**Target Cards**

**1. Education**

Target Card 1

|  |  |  |  |  |  |  |  |  |  |
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| **Goal** | A . 1 . By adopting a student-centered approach with the contribution of current education programs; Raising lifelong learners by continuously improving the quality of education at associate degree, undergraduate and graduate levels and preparing them for life | | | | | | | | |
| **Target** | H.1.1. Updating and diversifying the curriculum of the program in line with innovations and developments in a way to meet the requirements of the age, the needs of people and society. | | | | | | | | |
| **Performance**  **Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG . 1.1.1. The number of program curricula updated with the contributions of stakeholders** | **30%** | **49** | **50** | **53** | **57** | **60** | **63** | **6 months** | **6 months** |
| **PG.1.1.2. Number of digital education applications**  **(Web 2.0, MOOC , Moodle etc.)** | **25%** | **25** | **25** | **25** | **25** | **25** | **25** | **6 months** | **6 months** |
| **PG.1.1.4. Number of double major and minor students** | **25%** | **9** | **9** | **11** | **12** | **14** | **14** | **6 months** | **6 months** |
| **PG.1.1.5. Number of interdisciplinary courses** | **5%** | **0** | **0** | **1** | **2** | **3** | **4** | **6 months** | **6 months** |
| **PG.1.1.5. Number of interdisciplinary courses** | **15%** | **12** | **14** | **16** | **20** | **22** | **24** | **6 months** | **6 months** |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, Registrar's Office, Department of Information Technologies, ÇUZEM (Çağ University Distance Education Center) | | | | | | | | |
| **Risks** | - The indifference of external stakeholders in curriculum development studies - Problems that may be experienced in the informatics infrastructure.  - Length of the accreditation process - Difficulties in matching the program  -Preferences of students | | | | | | | | |
| **Strategies** | - Developing communication channels where feedback can be obtained from stakeholders regarding the development of training programs and course content and ensuring their effective use.  - By analyzing program similarities, encouraging students to benefit from double major opportunities by the units running the programs.  - Increasing cooperation with national and international organizations | | | | | | | | |
| **Detection** | Spreading the understanding of student-centered education system  - have an adequate level of stakeholder relations  - in different branches of the students that will allow them to have expertise in flexible education models , due to the necessity of providing the appropriate faculty member is preferred to | | | | | | | | |
| **Requirements** | - institutions associated with Field, institutions and increasing cooperation with NGOs - Universities can be competitive nationally and internationally  - Updating existing software and / or purchasing new software | | | | | | | | |

Target Card 2

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| **Goal** | A .1. By adopting a student-centered approach with the contribution of current education programs; Raising lifelong learners by continuously improving the quality of education at associate degree, undergraduate and graduate levels and preparing them for life | | | | | | | | |
| **Target** | 1.2. To organize Course processes to ensure the active participation of students , practical and remotely provide training opportunities | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG . 1.2.1. The number of improvements made to use new technologies in education processes** | 20% | 8 | 8 | 8 | 10 | 10 | 12 | 6 months | 6 months |
| **PG.1.2.2. The number of trainings organized for the use of new technologies in education (training of the trainer)** | 20% | 6 | 6 | 6 | 6 | 6 | 6 | 6 months | 6 months |
| **PG.1.2.3. Number of practical lessons** | 20% | 4 | 4 | 6 | 8 | 10 | 12 | 6 months | 6 months |
| **PG.1.2.4. Number of students doing internships** | 20% | 538 | [[1]](#footnote-1) | 550 | 550 | 550 | 550 | 6 months | 6 months |
| **PG.1.2.5. Distance / Blended Education Percentage** | 20% | 100%  (Pandemic) | 40% | 20% | 20% | 20% | 20% | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, Department of Information Strategies , Çağ University Distant Education Centre (ÇUZEM) | | | | | | | | |
| **Risks** | - Lack of resources related to informatics infrastructure  - Inadequate number of qualified teaching staff can use information technologies  - Difficulties in accessing internship opportunities | | | | | | | | |
| **Strategies** | - Researching new technologies that can be included in educational processes and applying the relevant units in education and training processes  - Providing trainings for teaching staff on new educational technologies  - Encouraging students for internships, expanding on - line internship opportunities, informing students about processes | | | | | | | | |
| **Detections** | - The number of applied courses in the laboratory classrooms is low  - training to improve the competencies of teaching staff are not sufficient | | | | | | | | |
| **Requirements** | - Following the important developments in educational technologies in higher education and including them in the system  - Ensuring the necessity of sustainable quality in education | | | | | | | | |

