Azerbaijan
TECHNICAL
University

AZERBAIJAN TECHNICAL UNIVERSITY STRATEGIC DEVELOPMENT PLAN

2024-2030

Initial document: Development strategy of Azerbaijan Technical University for 2021-2030.

BAKU-2024

Mission, Vission,Goal.

Slogan: Create, Develop, Apply

Mission	• To have advanced education and research potential in the field of engineering sciences and the application of intelligent technologies.
Vission	• To be a leading university in the region in the future engineering fields through the application of innovation and advanced technologies.
Goal	• By offering technological innovations and smart solutions on digital platforms, ensure the training of highly qualified specialists in these fields.

SWOT analysis

Strengths

- The presence of collaboration with leading universities and organizations (both local and international) in the field of research and innovation at AzTU;
- The presence of a professional, experienced faculty with the potential to participate in international education and research projects.
- The presence of rich experience in dual degree programs, Erasmus+, DAAD, and international projects funded by the European Union.
- The existence of an Electronic Education System that ensures the delivery of teaching resources to students, providing accessibility and flexibility, and integrating various technological capabilities;
- Having a tradition in training specialists in technical fields in Azerbaijan and the region.
- Establishing connections with new enterprises in the direction of university-industry collaboration and expanding industrial internship opportunities for students in technical fields.
- AzTU graduates holding leadership positions in various sectors of industry.
- Successful collaboration with defense industry enterprises in personnel training and joint research
- The creation of new infrastructure to support innovations (e.g., Incubation and Acceleration Centers, etc.).

  The direct presence of more modern professions and specializations at AzTU.

Weaknesses.

- Weakness in the organization of activities based on the hierarchy between structures within ATM, as well as in mutual cooperation, communication, and accountability.
- The lack of reflection of the goals derived from the AzTU 2021-2030 Development Strategy document in the activities at the faculty, department, and center levels;
- The weak coordination of the activities of departments and research laboratories with research institutes;
- Although international projects, mobility programs, and research are carried out at the university, the participation of the academic staff in relevant projects is weak.
- The absence of dormitory services for both local and international students;
- The lack of alignment between educational programs and labor market demands, as well as international experience.
- The failure to identify the training needs of academic and administrative staff, and the lack of a systematic approach to equipping academic staff with modern training technologies.
- The insufficient structuring of social activities (including organizations, clubs, and societies), inclusivity efforts, and psychological support services at the university.
- Low proficiency in foreign languages and the lack of a unified teaching methodology.
- There are deficiencies in the application and use of ICT and programming capabilities.

Opportunities.

- Government support in the direction of scientific research.
- Development in the fields of digitalization and ICT.
- Increase in opportunities for international cooperation in education and research.
- Social and cultural activities.
- Availability of international funding mechanisms and opportunities for foreign investment.
- The involvement of AzTU graduates in leadership positions across diverse sectors, enhancing the university's reputation and fostering new opportunities for collaboration

Threats.

- Limited financial resources.
- Increased competition among local and international higher education institutions.
- The rapid development of information and communication technologies.
- The decreasing interest of young people in scientific research and academic pursuits.

  The rapidly evolving demands of the labor market.

The progress of the implementation of the SIP for the period 2021-2024.

Quality education	- The Lifelong Learning School was established by the decision of the Scientific Council of Azerbaijan Technical University (AzTU) at its meeting on December 27, 2023, with the aim of meeting the continuing education needs of academic staff in teaching subjects required by modern engineering and business. In the 2023/2024 academic year, for the first time in Azerbaijan, three projects from Azerbaijan Technical University were declared winners in the competition for industrially oriented final thesis–graduate projects, held within the framework of cooperation with Turkish Aerospace Industries (TUSAŞ). - AzTU joined the network of CDIO universities in 2022. In connection with its admission to CDIO, relevant changes were made to the elective course blocks in the curricula of bachelor's and master's degree programs. It is planned to train up to 100 students each academic year, and at least 1,000 students in total by the year 2030. - Since 2022, in order to meet the demands of the labor market, the subject "Soft Skills" has been taught during the first and second academic years in certain degree programs. In other programs, the process of developing the curriculum and syllabus for the subject "Introduction to the Specialty" is being carried out. - At the beginning of the 2023/2024 academic year, the development of collaboration plans on project- and problem-based learning methodologies was initiated with partner universities from Türkiye and Germany. - At the beginning of the 2023/2024 academic year, relevant changes were initiated in the curricula of future-oriented specialties—such as Artificial Intelligence, Mechatronics, Robotics, and Automation—with the aim of enhancing the level of specialist training in these fields. In addition, the organization of profession-oriented training programs was also launched.
Research and innovation	- Informative training sessions were conducted for the academic staff of AzTU (720 employees) on "Guidelines for Using the AMAS System" and "Creating and Using Profiles on Academic Social Networks." Personal data of 642 staff members were uploaded to the system, and an increase in the number of profiles on academic social networks was observed. - Some of the contract-based scientific research projects carried out at AzTU have been implemented in production. - The editorial board of the university's journal *Scientific Works* was restructured, a new editorial board was established for the scientific-technical journal *Machine Science*, and the journal was successfully indexed. - In 2023, a 32.56% increase was observed in the number of articles published in SCOPUS compared to 2022. A total of 70 articles were published in the Web of Science (WOS) database during the years 2022–2023. - In 2023, the number of doctoral students at the doctoral level was 177, and 25 candidates successfully defended their dissertations. Additionally, 5 scientific-technical and international scientific conferences were held during the year. - In 2023, an increase in the number of patents obtained was observed compared to previous years. - On June 22–23, 2023, the 2nd Republican Scientific-Technical Conference titled "Training of Qualified Specialists for the Defense Industry: Radioelectronic, Aerospace Systems, and Robots" was held, dedicated to the 100th anniversary of Heydar Aliyev's birth. - On December 4–5, 2023, the 2nd International Scientific-Practical Conference on "Mechanical Engineering and Energy: New Concepts and Technologies" was held, organized by Azerbaijan Technical University (Azerbaijan), Brandenburg University of Technology (Brandenburg, Germany), and Gazi University (Türkiye). - On May 1–2, 2024, the 9th Republican Scientific-Technical Conference of Students and Young Researchers on "Advanced Technologies and Innovations" was held, dedicated to the 101st anniversary of the birth of the national leader of the Azerbaijani people, the founder of the independent Azerbaijani state, and prominent statesman Heydar Aliyev. - On May 23–25, 2024, the 1st International Conference on Economic and Administrative Research was held, jointly organized by Tokat Gaziosmanpaşa University of the Republic of Türkiye and Azerbaijan Technical University (AzTU). - On October 17–18, 2024, the International Science and Technology Conference (ISTEC) was held at Azerbaijan Technical University (AzTU).

