

Anniversary as a reason for comprehension of the past

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According to Kassym-Jomart Tokayev, the first decade of Independence can be called a period when the foundation of a new Kazakhstan was laid. The president said that the second decade is a period of consolidating the country's status and improving the country's economic potential. Finally, in the third decade, along with political and economic reforms, special attention paid to the spiritual revival of a human, who is also a citizen of his own country¹. KazNU is one of the oldest universities in the Republic of Kazakhstan. In 2024, the university will celebrate its 90th anniversary.

One of the first indicators of Independence was the regulation №629 of the Minister of the Kazakh SSR dated October 23, 1991, when the Kazakh State University (KazNu) was named after the great philosopher and scientist encyclopedist - al-Farabi². And the reason why it was named by al-Farabi is that he is the "Second Teacher of Humanity" who was born on the territory of Kazakhstan in Otrar city - the largest center of the ancient culture of Kazakhstan and Central Asia, which was once called Farab.

The university has always been proud of this name, and over the past 30 years, it has done a lot to perpetuate the memory of the great scientist. The al-Farabi International Centre was established and operated in KazNu. For the first time, a virtual portal was developed on the heritage of the great scientist; an interactive platform for non-institutional interaction of the world's al-Farabi scholars was launched on the basis of the Invisible College principle. In collaboration with world scientific schools, the al-Farabi International Center organized work to identify the modern content of the principles and ideas of al-Farabi in the context of world philosophy and science and interdisciplinary research.

Another important area of work is the research and translation of previously unpublished manuscripts of al-Farabi. University scientists have translated from Arabic into Kazakh three treatises of al-Farabi, which will be published in mass circulation in the near future. The Encyclopedia of al-Farabi will

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¹ <https://365info.kz/2021/01/tokaev-nazval-tseli-chetvertogo-desyatiletiya-nezavisimosti>.

² https://online.zakon.kz/Document/?doc_id=1000727.

organize all the information about the great scientist. The contents of the encyclopedia include historical facts, materials, geographical objects, biographical materials, lifelines and the scientific heritage of al-Farabi also concepts and terms of famous scientists in the Arab Muslim Renaissance. It contains bibliographic information about modern researchers, al-Farabi studies in Kazakhstan and all those who are engaged in the problems of Islamic philosophy, religion, culture, science and education.

Popularization of the heritage and ideals of the al-Farabi among young people is an important direction. Therefore, on the National open education platform "www.moocs.kz" has opened an online course "al-Farabi and modernity", which has already been attended by 5000 people.

On the YouTube channel AlFarabiTV, KazNU has created a playlist #ALFARABI1150, which contains over 100 video materials, plots, reports and animated films to popularize the heritage of al-Farabi³. In cooperation with the media companies of the Netherlands and Turkey was created three documentary movies about al-Farabi.

Al-Farabi's Centers in the world's leading universities have joined the wide dissemination of al-Farabi's teachings on the unity of the intellectual and moral improvement of the individual. A lot of work has been carried out to create new foreign al-Farabi centers in the USA, Russia, Greece, Romania, Albania, Malaysia, Uzbekistan, Turkmenistan, and the Baltic countries.

The wide dissemination of al-Farabi's key ideas not only constitutes the basis for national revival, but also contributes to the formation of new universal values that ensure the sustainable development of human civilization. This is a Kazakhstani contribution to the formation of a new worldview to ensure sustainable development of the modern world.

Implementing the state policy of innovative development of the country, KazNU is successfully transforming into an excellent research university, declaring itself as a highly competitive participant in the world educational market. This is not just a good intention, but based on practical action.

KazNu is the first winner of the "quality achievement award" (2006) of the president of the Republic of Kazakhstan, member of the association of international and Eurasian universities, leader in higher professional\postgraduate education and science, has repeatedly confirmed the implemented QMS at the international level (2008 -2011).

KazNu is the only university in Kazakhstan admitted by the United Nations "academic influence" program and according to the results of famous rating agencies QS (UK) and Thomson Reuters (USA) our university ranks first among Central Asian universities and becomes the most famous university in

³ https://www.youtube.com/watch?v=gfp5Cd_qSQY.

the world. According to the research results of the famous international organization "Great Value Colleges", KazNU is one of the 50 most technologically advanced universities in the world.

