Objective 1: Enhancement of education quality

Target 1: Ensuring highly competitive academic degrees

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Alignment of curricula (syllabi) with international standards	Regular	Academic Affairs Department, Academic Departments, The Quality Assurance Center	
2.	Engagement of employers in the process of updating academic curricula (Involving employers in curriculum revision through the organization of training sessions)	2021-2025	The Research Department Quality Assurance Center, Dean's Offices, and Academic Departments	In collaboration with the ViceRector for Academic Affairs
3.	Strengthening cooperation with international accreditation bodies	2023-2025	Academic Affairs Department, The Quality Assurance Center, Dean's Offices, and Academic Departments	In collaboration with the ViceRector for Academic Affairs
4.	Adaptation of academic programs to the requirements of international accreditation institutions	Regular	Academic Affairs Department, and Career and Alumni Affairs Center	The Quality Assurance Center and Strategic Development Center
5.	Integration of business and entrepreneurship training into all areas of education	Regular	The Quality Assurance Center	In collaboration with the Quality Assurance Center, the Research Department

6.	Modularization of education and improvement of the transition to distance (hybrid) learning within the framework of future legislation	Regular	Academic Affairs Department	In collaboration with the Faculty Deans and Heads of Departments
7.	Expansion of the application of modern, interactive teaching methods and information and communication technologies	Regular	The Research Department, the Academic Affairs Department, the Quality Assurance Center, Career and Alumni Affairs Center	In collaboration with the Academic Affairs Department, the Department of Academic Planning and Forecasting, and the Research Department
8.	Expansion of the application of modern, interactive teaching methods and information and communication technologies	2021-2025	The Quality Assurance Center, Strategic Development Center, Academic Affairs Department	In collaboration with the ViceRector for Academic Affairs, the Dean's Offices, and Academic Departments
9.	Creation and development of an educational infrastructure that meets modern requirements and ensures lifelong learning	At the end of each academic year	The Quality Assurance Center	Academic Council of WCU
10.	Achieving the implementation of the ISO 9001 standard at the university	2022-2024	Department of Academic Planning and Forecasting, The Research Department	In collaboration with the Vice-Rector for Academic Affairs

Target 2:   Enhancement of the staff training system and academic curricula

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Implementation of standards ensuring the transformation of the university into an education-research-innovation center	2023-2025	Research and Academic Affairs Departments, The Quality Assurance Center	In collaboration with the Vice Rectors for Academic and Scientific Affairs
2.	Rejuvenation of the faculty structure through young professionals trained abroad and within the country under various programs	2021-2025	Academic Affairs Department, The Quality Assurance Center	In collaboration with the ViceRector for Academic Affairs
3.	Utilization of the potential capabilities of laboratories, centers, and educational-practical facilities	2021-2025	Research and Academic Affairs Departments, The Quality Assurance Center, Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs
4.	Increasing the number of joint degree programs with foreign higher education institutions	2023-2025	Academic Affairs Department, International Relations Department, Dean's Offices, Academic Departments	In collaboration with the ViceRector for Academic Affairs
5.	Enhancing support for young faculty members based on internal evaluation criteria	2021-2025	The Quality Assurance Center	In collaboration with the Vice Rectors for Academic and Scientific Affairs
6.	Involving employers in the teaching and practical training processes	2021-2025	Academic Affairs Department, The Quality Assurance Center, Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs

7.	Conducting a satisfaction survey among employers	Regular	Academic Affairs Department, The Quality Assurance Center, Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs
8.	Continuous increase in the number and effectiveness of targeted trainings for faculty members	Regular	Academic Affairs Department, The Quality Assurance Center	In collaboration with the ViceRector for Academic Affairs
9.	Sustained growth in the number of faculty members participating in international exchange programs	Regular	The Quality Assurance Center, International Relations Department	In collaboration with the ViceRectors for Academic Affairs and International Relations
10.	Updating teaching materials, providing the library with literature meeting modern requirements, and improving the mechanism to engage students in using library resources	Regular	Research and Academic Affairs Departments, Library	In collaboration with the ViceRector for Academic Affairs
11.	Continuous increase in the number of foreign nationals within the faculty staff	Regular	Academic Affairs Department, Human Resources Department, International Relations Department	In collaboration with the ViceRectors for Academic Affairs and International Relations