Target Card 3

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| **Goal** | A .1. By adopting a student-centered approach with the contribution of current education programs; Raising lifelong learners by continuously improving the quality of education at associate degree, undergraduate and graduate levels and preparing them for life | | | | | | | | | |
| **Target** | H.1.3. Bringing successful students and qualified academic staff to our university | | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG . 1.3.1. University entrance exam success ranking** | 30% | 68 | 68 | 67 | 66 | 65 | 64 | Once a Year | Once a Year |
| **PG.1.3.2. Percentage of students with scholarships in associate degree, university and graduate programs (%)** | 30% | 85% | 85% | 85% | 85% | 85% | 85% | Once a Year | Once a Year |
| **PG.1.3.3. Number of faculty members** | 40% | 102 | 110 | 115 | 120 | 130 | 140 | Once a Year | Once a Year |
| **Responsible Unit** | Rectorate | | | | | | | | | |
| **Units to Cooperate** | Registrar's Office, Personnel Department , Health, Culture and Sports Department | | | | | | | | | |
| **Risks** | - Failure to attract a sufficient number of successful students to the university  - Loss of qualified and qualified academic staff | | | | | | | | | |
| **Strategies** | - Designing and implementing special events for qualified candidates within the promotional activities planned for prospective students | | | | | | | | | |
| **Detections** | - Students' up-to-date, innovative and quality -oriented education expectations  - Decline in new graduate employment  -Lack of awareness in society about future professions | | | | | | | | | |
| **Requirements** | - - The university is education-oriented                                                                                                                                                - Employment of qualified academic staff to increase the quality of education | | | | | | | | | |

Target Card 4

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| **Goal** | A.1. By adopting a student-centered approach with the contribution of current education programs; Raising lifelong learners by continuously improving the quality of education at associate degree, undergraduate and graduate levels and preparing them for life | | | | | | | | |
| **Target** | H. 1.4. To improve the physical and technical infrastructure of education, research and social areas | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG . 1.4.1. The rate of social area that students benefit (m2)** | 20% | 55,304 | 55,304 | 55,325 | 55,325 | 55,350 | 55,350 | Once a Year | Once a Year |
| **PG.1.4.2. Number of software updates** | 20% | 2 | 1 | 1 | 1 | 1 | 1 | 3 months | 6 months |
| **PG.1.4.3. Number of computers available for student use (on campus) for research facilities** | 20% | 1079 | 1090 | 1100 | 1110 | 1120 | 1130 | Once a Year | Once a Year |
| **PG.1.4.4. Number of books per student** | 25% | 12 | 14 | 16 | 18 | 20 | 22 | 6 months | 6 months |
| **PG.1.4.5. Number of laboratories** | 15% | 13 | 13 | 15 | 15 | 17 | 17 | Once a Year | Once a Year |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Information Technologies Department, Library Department, Support and Construction Department | | | | | | | | |
| **Risks** | - Lack of resources related to IT infrastructure | | | | | | | | |
| **Strategies** | - Identifying and resolving the needs of academic units regarding existing and new technologies  - Increasing internet-based resources, focusing on technology and providing open access  - Bandwidth studies for data transfer speed | | | | | | | | |
| **Detections** | - Physical field resources n adequacy  - The necessity of sustainable quality in education  - Providing qualified library services | | | | | | | | |
| **Requirements** | - Following current educational technologies closely  Off - campus access (such as Proxy and Vetis)  -Increasing electronic documents (\* e-books, \* e-journals, \* e- thesis, \* e-videos)  Establishment of RFID smart library system | | | | | | | | |