	- On November 27–29, 2024, within the framework of COP-29, the 6th Eurasian Conference RISK 2024 titled "Innovations in Minimizing Natural and Technological Risks of Climate Change: Methodology and Practice" was held. - On December 4–5, 2024, the 2nd International Scientific-Technical Conference was held, organized by Azerbaijan Technical University (AzTU) (Azerbaijan), the Information Technology Institute (Azerbaijan), the Institute of Control Systems (Azerbaijan), the National Defense University (Azerbaijan), the National Aerospace Agency (Azerbaijan), Istanbul Technical University (Türkiye), the National Technical University "Xarkov Polytechnic Institute" (Ukraine), and Gazi University (Türkiye). - On December 19–21, 2024, the 6th International Turkic World Conference on Science and Engineering (TURK-COSE) was held at Azerbaijan Technical University, jointly with Kyrgyz-Turkish Manas University (KTMU), Ahmet Yesevi University, and Niğde Ömer Halisdemir University (NOHU).
University-Industry Collaboration	- Projects aimed at solving industrial problems based on orders received from industry have been developed by various department faculty members of Azerbaijan Technical University, and memorandums of cooperation are currently in the signing phase. - "Climate Science Production Enterprise" LLC – "Mechanical processing of the inner surface of gun barrels coated with nanotechnology," "Space Device Manufacturing Special Design Bureau" – "Study of production technology in the design of ground unmanned vehicles," "Shirvan Araz Plant" LLC – "Development of industrial production technology for trinitride resin and its application at Shirvan Araz Plant" LLC - AzTU faculty members have participated in various nationwide grant competitions with industry-based projects and have been awarded grants. - The project titled "Technological Support of Economic Processing Conditions in Digitally Controlled Machine Tools" within the framework of the Azerbaijan Science Foundation's "Main Grant Competition-2024" (AEF-MGC-2024-2(50)), dedicated to the "Year of Solidarity for a Green World." - Small and Medium Business Development Agency – "Research on the Production of Electricity and Heat Energy from Low-Temperature Geothermal Waters" - In the most recent academic year, AzTU students have participated in various national and international grant competitions with industry-based projects and have been awarded grants. - "TUSAŞ Lift Up" Industry-Oriented Graduation (Final) Projects: "Cutting Tool Modeling Based on Force Analyses in Aluminum Alloy Machining," "Chip Removal Operations in Thin-Walled High Walls," "Reduction of Residual Stresses and NC Program Optimization in Machined Parts Depending on Material Rolling Direction," "Green Machining and Sustainability of Cutting Tools," "Effect of Cutting Tool Geometry on Machining Performance," and others.
Globalization	- AzTU has participated in the IQAinAR, DIRNA, ENGAGE, ECAR, LMQSante, UniClaD, and CRENG projects within the framework of the Erasmus+ KA2 program, funded by the European Union. A total of 60 people took part in project-related visits. - A 19% increase in the number of foreign students was observed in the 2024/2025 academic year compared to the previous year. - In 2024, cooperation agreements were signed with 30 universities. Dual degree programs at the master's level are being prepared with two universities from Israel and Turkey. During the current year, 142 foreign guests have visited AzTU. - Within the framework of the Erasmus+ exchange program, 26 agreements were signed, with 21 students and 1 staff member, as well as 18 academics and 10 administrative personnel participating in the exchange. For the 2024 call of Erasmus+ grant projects, AzTU coordinated applications for 4 CBHE and 5 Jean Monnet projects. Under AzTU's coordination, the OPTIFY project was awarded a grant, along with two other projects (EU-AGM, Green Tech Horizons) in which AzTU participated as a partner. - A preparatory course for foreign students has been organized at AzTU, with 161 students participating in these courses over the past two academic years. - Information sessions on Erasmus+ grant projects and a 3-week training on writing Erasmus+ CBHE project proposals were conducted. Within the framework of this project, 11 academics, 24 administrative staff, and 6 students from AzTU, as well as 63 academics and 8 foreign students from partner institutions, participated in the exchange.

	• Two information sessions per year and a German Culture Day are organized in cooperation with DAAD. Within the framework of the DAAD "Go East" Summer School, 8 students participated in the summer school at AzTU.
Socialization	• In 2024, a decision was made by the AzTU Academic Council to establish the Alumni Association. The preparation of the Association's Charter, approval of its composition, and planning of upcoming activities are currently underway. • The operational mechanism of the Career and Employment Center has been developed, and a continuous communication system with graduates has been established. • Statistical data on graduate employment are analyzed by the Career and Employment Center, including information from the Ministry of Labor and Social Protection of Population, the State Employment Agency, graduate employment rankings, and other indicators. • Although the university has several clubs under various names, they are not actively functioning. Strengthening the activities of these clubs will support students' socialization and help them develop their skills in different fields. • Strengthening interdepartmental communication and fostering a culture of mutual cooperation within the university are planned. • Defining AzTU's public relations and marketing policy, as well as promoting the university in local and international markets through PR, are among the main goals ahead.
Sustainable world	• The Sustainable Development Institute was established by the order dated September 8, 2021. • Topics related to sustainable development have been integrated into the curricula of the Business Organization and Management (International Logistics and Supply Chain Management) specialization (MBA) and the Environmental Engineering program. • On November 20, 2023, a roundtable on the topic of "Food Waste Recycling" was held at AzTU within the framework of university-industry cooperation, with the joint participation of representatives from the government, academia, business, and public organizations. • On December 26, 2023, at Azerbaijan Technical University (AzTU), a 2 kW solar power plant consisting of four modern solar panels, each with a capacity of 500 watts, was commissioned in the university courtyard as part of efforts to develop sustainable energy sources. • At Azerbaijan Technical University (AzTU), to continuously enhance knowledge and skills in green energy technologies and to train highly qualified specialists in the energy sector, a wind power system was commissioned in the university courtyard. The system includes two wind turbines, each with a capacity of 2 kW, and a battery with a capacity of 2000 ampere-hours for storing electrical energy. • The first project for 2024 is titled "Protection and Sustainable Management of Water Resources in Climate Change Vulnerable Countries." This research project, targeting countries that require efficient management of water resources including Azerbaijan, covers the collection of rainwater, wastewater recycling, desalination of seawater in coastal areas, and the technical and economic assessments of sustainable management of water resources in lakes and wetlands. • The second project concerns the supply of green energy to the Green Technology Park that AzTU plans to establish on a one-hectare area. It involves the installation of solar panels with a total capacity of 1.5 megawatts on the roofs of buildings within the park. These panels will not only generate electricity but also provide natural lighting. In addition to meeting AzTU's autonomous green energy needs, the system will also supply energy to nearby facilities. • The polyclinic operating under AzTU since 1967 provides medical services to the students and academic staff of the Azerbaijan Technical University. The facility offers primary medical care, treatment, and preventive health services, including surgical, infectious disease, therapeutic, laboratory, cardiology, ophthalmological, dental, neurological, and otorhinolaryngology departments.