12.	Strengthening supervision over the implementation of state standards requirements for syllabi	Regular	Academic Affairs Department, The Quality Assurance Center	In collaboration with the ViceRector for Academic Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
13.	Establishing various purpose-specific councils and associations among faculty members	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs
14.	Enhancing the practical orientation of courses	Regular	Academic Affairs Department and Relevant Structural Units	In collaboration with the ViceRector for Academic Affairs

Target 3: Analysis of specializations and ensuring their appeal

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Conducting monitoring of staff training, assessing the current situation, and analyzing the results	Regular	Academic Affairs Department, The Quality Assurance Center	In collaboration with the Executive ViceRector
2.	Identifying specializations and programs that do not meet labor market demands	2021-2025	Academic Affairs Department, Career and Alumni Affairs Center, Dean's Offices, and Academic Departments	In collaboration with the Vice-Rector for Academic Affairs

3.	Developing short-term and long-term action plans to address the identified issues	Regular	Relevant Structural Units	In collaboration with the ViceRector for
				Academic Affairs

4.	Identification of new specializations needed in the future	Regular	Academic Affairs Department, Dean's Offices, and Academic Departments	In collaboration with the ViceRector for Academic Affairs
5.	Aligning the admission plan with labor market demands and needs through market research	Regular	Academic Affairs Department, Career and Alumni Affairs Center, Strategic Development Center	In collaboration with the ViceRectors for Executive and Academic Affairs
6.	Continuing awareness and marketing activities related to specializations	Regular	Department of Extracurricular Activities, Department of Media and Public Relations, Career and Alumni Affairs Center	In collaboration with the Vice-Rector for General Affairs
7.	Increasing student admissions in specializations that align with the university's profile	Regular	Applicant Advisory Center, Dean's Offices, and Academic Departments	In collaboration with the ViceRector for Academic Affairs
8.	Development of the Applicant Advisory Center	Regular	Dean's Offices and Academic Departments	In collaboration with the ViceRector for Academic Affairs

Objective 2: Student-Oriented Development

Target 1: Organization of student affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment of collaboration with group leaders	Regular	Dean's Offices	In collaboration with the Vice-Rector for Academic Affairs

2.	Preparation and implementation of the action plan for educational and upbringing activities	2021-2025	Department of Extracurricular Activities, Career and Alumni Affairs Center	In collaboration with the ViceRector for General Affairs
3.	Organization of sports and cultural events	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs
4.	Establishment of various clubs and ensuring voluntary participation	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs
5.	Creation of debate clubs, organization of systematic knowledge competitions, and promotion of voluntary involvement	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs
6.	Organization of corporate trips and excursions	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs

7.	Formation of clubs based on SYO, SSS, SUC, and interest groups	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs

8.	Enhancement of connections between students (and young faculty) and local as well as international public organizations	Regular	Department of Extracurricular Activities	In collaboration with the ViceRector for General Affairs

Target 2: Organization of practical training

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Systematization of internships according to the season and alignment with labor market needs	Regular	Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs
2.	Effective collaboration with practical training supervisors and conducting systematic skillsbased training	Regular	Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs
3.	Monitoring the attendance of students participating in practical training and evaluating their competency acquisition upon completion	Regular	Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs

Target 3: Training of specialists in accordance with labor market demands

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Enhancement of students' knowledge and skills in their respective fields Business and Engineering Technologies for the reprocessing of products Robotics and autonomous control systems Analysis, evaluations, and diagnostics Sales and marketing	Regular	Dean's Offices and Academic Departments	In collaboration with the Vice-Rectors for Academic Affairs and Development

