Processing technologies of raw materials and products; Technology to obtain new materials; Ecological and environmental problems; The theoretical basis for integrated processing hydrocarbons of raw material and nature management;

2. "Information and telecommunications technologies": Information technology; Modern information technologies in scientific and educational processes;

3. "The Intellectual Potential of the Country": Fundamental and applied research in the field of social - economic and humanities;

4. "Rational use of natural resources, including water resources, geology, processing, new materials and technologies, safe products and structures": Basic and applied research in the field of chemical science; Integrated processing  hydrocarbon of raw material; New multi-purpose materials based on natural raw materials and  technics waste.

5. "Information, telecommunication and space technologies, scientific research in the field of natural sciences": Intelligent information technologies;

The ongoing research activities are consistent with the mission and strategy of the University. According to the TNU plan, an increase in the contribution of science to the sustainable development of the country's economy is envisaged; modernization of the infrastructure of science and optimization of research institutes; strengthening the scientific potential and status of a scientist; international integration and management.

The University's ongoing research policy in the sphere of  RW main priority areas contributes to the mission of TNU through the preservation and enhancement of scientific developments, the preparation of highly qualified scientific and pedagogical staff and specialists based on the implementation of the results of research and development work in the educational process and the involvement of students to research activities, the spread of humanitarian, natural-scientific, technical knowledge and implementation in production achievements of scientists of the University.

At present, the University has 7 Councils for the defense of doctoral and candidate dissertations at the Higher Attestation Commission of the Ministry of Education and Science of the Russian Federation (2 interstate Councils between the Republic of Tajikistan and the Republic of Kyrgyzstan), 10 Councils for the defense of the dissertation of a Doctor of Philosophy (PhD) and a doctor by profession at the Higher Attestation Commission of the Republic Tajikistan under the President of the Republic of Tajikistan. In the period from 2016 to the present, 524 dissertations, including 49 doctoral ones, have been successfully defended.

The expected results are an increase in the share of faculty and students involved in basic and applied research; increase in the number of funded research projects and programs; an increase in the share of scientific projects carried out as part of international cooperation; increase in the share of implementation of the results of research projects and the commercialization of RW; an increase in the number of copyright certificates, patents and scientific publications in international journals with an impact factor included in international scientific databases; growth of income from the implementation of RW and the results of RW.

The general leadership and responsibility for the planning and organization of research activities and monitoring the effectiveness of RW of professor and teaching staff and students at the university is entrusted to the vice-rector for scientific work and the department of science and innovation. Planning, monitoring of RW activities, the functioning of the system of RW and development in TNU is also provided by the Academic Council of the University and the Academic Councils of the faculties.

Based on the plans of the departments and faculties of science and innovation management, he prepares long-term and annual plans, defines reporting forms, summarizes and maintains a

register of research work for faculty and students, and summarizes the university's research activities.

The final materials of the work on funded scientific projects are reports and acts of the work performed. Interim and final reports of scientific projects funded by the state budget and business entities are sent to the National Patent Center for registration. Reporting materials on initiative and inside university research projects are: published articles, monographs, teaching aids, copyright certificates, registration information cards, participation in scientific competitions and tenders for financing, projects, reports at conferences, symposia, forums, participation in exhibitions etc.

According to the results of the summary of the intermediate and final reports of the departments, faculties and scientific departments of TNU, the effectiveness of the RW of the teaching staff and students is monitored. The academic council of the University annually reviews the results of the implementation of research plans on the basis of the report of the vice-rector for scientific work and adopts a decision on the development of research activities.

For example, for the further development of RW at the University, a research institute was created, and its own funds were allocated to finance research projects on a competitive basis and etc.

The TNU created the necessary conditions for the creative development and participation of students in RW. Students are involved in the implementation of RW of departments, including to participate in funded research projects, in conferences, seminars, round tables, competitions, etc. Students are also actively involved in conducting RW of departments in the framework of initiative projects, etc.

Student scientific societies, scientific circles and laboratories have been created and are functioning. University staff and faculty assist in the preparation of projects, research papers for contests and publications in scientific journals and collections of reports, conference proceedings and abstracts, etc.

The motivation system for attracting students to RW. Students who won in in-university competitions of research projects, student conferences, Olympiads, round tables, etc. awarded with diplomas, certificates, letters of appreciation and valuable gifts. The best students and undergraduates are sent to participate in regional, republican and international competitions, Olympiads and conferences. Students with achievements in research apply for personal scholarships, get good characteristics for further education and employment, etc.

