To the Accreditation Council of the Eurasian Center for Accreditation and Quality Assurance in Higher Education and Healthcare 18.05.2023

REPORT OF THE EXTERNAL EXPERT COMMISSION ON THE RESULTS OF THE EVALUATION OF THE EDUCATIONAL PROGRAMME 8D10104 "PHARMACY" OF NJSC "ASTANA MEDICAL UNIVERSITY" FOR COMPLIANCE WITH THE ACCREDITATION STANDARDS OF PHD EDUCATIONAL PROGRAMMES IN HEALTHCARE

external expert evaluation period: May 16-18, 2023

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LIST OF SYMBOLS AND ABBREVIATIONS

Abbreviation	Designation
JSC	Joint-Stock Company
AC	Academic Council
University	Higher education institution
EEC	External Expert Commission
SCES	State compulsory educational standard
SI	State Institution
PMG	Project Management Group
DET	Distance educational technologies
DC	Dissertation Council
ECAQA	Eurasian Center for Accreditation and Quality Assurance in
	Higher Education and Healthcare
RS	Research School
TO	Training Outcomes
CMM	Control and measuring means
QAC	Committee for Quality Assurance of Educational Programmes
DPD	Department of Pharmaceutical Disciplines
CED	Catalog of elective disciplines
MIA	Ministry of the Internal Affairs
MH	Ministry of Healthcare
MSHE	Ministry of Science and Higher Education
AMU	Astana Medical University
MO	Medical organizations
NJSC	Non-profit joint stock company
RI, SC	Research Institute, Science Center
NLA	Normative and legal acts
NI	Non-profit institution
EP	Educational programme
PH	Public healthcare
TS	Teaching staff
RSE on REU	Republican State Enterprise on the Right of Economic Use
WC	Working Curriculum
ТО	Training Outcomes
RK	The Republic of Kazakhstan
QMS	Quality Management System
SOP	Standard operating plan
LLP	Limited Liability Partnership
TUP	Model Curriculum
TM	Teaching materials
EMD REMC	Educational and Methodological Department of the Republican
	Educational and Methodological Council

1. Composition of the External Expert Commission

In accordance with ECAQA Order No. 12 dated May 05, 2023, the EEC was formed to conduct an external evaluation of the educational programme 8D10104 "Pharmacy" in the period May 16-18, 2023, as follows:

No.	Status in the EEC	Full name	Academic degree / title, position, place of work / place of study,		
1	Chairperson	YERMUKHANOVA LYUDMILA SERGEYEVNA	course, specialty Candidate of Medical Sciences, Head of the Department of public health and healthcare NJSC "West-Kazakhstan medical university named after Marat Ospanov"		
2	Foreign expert	D.R. ALENKA BRAČEK LALIĆ	PhD in Human Resource Management and labor relations. Managing Director of the AUTHENTIC LEADERSHIP Institute (since 2021). Vice Dean for Research Institute AUTHENTIC LEADERSHIP (2017-2021); Associate Professor in Management (2022 - 2027) Ljubljana Business School; Director of International CEEMAN Quality Accreditation (IQA) (2015-2021), Republic of Slovenia		
3	Foreign expert	KODIROVA SHAKHLO SALOMOVNA	PhD, Associate Professor, Head of the Department of Traditional Medicine and Occupational Diseases of Bukhara State medical institute, the Republic of Uzbekistan		
4	National academic expert	ZHAKIPBEKOV KAIRAT SAPARKHANOVICH	PhD, Associate Professor, Head of the Department of Organization, Management and Economics of Pharmacy and Clinical Pharmacy NJSC "Kazakh National Medical University named after S.D.Asfendiyarov"		
5	National academic expert	DANIYAROVA ANARA BAKHITKEREEVNA	Candidate of Medical Sciences, Director of the Higher School of Public Health Al-Farabi Kazakh National University		
6	National academic expert	YERZHANOVA FARIDA NURMUKHAMBETOVNA	The highest medical category in public healthcare, Master in Healthcare; Head of the Department of Science and Vocational Education Republican State enterprise on the Right of Economic Management "Hospital of the Medical Center for		

			Administrative Affairs of the President of the Republic of Kazakhstan", Deputy Chairperson of the State Unitary Enterprise for additional education under Educational and Methodological Association of the Republican Educational and Methodological Council in the direction of training "Healthcare"
7	National academic expert	AKHMETOVA ALMIRA KALIKAPASSOVNA	Candidate of Medical Sciences, Associate Professor, Head of Department of dermatovenereology and cosmetology of NJSC "Semey Medical University"
8	National academic expert	NURZHANYAT TATUKHANOVNA ABLAIKHANOVA	Candidate of Biological Sciences, Associate Professor, Deputy Head of the Department of Biophysics, Biomedicine and Neuroscience for Educational and Methodological Work of Al-Farabi Kazakh National University
9	National academic expert	RAKHMANOV ELTAY UTEMURATOVICH	PhD, Deputy Director of the Master's Program in Sports Medicine and Rehabilitation, School of Medicine, Nazarbayev University, organizer of educational, practical and research work of master's students in sports medicine and rehabilitation.
10	Expert - representative of practical healthcare	ZHUKUBAYEVA ALMIRA ASETKYZY	Master in Pedagogy and Psychology, the highest medical category in emergency care, therapy, the first medical category in public healthcare. Head of the Department of Education, LLP "National Scientific Cancer Center"
11	Representative of doctoral students	ESENBEKOVA NAIRA ADILKHANOVNA	Doctoral student of the second year of study in the specialty "Biology" NJSC "Eurasian National University named after L.N. Gumilev"

ECAQA Observer – Umarova Makpal Aldibekovna, Head of Accreditation and Monitoring Department.

The EEC work was carried out in accordance with the Regulations on the EEC.

The EEC report contains an evaluation of the PhD educational programme in the specialty 8D10104 "Pharmacy" for compliance with the Accreditation Standards for PhD educational programmes in healthcare and conclusions (hereinafter referred to as the Accreditation Standards), recommendations of the EEC for further improving the approaches and conditions for the implementation of the above educational programme and recommendations for the Accreditation Council of the ECAQA.