	Implementation of standards			

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
2.	Enhancement of IT Knowledge and Skills: Microsoft Office AutoCAD Statistical analysis (R, Python) SPSS – Statistical Package for the Social Sciences	Regular	Dean's Offices and Academic Departments	In collaboration with the Vice-Rectors for Academic Affairs and Development
3.	Development of Additional and Soft Skills: English language proficiency Creative and innovative thinking Initiative and independent decisionmaking Communication and business skills Leadership Time management Critical thinking Lifelong learning competencies Design thinking Improvement of academic writing and presentation skills	Regular	Academic Affairs Department, Dean's Offices, and Academic Departments	In collaboration with the Vice-Rectors for Academic Affairs and Development

Target 4: Establishment of an effective career system

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note

№	Content	Implementation Period	Responsible Structural Unit	Note
1.	Creation and regular updating of the alumni database	Regular	Career and Alumni Affairs Center	In collaboration with the Vice-Rector for Academic Affairs
2.	Improvement of the Student and Alumni Career Development Center's activities	Regular	Career and Alumni Affairs Center	In collaboration with the Vice-Rector for Academic Affairs
3.	Organization of meetings between the university's alumni (prominent figures, entrepreneurs) and current students	Regular	Career and Alumni Affairs Center	In collaboration with the Vice-Rector for Academic Affairs
4.	Increasing the number of meetings of the "WCU Alumni Association"	Regular	Career and Alumni Affairs Center	In collaboration with the ViceRector for Academic Affairs

Objective 3: Creating a research environment that fosters creativity, initiative, and meets international standards

Target 1: Establishment of a creative, initiative-driven, and internationally compliant research environment and improvement of research quality by 2025

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Prioritization of natural, social, and humanitarian fields	2021-2025	The Research Department	In collaboration with the ViceRectors for Research and Development

2.	Strengthening the use of the university's material and technical resources in the implementation of scientific research activities	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
3.	Ensuring the relevance of dissertation topics to current scientific issues	Regular	Department of Master's and Doctoral Studies	In collaboration with the Vice Rector for Scientific Affairs
4.	Enhancing support for the revision and commercialization of research outcomes	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
5.	Establishing a mechanism for selecting scientific supervisors from reputable universities	Regular	Department of Master's and Doctoral Studies	In collaboration with the Vice Rector for Scientific Affairs
6.	Promoting the publication of research results in high-impact factor journals and developing incentive packages	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
7.	Establishing a mechanism for plagiarism checking of dissertations	Regular	Department of Master's and Doctoral Studies	In collaboration with the Vice Rector for Scientific Affairs
8.	Founding scientific and popular science online journals, obtaining international impact factor indexing, and promoting them	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs

Target 2: Establishment of a creative, initiative-driven, and internationally compliant research environment and attainment of "Research University" status by 2025

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note

1.	Modernization of library operations, expansion of the electronic library network, increased use of digital educational resources, and provision of access to international information resources	Regular	Library, Dean's Offices, and Academic Departments	In collaboration with the Vice-Rectors for Academic Affairs and Development
2.	Increasing the number of articles published in internationally indexed journals (Web of Science, SCOPUS) within the last calendar year	2021-2025	The Research Department, Strategic Development Center	In collaboration with the ViceRectors for Research and Development
3.	Securing at least one grant in the fields of science and education from local and international donors by various faculties	2021-2025	The Research Department, International Relations Department	In collaboration with the ViceRectors for Research and Development
4.	Systematization of the activities of dissertation councils	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
5.	Establishment of a fund for publishing articles in journals indexed in international scientometric databases	2023-2025	The Research Department, Accounting Department	In collaboration with the Vice Rector for General Affairs

Target 3: Establishing a research environment that fosters creativity, initiative, and meets international standards, alongside conducting high-level and influential research activities by 2025

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment of a mechanism encouraging researchers to apply for international funding	2023-2025	The Research Department, International Relations Department, Strategic Development Center	In collaboration with the ViceRectors for Research and Development
2.	Development of an inter-faculty partnership model to support corporate collaboration	Regular	Academic Affairs Department, International Relations Department, Strategic Development Center, The Research Department	In collaboration with the ViceRectors for Academic Affairs, Research, and Development
3.	Implementation of a quality management system for all university activities	2023-2025	The Quality Assurance Center	

