

Executive Summary of the main identified strengths and OFI (opportunities for improvement)

ACBSP site visit evaluators' team – October 2021

Strengths

(11)

Criterion 1.1

- There is a strong sense among students, faculty, alumni, and other stakeholders that the top leadership of the University is very supportive of the university's advancement and has led the faculty, staff, and students to take pride in their affiliation with the University. The stakeholders are extremely loyal to the leadership of the University, and they are willing to give back to the University in many ways.

Categories: Deployment, Results

Verified: This Strength was verified on site.

Criterion 1.2

- Industry leaders are invited to the Business School faculty meetings to provide relevant inputs related to the market and industry. These inputs are used for improvements in curriculum to keep the business programs current with industry trends.

Categories: Deployment, Results, Improvements

Verified: This Strength was verified on site.

Standard 2 - Strategic Planning

- There is a systematic process of developing strategic plans for the Business School. The process is aligned with the Ministry of Education of Kazakhstan policy and the strategic plan of Kazakh-American Free University (KAFU).

Categories: Deployment, Results

Verified: This Strength was verified on site.

Criterion 3.4

- The Business School demonstrated a systematic process for utilizing information obtained from students and stakeholders for the purposes of improving educational processes & curriculum development.

Categories: Deployment, Results

Verified: This Strength was verified on site.

Criterion 4.1

- The Business School outcomes assessment plan includes consistent undergraduate, graduate, and doctoral outcomes, assessment tools, and methods to measure achievement.

Categories: Deployment, Results

Verified: This Strength was verified on site.

Standard 5 - Faculty Focus

- All Business School faculty are active in diverse scholarships with a high number of PhD qualified faculty who have an opportunity to participate at conferences and development activities that are financially supported by the University.

Categories: Approach, Deployment, Improvements

Verified: This Strength was verified on site.

Criterion 5.1

- The Business School places emphasis on orientation of new faculty members. Each new full-time and part-time faculty member attends approximately 45 contact hours of orientation with the HR department and teaching methodology orientation organized by the Pedagogic and Psychology Department.

Categories: Approach, Deployment, Improvements
Verified: This Strength was verified on site.

Criterion 5.2.B.

- In terms of career planning, the Business School operates in accordance with yearly and 5-year development plans for all teaching staff.

Categories: Approach, Deployment, Improvements
Verified: This Strength was verified on site.

Criterion 5.3

- The Business School supports faculty in publishing, development activities, attending conferences, internationalization, and cooperation with businesses to provide up-to-date insight for student learning.

Categories: Approach, Deployment, Results, Improvements
Verified: This Strength was verified on site.

Criterion 6.2

- The Business School has well-developed policies, procedures, and articulation agreements (MOUs) for transfer to and from local and international institutions.

Categories: Deployment, Results
Verified: This Strength was verified on site.

Criterion 7.3

- The Business School experiences a high level of employed graduates and places emphasis on monitoring their readiness.

Categories: Approach, Results, Improvements
Verified: This Strength was verified on site.

Opportunities for Improvement (OFI)

(9)

Standard 5 - Faculty Focus

- In the Business School, some faculty members seem to be overloaded by excessive activities, a high number of teaching hours combined with other scholarships. Although this follows the standards set by the Ministry, the Business School could benefit from lowering the number of teaching hours in cases of faculty members with other duties to ensure quality of delivery and add time for self-development of academicians.

Categories: Approach, Deployment, Results
Verified: This OFI was verified on site.

Criterion 5.1

- The Business School may benefit from integrating all of the HR documents in a HR Faculty Handbook.

Categories: Approach, Improvements
Verified: This OFI was verified on site.

- The Business School may benefit from a full HR plan, including definition of future job positions and budgeting for HR development.

Categories: Approach, Deployment, Improvements

Verified: This OFI was verified on site.

- The Business School may benefit from giving new adjuncts opportunities to participate in methodology development organized by the Pedagogic and Psychology Department.

Categories: Approach, Improvements

Verified: This OFI was verified on site.

Criterion 5.1.C.

- The Business School may consider implementation of the whole concept of talent management and create key talents, a talent pool, and high potentials which could bring higher value to the Business School.

Categories: Approach, Deployment, Results, Improvements

Verified: This OFI was verified on site.

Criterion 5.2

- The Business School may consider the percentage of local graduates as teaching faculty members with limited external experience. Although the Business School has experienced teaching faculty, a larger number of professional teaching staff with differentiated or international background could bring added value to the faculty team and to their students' learning experience.

Categories: Approach, Deployment, Results, Improvements

Verified: This OFI was verified on site.

Criterion 5.2.A.

- Members of the Business School faculty are exposed to heavy loads of teaching hours, publishing, consultations, and other activities. It is recommended for the Business School to pay attention to quality of teaching and student supervision by faculty members who have heavy teaching loads to ensure quality of work, achievement of student learning outcomes, and work-life balance.

Categories: Approach, Deployment, Results, Improvements

Verified: This OFI was verified on site.

Criterion 5.3

- The Business School might consider external or international development opportunities for a wider range of faculty members. To provide several external or international teaching abroad opportunities or development programs (in person or online) for at least 3-4 faculty members per year would bring new knowledge, experiences, and new cooperation in teaching, publishing, projects, etc. to benefit the Business School faculty and students.

Categories: Approach, Deployment, Results, Improvements

Verified: This OFI was verified on site.

Criterion 7.1

- The Business School may benefit from a centralization process of internship management to oversee internships, approve student internship goals and skills, and monitor their achievement.

Categories: Approach, Deployment, Improvements

Verified: This OFI was verified on site.