A year ago, the University changed its ownership form - into a non-profit joint-stock company. The corporate governance system has had an obvious impact on the university. All conditions are created for the participation of professors, students and employees in decision-making in the main areas of the university. We plan to increase the proportion of employees participating in corporate governance. Academic, scientific and social committees will function at the faculty and university levels. All these will provide a unified corporate governance system led by the board of directors and the Minister of education and science. The board of directors includes well-known representatives of education, science, business, sociology and the media.

The attitude towards teachers' work have changed - this year the salary has been increased twice. The first increase of 20% was in February. The second was increased in September in accordance with the instructions of the Minister of Education and Science. This level of salary allows teachers to focus on improving the quality of teaching, using advanced educational technologies and conducting scientific research.

Therefore, KazNU has become the leader in graduate employment in QS Quacquarelli Symonds - international ranking of graduate employment and entered the top 250 universities⁴. According to the employment rate of graduates, KazNU ranks 55th in the world. Also, according to the employer reputation ranking KazNU took 120th place, which was calculated based on the results of a survey of more than 75,000 representatives of employing organizations involved in making decisions on hiring employees. The QS Graduate Employability Rankings is the most detailed comparative analysis of the work carried out by universities to create favorable conditions for further obtaining the desired profession. Universities are ranked on the basis of partnerships with employers, the number of industry leaders among alumni, the frequency of employers' presence on campus, and the level of employment of graduates, taking into account the location of the educational institution.

Chairman of the Board - the president of KazNU Zh. Tuimebayev constantly emphasizes that the university should maintain and consolidate its leadership position among universities, and in order to achieve this goal, the activities of the institution should be properly planned, the main emphasis should be on increasing joint programs and international cooperation.

This year, for the first time, graduates of KazNU were awarded with university own design diplomas, which were developed by the designers of the publishing house "Kazakh University". An exclusive design and modern protection element are the originality of the new diploma. The diploma has a unique number and QR code assigned to each graduate and allows the diploma to be identified in the

⁴ <https://support.qs.com/hc/en-gb>.

national education database. The logos of the university and accreditation agencies are also depicted. A new type of diploma is the guarantee of a prestigious quality education.

In the year of the 30th anniversary of Independence, 5,260 applicants became bachelors of KazNU. Also, the student family has increased by 2,150 undergraduates. All students of KazNU are ready to study in a traditional format. The university strictly enforces mask-wearing and social distancing measures. Currently in KazNU vaccinated 70.2% of the teaching staff (3,555), 79% (14,370) of students. The university is actively conducting informational work on the organization of vaccinations. In KazNU student palace, a vaccination point against Covid-19 was opened for students and teachers of the university, as well as residents of Almaty.

Vaccines approved by the Ministry of health of Kazakhstan are used for immunization. A medical organization "Smart Health University City" LLP has been duty for vaccination work and registration in the portal. A spacious waiting area and post vaccine monitoring area are provided for people who want to be vaccinated. In order to control coronavirus infection, the university took the following measures: mandatory wearing of masks, maintaining social distancing, crossing the flows of incoming and outgoing citizens is not allowed, and the "Ashyq" program is also used to identify patients with coronavirus.

As always, the scientific developments of our university are at their best. Indeed, at the head of the top ten young scientists who have received state grants are scientists from KazNU. This conclusion was made as a result of competitions for grant funding of young scientists for scientific projects for 2020-2022 and 2021-2023. KazNU scientists works: development of photocatalytic technology for air purification (B. Oralbekov); Modeling in a complex system of rivers and canals of mudflows, rock-mud mixtures in case of dam failure, regular and emergency floods (A. Isakhov); Development of environmentally significant organic-mineral sorption materials for the purification of waters contaminated with metals and surfactants (G.Zh. Kairalapova); Development on the basis of SoC 5G digital radio modules and a station for receiving microwave signals (M.A. Ibraimov) are proposed as projects in priority areas of development of science and are being successfully implemented.