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
4.	Creation of an internal university grant fund	2024-2025	The Research Department, International Relations Department, Strategic Development Center	In collaboration with the Vice Rector for Scientific Affairs
5.	Implementation of joint international research projects with prestigious universities worldwide	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs

Target 4: Establishing a research environment that fosters creativity, initiative, and meets international standards, along with the enhancement of training for scientific and academic staff by 2025

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Studying and improving international standards for PhD application and admission, and submitting relevant proposals	Regular	Department of Master's and Doctoral Studies	In collaboration with the Vice Rector for Scientific Affairs
2.	Systematization of the PhD admission process	Regular	Department of Master's and Doctoral Studies	In collaboration with the Vice Rector for Scientific Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
3.	Targeted staff training in disciplines with staff shortages according to scientific directions	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
4.	Establishment of the Young Scientists Association	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
5.	Creation of a monitoring mechanism for practical training and laboratory work during the doctoral period	Regular	Department of Master's and Doctoral Studies, Academic Departments	In collaboration with the Vice Rector for Scientific Affairs
6.	Ensuring researchers' participation in international exchange programs	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs

Target 5: Establishing a research environment that fosters creativity, initiative, and meets international standards, along with aligning with the criteria of internationally indexed journals by 2025

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment and strengthening of cooperation with internationally indexed journals	2021-2025	The Research Department, Strategic Development Center	In collaboration with the Vice Rector for Scientific Affairs
2.	Publication of internationally indexed journals in various scientific fields	2021-2025	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
3.	Inclusion in scientific journals such as Scopus, Web of Science, and Thomson Reuters	2021-2025	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
4.	Formation of a research and advisory commission by scientific directions	2021-2025	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
5.	Selection of the journal's editorial board members from reputable scholars	2021-2025	The Research Department	In collaboration with the ViceRector for Scientific Affairs

Objective 4: Enhancement of International Competitiveness

Target 1: Implementation of tasks related to rankings

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note

1.	Establishment of a ranking evaluation system to improve the university's ranking	2021-2025	Strategic Development Center	In collaboration with the Quality Assurance Center
2.	Preparation of an action plan to be included in international ranking lists	2021-2025	Strategic Development Center	In collaboration with the Vice-Rector for Development

3.	Achieving inclusion within the top 100 of the QS World University Rankings	2021-2025	Strategic Development Center	In collaboration with the Vice-Rector for Development
4.	Securing a position within the top 400 of the QS University Rankings: Emerging Europe & Central Asia (QS EECA)	2021-2025	Strategic Development Center	In collaboration with the Vice-Rector for Development
5.	Attaining a ranking among the top 100 in the Unirank: Top 200 Universities in Asia	Regular	Strategic Development Center	In collaboration with the Vice Rectors for Academic and Scientific Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
6.	Elevating the university's standing in prominent global rankings, including the Academic Ranking of World Universities (ARWU), QS World University Rankings (QS), Times Higher Education World University Rankings (THE), Impact Rankings, and Subject Validation metrics	Regular	Strategic Development Center	In collaboration with the Vice-Rectors for Academic Affairs, Research, and Development
7.	Achieving a position within the 200th to 300th range in the UI GreenMetric World University Rankings	Regular	Strategic Development Center	In collaboration with the Vice-Rectors for Academic Affairs, Research, and Development
8.	Advancing efforts to be included in the Entrepreneurial University Ranking system	Regular	Strategic Development Center	In collaboration with the Vice-Rector for Development

Target 2: Expansion of International Relations

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note

1.	Increasing the number of students sent and received through exchange programs	2021-2025	International Relations Department, Relevant Structural Units	In collaboration with the Vice-Rector for International Relations
2.	Expanding student admission opportunities based on the results of internationally recognized entrance examinations	2021-2025	International Relations Department	In collaboration with the Vice-Rector for International Relations

