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**DEFA**

Development of the Financial  
Autonomy of Universities in Kyrgyzstan

[101082829-DEFA-ERASMUS-EDU-2022-CBHE](#)

**UNIVERSITY  
ADAM**



## SUSTAINABILITY PLAN OF ADAM UNIVERSITY

### Main activities

| # | Name of action  | Estimated results  | Estimated End Date | Guidelines   |
|---|---|--|--------------------|--|
| 1 | <b>WP1 – Development of the model of financial autonomy</b> | Strategic Plan of Adam University (2025)   | 07/2025            | Strategical Priorities:<br>* Quality assurance:<br>*Effective management and financing:<br>- strengthening the transition to normative funding at all levels of education and to greater independence in resource management at the level of the educational institutions themselves;<br>- accreditation and licensing, implementation of the necessary control over educational services and their results;<br>- regular monitoring of the implementation and evaluation of the results of the functioning and effectiveness of the education system;<br>- automation of the education management system. |
|   |   | Participation in the development of the draft Strategy and Roadmap for financial autonomy in universities of the Kyrgyz Republic and in the development of a draft model of financial autonomy of universities | 05/2024            |  |
| 3 | <b>WP3 – Exploitation</b>                                   | Participation in the development and implement a   | 07/2025            | 1. Development of implementation plans for the Financial Autonomy model at AU<br>2. Making changes to the organizational structure of the universities   |



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|   |                                       |  |           |   |
|---|---------------------------------------|--|-----------|---|
|   |                                       | General Exploitation Plan for financial autonomy   |           | <ul style="list-style-type: none"> <li>3. Making changes to internal documents</li> <li>4. Organization of internal workshops for the implementation of the model and involvement of all stakeholders at the institutional level</li> </ul>   |
|   |                                       | <ul style="list-style-type: none"> <li>Annual operational plans</li> <li>Updating internal documentation</li> <li>Internal/external workshops</li> <li>Round tables</li> </ul>   | 2025-2030 | <ul style="list-style-type: none"> <li>5. Updating internal documentation in line with regulatory changes.</li> <li>6. Systematic enhancement of Financial Autonomy skills and knowledge for target staff.</li> </ul>   |
| 4 | <b>WP4 - Quality Assurance System</b> | Internal and external QA reports   | 09/2025   | <ul style="list-style-type: none"> <li>1. Monitoring of the Financial Autonomy implementation plans at AU.</li> <li>2. Internal and external evaluation of plan execution.</li> </ul>   |
|   |                                       | <ul style="list-style-type: none"> <li>Annual reports on monitoring of legislation</li> <li>Internal and external evaluation reports</li> </ul>  | 2025-2030 | <ul style="list-style-type: none"> <li>3 Tracking changes in legislation and adapting models accordingly.</li> <li>4. Incorporating changes in regulations into guides and training programs.</li> <li>5. Internal and external evaluation of the execution of operational and strategic plans</li> <li>6. Regularly evaluating the progress and impact of the sustainability plan to ensure its relevance and effectiveness, and making necessary improvements as needed.</li> </ul>   |
| 5 | <b>WP5 Dissemination</b>              | <ul style="list-style-type: none"> <li>Final project conference</li> <li>Dissemination Plan</li> <li>Strategic Plan on sustainability</li> <li>Website</li> <li>Dissemination events</li> <li>Promotional materials</li> </ul> | 11/2025   | <ul style="list-style-type: none"> <li>1. Strict adherence to the dissemination plan (Midterm, final reports).</li> <li>2. Regularly updating and maintaining the relevancy of information on the website</li> <li>3. Dissemination of informational materials through effective channels, including social networks and other digital tools.</li> <li>4. Participation in conducting a final conference in a hybrid format to attract as many stakeholders as possible.</li> </ul>   |
|   |                                       | <ul style="list-style-type: none"> <li>Internal documents</li> <li>Internal/external workshops</li> <li>Round tables with key stakeholders</li> <li>Annual hybrid conference</li> </ul>  | 2025-2030 | <ul style="list-style-type: none"> <li>Continuing to document and share the lessons learned, best practices, and success stories from the project. This will contribute to the ongoing learning and improvement of the project's activities and outcomes.</li> <li>Carrying out advocacy activities to influence the policies, practices, and attitudes of key stakeholders in higher education and financial autonomy. This could include lobbying, public awareness campaigns, or research and publications.</li> <li>Communication and Engagement: Maintaining open and regular communication with all stakeholders, including university staff, government officials, project participants, and the wider public. This will ensure that they stay informed, engaged, and supportive of the project's sustainability efforts.</li> </ul> |