Target Card 5

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| **Goal** | A .1. By adopting a student-centered approach with the contribution of current education programs; Raising lifelong learners by continuously improving the quality of education at associate degree, undergraduate and graduate levels and preparing them for life | | | | | | | | |
| **Target** | H.1.5. To create an accessible environment in order to provide education and training under equal conditions | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG . 1.5.1. Number of accessible barrier-free buildings** | 30% | 5 | 5 | 5 | 5 | 5 | 5 | Once a Year | Once a Year |
| **PG.1.5.2. The number of educational tools made suitable for life with disabilities** | %40 | 3 | 3 | 5 | 5 | 7 | 7 | 6 months | 6 months |
| **PG.1.5.3. The number of physical equipment (ramps, elevators, etc.) made suitable for disabled living** | 30% | 8 | 8 | 8 | 8 | 8 | 8 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Öğrenci İşleri Daire Başkanlığı, Bilgi İşlem Daire Başkanlığı, Destek ve Yapı İşleri Daire Başkanlığı, Engelli Öğrenci Birimi, Sağlık, Spor ve Kültür Daire Başkanlığı | | | | | | | | |
| **Risks** | -Abstaining from communicating with the academic units and the Disabled Students Unit regarding the needs of disabled students.  -Potential difficulties that students with disabilities may encounter while using the educational tools available to them. | | | | | | | | |
| **Strategies** | - Preparing technological content to increase the education and training success of persons with disabilities | | | | | | | | |
| **Detections** | - Providing education opportunities for all students on equal terms.  - Sufficient social and physical facilities for disabled students | | | | | | | | |
| **Requirements** | - Increasing the socio-cultural activities of people with disabilities  - Increasing the number of technological training opportunities for people with disabilities | | | | | | | | |

**2. Research and Development**

Target Card 1

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| **Goal** | A.2 . To encourage research in different academic areas of the university for regional, national and international needs, to support academic staff and to provide the appropriate environment for the adoption and dissemination of the research culture throughout the institution | | | | | | | | |
| **Target** | H.2.1. To support and improve the scientific studies of academic staff | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.2.1.1. Number of academic staff attending national and international congresses** | 25 | 32 | 35 | 37 | 40 | 45 | 50 | 6 months | 6 months |
| **PG.2.1.2. Number of activities such as symposiums, congresses and seminars held at national and international level** | 25 | 40 | 43 | 51 | 61 | 70 | 80 | 6 months | 6 months |
| **PG.2.1.3. Number of academic staff benefiting from scientific research incentives** | 25 | 10 | 13 | 25 | 35 | 42 | 48 | 6 months | 6 months |
| **PG.2.1.4.**  **R&D expenses**  **(% Of annual student income)** | 25 | 0,80 | 1 | 1,10 | 1,10 | 1,15 | 1,15 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, Application and Research Centers , Financial Affairs Department | | | | | | | | |
| **Risks** | -Some teaching staff have low research skills and motivation .  Difficulties of research and publication in social sciences | | | | | | | | |
| **Strategies** | - Diversification of incentives to increase their participation in scientific activities of the teaching staff  - Work to increase the number of troops to be national and international universities  - Organizing research-oriented training for academic staff in need | | | | | | | | |
| **Detections** | - The course load of the lecturers is high  - Low number of projects and publications at national and international level  - Lack of support for broadcasts other than SSCI, SCI, SCI-Expanded and AHCI | | | | | | | | |
| **Requirements** | - Research and application centers to increase their work focused on Research and Development  - Increasing incentives for scientific research | | | | | | | | |
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Target Card 2

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| **Goal** | A.2 . To encourage research in different academic areas of the university for regional, national and international needs, to support academic staff and to provide the appropriate environment for the adoption and dissemination of the research culture throughout the institution . | | | | | | | | |
| **Target** | H. 2.2. In-house and external (national and international) assisted R & D projects in the player and / or included as participants | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.2.2.1. Number of national / international project participants and / or coordinators** | 50 | 4 | 4 | 6 | 6 | 8 | 8 | 6 months | 6 months |
| **PG.2.2.2. Number of Scientific Research Projects** | 50 | 11 | 11 | 12 | 13 | 14 | 15 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, Application and Research Centers | | | | | | | | |
| **Risks** | - Adverse effects of global events  - Project cooperation not reaching the expected level - High project costs | | | | | | | | |
| **Strategies** | - participation in the project as long as all the university's production to increase  -taking the measures necessary to meet the standards for national and international incentives | | | | | | | | |
| **Detections** | - Low number of participating or executing projects  - Academic staff of the project, writing of information is enough to be in level with the | | | | | | | | |
| **Requirements** | - Increasing the number of participating or executing projects  - Planning the necessary training to write a project | | | | | | | | |