2. General part of the final report

2.1 Presentation of the PhD educational programme in the specialty 8D10104 "Pharmacy"

tonal programme in the specialty 0D10104 Tharmacy
Non-profit Joint Stock Company (NJSC) "Astana
Medical University" (AMU), BIN: 080940008218
Directors and members of the Management Board
Nadyrov Kamalzhan Talgatovich
1964
The Republic of Kazakhstan 010000 Astana, Beibitshilik
st., 49a, phone: +77001539447 Call-center (WhatsApp),
+7 (7172) 53 94 47 Call-center, +7 (7172) 53 95 12
Undergraduate admissions committee, + 7 (7172) 53 94
24 Rector's reception, fax: +7 (7172) 53 94 53, mail:
rektorat@amu.kz
No. KZ93LAA00014823 dated 19.03.2019
no
2020
3 years
-
Total: 5 full-time, no part-time workers, degree - 100%
https://amu.edu.kz/ru/postupayushchim/abiturientam/obra
zovatelnye-programmy/

The educational programme of doctoral studies 8D10104 "Pharmacy" was first approved at a meeting of the Scientific Council of the University on August 29, 2019. It was approved in the register of educational programmes on April 22, 2020. This programme is accredited again. There were no applicants for doctoral studies this year.

The mission of the educational programme 8D10104 "Pharmacy" corresponds to the overall mission of the University: the training of competitive specialists capable of responding to existing and new challenges to public health, the generation of new knowledge and innovation, the promotion of scientific and technological development of national and global healthcare and is indicated on the website: https://amu.edu.kz/ru/about-university/.

The educational programme 8D10104 - "Pharmacy" has a connection with other programmes implemented in NJSC "AMU". The university trains students in the magistracy in the specialty 7M10104 - "Pharmacy".

The main achievements of NJSC "AMU" in the implementation of the educational programme 8D10104 "Pharmacy":

- highly qualified teachers (teaching staff) work at the university, of which 3 (60%) have a doctorate degree, 1 (20%) have a candidate degree, 1 (20%) have a PhD

- among teaching staff: Laureate of the State Prize of the Republic of Kazakhstan, members of the Association of Clinical Pharmacologists of Kazakhstan, members of the Association of Managers in Kazakhstan.

2.2 Information about previous accreditation

In 2020, international primary accreditation was carried out in the specialty 8D101004 "Pharmacy" for the period from 09.06.2020 to 08.06.2020 (registration number AB 4123) at the National Institution "Independent Accreditation and Rating Agency (IQAA)". Information about the previous accreditation is posted on the website of the Republican State enterprise on the Right of Economic Management "National Center for the Development of Higher Education" of the Ministry of Science and Higher Education of the Republic of Kazakhstan (https://enic-kazakhstan.edu.kz/ru).

2.3 Conclusion on the results of the reviewing the self-assessment report of the educational programme 8D101004 "Pharmacy" for compliance with the Accreditation Standards of PhD Educational Programmes in Healthcare and conclusions

The self-assessment report of the educational programme 8D101004 "Pharmacy" (hereinafter referred to as the report) is presented on 63 pages of the main text, applications on 20 pages, copies or electronic versions of 41 documents located at the link https://drive.google.com/drive/folders/1VyMe_BNVpCQdR2uz1Mpu5SH3_gQfo2cr.

The report is characterized by the completeness of answers to all 9 main accreditation standards and criteria, structuredness taking into account the recommendations of the Guidelines for the self-assessment of the educational programme provided to the educational organization by the accreditation center - ECAQA, as well as the internal unity of information. The report is accompanied by a cover letter signed by Rector Nadirov Kamalzhan Talgatovich, which confirms the accuracy of the quantitative information and data included in the self-assessment report.

The report contains a list of 24 members of the internal self-assessment commission indicating the responsibility of each employee, data about the representative of the organization responsible for conducting the self-assessment of the educational programme - Zhunussova Aigul Bitimbayevna, vice-rector for academic work, candidate of medical sciences, physician - pediatrician of the highest category.

The report contains a list of 8 members of the internal self-assessment commission indicating the responsibility of each employee, information about the representative of NJSC "AMU", responsible for the self-assessment of the educational programme - Zhunussova Aigul Bitimbayevna.

The self-assessment of the educational programme 8D101004 "Pharmacy" was carried out on the basis of the order of the head No. 11- H/κ dated January 10, 2023 "On the self-assessment of the educational programme 8D10104 "Pharmacy".

The report was reviewed by accreditation expert Zhakipbekov Kairat Saparkhanovich, and the reviews noted strengths and areas for improvement, as well as recommendations for additions and changes. In the process of feedback from the representative of NJSC "AMU", the experts received answers to their questions and the self-assessment report made appropriate changes and additions based on the recommendations of the reviewers.

All standards provide the real practice of the university in teaching doctoral students in the specialty 8D10104 "Pharmacy", reasoned data, examples of the implementation of the objectives of the educational programme, national and international events, methodological support, confirming compliance with the requirements of accreditation standards. The description in the self-assessment report is quite complete and updated in terms of the number of doctoral students, teachers, administration, information on selection and admission, training outcomes, results of assessing knowledge and skills, the material and technical base of the university and bases for practice and research, contractual obligations with partners (universities, associations, bases), financial information, plans for development and improvement, etc.

The report is submitted to the ECAQA in a finalized form, with data adjusted according to the above recommendations, written in competent language, the wording for each standard is clear and understandable and described in accordance with the criteria of the standards, tables, diagrams contain links in the text and have continuous numbering.

The quality of the self-assessment report served as the basis for the transition to the next stage of the accreditation procedure - external evaluation. The experts plan to validate the report data, compare the information from the report with the information that will be obtained during a visit to the educational organization, i.e., verification of quantitative and qualitative indicators.

3. Description of external expert evaluation

External expert work within the framework of the evaluation of the educational programme 8D10104 "Pharmacy" was organized in accordance with the Guidelines for the external evaluation of NJSC "AMU" and educational programmes of ECAqa (approved by order of the Director General of the NI "Eurasian Center for Accreditation and Quality Assurance in Higher Education and Healthcare" under No. 5 dated February 17, 2017) and according to the programme approved on May 05, 2023 by ECAQA General Director Sarsenbayeva S.S. and agreed with the rector of NJSC "Astana Medical University" (hereinafter referred to as the University) Nadyrov K.T. Visit dates: May 16-18, 2023.

The external evaluation is aimed at validating the data of the self-assessment report and verifying the indicators showing the degree of compliance with the criteria of the accreditation standards.

The sequence of the visit implementation within 3 days is detailed in the Visit Programme (hereinafter referred to as the programme), which is located in the documentation of the accreditation center and in **Attachment 3** to this report. The programme and this report are evidence of the implementation of all planned activities within the framework of an external expert evaluation.