The relationship between the Strategic Development Plan and the Sustainable Development Goals

1 NO POVERTY

M1G1.1SG1.1.1
M1G1.3SG1.3.3-M1G1.3SG1.3.4
M3G3.1SG3.1.6

2 ZERO HUNGER

M5G5.1SG5.1.6

3 GOOD HEALTH AND WELL-BEING

M6G6.5SG6.5.3-M6G6.5SG6.5.4

4 QUALITY EDUCATION

M1G1.1SG1.1.1-M1G1.1SG1.1.5
M1G1.2SG1.2.1-M1G1.2SG1.2.5
M1G1.3SG1.3.1-M1G1.3SG1.3.4
M1G1.4SG1.4.1-M1G1.4SG1.4.7
M1G1.5SG1.5.1-M1G1.5SG1.5.2

5 GENDER EQUALITY

M6G6.5SG6.5.1-M6G6.5SG6.5.3

6 CLEAN WATER AND SANITATION

M6G6.2SG6.2.1-M6G6.2SG6.2.3

7 AFFORDABLE AND CLEAN ENERGY

M6G6.2SG6.2.1-M6G6.2SG6.2.2

8 DECENT WORK AND ECONOMIC GROWTH

M6G6.4SG6.4.1-M6G6.4SG6.4.2
M3G3.1SG3.1.1
M4G5.2SG5.2.2

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

M2G2.1SG2.1.1-M2G2.1SG2.1.4
M3G3.1SG3.1.1-M3G3.1SG3.1.6
M6G6.1SG6.1.1-M6G6.1SG6.1.4
M3G3.2SG3.2.1-M3G3.2SG3.2.2
M3G3.4SG3.4.1

10 REDUCED INEQUALITIES

M5G5.1SG5.1.3
M5G5.1SG5.1.5-M5G5.1SG5.1.6

11 SUSTAINABLE CITIES AND COMMUNITIES

M6G6.1SG6.1.1-M6G6.1SG6.1.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

M6G6.1SG6.1.3-M6G6.1SG6.1.2
M2G2.1SG2.1.1-M2G2.1SG2.1.2
M3G3.1SG3.1.2

13 CLIMATE ACTION

M3G3.1SG3.1.3-M3G3.1SG3.1.4
M6G6.2SG6.2.1-M6G6.2SG6.2.3

14 LIFE BELOW WATER

M6G6.2SG6.2.3

15 LIFE ON LAND

M6G6.2SG6.2.3

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

M5G5.1SG5.1.1-M5G5.1SG5.1.2
M2G2.1SG2.1.5-M2G2.1SG2.1.6
M4G4.1SG4.1.3-M4G4.2SG4.2.4
M1G1.1SG1.5.1

17 PARTNERSHIPS FOR THE GOALS

M1G1.2SG1.2.1-M1G1.2SG1.2.5
M1G1.4SG1.4.3-M1G1.4SG1.4.5
M3G3.3SG3.3.1-M3G3.3SG3.3.3
M4G4.1SG4.1.1-M4G4.1SG4.1.4
M6G6.4SG6.4.1

1. Quality education

Mission	Goal	Sub Goal	Activity	Implementation period	Result indicator
1.To ensure quality education at all levels in accordance with modern standards for the acquisition of global competencies.	1.1 Improving programs (curriculums) for all specialties in the educational process, taking into account local and international demand	1.1.1 To enhance students' discipline-specific practical skills by fostering their scientific and practical experiences throughout the educational process.	Organizing scientific research projects, laboratory work, and field experiences in the teaching process, aimed at developing students' skills in working with real-world problems.	2026-2030	Increasing students' participation in scientific research projects, laboratory work, and field experiences, enabling them to achieve successful results in projects focused on real-world problems.
		1.1.2 Establishing a Teaching and Learning Center that addresses modern challenges and ensuring the methodological training of the faculty across all disciplines (programs) by 2030."	Assessing the training needs of the university's academic staff and organizing relevant methodological training programs."	2025-2030	Achieving 80% of the faculty members completing training based on the prescribed methodology.
		1.1.3 Organizing the training process to develop the relevant skills and competencies in students across all stages of learning.	Structuring the training process to help students develop essential skills and competencies at every stage of learning.	2024-2025	Ensuring that learning outcomes are clearly integrated into programs and course syllabi."
		1.1.4 Gaining full membership in CDIO, launching new-generation specialist training in several fields using this approach, and ensuring that engineering education follows CDIO standards by 2030."	Acceptance into CDIO membership; Making the necessary changes in the curriculum.	2024-2026	Approval of CDIO membership; List of defined specializations; Approved new curricula."
		1.1.5 Adopting the CDIO approach to update educational programs and align curricula with international standards, especially for the	Updating the curricula and incorporating the CDIO approach into the programs of Materials Science, Computer Science, Electrical	2025-2026	95% of the syllabi have been prepared, incorporating changes in the programs. 30% of the teaching materials have been

		programs in Materials Science, Computer Science, Electrical and Electronics Engineering, and Mechanical Engineering.	and Electronics Engineering, and Mechanical Engineering .		updated to align with the CDIO approach in relevant fields.
	1.2 Implementing teaching and learning at all levels of education for both learners and educators, considering global competencies in the context of the economy and society's needs.	1.2.1. Ensuring the integration of secondary vocational education and higher education to provide a connected and continuous learning process in engineering training.	Partnering with vocational education institutions to enhance engineering training	2025-2026	Choosing two key vocational education institutions and defining areas for collaboration.
		1.2.2 Collaborative teaching programs, internship and practice opportunities, teacher exchanges, and enhancing the student transfer system between vocational and higher education institutions.	Collaborating with vocational education institutions to develop curricula and subject programs. Ensuring a smooth transition between sub-bachelor and bachelor's education levels.	2025-2027	The number of students moving from sub-bachelor to bachelor level, the percentage of students taking part in internship programs, and the number of teachers involved in exchange programs.
		1.2.3 Working together with AzTU and general education institutions to create joint projects that offer career development and internship opportunities.	Partnering with AzTU and general education institutions to sign collaboration agreements and organize joint seminars, training sessions, and internships focused on career development and opportunities..	2026-2030	The number of school and university students taking part in joint projects, as well as the percentage of students involved in career development and internship programs.
		1.2.4. Launching an outstanding "Talent Search and Development" project within the university and schools by 2030.	Attracting students from gen eral education institutions to AzTU.	2026-2030	Report on the "Talent Search and Development" project..

