



## GSU SWOT Analysis in terms of ESG

Strengths	Weaknesses
<p>Since the implementation of EQAC project started:</p> <ul style="list-style-type: none"> <li>• <b>In terms of Standard 1.3:</b> Student-centered learning, teaching and assessment, strategic plan has been created which contains TOT training packages and activities to improve the quality of learning, teaching and assessment.</li> <li>• <b>In terms of Standard 1.5:</b> Teaching staff, Teaching and Learning Center has been created for the improvement of the competences of teachers.</li> <li>• <b>In terms of Standard 1.6:</b> Learning resources and student support, facilities such as libraries, dormitories, laboratories, cafeteria, center for students with disabilities, language centers etc. has been created.</li> <li>• <b>In terms of Standard 1.7:</b> Information management, Moodle program have been installed for the management of information. Trainings have been conducted to teach the staff how to use Moodle.</li> <li>• <b>In terms of Standard 1.8:</b> Public Information, a journal has been started being prepared to inform the public about the activities of the university. Internet TV of the university was created.</li> </ul> <p style="text-align: center;"><b>Strengths of GSU in general</b></p> <ul style="list-style-type: none"> <li>• Administrative support</li> <li>• Experience in European projects</li> <li>• Energetic and young project team</li> <li>• Availability of necessary resources</li> <li>• Desirability by the students in the country (98 % student admission rate, 2nd in this category in Azerbaijan)</li> <li>• 2nd best university in the publication of impact factor journals in Azerbaijan in WEB of Science</li> <li>• Availability of stimulation programs</li> </ul>	<ul style="list-style-type: none"> <li>• <b>In terms of Standard 1.1:</b> Policy for quality assurance, the university has a policy for monitoring groups of quality, but it needs systematicity and improvement</li> <li>• <b>In terms of Standard 1.2:</b> Design and approval of programs, the approach is traditional and needs improvement based on ESG standards.</li> <li>• <b>In terms of Standard 1.4:</b> Student admission, progression, recognition and certification, the processes are traditional and paper based. It needs being electronic and systematic.</li> <li>• <b>In terms of Standard 1.9:</b> On-going monitoring and periodic review of programmes, monitoring groups usually check the issues such as quality of teaching, ethics, programs. But it is not satisfactory compared to the expectations of ESG.</li> <li>• <b>In terms of Standard 1.10:</b> Cyclical external quality assurance, the only external quality assurance is done by Ministry of Education.</li> </ul> <p style="text-align: center;"><b>Weaknesses of GSU in general</b></p> <ul style="list-style-type: none"> <li>• Older generation is not completely open to new ideas</li> <li>• During the surveys, not everyone answers questions honestly</li> <li>• Lack of financial resources</li> <li>• Bureaucracy</li> <li>• Lack of knowledge of English which is necessary in terms of capacity building in quality assurance</li> <li>• No present quality management system</li> <li>• Resistance to change from elder faculty members</li> <li>• Lack of IT skills in elder faculty members</li> <li>• Resistance to be monitored continuously</li> <li>• Nonconformity for the increasing number of quality requirements</li> </ul>

Opportunities	Threats
<ul style="list-style-type: none"> <li>• <b>In terms of Standard 1.1:</b> Policy for quality assurance, there is a good opportunity to adopt such a policy, and it will enable us to systemize all the quality related work and introduce new quality-wise ideas.</li> <li>• <b>In terms of Standard 1.2:</b> Design and approval of programs, will create opportunities for the creation of dual degrees, student and staff mobility locally and internationally</li> <li>• <b>In terms of Standard 1.3:</b> Student-centered learning, teaching and assessment, there will be opportunities to distinguish between good and bad lessons and enable students choose lessons they like.</li> <li>• <b>In terms of Standard 1.4:</b> Student admission, progression, recognition and certification, it will provide opportunity for better mechanism, bureaucracy will be decreased, student satisfaction will increase etc.</li> <li>• <b>In terms of Standard 1.5:</b> Teaching staff, competition among teachers will increase, competent teachers will stand out, reward mechanism will be created to stimulate teachers.</li> <li>• <b>In terms of Standard 1.6:</b> Learning resources and student support, adoption of ESG standards will direct the university funding to create facilities, resources, and equipment according to the needs of these standards.</li> <li>• <b>In terms of Standard 1.7:</b> Information management, application of these standards will create an interest in adoption of electronic management systems, electron document circulation systems, electron management of financial issues, electronic libraries etc.</li> <li>• <b>In terms of Standard 1.8:</b> Public Information, the opportunities will be created in terms of creation of journals, Open Access, reports, promotional materials etc.</li> <li>• <b>In terms of Standard 1.9:</b> On-going monitoring and periodic review of programmes, it will provide an opportunity to keep the quality in high level and keep up with the other universities.</li> <li>• <b>In terms of Standard 1.10:</b> Cyclical external quality assurance, it will increase the responsibility, and make the process owners more responsible for their work, and thereby increase the quality.</li> </ul> <p style="text-align: center;"><b>Opportunities for GSU in general</b></p> <ul style="list-style-type: none"> <li>• Increase of reputation</li> <li>• New business collaborations</li> <li>• Increase in income</li> <li>• Increase in student number</li> <li>• New project ideas and partnership</li> <li>• Experience of European education</li> <li>• Increase in knowledge and competence</li> </ul>	<ul style="list-style-type: none"> <li>• <b>In terms of Standard 1.1:</b> Policy for quality assurance, some people may have political resistance due to not desiring to change</li> <li>• <b>In terms of Standard 1.2:</b> Design and approval of programs, it may take a lot of time to design programs according to the needs of ESG. It will take a long time for the staff to adjust the programs.</li> <li>• <b>In terms of Standard 1.3:</b> Student-centered learning, teaching and assessment, it is really hard and requires a lot of energy, time and resources to monitor whether everyone follows the principles of student centered learning. It will be challenge to change from the traditional teaching and learning philosophy to contemporary constructive methods.</li> <li>• <b>In terms of Standard 1.4:</b> Student admission, progression, recognition and certification, recognition of ECTS credits may still face challenges bureaucratically. The numbers of student complete degrees on time will decrease.</li> <li>• <b>In terms of Standard 1.5:</b> Teaching staff, teachers may not have the motivation in order to increase their competences</li> <li>• <b>In terms of Standard 1.6:</b> Learning resources and student support, facilities, resources, and equipment purchased may be waste of money, if not used or in case project fails</li> <li>• <b>In terms of Standard 1.7:</b> Information management, equipment, systems, tools will be hard to maintain, and it will be waste of money if it is not properly used by the staff.</li> <li>• <b>In terms of Standard 1.8:</b> Public Information, the desire to create materials such as journals, reports, promotional materials require a lot of energy, time and resources</li> <li>• <b>In terms of Standard 1.9:</b> On-going monitoring and periodic review of programmes, academic integrity may not be abided by the monitors which will render the entire monitoring processes useless.</li> <li>• <b>In terms of Standard 1.10:</b> Cyclical external quality assurance, application of new approaches in cyclical external review may require changes in the administration and thereby affect overall process. It may be positive but also negative as well.</li> </ul> <p style="text-align: center;"><b>Threats for GSU in general</b></p> <ul style="list-style-type: none"> <li>• Transition from traditional approach to modern approach requires a lot of time</li> <li>• Failure due to a desire to do a drastic change within a short period of time</li> <li>• Change in the current environment</li> <li>• Key staff leaving</li> </ul>