To obtain objective information, the EEC members used the following methods:

- conversation with management and administrative staff 4/87 people;
- − interviews with doctoral students − 12 people;
- study of the website https://amu.edu.kz/ru/;
- interviewing 6 employees, 6 teachers;
- questioning of teachers and doctoral students 27 and 9 respectively;
- review of resources in the context of the implementation of accreditation standards: bases of practice and research were visited, including the Laboratory of Toxicological Chemistry, the Laboratory of Pharmaceutical Chemistry, the Laboratory of Technology of Dosage Forms, the Laboratory of Pharmacognosy, which are located at the Department of Pharmaceutical Disciplines of the University. It is there that doctoral students are trained in the specialty 8D10104 "Pharmacy" with the participation of 5 teachers.
- Educational and methodological documents in the amount of 41/13 units both before the visit to the university and during the visit to the departments (the list of documents studied is in **Attachment 2**) were studied.

The university ensured the presence of all persons indicated in the visit programme (Table 1).

Table 1 - Information on the number and category of participants in meetings, interviews, conversations with EEC members

No	Job title	Quantity
1	Meeting with vice-rectors of NJSC "AMU"	4
2	Meeting with members of the academic council, committee of educational programmes by levels of education (bachelor's, master's, PhD)	
3	Meeting with employees of departments responsible for the admission of students/listeners	3
4	Meeting with the head and employees of departments responsible for	9

	educational programmes	
5	Meeting with employees of departments responsible for the employment of graduates	2
6	Meeting with HR staff	2
7	Interviews with students	51
8	Interviews with teachers	46
9	Interviews with employers of graduates	25
10	Interviews with graduates	26

In the process of visiting the departments of the University, accreditation experts noted the strengths of the accredited educational programme, including: a strong and highly qualified teaching staff, all conditions were created for advanced training in the pedagogical direction, a research school was created to support doctoral students.

On the last day of the visit, a meeting of the EEC members was held following the results of the external evaluation. A final discussion of the results of the external evaluation of the educational programme, the study of documents, the results of conversations, interviews, and questionnaires was held. EEC members have begun drafting the final report of the EEC. Generalizations of the results of the external evaluation are made. The experts individually completed the "Quality Profile and Criteria for External Evaluation of the Educational Programme 8D10104 "Pharmacy" for Compliance with the ECAQA Accreditation Standards". No comments were made by the EEC members. Recommendations for improving the educational programme were discussed and the final open vote on the recommendations for the ECAQA Accreditation Council was held by the chairwoman Yermukhanova Lyudmila Sergeyevna.

Comfortable conditions were created for the work of the EEC, access to all necessary information and material resources was organized. The Commission notes the high level of the corporate culture of the University, the high degree of openness of the team in providing information to the EEC members.

At the end of the programme of the visit, the chairperson of the EEC for the management and employees of NJSC "AMU" announced recommendations based on the results of an external evaluation as part of specialized accreditation.

4. Analysis for compliance with accreditation standards based on the results of an external evaluation of the PhD educational programme in the specialty 8D10104 "Pharmacy"

Standard 1: RESEARCH ENVIRONMENT Evidence of Compliance:

When implementing the activities of the visit programme, namely, following the results of conversations with vice-rectors, members of the advisory and consultative body (academic council, committee of educational programmes), in interviews with doctoral students and teachers, compliance with the criteria of **standard 1** was established.

The level of infrastructure of NJSC "AMU" allows to provide a high quality of education and scientific research. The infrastructure of the university includes classrooms equipped with interactive equipment; a scientific library with reading rooms and an electronic library room; 4 specialized pharmaceutical laboratories (total area 200 sq.m.), equipped with modern equipment for research work (laboratory of pharmaceutical chemistry, laboratory of technology of dosage forms, laboratory of pharmacognosy under the department of pharmaceutical disciplines; educational and research laboratory under the department of general pharmacology). At the same time, these laboratories are not certified, which may affect the quality and reliability of the results of research conducted by doctoral students.

To carry out PhD scientific research, doctoral students on priority topics use 70 clinical bases of the university.

Access to the Scopus database, "ScienceDirect (Elsevier)" publishing house, "The Web of Science - Clarivate Analytics", "Springer" publishing house, "ClinicalKey Student" platform, "JAYPEEDIGITAL", "Complete Anatomy", "Cochrane Library", "IPR SMART" is open in the hall of electronic information.

The University publishes the journal "Astana Medical Journals". Also, for the implementation of doctoral studies, the practice bases of LLP "Longevity" and the network of pharmacies "Alfamed" are used

The unit responsible for the implementation of the doctoral programme is: the Research School (RS), the Department of Pharmaceutical Disciplines (DPD), the Department of Biostatistics, Bioinformatics and Information Technology. The university has the opportunity for continuing professional development due to the established stable three-level education system from bachelor's degree to doctoral studies, which allows you to get modern knowledge and practical skills in educational programmes of higher and postgraduate education.

The degree of teaching staff (TS) of the departments of the pharmaceutical direction is 100%.

There is a Local Ethics Commission that considers research projects (including doctoral students) in medical specialties that require the opinion of the Ethics Commission. Dissertation research papers of doctoral students, in which people, animals and biomaterial are involved, are subject to ethical examination by the LEC.

A review of the website showed that its pages contain documents necessary for doctoral students, including: Academic policy, Rules for the state registration of dissertations defended for the degree of Doctor of Philosophy (PhD), Rules for sending a specialist to work, Regulations on training in PhD doctoral studies, Regulations on the competence model of a PhD doctoral graduate, Regulations on the formation of a student's portfolio, etc. There are 15 normative legal acts in total, which are regularly updated. This information was obtained during a conversation with Atymtaikyzy A., head of the Department of Pharmaceutical Disciplines.

Teachers and doctoral students comply with accepted standards of academic policy and academic integrity.

The university has strong ties both in the country and abroad and is committed to developing cooperation with practical healthcare.

The University develops cooperation in the field of training doctoral students in pharmacy with specialized foreign universities:

- St. Petersburg State Chemical and Pharmaceutical University;
- Bashkir State Pharmaceutical University;
- Tashkent Pharmaceutical Institute.

For example, professors of NJSC "AMU" give lectures to students of the St. Petersburg Chemical and Pharmaceutical University, the Bashkir State Pharmaceutical University, and the Tashkent Pharmaceutical Institute. At the same time, the nature of such cooperation is one-sided and not fully implemented. There is no cooperation with universities from far abroad, which narrows the opportunities for doctoral students and teachers.