Number of scientific publications of faculty   per employee

| Scientific Industry | Total number of employees | Monographs | Books, instructional and method manual | Articles and abstracts |
|---|---|---|---|---|
| | | Per employee | | |
| Natural sciences | 454 | 0,07 | 0,42511 | 3,03304 |
| Social sciences | 372 | 0,20 | 0,293011 | 3,696237 |
| Philology sciences | 288 | 0,03 | 0,770833 | 4,28125 |
| Economic sciences | 200 | 0,1 | 0,13 | 4,325 |

By the faculties

| № | Faculties, General University Departments, IIT | Total number of teachers | Monographs | Textbook | Educatonal means | Methodical manual | Article | Compressed |
|---|---|---|---|---|---|---|---|---|
| 1 | Mechanics and Mathematics | 91 | 4 | 2 | 10 | 4 | 66 | 133 |
| 2 | Physics | 67 | 4 | 1 | 3 | 1 | 34 | 74 |
| 3 | Chemistry | 66 | 1 | 2 | 2 | 1 | 52 | 155 |
| 4 | Biology | 64 | *1* | *13* | *13* | *4* | *56* | *101* |
| 5 | Medical | 52 | 1 | 11 | 59 | 17 | 48 | 42 |
| 6 | Pharmaceutical | 27 | | | 2 | 4 | 17 | 22 |
| 7 | Geology | 43 | 3 | 4 | 4 | 1 | 122 | 38 |
| 8 | Scientific Research Institute | 44 | 18 | 7 | 20 | 8 | 242 | 175 |
| | Natural sciences | 454 | 32 | 40 | 113 | 40 | 637 | 740 |
| 9 | Philosophy | 81 | 7 | 8 | 9 | | 124 | 65 |
| 10 | Philosophy (department) | 16 | 2 | 2 | | | 35 | 9 |
| 11 | Pedagogy | 14 | 1 | | 1 | | 3 | 19 |
| 12 | International relations | 46 | 5 | 8 | 1 | 5 | 55 | 45 |
| 13 | History | 55 | 2 | 1 | 8 | 9 | 156 | 50 |
| 14 | Jurisprudence | 160 | 56 | 7 | 32 | 18 | 700 | 114 |
| | Sociology sciences | 372 | *73* | *26* | *51* | *32* | *1073* | *302* |
| 15 | Philology | 78 | 3 | 17 | 22 | 19 | 594 | 46 |
| 16 | Journalism | 49 | 2 | 5 | 7 | 4 | 118 | 2 |
| 17 | Asian and European Languages | 67 | 1 | 6 | 10 | 4 | 122 | 59 |
| 18 | Russian Philology | 50 | 3 | 2 | 31 | 88 | 176 | 42 |
| 19 | English Language | 26 | | | 3 | | | 46 |
| 20 | German and French | 18 | | | 3 | 1 | 28 | |
| | Philological sciences | 288 | 9 | 30 | 76 | 116 | 1038 | 195 |
| 21 | Accounting and economics | 45 | 8 | 2 | 3 | 2 | 175 | 31 |
| 22 | Financial and economic | 72 | 5 | | 2 | 11 | 270 | 31 |
| 23 | Economics and Management | 68 | 7 | | 2 | 3 | 237 | 69 |

| 24 | Economic Theory | 15 | | | 1 | | 33 | 19 |
|----|----|----|----|----|----|----|----|----|
| | Economic sciences | 200 | 20 | 2 | 8 | 16 | 715 | 150 |
| | Total: | 1314 | 134 | 98 | 248 | 204 | 3463 | 1387 |

TNU creates all the necessary conditions and assists in testing and presenting the results of research work of the teaching staff and students at scientific sites of city, regional, regional, republican and international scales. The mechanisms and types of assistance in the presentation of the scientific positions of the faculty and students of the university at scientific sites are informational support on planned scientific activities; organization of scientific events; financing participation in scientific conferences, round tables, competitions, etc., held in Tajikistan and abroad; full or partial coverage of the costs of publishing monographs, textbooks and articles in domestic and foreign journals; distribution and dissemination of scientific works in the form of printed and electronic products, as well as posting on the sites of scientific Internet resources, etc.