		1.2.5 Partnering with vocational training centers to provide joint internships and hands-on opportunities, helping students improve their practical skills..	Building partnerships with vocational education institutions to help students improve their practical skills and get ready for the workforce.	2027-2030	Selecting a core vocational education institution and the percentage of students participating in internship and practical programs.
	1.3. Helping students develop the professional skills they need for their future careers, along with interdisciplinary knowledge, research methods, soft skills, and fostering a mindset of innovation and entrepreneurship.	1.3.1 Organizing an orientation program for newly students, and creating a guide that outlines the curriculum for their major and career opportunities in their field.	Organizing orientation programs and creating relevant guides for each field of study.	2025-2026	The number of orientation sessions held at the start of the academic year, along with their links, and the number of approved guides prepared for each program.
		1.3.2 Ensuring that curricula meet labor market demands, encouraging leading companies to establish laboratories at the university, and increasing the volume of practical sessions by up to 50%.	Gathering feedback from labor market representatives while developing curricula; collaborating with leading companies to reorganize existing research and teaching laboratories and create new ones.	2025-2030	Links to conducted surveys or meetings; the number of reorganized and newly established laboratories..
		1.3.3 Teaching Soft Skills (such as business communication, emotional intelligence, gaining a competitive edge in the labor market, building personal image, and teamwork) in the first and second academic years to ensure students meet the modern demands of society and the labor market.	"Adding the "Soft Skills" course to the curriculum and creating the course outlines and programs.	2024-2030	The approved course syllabus and the number of programs that offer the "Soft Skills" course.

		1.3.4 Organizing the "Starting Your Own Business" course for fourth-year students (across all majors), where they are assessed (based on the business plans they create to turn their ideas into reality, using the knowledge and skills they've gained.)	Making the necessary changes to the curriculum and developing the program and syllabus for the "Starting Your Own Business" course.	2025-2030	The approved course program and syllabus, and the number of programs (majors) that offer the "Starting Your Own Business" course.
	1.4. Enhancing the training of specialists in higher education related to sustainable development, modern technologies, and the advancement of multidisciplinary fields, while leveraging international experience.	1.4.1 Making sure that sustainable development goals are integrated into the teaching and learning process at the master's and doctoral levels.	Ensuring that sustainağble development goals are considered in research at the master's and doctoral levels.	2025-2030	An increase in the number of research topics related to sustainable development and a rise in the number of scientific papers published in this field.
		1.4.2 To address the need for academic and teaching staff in Azerbaijan and the region, improve doctoral education and research quality, expand the use of modern methods, strengthen international cooperation, and promote the practical use of scientific results.	To analyze the need for doctoral candidates in the country and region, improve doctoral programs, and teach modern research methods.	2025-2030	An increase in the number of admissions to doctoral programs, the expansion of improved programs, and the adoption of new research methods.

		1.4.3 Integrating project-based and problem-based learning methods into the curriculum, based on the country's priorities.	Identifying priority areas, organizing problem- and project-based teaching, providing relevant training for the academic staff, and updating assessment methods.	2025-2026	The number of revised and approved course programs and syllabi
		1.4.4 Using the experience of Turkish and German universities in project- and problem-based learning, and taking advantage of the support from Turkey's science and technology centers.	Organizing exchange programs with universities in Germany and Turkey, creating joint projects and research programs with universities from both countries, and providing internship and practical experience opportunities through collaboration with Turkey's science and technology centers.	2024-2030	The increase in the number of students and teachers participating in exchange programs, the number of joint projects and research programs developed, the number of students completing internships, and the employment rate.
		1.4.5 Achieving high-quality education for students at all levels of higher education, in collaboration with AzTU's highly qualified graduates working as researchers, entrepreneurs, managers, etc., both in Azerbaijan and abroad, as well as with other partners.	Establishing collaborative partnerships with AzTU's experienced alumni working in various fields and involving them in the teaching and learning process.	2024-2030	Training sessions, masterclasses, seminars, and similar events organized by the members of the Alumni Association and other AzTU graduates.
		1.4.6 By 2026, being prepared to face the challenges of new professions that combine different fields, and embracing the concept of "Professions of the Future."	"Developing the "Professions of the Future" concept, proposing new specialties, and assessing how well these specialties meet the needs of the job market.	2024-2025	Creating and suggesting new professions based on the "Professions of the Future" concept, and checking how well these professions match the needs of the job market.

		1.4.7 Considering the expected rapid implementation of artificial intelligence, robotics, and automation by 2030, actions should be taken to train specialists in emerging new multidisciplinary fields, update existing specialties, and replace outdated ones.	Considering the changes from the "Professions of the Future" concept in new study plans, organizing training to prepare specialists for newly emerging fields.	2024-2026	The approved curriculum, course programs, and syllabi. Training sessions held for academic staff on multidisciplinary specialization programs.
	1.5 Developing a smart university that offers equal and high-quality education for all, ensuring no one is left behind on the digital platform.	1.5.1 By 2026, aiming to fully digitalize all areas at AzTU, including implementing digital management, creating a complete electronic student information system, organizing and managing the teaching process online, setting up an electronic library system, and digitizing services.	Creating a digital management system. Establishing an electronic student information database. Developing an electronic education system. Setting up an electronic library and information system. Digitizing services.	2024-2026	The launch of the created electronic databases and systems, the number of users, the level of data security, and the effectiveness of the services.
		1.5.2 By 2030, utilize digital technologies to expand the use of distance learning, develop next-generation teaching methods to enhance online course comprehension, and ensure the creation of digital content for online degree programs and course materials. More understood	Improvement of distance learning technologies, development of interactive learning platforms, and digitalization of teaching materials.	2026-2030	Online teaching platform, interactive tools, video conferences and live lectures, and created digital teaching materials..