The survey conducted by the teaching staff showed: 62.96% of teachers believe that the disciplines are provided with the necessary resources; 62.96% of respondents claim that requests for the purchase of materials, office equipment, and stationery are being fulfilled in a timely manner to ensure the EP. Thus, 2/3 of the respondents support the university and are satisfied with the work of the administration. However, 1/3 believe that there are problems and most of them are associated with the communication skills of administrative staff, delaying responses to requests. Experts see the problem in the lack of management approaches used in the QMS. Although, in order to systematically improve the learning environment for doctoral students, the university has developed relevant documents (Human Resource Management, Financial Management, Infrastructure and Production Environment Management, Information and Communication Systems Management, Library Information Resource Management).

During a visit to the Department of Pharmaceutical Disciplines experts conducted a survey of resources, their compliance with training programmes, accessibility for teachers and doctoral students, how modern this equipment is and meets the needs of students and practical healthcare/business/production. The experts obtained evidence of full and partial compliance with standard 1, as well as validation of the information in the self-assessment report.

Conclusions of the EEC by the criteria. Compliant with 6 standards: fully - 1, partially - 5, not compliant - 0.

Standard 1: implemented

Recommendations for improvement identified during the external visit:

- 1) To ensure certification and accreditation of laboratories of pharmacology, pharmacological chemistry, toxicological chemistry, drug technology;
- 2) To develop and implement a joint educational programme with the conclusion of a memorandum or agreement with a leading university and research institutes from far abroad with the award of degrees from both educational organizations in order to strengthen internationalization;
- 3) To conclude memorandums and agreements on pharmacy with leading scientific centers and laboratories of far abroad countries.

Standard 2: OUTCOMES Evidence of Compliance:

All participants in the educational process know the mission of NJSC "AMU" and the main goals of the educational programme of doctoral studies, took part in the formation of proposals for the formulation of the mission.

The content of strategic documents was brought to the attention of doctoral applicants through the website, social networks, information letters to medical, pharmaceutical and scientific organizations. The plan of the Development Strategy of NJSC "AMU" for 2022-2026 was reviewed, including such areas as the training of competitive and professionally competent healthcare professionals in popular specialties and specializations, transformation into a research university and its development as a leading center for translating new knowledge and innovations into healthcare practice and policy, the development of the university as an integrated academic medical center, functioning on the basis of the trinity of education, science and practice, the development of human resources and the improvement of the management and financing system of the university, the development of the infrastructure and material and technical base of the university. This confirms the fulfillment of the accreditation standard and demonstrates the goals, objectives and prospects of NJSC "AMU".

From interviews with doctoral students, it was found that before the start of classes, teachers inform about the mission, the work plans of NJSC "AMU", they say where to get the necessary information about the educational programme, teachers, training bases. This indicates compliance with **standard 2** in terms of adapting training to the needs of doctoral students.

Individual trajectories and elective components in the process of teaching PhD doctors in "Pharmacy" will be determined depending on the chosen trajectory of study, since the main goal of scientific and pedagogical doctoral studies is to train their scientific and pedagogical staff. The experts got acquainted with the provision "Formation of a student's portfolio", which is also used by doctoral students.

The documents of NJSC "AMU" have a paper version of the educational programme, which defines the goal, takes into account the integration of practical and theoretical components, and independent work. The experts established compliance with the State Compulsory Educational Standards and standard requirements.

The interviewed teaching staff indicated that in the learning process they use such teaching methods as analysis of case problems (85.19%), work in small groups (74.07%), written assignments (66.67%), oral questioning and interactive learning (62.96%).

The University ensures compliance with ethical aspects in the implementation of the educational programme. The experts studied the Code of Ethics of the student, approved on December 26, 2019 by decision under No. 28 of the Board of NJSC "AMU", and during the interview, the doctoral students replied that they were aware of the content of this document.

The scientific component of the EP has been studied and the following evidence has been obtained: each discipline (basic as well as major) forms the outcomes, interconnected with the expected competencies, such as scientific skills, the necessary leadership qualities, the ability to self-improve, conduct critical analysis, evaluate and solve complex problems, to transfer of new technologies and synthesis of new ideas.

During a conversation with doctoral students, the experts saw that the university contributes to the development of scientific, practical and pedagogical competencies of future PhD doctors, including in partner organizations (St. Petersburg State Chemical and Pharmaceutical University, Bashkir State Pharmaceutical University, Tashkent Pharmaceutical Institute). At the same time, doctoral students form and deepen their theoretical knowledge obtained in the magistracy, develop communication skills, comply with the norms of professional ethics and deontology, etc.

An analysis of educational activities showed that the scientific basis and all the achievements of science in advising disciplines were taken into account, additions were made to the bibliography of methodological materials, and scientific supervisors use them when working with doctoral students.

Conclusions of the EEC by the criteria. Compliant with 3 standards: fully - 3.

Standard 2: implemented

Recommendations for improvement identified during the external visit: none.

Standard 3: ADMISSION POLICY AND CRITERIA Evidence of Compliance:

From interviews with doctoral students, it was found that the Admissions Committee of the University conducts consultations on the choice of specialty for a candidate for a doctoral programme.

The research school provides support to doctoral students, including academic, personal, psychological, social, supports the safety of education both on the territory of the NJSC "AMU" and on the bases of practice. Before the start of training, it familiarizes doctoral students with the university website, the rights and obligations of doctoral students.

The admission policy and criteria to doctoral studies comply with the State Compulsory Educational Standards and Order of the Minister of Education and Science of the Republic of Kazakhstan dated October 31, 2018 under No. 600 "On Approval of the Standard Rules for admission to study at Universities implementing educational programmes of higher and postgraduate education" and is periodically reviewed. The last change was the inclusion of essay writing in the entrance examination procedure.

The admission policy and criteria to doctoral studies are set out in the "Rules for admission to Doctoral Studies of NJSC "AMU". The selection takes into account work experience of at least 9 months, scientific and professional achievements. Persons with a "Master's degree" in Pharmacy are admitted to doctoral studies. This year, there was no admission of doctoral students to the "Pharmacy" programme.

At the same time, when interviewing doctoral students of other specialties, experts found that doctoral students entered the university with a previously defined topic for dissertation research, and scientific supervisors regularly consult and stimulate the need for additional training and independent work with literature and laboratory data. In the future, when enrolling doctoral students in the

"Pharmacy" programme, an assessment of the research work of the doctoral candidate will be carried out

The experts studied the materials on the admission of doctoral students, the admission policy and criteria to doctoral studies and found compliance with standard 3.

Conclusions of the EEC by the criteria Compliant with 6 standards: fully - 5, partially - 1, not compliant - 0.

Standard 3: implemented.

Recommendations for improvement identified during the external visit:

1) To develop a document that includes mechanisms for resolving conflict situations between doctoral students and a scientific supervisor and implement it at the university.