The scientific journal of KazNU "International Journal of Mathematics and Physics" included in the largest database of scientific publications in the world Scopus. "International Journal of Mathematics and Physics" has been published since 2012 under the guidance of leading Kazakhstani and foreign scientists who have formed the editorial board of the journal. The materials of the journal highlight the latest achievements in the field of mathematics and physics. In addition to Scopus, the magazine is also indexed to other authoritative databases, such as Web of Science, EBSCO, Research Bib, Scilit, Cite Factor. Journal articles are cited at prestigious international conferences and in highly rated scientific journals. Inclusion of KazNU journal in the prestigious database of scientific information is an indicator of the further integration of university and kazakhstani science in general into the world scientific space. In order for students to receive the most modern knowledge, 113 new programs for

the 2021-2022 academic years are registered in the Bologna Process Center of the Ministry of Education and Science of the Republic of Kazakhstan, of which: 19 for bachelor's, 63 for master's and 31 for doctoral studies. When creating educational programs, the main requirements are taken into account: compliance with Kazakhstani and international trends and challenges, interdisciplinarity and focus on improving the quality of education and the competitiveness of the university. The college also carries out activities aimed at developing high-quality and competitive education programs. For this reason, the university holds meetings with employers in order to determine the list of graduate competencies, create teams of authors to develop the learning process, design and develop them, and approve them at the academic council of the faculty.

A number of international projects are being implemented at the university. The most famous of them is Erasmus +, a program of the European Union aimed at supporting joint projects, academic mobility and youth policy for the implementation of mobility of teaching staff and students. Within the framework of this program alone, 39 joint projects have been implemented with universities in Spain, France, Romania, Turkey, Lithuania, Great Britain, Poland, the Netherlands, Croatia, Germany, Sweden, Estonia, Austria, Latvia, Slovenia, etc. Of great interest are such international programs as: "Abay-Vern" (France)⁵, "Mevlana" and "Orhun" (Turkey), LAESTE (EC), FLAGMAN (USA).

Almost 35% of teaching staff teach in English, over 2 thousand students study in English groups.

All these achievements would be impossible without active participation in all processes of people working at the university. The key to success is the well-coordinated work of the entire team. Chairman of the Board – president of KazNU Zh. Tuimebayev constantly emphasizes that the university should maintain and consolidate the status of a leader among universities, and in order to achieve this goal, the activities of the institution should be properly planned and pay attention on increasing joint programs and international cooperation. All goals and objectives should be clear to the entire faculty.

Nazarbayev pointed out in his speech entitled "social modernization in Kazakhstan: twenty steps towards a universal working society" noted that all work must be based on close cooperation among the state, enterprises and citizens⁶. The task of the state here is to ensure a rational balance of interests of the state, society and personality. This is where true justice lies. We must actively develop social partnerships and create conditions for non-state sectors to participate more in national modernization, primarily in the social sphere.

Today, more than 4170 people work at KazNU: teachers, educational support staff, employees of the production department, specialists in the field of computer technology, lawyers, economists, security guards and people of many other professions. All of them help the university to fulfill its mission - the training of specialists of a new formation that meet modern intellectual requirements and the

⁵ <https://www.kazakhstan.campusfrance.org/stipendialnaya-programma-abay-vern>.

⁶ https://online.zakon.kz/Document/?doc_id=31220316&pos=5;-109#pos=5;-109.

development strategy of the Republic of Kazakhstan based on the effective integration of education, science and innovation. The staff of the faculty is 2.9 thousand, of which over 1.2 thousand are doctors and candidates of sciences and 350 PhDs. There are 10 academicians and 7 corresponding members among the university professors. Regular meetings were held with the presidents of several foreign universities, who expressed their willingness to cooperate in the fields of education and science. Active collaboration with foreign universities will have a positive impact on the increase in bilateral educational projects.

For the successful work of KazNU employees, it is necessary to provide good social protection. And this protection is successfully carried out by the trade union of employees of KazNU "Parasat" together with the university administration. The trade union takes an active part in improving the work of employees, ensuring safety and labor protection, in resolving labor disputes, legal, material and other financial assistance to members of the trade union. Today we can note the following aspects of the university's social policy. First of all, it is necessary to note the formation of a system for regulating labor relations, the development and signing of a collective agreement. The last Collective agreement was adopted in 2019. The tripartite document is concluded every three years and invariably contains the principles of strict observance of the labor legislation of the Republic of Kazakhstan, social responsibility of the executive power, employers and employees, mutual respect and the maximum possible compromise of their interests. In the previous Collective agreement between the staff and the administration of KazNU, the annual labor leave was increased, benefits for employees were fixed. During the reporting period, within the framework of social protection, targeted material assistance was provided to university employees, compensation was allocated for sanatorium-and-spa treatment, material support was provided to veterans of the university.