2. Research and innovation

2. Encouraging research that supports high-tech industries as a core element of quality education, innovation, and entrepreneurship.	2.1 Raising the research criteria to the level of standards in the industry and advanced technology universities."	2.1.1 Conducting quality research and education aimed at the innovative technological development of our country in line with the Sustainable Development Goals, developing industrial solutions, and promoting the formation of an entrepreneurial and innovative environment.	Conducting research with the Sustainable Development Goals in mind and integrating them into the teaching process, while also establishing an SME model enterprise.	2024-2030	An action plan and report on the implementation of the Sustainable Development Goals, along with the decision of the Scientific Council regarding the establishment of a model SME (Small and Medium-sized Enterprise).
		2.1.2 Carrying out research work (especially dissertation work) at AzTU based on real projects, and continuously supporting the application and publication of the results.	Establishing innovative research centers and improving laboratories, basing dissertation work on real projects within the framework of industry-academic partnerships, and directing research results towards industrial applications..	2024-2030	Improvement of established institutes, increase in the number of enhanced laboratories, achieving 80% of dissertation work based on real projects, and publication of research results in compiled volumes.
		2.1.3 Publishing the AzTU Scientific Works Journal according to modern standards, establishing subject-specific journals with contemporary international status, and ensuring the publication of research results in high-status journals of both the university and the world.	Establishing a high-quality editorial team, ensuring the journal's indexing, and submitting research results to renowned journals for recognition.	2024-2030	A scientific journal indexed in international databases, an increase in the number and quality of published articles, and a growth in the number of articles published in high-impact factor journals.
		2.1.4 Establishing a scientific journal with international indexing status.	Improving the quality of scientific journals established at AzTU, enhancing the editorial team, and preparing guidelines for publishing articles in international indexes.	2026-2027	A scientific journal included in international citation and indexing systems.

		2.1.5 Supporting the development and adoption of 'scientific ethics' guidelines for academic staff in 2025, and providing institutional and other necessary support for this purpose.	Development and approval of the 'scientific ethics' guidelines..	2024-2025	Scientific ethics' guidelines approved by the Scientific Council.
		2.1.6 Ensuring the coordination of activities between research institutes, departments, and research laboratories.	Creating regulations and action plans for research institutes. Setting up collaboration mechanisms between research institutes, departments, and laboratories, and encouraging joint scientific research projects.	2025-2026	The number of approved charters and action plans, the number of coordinated institutes, departments, and laboratories, as well as the number of joint research projects. The number of published scientific articles, patents, and industry partnership agreements.
	Goal 2.2: Conducting research based on project-based, competition-driven funding."	2.2.1 Supporting sustainable, responsible, and high-quality research teams at AzTU that contribute to the development of the economy, society, and the educational and service sectors.	Creating thematic research groups and offering them support with funding and resources.	2025-2030	The number of research groups formed and the financial model created to support them.
		2.2.2 Reducing risks for innovative and entrepreneurial research groups at AzTU, strengthening collaboration between research groups in the university's key research areas, and continuously improving the internal funding model to motivate them.	Identifying the key research areas for the university and improving the incentive-based funding model.	2025-2030	The number of key research areas identified, the amount of allocated funding, and the improved funding model.
		2.2.3 "Creating a mechanism to increase competition-based funding at the university	Creating a mechanism for the acceptance, evaluation, and funding of research group project proposals.	2026-2030	The number of projects receiving financial support.

		and provide support to research groups applying for financial assistance in key areas.			
		2.2.4 To support research, organizing at least 3 project-based competitions every academic year in different fields that tackle real-world problems, and ensuring the motivation of the project teams.	Organizing project-based competitions to support research and motivating the project teams.	2024-2030	The number of participating research groups and the percentage of winning projects that turn into scientific publications and innovative products
		2.2.5 Having a stable position in the global higher education market and achieving a respectable rank in international rankings."	Strengthening the position in the global higher education market by implementing international collaboration, student exchange, increasing scientific publications, expanding English-language instruction, and integrating into international ranking systems	2025-2030	Breaking into the top 1000 in the QS ranking system; breaking into the top 1500 in the Times Higher Education ranking system.
	Goal 2.3. Continuously increasing the revenue from research activities through the university-industry business model."	2.3.1 Encouraging skilled young researchers to develop self-management skills quickly and ensuring their support as active members of the university community.	Encouraging the involvement of young people in research projects, organizing mentorship programs, and establishing research funds.	2025-2030	The number of young researchers, the increase in participants in mentorship programs, and the number of funded research projects
		2.3.2 By 2030, achieving 20% of AzTU's total annual income from research and innovation applications	Implementing marketing and business development programs to commercialize research outcomes, establish collaboration agreements with industry partners, and increase revenues from patents and licenses.	2025-2030	The number of commercialized projects and the increase in the ratio of patent and licensing revenues to total income.
	2.4. Supporting a modern university experience that	2.4.1 By 2030, creating an ecosystem that enables the majority of staff and	Creating a relevant ecosystem for learning the	2025-2030	The number of proposed programming languages, the participation rate of

	fosters ICT and innovative skills, knowledge, critical thinking, and practical habits, fully accessible to the public.	students to acquire digital skills in accordance with modern requirements, while supporting the learning of more applied and evolving programming languages.	most widely used programming languages.		students and staff, and the number of mentors and trainees.

3. University-Industry Collaboration

3. Consistently supporting innovation and entrepreneurship to make a positive impact on the economy and society.	3.1Supporting project-based research and directing it towards industry to continuously expand university-industry collaboration.	3.1.1 AzTU, as the main education-research center meeting the staffing and research needs of the majority of the base sectors of the Azerbaijani economy, will strengthen its regional position by collaborating with prominent universities, research centers, and companies in the region, while researching the main needs of the economy and ensuring its sustainable provision with modern technologies	Consistently conducting market research, carrying out innovation and technology transfer projects, and establishing collaborations with leading universities in the region.	2024-2030	Reports on market research analysis, the number of innovation and technology transfer projects, and the number of prestigious universities involved in collaborations.
		3.1.2 Ensuring the creation of start-up and spin-off innovative entities at AzTU to generate added value from research results.	Creation of start-up and spin-off innovative entities	2024-2030	The number of start-up and spin-off innovative entities, the financial and resource support received by these companies.
		3.1.3 AzTU aims to become more closely involved in the region's research areas, participate in its formation, and take a leading role in achieving a climate-neutral digital society.	Joining regional research networks and minimizing the environmental impact through the use of digital technologies.	2024-2030	The number of researchers involved in research networks and the reduction in energy consumption and carbon emissions achieved through the application of digital technologies.
		3.1.4 Contributing to Azerbaijan's national security, health	Carrying out research and development projects in these areas through collaboration with relevant	2024-2030	The number of new solutions implemented in these areas and their