Standard 4: PhD PROGRAMME

Evidence of Compliance:

The educational programme has a matrix of competencies, training outcomes, curricula, where the goal is defined, the integration of practical and theoretical components, and independent work are taken into account. Compliance with SCES and standard requirements was established. NJSC "AMU" ensures compliance with ethical aspects in the implementation of the educational programme (Student's Code of Ethics).

The volume of the scientific component is 68% of the total volume of the doctoral educational programme or 123 academic credits.

The educational programme contains both theoretical training and various types of practices, foreign internships, research work, midterm and end-of-course assessment.

When visiting the Department of Pharmaceutical Disciplines, the experts saw that doctoral students are provided with all the conditions for conducting research in the laboratories of pharmaceutical chemistry, toxicological chemistry, pharmacognosy, drug technology. At the same time, doctoral students deepen their theoretical knowledge and develop communication skills.

An analysis of educational activities showed that the scientific basis and all the achievements of science in advising disciplines were taken into account, additions were made to the bibliography of the EP, and teachers use them in classes at other levels of education.

In order to validate the implementation of the self-assessment report data and obtain evidence about the quality of the programmes, interviews were conducted with doctoral students from other specialties (in order to assess the trends and approaches of the university in the implementation of doctoral programmes). The experts asked questions about satisfaction with training, enough time to collect material for a thesis, work with documentation, satisfaction with teaching methods and teachers' qualifications, social and moral support for doctoral students in need, participation in scientific work, availability of resources from international databases of professional literature. The skills of using these resources were assessed when visiting the library and the department of pharmaceutical disciplines.

In general, doctoral students are satisfied with the training and scientific guidance, assessment methods, and purposefully entered NJSC "AMU", as they believe that the university has good resources, image and international relations.

Doctoral students showed their commitment to NJSC "AMU", were active in answering questions from external experts, demonstrated their judgments on the organization of training and providing conditions for performing a dissertation research, submitting a dissertation for defense, assessing their skills, advisory support, and the opportunity to participate in NJSC "AMU" events, financing, demonstrated English proficiency when answering questions from a foreign expert Alenka Braček Lalić.

The experts studied the documents of doctoral students (portfolio, assessment results, survey results, dissertations). Doctoral students studying under the state educational order from September 1, 2022 are paid a state scholarship of 195,000 tenge instead of the previously established 172,500 tenge.

At the same time, for doctoral students studying at the University, a combination of 0.5 teacher's rates is provided (clause 4.9).

Interviews with 25 potential employers were conducted online and included such questions as: participation in the development of the mission and proposals in the EP, participation in the work of advisory bodies, satisfaction with the basic knowledge and skills of students, providing doctoral students with the necessary resources for scientific and practical training and the formation of critical and research thinking.

A survey of teaching staff showed that 85.2% of them took part in the development of the EP.

Conclusions of the EEC by the criteria. Compliant with 10 standards: fully - 10. **Standard 4:** implemented

Recommendations for improvement identified during the external visit: none.

Standard 5: SCIENTIFIC LEADERSHIP Evidence of Compliance:

After studying the Academic policy, the Regulations on PhD doctoral studies, etc., the experts found that scientific supervisors are appointed in accordance with the current normative legal acts. The formation of a pool of scientific supervisors is carried out in accordance with the order of the Minister of Healthcare of the Republic of Kazakhstan dated July 4, 2022 under No. KP ДСМ-63 "On approval of state compulsory standards for levels of education in the field of healthcare" and the Order of the Minister of Education and Science of the Republic of Kazakhstan dated June 17, 2015 under No.391 "On approval of the qualification requirements for the educational activities of NJSC "AMU" providing higher and (or) postgraduate education, and the list of documents confirming compliance with them."

For the selection of academic supervisors/advisers for doctoral students, the University has developed requirements that are detailed in the self-assessment report. In an interview with the staff of the Department of Pharmaceutical Disciplines, it was determined that the scientific supervision of the dissertation work of doctoral students is assigned primarily to full-time teachers and staff of the University. Scientific supervision of doctoral students for the degree of Doctor of Philosophy (PhD) is carried out by supervisors/consultants in the amount of at least 2 people, one of whom is a scientist from a foreign university.

During a visit to the Department of Pharmaceutical Disciplines and during a conversation with the head of the department Atymtaykyzy A., the expert commission made sure that there is a documentation system that is transparent and accessible to all teachers/scientific supervisors and staff, and includes documents such as annual operating plans, annual reports, provisions of subdivisions, agreements with teachers, memorandums with St. Petersburg State Chemical and Pharmaceutical University, Bashkir State Pharmaceutical University, Tashkent Pharmaceutical Institute, practice bases – "EuroPharm" LLP, "Asmar Pharm", "Medservice Plus", "Solgar Vitamina", "FitOleum", "Terra Pharm" and educational and methodological documentation (minutes of the meeting of the department, grade record books (for other EPs), syllabuses (for other EPs), CIS (for other EPs), a security card, certificates for checking laboratory scales, a photometer, analytical scales, registers of temperature, humidity, safety measures, CED (for other EPs), examination tickets and encrypted answers to them (for other EPs), a register of laboratory work of students (for other EPs), SOPs of the laboratory of pharmacognosy, pharmaceutical chemistry, technologies of medicines, toxicological chemistry, educational passports of laboratories, Simulation Pharmacy).

The interview with Atymtaykyzy A. included questions such as "Describe the legal and regulatory basis for appointing a scientific supervision after enrollment, and who can be scientific advisers?", "Describe the criteria for selecting scientific advisers? What policy does the AMU pursue to ensure that the teaching staff profile matches the range and balance of teachers of disciplines included in the EP?", "The degree of participation of the co-supervisor of the doctoral student in the preparation of the dissertation work (writing the dissertation, research practice, publications,

speeches)", "Are there mechanisms to develop and support the capacity of scientific supervisors and evaluate their performance? What training programmes for scientific supervisors exist?", "How and with whom is feedback provided on the study of the conditions for the subsequent work of doctoral graduates?", "What are the approved documents in the AMU, which set out the duties and responsibilities of a scientific supervisor of doctoral student."

The answers to the above questions allowed the experts to learn about approaches to attracting scientific supervisors, about the strategy and tactics for admitting doctoral students to this specialty, information support of the educational programme, and also to identify problems in the management and development of human resources, *since the experts found a weak mechanism for supporting and stimulating scientific supervisors of doctoral students*.