The Collective agreement contains provisions on the participation of the trade union in the development of relevant acts of KazNU on the procedure for considering citizens' appeals, on labor veterans, on social protection and labor protection of workers. In addition, the department of civil law and civil process, labor law of the law faculty of the university provides great assistance to the trade union. The trade union and the department participate in the implementation of various state policy documents, including the concept of the country's social development, take part in the discussion of draft regulations in the field of social protection of the population, the development of scientific and educational activities. Proposals are submitted to the Ministry of Education and Science of the Republic of Kazakhstan by the trade union on issues of educational and scientific activities.

Further, we would like to note the development and implementation of plans for the social development of the university.

A lot of work is being done with socially unprotected categories of teachers, employees and students of the university. The system of motivation of employees, their competitive level is being improved, as well as control over the equipment of the workplace of teachers and employees (providing the

necessary number of computers and other office equipment). On constant control - increasing the level of labor protection, safety, fire safety, improving social and living conditions in the workplace.

The trade union controls the provision of targeted material assistance to university employees, the improvement of their nutrition, the state of canteens at the faculties. Among the priority tasks are the opportunities for improving the health of employees, which include: improving medical care, providing better access to pharmacy products, providing health resort treatment, and organizing recreation for employees and their families. The trade union is also engaged in mass sports work, which involves the organization of university and faculty sports competitions, access to sports halls, and the work of the Health group. We also include the development of corporate ethics and the moral and psychological climate in the team, social support for pensioners (invitations to holidays held at the university, congratulations on anniversaries, material assistance) and charitable activities to social issues.

Assistance is always provided to the student by the trade union "Sunkar" in organizing and conducting educational work for students at the university in the following areas: patriotic education, aesthetic and cultural education, prevention of antisocial phenomena, promotion of a healthy lifestyle and others. Of course, communication with the student of the trade union is not limited to this alone - young people can always count on help and support.

As an important condition for the successful development of Kazakhstani society is the active participation of young people in the socio-economic, political and public life of the country. Students and young people are particularly interested as a generation. As the "first result" of the national social and political reform, students and young people have aroused special interest in the society, that happened in the twenty years of independence. In his speech to the people, Nazarbayev repeatedly emphasized that youth are the decisive force of the country. The vector of further development of Kazakhstan depends on its civic position, it is the youth who will determine the future of the country in 10-15 years.

The university has the following social facilities: a sports and health camp on Lake Issyk-Kul, located on a plot of 17 hectares. The camp consists of five floors, where 326 people can rest at the same time; Palace of Students U. A. Dzholdasbekov for 1537 seats, sports complex, Student Service Center, Scientific Library. All of them are not just listed on the balance sheet, but are actively used by university employees. In addition, the Scientific Library of KazNU is a cultural and spiritual center for students, undergraduates, faculty and teaching staff. The funds of the Scientific Library contain textbooks, monographs, classical fiction, rare books and manuscripts of the 16th-19th centuries, more than 250 thousand copies of periodicals. The KazNU Scientific Library today is one of the oldest libraries in Kazakhstan and the largest university library in the Republic of Kazakhstan. The book fund exceeds more than 2 million books, which is replenished annually by 50-60 thousand copies. There are more than 20 thousand readers, these are not only students, but also faculty, scientists, teaching and support staff and other categories of university employees. Every year the library registers more than

900 thousand visits. Issues more than 2 million copies of books, magazines and newspapers. Annually subscribes to more than 850 titles of Kazakh and Russian periodicals. In terms of automation of library and bibliographic processes, the Scientific Library occupies a leading position in the country. The Scientific Library entered the history of the Websites of Kazakhstan as one of the first to place its Electronic Catalog on the Internet.

Student service centre (SSC) "Keremet" is a real city on the student campus of KazNU, which is the first of its kind in the post-Soviet space. Only large universities in France and Germany can boast of such complexes. The area of the SSC consists of 7300 sq. m., where five sectors are located and the main one, of course, is the educational sector. Here are office registrars who are responsible for the clear movement of the educational process, accompanying the student of KazNU from the first to the last year. Accounting, passport office, advice on practice and employment - any information here can be obtained in the shortest possible time. In the diagnostic medical center, equipped with modern equipment, it will be possible to take any tests, undergo an ECG, ultrasound, and also get a doctor's consultation.