		technologies, and energy security.	industries and government agencies.		execution in industry and government structures.
		3.1.5 AzTU supports the production of local products in the engineering sector.	Collaborating with local industrial enterprises within the framework of start-up and spin-off projects to produce new products.	2024-2030	The number of locally produced products and the number of collaborating companies.
		3.1.6 Building partnerships with businesses and creating teaching and production facilities to strengthen university-industry collaboration.	Creating teaching and production facilities, as well as organizing real-world production experience programs for students.	2024-2030	The number of teaching and production centers created, and the number of students involved in production internships.
	3.2 Supporting the creation of intellectual property based on research results and its industrial application.	3.2. Investing in the creation of intellectual property and supporting the application of research achievements to build a healthier society, while protecting the intellectual property created by the university.	Ensuring patenting, licensing, and providing appropriate legal support for the protection and commercialization of intellectual property.	2024-2030	The number of patented and licensed intellectual property objects, and the impact of research results on industry and society.
		3.2.2.Create a functional platform at AzTU to join research consortia organized by funds that finance research supporting the future scientific and technological development of the world, and participate in solving industrial and technological problems.	Joining research consortia and collaborating with industry companies to develop solutions for real-world problems.	2025-2030	The number of collaboration agreements, the number of innovative solutions developed with industry companies, and the sectors where these solutions are applied.
	3.3 Supporting innovative and entrepreneurial initiatives based on professional development programs, and striving to increase the university's	3.3.1 Promoting AzTU's recognition both in Azerbaijan and globally, facilitating communication between the university's academic community and the broader public, continuously presenting scientific achievements,	Carrying out PR campaigns for scientific and research activities. Increasing reputation through international cooperation and networking.	2025-2030	The increased presence of the university's scientific and research activities in media and social networks as a measure of its growing reputation.

		impact in the region and the country. 4o mini	and encouraging greater interest in research and engineering education.;		
		3.3.2 Establishing global and regional connections for the university and supporting the organization of various events, creative groups, and networks in technological fields.	Building collaborations with both international and local partners, creating networks in technological fields, and organizing conferences, seminars, and other related events.	2024-2030	The number of international and local collaboration research projects, contracts, and the number of conferences, seminars, and other events organized.
	3.4 Creating a collaborative mechanism that combines the industry's needs with AzTU's research capabilities to develop practical solutions.	3.4.1 Creation of an "Industry Problem Resolution Platform" for gathering and addressing industrial challenges.	Creation of a digital "Industry Problem Solving Platform" for collecting and directing industrial problems, as well as organizing "Idea Marathons" and "Hackathons" aimed at solving specific issues.	2025-2030	The number of industrial problems registered on the platform each year, and the number of industrial problems solved each year.
**4. Globalization**				
4. Strengthening the university's international relations to ensure its recognition in the global education market, attracting international students and researchers, and expanding international collaborations to align with global teaching and research standards.	4.1 Strengthening international collaboration and the internationalization of the teaching process, utilizing international experience.	4.1.1 Preparation for international accreditation procedures for engineering programs and obtaining accreditation certificates.	Preparation for the accreditation process, establishing contact, and handling correspondence with international accreditation organizations.	2024-2030	The number of programs that have passed international accreditation.
		4.1.2. Organizing summer and winter schools and promoting and ensuring the participation of foreign students in these schools..	Developing educational and cultural programs, conducting promotional campaigns, and providing financial support and logistical services.	2024	The number of students participating in summer and winter schools, and the satisfaction level of participating students.

		4.1.3 Ensuring the establishment of an inter-structural coordination mechanism for internationalization.	Establishing an inter-structural coordination mechanism, ensuring the exchange of information between departments and structural units, and conducting training and seminars.	2024-2030	The effectiveness of the coordination mechanism and the number of participants in training sessions and seminars.
		4.1.4 Encouraging the participation of students and faculty in international projects, promoting their involvement in the global education and research environment.	1. Organizing relevant training and informational sessions for students and faculty regarding participation in international projects. 2. Organizing inspiring presentations by students and faculty who have participated in international exchange programs.	2024-2030	The number of students and teachers, and the percentage of participants provided with relevant scholarships and financial support.
		4.1.5 Improving the foreign language proficiency of teachers (especially in German and English), mastering the best global literature in key subject areas, and ensuring its use in teaching.	Organizing relevant courses to improve language skills and utilizing new literature in key subject areas.	2024-2030	The number of teachers who have participated in language courses and the changes made to the syllabi regarding literature.
	4.2 Improving the university's international reputation to secure its leadership in global education, research, and exchange programs.	4.2.1 Staying in a strong leadership position in the global higher education market.	Joining international university associations and foreign education organizations, and engaging in mutual activities; building partnerships with top global institutions (such as world universities, research centers, multinational companies, etc.).	2024-2030	The number of bilateral and multilateral partnerships established through cooperation with internationally recognized universities and organizations.
		4.2.2 Membership in internationally recognized university associations and foreign educational	Encouraging academic staff to participate in international research-focused grant programs like Horizon and to	2025-2030	The level of participation of academic staff in international research grant programs, the number and value of

		organizations, as well as mutual activities	join research-oriented international networks		grants received, and the membership rate in international networks.
		4.2.3 Encouraging and ensuring the participation of students and teachers in short-term exchange programs.	Ensuring the participation of students and teachers in short-term exchange programs, and providing the necessary incentives and support opportunities.	2024-2030	A minimum annual increase of 10% in the number of students and faculty participating in international mobility programs. A minimum 10% increase in the number of motivational meetings and participants.
		4.2.4 At AzTU, the involvement of international researchers and faculty in short-term and long-term scientific exchange programs and teaching activities.	Involving international researchers in teaching and research activities, and creating opportunities for international scientific exchange and collaboration.	2025-2030	Increasing the number of foreign faculty members to 50, and the number of joint research projects conducted.
		4.2.5 Promoting the university in the global education arena to ensure its international recognition.	Organizing international scientific conferences in collaboration with foreign partners, promoting the university by participating in international exhibitions, and conducting active marketing campaigns on social media and international education platforms.	2024-2030	The number of participations in conferences, international education exhibitions attended, the increase in follower count as a result of marketing campaigns, the increase in the number of applicants, and the university's international recognition indicator.
		4.2.6 Establishing a new dual degree program at the master's level, expanding international education programs, and increasing the number of foreign students at higher education levels.	Signing agreements, organizing documentation work, and developing an effective marketing strategy.	2024-2030	Establishing at least 3 new dual degree programs at the master's level and increasing the number of international students to 600.