A survey of teaching staff showed that 77.8% are completely satisfied with the organization of the educational process in doctoral studies; 92.59% answered that they have the opportunity to engage in scientific work and publish the results of research. However, 37.04% of the respondents are not satisfied with the salary. At the same time, 62.96% of respondents answered that they took advanced training courses in the current year, and 14.81% - over the past 5 years. But 22.2% of teaching staff answered that participation in conferences is not paid, and only 11.1% of respondents indicated that travel, journey and registration fees are paid. 62.96% of the respondents indicated that the AMU provides social support to teaching staff.

In order to improve the quality of knowledge in the field of their professional competence, scientific supervisors in the library are provided with access to information resources and databases, the costs of which are compensated by the university.

Scientific supervisors through the corporate website of the university and personal e-mail receive information about grant competitions within the country and abroad, about ongoing conferences, about journals indexed in Web of Science, Scopus, which accept high-quality articles.

Interviews with 5 full-time teachers showed that there are both successes and problems in the management of education, depending on the specific base (admission of doctoral students to equipment and office appliances for collection of material for a dissertation).

The experts received answers about the advanced training programme for teachers and scientific supervisors, the availability of certification for teachers in teaching methods and research.

Training courses are regularly held for scientific supervisors on the policy of implementing doctoral programmes as part of the implementation of the development of scientific potential. Teachers are trained at the Center for Transfer of Educational and Distance Technologies. Teachers have the opportunity for continuous gradual improvement in a foreign language, where the providers of training courses were such organizations as "Best way Language center", "International business school Astana", "ENGLISH TOP. English Language Coursersby Professional Associates", "Inter Global" and "Caspian Training Group".

The relationship between the scientific supervisor and the doctoral student is regulated in accordance with the "Code of Corporate Culture and Ethics".

Conclusions of the EEC by the criteria. Compliant with 11 standards: fully - 6, partially - 5, not compliant - 0.

Standard 5: implemented

Recommendations for improvement identified during the external visit:

- 1) To apply incentive mechanisms for conducting research work by scientific supervisors, including foreign scientific supervisors;
- 2) To develop mechanisms for developing and supporting the potential of scientific supervisors;
- 3) To organize training on scientific supervision for the leading scientific supervisors of the doctoral candidate.

Standard 6: PhD DISSERTATION Evidence of Compliance:

The study of the Regulations "On teaching in PhD doctoral studies" (PL-MUA-120-20-20) and the Requirements for the content and design of PhD doctoral dissertations (RI-MUA-48-20) showed that the university has implemented an appropriate policy for the preparation, approval, conducting, writing and evaluating a dissertation. This regulation makes it possible to comprehensively assess the educational achievements of doctoral students and submit a dissertation to the dissertation council (DC).

The topic of the dissertation will be considered at a meeting of the department, scientific interdepartmental meeting and approved at a meeting of the Scientific Council.

The meeting with the Scientific Secretary of the DC demonstrated the existence of a sustainable practice for reviewing, discussing and making a decision on the dissertation. During the interviews, doctoral students from other specialties spoke about the forms of training, counseling and assessment and that they were satisfied with everything. They receive regular feedback from teachers and scientific supervisors. The experts stated that this information can be extrapolated to the doctoral programme in the specialty "Pharmacy".

Sufficient resources are provided for conducting laboratory research for the completion of the dissertation, modern equipment and demonstrates its availability to young researchers, and employees who simultaneously act as teachers and scientific supervisors provide quality training in compliance with ethics and deontology. The survey conducted by the teaching staff showed that the majority of respondents (70.37%) believe that doctoral students have free access to the resources of the practice base and laboratories.

The university has worked out the stages of transferring the dissertation to the relevant organizations. Thus, a copy of the dissertation on paper and electronic media is transferred to the University library. Copies of the dissertation on electronic media are transferred by the Scientific Secretary of the DC to the National Academic Library of the Republic of Kazakhstan and the National Library of the Republic of Kazakhstan.

The university website has a section for posting dissertations. When placing a dissertation on the Internet resources of the university, copyright protection is provided.

The system for appealing the results of the thesis defense is reflected in the Regulations "On PhD Doctoral Studies" (PL-MUA-120-20-20).

At the same time, experts found insufficient support for doctoral students in the preparation and publication of research results. The university lacks appropriate regulations, and does not offer mechanisms to increase the publication activity of doctoral students, tools to promote their articles in peer-reviewed journals.

Conclusions of the EEC by the criteria. Compliant with 9 standards: fully - 8, partially - 1, not compliant - 0

Standard 6: implemented

Recommendations for improvement identified during the external visit:

1) To develop a mechanism to support doctoral students' publications.

Standard 7: EVALUATION Evidence of Compliance:

The study of the "Regulations on teaching in PhD doctoral studies" and the "Regulations on the dissertation council" showed that the university has developed and is implementing mechanisms for organizing the educational process in doctoral studies, there is a clear evaluation policy, evaluation methods are defined, including evaluation criteria, reporting deadlines, review rules, admission to the defense of the dissertation. The weighting and criteria for the progress of doctoral students have been established. All these processes are described and regulated.

The expected outcome of completing a doctoral programme is the defense of a dissertation, which includes both the preparation of a written version and the subsequent oral defense at the dissertation council. The Doctor of Philosophy (PhD) degree was awarded based on the decision of the

Dissertation Council. Then a diploma will be issued in accordance with the order of the Minister of Education and Science of the Republic of Kazakhstan dated March 31, 2011 under No. 127 "On Approval of the Rules for Awarding Degrees".

In the case of a negative review of the written version of the dissertation, the doctoral student is given the opportunity to finalize the dissertation, taking into account the comments and recommendations.

The "Regulations of the Dissertation Council" provides for the avoidance of a conflict of interest if the doctoral student's supervisor is a member of the Dissertation Council. The same document describes the conditions if a doctoral student receives a negative conclusion "not allowed to defend" or "not recommended for defense". In this case, the doctoral student does not defend doctoral dissertation.

The principle of transparency, openness and accessibility of the results of the dissertation, the dissertation defense for stakeholders and the public is observed and implemented by providing information on the website www.amu.kz in the section "Science \rightarrow Dissertation Council \rightarrow Defense Graphs".

There is a "Regulations on the dissertation council of NJSC "AMU", which describes the requirements for the composition of the dissertation council. However, representatives of the foreign academic and scientific community are not currently included. The rector announced to the experts that this issue is now being discussed by the University Board.