Target Card 3

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| **Goal** | A.2. To encourage research in different academic fields of the university for regional, national and international needs, to support academic staff and to provide a suitable environment for the adoption and dissemination of the research culture throughout the institution. | | | | | | | | |
| **Target** | H. 2.3. To increase the number of national and international scientific publications | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.2.3.1. Number of publications in international scientific journals scanned by the university's SSCI, SCI, SCI-Expanded or AHCI databases** | 50 | 36 | 36 | 38 | 39 | 40 | 41 | 6 months | 6 months |
| **PG.2.3.2. Number of publications in international journals other than the university's SSCI, SCI, SCI-Expanded or AHCI databases** | 20 | 23 | 25 | 27 | 29 | 33 | 35 | 6 months | 6 months |
| **PG.2.3.3 . Number of articles published in national refereed journals** | 15 | 46 | 48 | 52 | 56 | 58 | 60 | 6 months | 6 months |
| **PG.2.3.4. Number of national and international printed books and book chapters** | 15 | 25 | 30 | 35 | 39 | 40 | 42 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units | | | | | | | | |
| **Risks** | - Teaching eliminate the impairment of memories of motivation  - Teaching to the lemma when lack of academic recognition | | | | | | | | |
| **Strategies** | - Improving and diversifying academic incentives for original publications  - Supporting advanced studies to increase the qualifications of academic staff  - Encouraging postgraduate students to be included in research. | | | | | | | | |
| **Detections** | - The number of publications is not at the desired level  -Some faculty members not showing the expected performance in publication. | | | | | | | | |
| **Requirements** | - Increasing the number of national and international years  - Planning research time for academics | | | | | | | | |

Target Card 4

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| **Goal** | A.2 . To encourage research in different academic areas of the university for regional, national and international needs, to support academic staff and to provide the appropriate environment for the adoption and dissemination of the research culture throughout the institution . | | | | | | | | |
| **Target** | H.2.4. To continuously increase the university's position in national and international rankings and ratings | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.2.4.1. The rank of URAP Foundation Universities in THE** | 60 | 36 | 35 | 34 | 32 | 31 | 30 | Once a Year | Once a Year |
| **PG.2.4.2. Webometrics ranking (TR)** | 40 | 87 | 87 | 85 | 83 | 81 | 80 | Once a Year | Once a Year |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | The General Secretariat, Academic Units | | | | | | | | |
| **Risks** | - Failure to increase the number of academic publications | | | | | | | | |
| **Strategies** | - Encouraging academic staff to publish  - Continuous improvement of research opportunities | | | | | | | | |
| **Detections** | - The ranking in the indexes determined by YÖK is not at the desired level  - Insufficient number of publications and citations | | | | | | | | |
| **Requirements** | - Increasing the number of citations  - Increasing the number of publications | | | | | | | | |

Target Card 5

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| **Goal** | A.2 . To encourage research in different academic areas of the university for regional, national and international needs, to support academic staff and students and to provide a suitable environment for the adoption and dissemination of the research culture throughout the institution . | | | | | | | | |
| **Target** | H. 2.5. To take care to use advanced information technologies by constantly increasing the number of electronic and printed materials in the library in order to ensure scientific production. | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.2.5.1. Number of Non-Periodicals** | 35 | 51.748 | 56.748 | 61.748 | 66.748 | 71.748 | 76.748 | 6 months | 6 months |
| **PG.2.5.2. Numbers of Periodical** | 35 | 25 | 30 | 35 | 40 | 45 | 50 | 6 months | 6 months |
| **PG.2.5.3. Number of Databases** | 30 | 5 | 7 | 9 | 11 | 13 | 15 | 6 months | 6 months |
| **Responsible Unit** | Library Department | | | | | | | | |
| **Units to Cooperate** | Rectorate, Academic Units, Department of Information Technologies | | | | | | | | |
| **Risks** | - Publications are not distributed proportionally to the areas of interest of academic units  - Difficulties in determining the publications that need to be updated continuously. | | | | | | | | |
| **Strategies** | - Obtaining printed publications and databases in line with the demands of academic units  - Preference of internationally recognized publications and databases. | | | | | | | | |
| **Detections** | - Adequate periodical and continuous publications in the library  - Electronic periodicals are not sufficient | | | | | | | | |
| **Requirements** | - Ensuring continuity of periodicals and non-periodicals in terms of quality and quantity  - Providing technological support to the library  - Increasing periodicals related to the fields  - Increasing the electronic publishing | | | | | | | | |