3.	Implementation of measures to enhance WCU's image in target countries	2021-2025	International Relations Department	In collaboration with the Vice-Rector for International Relations
4.	Increasing the number of faculty members sent through exchange programs and attracting faculty from other universities	2021-2025	International Relations Department	In collaboration with the Vice-Rector for International Relations
5.	Opening WCU admission offices in target countries	2024-2025	International Relations Department, Strategic Development Center	In collaboration with the Vice-Rector for Development

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
6.	Improving the process of increasing the number of international students at WCU	2021-2022	International Relations Department, Strategic Development Center	In collaboration with the Vice-Rector for International Relations
7.	Establishing effective and efficient cooperation with international intermediary education agencies	2021-2025	International Relations Department	In collaboration with the Vice-Rector for International Relations
8.	Implementation of programs facilitating the participation of faculty members and researchers in international conferences, seminars, and various professional development courses	2021-2025	International Relations Department	In collaboration with the Vice-Rector for International Relations

Target 3: Participation in International Exchange Programs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Enhancement of the electronic application system for international students	2021-2022	International Relations Department, Strategic Development Center	In collaboration with the Vice-Rector for International Relations

2.	Increasing the effectiveness of cooperation with international partners	2021-2025	International Relations Department, Relevant Structural Units	In collaboration with the Vice-Rector for International Relations
3.	Creating opportunities for foreign students and faculty to learn the Azerbaijani language	2021-2025	International Relations Department, Relevant Structural Units	In collaboration with the Vice-Rector for International Relations
4.	Establishing a flexible admissions committee for the enrollment of international students	2021-2025	International Relations Department, Relevant Structural Units	In collaboration with the Vice-Rector for International Relations
5.	Offering scholarship programs (for countries with low-income levels)	2021-2025	International Relations Department, Relevant Structural Units	In collaboration with the Vice-Rector for International Relations

Objective 5: Implementation of Digitalization and Innovative Solutions

Target 1: Establishment of an electronic management system and digitalization of the educational environment

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Conducting work on the establishment of an electronic management system	2023-2025	ICT Department	In collaboration with the Executive Vice-Rector
2.	Digitization of attendance for both faculty and students	2022-2023	ICT Department, Dean's Offices, and Academic Departments	In collaboration with the Executive Vice-Rector
3.	Creation of an electronic archive system in the library	2022-2023	Library, ICT Department	In collaboration with the Executive Vice-Rector
4.	Digitization of the examination process	2024-2025	Examination Center	In collaboration with the ViceRector for Academic Affairs
5.	Digitization of teaching and student application processes	2023-2025	Academic Affairs Department, Examination Center	In collaboration with the ViceRector for Academic Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
6.	Provision of corporate email addresses to faculty members and students (e.g., @wcu.edu.az)	Regular	ICT Department	
7.	Development of a mobile application compatible with Android and iOS operating systems, enabling access to courses through the app	2024-2025	Academic Affairs Department, The Quality Assurance Center, ICT Department	In collaboration with the Vice-Rectors for Executive and Academic Affairs

Target 2: Organization and monitoring of examinations

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment of the Examination and Monitoring Center's structure according to international standards	2022-2025	Examination Center	In collaboration with the Vice-Rector for Academic Affairs
2.	Creation of a test bank or assessment of the existing one	2021-2025	Examination Center	In collaboration with the Vice-Rector for Academic Affairs

№	Content of the Work Undertaken		Responsible Structural Unit	Note
3.	Analysis of the effectiveness of examination methods and implementation of new testing approaches	Regular	Examination Center, The Quality Assurance Center	In collaboration with the Executive Vice-Rector
4.	Analysis of examination results	Regular	Examination Center, The Quality Assurance Center	In collaboration with the Executive Vice-Rector

Target 3: Management of information resources

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment of the Management Information System (MIS)	2023-2025	ICT Department	In collaboration with the Executive Vice-Rector
2.	Enhancement of the security and quality of the provided electronic services	Regular	ICT Department	In collaboration with the Executive Vice-Rector