During the visit to the research school and during the interview with the staff member Ashikbayeva M.A., senior methodologist of the research school, the commission was convinced that there is a documentation system that is transparent and accessible to all faculty and staff, and includes documents such as annual operating plans, annual reports, regulations of departments, contracts with teachers and doctoral students, memorandums with bases of practice and internships, portfolios, individual plans for doctoral students, curricula for doctoral students (for other EPs) and educational and methodological documentation (work programme, working curricula, syllabuses, grade record books for other EP), assessment tools (exam questions and encrypted answers, statements), evidences, certificates and verifications. A review of the website showed that its pages contain the documents necessary for doctoral students: Academic policy, Rules for the state registration of dissertations defended for the degree of Doctor of Philosophy (PhD), Doctor in profile, Rules for sending a specialist to work, granting the right to self-employment, exemption from the obligation or termination of the obligation to work by citizens who studied based on the state educational order and there is information, the Law on Science, the Regulations on business trips of employees and students' trips, the Regulations on training in PhD doctoral studies, the Regulations on the competence model of a PhD doctoral graduate, the Regulations on the formation of student portfolio, etc. and there is information on 15 NLAs, which is regularly updated. This information was obtained during a conversation with Atymtaykyzy A., head of the Department of Pharmaceutical Disciplines.

Conclusions of the EEC by the criteria. Compliant with 7 standards: fully - 7.

Standard 7: implemented

Recommendations for improvement identified during the external visit: none.

Standard 8: ORGANIZATIONAL STRUCTURE Evidence of Compliance:

Having studied the organizational structure, as well as the website of NJSC "AMU", the commission concluded that the site serves as the hallmark of the University, and is also a tool for prompt and objective informing the public about the activities of the University.

The site contains widely available information for employers, the medical community as a whole, potential applicants for admission to doctoral studies, as well as corporate documents in the "Employees" section, accessible by login and password.

The university has a clear division of the functional responsibilities of the departments responsible for the implementation of doctoral studies.

RS and departments are the main educational and scientific structural divisions of the University, carrying out educational, methodological and research work in one or more related/cognate disciplines, educational work among students, as well as training of scientific and pedagogical personnel.

The departments report directly to the supervising of the school. The tasks of the department are the implementation of educational, learning and teaching, disciplinary and research work and the continuous improvement of the quality of educational services provided. Registration of educational achievements is carried out by the staff of the Office of the Registrar. Scheduling and methodological support is provided by the Center for the Development of Academic Activities. The Center for the Development of Research Activities provides support to students and teaching staff in participating in international, republican conferences, and advises on research design. The library contributes to information provision.

The responsibilities of management and administration are reflected in job descriptions. The issues of quality control and regular revision of the training programme in order to improve quality are spelled out in the university's internal standard SU-MUA-15-22 "Educational programmes: development, evaluation and updating". To help applicants, a diagram of the process of admission to doctoral studies has been developed. In a separate tab "Educational Programmes", the EPs themselves are placed with a full description of the goals, training outcomes, terms of study, assessment methods, etc. Thus, compliance with standard 8 has been established.

On the official website of NJSC "AMU" in the section of postgraduate education - doctoral studies - for applicants, students, graduates https://amu.edu.kz/ru/poslevuzovskoe-obrazovanie/, there is information necessary for admission, training and graduation of a doctoral student. Doctoral students here can also give suggestions for improving the content of the site to the Research School. In accordance with the rules for transferring credits to doctoral students, credits received in open mass online courses in other educational institutions may be taken into account if they correspond to the declared training outcomes.

The survey conducted by the teaching staff showed that, according to 85.19% of respondents, the university management and administration listen to the opinion of teachers on issues of education, research.

The conversation with teaching staff and doctoral students (of other specialties) showed that participants in the educational process, doctoral students and teaching staff of the university have a direct interest in the implementation of the educational programme, and can express their opinion by using trust boxes or the rector's blog.

The system for appealing the results of the thesis defense is reflected in the Regulations "On PhD Doctoral Studies" (PL-MUA-120-20-20).

Educational programmes are regularly studied and evaluated by receiving feedback not only from doctoral students, teaching staff, but also from stakeholders, including employers. Feedback is monitored and is the basis for revising the goals, objectives and activities of the university and the content of the EP.

The experts found that there is no clear mechanism for interaction between the doctoral candidate and the scientific supervisor; confidentiality in the transfer of information between the parties is not fully respected.

Conclusions of the EEC by the criteria. Compliant with 9 standards: fully - 8, partially - 1, not compliant - 0

Standard 8: implemented

Recommendations for improvement identified during the external visit:

1) To develop mechanisms to ensure confidentiality of individual consultations, on personal issues, non-disclosure of data on the materials of the dissertation.

Thus, out of 63 accreditation standards (including 47 basic standards, 16 improvement standards), 50 accreditation standards show full compliance, 13 - partial ones (including 8 basic standards, 5 improvement standards).

When calculating the results of the expert evaluation - 80% of the accreditation standards are fully met.

5. Recommendations for improving the PhD educational programme 8D10104 "Pharmacy":

- 1) TO Ensure certification and licensing of laboratories of pharmacology, pharmacological chemistry, toxicological chemistry, drug technology (clause 1.1)
- 2) Too develop and implement a joint educational programme with the conclusion of a memorandum or agreement with a leading university and research institutes from far abroad with the award of degrees from both educational organizations in order to strengthen internationalization (clauses 1.2, 1.4).
- 3) To conclude memorandums and agreements on pharmacy with leading scientific centers and laboratories from far abroad (clauses 1.5, 1.6).
- 4) To develop a document that includes mechanisms for resolving conflict situations between doctoral students and a scientific supervisor and implement it at the university (clause 3.5)
- 5) To apply incentive mechanisms for conducting research work by scientific supervisors, including foreign scientific supervisors (clauses 5.2, 5.5).
- 6) To prepare mechanisms to develop and support the potential of scientific supervisors (clauses 5.6, 5.7)
- 7) To organize training on scientific supervision for leading scientific supervisors of a doctoral student (clause 5.11)
- 8) To develop a mechanism to support publications of doctoral students (clause 6.2)
- 9) To develop mechanisms to ensure confidentiality of individual consultations, on personal issues, non-disclosure of data on the materials of the dissertation (clause 8.8)



6. Recommendation to the ECAQA Accreditation Council

EEC members established the compliance of the PhD educational programme in the specialty "8D10104 "Pharmacy" with the Accreditation Standards and came to the unanimous opinion to recommend to the ECAQA Accreditation Council to accredit this programme for a period of <u>5 years</u> with the condition of conducting post-accreditation monitoring, including an analysis of the contingent of doctoral students and their feedback on the quality of education, the results of the defense of dissertations.