Every year, on the basis of the University, scientific conferences, round tables, and competitions are held, where the results of the research activities of the faculty and students are presented. For 2016-2018 53 international, 310 republican and 60 (within the framework of University) scientific conferences were organized and held, based on the results of which collections of materials were published (Fig. 1).
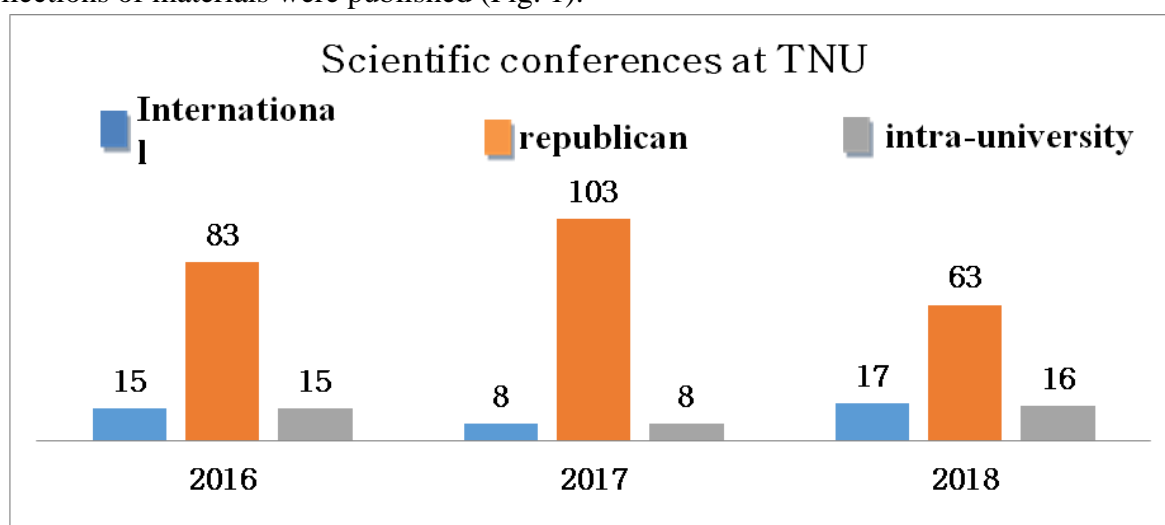


Fig. 1 Dynamics of international, republican, and University scientific conferences for 2016-2018.

The University administration has allocated funds for business trips of faculty and students in order to ensure participation in scientific conferences, competitions, contests, exhibition and others. University scientists are actively involved in scientific-theoretical and scientific-practical conferences held on the basis of higher educational institutions and scientific institutions of Tajikistan, Russia, Poland, Ukraine, Belarus, Uzbekistan, Germany, the USA and other countries. The University publishes the scientific journal bulletin TNU, which is recognized by the country's scientific community and is included in the list of scientific publications recommended by the Committee for Control in the Sphere of Education and The ministry of Education and Science of the Republic of Tajikistan for publishing research results. The journal

«Bulletin TNU» also presents the results of scientific research of the faculty and students, some of the costs of publishing which are covered by the University.

Many academic disciplines use research results from faculty members. In general, for 2016-2019. According to the results of research, the faculty of TNU published 436 monographs, 404 textbooks, 1673 teaching aids and others, scientific and methodological works that are systematically used in the educational process.

As a result of research activities and assistance in publishing for 2016-2019, the faculty has published more than 10,000 scientific papers and more 9,000 scientific articles by students ( Fig. 2 ).

Dynamics and structure of scientific publications of faculty for 2016-2018

■ Monographs    ☐ Textbooks    ☐ Study guides
☐ Meaching aids    ☐ Articles    ☐ Abstracts

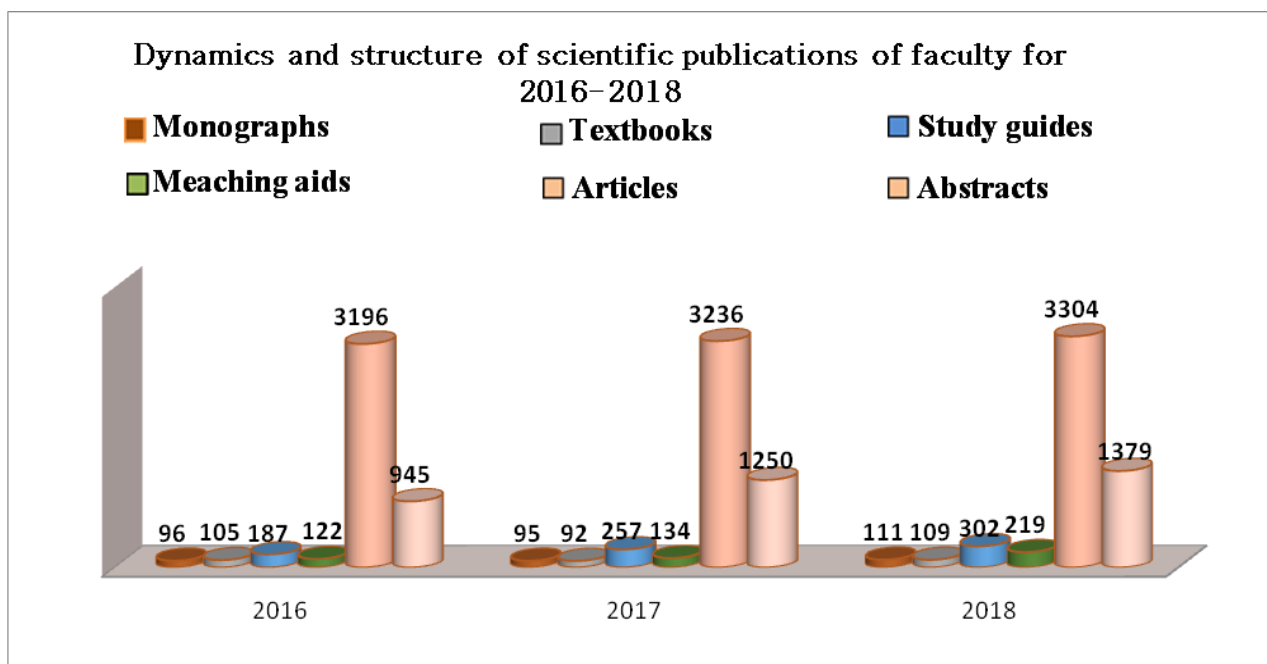| | 2016 | 2017 | 2018 |
|---|---|---|---|
| Monographs | 96 | 95 | 111 |
| Textbooks | 105 | 92 | 109 |
| Study guides | 187 | 257 | 302 |
| Meaching aids | 122 | 134 | 219 |
| Articles | 3196 | 3236 | 3304 |
| Abstracts | 945 | 1250 | 1379 |