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
3.	Expansion of online services and creation of free Wi-Fi zones	2021-2025	ICT Department	In collaboration with the Vice-Rector for Development
4.	Provision of access to scientific databases such as Scopus and EBSCO	2021-2022	The Research Department, Library	In collaboration with the Vice-Rector for Development
5.	Ensuring integration of provided electronic services both internally and with external systems	Regular	ICT Department	In collaboration with the Executive Vice-Rector
6.	Establishment of a Data Cube (centralized data repository)	2022-2025	ICT Department, Human Resources Department, Strategic Development Center	In collaboration with the Executive Vice-Rector

Objective 6: Improvement of the work environment and working conditions

Target 1: Enhancement of management

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit								Note
1		2023 202	İ	l	Ş b i S	i	l	C			

	Implementation of ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015 standards			In collaboration with the Executive Vice-Rector
2.	Improvement of the functioning of the Academic Councils of the university and its faculties	Regular	Legal Department, Dean's Offices	In collaboration with the Executive Vice-Rector
3.	Consolidation and restructuring of organizational units	Regular	Legal Department, Academic Affairs Department, Strategic Development Center	In collaboration with the Executive Vice-Rector
4.	Development of the Quality Assurance Center's structure following international standards	Regular	The Quality Assurance Center, Strategic Development Center	In collaboration with the Executive Vice-Rector

Target 2: Definition of a comprehensive policy for human resources, staff training, and professional development

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Improvement and digitalization of the recruitment mechanism	2023-2025	Human Resources Department, Legal Department	In collaboration with the Executive Vice-Rector
2.	Implementation of internal procedural regulations covering verification of appointments to elected positions, identification of candidates for such positions, holding meetings with nominees, organizing voting processes,	Regular	Human Resources Department, Legal Department, Academic Affairs Department	In collaboration with the Executive Vice-Rector

	video surveillance, and participation of Ministry representatives in the elections			
3.	Promotion of employment opportunities for graduates of master's and doctoral programs	Regular	Department of Master's and Doctoral Studies, Academic Affairs Department	In collaboration with the Executive Vice-Rector
4.	Assessment of faculty knowledge and skills, identification of training needs, development of training plans, and organization of training accordingly	Regular	The Quality Assurance Center	In collaboration with the Executive Vice-Rector
5.	Establishment of a Faculty Development Program Center	2023-2025	Academic Affairs Department, Quality Assurance Center	In collaboration with the Executive Vice-Rector
6.	Strengthening the involvement of foreign faculty members in the teaching process and as scientific advisors	Regular	Academic Affairs Department, The Research Department, Human Resources Department	In collaboration with the Executive Vice-Rector
7.	Improvement of work with tutors	Regular	Academic Affairs Department	In collaboration with the Vice-Rector for Academic Affairs
8.	Creation of a reserve staff database (including candidates from other universities in Baku) and management of engagement with them	Regular	Human Resources Department	In collaboration with the Executive Vice-Rector

Target 3: Establishment of a safe work environment

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment and implementation of a safe work environment in compliance with the requirements of the ISO 45001:2018 standard	2023-2024	Human Resources Department	In collaboration with the Executive ViceRector
2.	Conducting regular audits in this area	Regular	The Quality Assurance Center	In collaboration with the Executive ViceRector
3.	Conducting periodic practical training sessions on compliance with the requirements of the safe work environment certification	Regular	Human Resources Department, The Quality Assurance Center	In collaboration with the Executive ViceRector

Target 4: Lifelong assessment and motivation

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Establishment of a performance evaluation mechanism for faculty and staff	2021-2025	The Quality Assurance Center, The Research Department, Academic Affairs Department	In collaboration with the Vice-Rectors for Academic Affairs and Development
2.	Involvement of students in the process of evaluating teaching quality and faculty performance	Regular	Academic Affairs Department, The Quality Assurance Center	In collaboration with the Vice-Rector for Academic Affairs

3.	Establishment of a motivation system for faculty and staff	Regular	The Quality Assurance Center, Academic Affairs Department	In collaboration with the Vice-Rector for Academic Affairs

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
4.	Establishment of a competitive salary system utilizing WCU's resources	Regular	The Quality Assurance Center	In collaboration with the Executive ViceRector