5.Socialization

5. Supporting the integration of the university's students, academic, management, administrative staff, and alumni into society, developing their social and cultural skills, and fostering the understanding of social, individual, professional, and collective responsibility.	5.1 Developing global competence by continuously promoting human values such as mutual respect, self-confidence, collaboration, academic courtesy, creating equal opportunities for all, and safeguarding human dignity.	5.1.1 Supporting the development of the university by establishing leadership based on comprehensive values and directing management decisions at all levels towards high-quality teaching, learning, and research.	Ensuring the execution and accountability in alignment with the strategic development plan for establishing value-based leadership	2024-2030	Ensuring that 80% of the approved action plans and reports are covered annually
		5.1.2 Encouraging everyone to develop holistically by fostering strong, professional, and healthy relationships within the AzTU family, valuing academic freedom of thought, and promoting leading research and innovation as driving forces	Creating an open communication environment at the university and organizing social events and discussions that support teamwork.	2024-2030	Level of communication satisfaction and the number of social events facilitating teamwork.
		5.1.3 Organizing activities related to social functions (organizations, clubs, societies) at the university	Supporting the activities of existing social organizations and clubs at the university. Organizing special motivational programs and incentive activities to ensure the more active involvement of students in social activities	2025-2026	Ensuring a 10% annual increase in the number of students participating in the activities of social organizations and clubs.
		5.1.4 Valuing the members of the university community who contribute to the development and support of engineering and technology education in	Organizing events, seminars, and exchange programs between alumni and the academic staff for the development of AzTU.	2025-2030	The number of events and seminars, and the percentage increase in the number of participants.

		Azerbaijan and our university's history, and creating opportunities for our alumni to contribute to AzTU's growth by serving as a bridge between academic generations..			
		5.1.5 Ensuring that new academic staff members recruited from abroad learn the Azerbaijani language and traditions, while also adopting international practices.	Organizing special language courses (Azerbaijani language) and cultural events.	2025-2030	The number of participants in the offered language course and the organized cultural events (link).
		5.1.6 Establishing a flexible platform for the education of citizens with social needs.	Integrating citizens in need of social protection into education.	2025-2030	The number of citizens involved in the educational process.
		5.1.7 Providing financial support for high-level practical research and innovative solutions aligned with modern trends at AzTU, as well as developing flexible, transparent support services that meet the expectations of the academic community, fostering mutual collaboration and integration;	Providing financial, advisory (legal, administrative, financial matters, etc.), and support services for practical research and innovative solutions.	2025-2030	The number of individuals utilizing the provided advisory and support services.
	5.2. Creating an environment that allows our alumni to contribute to technological innovation as researchers and entrepreneurs, both globally and within our country.	5.2.1 Developing the operational mechanism of the Career and Employment Center (scope of services, implementation mechanisms, and enhancing result-oriented collaboration with partners).	Improving the career model to create a more effective and modern support system for academic and professional development.	2024-2026	With the implementation of the improved career model, a 20% increase in the employment rate of the university's students and alumni, as well as a 30% increase in the number of individuals accessing career development support services, will be achieved.

		5.2.2 By developing graduates' advanced engineering skills, self-management, communication, and entrepreneurship abilities, organizing practical projects, training sessions, and seminars to enable them to support the international labor market and the development of Azerbaijan's economy.	Organization of projects, training sessions, and seminars.	2025-2030	Accountability for the completed projects, training sessions, and seminars.
		5.2.3 Ensuring the establishment of the AzTU Alumni movement and creating continuous feedback between AzTU and its alumni through an excellent electronic Alumni Association platform.	Establishment of the Alumni Association, Creation of a Student-Alumni electronic platform.	2026-2030	Approved charter of the Alumni Association, report on the activities of the electronic platform with a feedback system for alumni.
		5.2.4 Contributing to the organization of educational activities by fully establishing the 'feedback' system with alumni, to properly identify the expectations of the industry.	Conducting regular surveys and meetings with the industry and alumni, and integrating the analysis results into the teaching process	2024-2030	Report on the analysis of survey results, links to the conducted meetings.
		5.2.5 Establishing a feedback mechanism to monitor the employment of alumni and ensuring that more than 70% of them are employed in their field of specialization by 2030.	Reflecting the employment rate of alumni on the student-alumni platform and implementing relevant measures to increase the employment rate.	2024-2030	Report on the employment rate of alumni. The extent of the increase in the employment of alumni in their respective fields of study.
		5.2.6 Providing employment opportunities for high-performing	Creating internship and employment opportunities for students at the university,	2025-2030	The number of students engaged in internship and employment opportunities

		students at the university, encouraging them to continue their education, and supporting the establishment of mutual connections between university alumni, future students, and employers.	organizing career and networking events.		during their studies, and the number of career and employment events held.
		5.2.7. Ensuring the impact of the ideas and knowledge of our best researchers on the economy and society through the alumni network.	Creating collaboration opportunities between alumni and researchers, organizing forums or discussions on innovative projects and research.	2025-2030	The number of projects and research that impact the economy and society.
		5.2.8 Establishing an additional support mechanism for the employment of graduates with limited health opportunities.	Providing employment training, career days, and support services for the employment of graduates with limited health opportunities.	2026-2030	Increase in the employment rate of graduates with limited health opportunities and the number of participants in employment training sessions and career days..
	5.3 Marketing and Public Relations	5.3.1 Carrying out continuous PR activities about AzTU's dual degree programs to attract talented young people to engineering majors at AzTU.	Conducting a PR campaign for the university's dual degree programs on social media and other digital platforms.	2025-2030	Aiming for at least a 50% increase in the reach of social media posts related to dual degree programs and a percentage increase in the number of students applying for the programs.
		5.3.2 Ppromoting the AzTU brand in the international market.	Implementation of strategic PR and marketing campaigns to promote AzTU in local and international markets, strengthening activity on social media and digital platforms, as well as ensuring the university's representation at international exhibitions, forums, and academic events.	2025-2030	Annual increase in the number of social media followers and the growth in the reach of posts, the number of participations in local and international exhibitions, and measuring the recognition level of the university as a result of PR and marketing campaigns.

		5.3.3 Introducing new educational programs and innovative research through PR methods.	Strategic PR events, information campaigns in the media, and promotional activities through social media will be carried out.	2026-2030	Increasing the number of news articles and shares about new educational programs and innovative research on media and social media platforms, as well as expanding the audience interested in the presented information.
		5.3.4 Improving the organization of industrial internships and promoting the university's strengths in this area through PR methods	Informational campaigns will be organized about internship programs and partnership opportunities to improve industrial internships and promote the university's strengths through PR methods.	2026-2030	Increasing the number of students participating in industrial internships and raising the number of partners interested in the university's strengths in this area through PR campaigns.
		5.3.5 Establishing scholarship programs for international students and organizing accommodation services (dormitory facilities) for students.	Scholarship programs for international students will be created, and accommodation services (dormitories) will be provided	2028-2030	Increasing the number of international students, the number of applicants for scholarship programs, and the number of students utilizing accommodation services (dormitories).