Fig. 2 Dynamics  and structure of scientific publications of faculty members for 2016-2018.

Over the period from 2016 to 2019, over 120 students were sent to participate in republican student Olympiads. The results of the participation of TNU students in republican student Olympiads are presented in Figure 3. In general, for 2016-2019. More than 654 students became winners of scientific conferences, subject Olympiads, competitions, exhibitions and then ( fig.3).
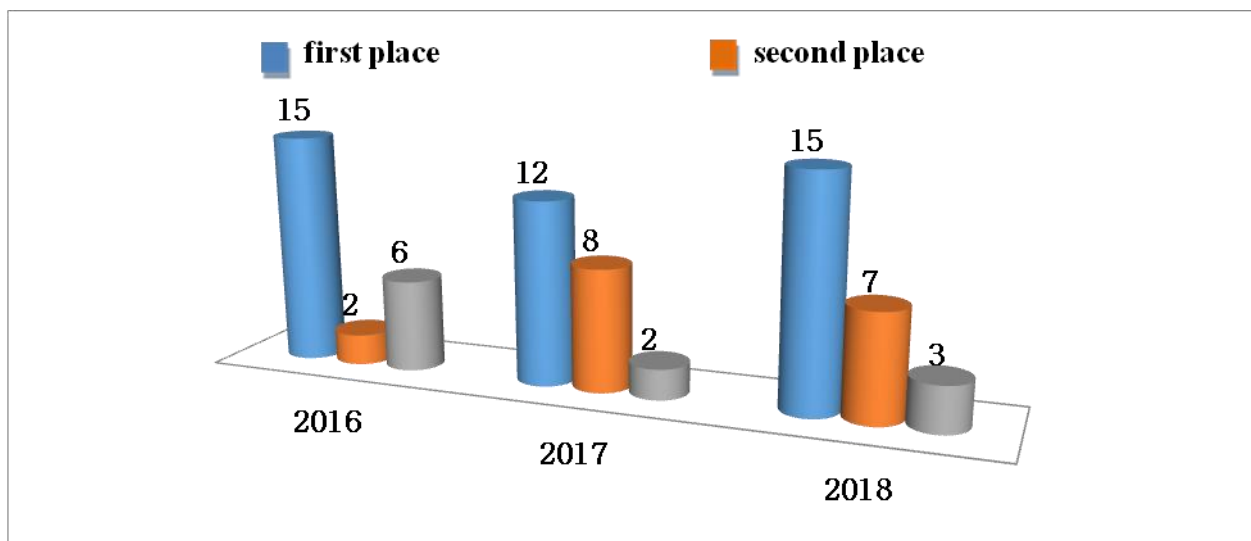
Fig. 3 Results of participation of TNU students in republican and international subject Olympiads for 2016-1019.

n order to ensure the implementation of research result in the educational process, a mandatory requirement for the teaching staff is the design and testing of research results in the form of articles, monographs, study guides, electronic textbooks and their use in updating and implementation by state programs. For the successful implementation of the results of research into the educational process according to the system "conducting research-designing the main results in the form of scientific papers-testing and recognition by the scientific and academic community-developing new and or updating readable disciplines-training in the developed new and or updated disciplines" is motivated faculty in the form of partial or full reimbursement of expenses for the publication of scientific papers, surcharges, bonuses, awards letters of thanks and diplomas, applications for state prizes, scholarships, awards and etc.