Objective 7: Strengthening of infrastructure and ensuring sustainability **Target**

1: Strengthening of the material and technical base

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Improvement of the activity of teaching and practical training facilities	Regular	Career and Alumni Affairs Center	In collaboration with the Vice-Rector for Academic Affairs
2.	Expansion of the video surveillance system in educational buildings	Regular	Procurement and Logistics Department	In collaboration with the Vice-Rector for Development
3.	Enhancement of the electronic access system for monitoring employee work schedules	2021-2025	ICT Department, Human Resources Department	In collaboration with the Executive Vice-Rector
4.	Development of technoparks and business incubators, and organization of startup projects and hackathon competitions	Regular	Technology Park, Dean's Offices, and Academic Departments	In collaboration with the Vice-Rector for Development
5.	Establishment of a dormitory complex	2024-2025	Procurement and Logistics Department	In collaboration with the Vice-Rectors for General Affairs and Development

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
6.	Establishment and improvement of infrastructure to ensure easy mobility for people with physical disabilities in educational buildings	Regular	Procurement and Logistics Department	In collaboration with the Vice-Rector for General Affairs
7.	Expansion of the use of alternative energy sources	Regular	Procurement and Logistics Department	In collaboration with the Vice-Rectors for General Affairs and Development

Target 2: Diversification of funding and ensuring financial sustainability

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Organization of training and workshops for business and ICT entities	Regular	Dean's Offices and Academic Departments	In collaboration with the Vice-Rector for Academic Affairs
2.	Establishment of cooperation with donors such as the Science Development Foundation under the President of the Republic of Azerbaijan, IT Development Fund, Knowledge Foundation, etc.	Regular	The Research Department	In collaboration with the Vice Rector for Scientific Affairs
3.	Development of collaborative relations with international organizations, including the Azerbaijan representation of the German Agency for International Cooperation (GIZ), the Embassy of the Republic of Turkey in Azerbaijan, TCCA, and others	Regular	International Relations Department	In collaboration with the Vice-Rector for International Relations

4.	Identification of alternative funding sources and establishment of implementation mechanisms	2021-2025	Finance and Accounting Department	In collaboration with the Vice-Rector for Development

Objective 8: Enhancement of social responsibility and public reputation

Target 1: Enhancement of social responsibility awareness

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Enhancement of social responsibility awareness among students and faculty members	Regular	Department of Extracurricular Activities	In collaboration with the Vice-Rectors for General Affairs and Development
2.	Engagement of students in volunteer programs	Regular	Department of Extracurricular Activities	In collaboration with the Vice-Rector for General Affairs
3.	Increasing parents' social responsibility towards the university and society	Regular	Department of Extracurricular Activities	In collaboration with the Vice-Rector for General Affairs

Target 2: Promotion of education among youth and improvement of activities in public relations

№	Content of the Work Undertaken	Implementation Period	Responsible Structural Unit	Note
1.	Within the framework of WCU's PR and marketing strategy, conducting relevant research and surveys in the field of education, studying international practices, preparing a SWOT analysis based on current trends in modern education, and identifying corresponding action steps	Regular	Department of Media and Public Relations	In collaboration with the Vice Rector for General Affairs

2.	Continuous development of media relations	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs

3.	Expanding activities on social media platforms (daily updates of the university's pages on Facebook, Instagram, YouTube, LinkedIn, Twitter, TikTok, and effective utilization of these platforms to reach a broader audience)	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs
4.	Daily updating of the university's website and consistent improvement of content, enriching the content to enhance information dissemination and awareness functions	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs

5.	Organizing Open House events and ensuring the participation of secondary school students in these activities	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs
6.	Conducting training, seminars, and meetings in schools, supporting students in specialty selection, and introducing new specialties	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs
7.	Promoting the preparation of relevant publications for the promotion of the university and its specialties	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs
8.	Organizing webinars and seminars with the participation of the public, including parents and prospective students	Regular	Department of Media and Public Relations	In collaboration with the ViceRector for General Affairs