**3. Internationalization**

Target Card 1

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| **Goal** | A. 3. Increasing the level of internationalization and ensuring its sustainability | | | | | | | | |
| **Target** | H.3.1. To increase the number of international full-time students studying in undergraduate and graduate programs | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.3.1.1. Number of international undergraduate and graduate students** | 60 | 23 | 25 | 28 | 31 | 34 | 37 | 6 months | 6 months |
| **PG.3.1.2. Participation in international promotional fairs and organizations** | 40 | 1 | 2 | 3 | 4 | 4 | 4 | 6 months | 6 months |
| **Responsible Unit** | Office of International Relations | | | | | | | | |
| **Units to Cooperate** | Academic Units  Department of Students’ Affairs Department of Culture, Sports and Art | | | | | | | | |
| **Risks** | - Lack of sufficient personnel in the International Relations Office  - Failure to make promotions due to unexpected situations | | | | | | | | |
| **Strategies** | - International fi assets ar and similar activities and international by providing continuous contributions "full-time" and Erasmus + exchange students in to be informed about the programs - creating diversity in international exchange programs "full-time" Increasing the number of incoming international students. | | | | | | | | |
| **Detections** | - International full-time lack of sufficient number of students. - Lack of sufficient attendance in international fairs and activities. | | | | | | | | |
| **Requirements** | - Increasing international cooperation  - Increasing the effectiveness and the number of participation into international fairs and activities. | | | | | | | | |

Target Card 2

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| **Goal** | A.3: Increasing the level of internationalization and ensuring its sustainability | | | | | | | | | |
| **Target** | H.3.2.Increasing the number of incoming and outgoing students and academic staff within the scope of ERASMUS + | | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.3.2.1. Number of students coming under the ERASMUS + exchange program** | 25 | 7 | \* | 9 | 10 | 11 | 12 | 6 months | 6 months |
| **PG.3.2.2. Number of students going under the ERASMUS + exchange program** | 25 | 50 | \* | 53 | 54 | 55 | 56 | 6 months | 6 months |
| **PG.3.2.3. Number of academic staff coming under the ERASMUS + exchange program** | 25 | 5 | \* | 6 | 7 | 8 | 9 | 6 months | 6 months |
| **PG.3.2.4. Number of academic staff going under the ERASMUS + exchange program** | 25 | 3\*\* | \* | 11 | 12 | 13 | 14 | 6 months | 6 months |
| **Responsible Unit** | International Relations Office | | | | | | | | | |
| **Units to Cooperate** | Academic Units | | | | | | | | | |
| **Risks** | **-**The number of outgoing students and staff is not increasing at the desired level  Almost every year the grant from the EU Commission to Turkey remains same and divedes into smaller shares. | | | | | | | | | |
| **Strategies** | - - Increasing the number of universities that have an agreement within the Erasmus + program  - Introducing the comprehensive program to the students who will benefit from the exchange programs and planning informative activities about the functioning of the process to increase the participation rates  - Planning studies to increase the number of incoming and outgoing academic staff | | | | | | | | | |
| **Detections** | - -Increasing international cooperation  - Insufficient number of students and academic staff coming with Erasmus + exchange mobility  - Failure to effectively promote the university by outgoing students | | | | | | | | | |
| **Requirements** | -International cooperation or increasing the number of projects | | | | | | | | | |

\* No number can be predicted due to the pandemic .

\*\* Movements had to be canceled due to the pandemic .

Target Card 3

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| **Goal** | A . 3 . Increasing the level of internationalization and ensuring its sustainability | | | | | | | | |
| **Target** | H.3.3. To increase the number of qualified foreign academic staff | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.3.3.1. Yabancı uyruklu öğretim elemanı sayısı** | **100** | **22** | 22 | 23 | 24 | 25 | 26 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, Personnel Department, International Relations Office | | | | | | | | |
| **Risks** | -Visa problem that may be faced  -Difficulties that may be experienced in the cultural adaptation process | | | | | | | | |
| **Strategies** | - Employment of graduate and / or doctorate graduate and researcher-qualified academic staff from abroad.  - Employment of qualified foreign academic staff by strengthening the communication established with international collaborations | | | | | | | | |
| **Detections** | The number of foreign academic staff is below the desired number. | | | | | | | | |
| **Requirements** | -Increasing the number of foreign academic staff | | | | | | | | |

Target Card 4

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Goal** | A . 3 . Increasing the level of internationalization and ensuring its sustainability | | | | | | | | |
| **Target** | H.3.4. Increasing the number of agreements and projects that will improve international cooperation | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.3.4.1 . Number of international collaborations / protocols** | 50 | 53 | 55 | 57 | 59 | 61 | 65 | Once a Year | Once a Year |
| **PG.3.4.2. Number of projects developed in international cooperation / support (EU etc.)** | 50 | 1 | 1 | 3 | 5 | 5 | 6 | Once a Year | Once a Year |
| **Responsible Unit** | International Relations Office | | | | | | | | |
| **Units to Cooperate** | Academic Units, Rectorate | | | | | | | | |
| **Risks** | -Difficulties of working with international institutions  -Legislative changes | | | | | | | | |
| **Strategies** | - Carrying out activities to increase the recognition of the university by national / international rating institutions  - Increasing and encouraging participation in activities aimed at increasing foreign students and international cooperation  - Increasing and encouraging the participation of the faculty members into projects that requires international cooperation. | | | | | | | | |
| **Detections** | - The number of existing agreements is insufficient | | | | | | | | |
| **Requirements** | - Increasing the role of academic staff in international agreements making  -Increasing the effectiveness of the role of international relations office. | | | | | | | | |