The results of RW of university scientists are introduced into the educational process in the relevant disciplines when giving lectures, performing laboratory and practical work, conducting independent work of students under the guidance of teachers and independent work of students. Based on the research results, programs are compiled and special courses and elective courses for students are taught. Monographs, textbooks, electronic textbooks, articles of the faculty published in various collections, magazines are used by students in the implementation of term papers, dissertations and master's theses.

In order to facilitate the recognition of the results of research by the teaching staff, undergraduates and students, the University is working to ensure; the holding of scientific conferences, exhibitions, round tables and the like; the participation of faculty and students in international, republican, regional scientific exhibitions, conferences, competitions and the like; registration or topics and reports of grant, contractual and initiative projects in the "National Patent Information Center"; state registration of rights to copyright in the Ministry of Justice of the Republic of Tajikistan; release and mailing of monographs, collections, manuals, information sheets; publication and coverage of research results in the media.

Without a doubt, TNU registers topics and reports of scientific projects of scientists at JSC National Patent Information Center. Over the past 3 years, more than 61 grant, contractual, and initiative scientific projects have passed registration.

To protect intellectual property and copyright, TNU is working on the organization of patent and licensing activities. For 2016-2019. The University's PSS has received 20 certificates of state registration of intellectual property.

**STANDARD 12. PUBLIC SERVICE AND PUBLIC RELATIONS (Лутфан таҳлили SWOT-и ин стандартро илова кунед,)**

Education is now more exposed than ever to strong external and internal influences that require clarity about its mission and place in society. For the Tajik National University, the values and principles set out in the Bucharest Declaration have become the optimal starting point for its basic principles of high mission of serving society.

Service to society through the training of competitive specialists, this is the main mission of TNU. Service to society is the willingness of a person to work selflessly for the benefit of society. The university is ready to move to the system service to society in the educational process, the students themselves are ready to learn it. Within the framework of educational disciplines we give knowledge, skills, skills on how to develop a social project and implement it. In the university this method is not implemented as a separate project, but is used in different disciplines. Special attention is paid to public service through "curatorial hours". Gradually introducing the principle of "teaching through public service", the university proceeds from its useful impact on each member of the university community.

The process of "public service" has both theoretical and practical forms at TNU. In practice, it is implemented in several directions:

- Direct Service. The work directly affects the recipient and involves it. For example, it has become a tradition that on the eve of festive dates, namely Independence Day, Constitution Day, Language Day, Navruz, New Year and other students and teachers of the University visit orphanages and veterans' homes, give pupils and residents collected gifts, but most importantly, prepare entertainment and educational programs for them, communicate with them on various topics.

- Indirect Service. In this direction the members of the university community take an active part, and often act as initiators of collection of books for school libraries, ecological raids, in the process of which they are engaged in garbage collection and improvement of certain territories, participate in student volunteer corps, patrol, together with law enforcement agencies on the territory of the campus, around dormitories and buildings in order to prevent youth offenses.

- Advocacy. The purpose of an activity is to educate or call for action on a matter of public interest. In particular, in this direction, TNU students and teachers take an active part in republican television and radio programs on practically all socially significant issues (for example, for the last three years about 600 TNU teachers and students took part in almost 100 television and radio programs), The student ensemble "Navruz" of TNU is widely known not only in the republic, but also far beyond its borders, with the purpose of propaganda of a healthy way of life the action "Youth chooses sports" and many other things are held weekly on platforms near hostels of TNU and in Youth park.

- Research activities. For example, in this area, taking into account all the necessary stages and characteristics, the TNU has developed an example of how to include practical useful activities in the process of teaching schoolchildren a foreign language based on our chosen topic. The form "teaching through public service" is used at the stage of creative application of knowledge, when the vocabulary and grammar are passed and fixed on the basis of the textbook.

At this stage, the audience may be offered questions for reflection (in the language we are studying): Is our city beautiful? Can we make it better? What do you hate about the streets when you go to university? The following may be suggested as your homework assignment: When you walk around the city, observe what you don't like. Make a list of these observations in English. Remember the new words for that. If you need words you don't know, look at them in the dictionary.

- Cooperation with public authorities. According to statistics, this is the most fruitful part of the third TNU mission. About 300 scientific, cultural and sporting events were held within the framework of state programs and celebrations "Year of rural development, tourism and folk crafts", "Day of knowledge and lesson of peace", worthy meeting of 30th anniversary of state independence, "Day of National Army", "Victory Day", "Day of Youth", "Day of state language", "Dun of state flag and coat of arms of the Republic of Tajikistan", "Day of President of the Republic of Tajikistan", "International Decade of actions "Water for sustainable development", 2018-2028" and many others.