№ p/p	Status in the EEC	Full name
1	Chairperson	Yermukhanova Lyudmila Sergeyevna
2	Foreign expert	Dr. Alenka Braček Lalić
3	Foreign expert	Kodirova Shahlo Salomovna
3	Academic Expert	Zhakypbekov Kairat Saparkhanovich
4	Academic Expert	Daniyarova Anara Bakhitkereyevna
5	Academic Expert	Yerzhanova Farida Nurmukhambetovna
6	Academic Expert	Akhmetova Almira Kalikapassovna
7	Academic Expert	Ablaykhanova Nurzhanyat Tatukhanovna
8	Academic Expert	Rakhmanov Yeltay Utemuratovich
9	Employers' representative	Zhukubayeva Almira Asetkyzy
10	Representative of doctoral students	Yessenbekova Naira Adilkhanovna

Attachment 1.

Quality profile and criteria for external evaluation of the educational programme (generalization)

		N.		Evaluation		
Standard	Criteria for evaluation	Number of standards	BS*/ IS	Fully compliant	Partially compliant	Not compliant
1.	RESEARCH ENVIRONMENT	6	4/2	1/0	3/2	0/0
2.	OUTCOMES	5	5/0	5/0	0/0	0/0
3.	ADMISSION POLICY AND CRITERIA	6	3/3	3/2	0/1	0/0
4.	PhD PROGRAMME	10	8/2	8/2	0/0	0/0
5.	SCIENTIFIC LEADERSHIP	11	7/4	3/3	4/1	0/0
6.	PhD DISSERTATION	9	6/3	5/3	1/0	0/0
7.	EVALUATION	7	6/1	6/1	0/0	0/0
8.	ORGANIZATION STRUCTURE	9	8/1	7/1	0/1	0/0
	Total:	63	47/16	38/12	8/5	0/0



List of documents reviewed by EEC members as part of an external evaluation of the PhD educational programme "Pharmacy"

Nº	Document names	Quantity
1.	K-MUA-02-19 Code of Ethics for students of NJSC "AMU"	1
2.	Extract from the minutes of the meeting of the Academic Council No. 1	1
3.	Development strategy of NJSC "AMU" for 2022-2026	1
4.	Survey analysis for 2020	2
5.	Survey analysis for 2021	1
6.	Survey analysis for 2022	1
7.	Petitions for 2021	1
8.	Petitions for 2022	
9.	SU-MUA-22-19 Organization of the educational process on credit technology of training	1
10.	SU-MUA-14-22 Introduction of new educational technologies	1
11.	SU-MUA-35-12 Stakeholder analysis	1
12.	Handbook-guide for students of advanced training cycles and certification courses in the framework of additional and non-formal education of NJSC "AMU"	1
13.	RI-MUA-68-21 Working instructions for the development of an educational and methodological complex of disciplines of the NJSC AMU	1
14.	RECOMMENDATIONS FOR THE ORGANIZATION AND IMPLEMENTATION OF EDUCATIONAL PROGRAMMES OF ADDITIONAL EDUCATION IN THE FIELD OF HEALTHCARE	1
15.	Policy of JSC "Astana Medical University" in the field of scientific activity	1
16.	The work plan of the center of additional education for 2023	1
17.	KC-MUA-05-22 Development of effective technologies and teaching methods in NJSC AMU	1
18.	Personnel policy of NJSC "AMU"	1
19.	DI-MUA-3.2/03-22 Job description of the leading methodologist of the center of additional education	1
20.	Annual Plan of Advanced Training Cycles and Certification Courses for Healthcare Professionals for 2023	1
21.	The act of introducing the results of a new educational technology	1
22.	Extract from the minutes of the meeting of the Academic Council No. 1	1
23.	Order on approval of the composition of the commission for quality assurance of educational programmes for residency and additional education	1
24.	Methodical materials	1
25.	Journal of attendance and progress of students.	3
26.	Extract from the minutes of the meeting of the Committee for Quality Assurance of Educational Programmes of Residency and Additional Education No. 7	1
27.	Extract from the minutes of the meeting of the Committee for Quality Assurance of Educational Programmmes of Residency and Additional	1

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	Education No. 2	
28.	Extract from the minutes of the meeting of the Committee for Quality	1
20.	Assurance of Educational Programmes of Residency and Additional	1
	Education No. 2 dated 06.10.2021	
29.		1
29.	Extract from the minutes of the meeting of the Committee for Quality	1
	Assurance of Educational Programmes of Residency and Additional	
20	Education No. 1	1
30.	Extract from the minutes of the meeting of the Committee for Quality	1
	Assurance of Educational Programmes of Residency and Additional	
2.1	Education No. 1 dated 08.09.2021	7
31.	Questionnaires and survey analysis	7
32.	P-MUA-17-20 Academic Policy	1
33.	Questionnaire form	1
34.	Order on approval of the composition of the commission for quality	1
	assurance of educational programmes for residency and additional	
	education	
35.	Agreement on the provision of services for a fee No. 19-D-184	1
36.	Agreement on the provision of services for a fee No. 19-D-187	1
37.	Agreement on the provision of services for a fee No. 19-D-192	1
38.	Form of act of completed works 2023	1
39.	RI-MUA-68-21 Working instructions for the development of an	1
	educational and methodological complex in NJSC AMU	
40.	PL-MUA-76-20 Regulations on remuneration, bonuses and social	1
	security of employees of NJSC AMU	
41.	PSP-MUA-3.2-22 Regulations on the center of additional education	1
42.	PL-MUA-03-20 Regulations on paid services of NJSC AMU	1
43.	PL-MUA-142-22 Regulations on awards	1
44.	Work plan of teaching staff	1
45.	On amendments to the Regulation on paid services	1
46.	Articles on additional education	9
47.	The composition of the section on additional and non-formal	1
	education of Educational and Methodological Association of the	
	Republican Educational and Methodological Council in the direction	
	of training - Healthcare for the 2022-2023 academic year	
48.	Advanced training programme of NJSC AMU	1
49.	EP Improving special medical care for children	1
50.	Agreement on joint activities No. 522-D-211	1
51.	Agreement on joint activities No. 522-D-79	1
52.	Clinical bases	1
53.	Integrated programME of the seminar on SARS	1
54.	Agreement on joint activities No. 0240	1
55.	Agreement on joint activities No. 522-D-175	1
56.	Agreement on joint activities No. 177-18	1
57.	Agreement on the activities of clinical bases	1
58.	Memorandums	1
59.		
60.	Feedback from employers SILMIA 21 21 Internal quality assurance system of NISC AMIL	1
00.	SU-MUA-81-21 Internal quality assurance system of NJSC AMU	1