6. Sustainable world

6. Building a Sustainable and Inclusive University that meets the global demands of the 21st century.	6.1 Establishing infrastructure with modern standards to support the development of teaching, research, and innovation.	6.1.1 Ensuring the creation of a modern electronic library information system that provides 24-hour service for student use.	Ensuring the integration of digital resources and online platforms.	2024-2025	An electronic library information system providing continuous service to students.
		6.1.2 Achieving the creation of a modern mini dormitory (guesthouse) for students (approximately 250 people) in the third building of AzTU campus.	Establishing appropriate infrastructure for the mini dormitory and providing services that meet the needs of students.	2025-2030	The student dormitory launched for use (with an approximate capacity of 250 students).)
		6.1.3. Building a student dormitory complex that aligns with modern standards, while fostering an environment that encourages creativity.	Creating modern infrastructure and spaces that promote free thinking and innovation, such as digital laboratories, idea rooms, and more.	2025-2030	Commissioning a dormitory complex that meets modern standards.
		6.1.4 Facilitating the establishment of innovation parks, drawing from international best practices, ensuring the creation of AzTU's Technopark, and fostering its growth and development.	Establishing a modern infrastructure park equipped with scientific and technological resources, promoting collaboration with industry partners, and supporting innovative initiatives..	2024-2030	The opening of the Techno park and the growth in the number of startups and tech projects running within it.
	6. Ensuring the ecological sustainability of the university.	6.2.1 Increasing energy efficiency and the effective use of resources on the AzTU campus.	Promoting the use of renewable energy sources and implementing measures for environmental conservation.	2024-2030	Providing 20% of the university's energy requirements through renewable energy sources and organizing three environmental conservation initiatives annually.

		6.2.2 Applying green technologies and energy-saving solutions in university buildings to improve energy efficiency, along with implementing programs aimed at reducing water and energy consumption.	Installing solar panels, improving insulation, and using energy-efficient equipment to reduce water and energy consumption.	2024-2030	The commissioning of solar power stations and wind turbines, resulting in a 15% reduction in water and energy consumption.
		6.2.3 Expanding bicycle lanes and introducing programs to promote recycling, contributing to a reduction in the university's carbon footprint.	The establishment of bicycle lanes, implementation of a waste sorting and recycling system, reduction in plastic usage, and promotion of eco-friendly materials.	2026-2030	Reducing the university's carbon footprint by 15%, increasing the recycling rate of waste to 50%, and decreasing the use of plastic materials.i.
	6.3. Expanding education on sustainable development.	6.3.1 Integrating topics on sustainable development into the curricula of different faculties to help students truly understand and adopt the principles of sustainability.	Identifying topics related to sustainable development goals (SDGs) that align with specific majors in each faculty and integrating them into curricula across social, economic, and environmental categories.	2024-2030	Integrating topics related to the Sustainable Development Goals (SDGs) into the curriculum, aiming for a 15% annual increase.
		6.3.2 Supporting research and projects on sustainable development, while encouraging students and faculty to collaborate on studies related to sustainability..	Establishing scholarships to support research and projects, identifying collaborative research opportunities, and setting up mentorship programs for students and faculty, guided by experienced researchers.	2025-2030	The number of joint research projects (teacher-student) conducted on sustainable development topics, the funding allocated for scholarships, and the number of participants involved.
	6.4 Strengthening the financial sustainability of the university.	6.4.1 Creating diverse financial sources to manage expenses efficiently, optimize resources, build strategic partnerships, and engage in the global education market..	Identifying financial sources, establishing partnerships with private sector representatives, and conducting global marketing campaigns.	2025-2030	Classification of additional revenue sources, number of signed contracts and partnerships, and key performance indicators of marketing activities.

		6.4.2 Sustainable development goals to ensure efficient management of financial resources, long-term financial planning, and effective risk management.	Optimizing income and expenses, preparing financial forecasts, monitoring internal and external financial risks, and using forecasting tools for timely interventions.	2025-2030	Forecasting financial risks with 95% accuracy, regularly providing reports on internal and external financial risks (twice a year), and ensuring continuous monitoring..
	6.5 Creating an inclusive education environment.	6.5.1 Building an accessible infrastructure that provides equal educational opportunities for all students, including those with disabilities..	Modifying the university infrastructure to accommodate individuals with disabilities (ramps, wide doors, and specialized equipment), providing suitable learning materials, and ensuring that students with disabilities have access to the necessary specialized equipment.	2025-2030	Creating a campus adapted for individuals with disabilities and developing customized learning materials for students with disabilities (including large print, audio, and digital content).
		6.5.2 In addition to academic and psychological support services that address students' individual needs, implementing inclusive teaching programs and personalized learning plans..	Providing psychological support and academic advisory services for students with physical disabilities, and organizing training sessions for teachers on implementing inclusive education approaches.	2025-2030	The number of psychological and inclusive centers, as well as the number of training sessions held for teachers on implementing inclusive education approaches.
		6.5.3 Creating an environment at the university that respects different cultures, psychological, social, and physical needs, while promoting tolerance and social equality.	Providing inclusive activities, opportunities for intercultural dialogue, and psychological and social support services.	2025-2030	An increase in the number of students using psychological and social support services, along with festivals, exhibitions, and other events organized to promote cultural awareness.

Financing mechanism for the SIP.

Azerbaijan Technical University's financial resources are formed based on state orders (education costs and scholarships), the maintenance of "Sabah" groups, the "Future Teacher" scholarship, paid staff training, providing education grants to citizens of member states of the Organization of Islamic Cooperation (OIC) and the Non-Aligned Movement, and other income sources (such as scientific research projects, joint activities).

The financial expenses for the implementation of the SIP (Strategic Implementation Plan) based on the annual action plan are expected to be determined starting from 2025 in the university's annual budget planning.

İlmplementation of the SIP.

It is planned to prepare an action plan for each calendar year to implement the Strategic Development Plan. The action plan defines activities, implementation timelines, quantitative and qualitative indicators (target outcome indicators, KPIs), responsible structural units, and resources, in accordance with the goals (targets and sub-targets) to be achieved each year.

Monitoring and evaluation.

For the monitoring and evaluation of the Strategic Development Plan, the implementation of the plan will be periodically monitored based on the defined targets and indicators, and relevant evaluations will be conducted. In this process, the results achieved, indicators, and the efficiency of resources will be analyzed for the successful implementation of the plan.

Additionally, feedback mechanisms will be established, and improvement measures will be implemented when necessary. Monitoring and evaluation will serve as a key tool to ensure continuous improvement in achieving the university's overall development directions and goals. The key factors to be considered in this process:

1.**Quantitative and qualitative indicators**: Monitoring and evaluation should be carried out based on the targets and indicators defined within the framework of the Strategic Development Plan.

2. **Periodic checks**: Accountability and evaluation will be conducted twice a year regarding the implementation of the plan.

3. **Feedback mechanisms**: Feedback should be provided on the implementation of the plan, and based on the results, innovations and improvements should be made when necessary.

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