The entertainment sector of the SSC includes a cinema and a cafe, there are services of ATF Bank, a notary, you can also buy train and plane tickets, contact a travel company. In addition, you can purchase scientific and creative products of KazNU scientists in the bookstore. In general, everything is done for the benefit and convenience of people. In the SSC students and employees of KazNU will be able to get the necessary information, a variety of services, and spend their free time pleasantly and usefully.

On the stage of the student palace, festival and cultural activities, concerts, aytsy and kn were held. In the student palace, there is a dance troupe "Bakhyt" and a student drama theater "Biz", which provides young talents with the opportunity to show themselves on the big stage. These popular student groups have won many awards in competitions and festivals in the Republic.

On the territory of the university there is a sports complex with a stadium, which made it possible to significantly improve the sports facilities of the university, to introduce hundreds of students and teachers to physical culture and sports. In this sports complex, such competitions as the dormitory cup, inter-faculty sports competitions, as well as the "Densaulyk" sports competitions have become traditional. The health group is popular among employees.

Sports successes of KazNU students are noted at the highest level. At the Olympic Games in Tokyo, excellent results were shown by: Yeldos Smetov - in judo, Igor Son - in weightlifting, Nurislam Sanaev - in freestyle wrestling, Nurdaulet Zhumagali - at the Paralympic Games. Chairman of the Board - president of KazNU Zh. Tuimebayev noted that during all 30 years of independence the State paid special attention to the development of sports and the formation of a healthy lifestyle for young people. For this reason, all conditions have been created at the university and sports traditions have

been laid down, which are passed on from generation to generation. All these years, our students have defended country's sport honor at the Olympic Games, World Championships, World Universiade, Asian and European Championships.

One of the most important principles of an organization is the creation of safe and harmless working conditions at all stages of the production process. At the university, the object of labor protection management is the activities of structural divisions and services of the enterprise, and the management bodies are managers of all levels in accordance with their functional responsibilities.

The university provides safe working conditions, employees are trained in safety and labor protection, organizational and technical measures are taken for safety and labor protection, as well as briefings. The knowledge on safety and labor protection of managers and specialists is checked in accordance with the rules approved by the authorized state body for labor. The necessary sanitary and hygienic conditions have been created, which include the issuance of special clothing and footwear for workers, the supply of preventive treatment, detergents and disinfectants, a first-aid kit, milk, therapeutic and preventive nutrition in accordance with the standards.

This year KazNU has successfully passed the recertification audit. The purpose of the audit was to check the quality management system (QMS) of the university for compliance with the requirements of international standards ISO 9001:2015. The recertification audit was carried out by the auditors of the Russian Register Certification Association. As the auditors noted, KazNU has done a lot of work to adapt existing and create new documented procedures that regulate business processes in all areas of the university. Quality control managers of university have developed and implemented a process for identifying, assessing and managing risks. It is also necessary to note the involvement of all personnel in process management, which has a beneficial effect on the effectiveness of business processes. The system of indicative planning is successfully functioning, where targets-indicators are clearly defined in all areas of the university's activities. The rating system is a tool for evaluating the performance of the teaching staff, departments and faculties. During the audit, it was found that the system of indicative indicators is also effectively used to conduct a detailed SWOT - analysis of work at the level of departments and faculties, and to develop improvement plans based on it.

KazNU provides preferential discounts for the following students: excellent students, orphan students left without parental care, students with disabilities or students whose parents are disabled, as well as students whose parents are university employees. Students of socially vulnerable categories are provided with a flexible payment schedule. There are benefits for tuition fees for those entering the magistracy.

The principle of social partnership has been implemented in KazNU. The main organizational forms at the university are created in the form of social and professional councils and public commissions.

The program of social partnership with student organizations has also been adopted. In KazNU was formed a developed system of student self-government, the key subjects of which are: a committee of youth organizations; student senate; student trade union organization "Sunkar"; student union dormitory; law enforcement squad; student bureau for the bologna process, also other student associations and clubs at the faculties - in total over 100 student associations⁷.

KazNU in the near future is not only a world-class educational institution, but also a center for research, educational, expert and social activity, capable of creating and transmitting the best ideas to the world community, disseminating knowledge and sharing experience.

The university staff, together with the trade union, will make every effort to fulfill the new tasks set by the 2050 strategy and will make a significant contribution to increasing the competitiveness of Kazakhstani universities and implementing plans to join Kazakhstan among the 30 most developed countries in the world.

⁷ <https://studlife.kz/post/265/>.