Target Card 5

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| **Goal** | A . 3 . Increasing the level of internationalization and ensuring its sustainability | | | | | | | | |
| **Target** | H.3.5. To support and increase international activities | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.3.5.1. Number of international events organized ( number of seminars, workshops, conferences, panels)** | 50 | 5 | 7 | 7 | 9 | 10 | 10 | 6 months | 6 months |
| **PG.3.5.2. Number of international events attended (number of seminars, workshops, conferences, panels)** | 50 | 33 | 35 | 39 | 44 | 47 | 49 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, International Relations Office, Health , Culture and Sports Department , Scientific Research Project Unit | | | | | | | | |
| **Risks** | - Possible regional and global adversities | | | | | | | | |
| **Strategies** | - Encouragement and follow-up of organized international events | | | | | | | | |
| **Detections** | - Insufficient number of international events | | | | | | | | |
| **Requirements** | - Establishment of a unit to carry out international activity activities | | | | | | | | |

**4. Social Contribution**

Target Card 1

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Goal** | A.4. To strengthen the ties of the society and the institution with the regional and national studies carried out by the university to contribute to the society in cooperation with various institutions of the society in social, cultural and economic fields. | | | | | | | | |
| **Target** | H.4.1. To spread the awareness of social responsibility among all stakeholders of the university | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.4.1.1. Number of social responsibility projects carried out by student clubs and academic staff** | 50 | 12 | 12 | 15 | 18 | 21 | 22 | 6 months | 6 months |
| **PG.4.1.2. Number of projects carried out by ÇAĞ SOSAM (Social Responsibility Practice, Research and Application Center)** | 25 | 0 | 1 | 1 | 2 | 3 | 3 | 6 months | 6 months |
| **PG.4.1.3. Scientific research on social responsibility** | 25 | 7 | 7 | 7 | 8 | 9 | 10 | 6 months | 6 months |
| **Responsible Unit** | ÇAĞ SOSAM (Social Responsibility Practice, Research and Application Center) | | | | | | | | |
| **Units to Cooperate** | Rectorate, Research and Application Centers, Health, Culture and Sports Department | | | | | | | | |
| **Risks** | - Problems in cooperation with external stakeholders in the projects to be carried out  - Problems related to cost may arise | | | | | | | | |
| **Strategies** | - Identifying the priority needs of external stakeholders and ensuring that projects are produced in these areas  - Administrative and academic units of social responsibility project s orientation to produce increasing the supply competence  - Conducting activities to strengthen cooperation with stakeholders | | | | | | | | |
| **Detections** | -The diversification potential of social responsibility projects  - Insufficient number of stakeholders to cooperate with | | | | | | | | |
| **Requirements** | - Investigating stakeholder collaborations for future projects  - Making analyzes for the determination of new stakeholders | | | | | | | | |

Target Card 2

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| **Goal** | A.4. To strengthen the ties of the society and the institution with the regional and national studies carried out by the university to contribute to the society in cooperation with various institutions of the society in social, cultural and economic fields. | | | | | | | | |
| **Target** | H.4.2. Continuing education activities and serv meat of the quality and quantity increase maker | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.4.2.1. The number of trainings offered by the Continuous Training Application and Research Center '** | 100 | 17 | 21 | 22 | 25 | 27 | 30 | 6 months | 6 months |
| **Responsible Unit** | Continuing Education Application and Research Center | | | | | | | | |
| **Units to Cooperate** | Rectorate, Academic Units | | | | | | | | |
| **Risks** | - Problems that may arise from legislation | | | | | | | | |
| **Strategies** | -Planning the trainings by giving priority to the demands of the stakeholders  - Following the activities of the participants after the trainings  - Carrying out activities to increase the quality and quantity of educators | | | | | | | | |
| **Detections** | - Demand for training is below expectations | | | | | | | | |
| **Requirements** | -Lack of the detection of the training areas that are demanded | | | | | | | | |