As a result of surveys conducted among employees and students of TNU, positive aspects of implementation of the mission "Serving Society" were identified and structured.

- Students benefit in academic, social and emotional spheres: they develop their skills, explore career alternatives and get an opportunity to recognize the values of civic responsibility and active participation in society.

- Teachers make the university and the educational process more meaningful to students, often by watching their students succeed and develop previously untapped strengths in the process; working with colleagues and community partners to develop an interesting curriculum; and opening up new professional opportunities.

- The top management of the university can note the rise in morale of the faculty and students as they achieve the desired academic results, as well as the growing positive interest in the university from the public.

But the main value of applying such training is that even first-year students notice how their thoughts and actions are changing the surrounding reality, which is a powerful incentive for further citizenship.

TNU following principles of transparency and availability to the public, openly places the information on the mission, the purposes, tasks and activity of all structural divisions of university on all possible data carriers: on an official web site of university, LED-screens and in various electronic and printed editions of republican. At the same time the university organizes various marketing, career-guidance and other actions, scientific seminars and conferences where the general public has an opportunity to get acquainted with the university activity, its policy and strategy.

Official website of TNU www.tnu.tj. - TNU is its business card and is an important tool for the formation and support of an attractive image of the university as a modern high-tech university, based on long traditions and oriented to the needs of students and employers. The information on the website is constantly updated (веб-саҳифаи забони англисии ДМТ нест?)

The provision of data for the placement on the Internet resources of the university, except for the information posted by training departments and teachers on the educational portal, is carried out by all interested structural units of the university. The information is presented in two language versions: Tajik and Russian. The University has established an order of updating the

information on the site; in the subdivisions of the university the responsible persons providing this updating have been determined.

Learners have access to a portal that is specifically designed to effectively support the educational process and share information. It contains many supporting materials on academic regulations and rules.

Information about university activities is necessary and useful for applicants and students as well as for alumni, parents and the general public. Therefore, TNU purposefully provides a variety of information on its activities, including the programs it implements, expected learning outcomes, information on qualifications awarded, teaching, learning, assessment procedures, passing scores and study opportunities provided to students, as well as information on employment opportunities for graduates.

Information on passing grades is published in educational and methodical complexes of disciplines available on the tnu.tj website; information on educational opportunities is published on the main website of TNU, on the news website.

In order to create an effective system to promote employment of university graduates, the university holds annual Career Day and meetings with employers. Thus, on April 18, 2011 career day (job fair) was held in TNU. A significant assistance in the employment of graduates is provided by the vocational school of TNU. During the year the University organizes and conducts presentations and meetings of students with representatives of organizations and enterprises for internships and further employment.

The important factor of assistance in employment of graduates and further support of communication with them is the web-site of the university. On a site the information on vacancies, presented by education department and the city center of employment; information on release of groups; information on practices and all necessary documentation; information on feedback; information on employment of graduates is placed. Interactivity of the site allows conducting a survey of employers, to accept their applications. Annually in February a database on vacancies is created based on applications from departments, companies and organizations. The database "Electronic CV of graduates" is constantly updated.

The site pages contain information for different target audiences (job seekers, employers and other interested parties).

One of the effective levers of communication with employers is sociological research of the labor market. Deaneries of the university together with departments conduct a survey of employers in order to identify their needs in specialists and determine their satisfaction with the quality of training of university graduates. All the work carried out in this direction is reflected on the website of the university and the faculties.

In order to effectively manage the external and internal communication policy, to coordinate the coverage of its own activities through the media, to actively position TNU in the information space, to effectively maintain and develop an attractive image of the university in the university purposefully work Press Service, Center for Information Technology, Editorial and Publishing Center. Their work is based on the Concept of PR-support of TNU activities.

In general, public information is aimed at providing all interested parties - educational and public organizations, authorities, information agencies, print and electronic media, scientific and pedagogical community, employers, partners of the university, employees and students, potential applicants and their parents - with timely, complete, reliable and objective information. The normative and legal basis for this activity are the following documents: Law of the Republic of

Tajikistan "On Education"; Concept of TNU development; Regulations on the Press Service; Regulations on the Editorial and Publishing Center; job descriptions of employees; relevant Standards, GOSTs and others.

Public information channels are electronic media - television; Internet resources (websites, information portal, social networks, messengers); printed media, various publications and materials (newspapers, magazines, articles, collections of conference and forum theses, advertising booklets, TV-markets, a running line on local TV; video stories about the life of the university, about specialties on billboards, leading screens of the central streets of the city, in large shopping centers, as well as information stands on the territory of educational buildings.

Coordinating actions of different subdivisions of the university, the press service contributes to raising the authority of TNU in the information community, promotes information about the services that it can provide, informs the applicants and their parents about the activities of the university, the educational programs implemented in it, etc. The thematic Plan of publication of articles about the university, materials on the relevance and development of trilingual education in the university is compiled and implemented.

The multifaceted life of the university is systematically covered by the press service of the university in almost all national electronic and print media:

The page "Media about us" of the university website also demonstrates the work of the university to inform the public about the university activities.

Presentation of university specialties and rules of admission to the university are regularly posted on the page of the applicant and in the national and regional media.

In section "To entrants and graduates" the information on rules of admission, grants and cost of education in TNU is constantly updated.

To inform the public, meetings are held with the target audience: employers, heads of industry enterprises and law enforcement agencies.

The evaluation of satisfaction with the information about the university activities, the specifics and the implementation of educational programs is regularly conducted through social surveys and other feedback channels.

Published scientific collections "Bulletin of TNU", Abstracts of international, national scientific, methodological conferences of  PPS, monographs, collections of materials of the School of  Excellence, educational publications with the stamp of the Ministry of Education of the Republic of Tajikistan, recommended by RUMS, etc. are publicly available on the University website.

The university administration organizes annual open days for graduate's at large enterprises. All these events are widely covered by the mass media.

In 2017-19 academic years, the following presentation, advertising, documentary, etc. materials were issued about the activities of the university - booklets A5 (5000 copies in three languages) and A4 (100 copies); flyers A5 (300 copies); posters A3 (350 copies); booklets of specialties (500 copies).A6 calendars (4000 copies); desk calendars A5 (100 copies); special issues of university newspaper (10000 copies); notebooks (500 copies), presentation journals in two languages A4 (600 copies).

The activity of the university, in full accordance with its direction, is closely connected with the life of society. Teachers of TNU take part in city, regional and republican actions; public figures, masters of culture, politicians take part in university actions; articles and performances

of university management and its scientists are always in demand in mass media of the western region.

Thus, the rector of University Khushvakhtzoda Q.Kh. speaks quarterly on the pages of the press with publications about scientific and educational activity of the university, prospects of development of the university, educational and youth policy conducted in the country. He takes an active part in TV programs, briefings, as well as carries out large social and political work.

TNU professors systematically take part in the events of the Academy of Sciences of the Republic of Tajikistan and the International Department of the Ministry of Education, as well as in the celebrations dedicated to the City Day: competitions, actions, flash mobs, concerts, meetings of city guests, etc.

The reports of university's scientists and many others on the implementation of the program articles of the Head of State, institutional reforms are constantly published in the republican and local newspapers. The speeches of the leaders and teachers of the university in the republican and local media contribute to the promotion of the main provisions of the implemented state programs in the mass consciousness and provide them with effective information support.

The university newspaper «Ba Qulahoi Donnish» plays a great role in informing the public. The newspaper is published once a month and its materials are published in three languages - Tajik, Russian and English. The newspaper publishes materials about the daily life of the university, events held at local, national and international levels, about the participation of teachers and students of universities in conferences and other scientific and social forums at local and national level, as well as abroad. For festive dates, significant events held by the University, materials of students and teachers of the University are published. The newspaper actively implements the media plans of ME RT and TNU to publish articles aimed at promoting government programs and initiatives of the President of the Republic of Tajikistan".

Every year the audited annual financial statements are published on the University website. The TNU website provides information on the educational process, research activities of the PPS and the University staff. The university portal provides full information on the faculty of the university.

It is possible to judge about the satisfaction of interested persons with the quality of received information about the university and its completeness to a certain extent according to the results of conducted sociological surveys. Thus, in December 2018 a total of 86% of students and 93% of teachers surveyed expressed satisfaction with the quality of TNU website, considering it accessible, convenient and useful.

On the website of the University, on the pages of faculties and departments there is quite complete and objective information about (FUS) in the context of personalities - portfolio, which contains all the main information about teachers: position, academic degree and title, name of the disciplines taught, their achievements, projects carried out by them, their publications, etc.

In modern social and economic conditions, it is becoming increasingly important for each higher education institution to establish partnership relations with enterprises and organizations. Such interaction allows to define more precisely the goals and tasks of the university in modern conditions, to realize mechanisms of improvement of educational programs, scientific and innovative practical activity, consulting and other services, to increase the influence of the university on the society.

TNU is the largest higher education institution in the Republic of Tajikistan, training specialists for almost all sectors of the country's economy. The University traditionally maintains

partnership relations with specialized enterprises, develops a system of industrial practices and internships of students, which allows to improve the level of professional training of students and even before graduation guarantee the employment of the most promising future graduates.

In order to inform teachers, employees and students of TNU, as well as all interested persons on the implementation of the results of the procedures of external evaluation of the university, the university draws up action plans to improve the quality of services provided, published within the university regulatory documents.