Target Card 3

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| **Goal** | A.4. To strengthen the ties of the society and the institution with the regional and national studies carried out by the university to contribute to the society in cooperation with various institutions of the society in social, cultural and economic fields. | | | | | | | | |
| **Target** | H.4.3. To increase the number of arts, culture and other events (regional and national) organized by the university | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.4.3.1. Number of student community activities** | 100 | 158 | 158 | 215 | 230 | 245 | 260 | 6 months | 6 months |
| **Responsible Unit** | Health, Culture and Sports Department | | | | | | | | |
| **Units to Cooperate** | Rectorate, Academic Units | | | | | | | | |
| **Risks** | - Obstacles that may arise from legislation | | | | | | | | |
| **Strategies** | - Proportional planning of the activities to be carried out  - Encouraging students to community activities | | | | | | | | |
| **Detections** | - Providing flexibility for the participation of students who work in student societies in classes  - The adequacy of cooperation with NGOs, institutions and organizations | | | | | | | | |
| **Requirements** | - Improving activities in terms of quality and quantity and ensuring a balanced distribution between clubs  - Further strengthening of cooperation with NGOs, institutions and organizations. | | | | | | | | |

Target Card 4

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| **Goal** | A.4. To strengthen the ties of the society and the institution with the regional and national studies carried out by the university to contribute to the society in cooperation with various institutions of the society in social, cultural and economic fields. | | | | | | | | |
| **Target** | H.4.4. Responding to the needs of the society by cooperating with private and public institutions | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.4.4.1. Number of projects / activities carried out in cooperation with NGOs, institutions and organizations** | 50 | 7 | 5 | 6 | 7 | 8 | 9 | 6 months | 6 months |
| **PG.4.4.2. University ; Number of newly signed protocols between NGOs, institutions and organizations** | 50 | 3 | 1 | 2 | 2 | 2 | 2 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | Academic Units, General Secretariat | | | | | | | | |
| **Risks** | - Failure to maintain relations with NGOs, institutions and organizations  - Obstacles that may arise from legislation | | | | | | | | |
| **Strategies** | - Strengthening and maintaining relations with cooperating NGOs, institutions and organizations  -Determining and arranging protocols for social contribution. | | | | | | | | |
| **Detections** | -To have cooperation with organizations, but the number of projects and activities arising is not at the desired level | | | | | | | | |
| **Requirements** | - Developing relations with NGOs, institutions and organizations and ensuring their continuity  - Increasing the work carried out with NGOs, institutions and organizations | | | | | | | | |

**5. Governance**

Target Card 1

|  |  |  |  |  |  |  |  |  |  |
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| **Goal** | A.5. Developing and disseminating governance processes with stakeholder participation and ensuring the implementation of quality management systems in all units. | | | | | | | | |
| **Target** | H.5.1. To use the archiving system effectively in the management and decision-making processes | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.5.1.1. ABYS (Academic Information Management System) installation and number of updates** | %40 | 0 | 1 | 1 | 1 | 1 | 1 | Once a Year | Once a Year |
| **PG.5.1.2. The number of training modules on the archiving system** | 30% | 4 | 4 | 4 | 4 | 4 | 4 | 6 months | 6 months |
| **PG.5.1.3. The number of academic and administrative staff trained on the archiving system** | 30% | 35 | 40 | 45 | 50 | 55 | 60 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | General Secretariat, Academic Units, Administrative Units, Information Technologies Department | | | | | | | | |
| **Risks** | -Technical problems experienced in ABYS (Academic Information Management System)  -The applied ABYS (Academic Information Management System) is not used by academic and administrative staff | | | | | | | | |
| **Strategies** | - Organizing educational activities related to the archiving system  - Emphasizing the importance of the archiving system for the university  -Encouraging the participation of academic and administrative staff in activities related to the archiving system. | | | | | | | | |
| **Detections** | - There is a lack of archiving information and documents in all units | | | | | | | | |
| **Requirements** | -Establishing ABYS (Academic Information Management System) and ensuring its application throughout the university  -Developing technical infrastructure related to ABYS (Academic Information Management System). | | | | | | | | |

Target Card 2

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Goal** | A.5. Developing and disseminating governance processes with stakeholder participation and ensuring the implementation of quality management systems in all units. | | | | | | | | |
| **Target** | H.5.2. Increasing staff satisfaction within the university | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.5.2.1. Academic staff satisfaction rate** | %50 | %73 | %76 | %79 | %82 | %85 | %88 | Once a Year | Once a Year |
| **PG.5.2.2. Administrative staff satisfaction rate** | %50 | %80 | %83 | %85 | %87 | %89 | %91 | Once a Year | Once a Year |
| **Responsible Unit** | Rectorate | | | | | | | | |
| **Units to Cooperate** | General Secretariat , Academic Units, Personnel Department, Quality Commission | | | | | | | | |
| **Risks** | - Inadequate measurement of the real situation only through surveys | | | | | | | | |
| **Strategies** | - Dissemination of survey culture among academic and administrative staff  - Increasing the participation of academic and administrative staff in surveys  - Making determinations using non-survey tools | | | | | | | | |
| **Detections** | - Making arrangements based on the evaluation outputs of the survey results | | | | | | | | |
| **Requirements** | - Diversification of measurement tools | | | | | | | | |

Target Card 3

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Goal** | A.5. Developing and disseminating governance processes with stakeholder participation and ensuring the implementation of quality management systems in all units. | | | | | | | | | |
| **Target** | H.5.3 Systematically involve all stakeholders in decision-making processes | | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.5.3.1. The number of stakeholders' means of participation in the decision-making process (surveys, interviews, etc.)** | 50% | 13[[2]](#footnote-2)⃰ | 13 | 15 | 15 | 15 | 15 | 6 months | 6 months |
| **PG.5.3.2. Type of regulation made in line with stakeholder feedback** | 50% | 3 | 5 | 5 | 5 | 5 | 5 | 6 months | 6 months |
| **Responsible Unit** | Rectorate | | | | | | | | | |
| **Units to Cooperate** | Academic Units, Personnel Department, Health, Culture and Sports Department, Quality Commission | | | | | | | | | |
| **Risks** | -Difficulty of involving external stakeholders in the process  -Difficulties in meeting some demands of stakeholders  - Difficulties in monitoring graduates and evaluating their demands | | | | | | | | | |
| **Strategies** | - Bringing students, academic and administrative staff together with various activities - Effective use of communication channels that will increase internal and external stakeholder interaction (request, opinion, questionnaire, etc.) | | | | | | | | | |
| **Detections** | - Communication and cooperation with external stakeholders are not at the desired level  -The Alumni Association is not active enough | | | | | | | | | |
| **Requirements** | -Establishing a graduate tracking system | | | | | | | | | |

Target Card 4

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Goal** | A.5. Developing and disseminating governance processes with stakeholder participation and ensuring the implementation of quality management systems in all units. | | | | | | | | |
| **Target** | H.5.4. Ensuring that the quality assurance system is applied in all units of the university | | | | | | | | |
| **Performance Indicators** | **Effect on Target (%)** | **Plan Period Start Value** | **2021** | **2022** | **2023** | **2024** | **2025** | **Frequency of Monitoring** | **Frequency of Reporting** |
| **PG.5.4.1. Number of quality commission meetings** | 50% | 12 | 12 | 12 | 12 | 12 | 12 | 6 months | Once a Year |
| **PG.5.4.2. Number of internal action plan reports** | 50% | 0 | 6 | 6 | 6 | 6 | 6 | Once a Year | Once a Year |
| **Responsible Unit** | Quality Commission | | | | | | | | |
| **Units to Cooperate** | General Secretariat, Rectorate | | | | | | | | |
| **Risks** | -Failure to create and implement action plans on time | | | | | | | | |
| **Strategies** | - Ensuring the continuity of the quality management system with internal action plan reports  - Providing information on quality management and certification | | | | | | | | |
| **Detections** | -Lack of internal control action plan  -The awareness regarding the quality assurance system in units is not sufficient. | | | | | | | | |
| **Requirements** | -Establishing the management information system  -Developing the quality assurance system and expanding it within the university | | | | | | | | |

1. The amount for 2021 cannot be foreseen because of pandemic. [↑](#footnote-ref-1)
2. ⃰1- Academic staff satisfaction survey. 2- Administrative staff satisfaction survey. 3- Student exit surveys. 4- Instructor and course evaluation questionnaire. 5- External stakeholder satisfaction survey. 6- Alumni database creation survey. 7- Student general satisfaction survey. 8- Distance education student evaluation questionnaire. 9- Distance education instructor evaluation questionnaire. 10 Department chats. 11-Trainer training questionnaire. 12-Brainstorming. 13- Nominal Group Technique. [↑](#footnote-ref-2)