The information on procedures of external evaluation and results of accreditation carried out at the university was placed on the university website, published in the university newspaper «Ba Qulahoi Donnish», available in the archives of the website and the university newspaper. This information was also placed in presentation and image materials about the achievements of the university, in the media.

Summarizing the above, we would like to emphasize once again that the Tajik National University has a wide range of innovative and professional knowledge, humanitarian and creative and spiritual - ethical components, with the mandatory integration of these components through modern technologies.

## SWOT ANALYSIS OF THE SITUATION IN TNU AS OF THE STATE OF 2019 (TO THE SELF-EVALUATION REPORT ACCORDING TO CRITERIA OF STANDARDS OF INSTITUTIONAL ACCREDITATION OF ECA)

**Strengths**

More than 70 years of university history, trough established traditions, basic values and national status; Competitiveness and a positive image of the university in the market of educational services;

Optimal quality management system;

Implementation of the basic principles of the Bologna process;

TNU is a member of International Associations: Association of Eurasian Universities, Association of Asian Universities, Association of Universities of Central Asia, MAPRYAL, etc.

Undergraduate education in combination with the Belarusian State University, Belarusian State Technological University, Polotsk State University, Sakharov International Institute,

The Master's program is jointly with the Peoples' Friendship University of Russia, Novosibirsk State University, Altai State University, Belarusian State University, and Mariel State University.

Collaboration with European universities in the framework of the Erasmus + EXTEND, TACES projects require for graduates in the labor market;

Strengthening the educational base by creating Institutes, Schools, Centers;

Full security with our own educational laboratory areas;

Top management activity;

High level of development of information technology (availability corporate Internet, the presence of the Remote Center education, information system AIS University);

The presence of student self-government;

Highly qualified faculty, a new generation of teachers and scientists;

Continuing education of the faculty of the university on an ongoing basis;

Attracting practitioners to the educational process;

Stable relations with foreign partners;

Stable and dynamically developing financial situation;

Social protection of employees;

The presence of the university edition "Vestnik TNU" recommended by the Higher Attestation Commission of the Ministry of Education and Science of the Russian Federation and the Higher Attestation Commission under the President of the Republic of Tajikistan, the university-wide newspaper "To the heights of knowledge", a number of faculty publications;

The presence of modern priority specialties;

The presence of a developed educational laboratory, material base;

The personnel potential of the university staff to work in an innovative mode;

Developed relations with employers in the field of coordination of educational programs.

High level of organization of information and communication University environment.

A feature of the student population, which makes it possible to more quickly adaptation to modern conditions.

Weaknesses

Low influx of teaching staff with relevant competencies;

Low competitiveness of scientific developments;

Lack of educational literature in English;

Low share of basic and applied research.

Low participation of university scientists in international research projects, in joint research, weak participation in foreign international scientific conferences, a small number of scientific publications of faculty in foreign scientific journals and publications.

The linguistic competence of faculty and students still does not allow exchange experiences internationally.

Low quality indicator of test results of applicants (average indicator - 252 points).

Lack of commercialization of scientific and creative activities.

Low student engagement in funded research projects.

Insufficient number of publications in scientific journals with impact factor.

Agreements and Memoranda of cooperation with foreign universities are not fully implemented;

Favorable opportunities

State support for education.

The existing image and reputation of the university

Growing public interest in higher education.

Favorable demographic situation in the republic.

Favorable socio-economic factors for the development of the region.

Favorable geopolitical location of the region.

Increased demand for young professionals in sphere of education.

Increasing employer interest in training

high-quality specialists.

Institutional and specialized accreditation.

Active cooperation with higher educational institutions of the CIS and far abroad.

The participation of the faculty of the university in the educational activities of the Republic of Tajikistan: authors textbooks, collaboration with schools, scientific project management school students, the jury at school competitions, participation in the promotion teacher qualifications; preparing students for entrance exams.

Opening of additional electronic reading rooms.

Access to foreign information resources

Potential material and technical base.

T - threats

Reducing the quality of training of school graduates.

Inadequate budget funding for the training of qualified specialists.

Not enough translated modern Western textbooks

Lack of mobility and motivation for teaching staff to use innovation.

The results of the SWOT analysis confirm the competitive advantages of the Tajik National University. The top management and teaching staff of the university, understanding that the purpose of passing independent accreditation is to obtain an independent external assessment and qualified recommendations for improving educational programs, publicly declaring high quality education, increasing competitiveness in the Kazakhstan educational services market, improving the employment of graduates, obtaining national and international recognition, the conquest and strengthening of their position in the global educational market, at the same time, do not determine end-to-end crediting. International accreditation sets a high standard for the university, which must be met, and, in the course of repeated accreditations, achieve higher rates by all standards.